

YOU HAVE THE RIGHT TO:

- **REMAIN SILENT.**
- **ASK FOR A LAWYER.**
- **DECLINE A SEARCH WITHOUT A JUDICIAL WARRANT.**



Legal disclaimer: This document is for informational purposes, it is not legal advice.

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TIENES DERECHO A:

- **PERMANECER EN SILENCIO.**
- **HABLAR CON UN ABOGADO.**
- **RECHAZAR UNA BÚSQUEDA SIN UNA ORDEN JUDICIAL.**



Aviso legal: Este documento es de carácter informativo, no constituye asesoramiento legal.

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GET PREPARED

Before an Immigration Raid, you should:

1. Gather all your important documents
2. Let a trusted family member know where to find them
3. Talk with your family about what to do if you or someone in the family is detained by ICE
4. Give your child's school a list of trusted adults who can pick up your child if you are detained by ICE
5. Consult with an immigration attorney

If ICE comes to your door:

1. Don't open the door without a valid warrant signed by a judge
2. Remain silent! You have the right to not speak
3. Don't sign anything without speaking to an attorney
4. Call your attorney or the Colorado Rapid Response Network 1-844-864-8341

If ICE comes to your work:

1. Remain calm
2. Don't provide false documents
3. Don't attempt to interfere with an ICE officer
4. Tell them you'd like to speak to your attorney
5. Don't sign anything without speaking to an attorney
6. Keep important phone numbers with you
7. If ICE detains you while at work and you have children at home, make sure you inform ICE



¡PREPARARSE!

Antes de que ocurra una redada de inmigración, debe de:

1. Reunir todos sus documentos importantes
2. Dejar que un familiar de confianza sepa dónde encontrar los documentos
3. Hablar con su familia sobre qué hacer si usted o alguien de la familia es detenido por ICE
4. Entregar a la escuela de su hijo una lista de adultos de confianza que puedan recoger a su hijo
5. Consultar con un abogado de inmigración

¿Qué debe hacer si ICE llega a su hogar?

1. No abra la puerta sin una orden válida firmada por un juez
2. ¡Permanece en silencio! Tienes derecho a no hablar
3. No firme nada sin hablar con un abogado
4. Llame a su abogado o La Red de Respuesta Rápida de Colorado 1-844-864-8341

¿Qué pasa si ICE viene a su trabajo?

1. Mantenga la calma
2. No proporcione documentos falsos
3. No intente interferir con un oficial de ICE
4. Dígales que quiere hablar con su abogado
5. No firme nada sin hablar con su abogado
6. Mantenga números de teléfono importantes con usted
7. Si ICE lo detiene mientras estas en el trabajo, asegúrese informarles si tienes niños en las casa



BUSINESS OWNERS: KNOW YOUR RIGHTS

If Immigration Officials Come to Your Business:

- Immigration officials can only enter public areas of your business.
- Immigration officials cannot enter private areas of your business to search for any individual without 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. It must include the specific address and location of the search. If the warrant does not include these details, you can deny entry.
- An employee can say, "I can't give you permission to enter. You must speak with my employer."
- No one has to answer questions from immigration officials. You and your staff may stay silent.

If Immigration Officials Request An I-9 Audit:

- You have three business days to provide these documents.
- Form I-9 is the legal document showing an individual is authorized to work in the United States. Form I-9s are required for all new employees.
- You must keep I-9 forms on file for 3 years after hiring or 1 year after the worker's last day of work, whichever is later.
 - Note: You do not have to keep copies of a worker's ID or work authorization documents.
- If immigration officials find you violated Form I-9 rules, you may get an order to stop hiring people without valid work permits, and/or civil and criminal fines and penalties.



BUSINESS OWNERS: KNOW YOUR RIGHTS

How to Prepare:

- Make a written plan and provide it to all staff.
- Practice the plan.
- Talk to all of your staff about their concerns. If they need assistance with immigration law, direct them to attorneys who **belong to an established immigration attorney association.**
- Beware of attorney scams.
- Consider meeting with an attorney belonging to an established immigration attorney association to prepare for, or following an visit from immigration officials.
- Attend a know-your-rights training with a local immigrant rights organization.

Plan Example:

- Stay calm.
- Tell all staff to go to a private space in the business and stay silent.
- Do not grant permission for immigration officials to enter private spaces without a judicial warrant that is signed by a US district or state court judge and accurately describes the location.
- If approached by immigration officials, staff should say "I cannot give you permission to enter. You must speak to my employer."
- Take notes during the action.
- Connect with family members of staff if they are taken into custody.

