Farm Employer Education & Legal Defense Service (FEELDS)

A member-service program of Oregon Farm Bureau Federation.

**Immigration Enforcement Preparation for Agricultural Employers**

1) Familiarize yourself with the warrant information found in this document:   [KNOW YOUR RIGHTS](https://www.doj.state.or.us/wp-content/uploads/2024/09/6-KYR-Presentation-IRCO-Spanish-English.pdf)   Know how to read an administrative warrant, and know how to read a judicial warrant.  ICE may present these **two types of warrants** in workplace enforcement actions. These differ in their authority and enforcement power.

**Administrative Warrants (ICE Form I-200 or I-205)**

* Issued by ICE officers, not a judge.
* Used to arrest individuals suspected of immigration violations.
* Cannot be used to enter private areas of a workplace or any location without consent.
* Employers and employees are not legally required to comply if ICE does not have permission to enter private spaces.

**Judicial Warrants (Issued by a Judge)**

* Issued by a federal court or magistrate based on probable cause.
* This warrant is required for ICE to enter private areas of a workplace without employer consent.
* Grants broader authority for search and seizure.

**Key Differences in a Workplace Setting**

* If ICE has an administrative warrant, they can request access, but cannot enter private areas (e.g., employee-only areas, back offices) without employer consent.
* If ICE has a judicial warrant, they can enter private areas without permission and conduct enforcement actions.
* Employers and employees should ask to see the warrant and verify whether it is administrative or judicial before complying.

2) Please instruct your managers and supervisors to direct all visitors to the office.

3) Ensure your property is posted with “No Trespass” signs and direct visitors to the office.

4) Inform employees they have the right to remain silent if they choose to.

5) Instruct managers and supervisors not to impede ICE activity, especially if a judicial warrant is supplied, but to document the facts of the situation and what they witness (Agent badge numbers, time on the clock, employee’s detained, etc.\_