

How to respond if your nonprofit is the subject of an ICE raid

1. Have a lawyer who works with your nonprofit.
 - a. Learn about how immigration policies could affect your organization from them.
2. Raid implies an indiscriminate process. It's important to understand that ICE searches are typically specific and targeted.
3. There is typically a warrant process to allow entry to a business/workplace and ask for data or files. This is very rare.
4. Decide if the reception area of your nonprofit is public or private. Clarify this internally and post it in writing to the effect of "this area is reserved for clients of this agency and their families."
5. Work with your board of directors to create a staff policy: what to do if ICE or someone else comes in demanding information or access to the agency.
 - a. Catholic Charities advises nonprofits to train staff in clear, straightforward steps like you would for a fire drill so that EVERYONE knows how to respond.