



THE  
SIKH COALITION

# Immigration Know Your Rights: If ICE Comes to Your Work Place

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This information is not formal legal advice. If you need specific and immediate legal aid, contact the Sikh Coalition.

Scan the QR Code for all of Sikh Coalition's Know Your Rights Resources.



- Unless you work in a public place, ICE cannot legally enter your workplace without a judicial warrant signed by a judge or permission from your employer.
- ICE may enter areas in your private workplace that are open to the general public (such as a reception area) without a warrant, but they must observe the same rules that any member of the public would. For instance, without a warrant, ICE cannot disrupt the activities of the workplace.
- Do not run if ICE enters your workplace—they can use that as a reason to detain and arrest you.
- If ICE does not have a warrant, ask your employer or someone with authority to calmly ask them to leave. If the employer or someone with authority lets them in, ICE no longer needs a warrant.
- If ICE enters your workplace by force, state that you do not consent to a search, write down the agents' names and badge numbers, document any violence or abuse, and remain silent.
- If you feel comfortable doing so, talk to your employer and co-workers in advance to ensure they know they should not let ICE into your workplace without a warrant signed by a judge. Employers do not have to help ICE to identify or sort workers.
- Even if you work in a public place, you will have more protection in areas of the workplace that are clearly labeled “private” or “staff only.” Those areas are harder for ICE to justify entry without consent or a warrant.