

Know Your Rights! At the workplace



ICE MAY CONDUCT RAIDS IN AREAS OPEN TO THE PUBLIC

These include: eating areas, lobbies or waiting areas, and spaces that anyone can access.

While you may not expect ICE at your workplace, it is an unfortunate practice for people to “tip” ICE about potential undocumented workers at job sites. If they search your workplace, they might use the “tip” as **probable cause** to conduct a raid.



ICE MAY NOT ENTER NONPUBLIC AREAS WITHOUT A WARRANT

These include: places marked for “employees only,” kitchens, offices, back rooms, or inaccessible areas.

PREPARE YOUR WORKPLACE

- Ask your supervisor to put up signage requiring **consent and a judicial warrant** for law enforcement to enter.
- Designate a safe space for staff in a **staff-only** area in case of an ICE encounter.



If your employer asks to reverify your employment:

- Check to see if they are asking everyone. If not, it could be discrimination.
- Ask for time to gather documents. Do not provide false documents.

What to do if ICE talks to you?



DO NOT: Lie, hand over false documents, or answer questions without a lawyer.
SAY: I want to remain silent and speak to a lawyer.