

Supporting Small Businesses During ICE Raids: A Resource Summary

AILA & American Immigration Council – Employer Rights Brochure

Link: https://www.aila.org/File/Related/Employer_rights_during_raid.pdf

Summary:

This tri-fold brochure provides a concise overview of an employer's legal rights during an ICE raid. It explains what ICE agents can and cannot do during a raid and offers tips on how to respond calmly and lawfully. It is available in an easily printable format and can be customized with local legal contact information.

National Immigration Law Center (NILC) – Employer Guide

Link: <https://www.nilc.org/resources/a-guide-for-employers-what-to-do-if-immigration-comes-to-your-workplace/>

Summary:

This in-depth guide is ideal for employers who want a comprehensive understanding of ICE enforcement procedures. It outlines how to prepare in advance, what rights employers have, and how to protect employees' legal rights during workplace encounters with immigration agents. The guide also covers I-9 audits.

FordHarrison – ICE Workplace Raid Employer Toolkit

Link: <https://www.fordharrison.com/ice-workplace-raid-employer-toolkit>

Summary:

This toolkit helps employers develop a crisis management plan and legal response strategy for workplace raids. It includes checklists, employee communication protocols, and training suggestions. It is geared toward HR professionals and business owners who want a structured, legally sound plan.

Immigrant Defense Project – ICE Raids Toolkit

Link: <https://www.immigrantdefenseproject.org/raids-toolkit/>

Summary:

A grassroots-oriented resource, this toolkit empowers communities and workplaces to defend against raids. It includes Know Your Rights handouts, legal referrals, community response tactics, and preparation guides. It is ideal for immigrant-owned businesses and those employing vulnerable populations.

Public Counsel – FAQs for Nonprofits and Small Businesses

Link: <https://publiccounsel.org/wp-content/uploads/2025/01/1.23.25-Immigration-Enforcement-Alert-003.pdf>

Summary:

This fact sheet answers common legal questions employers have about ICE enforcement, including what to do if agents arrive with or without a warrant, how to prepare staff, and

how to communicate with affected employees. It is designed to support nonprofits and small businesses in ensuring compliance without compromising rights.

Recommendation

Business owners should review these materials in advance and consider holding a staff training or legal clinic. Having printed Know Your Rights materials, emergency legal contacts, and a raid response plan can make a significant difference in how a business weathers an immigration enforcement action.