



EL PUEBLO UNIDO



A Resource Guide for Community Leaders



Introduction

El Pueblo Unido is designed to help key institutions—schools, places of worship, hospitals, and businesses—better understand recent policy changes and their impact on immigrant communities. This guide provides essential information to help community leaders navigate these changes, ensuring that everyone is treated with dignity and respect, regardless of immigration status.

Recent shifts in policy have led to a situation where sensitive locations like schools and places of worship are no longer automatically protected from ICE enforcement. However, individuals still retain fundamental constitutional rights, including protection against unreasonable searches under the Fourth Amendment and the right to remain silent under the Fifth Amendment. While some states and localities have policies that limit cooperation with federal immigration enforcement, ICE retains the ability to take action.

It is important to be aware that, in border zones, Customs and Border Protection (CBP) has broader authority to conduct searches. Federal law grants CBP the ability to board vehicles and vessels and search for individuals without immigration documentation within 100 air miles of any U.S. border or coastline. This "reasonable distance" zone includes not only land borders but the entire U.S. coastline, significantly impacting areas with large immigrant populations. Despite these expanded powers, individuals still retain the right to remain silent.

This guide provides institutions with the essential knowledge to navigate these challenges and effectively support their communities. Its title draws inspiration from the powerful chant *¡El pueblo unido jamás será vencido!* ("A united people will never be defeated"), highlighting the strength and resilience of our communities when we stand together.

**Please note, this guide is for informational purposes only and is not intended as legal advice.*

The specific requirements and procedures can vary significantly depending the relevant laws in your jurisdiction and the specific circumstances of your situation. It is crucial to consult with a qualified professional to understand the specific requirements and procedures that apply to your individual case.

Los requisitos y procedimientos específicos pueden variar dependiendo de las leyes pertinentes en su jurisdicción y las circunstancias específicas de su situación. Es crucial consultar con un profesional calificado para comprender los requisitos específicos que se aplican a su caso individual.

Table of Contents

Introduction	1
Table of Contents.....	2
Best Practices for Schools Regarding ICE Searches and Immigration Enforcement.....	3
Best Practices for Religious Leaders and Places of Worship Regarding ICE searches and Immigration Enforcement.....	5
Best Practices for Healthcare Providers Regarding ICE Searches and Immigration Enforcement.....	8
Best Practices for Employers and Business Regarding ICE Searches and Immigration Enforcement.....	11
Resources.....	15
Terminology	18
References.....	20

The specific requirements and procedures can vary significantly depending the relevant laws in your jurisdiction and the specific circumstances of your situation. It is crucial to consult with a qualified professional to understand the specific requirements and procedures that apply to your individual case.

Los requisitos y procedimientos específicos pueden variar dependiendo de las leyes pertinentes en su jurisdicción y las circunstancias específicas de su situación. Es crucial consultar con un profesional calificado para comprender los requisitos específicos que se aplican a su caso individual.

Best Practices for Schools Regarding ICE Searches and Immigration Enforcement

The Trump Administration has revoked the doctrine preventing immigration enforcement in sensitive areas, including schools and churches. This revocation **does not** grant ICE blanket authority to enter school buildings.

Schools and ICE Enforcement

Under the Trump Administration, the doctrine of preventing immigration enforcement in sensitive areas (including schools) has been revoked. However, this **DOES NOT** mean that ICE has blanket authority to enter school buildings without proper legal authorization. Schools still retain certain legal protections and rights to safeguard their students.

Key Points for Educators to Understand

- **The Fourteenth Amendment Guarantees Equal Protection Under the Law to *ALL persons within the U.S. Jurisdiction.***
 - This means that all people present in the United States are entitled to equal protection of the law, regardless of their immigration status.
- **Undocumented Children Have the Legal Rights to Attend Public School.**
 - Under *Plyler v. Doe*, students residing within a school district are entitled to a free public education **regardless of immigration status.**
 - School districts are only required to collect proof of residency and immunization records from students.
- **Under the Family Educational Rights and Privacy Act (FERPA):**
 - School districts **cannot** release student information without familial consent, except under a judicial warrant.
 - If ICE requests student records or access to a student, the family or guardian **must be notified.**
 - FERPA applies to all public schools and educational institutions that receive federal funds such as from the U.S. Department of Education (which might exclude some parochial and private elementary schools).
- **If ICE Arrives at Your School:**
 - Contact the superintendent or equivalent officer immediately.
 - The superintendent should request a judicial warrant—this is the **only** document that authorizes ICE to enter school property or access a student.
 - An ICE document such as an administrative warrant, a removal order, or a detainer (I-200 or I-205) does **NOT** grant ICE access to school grounds or students.

The specific requirements and procedures can vary significantly depending on the relevant laws in your jurisdiction and the specific circumstances of your situation. It is crucial to consult with a qualified professional to understand the specific requirements and procedures that apply to your individual case.

Los requisitos y procedimientos específicos pueden variar dependiendo de las leyes pertinentes en su jurisdicción y las circunstancias específicas de su situación. Es crucial consultar con un profesional calificado para comprender los requisitos específicos que se aplican a su caso individual.

- **The Right of Undocumented Children to Attend Public School Remains Unchanged Under the Trump Administration.**
 - Educators and school administrators must comply with judicial warrants for dangerous individuals while upholding their constitutional obligation to educate all students.

The specific requirements and procedures can vary significantly depending the relevant laws in your jurisdiction and the specific circumstances of your situation. It is crucial to consult with a qualified professional to understand the specific requirements and procedures that apply to your individual case.

Los requisitos y procedimientos específicos pueden variar dependiendo de las leyes pertinentes en su jurisdicción y las circunstancias específicas de su situación. Es crucial consultar con un profesional calificado para comprender los requisitos específicos que se aplican a su caso individual.

Best Practices for Religious Leaders and Places of Worship Regarding ICE Searches and Immigration Enforcement

While places of worship have long played a role in offering refuge and support to those in need, it is critical for religious leaders to understand their rights, responsibilities, and best practices for responding to immigration enforcement actions or ICE searches in order to protect their communities and congregations.

Places of Worship and ICE Enforcement

Under the Trump Administration, the doctrine of preventing immigration enforcement in sensitive areas (including places of worship) has been revoked. **However, this DOES NOT mean that ICE has blanket authority to enter religious buildings without proper legal authorization.** Places of worship retain certain legal protections and rights to safeguard their congregants, particularly when it comes to maintaining the sanctity of worship spaces and ensuring that individuals' privacy rights are respected.

Key Points for Religious Leaders to Understand:

- **Places of Worship Are Not Automatically Exempt from Enforcement, but There Are Legal Protections**
 - Religious buildings, such as churches, synagogues, mosques, and temples still **do have certain protections**. Immigration enforcement agencies (ICE) typically cannot enter or search private areas in religious buildings without **legal authority** such as a **valid signed judicial warrant**.
 - **Warrant Requirement:** Law Enforcement/ICE must present a **judicial warrant, signed by a judge**, to legally enter private areas in places of worship or search for individuals in private areas of the premises. An ICE document, such as an administrative warrant, a removal order, or a detainer (I-200 or I-205) is not sufficient to grant access to private areas of religious premises or individuals in non-public areas.
- **Immigrants Have Rights Regardless of Their Status**
 - Immigrants (**including undocumented individuals**) have the right to practice **their religion** and participate in religious services. The **First Amendment** protects the right to freedom of religion for all individuals, regardless of immigration status.
- **Know the Rights of Your Congregants**
 - **Educate your congregation** about their rights, particularly in the case of ICE enforcement.
 - Inform them that they cannot be forced to reveal their immigration status without a warrant.

The specific requirements and procedures can vary significantly depending on the relevant laws in your jurisdiction and the specific circumstances of your situation. It is crucial to consult with a qualified professional to understand the specific requirements and procedures that apply to your individual case.

Los requisitos y procedimientos específicos pueden variar dependiendo de las leyes pertinentes en su jurisdicción y las circunstancias específicas de su situación. Es crucial consultar con un profesional calificado para comprender los requisitos específicos que se aplican a su caso individual.

- Remind them that they have **the right to remain silent** and do not have to discuss their immigration or citizenship status with police, immigration agents, or other officials.
- Explain that **anything they tell an officer can later be used against them** in immigration court.
- For Legal Permanent Residents (often referred to as LPRs or “green card holders” and immigrants who do have permission to be in the United States for a specific reason and for, usually, a limited amount of time (for example, a “nonimmigrant” on a visa), the law does require them to provide information about their immigration status if asked. While they can still choose to remain silent or decline a request to produce documents, people in this category should be aware that they could face arrest consequences.
- If an immigration agent asks to search them or their belongings, they have the right to say no.
- **Communicate Rights Clearly**
 - **Provide clear information** on what to do if ICE arrives at the place of worship.
 - Ensure congregants understand their right to remain silent and their right to refuse searches without proper legal authority.
 - Encourage them to state that they wish to either remain silent or consult a lawyer before answering any questions or signing any documents.
- **Prepare for Potential ICE Presence**
 - **Develop a Plan:** If ICE arrives at your place of worship you must be prepared. Your plan should include:
 - A clear protocol for responding to ICE requests for access to church or religious services.
 - Contact information for **immigration attorneys** and other legal resources to assist individuals in need.
 - A designated **liaison or spokesperson** (such as a legal representative or trusted community leader) to handle communications with ICE officers.
 - **Request Proper Documentation:** If ICE arrives at your place of worship, you should request that they provide a **valid, signed judicial warrant**. Without one, they have no legal right to access private areas of the premises or any individuals in private areas of the institution
 - **Don’t Allow Access Without Authorization:** If the agents do not have a proper judicial warrant, you are **not required to allow ICE officers to enter** or to provide information about anyone in the building.
 - **Do not open doors** to ICE officers unless they present a judicial warrant.
 - **Politely refuse entry** if the officer does not provide appropriate documentation.
 - **Public vs. Private Spaces:** Clearly distinguish private areas (like offices and parsonages). ICE agents cannot enter private areas without a warrant.

The specific requirements and procedures can vary significantly depending the relevant laws in your jurisdiction and the specific circumstances of your situation. It is crucial to consult with a qualified professional to understand the specific requirements and procedures that apply to your individual case.

Los requisitos y procedimientos específicos pueden variar dependiendo de las leyes pertinentes en su jurisdicción y las circunstancias específicas de su situación. Es crucial consultar con un profesional calificado para comprender los requisitos específicos que se aplican a su caso individual.

- **Support**
 - Places of worship have historically provided sanctuary as a moral and spiritual response to immigration enforcement. Churches and other places of worship may choose to offer a **safe space** for individuals at risk of deportation, but they should be aware of the legal risks involved.
 - If your congregation chooses to indefinitely house undocumented immigrants, be aware of the legal risks, including potential charges for “**harboring.**” Places of worship may have protections under the **Religious Freedom Restoration Act (RFRA)**, but legal advice is crucial to understand both the risks and protections.
- **Work with Legal Resources and Organizations**
 - Establish a **partnership with trusted local immigration attorneys** or immigrant rights organizations that can provide guidance and support if an individual’s rights are violated.
 - The Amica Center for Immigrant Rights, previously known as the **CAIR** Coalition, provides steadfast **legal support and strategic litigation** for immigrant children and adults who are at risk of detention and deportation.
 - The National Immigration Justice Center (**NIJC**) offers legal consultations and representation to low-income immigrants seeking various forms of immigration relief.
 - Consider **joining or collaborating with interfaith networks** that advocate for immigrant rights and provide collective legal and social support for those at risk.
 - Places of worship regularly **collaborate with groups like Thrive International**, which focuses on improving housing and education access, to support their efforts.
 - **Work with local organizations** to offer shelter, food, and other services to all individuals, including citizens and noncitizens, regardless of immigration status.
- **Foster Local Advocacy and Partnerships**
 - **Engage with local authorities** (police, local government) to establish dialogue around immigration enforcement. Request that local authorities **limit cooperation** with ICE, particularly in spaces like places of worship.
 - **Speak out on behalf of immigrants’ rights**, express support for keeping families together, and advocate for reforming immigration laws to allow undocumented immigrants to adjust to lawful status.
 - Support or **work with local and state government** authorities to adopt legislation and regulations that protect immigrants and refugees.
 - **Support community efforts** to create local policies or resolutions that restrict local law enforcement from cooperating with federal immigration authorities.
 - Foster the right to refuse consent to law enforcement officers entering or searching non-public areas of the church, and demand to see a lawful warrant signed by a federal judge before allowing any searches.

The specific requirements and procedures can vary significantly depending on the relevant laws in your jurisdiction and the specific circumstances of your situation. It is crucial to consult with a qualified professional to understand the specific requirements and procedures that apply to your individual case.

Los requisitos y procedimientos específicos pueden variar dependiendo de las leyes pertinentes en su jurisdicción y las circunstancias específicas de su situación. Es crucial consultar con un profesional calificado para comprender los requisitos específicos que se aplican a su caso individual.

Best Practices for Healthcare Providers Regarding ICE Searches and Immigration Enforcement

Healthcare facilities are under a legal obligation to provide medical care while complying with federal, state, and local laws that ensure patient safety, privacy, and ethical standards. These facilities and their workforce must understand their legal rights and responsibilities when interacting with immigration enforcement officials to ensure the health and safety of the community. This guide outlines how to protect patient information and respond to encounters with ICE and other law enforcement agencies.

Understanding Immigration Enforcement Limits

The U.S. Constitution provides protections against unreasonable searches and seizures, which limits the power of Immigration and Customs Enforcement (ICE) and Customs and Border Protection (CBP). +

Under the Fourth Amendment, enforcement actions depend on whether a person has a reasonable expectation of privacy in a given area. Patients are more vulnerable to enforcement actions in public areas of a healthcare facility than in private areas designated for treatment.

Patient Privacy and Legal Protections

Federal and state privacy laws, including the Health Insurance Portability and Accountability Act (HIPAA), restrict the disclosure of patient information to law enforcement officials. Healthcare providers are not required to ask about or report a patient's immigration status except for two states: Texas and Florida. This does not mean that a patient has to answer any question regarding their immigration status. Some states require hospitals to collect immigration status information for reporting purposes, but this does not affect a provider's obligation to provide care under the Emergency Medical Treatment and Labor Act (EMTALA) and other applicable laws.

Responding to Immigration Enforcement Officers

If immigration officers come to your healthcare facility, it is important to understand and exercise your rights:

- **Disclosure of Patient Information**
 - Healthcare providers do not have an affirmative obligation to share patient information with ICE.
 - HIPAA generally prohibits the disclosure of personal health information, including immigration status, without patient consent unless required by law. Federal and state privacy laws limit the disclosure of patient information, including immigration status.

The specific requirements and procedures can vary significantly depending on the relevant laws in your jurisdiction and the specific circumstances of your situation. It is crucial to consult with a qualified professional to understand the specific requirements and procedures that apply to your individual case.

Los requisitos y procedimientos específicos pueden variar dependiendo de las leyes pertinentes en su jurisdicción y las circunstancias específicas de su situación. Es crucial consultar con un profesional calificado para comprender los requisitos específicos que se aplican a su caso individual.

- If law enforcement officials request patient information, they must present a valid judicial warrant.
- **Warrants and Consent**
 - ICE officers may only enter private areas of a healthcare facility with a valid judicial warrant or explicit consent from an authorized person. If presented with a warrant, designated staff should verify that it:
 - Is signed by a judge or magistrate
 - States the correct facility address
 - Specifies the areas to be searched
 - Is executed within the stated time frame
 - If the warrant does not meet these criteria, you are not required to comply.
 - A designated staff member should ensure that ICE officers are following the scope of their warrant.
- **Right to Remain Silent**
 - Staff and patients have the right to remain silent when questioned by immigration officers.
 - ICE officers may enter any public area of the healthcare facility and question any person present.
 - Anyone questioned has a right to remain silent.
 - If approached, individuals should not provide any information beyond what is legally required, such as identifying themselves if state law mandates it or for “green card holders” and immigrants with temporary permission to be in the United States providing information about their immigration status if asked. While these individuals can still choose to remain silent or decline a request to produce documents, people in this category should be aware that they could face arrest consequences.
 - Patients should be advised that they have the right to speak with a lawyer before answering any questions.
- **Plain View Doctrine**
 - Officers may observe and use anything in “plain view” in a public area. This includes:
 - Files visible from a waiting room or reception desk
 - Computer screens visible from a waiting room or a reception desk
 - Officers cannot manipulate objects to uncover hidden information without a warrant.
 - Anything officers hear while standing in a public area is considered in plain view.

The specific requirements and procedures can vary significantly depending the relevant laws in your jurisdiction and the specific circumstances of your situation. It is crucial to consult with a qualified professional to understand the specific requirements and procedures that apply to your individual case.

Los requisitos y procedimientos específicos pueden variar dependiendo de las leyes pertinentes en su jurisdicción y las circunstancias específicas de su situación. Es crucial consultar con un profesional calificado para comprender los requisitos específicos que se aplican a su caso individual.

Best Practices for Healthcare Facilities

To protect both patients and staff, healthcare providers should implement the following practices:

- **Designate Private Areas**
 - Establish written policies identifying private areas where patients receive treatment.
 - These areas should be marked clearly and restricted to medical personnel and authorized individuals.
- **Safeguard Patient Information**
 - Ensure that sensitive patient data, including immigration status, is not in public view.
 - Avoid collecting immigration status unless necessary, and if collected, do not store it in medical records.
- **Provide Know-Your-Rights Materials**
 - Educate patients about their rights when encountering immigration enforcement using posters and educational materials.
 - Make “know-your-rights” cards available in reception areas for patients to hand to officers if approached.
- **Establish Legal Preparedness**
 - Develop relationships with trusted immigration attorneys who can provide immediate guidance if an enforcement officer enters the facility.
 - Designate a staff member responsible for handling interactions with law enforcement and ensure all staff are trained to refer officers to that person.
- **Do Not Consent and Document Everything**
 - If immigration officers request access to private areas, clearly state that you do not consent to their entry without a warrant.
 - If a search occurs, take detailed notes and photographs to document the event.
- **Train Staff for Emergency Situations**
 - Conduct role-playing exercises to prepare staff for potential encounters with immigration enforcement.
 - Ensuring that employees remain calm and informed can prevent unnecessary violations of patient rights.
- **Reassure Patients**
 - Educate patients on the privacy of their health information.
 - Reassure the patients that their privacy is protected.

The specific requirements and procedures can vary significantly depending the relevant laws in your jurisdiction and the specific circumstances of your situation. It is crucial to consult with a qualified professional to understand the specific requirements and procedures that apply to your individual case.

Los requisitos y procedimientos específicos pueden variar dependiendo de las leyes pertinentes en su jurisdicción y las circunstancias específicas de su situación. Es crucial consultar con un profesional calificado para comprender los requisitos específicos que se aplican a su caso individual.

Best practices for Employers and Business Owners Regarding ICE Searches and Immigration Enforcement

Business owners and employers have a critical role in safeguarding their employees during ICE searches and immigration enforcement actions. To protect their workforce, employers should be proactive in educating staff about their rights and the proper procedures if ICE visits occur.

ICE's presence may also not be for an enforcement action. It may be a workplace compliance issue. If you get notice of a Form I-9 audit, you will have three business days to produce your I-9 forms. As is your right, do not sign anything or answer any questions before speaking with your attorney. Therefore, employers should immediately contact counsel with expertise in handling these audits. Employers should also consider requirements to notify your employees and, if applicable, their union representative of the Form I-9 audit. If, after reviewing the I-9 forms, ICE determines that some employees are not authorized to work, you will have 10 days to provide valid work authorization for these employees. Notify the affected employees of the audit findings and the deadline to provide valid work authorization documentation or have their employment terminated.

Key Points for Employers and Business Owners to Understand

- **Understanding Your Legal Rights and Responsibilities**
 - **Immigration Law Compliance:** Employers are required by the Immigration Reform and Control Act (IRCA) to verify the identity and employment eligibility of all employees through the I-9 process. This applies to all workers, including U.S. citizens, permanent residents, and non-citizens.
 - **E-Verify:** E-Verify is an internet-based system that compares information from Form I-9 to government records to confirm that an employee is authorized to work in the U.S. Although E-Verify largely remains a voluntary system for employers to use as a supplement to the I-9 form, state-specific requirements vary significantly and several states have made it mandatory for all employers. Additionally, federal contractors and subcontractors with agreements that include the Federal Acquisition Regulation (FAR) E-Verify Clause are required to use E-Verify.
- **Preparing Staff and Employees for Potential ICE Visits:**
 - **Educate Employees:** Provide training to all employees on how to interact with ICE agents, including the right to remain silent and the right to request legal counsel. Employees should understand that they have the right to remain silent, and they can refuse to provide documentation unless legally required.
 - **Prepare Front Desk Staff:** Provide front desk staff with clear guidelines on how to respond if ICE agents arrive. They should know what to do, who to contact, and what not to say to ICE agents without a warrant.

The specific requirements and procedures can vary significantly depending the relevant laws in your jurisdiction and the specific circumstances of your situation. It is crucial to consult with a qualified professional to understand the specific requirements and procedures that apply to your individual case.

Los requisitos y procedimientos específicos pueden variar dependiendo de las leyes pertinentes en su jurisdicción y las circunstancias específicas de su situación. Es crucial consultar con un profesional calificado para comprender los requisitos específicos que se aplican a su caso individual.

- **Know Your Rights Posters:** Post information at your workplace informing employees of their rights during an ICE investigation or raid. These materials should outline the steps employees should take, such as remaining silent and requesting legal counsel.
- **Proactive Steps to Prevent Issues:**
 - **Ensure Proper Documentation:** Conduct regular internal audits of employee records, including I-9 forms, to ensure compliance with U.S. immigration laws. Regular audits help identify and correct discrepancies.
 - **Create an Immigration Policy:** Develop an internal policy for handling immigration-related issues and communicate this policy clearly to your staff. Make sure the policy includes steps to take in the event of an ICE raid or investigation.
 - **Stay Updated on Immigration Laws:** Immigration laws and enforcement practices can change frequently. It's essential to stay informed about the latest updates to ensure ongoing compliance with U.S. immigration regulations.
- **What Employers Can Do Now to Prepare for ICE Raids**
 - **Designate a Point of Contact:** Assign a person within the **Human Resources** or **Legal Department** to be the primary contact in case of an ICE raid. This person should be familiar with the company's policies and immigration law.
 - **Establish Internal Protocols:** Develop clear protocols that outline the steps your designated representative should follow if ICE arrives. Ensure they are trained on reviewing judicial search warrants, communicating with agents, and understanding your company's records and retention policies.

Employee Rights and Protections

- **Know Employee's Rights**
 - **Right to Remain Silent:** Employees can remain silent.
 - **Avoiding Unnecessary Interactions:** Advise your employees to avoid volunteering information about their status or identity unless requested by ICE under proper legal authority.
 - **Right to Legal Counsel:** Employees have the right to consult with an attorney before answering any questions posed by ICE agents. Employers should allow employees the time to consult with a lawyer before proceeding with any interviews.
 - **No Arrest Without Warrant:** Employees cannot be arrested without a valid warrant. If an ICE agent attempts to arrest someone, you have the right to ask to see the arrest warrant, which must specify the individual being arrested.
 - **Protection from Retaliation:** Employers cannot retaliate against employees for asserting their rights during an ICE raid or investigation. This includes the right to refuse interviews or the right to remain silent.

The specific requirements and procedures can vary significantly depending the relevant laws in your jurisdiction and the specific circumstances of your situation. It is crucial to consult with a qualified professional to understand the specific requirements and procedures that apply to your individual case.

Los requisitos y procedimientos específicos pueden variar dependiendo de las leyes pertinentes en su jurisdicción y las circunstancias específicas de su situación. Es crucial consultar con un profesional calificado para comprender los requisitos específicos que se aplican a su caso individual.

- **Protecting Employee Information**
 - **Confidentiality of Employee Data:**
 - **Sensitive Personal Information:** Employers are responsible for ensuring that sensitive employee information, such as Social Security numbers, immigration status, or other personal details, is kept secure.
 - **Records of Immigration Status:** Employee immigration status should be confidential and stored separately from other personal information. It should only be shared when legally required, such as for **I-9 verification** purposes.

Responding to ICE Investigation or Raids

- **What to Do if ICE Arrives at Your Business**
 - **Remain Calm and Professional:**
 - **Avoid Escalation:** It's important to stay calm, maintain professionalism, and avoid confrontation or escalation with ICE agents. An antagonistic approach may complicate the situation and could lead to unnecessary tensions.
 - **Document Everything:** Make note of the date, time, and names or badge numbers of all ICE agents present. Document the actions taken by the agents, such as their requests or any actions they take inside your premises.
 - **Consult an Immigration Lawyer:** It's crucial to have legal counsel who specializes in immigration law. An attorney can guide you through the process and help ensure that your business complies with the law during an ICE investigation.
 - **Cooperate Within Legal Boundaries:** While you are required to comply with legal orders, you also have the right to ensure that ICE agents act within the scope of their legal authority. Do not allow them to overstep or violate your rights as an employer.
- **Know What Happens During ICE Worksite Investigations**
 - **Employee Interviews:** ICE may request to interview employees during a worksite investigation. Employees can exercise their right to remain silent or seek legal counsel before responding.
 - **Document Requests:** ICE may request specific documents related to employment verification, including Form I-9s and employee records. However, they cannot demand access to all business records unless specified in a valid warrant. Ensure that any documents provided are only those required by law.
 - **Form I-9 Compliance:** The I-9 is a key document used by ICE to verify employment eligibility. Employers must retain completed I-9 forms for all employees, and they must be available for inspection. If you get notice of a Form I-9 audit, you will have three business days to produce your I-9 forms.

The specific requirements and procedures can vary significantly depending on the relevant laws in your jurisdiction and the specific circumstances of your situation. It is crucial to consult with a qualified professional to understand the specific requirements and procedures that apply to your individual case.

Los requisitos y procedimientos específicos pueden variar dependiendo de las leyes pertinentes en su jurisdicción y las circunstancias específicas de su situación. Es crucial consultar con un profesional calificado para comprender los requisitos específicos que se aplican a su caso individual.

- **Know What ICE Can and Cannot Do**
 - **Public and Private Areas**
 - **Public Areas:** In any public areas of your business, anyone - including ICE agents - can enter without permission.
 - **Private Areas:** Immigration agents can enter a private area ONLY IF they have a judicial warrant. Without a judicial warrant, ICE agents need YOUR permission to enter the private areas of your business.
 - Sometimes, ICE agents try to use an administrative warrant to enter, but an administrative warrant does NOT allow agents to enter private areas without your permission.
 - **Warrants:** ICE agents must have a legal warrant to enter your business, conduct a search, or arrest employees. There are different types of warrants that ICE may present:
 - **Judicial Search Warrant:** This type of warrant allows ICE agents to enter your business and search specific areas for documents, records, or other evidence.
 - It must be signed by a judge and include clear details of what ICE is allowed to search or seize.
 - The warrant should be specific and narrowly tailored to ensure that the agents' actions are within legal limits. You have the right to ask for the warrant's details and verify that it is valid.
 - **Administrative Warrant:** An administrative warrant is issued to authorize ICE to arrest specific individuals for suspected immigration violations. It does not permit ICE agents to search your business or seize business records, but it allows them to arrest an individual listed on the warrant.
 - In contrast to a judicial warrant, an administrative warrant is issued by a federal agency such as the Department of Homeland Security (DHS) or Immigration and Customs Enforcement (ICE). This type of warrant is not signed by a judge but rather an immigration officer.
 - **Inspection Warrant:** ICE may also request an inspection warrant, which permits them to inspect and verify the accuracy of employment records like Form I-9s. This is typically used for worksite investigations, but they still need a valid warrant to inspect business documents.
 - Employers are not required to provide all records unless specifically required by the inspection warrant.

The specific requirements and procedures can vary significantly depending the relevant laws in your jurisdiction and the specific circumstances of your situation. It is crucial to consult with a qualified professional to understand the specific requirements and procedures that apply to your individual case.

Los requisitos y procedimientos específicos pueden variar dependiendo de las leyes pertinentes en su jurisdicción y las circunstancias específicas de su situación. Es crucial consultar con un profesional calificado para comprender los requisitos específicos que se aplican a su caso individual.

Resources

Organizations

- American Civil Liberties Union (ACLU) → www.aclu.org/
 - Phone: 212-549-2500
 - For legal assistance: www.aclu.org/affiliates
- Hispanic Federation: Caminos de Esperanza → www.hispanicfederation.org/our-work/immigration/
 - For legal assistance: 1-888-230-8275
- Kids in Need of Defense (KIND) → supportkind.org/
 - Phone: 202-824-8680
- Nigerian Center → www.nigeriancenter.org/
 - Phone: 202-330-0352
 - For legal assistance: 1-800-395-9272
- The Resurrection Project → resurrectionproject.org/
 - Phone: 312-666-1323
 - Email: info@resurrectionproject.org
- Trabajadores Unidos de Washington DC → www.tuwdc.org/es
 - Phone: 202-847-3187
 - Email: info@tuwdc.org
- The Coalition for Humane Immigrant Rights (CHIRLA) → www.chirla.org/
 - Phone: 213-201-3797
 - Email: info@chirla.org
- More organizations
 - docs.google.com/spreadsheets/d/1hoGtscqsvDfyicFgtDhgA9vw33by7Q1JBn2q6-mN8N0/edit?usp=sharing

Red Cards

- www.redcardorders.com/
- www.ilrc.org/red-cards-tarjetas-rojas

Immigrant Assistance Hotlines

- The Coalition for Humane Immigrant Rights (CHIRLA): 888-624-4752
- List of immigration hotline nnirr.org/education-resources/community-resources-legal-assistance-recursos-comunitarios-asistencia-legal/immigration-hotlines-lineas-directas-de-inmigracion/
- The Resurrection Project Hotline: Report an ICE Raid or Arrest
 - Phone: 855-435-7693
 - WebPortal: www.trpimmigrantjustice.org/reportice

How to Find Detainees in a Detention Center by Name

The specific requirements and procedures can vary significantly depending on the relevant laws in your jurisdiction and the specific circumstances of your situation. It is crucial to consult with a qualified professional to understand the specific requirements and procedures that apply to your individual case.

Los requisitos y procedimientos específicos pueden variar dependiendo de las leyes pertinentes en su jurisdicción y las circunstancias específicas de su situación. Es crucial consultar con un profesional calificado para comprender los requisitos específicos que se aplican a su caso individual.

- locator.ice.gov/odls/#/search

Difference Between Administrative and Judicial Warrants

- www.nilc.org/wp-content/uploads/2020/09/Warrants-Subpoenas-Facts.pdf
- longislandwins.com/issues/difference-judicial-warrant-administrative-warrant-used-ice/

Pro Bono Lawyers

- www.justice.gov/eoir/page/file/1582586/dl?inline=
- probono.eoir.justice.gov/
- www.justice.gov/eoir/file/probonofulllist/dl

Learn more about Public Notaries

- About Notary Fraud www.americanbar.org/groups/public_interest/immigration/projects_initiatives/fightnotariofraud/about_notario_fraud/
- What You Need to Know about Notary Fraud www.farahlegal.com/news/need-know-notary-fraud/
- What is a Notary Public? www.nationalnotary.org/file%20library/nna/reference-library/what-is-a-notary-public.pdf?srsId=AfmBOoojHUuY_2KYq4URbY9v31q0RS4alUgG_RvzNdxt2cR4NRKVun
- Immigration attorney vs. Notary Public legalarmstrong.com/immigration-attorney-vs-notary-public-making-the-right-choice/
- <https://www.key.com/personal/banking101/what-does-a-notary-do.html>

Health Care for Free or Low Cost

- www.healthcare.gov/community-health-centers/
- www.healthcare.gov/medicaid-chip/

Additional Information

- Know Your Rights! seihucilin.org/2019/07/conozcasus-derechos-que-hacer-si-los-oficiales-de-inmigracion-intenta-llevarlola-o-tocan-su-puerta/
- Know Your Rights drive.google.com/file/d/1Mv0MBqylsB2OMXH9s31MTxXJ3iohZTM9/view
- American Bar Association: Navigando Detencione de Inmigrantes/ Navigating Immigration Detention www.americanbar.org/content/dam/aba/administrative/immigration/guide-for-family-and-friends-of-individuals-in-detention-3-2023.pdf
- ACLU: Know Your Rights www.aclu.org/know-your-rights/immigrants-rights
- Financial Handbook for Families Facing Detention & Deportation static1.squarespace.com/static/61080eef6a328a3dd8c56b23/t/613f755c09d380273370ce4c/1631548766022/Financial+Handbook.pdf

The specific requirements and procedures can vary significantly depending the relevant laws in your jurisdiction and the specific circumstances of your situation. It is crucial to consult with a qualified professional to understand the specific requirements and procedures that apply to your individual case.

Los requisitos y procedimientos específicos pueden variar dependiendo de las leyes pertinentes en su jurisdicción y las circunstancias específicas de su situación. Es crucial consultar con un profesional calificado para comprender los requisitos específicos que se aplican a su caso individual.

- Family Preparation Plan
www.ilrc.org/sites/default/files/resources/plan_de_preparacion_familiar.v3.pdf
- Know Your Rights www.nyc.gov/assets/immigrants/downloads/pdf/kyr-ice-flyer.pdf
- Protecting Assets & Child Custody in the Face of Deportation
niwaplibrary.wcl.american.edu/wp-content/uploads/2015/pdf/FAM-Tkit-ProtectingAssetsChildCustodyFacingDeportation.pdf
- www.ed.gov/espanol/conozca-sus-leyes-y-derechos

Terminology

- **Administrative Warrant:** Allows ICE to arrest a specific individual for immigration violations.

The specific requirements and procedures can vary significantly depending the relevant laws in your jurisdiction and the specific circumstances of your situation. It is crucial to consult with a qualified professional to understand the specific requirements and procedures that apply to your individual case.

Los requisitos y procedimientos específicos pueden variar dependiendo de las leyes pertinentes en su jurisdicción y las circunstancias específicas de su situación. Es crucial consultar con un profesional calificado para comprender los requisitos específicos que se aplican a su caso individual.

- **Discrimination:** Unfair treatment based on national origin, immigration status, or citizenship.
- **E-Verify:** Online system that confirms an employee's work eligibility by checking I-9 data against government records.
- **E-Verify Employer:** Employer using E-Verify to confirm employee eligibility to work.
- **Employee Attestation:** Employee's statement on the I-9 form confirming their legal work eligibility.
- **Employee Rights under ICE Raids:** Protections employees have during an ICE raid, including the right to remain silent.
- **Emergency Medical Treatment and Labor Act (EMTALA):** Anyone seeking treatment or evaluation of a medical condition at an emergency department will receive a medical screening examination.
- **Federal contractor:** A company or person who provides goods or services to the U.S. government under a contract.
- **Harboring:** To give shelter or knowingly hide.
- **Health Insurance Portability and Accountability Act (HIPAA):** Privacy law that generally prohibits the use or disclosure of personal health information without a patient's consent, except when required by the law.
- **Immigrant Rights Organizations:** Groups that advocate for immigrant protections, including legal aid and policy reform.
- **Immigration Lawyer:** A lawyer specializing in immigration issues, such as work authorization and deportation.
- **Immigration Reform and Control Act (IRCA):** Law requiring employers to verify employees' legal eligibility to work.
- **Inspection Warrant:** Allows ICE to inspect business records, like I-9 forms, to ensure compliance.
- **I-9 Form:** Document used by employers to verify an employee's identity and work eligibility in the U.S.
- **Judicial Oversight:** Supervision by a judge to ensure law enforcement actions are legal.
- **Judicial Search Warrant:** Search warrant issued by a judge, specifying what ICE can search for in a business.
- **Legal Authority:** Official power or right to make decisions, enforce laws, or interpret legal matters. It comes from sources like laws, court decisions, government rules, or the constitution.
- **Liaison:** An individual who helps communicate and work between two groups or organizations to ensure they cooperate and share information. It's also the process of making these connections.
- **Litigation:** Process of taking a dispute or legal case to court to be resolved. It involves suing or defending against a lawsuit.
- **Magistrate:** A type of judge who handles minor legal cases, such as small crimes or disputes, and makes decisions in courts.
- **Personnel File:** A file containing an employee's personal and work-related documents.

The specific requirements and procedures can vary significantly depending on the relevant laws in your jurisdiction and the specific circumstances of your situation. It is crucial to consult with a qualified professional to understand the specific requirements and procedures that apply to your individual case.

Los requisitos y procedimientos específicos pueden variar dependiendo de las leyes pertinentes en su jurisdicción y las circunstancias específicas de su situación. Es crucial consultar con un profesional calificado para comprender los requisitos específicos que se aplican a su caso individual.

- **Premises:** The land and buildings owned by someone, especially by a company or organization. This term refers to the physical property, including any structures or facilities on the land.
- **Protected Data:** Sensitive personal information that must be kept confidential and secure.
- **Religious Freedom Restoration Act (RFRA):** A U.S. federal law that prohibits the government from substantially burdening a person's exercise of religion, unless it is necessary to achieve a compelling governmental interest and is done using the least restrictive means. This law ensures that religious freedoms are protected unless the government has a strong, justifiable reason to impose restrictions.
- **Retaliation:** Punishing an employee for exercising their legal rights.
- **Search Warrant:** A legal order that allows ICE to search a business for evidence of immigration violations.
- **Social Security Number (SSN):** Unique identification number for tracking earnings and eligibility for benefits.
- **Vendor Contract:** Agreement between a business and a third-party provider, including compliance with immigration laws.
- **Warrant of Arrest:** Legal order for law enforcement to arrest a specific individual.
- **Work Authorization Documents:** Legal papers that grant non-citizens permission to work in the U.S.

References

Amica Center for Immigrant Rights. *We will defend one another Fighting for immigrant rights since 1999.*

The specific requirements and procedures can vary significantly depending the relevant laws in your jurisdiction and the specific circumstances of your situation. It is crucial to consult with a qualified professional to understand the specific requirements and procedures that apply to your individual case.

Los requisitos y procedimientos específicos pueden variar dependiendo de las leyes pertinentes en su jurisdicción y las circunstancias específicas de su situación. Es crucial consultar con un profesional calificado para comprender los requisitos específicos que se aplican a su caso individual.

<https://amicacenter.org/#:~:text=The%20Amica%20Center%20for%20Immigrant,to%20make%20that%20a%20reality>

American Civil Liberties Union. *KNOW YOUR RIGHTS Immigrants' Rights*. ACLU. <https://www.aclu.org/know-your-rights/immigrants-rights>

American Civil Liberties Union. (2018, January 24). *Sanctuary Congregations and Harboring FAQ*. ACLU. <https://www.aclu.org/documents/sanctuary-congregations-and-harboring-faq>

Dr. Sanders, Tony & Dr. Isoye, Steven. (2025, January 22). *Non-Regulatory Guidance on Immigration Enforcement Actions*. Illinois State Board of Education. https://www.isbe.net/Documents/Immigration-Enforcement-Guidance.pdf?cldee=d6cDna7Znhay67XW3X_e3Vy9erFecTSJ01LhnpA7VBudlcWIDNdJuZ11RX_wp9fD&recipientid=contact-8c2f2a65bbf6ea11a815000d3a5a7ad8-ace4aafa46b1444b80624516a5a5c1df&esid=06b50293-e5d8-ef11-8eea-6045bd0305f4

Ehling, Kathy & Duckett III, Ambrose F. (2025, January 22). *Guidance on School-Related State and Federal Requirements Pertaining to Immigrant Students and Families*. State of New Jersey Department of Education. <https://www.nj.gov/education/broadcasts/2025/jan/22Special/GuidanceonSchoolRelatedStateandFederalRequirementsPertainingtoImmigrantStudentsandFamilies.pdf>

Harkay, Jessika & Brown, Andrew. (2025, January 28). *CT Education Department issues guidance to K-12 schools on immigration enforcement*. Ct mirror. <https://ctmirror.org/2025/01/28/ct-schools-ice-guidance-trump-immigration/>

James, Letitia & Hochul, Kathy & Rosa, Betty A. *New York State Guidance on Safeguarding the Rights of Immigrant Students*. Office of the State New York State Attorney General & Office of the New York Governor. <https://www.nysed.gov/sites/default/files/oag-go-sed-immigration-students.pdf>

Massachusetts Department of Elementary and Secondary Education. *Upholding the Rights of Immigrant Students to Enroll in School - A Guide for Families and Students*. DESE. <https://www.doe.mass.edu/commissioner/spec-advisories/families-students-guide.pdf>

National Immigration Law Center. (2025, January 24). *Health Care Providers and Immigration Enforcement: Know Your Rights, Know Your Patient's Rights*. National Immigration Law Center. <https://www.nilc.org/resources/healthcare-provider-and-patients-rights-imm-enf/>

National Immigrant Justice Center. *Immigration Legal Services*. National Immigrant Justice Center. <https://immigrantjustice.org/immigration-legal-services>

National Employment Law Project & National Immigration Law Center. (2025, January 24). *A Guide for Employers: What to Do if Immigration Comes to Your Workplace*. National

The specific requirements and procedures can vary significantly depending on the relevant laws in your jurisdiction and the specific circumstances of your situation. It is crucial to consult with a qualified professional to understand the specific requirements and procedures that apply to your individual case.

Los requisitos y procedimientos específicos pueden variar dependiendo de las leyes pertinentes en su jurisdicción y las circunstancias específicas de su situación. Es crucial consultar con un profesional calificado para comprender los requisitos específicos que se aplican a su caso individual.

Immigration Law Center. <https://www.nilc.org/wp-content/uploads/2017/07/EmployerGuide-NELP-NILC-2017-07.pdf>

Pearson, Lynn Damiano. (2025, January 21). *Factsheet: Trump's Rescission of Protected Areas Policies Undermines Safety for All*. National Immigration Law Center.

<https://www.nilc.org/resources/factsheet-trumps-rescission-of-protected-areas-policies-undermines-safety-for-all/>

St. Vincent Times. (2025, January 31). *Lawyer gives advice on what to do if ICE Shows up at your church in NY*. St. Vincent Times. <https://www.stvincenttimes.com/lawyer-gives-advice-on-what-to-do-if-ice-shows-up-at-your-church-in-ny/>

U.S. Const. Amend. 1.2.1. Overview of the Religion Clauses.

https://constitution.congress.gov/browse/essay/amdt1-2-1/ALDE_00013267/#:~:text=First%20Amendment%3A,for%20a%20redress%20of%20grievances

U.S. Department of Homeland Security. Annotated *Sample Warrant for Arrest of Alien*. U.S Department of Homeland Security. https://www.ilrc.org/sites/default/files/resources/i-200_and_i-205_sample_annotated.pdf

U.S. Department of Homeland Security. *Sample Warrant for Arrest of Alien*. U.S Department of Homeland Security. https://www.ice.gov/sites/default/files/documents/Document/2017/I-200_SAMPLE.PDF

The specific requirements and procedures can vary significantly depending the relevant laws in your jurisdiction and the specific circumstances of your situation. It is crucial to consult with a qualified professional to understand the specific requirements and procedures that apply to your individual case.

Los requisitos y procedimientos específicos pueden variar dependiendo de las leyes pertinentes en su jurisdicción y las circunstancias específicas de su situación. Es crucial consultar con un profesional calificado para comprender los requisitos específicos que se aplican a su caso individual.