



Know Your Rights as a Small Business

IF ICE ENTERS YOUR BUSINESS

- **Remain calm** and tell your employees to remain calm. Do not run.
- You and employees have the **right to remain silent and refuse to answer questions or sign documents**. You and employees do **NOT** have to voluntarily reveal anyone's immigration status or show identification.
- You may ask to see a **search warrant**. ICE can enter public areas of your business, but they generally **MUST** have a valid search warrant, or your permission, to search private areas of your business.
- Read the warrant. It **MUST** be **signed by a judge, name your business, and specify the area searched**.
 - A *deportation warrant* is **DIFFERENT** from a *search warrant* and does **NOT** allow ICE agents to make you take them to employees or enter private areas without permission.
 - You can **refuse ICE entry into** private areas without a search warrant.
 - ICE may try to lure you and employees out of private areas. **Unless being detained, ICE cannot make anyone move or stay.**
- If ICE agents enter private areas **without a valid search warrant**, you may ask for their names and badge numbers and write them down.

LEGAL DISCLAIMER: This document is for general informational purposes only. Its contents are not legal advice. If you are in need of legal advice, please contact an attorney.



IF ARRESTED OR DETAINED

- You and employees have the right to **speak to a lawyer immediately.**
- You and employees have the right to **remain silent** and **refuse to sign documents** without advice from a lawyer.
- You and employees or family can **call your U.S. Congressman and Senators** to help connect you to legal services.

PLAN FOR ICE ENCOUNTERS AT YOUR BUSINESS

- Create plans for what to do and how to respond. Make sure someone offsite has a copy.
- Practice your plan, just like a fire drill.
- Memorize the name and phone number for immigration lawyers and advocates, and your U.S. Congressman and Senators.
- Print out know-your-rights materials for your employees.
- Always carry valid identification.
- Clearly mark **private** areas, like back rooms, break rooms, storerooms, offices, and kitchens.
 - Place clear “employees only” or “private” signs on doors to those spaces, and keep them closed and locked.

Remember to **get the contact information of a good immigration lawyer!**

Find your U.S. Congressman and Senators at:
www.congress.gov/members/find-your-member

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