

WHAT TO DO DURING AN ICE RAID

- Make sure workers **DO NOT RUN**. This can justify an arrest.
- Make sure workers **SLOWLY move into PRIVATE EMPLOYEE ONLY AREAS**.

- If ICE agents enter a public area of your business, say: **“I am the employer.**

You cannot go to other areas of the workplace without my permission.”

- If ICE agents try to enter a private area, say: **“This is a private area. You cannot enter without a judicial search warrant. Do you have a judicial warrant?”**

To be valid, judicial search warrants must have all of the following:

1. Exact name of the person they are seeking.
 2. Exact address they are trying to enter.
 3. Current date or upcoming date.
 4. A judge's signature
 5. Say “U.S. District Court” or “State Court” at the top of the page.
- If the person ICE is seeking is present, have them come out quickly, closing the door to private areas behind them so others are not at risk.
 - The worker in question should know their rights:
 1. **Remain silent** except for saying your real and complete name and date of birth.
 2. **Do not sign anything**. You may be signing away your right.
 3. **Ask for a lawyer**.
 - Encourage your citizen staff to video or take photos during an immigration action (if they are willing).
 - If the ICE agents have a judicial search warrant with all the necessary elements, ask for a copy and read it. Make a copy if you can.
 - Watch the agents carefully. Keep track of what they do. See if they are following what is written on the warrant. For example, the warrant may limit the areas the agents can search.
 - If ICE agents try to question you or your workers, remind your workers they have a right to stay silent and to ask for a lawyer.
 - When immigration agents leave, record or write down everything you saw. This will help you remember the details when you talk to a lawyer later.

Call Justice Migrant Network for support at 979-429-2930.