

KNOW YOUR EMPLOYER RIGHTS

IF I.C.E. COMES TO YOUR BUSINESS

KNOW AND EXERCISE YOUR RIGHTS!

WHAT IS AN I.C.E. RAID?

- I.C.E. agents go to a worksite without warning as part of an investigation into an employer.
- I.C.E. agents are not police officers, but their uniforms may say “Police” or “Federal Agent.” They may carry guns. Sometimes, local police officers will go with I.C.E. agents on I.C.E. raids.
- While they are there, they may try to question, detain, and even arrest other people.

WHAT IF I.C.E. AGENTS TRY TO STOP, QUESTION, DETAIN, OR ARREST A WORKER?

- I.C.E. agents may come to your business to try to find a particular person (or people).
- The best way for workers to protect their rights is to stay silent and ask for an attorney.
- Workers do not have to hand over any IDs or papers to I.C.E. All workers have this right.
- Any information that workers give to I.C.E. can be used against them later.
- If you or an employee is willing, you should video or record what the I.C.E. agents do at your workplace. You may be able to prove the agents violated your rights or your workers’ rights.

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HOW EMPLOYERS CAN PREPARE FOR I.C.E.

- 1. Employers have rights when I.C.E. goes to a business. I.C.E. agents do not always have a right to enter your business, stop or arrest your workers, or take documents.**
- 2. IMPORTANT:** To show that some areas are private, mark them with a "Private" sign, keep the doors closed or locked, and have a policy that visitors and the public cannot enter those areas without permission.
 - Being in a public area does NOT give I.C.E. the authority to stop, question, or arrest just anyone.
 - Immigration agents can enter a private area ONLY IF they have a judicial warrant.
 - If I.C.E. agents try to enter a private area, you should say: "This is a private area. You cannot enter without a judicial warrant signed by a judge. Do you have a judicial warrant?"
 - If I.C.E. agents tell you that they have a judicial warrant, ask for a copy and read it.
 - Sometimes, I.C.E. agents try to use an administrative warrant to enter. But an administrative warrant does NOT allow agents to enter private areas without your permission. Administrative warrants are not from a court. They say "Department of Homeland Security" and are on Forms I-200 or I-205.
 - A judicial warrant must be signed by a judge and say "U.S. District Court" or a State Court at the top.
 - While they are there, they may try to question, detain, and even arrest other people.
- 3. Train your staff to NOT TALK to I.C.E. Agents**
 - I.C.E. agents may try to stop, question, or even arrest a worker without the proper authority. The best way for workers to protect their rights is to stay silent and ask for an attorney.
 - Workers do not have to hand over any IDs or papers to I.C.E. All workers have this right.
 - Any information that workers give to I.C.E. can be used against them later.
 - If you or an employee is willing, you should video or record what the I.C.E. agents do at your workplace. You may be able to prove the agents violated your rights or your workers' rights.
 - If I.C.E. agents have questions or requests, workers should say nothing, or say, "You are not allowed to enter. Talk to my employer."
- 4. Make a response plan**
- 5. Know and exercise your rights**