

# 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

## Judicial Warrant vs ICE Warrant

AO 93 (Rev. 11/13) Search and Seizure Warrant

UNITED STATES DISTRICT COURT  
for the District of Rhode Island

**Court is identifiable**

In the Matter of the Search of  
(Briefly describe the property to be searched  
or identify the person by name and address)

The person of Sarah Jane Cavanaugh (YOB:1991), 26  
Corey Avenue, Warwick, RI 02818, and any vehicles  
parked at the residence, and further described below.

**SEARCH AND SEIZURE WARRANT**

To: Any authorized law enforcement officer  
of the District of Rhode Island

**Check name and address**

Clearly stated search warrant

**Check if date is correct**

I find that the affidavit(s), or any recorded testimony, establish probable  
cause to believe that the person or property described above, and that such search will reveal (identify the person or describe the  
property).

See Attachment B.

YOU ARE COMMANDED to execute this warrant on or before February 17, 2022 (not to exceed 14 days)  
in the daytime 6:00 a.m. to 10:00 p.m. at any time in the day or night (check the appropriate box).

Unless delayed notice is authorized below, you must give a copy of the warrant and a receipt for the property taken to the  
person from whom, or from whose premises, the property was taken, or leave the copy and receipt at the place where the  
property was taken.

The officer executing this warrant, or an officer present during the execution  
as required by law and promptly return this warrant and inventory to \_\_\_\_\_ in inventory

**Must be signed by a judge**

Pursuant to 18 U.S.C. § 3103a(b), I find that immediate notification may have  
§ 2705 (except for delay of trial), and authorize the officer executing this warrant to delay  
property, will be searched, or seized (check the appropriate box)  
for \_\_\_\_\_ days (not to exceed 30) until the facts justifying the later specific date of

Date and time issued: 10:15 AM, Feb 3, 2022

City and state: Providence, Rhode Island

Lincoln D. Almond, U.S. Magistrate Judge  
(Print name and title)

U.S. DEPARTMENT OF HOMELAND SECURITY Warrant for Arrest of Alien

File No. \_\_\_\_\_

**No Search Authorized**

To: Any immigration officer authorized pursuant to sections 236 and 287 of the  
Immigration and Nationality Act, to serve the warrant on the subject.

I have determined that the subject is removable from the United States. This determination is based upon:

☐ the execution of a charging document to initiate removal proceedings against the subject;

☐ the pendency of ongoing removal proceedings against the subject;

☐ the failure to establish admissibility subsequent to deferred inspection;

☐ 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

☐ 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.

**YOU ARE COMMANDED to arrest and take into custody for removal proceedings under the  
Immigration and Nationality Act, the above-named alien.**

(Signature of Authorized Immigration Officer)

(Printed Name and Title of Authorized Immigration Officer)

**Certificate of Service**

I hereby certify that the Warrant for Arrest of Alien was served by me at \_\_\_\_\_ (Location)  
on \_\_\_\_\_ (Name of Alien) on \_\_\_\_\_ (Date of Service) and the contents of this  
notice were read to him or her in the \_\_\_\_\_ (Language) language.

Name and Signature of Officer \_\_\_\_\_ Name or Number of Interpreter (if applicable) \_\_\_\_\_

Form I-200 (Rev. 09/16)

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

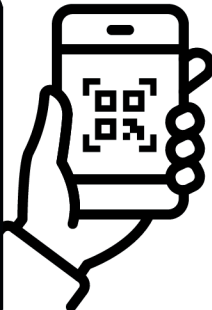
- Anyone – including ICE agents – can enter public areas of a business.
- Public areas include: restaurant dining area; parking lot; lobby or waiting area.
- Being in a public area does NOT give ICE the authority to stop, question, or arrest anyone.
- No one can enter a private area of a business without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



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