

# ICE WORKPLACE ENFORCEMENT KNOW YOUR RIGHTS



## EMPLOYERS

**1**

ICE does not have the right to entry without a signed **JUDICIAL** warrant.

**2**

Do **NOT** hand over personnel files immediately. You have the right to review them for 72 hours beforehand.

**3**

Provide trainings for staff on what to do during a raid. Contact ABIC to set up your training.

## EMPLOYEES

**1**

Remain silent and don't sign anything before speaking to a lawyer.

**2**

Stay calm and don't run out of the work place. You're not required to disclose your citizenship status or national origin.

**3**

Seek a trusted immigration attorney for legal counsel.