



Protegiendo su negocio y empleados de redadas de ICE

Conozca sus derechos, responsabilidades y mejores
prácticas para dueños de pequeños negocios

Por qué
esto es
important
e

- ICE lleva a cabo operaciones de control en los lugares de trabajo

- Las redadas pueden provocar detenciones, multas y perturbaciones del funcionamiento del negocio.

- Conocer sus derechos lo protege a usted, a sus empleados y a su negocio.

Tipos de acciones de cumplimiento de ICE

- Redadas en lugares de trabajo: Visitas sorpresa
- Auditorías I-9: Revisión de formularios de elegibilidad
- Citaciones y órdenes judiciales: solicitudes de documentos/acceso

Derechos y responsa- bilidades del emplead- or

Usted tiene derecho a:

-
- Denegar la entrada sin orden judicial
-
- Permanecer en silencio
-
- Solicitar e inspeccionar órdenes judiciales
-

Responsabilidades:

-
- Mantener los formularios I-9
-
- Evitar la discriminación

Conozca sus derechos — Empleadores

01

- Solicitar una orden judicial

02

- Limitar el acceso al ICE

03

- No consienta registros sin orden judicial

04

- Derecho a guardar silencio

Conozca sus derechos — Empleados

01

- Derecho
a guardar
silencio

02

- Derecho
a un
abogado

03

- No corras
ni te
escondas

04

- No
mostrar
document
os falsos

¿Qué es una orden judicial?

- Firmado por un juez

- Especifica áreas o personas

- Los formularios administrativos del ICE no son válidos para ingresar o registrar sin consentimiento.

Orden judicial vs. orden administrativa

Orden judicial vs. orden administrativa

AD-10 (Rev. 12/01) Search and Seizure Warrant
This is a judicial search warrant. It DOES authorize agents to enter your home.

UNITED STATES DISTRICT COURT - Issued by a COURT.
 for the
 Eastern District of California

In the Matter of the Search of
 (Identify describe the property to be searched
 or identify the person by name and address)
 540 Oak Avenue
 Davis, California 95618

Case No. _____

SEARCH AND SEIZURE WARRANT

To: Any authorized law enforcement officer 2:11-SW-0161 EFB

An application by a federal law enforcement officer or an attorney for the government requests the search of the following person or property located in the EASTERN District of CALIFORNIA
 (Identify person or describe the property to be searched)
SEE ATTACHMENT B ATTACHED HERETO AND INCORPORATED BY REFERENCE

The person or property to be searched, described above, is believed to conceal immigration documents
SEE ATTACHMENT B ATTACHED HERETO AND INCORPORATED BY REFERENCE

I find that the affidavit(s), or any recorded testimony, establish probable cause to search and seize the person or property
 (Date for warrant, not to exceed 14 days)
☐ In the daytime, 6:00 a.m. to 10 p.m. ☐ at any time in the day or night as I find reasonable cause has been established.

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 of the warrant, must prepare an inventory as required by law and promptly return this warrant and inventory to United States Magistrate Judge _____ (Name)

☐ I find that immediate notification may have an adverse result listed in 18 U.S.C. § 2265 (except for delay of trial), and authorize the officer executing this warrant to delay notice to the person who, or whose property, will be searched or seized (check the appropriate box) ☐ _____ (Date for trial or removal date)
 Check the box justifying the later specific date of _____
 Date and time (month) 2-25-2011 10:40 AM Signed by a JUDGE
 City and state: SACRAMENTO CALIFORNIA EDMUND P. BRENNAN, U.S. MAGISTRATE JUDGE
 Printed name and title

JUDICIAL

1. Emitido por un tribunal
2. Si el nombre o la dirección son incorrectos, la orden judicial no es válida.
3. Debe tener la firma de un juez

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

FBI No. _____
 Date: _____

To: Any immigration officer authorized pursuant to sections 236 and 287 of the Immigration and Nationality Act and part 287 of title 8, Code of Federal Regulations, to serve warrants of arrest for immigration violations

I have determined that there is probable cause to believe that _____ 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 review check of federal databases that affirmatively indicates, by itself or in combination with other reliable information, that the subject either lacks immigration status or notwithstanding such status is removable under U.S. immigration law; 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.
 Signed by an immigration officer (NOT a judge)
 (Signature of Authorized Immigration Officer)
 (Printed Name and Title of Authorized Immigration Officer)

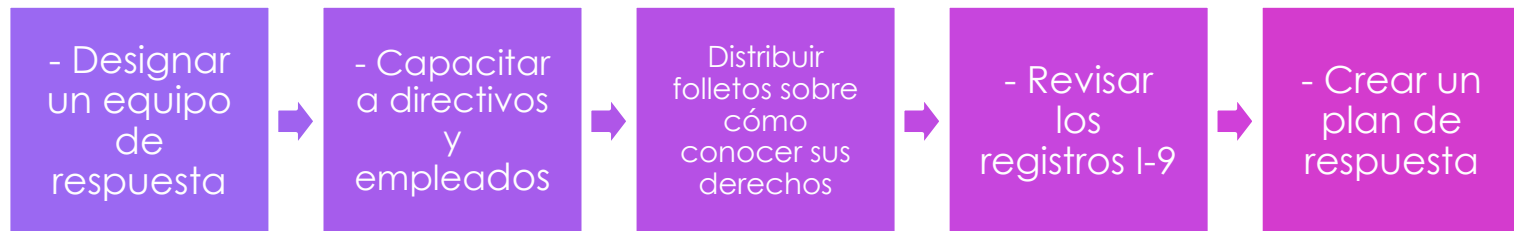
Certificate of Service

I hereby certify that the Warrant for Arrest of Alien was served by me at _____ (Location)
 on _____ (Date of Month) at _____ (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) _____

ADMINISTRATIVE

1. No hay base legal para entrar en tu casa ni en tu coche.
2. Firmado por un oficial de inmigración, no por un juez

Cómo preparar su lugar de trabajo



Ejemplo de política laboral

- ▶ - Prohibida la entrada sin orden judicial
- ▶ - Solo el personal designado interactúa con ICE
- ▶ - Los empleados mantienen la calma
- ▶ - Contactar a un asesor legal inmediatamente

Preguntas y debate

¿Qué tan preparado
está su negocio?

¿Tienes un plan?

¿Cómo puedes apoyar
a tus empleados?

Gracias y contacto

GRACIAS!

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