



KNOW YOUR RIGHTS ICE IN THE WORKPLACE

If ICE shows up at your workplace, the first step is for a primary contact at the workplace to ask ICE what is the purpose of their visit. For example, check if the visit is for an I-9 audit.

IMMIGRATION AGENTS NEED A WARRANT TO ENTER NON-PUBLIC SPACES AT YOUR WORKSITE. THEY DO NOT NEED A WARRANT TO BE IN PUBLIC SPACES.

- **Prepare for a possible ICE visit**
 - You can ask your employer to identify a team trained to speak with ICE agents. The team can include the owner, a manager, a union steward, or other trusted people. The team would be responsible for
 - asking ICE the reason for their visit
 - asking ICE to show them the warrant
 - inspecting the warrant
 - *If the warrant is not signed by a judge, has the wrong address, or is out of date, informing ICE that they are not allowed to enter non-public areas*
 - contacting the employer's lawyer
 - contacting the local rapid response network or calling the ICIRR hotline.
- **If ICE shows up**
 - Remain calm
 - You have the right to remain silent
 - You can tell the officer that you want to speak to a lawyer
 - If you are detained, ask to speak to your country's consulate
 - **DO NOT RUN!** This may be viewed as an admission that you have something to hide
 - You are **NOT** required to tell any immigration officer where you were born or your immigration status
- **I-9 = Form to verify eligibility for employment in the US.** If the reason of the ICE visit is an I-9 audit, employers must be given **at least three business days** advance notice. If ICE does not give notice, they cannot immediately inspect I-9's