



## **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.