

Know Your Rights!

**FOR BUSINESS OWNERS
AND WORKPLACES**

All people deserve dignity, respect, and fair, safe employment. Business owners and workplace leaders can protect workers' rights by understanding how to respond when law enforcement arrives for immigration enforcement. Knowing constitutional rights helps reduce the risk of unconstitutional entry and action.

If immigration enforcement agents come to your business or workplace:



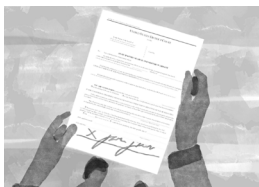
Stay calm.

Train all workers to move calmly. Running away can give agents an excuse to make arrests.



Document everything

If possible, record law enforcement actions and clearly state your objections. Note the number of agents, how they are dressed and armed, how many vehicles they have, vehicle descriptions, and whether anyone was mistreated or rights were violated.



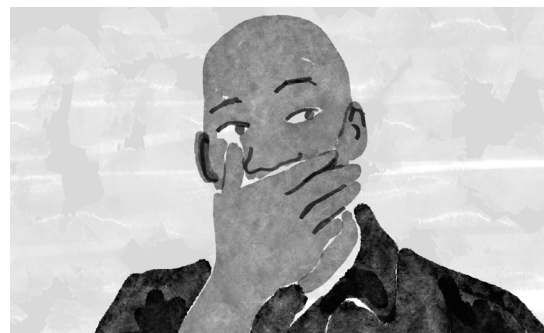
Ask to see a warrant.

Say: ***"This is a private area. You cannot enter without a judicial warrant signed by a judge. Do you have a judicial warrant?"***

Confirm whether officials have a valid judicial warrant (signed by a judge) to enter and search.

- An administrative warrant signed by an immigration official does not give agents the right to enter private areas.
- Read and make a copy of the warrant.
- Even with a valid warrant, you may state **you do not consent to the search.**
- Document whether agents search only areas listed in the warrant.
- If agents present an administrative warrant naming a specific person, you do not have to say if they are present or lead officials to them. **Remember: you have the right to remain silent.**

Information last updated November 2025. None of the information in this document should be considered legal advice. Please speak to an immigration attorney or Board of Immigration Appeals (BIA) accredited representative about your particular case.



Everyone has the right to remain silent.

- Train all workers not to allow agents to enter or to speak with ICE.
- Workers can say: ***"I can't give you permission to enter. You must speak with my employer."***
- Workers should not answer questions or provide any information to officers.

If agents try to talk to or arrest workers

- Remind workers they do not have to provide identification.
- They best protect their rights by staying silent and asking for an attorney.



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BE PREPARED:

Develop a Response Plan for ICE Actions

Workplaces should have a protocol in place for how to respond to immigration enforcement agents.

- ✓ **Designate a Point Person:** A designated individual, or a few people, should be trained to interact with federal agents. If ICE comes, a trained individual should be the only person to interact with law enforcement.
- ✓ **Acquire Legal Counsel:** Find an immigration attorney that can be called immediately if ICE is present.
- ✓ **Identify Public and Private Areas:** Law enforcement agents can enter any areas that are reasonably public, which might include lobbies or restaurant dining areas. They cannot enter private areas without a search warrant signed by a judge. Private areas might include administrative offices and kitchens.
- ✓ **Offer training for your workers:** Ensure that everyone knows the response plan. Ensure that everyone knows which areas are public and private areas. Make sure that everyone knows their rights. Practice the response plan like you would a fire drill!
- ✓ **Connect** with local business associations and local immigrant advocacy groups for more support.

UNDERSTANDING PRIVATE vs. PUBLIC AREAS

Law enforcement officers can enter any space that is reasonably public without a warrant, however they need a **judicial warrant** signed by a judge to search any areas that are private.

Public areas might include parking lots, lobbies, restaurant dining areas, and waiting areas.

Private areas likely include any “Employees Only” areas, such as offices, break rooms, or kitchens. It may be a good idea to mark private areas with a “Private” sign and create clear policies around who can enter, as well as policies on keeping doors closed or locked.

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AFTER A RAID

- ✓ Document what happened. Save any video footage.
- ✓ If anyone was detained, ask officers where they will be taken.
- ✓ Notify employees’ families, attorneys, and their union.
- ✓ Contact local immigrant rights emergency response groups.
- ✓ Support workers with getting access to legal resources.

Being prepared for law enforcement actions will require planning and discussion. It may require conversations with owners, boards of directors, or leadership teams.

Is your business or organization ready to step in? You can take action now by starting these conversations!



FOR MORE RESOURCES,
VISIT [AFSC.ORG/KYR](https://afsc.org/kyr)



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