



STOP



This is a Private Space for
**EMPLOYEES
ONLY**

NO PUBLIC ENTRY

GREATER NEW ORLEANS 1099 WORKERS CHECKLIST FOR SWAMP SWEEP

A Calm Guide For Independent Contractors,
Gig Workers, Performers, Bartenders, Servers,
Cleaners, Musicians, And Freelancers

What To Expect

You may notice more federal officers around the city. They may walk by your workplace or step inside the building. Most of the time they will not speak to workers. Your job and your agreement as a contractor do not change. Your safety and peace of mind are important.

Your Rights As A 1099 Worker

You **DO NOT** work for the business in the same way employees do.

You **CANNOT** be asked to answer questions about your immigration status.

You **CANNOT** be forced to share private information.

You **CANNOT** be required to let officers follow you into areas that are not open to the public.

You **CAN** decline to answer questions calmly and respectfully.

What Officers Can And Cannot Do

They **CAN** walk into areas open to the public.

They **CANNOT** walk into employee-only or contractor-only areas without permission or a judge's warrant.

They **CANNOT** force you to show any documents.

They **CANNOT** require you to provide names of coworkers or other contractors.

Staying Comfortable And Confident

If you ever feel unsure, step away from the situation.

Walk to a back room or calm space and notify the manager or the person who hired you for the shift.

You are allowed to remove yourself from any interaction that feels uncomfortable.

You will not be in trouble for choosing to step away.

Your Well-Being Comes First

If this situation makes you nervous or overwhelmed, reach out to the manager, the shift lead, or someone you trust.

You are not expected to handle any enforcement situation alone.

Your presence in the building is legitimate, and you deserve to feel safe and steady at work.

SEDNDcoalition@PM.me

To Report Suspected ICE Activity Call:

504-221-1499

If Officers Speak To You

Stay calm.

You are **NOT** obligated to explain who you are contracted with or why you are in the building.

You can simply say:

"I'm a contractor. I can get the manager if you need someone."

Then step away and let the business handle the interaction.

What You Do NOT Need To Do

You **DO NOT** need to identify yourself beyond giving your first name, if you choose.

You **DO NOT** need to explain who hired you.

You **DO NOT** need to provide schedules or details about other workers.

You **DO NOT** need to show pay stubs, contractor agreements, or ID unless you personally choose to.

You **DO NOT** need to stay in the conversation.

A Simple Phrase To Use Anytime

Here is the only sentence you need:

"I'm a 1099 contractor. I can get the manager for you."

That is enough.

**KNOW
YOUR
RIGHTS**

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TO SEDND
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GREATER NEW ORLEANS BUSINESS CHECKLIST FOR SWAMP SWEEP

A Calm Guide For Owners, Managers, And Staff

What To Expect During The Next Two Months

You may see a larger number of federal agents walking or driving through the city. Some will be in uniform and some will not. They may be present near restaurants, hotels, bars, and shops at different times of the day and night. Staff should know what to do and how to respond calmly.

What Agents Can And Cannot Do

They **CAN** enter a business with a signed warrant from a judge.
They **CANNOT** enter private employee areas without a warrant.
They **CANNOT** go through back offices or storage rooms without permission or a warrant.
They **CAN** stand outside and observe.
They **CAN** ask questions, but you and your staff are **NOT** required to provide private information about employees or customers.

What Owners & Managers Should Prepare For

Make sure you know where your business license, occupancy permit, and basic documentation are kept.
Have a clear plan for who speaks to law enforcement.
Keep one calm and confident point of contact so staff knows who to call.
Create a short script for staff so they do not panic or overshare.
Let your employees know that they are not required to show immigration documents to employers or strangers.
Prepare for the possibility that some staff may call out, arrive late, or feel afraid to travel at night.

How To Protect Your Staff And Customers

Post a small sign inside that says law enforcement must show a judge's warrant before entering employee areas.
Keep all employee areas clearly marked private.
Remind staff that they can step away from the counter if they feel uncomfortable.
Avoid interrupting customers or creating panic.
If agents ask for someone by name, get a manager.
If agents ask about employees, you can say:
"I cannot discuss employee information. You will need to speak with the owner or manager."

What To Expect Financially And Operationally

Some night shifts may run short staffed.
Some workers may feel nervous coming in.
There may be fewer immigrant families visiting at night.
Tourists may ask questions, so a calm explanation helps.
Expect the city to feel slightly more tense during the first few weeks of the sweep.
Most businesses will continue operating normally after adjusting.

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To Report Suspected ICE Activity Call:
504-221-1499

How To Respond If Agents Come Inside

Stay calm and polite.
Ask to see a warrant if they attempt to enter any area that is not fully open to the public. Look for a judge's signature, and the name of your business. If there is no warrant, you can say:
"Please wait here. I need to speak to my manager."
Notify a manager or owner immediately.
Document the time, number of agents, and what they asked for.

What You May See In The City

More marked and unmarked vehicles.
Agents walking around during daytime and night hours.
Officers observing crowds from corners or intersections.
Short visits to high traffic businesses, usually to check activity or ask questions.
A few businesses may be approached early in the morning or late at night.
Most interactions will be brief and focused.

What To Avoid

DO NOT argue.
DO NOT block an officer trying to enter a public space.
DO NOT volunteer employee schedules or immigration details.
DO NOT call out names or try to identify people.
DO NOT allow anyone to enter an employee-only area without a warrant or the owner's permission.

If ICE Is Conducting An I-9 Audit

They must deliver an **Notice of Inspection (NOI)**.
You have a **minimum of 72 hours** to provide documents.
You are **NOT** required to hand over anything *"on the spot."*

A Simple Script For Staff

Here is an easy phrase to use if law enforcement approaches you:

"I can help you. I need to get my manager. Please wait here."

This keeps you safe.
This prevents confusion.
And it protects the business.

**TO DONATE
TO SEDND
SCAN HERE**



**KNOW
YOUR
RIGHTS**



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GREATER NEW ORLEANS EMPLOYEE CHECKLIST FOR SWAMP SWEEP

A Calm Guide For Employees

What To Expect

You may notice more federal officers in the city over the next few weeks. They may walk around, pass through businesses, or sit in parked vehicles. Most of the time, they will not interact with staff. Your job does not change. Your safety is important and you will not be asked to do anything unusual.

What To Do If Officers Enter The Business

Stay relaxed.

You are not responsible for speaking to them.

If they ask you something, you can simply say:

"I can get my manager for you."

Then step away and let your manager handle the conversation.

What Officers Can And Cannot Do

They **CAN** walk into the parts of the business that are open to everyone.

They **CANNOT** enter employee areas, back rooms, or storage unless the owner or manager says it is OK or they show a judge's warrant.

They **CANNOT** force you to answer personal questions.

They **CANNOT** ask you for immigration papers.

What You Do NOT Need To Do

You **DO NOT** need to answer questions about coworkers.

You **DO NOT** need to explain who works here or who is on the schedule.

You **DO NOT** need to show any identification unless your manager tells you otherwise.

You **DO NOT** need to let anyone follow you into employee areas.

How To Stay Comfortable And Confident

If you ever feel unsure, call your manager.

If officers enter the building, stay calm and continue working unless your manager asks you to step aside.

You can always move to a safe or private spot in the building if you need a moment.

You will not get in trouble for asking for your manager or taking a moment to gather yourself.

A Simple Phrase To Remember

If an officer speaks to you, the only thing you need to say is:

"I can get my manager. One moment please."

That is enough.

No other information is needed.

Your Well-Being Matters

If you feel nervous, overwhelmed, or unsure at any point, please talk to management.

We want you to feel supported, safe, and steady at work.

You are not expected to handle anything on your own.

Your comfort and peace of mind come first.

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504-221-1499

EVERYONE IS WELCOME HERE

*** EXCEPT I.C.E. ***

WE HAVE THE RIGHT TO **DENY I.C.E. ACCESS TO PRIVATE AREAS** WITHOUT A JUDICIAL WARRANT.
WE ASSERT OUR CONSTITUTIONAL RIGHTS – **WHICH APPLY TO EVERYONE IN THIS COUNTRY, REGARDLESS OF IMMIGRATION STATUS** – IN THIS ESTABLISHMENT.



MEMBERS OF OUR COMMUNITY ARE SAFE HERE. ANY FORM OF HARASSMENT OF GUESTS OR STAFF WILL NOT BE TOLERATED.

FOR MORE KNOW-YOUR-RIGHTS COMMUNITY TOOLS, VISIT [ILRC.ME/PROTECT](https://ilrc.me/protect)
PARA OBTENER MÁS HERRAMIENTAS COMUNITARIAS PARA CONOCER SUS DERECHOS, VISITE [ILRC.ME/PROTECT](https://ilrc.me/protect)

AQUI TODOS SON BIENVENIDOS

*** EXCEPTO AGENTES DE I.C.E. ***

TENEMOS EL DERECHO DE **NEGARLE A I.C.E. EL ACCESO A ÁREAS PRIVADAS** SIN UNA ORDEN JUDICIAL. AFIRMAMOS NUESTROS DERECHOS CONSTITUCIONALES – **QUE SE APLICAN A TODOS EN ESTE PAÍS, INDEPENDIENTEMENTE DE SU ESTATUS MIGRATORIO** – EN ESTE ESTABLECIMIENTO.



LOS MIEMBROS DE NUESTRA COMUNIDAD ESTÁN SEGUROS AQUÍ. NO TOLERAREMOS NINGÚN TIPO DE ACOSO CONTRA NUESTROS VISITANTES O NUESTRO PERSONAL.

KNOW YOUR RIGHTS

1. **EVERYONE** has the right to remain silent. You can lawfully refuse to speak with an I.C.E agent and not answer any questions—especially about your birthplace, immigration status, or how you entered the U.S.
2. **EVERYONE** has the right to speak to an attorney and to not sign anything before doing so. Remember to not show any foreign or false documents.
3. **EVERYONE** has the right to refuse a search of their person and belongings without a judicial warrant.
4. **EVERYONE** has the right to make a phone call if taken into custody.
5. **EVERYONE** has the right to record I.C.E. and police in public, as long as they don't interfere with an arrest. Allies, such as U.S. citizens, can help by writing down names, badge numbers, and witness contacts.



THE U.S. CONSTITUTION PROTECTS THESE FUNDAMENTAL RIGHTS FOR **EVERYONE** – DOCUMENTED OR UNDOCUMENTED.

FOR MORE KNOW-YOUR-RIGHTS COMMUNITY TOOLS, VISIT ILRC.ME/PROTECT
PARA OBTENER MÁS HERRAMIENTAS COMUNITARIAS PARA CONOCER SUS DERECHOS, VISITE ILRC.ME/PROTECT

CONOZCA SUS DERECHOS

1. **TODA PERSONA** tiene derecho a guardar silencio. Puede negarse legalmente a hablar con un agente de I.C.E. y no responder a ninguna pregunta, especialmente sobre su lugar de nacimiento, estatus migratorio o cómo ingresó a EE. UU.
2. **TODA PERSONA** tiene derecho a hablar con un abogado y a no firmar nada antes de hacerlo. Recuerde no mostrar ningún documento extranjero o falso.
3. **TODA PERSONA** tiene derecho a negarse a que se registre su persona y sus bienes sin orden judicial.
4. **TODA PERSONA** tiene derecho a realizar una llamada telefónica si es detenida/o.
5. **TODA PERSONA** tiene derecho a grabar a I.C.E. y a la policía en público, siempre y cuando no interfieran con un arresto. Aliados, como ciudadanos estadounidenses, pueden ayudar anotando nombres, números de placa y contactos de testigos.



LA CONSTITUCIÓN DE LOS ESTADOS UNIDOS PROTEGE ESTOS DERECHOS FUNDAMENTALES PARA **TODOS**, DOCUMENTADOS O INDOCUMENTADOS.

ICE & CBP BORDER PATROL

**IS NOT
WELCOME
HERE** **NO ES
BIENVENIDO
AQUÍ**

**WE KNOW OUR RIGHTS.
NOSOTROS SABEMOS NUESTROS DERECHOS.**

ICE does NOT have the authority to stop, question, or arrest anyone at will—even in a public business.

No one can enter a private area of this business without permission or a judicial warrant.

Every judicial warrant must be signed by a judge and say "U.S. District Court" or a State Court at the top.

We will not do more than is legally required by an administrative warrant:

- administrative warrants (forms I-200 or I-205) are not from a court
- administrative warrants do NOT give agents the right to enter private areas without our permission
we do NOT have to say if an employee is working on that day or not
we do NOT have to take the ice agents to the employee named on the warrant—even if he or she is at work at the time
we will video or record any actions ICE agents take at this workplace

El hecho de que estén en un área pública NO autoriza a ICE a parar, interrogar o arrestar a cualquiera.

Nadie puede entrar a un área privada de este negocio sin permiso o una orden judicial.

Una orden judicial tiene que ser firmada por un juez y decir "U.S. District Court" o una Corte Estatal) en el encabezamiento.

No haremos más que es legalmente requerido por una orden administrativa:

Una orden administrativa (formularios I-200 or I-205) NO es de la corte

Una orden administrativa NO permite que los agentes ingresen a áreas privadas sin su permiso.

NO tenemos que decir si el empleado está trabajando ese día o no.

NO tenemos que llevar a los agentes del ICE donde está el empleado nombrado en la orden (aunque se encuentre en el lugar de trabajo en ese momento)

Filmaremos y/o grabaremos lo que los agentes del ICE están haciendo en su lugar de trabajo.

ICE & CBP BORDER PATROL

IS NOT
WELCOME
HERE

không được
chào đón
ở đây

WE KNOW OUR RIGHTS
Chúng tôi nắm rõ các quyền hợp pháp của mình

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We do NOT have to say if an employee is working on that day or not

We do NOT have to take the ICE agents to the employee named on the warrant-even if he or she is at work at the time

We will video or record any actions ICE agents take at this workplace.

ICE không có quyền tùy tiện chặn đường, thẩm vấn hoặc bắt giữ bất kỳ ai – ngay cả khi ở nơi công cộng

Không cá nhân hay tổ chức nào được tự ý vào hoặc khám xét nơi ở hay cơ sở của Quý vị mà không có sự cho phép của Quý vị

Bất kỳ lệnh của tòa án hợp lệ phải có rõ tiêu đề “Tòa Án Quận Hoa Kỳ” hoặc Tòa Án Tiểu Bang.

Chúng ta sẽ không thực hiện bất kỳ yêu cầu hay hành động nào vượt quá những gì pháp luật yêu cầu theo một lệnh hành chính:

- Lệnh hành chính (mẫu đơn I-200 hoặc I-205) không phải lệnh do tòa án ban hành

- Lệnh hành chính KHÔNG cho phép cán bộ ICE vào nơi cư trú nếu không có sự đồng ý của Quý vị

Chúng ta KHÔNG giải thích hay cung cấp bất kỳ thông tin nào kể cả việc nhân viên có đang làm việc ngày hôm đó hay không

Chúng ta KHÔNG đưa nhân viên ICE đến gặp người có tên trên giấy lệnh của họ – cho dù nhân viên đó có đang làm việc hay không



Know Your Rights as a Small Business

IF ICE ENTERS YOUR BUSINESS

- **Remain calm** and tell your employees to remain calm. Do not run.
- You and employees have the **right to remain silent and refuse to answer questions or sign documents**. You and employees do **NOT** have to voluntarily reveal anyone's immigration status or show identification.
- You may ask to see a **search warrant**. ICE can enter public areas of your business, but they generally **MUST** have a valid search warrant, or your permission, to search private areas of your business.
- Read the warrant. It **MUST** be **signed by a judge, name your business, and specify the area searched**.
 - A *deportation warrant* is **DIFFERENT** from a *search warrant* and does **NOT** allow ICE agents to make you take them to employees or enter private areas without permission.
 - You can **refuse ICE entry into** private areas without a search warrant.
 - ICE may try to lure you and employees out of private areas. **Unless being detained, ICE cannot make anyone move or stay.**
- If ICE agents enter private areas **without a valid search warrant**, you may ask for their names and badge numbers and write them down.

LEGAL DISCLAIMER: This document is for general informational purposes only. Its contents are not legal advice. If you are in need of legal advice, please contact an attorney.

PRIVATE PROPERTY



**ENTRY
RESTRICTED BY
LAW IN THIS
BUSINESS
WITHOUT A
JUDICIAL
WARRANT SIGNED
BY A JUDGE**



**AS A PRIVATE BUSINESS, WE
RESERVE THE RIGHT TO
REFUSE SERVICE OR
ADMITTANCE TO ANYONE
FOR ANY REASON**



**COMO NEGOCIO PRIVADO,
NOS RESERVAMOS EL
DERECHO DE RECHAZAR
SERVICIO O ADMISIÓN A
CUALQUIER PERSONA
POR CUALQUIER MOTIVO**



This is a Private Business

**You are not permitted to enter non-public areas.
You may not search the premises or question
employees without proper legal authorization.**

**Any persons on this property have the right to
remain silent and the right to an attorney.**

**An ICE administration warrant - Form I-200 or I-205
- does not authorize entry into private areas.**

In compliance with The Constitution of the United States of America, 4th
amendment and The Immigrant Worker Protection Act AB 450

Este es un Negocio Privado

**No se le permite entrar a áreas no públicas.
No puede registrar las instalaciones ni interrogar a
los empleados sin la debida autorización legal.**

**Cualquier persona en esta propiedad tiene el
derecho de permanecer en silencio y el derecho a
un abogado.**

**Una orden administrativa de ICE – Formulario I-200
o I-205 – no autoriza la entrada a áreas privadas.**

En cumplimiento con la Constitución de los Estados Unidos de América, la
Cuarta Enmienda y la Ley de Protección de Trabajadores Inmigrantes AB 450