

DRAFT Script for a Visit from ICE with a Judicial Search Warrant

- A.** Skit will be acted out once without questions from the audience.
- B.** Skit will be run a second time, with questions from the audience.

Narrator: This is practice in the case of a visit from ICE to your place of business. In this scenario, ICE announces themselves at a workplace.

ICE: We're from Immigration and Customs Enforcement. We're here on official business.

Employee 1: Hello, officers. Please stay here while I find my employer who will help you.

Narrator: Employee 1 calls your designated ICE liaison -they never leave ICE alone. Liaison sends out building-wide alerts through a pre-determined communication method. All undocumented workers quietly proceed to an "Authorized Only Space."

Liaison asks someone to begin to record proceedings-This person never stops until ICE leaves.

Liaison: Hello. My name is (NAME). I am the (TITLE). How can I help you today?" (if possible direct them to a public area to sit down)

ICE: We have an arrest warrant for (XXX).

Liaison: May I please see the warrant?

Narrator: Officer hands over the warrant. The liaison reviews the warrant and sees it is signed by a judge. They then call their lawyer if per your protocol

Liaison: Thank you.

Narrator:They review all elements of an proper Judicial Warrant- From a Court, signed by judge/magistrate, correct name, correct date (within 14 days). They take picture of warrant and send to lawyer if able to verify.

Liaison: Please wait here while I go and get XXXXXX.

Narrator: Liaison goes to Employee XXX and informs them of the ICE visit and the judicial arrest warrant with their name. Liaison shows Employee XXX the warrant so

Employee XXX can review the name on the warrant to ensure it is his/her exact name, without spelling errors. In this case, it is the exact name.

Liaison to employeeXXX: You should call your family and any emergency contacts, and a lawyer. You can remain silent and request a lawyer immediately. Do not answer questions or give any explanations or excuses. Do not say anything, sign anything, or make any decisions without a lawyer. These are your rights.

Narrator: If ICE continues to attempt to enter the designated private area, the liaison continues to state, "You are not authorized to enter a private space. We do not give you permission." Liaison will then make a copy of the warrant and remind the remaining vulnerable employees to remain calm and encourage them to stay in the Authorized Personnel Only space.

Narrator: While the liaison is making the copy, ICE officers start asking employees questions.

ICE: What do you know about the people who work here? What countries are they from?

Employer 1: You'll need to speak to my employer. May I return to my duties?

ICE: I'm an ICE officer. You have to answer me.

Employer 1: I'd like to use my 5th Amendment right to stay silent. You'll need to speak to my employer. May I return to my duties?

ICE: Fine.

Narrator: Once Employee XXX completes their calls, the liaison calmly escorts Employee XXX to ICE officers.

Narrator: ICE departs with the employee. Liaison gathers staff to review and document what occurred.