



KNOW YOUR RIGHTS AT WORK

All people in the United States, *including undocumented immigrants*, have Constitutional rights and protections. Neither immigration nor the police will assume you want to exercise your rights. You are in charge of asserting them by showing your Know Your Rights card or by telling the officer you are exercising your rights.

If ICE (immigration officers) come to your work, they generally must have a search warrant or the consent of your employer to search non-public areas. If ICE approaches you, you have rights that protect you.

You should ask if you are free to leave.

If ICE approaches you in public, you may ask if you are free to leave. If the answer is “yes,” calmly, slowly, and quietly walk away. Do not run or speak. If they say “no,” do not walk or run away. Stay where you are.

You have the right to refuse a search.

You do not have to consent to a search of yourself or your belongings or provide proof of employment authorization. State clearly that you do not consent. Refusing consent may not stop the officer. If the officer proceeds to search your person or your belongings, stay calm, do not resist the inspection, and keep your hands where the officer can see them. Stating your objection preserves your rights.

You have the right to refuse to form a line.

If officers tell you to form a line based on immigration status, you have the right to stay where you are or move to a place that is not designated for a particular group of employees. You can tell officers that you are invoking your right to remain silent. If you are forced to move, do not resist.

You have the right to remain silent.

You do not have to answer any questions without the presence of your legal representative. (In some states, you may be required to state your name if an officer asks you to identify yourself and an officer may arrest you for refusing to do so.) You can show the officer your Know Your Rights card or tell the officer you are exercising your right to remain silent. If you must speak, only say that you would like to speak to your legal representative before answering questions.

- Only provide your identification when the law requires you to do so.*
- Do not tell the officer your country of nationality.
- Do not answer questions.
- Do not sign paperwork.
- Do not carry false documents.
- Do not physically interfere with the search.

You have the right to speak to a lawyer.

If the officer tells you that you cannot walk away, you have been detained. You should ask to speak to a lawyer and then remain silent. You have the right to speak to a legal representative. It is okay if you have not hired a legal representative; you still have the right to consult with one.

*Talk to a local advocate about whether and when you must produce identification. For example, in most states, you must show a driver’s license if you have one and you are pulled over; you also must show your immigration identification to an immigration officer who requests it if you have lawful status and are not a U.S. citizen.