

What to Do If: ICE Shows Up At Your Work

Have a plan!

If possibly talk to your employer, union, or coworkers about creating a plan. Decide who will represent your workplace if ICE shows up; this person will ask to see the warrant, will not consent to a search, and will be the main point of contact with ICE agents.

State and exercise your rights.

You have the right to remain silent, you have the right to ask for an attorney, and you have right to not consent to a search. Remember to invoke these rights! You should not share any information and sign any documents with ICE agents until you can speak to an attorney.

Do not separate.

ICE agents will use a variety of tactics to discover your immigration status. If a raid occurs, make sure you and your coworkers stick together and do not respond to ICE agents.

Be Mindful.

Never discuss your immigration status at work with anyone, unless it's to have a plan in place.

If ICE has a SEARCH warrant signed by a judge:

Make sure the warrant has the correct address for your workplace. Look at the warrant to see what areas ICE is authorized to search. ICE is not authorized to search areas or inspect items that are not described in the warrant.

Know the law.

Under California law, employers cannot provide employee records or voluntarily allow ICE agents to enter non-public areas of a workplace without a judicial warrant.



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