KNOW YOUR RIGHTS:
IF ICE COMES TO YOUR WORKPLACE

1. PREPARE NOW

- Write a written response plan. Practice with staff. Make sure all staff know their rights.
  - Tip: name one point person per shift to speak with agents.
- Mark staff-only spaces "Private" and keep those doors closed.
- Keep I-9s in their own file, apart from personnel files.
- Keep employee emergency contacts up to date.

PUBLIC VS. PRIVATE SPACES:

- ✓ Agents can enter **public spaces** (e.g. dining room, lobby, parking lot).
- ✗ Agents must have a judicial warrant or permission to enter **private areas**.

WARRANTS:

- ✓ **Judicial warrant:** signed by a judge and issued by a U.S. District Court or state court. Check the address, date, and area it covers.
- ✗ **Administrative warrant:** from DHS (Form I-200 or I-205) and is signed by an immigration officer. It does NOT let agents into private areas without your consent.

I-9 AUDITS

- A **Notice of Inspection** gives you at least 3 business days. Call an attorney and don't turn records over early.
- If ICE questions a worker's documents, you'll receive a notice, and that worker gets a chance to show valid papers.
- Since March 2026, ICE fines many simple I-9 errors (missing dates, birthdate, title) right away, with no chance to fix them. Self-audit now.
- Tell affected workers what's happening. Don't re-check/fire workers preemptively over their status. That can be discrimination.

2. DURING A RAID

- Tell staff to NOT interact with agents, to stay calm, and to NOT run for the exits (this can make things worse).
- No one has to answer questions or show ID.
  - Say: "*I want to remain silent. I would like to speak to a lawyer.*"
- Never physically block agents, lie, or show false documents.
- Do not allow agents into private areas.
  - Say: "*You do not have permission to enter. I will get my manager.*"
  - Say: "*You cannot enter without a judicial warrant signed by a judge. Do you have a judicial warrant?*"
  - If they have a warrant, ask to inspect it.
- You do NOT have to say whether a named worker is there or lead agents to them (even if their name is on a warrant).
- Watch the agents to see if they are complying with what's written in the warrant. If not, voice your objection.
  - Write down agent names and badge numbers. Take notes.
- If you/an employee are comfortable, film the situation. Save the footage.
- **If an employee is detained:**
  - Ask where they're being taken.
  - Write down agent names and badge numbers.

3. AFTER A RAID

- Talk to staff. Write down what happened. Include details like: how many agents, how were they dressed, were they armed, did the agents mistreat anyone, etc.
- If an employee was detained, call their emergency contact. Keep their belongings safe. If they do not have an attorney, contact WIAP for legal help.

Note: This is general information, not legal advice. Policies change quickly. Always consult a licensed immigrant legal services provider about your specific situation.

REPORT ICE:
307-454-0898
@tarrnjh

TARRN Teton Area Rapid Response Network

WIAP wyoming immigrant advocacy project

LEGAL SUPPORT:
307-225-9404
wyomingiap.org