



# Handling an ICE Worksite Raid

## TIPS FOR FRONT LINE MANAGERS

- First, make sure the ICE agent has a warrant.
- If a search warrant is presented, check that it's signed by a judge, served within the allowed time, and covers the area/items they want to search.
- Send a copy of the warrant to your attorney.
- Note the names of the supervising ICE agent and the U.S. attorney on the case.
- Have a company representative accompany each agent around the facility.
- Do not interfere with ICE activities or agents.
- If officers have a valid warrant and need access to locked or non-public areas, let them in.
- Respectfully object to any search beyond the warrant's scope.
- Request a list of items seized during the search, which agents must provide.
- Do not give statements or answer questions without consulting an attorney.
- Do not hide employees, help them leave, give false information, deny the presence of named employees, or destroy documents.
- Take care of employees' health and well-being. Inform ICE officers if anyone needs medication, medical attention, or if employees are primary caretakers of children.

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