



The legal limitations of ICE are crucial for workplace preparedness. Employers and workers need to know their rights—especially during stressful events like raids or audits. Knowing what ICE cannot do empowers you to:

- Protect private spaces and worker privacy
- Recognize and challenge unlawful searches
- Assist workers in asserting their rights and seeking legal help

What to watch for if ICE comes to your workplace or business

Important! This guide is general information. It is not legal advice. It is not tailored to your situation. Talk to an immigration lawyer for advice in your case.

1. ICE may not enter private areas without a judicial warrant unless they have a judicial warrant signed by a judge (e.g., a U.S. District Court or State Court warrant). Administrative warrants (e.g., DHS Forms I-200 or I-205) do not confer authority to enter private areas without your permission.

ICE agents cannot enter private, non-public areas of your workplace—like offices or break rooms—unless they have a warrant

What ICE is NOT allowed to do

This information is from **A Guide for Employers: What to Do if Immigration Comes to Your Workplace**, developed by the *National Immigration Law Center (NILC)*.

For more information, visit: <https://tinyurl.com/bdcruen6>



To report ICE activity in Washington
1- 844-724-3737
WAISN Deportation Defense Hotline
Mon–Fri, 6am–6pm

- 2. ICE may not search beyond what the warrant authorizes. If agents appear to be searching areas or conducting actions not specified in the warrant, you have the right to object and note their non-compliance.
- 3. ICE may not force disclosure about employees' presence. When presented with an administrative warrant, you are under no obligation to say whether the named employee is at work, nor to escort them to ICE.

What to document

Officer Identification

Ask for and record name, badge, uniforms, words or letters on vests.

Date, Time, Location

Verbalize the date, time, and specific address of the event.

Language used by officers

Record hate speech and identity speech (racist, sexist, homophobic), incorrect or unproven statements.

Send videos, notes, and/or pictures to **WAISN: hotline@waisn.org**

4. ICE may not enter private areas without consent. ICE must not enter private areas unless you give explicit permission or they have a valid judicial warrant.



5. ICE may not sort or discriminate by immigration status or national origin

Employers must refuse to help ICE agents sort people by immigration status or country of origin.



6. ICE may not detain, question, or arrest individuals without proper authority

ICE may attempt to stop, question, detain, or arrest workers—but **they must have proper legal authority** to do so. Without it, those actions are not permitted.

You have a right to record

You have the legal right to film the police and/or immigration officers if they are in a public place and if the filming does not impede the performance of their duties.