

了解您的權利 (適用於企業主/ 管理者)

移民局與您的企業 **ICE and Your Business**

作為企業主或經理，了解移民和海關執法局 (ICE) 進入您的工作場所時，您的權利。對您的員工進行相關權利培訓，這一點非常重要。

公共區域與私人區域 **Public vs. Private Areas**

美國移民及海關執法局 (ICE) 的執法人員，無需許可，能進入您企業的公共區域 (例如商店或餐廳的顧客區域)。ICE agents can enter public areas of your business (e.g., customer areas of a store or restaurant) without permission.

未經您的同意或法官簽發的搜索令，ICE 不得進入私人區域 (例如辦公室、廚房、儲藏室)。ICE cannot enter private areas (e.g., offices, kitchens, storage rooms) without either your consent or a judicial warrant (signed by a judge).

了解搜索令 **Understanding Warrants**

美國移民及海關執法局 (ICE) 可能會出示不同類型的搜索令。您有權要求查看搜索令並核實其類型。請務必確認搜索令上是否包含您的公司地址或特定員工的姓名。如果沒有，您無需配合。ICE may present different types of warrants. You have the right to ask to see the warrant and verify its type. Always verify that the warrant has your business address or a specific employee's name. If not, you do not need to comply.

- 行政搜索令 (I-200 或 I-205 表格) : 由美國移民及海關執法局 (ICE) 簽發, 並未賦予執法人員未經同意進入私人區域的權限。
Administrative Warrant (Form I-200 or 1-205): Issued by ICE and DOES NOT give them permission to enter private areas without consent.
- 司法搜索令 : 由法院簽發, 由法官簽署, 並允許執法人員進入私人區域。**Judicial Warrant**: Issued by a court, signed by a judge and DOES grant them **access** to private areas.

如果移民執法局 (ICE) 出示行政搜索令, 您可以拒絕其進入私人區域。If ICE presents an administrative warrant, you can refuse entry to private areas.

您有權在提供任何資訊或允許進入之前諮詢律師。如果您沒有律師, 請立即撥打縣府快速反應熱線。You have the right to consult with an attorney before providing any information or access. If you do not have an attorney, call the county rapid response hotline immediately.

雇主的權利和責任 **Employer Rights and Responsibilities**

除非移民執法局 (ICE) 持有有效的司法搜索令, 您沒有義務允許他們進入私人區域。You are **not required** to allow ICE into private areas unless they have a valid judicial warrant.

沒有傳票或司法搜索令, 您無需提供記錄或員工資訊。You are **not required** to provide records or employee information without a subpoena or judicial warrant.

員工權利(無論移民身分為何) **Employee Rights** (regardless of immigration status)

員工無需回答美國移民及海關執法局(ICE)關於其移民身分的問題。員工有權保持沉默並要求聘請律師。Employees do not have to answer ICE's questions about their immigration status. Employees have the right to remain silent and request a lawyer.

最重要的是, 如果移民執法人員進入企業, 工人不應該逃跑, 因為這可能會被用來對付他們。Above all, workers should not run if ICE enters the business, as this could be used against them.

如果移民執法局(ICE)人員到來該怎麼辦 **What to Do if ICE Arrives**

- 保持冷靜, 要求他們出示身份證明, 並詢問他們是否持有搜索令。您有權錄影或委託他人錄影與移民執法局(ICE)人員的所有互動。STAY CALM and ask for their identification and if they have a warrant. You have the right to record or have someone else record all interactions with ICE.
- 記錄這次遭遇(錄影、取得姓名、警號以及所說或所做的事情)。Document the encounter (video record, get names, badge numbers, and what is said or done).
- 核實搜索令是行政搜索令還是司法搜索令。如果可以, 在律師審查搜索令之前, 阻止人員進入。Verify whether the warrant is administrative or judicial. If you can, prevent entry until an attorney can review the warrant.
- 如果沒有司法搜索令, 你可以拒絕進入私人區域。你可以說:“沒有簽署的司法搜索令, 我們不同意搜查。”If no judicial warrant is provided, you can refuse entry to private areas. Say "We do not consent to a search without a signed judicial warrant."
- 立即聯絡縣府快速反應熱線。Contact the county rapid response

hotline immediately.

雇主準備狀況檢查清單 **Employer Preparedness Checklist**

- 了解您作為企業享有的權利，並制定應對移民執法局 (ICE) 人員抵達您場所的計劃。授權指定一名代表與 ICE 或執法人員溝通。Learn your rights as a business and develop a plan should ICE arrive at your property. Designate an authorized representative to speak with ICE or law enforcement.
- 對全體員工進行培訓，使其了解在移民執法局突襲行動中的程序和自身權利。Train all staff on procedures and their rights during an ICE raid.
- 向員工分發紅黃卡 Distribute red and yellow cards to staff
- 為員工印製“知道您的權利”海報 Print Know Your Rights Posters for Staff
- 在所有私人空間列印“私人”標誌。Print PRIVATE signs for all private spaces.

東灣聖所盟約

EAST BAY

SANCTUARY COVENANT