

## Know Your Rights: Protect Yourself During an ICE Visit

### Your Rights as an Employee:

- 1) You have the right to remain silent. You do not have to answer any questions from ICE agents.
- 2) You do not have to provide immigration documents or ID unless a search warrant is provided.
  - Carry a copy of your documentation
- 3) You have the right to refuse entry to ICE unless they have a judicial warrant signed by a judge.
- 4) You have the right to speak to an attorney before answering any questions.
- 5) Your employer cannot retaliate against you for exercising your rights.

### What to Do If ICE Comes to Your Workplace:

- 1) Stay calm and do not panic.
- 2) Do not run, as it may be seen as an attempt to evade.
- 3) Ask ICE if they have a warrant signed by a judge.
- 4) If they do not, you are not required to let them in.
- 5) Do not sign anything without speaking to a lawyer.
- 6) Contact a trusted legal organization for help.

### What Employers Must Do:

- 1) ICE **cannot** enter non-public areas without a judicial warrant.
- 2) Employers **must** notify employees of an ICE audit within 72 hours.
- 3) Employers **should not** provide any employee records without legal review.
- 4) Employers **cannot** retaliate against employees who exercise their rights.

### Resources & Legal Help:

- 1) San Francisco Office of Civic Engagement & Immigrant Affairs (OCEIA)
  - Phone: (415) 554-0600
  - Email: [civic.engagement@sfgov.org](mailto:civic.engagement@sfgov.org)
  - Website: [sf.gov](http://sf.gov)
- 2) Immigrant Legal Resource Center (ILRC)
  - Phone: (415) 255-9499
  - Website: [ilrc.org](http://ilrc.org)
- 3) Rapid Response Hotline:
  - 415-200-1548
  - Website : [SF Rapid Response Network](#)
- 4) TLCBD HR Contact: People and Culture
  - 415-754-7710

**Stay Informed & Stay Safe!** Know your rights, protect yourself, and seek help when needed.