

ICE Safety Protocol

In a retail/workplace environment you have rights under the 4th Amendment:

- ICE must produce a warrant signed by a JUDGE to enter a workplace (a letter/notice signed by a DHS official is NOT sufficient).
- You have a right to alert shoppers and employees that ICE is present.
- ICE does NOT have a right to inquire about employees' country of origin or work schedules.
- ICE does NOT have a right to enter "private areas" like a closed office door or stock room (get people into those rooms and close the door).
- You DO have a right to film ICE, though you do not have a right to obstruct their activities.
- Any person present on US soil has rights under the 4th Amendment regardless of status.
- ICE does not have legal jurisdiction over US citizens.

If you see ICE in the area:

- Call the Siembra NC hotline ****336-543-0353**** and let them know ICE was spotted and active here.
- Call Shannon! Let her know what is happening.
- If you see someone getting arrested, ask for their name and who we can call (in Spanish if relevant: "Cual es su nombre? Numero de telefono de su familia?") If there is a language barrier, don't worry—if it's recorded, Siembra NC can find someone to translate.