



ILLINOIS COALITION
FOR IMMIGRANT
& REFUGEE RIGHTS

KNOW YOUR RIGHTS ICE IN THE WORKPLACE

If ICE shows up at your workplace, the first step is for a primary contact at the workplace to ask ICE what is the purpose of their visit. For example, check if the visit is for an I-9 audit.

IMMIGRATION AGENTS NEED A WARRANT TO ENTER NON-PUBLIC SPACES AT YOUR WORKSITE. THEY DO NOT NEED A WARRANT TO BE IN PUBLIC SPACES.

- **I-9 = Form to verify eligibility for employment in the US.** If the reason of the ICE visit is an I-9 audit. Employers must be given at least three business days to present the employee's I-9 form. If ICE does not give notice, they cannot immediately inspect I-9's
- **If you work at a friendly location, ask your employer about setting up a plan in case of an ICE visit**
 - **A team should be trained to speak with ICE agents. The team can include the owner, a manager, a union steward, or other trusted people. The team would be responsible for**
 - asking ICE to show them the warrant
 - checking if the warrant was issued by ICE or a judge
 - if the warrant is not signed by a judge, informing ICE that they are not allowed to enter non-public areas
 - contacting the employer's lawyer
 - contacting the local rapid response network or calling the ICIRR hotline
- Remain calm
- You have the right to remain silent
- You can tell the officer that you want to speak to a lawyer
- If you are detained, ask to speak to your country's consulate, no matter country of origin
- **DO NOT RUN!** This may be viewed as an admission that you have something to hide
- You are **NOT** required to tell any immigration officer where you were born or your immigration status