

# KNOW YOUR RIGHTS AS A BUSINESS OWNER

## How to prepare for an ICE raid



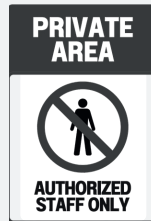
### Create a plan for how to respond to an ICE raid and train your staff

- Designate at least one shift lead/manager per shift to speak with ICE; no other employees are authorized to speak with ICE.
- Let your employees know that unauthorized employees do not have to answer ICE's questions and may remain silent by saying something like **"I am exercising my right to remain silent."**
- Post the number of the Colorado Rapid Response Network (CORRN) hotline **1-844-864-8341** where employees can readily see it.



### Post "Employees Only" or "Private" signs on all private areas of your business

- Generally, ICE cannot legally enter or search private areas of a business without permission or a valid judicial warrant.
- Note: ICE is allowed to enter areas normally open to the public.



### Line up legal and other resources

- Have access to an immigration employment attorney.
- Advise employees to make an emergency family/personal plan (*see Resources for individuals on back*).
- Be ready to refer your employees to local organizations that do legal representation and deportation defense (*see back for more info*).

## What to do if ICE comes to your business



1

### Call the CORRN hotline: **1-844-864-8341**

- CORRN will attempt to send volunteers to help document the ICE raid and provide other resources.

2

### Determine whether ICE has a valid judicial warrant

- The **designated shift lead/manager** should ask to see the warrant. *A valid warrant must be issued by a court, signed by a judge, with correct names, address, and spelling.*
- If ICE presents an **administrative warrant**, the shift lead/manager can say that this does not authorize ICE to search private areas (*see back for more information*).

3

### Stay calm and remain silent

- Do not leave anyone alone with ICE.
- Refer all questions to the designated shift lead/manager.
- **Do not** run, panic, lie, present false documents, or interfere.
- **You have the right to remain silent;** do not answer any questions and do not sign anything without a lawyer present.

4

### Safely record and report the event

- Anyone who feels safe to do so should video the encounter from a safe distance, calmly narrating the event.
- Record the names, badge numbers, and license plate numbers of the ICE agents and everything ICE said or did.
- Report misconduct or illegal acts by ICE to the Colorado Attorney General at [www.coag.gov](http://www.coag.gov)

# KNOW YOUR RIGHTS RESOURCES

RECURSOS PARA CONOCER SUS DERECHOS

If you see ICE Activity, Call CORRN

Si ve actividad de ICE, llame a CORRN

1-844-864-8341



## For Individuals | Para Individuos



### KNOW YOUR RIGHTS for individuals

Conozca Sus Derechos como individuo

[usrights.org/index.html](https://usrights.org/index.html)



### Resources for individuals

Recursos para individuos

[co-courtwatch.org/resources/](https://co-courtwatch.org/resources/)



### Videos: How to safely defend your rights

Videos: Cómo defender sus derechos de forma segura

[wehaverights.us/spanish](https://wehaverights.us/spanish)



### Find an immigration lawyer

Encuentre un abogado de inmigración

<http://bit.ly/4nhRjyD>



## For Businesses | Para Empresas



### KNOW YOUR RIGHTS for businesses, including information on I-9 requirements and audits

Conozca sus derechos para las empresas, incluyendo información sobre los requisitos y auditorías del formulario I-9

[bit.ly/NILCEmployersGuide](https://bit.ly/NILCEmployersGuide)



### Which ICE warrants are valid for entering private areas of my business?

¿Cuales órdenes de ICE son válidas para entrar a áreas privadas de mi negocio?

[bit.ly/KnowWarrants](https://bit.ly/KnowWarrants)



✗ **NON-VALID:** ICE agents sometimes bring documents that look like judicial warrants. **Administrative warrants do not permit ICE to conduct searches of private areas.**

**NO VÁLIDAS:** Los agentes del ICE a veces traen documentos que parecen órdenes judiciales. Estas órdenes **administrativas no permiten que ICE realice registros de áreas privadas.**

✓ **VALID:** A judicial warrant will have a district court heading and the judge's name and signature and describe the premises to be searched, items to be searched for, and properly-spelled name of any individual subject to the warrant. The address of place to be searched must also be correct and not misspelled.

**VÁLIDA:** Una orden judicial llevará un encabezado del tribunal del distrito, el nombre y la firma del juez, y describirá el lugar que se registrará, los objetos que se buscarán y el nombre correcto de la persona sujeta a la orden. La dirección del lugar que se registrará también debe ser correcta y no estar deletreado mal.



Need more materials? ¿Necesita más materiales? 720-900-1813

A joint project of Denver Indivisible Action and Immigrant Partnership Team | Un proyecto conjunto de Denver Indivisible Action y el Immigrant Partnership Team

Estos materiales se proporcionan únicamente con fines informativos y no constituyen asesoramiento legal.