

WHAT TO DO IF ICE/DHS COMES TO YOUR WORKPLACE: EMPLOYERS HAVE RIGHTS.

- **Keep doors closed or LOCKED.**
- Mark private areas of your business with a **“PRIVATE” sign.**
- Do not let ICE agents in unless they produce a **Warrant signed by a JUDGE, NOT signed by ICE.**

- ICE **cannot enter a private business area without** (a) **YOUR CONSENT** or a Judicial Warrant signed by a **JUDGE that says “U.S. District Court” or “Supreme Court of the State of New York”** at the top.

- If ICE enters or tries to enter a private area say, “This is a private area. You cannot enter without a judicial warrant signed by a judge. Do you have a judicial warrant?” If yes, request a copy/read what they give you.

o **Any form that says, “Department of Homeland Security” on top (Form I-200 or I-205) is NOT a judicial warrant. DO NOT LET THEM ENTER.**

- [ICE can enter spaces that are open to the public, such as the dining area in a restaurant; a parking lot; lobby or waiting area. But this does **not grant authority to stop, question or arrest.**]
- If agents say they want to see employee I-9’s, tell them you must consult your attorney and you will provide the forms within 3 days. Ask them to leave their card outside the door. Then call your attorney immediately. Call the workers’ union. Your response must be compliant to avoid large fines.

- **Arrange to have an attorney give a “Know Your Rights” training at your workplace.**

WORKERS HAVE RIGHTS. What Workers can do if approached by ICE at their workplace:

- Say, “I cannot give you permission to enter. You must speak with my employer.”
- Do **NOT interact with ICE** agents. If they ask questions, **SAY NOTHING.** or say, “You are not allowed to enter. Talk to my employer.”
- **ICE is NOT the police** (even if their clothing says “POLICE”).
- If you are approached outside or in a public area of the business, show your ID. Remember your rights:
 - o **DO NOT answer questions** –remain completely silent.
 - o Do **NOT sign anything** without first speaking with an attorney.

DURING A RAID: STAY CALM! Do not Run.

- Do **NOT** direct agents to any specific employee or give them information about specific employees
- Record or video the ICE agents at your workplace, if you are comfortable.
- Make a note of: number of agents, clothing, weapons, agent statements, any mistreatment.

IF ICE DETAINS WORKERS:

- **Tell Worker to stay silent** and ask for an attorney. Do **NOT hand over ID** or any document.
- Contact the workers’ union.
- Ask agent where workers are being taken.

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