All people in the United States have guaranteed rights under the Constitution, *regardless* of immigration status.

If federal immigration or other law enforcement agents **are at your door:**



You do not have to open the door unless agents have a judicial warrant.



Check to see if it is a warrant signed by a judge and authorizes agents to either search a specific area or to arrest a specific person.



You have the right to remain silent.
You do not have to speak to agents or answer questions.



If they do not have a judicial search warrant, do not open the door. Tell them to leave their contact info for a lawyer to contact them.



Ask "Do you have a warrant?" Ask agents to slip it under the door or show it through a window.



If they have a warrant for someone's arrest, send that person outside instead of allowing agents inside.

What is a **judicial warrant?**

A judicial warrant is a document signed by a judge that authorizes officials to arrest someone or to search your house.

A VALID SEARCH WARRANT MUST:



...describe in detail the area to be searched.



...state the correct address of the home to be searched.



...be signed by a judge, a justice of the peace, or a magistrate.

A DOCUMENT SIGNED BY
AN IMMIGRATION OFFICIAL
IS <u>NOT</u>
A VALID JUDICIAL WARRANT!

If agents have a warrant and enter your home:

You have the right to record their actions.

Document what items they search.

You can state "I do not consent to this search."



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If you are stopped on the street:

- Stay calm and don't run.
- You have the right to remain silent. You do not have to answer questions about where you were born, whether you are a U.S. citizen, or how you entered the country.
- You do not have to consent to a search of yourself, your belongings, or your vehicle. If ICE asks for your permission or starts searching you or your belongings, you can say, "I do not consent to this search."
- ✓ ICE can only arrest you if they have probable cause. In other words, if they have facts about you that make it probable that you are in violation of immigration law or federal law. They may stop you without having probable cause. Ask if you are free to leave: "Am I free to go?" If yes, walk away calmly and silently.
- If you must provide identification, it is best to show a U.S. form of identification like a student ID, work ID, non-driver ID, or driver's license. Do not lie or show fake documents. You do not have to show documents related to your status unless law enforcement shows you a valid warrant to see those documents.

If ICE is at your workplace or place of worship:

- ✓ **Stay calm.** Running away can give agents an excuse to make arrests.
- **You have the right to remain silent.** You do not have to answer any questions or provide any information to officers.
- ☑ ICE or other enforcement agencies can only enter public areas of a business or place of worship, UNLESS they have a judicial warrant.
- You do not have to allow police or federal agents into any reasonably private areas (for example, staff-only areas, offices, kitchens). Say, "I can't give you permission to enter. You must speak with a person in charge."
- 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?"
- If officials have a valid search warrant, document whether they search only the areas described in the warrant.
- If agents present a warrant that names a specific person, you do not have to say whether that person is present, and you do not have to lead officials to that person. Everyone has the right to remain silent and not answer questions.

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IF YOU ARE DETAINED

Create an emergency plan ahead of time for what to do in case you are detained.

EMERGENCY PLAN



Attorney contact,



Phone number of emergency contact (caretaker, family, other)



Plan for finances, caretaking, and more

Ask someone to notify your attorney and your family. It may be helpful to have these phone numbers memorized.

You do not have to answer any agents' questions. This is known as the right to remain silent. You can say "I would like to remain silent. I would like to speak to an attorney."

You have the right to speak to an attorney, but you may need to find your own. Ask to be referred to a list of possible lawyers.

Do not sign anything without speaking to an attorney first.



If you are in removal (deportation) proceedings, you have the right to a hearing before an immigration judge.

Here are a few reminders **about attending immigration court**:

You have the right to a lawyer, but you must find and pay for your own lawyer or accredited representative. You can ask the judge for more time to find a lawyer or prepare your case.

You also have the right to an interpreter if you do not speak English.

You have the right to apply for any type of "relief from removal" that you are eligible for. Please consult a lawyer on types of "relief from removal".

If you are afraid of being harmed in your country of origin, say,
 "I am afraid to go back to my home country," to the judge and to any ICE officials, as early and as often as possible.



If you see ICE, stay calm. Running away can be unsafe.

You have the right not to tell ICE agents your name.

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See ICE at court?

Call your local Rapid Response Hotline immediately to report activity. Write down hotline info below:

LOCAL RAPID RESPONSE GROUP



HOTLINE PHONE NUMBER

REMEMBER TO BE C.L.E.A.R!

Count

The # of agents/vehicles present

ocation/Direction

Where they are, direction headed

Equipment/clothing

Describe clothing, weapons, vehicles

Activity

What is happening

Report time

Time and date of activity



You have the right to share evidence and bring witnesses in support of your case. You should be able to see all the evidence the government uses and respond to it.

- If the government attorney asks to dismiss your case, you can ask for a continuance (more time) so that you can respond to their motion. Say, "I would like a continuance."
- If the immigration judge does not give you more time, you can say, "I oppose dismissing my case." Explain why you think your case should be heard.
 - You can say, "I have due process rights to have my case heard;"
 - "I have been and I am complying with all immigration rules;" or
 - "Dismissing my case would make my process longer and hurt me, my family, my community."

If the judge dismisses your case, you have the right to appeal.

- There is a possibility that ICE will try to detain you. If they detain you and you are afraid of being harmed in your country of origin, you can explain that to each official you speak to and ask for a **credible fear interview.** You can ask to postpone your credible fear interview to allow you to speak with your attorney.
- If you do not show up for a scheduled immigration court hearing, you will likely receive a removal order and be subject to arrest, detention and rapid deportation.

IF YOU ARE DETAINED

Create an emergency plan ahead of time for what to do in case you are detained.

EMERGENCY PLAN



Attorney contact



Phone number of emergency contact (caretaker, family, other)



Plan for finances, caretaking, and more

Ask someone to notify your attorney and your family. It may be helpful to have these phone numbers memorized.

You do not have to answer any agents' questions. This is known as the right to remain silent. You can say "I would like to remain silent. I would like to speak to an attorney."

You have the right to speak to an attorney. If you currently don't have a lawyer, ask to be referred to a list of possible lawyers.

Do not sign anything without speaking to an attorney first.



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.

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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.



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

