



## Business Owners' Rights & Responsibilities During an Immigration Raid

As a business owner, it's important to understand your rights and responsibilities when dealing with an immigration raid or enforcement action. Use this checklist to prepare and respond appropriately.

**Disclaimer:** This document is for informational purposes only and does not constitute legal advice. Consult an attorney for specific legal guidance.

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### Before a Raid: Preparation

**Ensure I-9 Compliance** – Maintain properly completed I-9 forms for all employees.

**Train Staff** – Educate managers and employees on their rights and protocols.

**Designate a Response Team** – Assign key staff to handle legal matters and interact with authorities.

**Consult an Attorney** – Have an immigration or employment attorney available.

**Develop a Workplace Raid Plan** – Establish written procedures for handling enforcement actions.

**Know the Types of ICE Actions** – Be aware of administrative audits, site visits, and enforcement raids.

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### During a Raid: Your Rights & Actions

**Ask for Proper Identification** – ICE agents must present a judicial warrant to enter non-public areas.

**Review the Warrant Carefully** – Ensure it includes the correct business name, address, and search scope.

**Do Not Provide Additional Information** – Only provide what the warrant specifically requests.

**Limit ICE's Access** – ICE cannot enter employee-only areas without a judicial warrant.

**Do Not Consent to a Search** – If ICE lacks a valid warrant, politely state, "I do not consent to a search."

**Notify Legal Counsel Immediately** – Contact your attorney and ask ICE to wait until legal representation arrives.

**Do Not Obstruct the Investigation** – Comply with legal requests but do not voluntarily provide extra information.

**Protect Employee Rights** – Employees have the right to remain silent and are not required to answer immigration status questions.

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### After a Raid: Next Steps

**Document Everything** – Record details including agents' names, badge numbers, and any documents taken.

**Contact Your Attorney** – Seek legal advice, especially if employees are detained.

**Provide Support for Employees** – Share resources for legal aid and worker protection.

**Communicate with Staff & Customers** – Maintain transparency while ensuring compliance with the law.

**Review & Strengthen Workplace Policies** – Improve legal protections for future incidents.