

I am giving you this card because I am exercising my right to remain silent and refuse to answer your questions.

I do not give you consent to enter this work area or to search my person or my belongings.

As part of my right to remain silent, I refuse to go to or stay in an area based on my immigration status. If you require me to go to or stay in a designated area, it is only to comply with your orders related to safety, and it is not any indication of my status.

If you are arresting me, I wish to remain silent and want to speak with a lawyer.

I refuse to sign any documents until I review them with my lawyer.

IF YOU ARE ARRESTED WHILE AT WORK:

If you are arrested, you have the right to remain silent and to contact a lawyer.

- If you do not have a lawyer, ask officers for a list of free or low-cost legal services providers. You may also find these providers at **aclutx.org/kyrwork**
- Do not answer any questions or sign any documents without first speaking to a lawyer.
- Ask for copies of all of your immigration documents.

ACLU

Texas

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This information is not intended as legal advice.
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WHEN ICE SHOWS UP AT WORK

KNOW YOUR RIGHTS



ACLU Texas

YOU HAVE RIGHTS!

Regardless of your immigration status, you have guaranteed rights under the Constitution.

Learn more here about what your rights are and how to express them while at work.

IF ICE IS AT THE DOOR OF YOUR WORKPLACE:

- Stay calm and do not run away.
- Don't open the door. Ask if the officers have a warrant signed by a judge. If they say yes, ask to see the judge's signature. (An "administrative warrant of removal" - or ICE warrant - does not give ICE the legal authority to go inside.)
- If ICE doesn't have a warrant signed by a judge, tell them "I do not give you permission to enter this building."

- If ICE enters by force, do not interfere or resist.
- If it is safe to do so, take notes about officers' names, badge numbers, what they take, or who they arrest. Also, you have the right to take out your phone and record the officers as long as you do not interfere with what they're doing.

IF ICE APPROACHES YOU WHILE YOU'RE WORKING:

- Stay calm and do not run.
- Ask officers if you are free to leave or to go back to work. If yes, tell officers you will not speak with them and resume working, or calmly leave.
- You have the right to remain silent and do not have to answer any questions by officers, such as whether you are a citizen, undocumented, or where you were born.
- If you have valid immigration papers, you should show them if an immigration agent requests them.

- Never lie about your status or provide fake papers.
- If officers tell you to line up with others based on your immigration status, you have the right to stay where you are, or can move to a safe place that isn't part of any line. You can tell officers that you are invoking your right to remain silent. If you are forced to move, don't resist.
- If officers ask to search you, your property like your cell phone or your workspace, you have the right to say "No, I do not consent to a search." Do not resist if they attempt to search your belongings without your consent.

ALWAYS REMEMBER WHEN CONFRONTED BY ICE:

- You have the right to remain silent and do not have to answer questions about where you were born or your immigration status.
- You must say "I wish to remain silent."

**IN THE EVENT OF
A RAID AT YOUR
WORKPLACE,
TEAR OFF THIS
LEGAL RIGHTS
CARD AND HAND
TO THE OFFICER.**