

# WHAT TO DO IF IMMIGRATION COMES TO YOUR WORKPLACE

- 01. Prepare Now**
- Create a written response plan
  - Train staff on protocols
  - Hold Know-Your-Rights trainings
  - Have legal support contacts ready



- 02. When ICE Arrives**
- Request officer credentials
  - Require judicial warrant for private areas
  - Do NOT assist with worker identification
  - Stay calm and professional



- 03. Public vs. Private Areas**
- Public areas: ICE may enter without permission
  - Private areas: Judicial warrant REQUIRED-it must be from a District Court and has to have the signature judge or magistrate
  - Administrative warrants do NOT allow entry



- 04. During an Enforcement Action**
- Workers may remain silent
  - Workers may request an attorney
  - Document the encounter if safe
  - Avoid volunteering information



- 05. After an Enforcement Action**
- Document what happened
  - Contact legal counsel
  - Pay owed wages promptly
  - Support workers navigating legal issues



- 06. Employer Rights**
- Refuse entry to private areas without a judicial warrant
  - Access legal counsel before responding
  - Protect workers from unlawful questioning



**KEEP OUT**



**AUTHORIZED  
EMPLOYEES  
ONLY**

# EVERYONE IS WELCOME HERE!

## EXCEPT I.C.E.

We have the right to **deny I.C.E. access to private areas** without a judicial warrant.

We assert our constitutional rights, **which apply to everyone in this country, regardless of immigration status,** in this establishment.

**Members of our community are safe here. Any form of harassment of guests or staff will not be tolerated.**