

# WE KEEP US SAFE FROM ICE

Attacks on immigrants affects workers and employers. Both have rights when ICE goes to a business. It's important that everyone knows their rights so they know when and how to assert them.

**KNOW YOUR RIGHTS**  
ENGLISH, SPANISH, SOMALI



## PROTECT YOUR WORKPLACE & COMMUNITY!

- 1 Make a Plan Ahead of Time
- 2 Ensure Everyone Knows to NOT TALK to ICE
- 3 Know Your Rights!

## KNOW YOUR RIGHTS IF ICE COMES TO YOUR WORKPLACE

If you are undocumented and ICE officers arrive at your workplace, remember your options and rights:

1. Stay Calm
2. You Have the Right to Remain Silent
3. You are Not Required to Show Immigration Documents
4. You Have the Right to Contact a Lawyer
5. You Do Not Have to Sign Anything

Scan the AILA QR on the back for details

**IF YOU SEE ANY ICE OR OTHER FEDERAL ACTIVITY, REPORT IT TO:**

**MONARCA HOTLINE: 612-441-2881**

Workers have the right to document and film the encounter. **To have rapid response observers come to witness an ICE raid and document their actions, call the Monarca Rapid Response Line.**

# PROTECT DON'T PANIC

## WORKPLACE GUIDES

NATIONAL IMMIGRATION  
LAW CENTER

AMERICAN IMMIGRATION  
LAWYERS ASSOCIATION



## WHAT TO DO IF IMMIGRATION COMES TO YOUR WORKPLACE

### FOR PUBLIC AREAS

- Anyone – including ICE agents – can enter public areas of a business.
- Public areas include: restaurant dining area; parking lot; lobby or waiting area.
- Being in a public area does NOT give ICE the authority to stop, question, or arrest anyone.
- No one can enter a private area of a business without employer permission or a judicial warrant.

**TIP: To show that some areas are private, mark them with a "Private" sign, keep the doors closed or locked, and have a policy that visitors and the public cannot enter those areas without permission.**

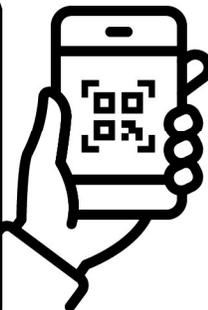
### FOR PRIVATE AREAS

- Immigration agents can enter a private area ONLY IF they have a judicial warrant.
- A judicial warrant must be signed by a judge and say "U.S. District Court" or a State Court at the top.
- Without a judicial warrant, ICE agents need YOUR permission to enter private areas of your business.
- If ICE agents try to enter a private area, you should say: "This is a private area. You cannot enter without a judicial warrant signed by a judge. Do you have a judicial warrant?"
- If ICE agents tell you that they have a judicial warrant, ask for a copy and read it. The employer can accept the warrant but still decline to consent to the search.
- Sometimes, ICE agents try to use an administrative warrant to enter. But an administrative warrant does NOT allow agents to enter private areas without your permission.
- Administrative warrants are not from a court. They say "Department of Homeland Security" and are on Forms I-200 or I-205.

Scan the QR codes to access resources in multiple languages.

Escanee los códigos QR para acceder a recursos en español.

Iskaan garee lambarrada QR-ka si aad u hesho agabka ku qoran Af-Soomaali.



**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.

#### Sources and resources in multiple languages:

- National Immigration Law Center (n.d.) <https://www.nilc.org/wpcontent/uploads/2017/07/EmployerGuide-NELP-NILC-2017-07.pdf>
- American Immigration Lawyers Association (n.d.) Know your rights: If ice comes to your workplace (for employees). Accessed December 15, 2025 <https://www.aila.org/library/know-your-rights-if-ice-comes-to-your-workplace-for-employees-1>
- Immigrant Law Center of Minnesota (n.d.) <https://www.ilcm.org/immigrationresources/know-your-rights/>
- Monarca (n.d.) <https://monarcamn.org/>



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