

WHEN ICE SHOWS UP AT WORK

KNOW YOUR RIGHTS

If ICE is at the door of your workplace:

- Stay calm and do not run away.
- Don't open the door. **Ask if the officers have a warrant signed by a judge** and if they say yes, ask to see the judge's signature. (An "administrative warrant of removal" - or ICE warrant - does not give ICE the legal authority to go inside.)
- If ICE doesn't have a warrant signed by a judge, tell them "I do not give you permission to enter this building."
- If ICE enters by force, do not interfere or resist.
- If it is safe to do so, take notes about officers' names, badge numbers, what they take, or who they arrest. Also, **you have the right to take out your phone and record the officers** as long as you do not interfere with what they're doing.

If ICE approaches you while you're working:

- Stay calm and do not run.
- Ask officers if you are free to leave or to go back to work. If yes, tell officers you will not speak with them and resume working, or calmly leave.
- You have the **right to remain silent** and do not have to answer any questions by officers, such as whether you are a citizen, undocumented, or where you were born.
- If you have valid immigration papers, you should show them if an immigration agent requests them. **Never lie about your status or provide fake papers.**
- If officers tell you to line up with others based on your immigration status, **you have the right to stay where you are**, or can move to a safe place that isn't part of any line. You can tell officers that you are invoking your right to remain silent. If you are forced to move, don't resist.
- If officers ask to search you, your property like your cell phone, or your workspace, **you have the right to say "No, I do not consent to a search."** Do not resist if they attempt to search your belongings without your consent.

If you are arrested at your workplace:

- If you are arrested, you have the right to remain silent and to contact a lawyer.
- Do not answer any questions or sign any documents without first speaking to a lawyer.
- If you do not have a lawyer, ask officers for a list of free or low-cost legal services providers.
- Ask for copies of all of your immigration documents.

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