

Preparing for ICE – information for businesses

1. ICE MAY NOT ENTER PRIVATE SPACES. ANY EMPLOYEE ONLY SPACE IS A PRIVATE SPACE. **Without a warrant, ICE may not enter places marked “Private”**
 - a. Put signs up on all employee only spaces (kitchen, storage room, break room, manufacturing area, employee bath) that says **“PRIVATE employees only.”**
2. **Training: Make sure everyone knows:**
 - a. How to identify ICE.
 - b. Best practice is to have any employee alert a trained manager and only have ICE speak to the manager.
 - c. When to go behind the door
 - d. How to communicate to others to go behind the door (note we saw a video where they put ICE CREAM or La Migra) in the POS so that it would show up in the kitchen on a ticket or KDS screen that would alert the kitchen)
 - e. How to communicate who will stay in public area
 - f. How to ask if they have a warrant.
 - g. Know how to spot an administrative warrant, which is not enough to search. See image below
 - h. How to communicate that they are not allowed behind the Private door if a paper warrant is not presented
3. **Other Protocol**
 - a. For public areas, ICE can not randomly ask for ID. They need reasonable suspicion or a judicial warrant. If ICE wants to approach customers, then take them aside and ask specifically who they are there to approach, what their suspicion is and if they have a warrant.
 - b. Legal counsel information here:
<https://drive.google.com/file/d/1M1yA4uVNuwL5V3XwlCQPMLZThGEkNeu1/view?usp=sharing>
4. **Vehicles:**
 - a. Inform folks that a possible strategy is to use conservative/Republican bumper stickers on company or private vehicles to reduce chance of being pulled over
5. **For anyone interacting with ICE:**
 - a. Red Cards available in many languages:
<https://www.ilrc.org/red-cards-tarjetas-rojas>
 - b. ACLU recommendations are in the graphic below
 - c. Humorous TikTok but has some ideas in it - if you can see it:
<https://www.tiktok.com/t/ZP8F77Cbp/>



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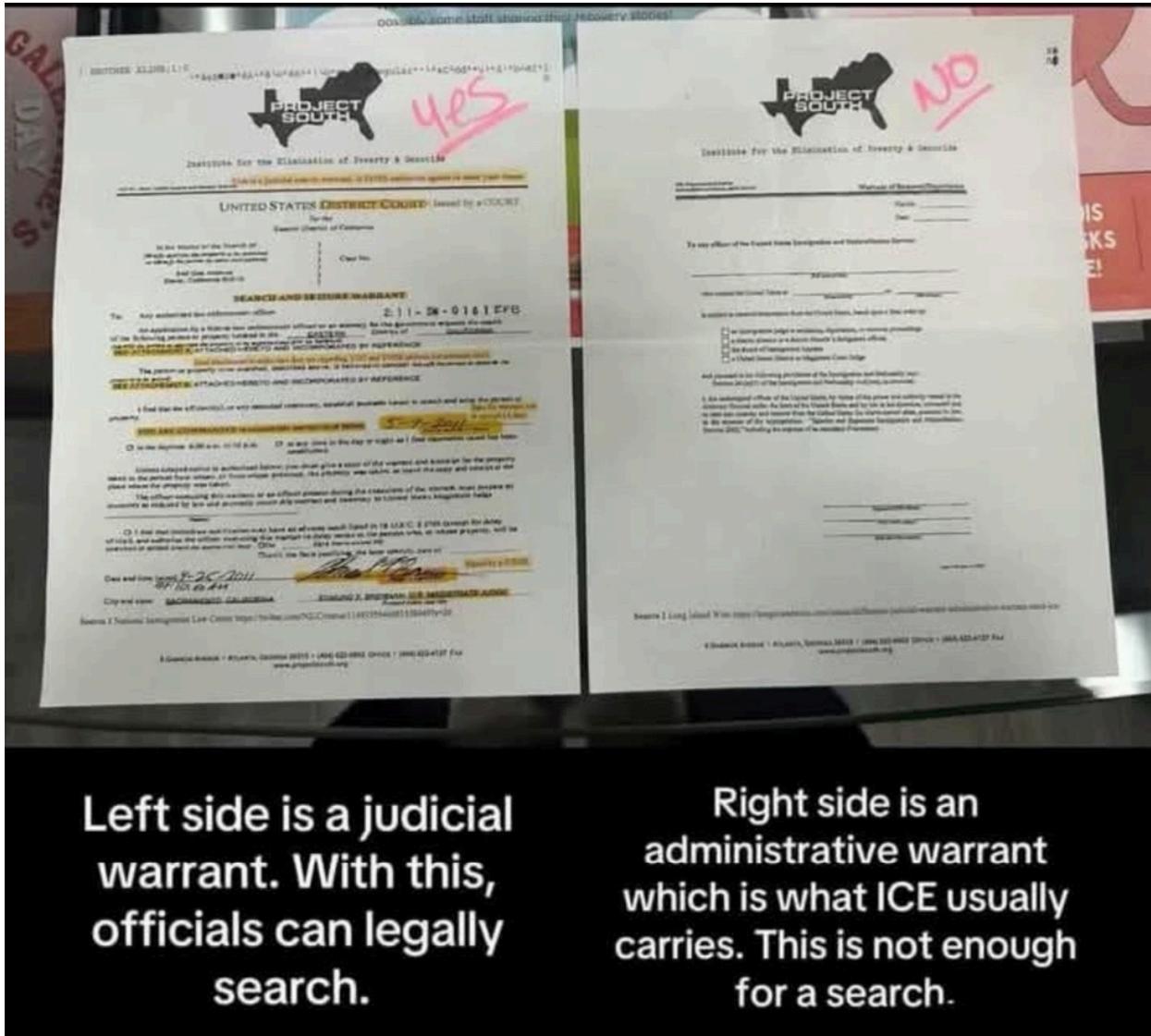


IF YOU INTERACT WITH ICE AGENTS AT WORK

1. Ask if you are free to leave. If so, you may calmly walk out.
2. You have the right to refuse consent to a search.
3. You have the right to remain silent. You do not have to discuss your immigration status with anyone, such as about where you were born, whether you are a citizen, or how you entered the country.
4. If you have valid immigration documents, you should show them. Never provide fake documents.
5. If you are arrested, say that you wish to remain silent until speaking with a lawyer.
6. You have the right to record your interaction with immigration agents as long as you do not interfere.

**KNOW
YOUR
RIGHTS**

ACLU



Left side is a judicial warrant. With this, officials can legally search.

Right side is an administrative warrant which is what ICE usually carries. This is not enough for a search.

6. News stories about ICE actions thus far, for awareness:

- a. <https://www.cbsnews.com/newyork/news/ice-raid-newark-new-jersey-business/?ftag=CNM-00-10aac3a> Newark, NJ business
- b. <https://www.ajc.com/news/atlanta-news/ice-makes-arrests-in-metro-atlanta-announces-targeted-operations-elsewhere/MXCCJQQR5CIRPDIMCRPESFGNA/> Atlanta with some national details
- c. Reports Friday of people being stopped on the street on 3rd Ave in the Bronx