

# EVERYONE IS WELCOME HERE!

## EXCEPT I.C.E.



We have the right to **deny I.C.E. access to private areas** without a judicial warrant.

We assert our constitutional rights, **which apply to everyone in this country, regardless of immigration status**, in this establishment.

**MEMBERS OF OUR COMMUNITY ARE SAFE HERE.**

**ANY FORM OF HARASSMENT OF GUESTS OR STAFF WILL NOT BE TOLERATED.**



# **This is private property**

**Use by any federal, state, or local  
government entity or personnel  
is not authorized for staging,  
processing, operations, or  
similar uses for civil  
immigration enforcement**



# A Judicial Warrant is Required for a Search vs Judicial Warrant ICE Warrant

<b>U.S. DEPARTMENT OF HOMELAND SECURITY</b> <hr/> <b>Warrant for Arrest of Alien</b>	File No. _____	<h1 style="color: red; margin: 0;">No Search</h1> <p style="color: red; margin: 0;">Authorized</p> <p style="color: red; margin: 0;">Any alien whom the Immigration and Nationality Act and part 287 of the Code of Federal Regulations, as serving notice of removal proceedings against the subject, has determined that the alien is removable from the United States. This determination is based upon:</p> <p style="color: red; margin: 0; margin-top: 10px;">□ the execution of a charging document to initiate removal proceedings against the subject;</p> <p style="color: red; margin: 0; margin-top: 10px;">□ the pendency of ongoing removal proceedings against the subject;</p> <p style="color: red; margin: 0; margin-top: 10px;">□ the failure to establish admissibility subsequent to deferred inspection;</p> <p style="color: red; margin: 0; margin-top: 10px;">□ biometric confirmation of the subject's identity and a records check of federal databases that affirmatively indicate, by themselves or in addition to other reliable information, that the subject either lacks immigration status or notwithstanding such status is removable under U.S. immigration law; and/or</p> <p style="color: red; margin: 0; margin-top: 10px;">□ statements made voluntarily by the subject to an immigration officer and/or other reliable evidence that affirmatively indicate the subject either lacks immigration status or notwithstanding such status is removable under U.S. immigration law.</p> <p style="color: red; margin: 0; margin-top: 10px;"><b>YOU ARE COMMANDED to arrest and take into custody for removal proceedings under the Immigration and Nationality Act, the above-named alien.</b></p>
<b>Certificate of Service</b>	<p>I hereby certify that the Warrant for Arrest of Alien was served by me at _____ (Location)</p> <p>on _____ (Name of Alien) on _____ (Date of Service), and the contents of this notice were read to him or her in the _____ (Language) language.</p>	
<b>(Signature of Authorized Immigration Officer)</b>	<p>(Printed Name and Title of Authorized Immigration Officer)</p> <p>Name or Number of Inspecicer (if applicable)</p>	
<b>Name and Signature of Officer</b>	<p>Form I-286 (Rev. 09/16)</p>	

Monarca ICE emergency: 612.441.2881



# WE KEEP US SAFE FROM ICE

Attacks on immigrants affects workers and employers. Both have rights when ICE goes to a business. It's important that everyone knows their rights so they know when and how to assert them.

**KNOW YOUR RIGHTS**  
ENGLISH, SPANISH, SOMALI



## PROTECT YOUR WORKPLACE & COMMUNITY!

- 1 Make a Plan Ahead of Time
- 2 Ensure Everyone Knows to NOT TALK to ICE
- 3 Know Your Rights!

### KNOW YOUR RIGHTS IF ICE COMES TO YOUR WORKPLACE

If you are undocumented and ICE officers arrive at your workplace, remember your options and rights:

1. Stay Calm
2. You Have the Right to Remain Silent
3. You are Not Required to Show Immigration Documents
4. You Have the Right to Contact a Lawyer
5. You Do Not Have to Sign Anything

Scan the AILA QR on the back for details

**IF YOU SEE ANY ICE OR OTHER FEDERAL ACTIVITY, REPORT IT TO:**

**MONARCA HOTLINE: 612-441-2881**

Workers have the right to document and film the encounter. **To have rapid response observers come to witness an ICE raid and document their actions**, call the Monarca Rapid Response Line.

# PROTECT DON'T PANIC

## WORKPLACE GUIDES

NATIONAL IMMIGRATION  
LAW CENTER

AMERICAN IMMIGRATION  
LAWYERS ASSOCIATION



## WHAT TO DO IF IMMIGRATION COMES TO YOUR WORKPLACE

### FOR PUBLIC AREAS

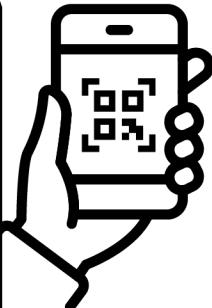
- Anyone – including ICE agents – can enter public areas of a business.
- Public areas include: restaurant dining area; parking lot; lobby or waiting area.
- Being in a public area does NOT give ICE the authority to stop, question, or arrest anyone.
- No one can enter a private area of a business without employer permission or a judicial warrant.

**TIP: To show that some areas are private, mark them with a "Private" sign, keep the doors closed or locked, and have a policy that visitors and the public cannot enter those areas without permission.**

Scan the QR codes to access resources in multiple languages.

Escanee los códigos QR para acceder a recursos en español.

Iskaan garee lambarrada QR-ka si aad u hesho agabka ku qoran Af-Soomaali.



### FOR PRIVATE AREAS

- Immigration agents can enter a private area ONLY IF they have a judicial warrant.
- A judicial warrant must be signed by a judge and say "U.S. District Court" or a State Court at the top.
- Without a judicial warrant, ICE agents need YOUR permission to enter private areas of your business.
- If ICE agents try to enter a private area, you should say: "This is a private area. You cannot enter without a judicial warrant signed by a judge. Do you have a judicial warrant?"
- If ICE agents tell you that they have a judicial warrant, ask for a copy and read it. The employer can accept the warrant but still decline to consent to the search.
- Sometimes, ICE agents try to use an administrative warrant to enter. But an administrative warrant does NOT allow agents to enter private areas without your permission.
- Administrative warrants are not from a court. They say "Department of Homeland Security" and are on Forms I-200 or I-205.

**Important!** This guide is general information. It is not legal advice. It is not tailored to your situation. Talk to an immigration lawyer for advice in your case.

#### Sources and resources in multiple languages:

- National Immigration Law Center (n.d.).  
<https://www.nilc.org/wpcontent/uploads/2017/07/EmployerGuide-NELP-NILC-2017-07.pdf>
- American Immigration Lawyers Association (n.d.) Know your rights: If ice comes to your workplace (for employees). Accessed December 15, 2025 <https://www.aila.org/library/know-your-rights- if-ice-comes-to-your-workplace-for-employees-1>
- Immigrant Law Center of Minnesota (n.d.) <https://www.ilcm.org/immigrationresources/know-your-rights/>
- Monarca (n.d.) <https://monarcamn.org/>



Printed by Twin Cities DSA  
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