

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

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

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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*

#EyesOnICE



#OyoConICE

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What ICE is NOT allowed to do

1. ICE may not enter private areas without a judicial warrant

ICE agents **cannot enter** private, non-public areas of your workplace—like offices or break rooms—unless they have a **judicial warrant signed by a judge** (e.g., a U.S. District Court or State Court warrant).

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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**.

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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.



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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.

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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

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