

PROTECT YOUR WORKPLACE

If ICE comes to your workplace, you, your co-workers, your customers, and your community have rights.

HERE'S WHAT NOT TO DO IN A RAID

Do not panic, run, or resist ICE by using force.

Do not lie or provide false documents - this is a crime.

Do not single out undocumented immigrants to help them hide or escape.

Avoid saying "ICE" and do not tell people specifically to go anywhere. Make a plan ahead of time.

Do not sign anything or answer any questions without talking to an immigration lawyer. If you are detained, you can request a lawyer at any point.

Do not let ICE in any locked or private area without a judge-signed SEARCH WARRANT.

Do not identify anyone for ICE or tell them who is an immigrant. Treat all present the same, regardless of status.

Do not believe their threats or attempts to negotiate you out of silence. ICE can and does lie.

SO WHAT SHOULD YOU DO?

Put signs up on private areas (offices, kitchens, storage, garage) ahead of time. ICE cannot enter any area that isn't mentioned on a judge-signed search warrant.

Announce that "law enforcement" is in the area and that everyone has the right to remain silent.

You may choose to lock your doors. ICE must have a judge-signed search warrant to enter any locked area.

If ICE is entering a public area, people can go into a private area. Avoid instructing anyone to do this. Make a plan ahead of time.

Record and document everything from the moment ICE arrives. Then send to a lawyer.

Refuse to let ICE into any private/locked area unless it is specified on a JUDGE-SIGNED SEARCH WARRANT.

- tell them you do not consent to a search.
- have them give you their documents without letting them in.

State your intention to remain silent. You always have the right to remain silent, but you should state this intention to the officer or present a Rights Card.

Call your lawyer and your allies in the community.

KNOW THEIR WARRANTS

ICE'S ADMINISTRATIVE "WARRANT"

This "Warrant of Removal/Deportation" does **NOT** entitle ICE to enter any locked or private areas.

- Issued by [the Department of Homeland Security](#)
- Signed by ICE/INS agents and has "Officer" written under their name

Remember! Even if ICE does not have a judge-signed search warrant, if they are given access to any area, they may search, question, or detain people there.

SEARCH WARRANT signed by a judge

Call a lawyer to verify. If it is signed by a judge, ICE is only allowed to enter the areas specified on the warrant.

Says "SEARCH AND SEIZURE WARRANT" at the top. An ARREST WARRANT does not entitle them to enter a locked door or private area.

Names a state court or "US District Court" at the top and has Case Number ("Case No.") specified.

Must be signed by a judge, has "Judge," "Justice" or "Magistrate" written next to their name. Must state a date and address for the search warrant, as well as the "crime" that they are investigating.

Even if a judge-signed warrant says you must let ICE into an area, you should still say, "I do not consent to a search".

In addition to areas, it may name a person. No one is obligated to identify anyone else, nor their immigration status. If asked whether a person is present, you can always say you intend to remain silent and not answer questions.

ARREST WARRANT signed by a judge

- Looks like a SEARCH WARRANT but says "ARREST WARRANT" up top
- Does not entitle ICE to enter any locked or private areas
- You are not required to identify anyone, or anyone's immigration status, for ICE.