

Federal Enforcement Interactions & Immigration Laws: Risk Mitigation for Hospitals

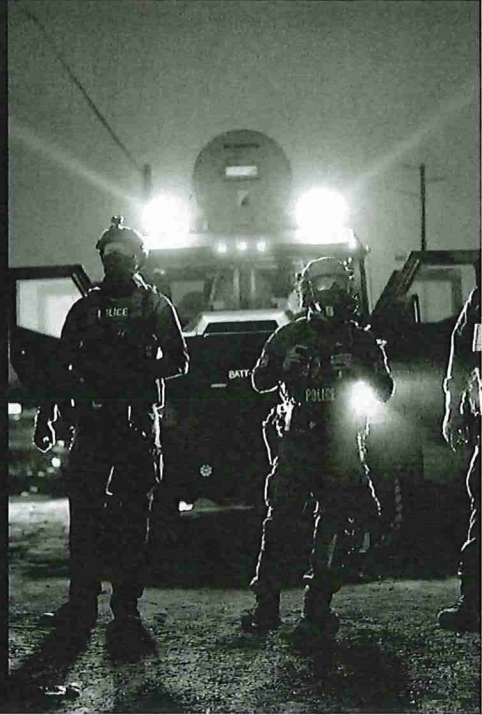
Recent shifts in federal immigration enforcement have created unprecedented challenges for hospitals, managers, and workers across America. This presentation provides clear, practical guidance on navigating these complex legal waters while protecting your operations, employees, and mission.

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The stakes have never been higher for American Health Care

Understanding immigration enforcement realities isn't just about compliance—it's about protecting your livelihood, your employees' wellbeing, and the future of American small business. Knowledge is your most powerful tool in this challenging environment.

Healthcare in the Crosshairs: Unique Vulnerabilities

Hospitals face distinct challenges amidst evolving immigration policies, impacting workforce, operations, and patient care.



Workforce Reliance

1 in 6 healthcare workers is foreign-born; rural hospitals and training programs heavily depend on visa programs and international medical graduates.



EMTALA & Enforcement

The mandate to provide emergency care regardless of status conflicts with the rescinding of "protected area" guidelines, raising risks of onsite enforcement and collateral arrests.



Operational Burdens

Extended processing times, increased Requests for Evidence (RFEs), and inconsistent adjudications strain onboarding and staff mobility.



Legal & Policy Volatility

Executive orders and rapid policy shifts create long-term planning challenges, heightened by unprecedented removal actions, even for LPRs.

Agenda & Learning Objectives

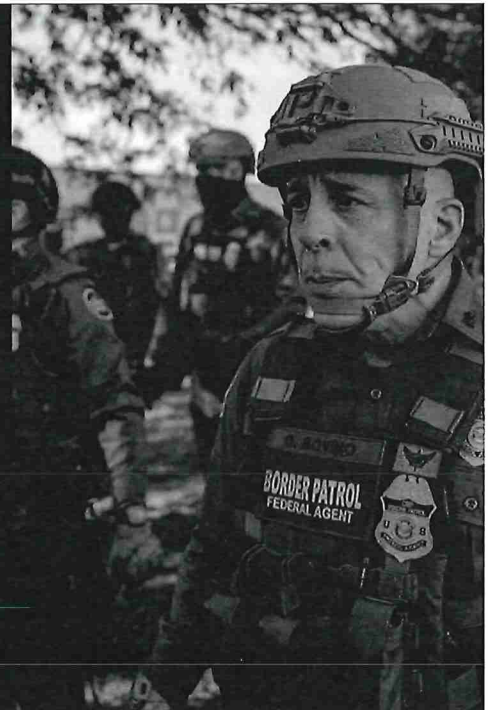
Today's Focus

- Current immigration enforcement landscape
- Misinformation - what ICE can and cannot do
- Harboring and Impeding risks
- Health Care Case Studies
- "Know Your Rights" for organizations and employees
- Crisis response for arrests, warrants, and subpoenas
- Organizational obligations for an I-9 audit, how to prepare and respond
- Travel Risk Mitigation

Learning Objectives

By the end of this session, you will be able to:

1. Understand your constitutional rights and legal obligations under current federal law
2. Identify potential harboring and immigration compliance risks specific to agricultural operations
3. Respond effectively when document requests, enforcement actions, and arrests take place on your property
4. Implement protective strategies to minimize organizational liability and maintain operational stability





Hyundai Raid

Pooler, GA

Watch it here:

https://youtu.be/4P-AGn_o-0

>> WE NEED CONSTRUCTION TO CEASE IMMEDIATELY.

IMMIGRATION

Largest Workplace Raid

#KCAL Evening News



The \$171 Billion Enforcement Reality Check

Immigration enforcement has evolved dramatically. Understanding the current landscape is essential for protecting yourself, your employees, and your operations. These changes represent a fundamental shift in enforcement strategy and scope.

Expanded Targets

Enforcement now extends beyond undocumented immigrants to include legal residents and individuals with no criminal record. Profiling increasingly occurs based on language spoken, appearance, and gathering places frequented by immigrant communities.

Location Expansion

Operations now occur at courts, USCIS offices, airports, workplaces, and previously designated "sensitive locations" such as schools, hospitals, and churches. No location is automatically exempt from enforcement activity.

Aggressive Tactics

Reports include car window smashing, masked officers, deceptive ruses to gain entry, and collateral arrests of bystanders. These tactics create fear and confusion, making it harder to exercise constitutional rights.

Multi-Agency Operations

Immigration enforcement increasingly involves coordination between Treasury, IRS, DEA, ATF, and local police in joint operations. These collaborations act as force multipliers, greatly increasing the reach and scope of ICE's capabilities.



Addressing Employee Fear

Understanding the nuances of current enforcement practices is crucial for protecting your operations and employees.

Targeting Non-Criminals and Businesses

As of mid-2025, 71% of individuals detained by ICE had no criminal record. Agents, often pressured by arrest quotas, employ an indiscriminate approach, increasing risk for all.

Family & Community Impact

Arrests and detentions destabilize families and communities, impacting U.S. citizen children and increasing reliance on local support systems, including donations of company products.

Intimidation as a Tool

Employees should be aware that agents may use masks, drones, ruses, and profiling. Knowing these tactics helps in exercising rights effectively.

Misinformation and Confusion

Misinformation frequently spreads among immigrant workers regarding their rights and enforcement tactics. This exacerbates fear and confusion, potentially harming employees and disrupting business operations.

Critical Misinformation to Address

A dangerous misunderstanding has taken root in public discourse about ICE authority. Two prominent figures recently made statements that fundamentally misrepresent federal law:



"ICE officers have jurisdiction only over non-citizens—that's under the Immigration and Nationality Act."

— Rose Culson-Villazor, Rutgers Law Professor



"You don't have the authority to arrest U.S. citizens."

— Brad Lander, New York City Comptroller and mayoral candidate

- ❑ **REALITY:** INA 287(a)(5) grants ICE authority to arrest for ANY federal offense committed in their presence or any felony they have reasonable grounds to believe occurred

This means ICE officers can arrest U.S. citizens and non-citizens without a warrant. Understanding this expanded authority is critical for protecting yourself and making informed decisions during enforcement encounters.

ICE Authority: What They Can Actually Do

Arrest Authority - INA 287(a)(5)

ICE officers may arrest without warrant for:

- Any offense against the United States committed in officer's presence
- Any felony if reasonable grounds exist and likelihood of escape

Standards for Action

- **Warrantless Arrest:** "Reason to believe" (probable cause equivalent) plus likelihood of escape
- **Stop/Brief Detention:** "Reasonable suspicion" with specific, articulable facts—construed BROADLY by courts
- **Entry into Private Space:** Requires judicial warrant or consent (NOT administrative warrant)
- **Use of Mobile Facial Recognition Apps:** Increased use. Unclear 4th amendment implications

Legal Implications

Understanding these powers is essential for employers:

1. ICE authority extends beyond immigration violations to include any federal crime
2. The probable cause standard is lower than many people realize
3. Administrative warrants are insufficient for entry into private spaces—but consent negates this protection
4. ICE is increasingly obtaining judicial warrants, which carry greater authority

- ❑ **Critical Point:** Never consent to entry into private spaces without seeing a judicial warrant and consulting an attorney.

Never physically resist, even unlawful enforcement actions.

Harboring Laws - Understanding 8 U.S.C. § 1324

Legal Definition: "Knowingly or in reckless disregard, concealing, harboring, or shielding from detection an alien who has entered or remains in the U.S. in violation of law"

Key Elements

Knowledge Requirement

"Knowing" or "reckless disregard" of unlawful status

Affirmative Conduct

Must be more than passive; requires active concealment

Specific Intent

To shield from detection or facilitate continued illegal presence

What Constitutes Harboring

Actions that DO qualify:

- Providing shelter with intent to conceal
- Transportation to avoid detection
- Instructions on obtaining false documents
- Warnings about impending investigations

What Doesn't Constitute Harboring

Actions that generally do NOT qualify:

- Mere employment (generally)
- Being passive passenger in car
- Providing humanitarian assistance without intent to conceal
- General advice on legal rights

- ❑ **Important:** The line between lawful employment and unlawful harboring depends heavily on intent and specific actions taken. When in doubt, consult legal counsel before taking actions that could be interpreted as shielding employees from detection.

Assaulting, Resisting, or Impeding Federal Officers

18 U.S. Code § 111

Understanding this federal statute is critical for anyone who may encounter immigration enforcement. Even non-violent resistance can result in federal criminal charges carrying substantial prison time.



1

Forcibly Act

Assault, resist, oppose, impede, intimidate, or interfere with a federal officer or employee

2

Target a Federal Officer

The act must be directed against a federal officer or employee performing their duties. Knowledge not required.

3

During Official Duties

The officer must be engaged in, or the act must be on account of, the performance of official duties

What Can Constitute a Violation

- Physical contact or assault of any kind
- Blocking an officer's path or preventing movement
- Refusing to comply with lawful orders
- Creating physical barriers to enforcement
- Interfering with an arrest in progress

Penalties

- Simple assault: Up to 1 year imprisonment
- Using a deadly weapon: Up to 20 years
- Resulting in bodily injury: Up to 8 years

Critical advice: Never physically interfere with federal officers. Exercise your rights through verbal assertion and legal counsel, not physical resistance.

Key Takeaways for Healthcare Workers

Understanding the implications of 8 U.S.C. § 1324 (Harboring) and 18 U.S.C. § 111 (Impeding Federal Officers) is vital for hospitals and staff.



Focus on Patient Care, Not Concealment

Providing medical care is your primary duty and generally **not** considered harboring. Avoid any actions with the specific intent to conceal an individual's unlawful status or facilitate their evasion of immigration authorities.



Cooperate Verbally, Never Physically

Comply with lawful orders from federal officers, but **never** physically resist, impede, or obstruct their duties. Assert your rights and hospital policies verbally, but avoid any physical confrontation.



Know Your Rights and Seek Counsel

Ensure staff are trained on policies for interacting with law enforcement. When in doubt regarding a complex situation or potential legal implications, always consult legal counsel immediately.



Case Study 1: California Surgery Center Case

Case Summary

ICE officers pursued an individual who ran into a CA Surgery Center.

Two employees were charged with federal crimes after allegedly assaulting and interfering with the officers.

The charges included assaulting a federal officer and conspiracy to prevent a federal officer from discharging his duties under 18 U.S.C. § 111.

Potential Penalties

- Up to 8 years in federal prison for assault charge
- Up to 6 years for conspiracy charge
- No physical injury required for charges
- Intent to hinder officer's performance must be proven

Case Study 2: Judge Hannah Dugan

The Incident

Milwaukee Judge Hannah Dugan allegedly directed an immigrant to leave her courtroom using a non-public exit, to prevent ICE agents from making an arrest without a warrant.

The Outcome

The judge was subsequently arrested by FBI agents. A grand jury later indicted her on two charges—found guilty of felony obstruction, not guilty of a

Legal Context & Tension

The jury determined the government proved beyond a reasonable doubt that:

- Dugan intentionally acted to obstruct or impede the immigration enforcement effort by federal officials,
- Her actions had the natural and probable effect of interfering with the federal agency's process.

Key Take-away

Do not take any affirmative step—like warning someone, rerouting them, delaying staff, or using back channels—to help a person avoid law-enforcement or regulatory action once you know it's underway. Even well-intended “courtesy” or “care” actions can become criminal obstruction if they predictably interfere with a lawful government process.



Case Study 3: Patient Detention in Los Angeles Hospital

This case highlights complex legal and ethical challenges when federal immigration enforcement interacts with patient care in hospitals.

1

The Incident

A patient, injured during a CBP arrest, was held under constant ICE surveillance in a Los Angeles hospital for 37 days, even during medical care.

2

Patient's Status

The patient was not charged with a crime or in removal proceedings, and was unaware of any legal basis for his prolonged confinement.

3

Legal Challenge

The patient filed a writ of habeas corpus, challenging the legality of his detention and the constant agent presence, citing privacy concerns.

4

Resolution

A temporary restraining order led to ICE releasing him from custody and withdrawing all surveillance and guards from his room.

5

Key Takeaway

This case highlights legal boundaries for detention in healthcare, reinforcing patient rights even for those in federal custody, and poses operational/ethical questions for hospitals.

HIPAA & PHI Disclosure Rules

Healthcare providers must navigate strict rules when law enforcement requests Protected Health Information (PHI). Understanding these regulations is critical to avoid violations.



Valid Legal Process

PHI disclosure typically requires a subpoena, warrant, or court order. Informal requests are generally prohibited.



No Informal Inquiries

Verbal questions about patient status or immigration are not permitted unless a specific HIPAA exception applies.



Verify Authority

Always verify the identity and legal authority of the requesting law enforcement officer.



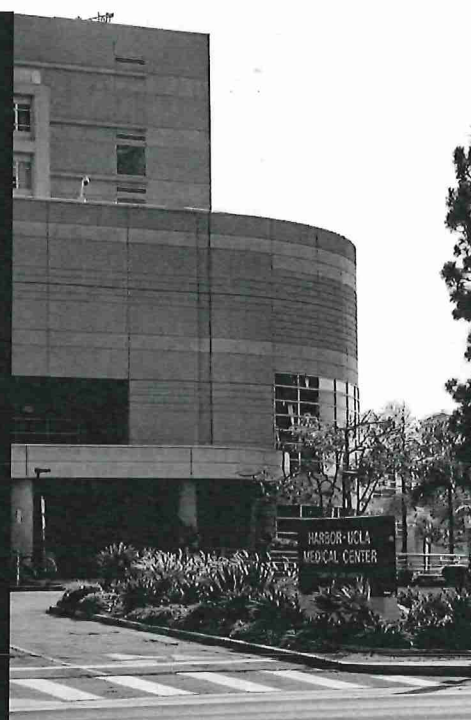
Minimum Necessary

Any authorized disclosure must be limited to the absolute minimum information required by law.



Strict Compliance

Voluntary or unsupported disclosures can constitute a significant HIPAA violation.



When Federal Immigration Authorities Arrive Employer Rights and Obligations

- Have a protocol in place and employees trained
- Organizations have 4th Amendment rights too
- ICE and CBP officers need a valid judicial warrant or employer consent to enter non-public areas
- Clearly mark private spaces - "EMPLOYEES ONLY" and keep access doors to those areas closed
- Provide truthful information when required
- Immediately consult with an experienced immigration attorney



What Areas Have a Reasonable Expectation of Privacy?

While the highest protections are in the home, hospitals and health care facilities also have areas where a reasonable expectation of privacy (REP) typically applies, particularly in non-public spaces.

Most Likely REP

- Areas marked "Employees Only"
- Patient and Care Rooms
- Restrooms
- Lactation Room
- Offices with doors that lock
- Break rooms/Kitchens
- Changing/Locker Rooms

Most Likely NOT REP

- Parking Lots
- Lobbies
- Sidewalks
- Open Loading Docks
- Waiting Rooms

Can I Deny ICE Entry Into My Hospital/Health Care Facility?

If judicial warrant for search or arrest: NO

You cannot prevent entry if officers have a valid judicial warrant to search the premises or arrest an individual.

If consent is given by authority: NO

If someone with actual or apparent authority gives consent, entry cannot be prevented.

If administrative arrest warrant in public area: NO

If ICE has an administrative arrest warrant and is in a public area, they generally cannot be prevented from entering.

If reasonable suspicion in public area: NO

If ICE has reasonable suspicion that an individual (employee, customer, etc.) is violating federal immigration laws in a public area, they cannot be prevented from entering.

If administrative warrant only and wants to enter REP area: YES

If ICE has only an administrative warrant and wishes to enter an area with a reasonable expectation of privacy (REP), you can prevent their entry.

Important Note: If ICE employees wish to use your services, you could deny entry on that basis, provided it is not discriminatory under the Minnesota Human Rights Act (e.g., based on race, religion, etc.) and complies with EMTALA/any other applicable laws or policies.

Employee Rights During an Encounter



Stay Calm

Do not panic or run.

You can ask: "Am I free to go?"

Never use force to resist

Record encounters



Right to Remain Silent

You are not compelled to speak to ICE or answer questions; you can state:

"I choose to remain silent."

Warning: Non-immigrants may be found removable for not answering questions from an immigration officer.



Documentation

No requirement to show identity documents that reveal nationality or citizenship.

LPRs and those with non-immigrant visas may want to show documents (generally required to carry them).

Never show false documents, provide false information, or falsely claim US citizenship.



Legal Representation

You have the right to contact a lawyer immediately if detained. Do not sign any paperwork until speaking with a lawyer.

But if detained and have fear persecution or torture, assert it.

Obligations When Speaking to Immigration Officers

US Citizen or LPR in Public

You are generally not required to answer questions about your citizenship or immigration status when encountered in non-border areas. However, answering may help de-escalate the situation.

At the Border or Checkpoint

When entering the U.S. or at a border checkpoint, you are generally required to answer questions from immigration officers about your citizenship and travel.

Non-Immigrant Visa Holders

Individuals with non-immigrant status (e.g., J-1, H-1B) have an affirmative obligation to answer questions from immigration officers truthfully. Failure to do so could impact your status.

No Status or Protected Status

If you have no current status, or are awaiting asylum/TPS, you may invoke your right to remain silent. You can ask, "Am I free to go?", but do not run or physically resist.

Administrative vs. Judicial Warrants

Understanding the critical distinction between administrative and judicial warrants is essential for protecting your rights and making informed decisions during enforcement encounters. These are NOT the same, and the difference determines what you must allow.

ICE Administrative Warrants

- Not signed by a federal judge, but by a DHS official
 - Do NOT authorize entry into any area with a Reasonable Expectation of Privacy (REP)— UNLESS YOU GIVE CONSENT
 - Allow for arrest of an individual in non-REP spaces (public areas, open fields)
 - Cannot compel you to open doors or provide access to private areas
- ❑ **Critical Point:** An administrative warrant does not give ICE authority to enter your home, office, or other private spaces without your permission.

Federal Judicial Warrants

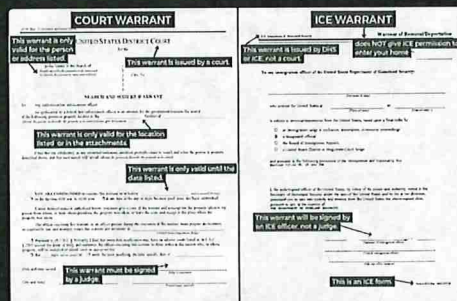
- Signed by a U.S. magistrate or district court judge based upon finding of probable cause of criminal activity
 - Authorizes federal officers to either arrest a specific person OR conduct a search for evidence related to a crime
 - Specifies a particular location and timeframe for execution
 - Provides legal authority to enter private spaces
- ❑ **Critical Point:** Even with a judicial warrant, you have the right to read it carefully, verify it names the correct person/location, and contact an attorney.

What To Do When Officers Present a Warrant

1. Ask to see the warrant through a closed door or window
2. Determine if it's administrative or judicial by checking for a judge's signature
3. If administrative, state clearly: "I do not consent to entry"
4. If judicial, verify the warrant names the correct person and location
5. Request time to contact an attorney before proceeding
6. Do not physically obstruct officers, but clearly state you do not consent if the warrant is administrative

Recognizing Warrant Types: Visual Examples

1. Check the Issuing Authority
2. Review the Scope and Location
3. Verify Names and Addresses



Sample warrant images from <https://help.asylumadvocacy.org/sample-warrants/>

- ❑ **Practice this process:** Many legal aid organizations offer wallet cards and training materials showing warrant examples. Familiarize yourself and your employees with what to look for so you can make informed decisions quickly during stressful encounters.

I-9 Worksite Enforcement: What Hospitals Need to Know

Immigration and Customs Enforcement (ICE) worksite enforcement actions are an increasing reality for businesses nationwide, and the healthcare sector is no exception. Hospitals, as critical infrastructure and major employers, face unique challenges and heightened scrutiny. Understanding the nuances of these actions is vital for risk mitigation.

Escalating Audits

ICE audits and investigations into Form I-9 compliance are intensifying, with a particular focus on critical infrastructure sectors like healthcare. Hospitals should anticipate increased scrutiny of their hiring practices.

Steep Penalties

Fines for I-9 violations are significant, ranging from \$272 to \$2,701 per error, per form. Pattern or practice violations can escalate to criminal charges, carrying even greater financial and reputational risks.

E-Verify's Limitations

While beneficial for confirming employment eligibility, E-Verify does not provide a "safe harbor" from I-9 audits. It primarily verifies eligibility but does not prevent scrutiny of the forms themselves for procedural errors or fraud.

Three-Day Notice

Upon receiving a Notice of Inspection (NOI), hospitals typically have only **three business days** to produce all requested I-9 forms and supporting documentation for current and former employees. This tight deadline necessitates proactive organization and readiness.

Proactive preparation, including regular internal audits and clear response protocols, is essential to navigate this complex regulatory environment and protect your institution.

Four Types of DHS Law Enforcement Encounters

Organizations may encounter Department of Homeland Security (DHS) officers in various scenarios, each with distinct legal implications and required responses.

Unannounced Walk-ins

DHS can access public areas of your facility. They cannot enter private spaces like patient rooms or offices without explicit permission or a valid warrant.

Warrant Presentation

Distinguish between administrative warrants (DHS documents, no forced entry to private spaces without consent) and judicial warrants (court-issued, authorizing specific entry and search).

Notice of Inspection (NOI)

Typically a low-profile event, an NOI is usually for I-9 worksite enforcement. It requires a signature and a subpoena for documents, demanding immediate legal counsel.

Exigent Circumstances

If DHS is actively pursuing someone into your space, "exigent circumstances" may apply. While rights can be asserted, this is a complex exception due to the immediate nature of the pursuit.



Travel Risk Mitigation

International travel by healthcare professionals carries higher risk than many people realize — especially for people with immigration, law-enforcement, or sensitive-research backgrounds. Border risk is discretionary and unpredictable, with low tolerance for perceived risk by border officials and rapid policy changes.



Avoid Unnecessary Travel Abroad

If you have any legal, political, or immigration risk, do not travel internationally unless there is a compelling reason. This is especially critical if risk factors are present.



Pre-travel risk assessment for healthcare staff

Healthcare professionals should get individual legal consultation before leaving the U.S. if they have:

- Prior arrests or charges (even minor or old cases)
- Immigration issues
- Work involving sensitive research, government, or defense
- Activist or online speech history
- Social media content that could trigger scrutiny



Develop Contingency Plans

Plan for scenarios where you are stuck outside the United States for an extended period. This is a patient-safety and licensure issue, not just personal travel risk. Your plan should address:

- Who covers your patients
- How prescriptions and chart access continue
- What happens if you are detained, denied re-entry, or delayed
- Data security protocols for devices containing PHI/patient information

- Bottom-line takeaway:** If you have anything in your background that could trigger scrutiny, treat international travel as a legal and patient-care risk — not just a vacation. Get legal advice and have a backup plan before you go.

Organizational Risk Management Protecting Your Organization and Mission

Any organization, including health care providers could face legal exposure under harboring statutes. Understanding which activities create risk—and which don't —is essential for continuing to support your workforce while protecting your organization from criminal liability.

High-Risk Activities Under Current Interpretation

These actions could potentially be construed as harboring under aggressive prosecution theories:

- Publicly providing "sanctuary" or safe spaces explicitly to shield from enforcement
- Warning workers about specific enforcement operations you have learned about
- Transporting workers with intent to avoid detection by authorities
- Housing workers in concealed locations designed to shield from ICE
- Advising workers to evade law enforcement or providing instructions on avoiding detection

Risk Mitigation Strategies

1. **Clear Documentation:** Maintain complete, accurate I-9 forms for all workers, stored securely and retained for the legally required period
2. **Avoid Public Statements:** Refrain from public declarations about providing sanctuary or safe spaces
3. **Mark Private Spaces:** Clearly designate and post areas with reasonable expectation of privacy to protect both workers and your organization
4. **Protocols and training:** Create protocols and educate management and supervisors and ensure familiarity with what to do if ICE/CBP shows up.
5. **Consultation Systems:** Implement mandatory legal review for any activities that could be construed as facilitating continued illegal presence

- Remember:** Providing general information about constitutional rights differs fundamentally from actively concealing individuals from authorities. When in doubt about whether an action crosses the line into harboring, consult with legal counsel before proceeding.

Workforce Preparedness: Stabilizing Operations

A comprehensive preparedness plan protects workers and operational continuity from the destabilizing effects of enforcement actions and employee fear.

01

Operational Planning & Training

- Develop a written response plan for enforcement.
- Designate responders to verify warrants and contact legal counsel.
- Provide "Know Your Rights" cards to all employees.

02

Address Employee Fear

- Establish trusted communication channels to share accurate information.

03

Post-Arrest Procedures

- Understand bond hearing rights and requirements.
- Connect workers with legal aid for bond proceedings.

Key Enforcement Response Plan Elements

1. 24/7 immigration attorney contacts
2. Warrant verification & encounter documentation
3. Communication protocols for management & employees
4. Post-incident documentation & legal review

- Practice your plan:** Conduct periodic training so everyone knows their role during an enforcement encounter.

Moving Forward with Confidence

These are challenging times for American business owners, but knowledge and preparation are powerful tools. By understanding your rights, recognizing legal boundaries, and implementing protective strategies, you can navigate this enforcement environment while maintaining your operations and supporting your workforce.



Know Your Rights

Constitutional protections apply to everyone, regardless of immigration status. Exercise them confidently and clearly.



Maintain Compliance

Rigorous I-9 documentation and regular internal audits protect against civil penalties and criminal exposure.



Prepare Your Team

Written response plans and regular training ensure everyone knows how to respond during enforcement encounters.



Legal Counsel Relationships

Establish attorney relationships now, before you need them. Rapid legal response can make the critical difference.

Questions to Consider

- Does your organization have a written enforcement response plan?
- Have you conducted recent I-9 audits to identify and correct errors?
- Do all employees, regardless of citizenship status, understand their constitutional rights?
- Have you identified immigration attorneys who can provide rapid response in your area?
- Are private spaces on your property clearly marked and access protocols established?

Resources and Next Steps

Connect with your state organizations, local legal aid societies, and peer farms to share knowledge and build support networks. Collective preparation strengthens the entire agricultural community's resilience during this challenging period.

Remember: You are not alone in facing these challenges. Business owners across America are navigating the same complex landscape. By staying informed, prepared, and connected, we can protect our operations, support our workers, and sustain American small businesses.

5 Key Takeaways for Healthcare Leaders

Immigration compliance is now a core business risk management issue

Not an HR afterthought, but a strategic concern requiring board-level attention, robust documentation protocols, and full integration into enterprise risk management systems.

Both under-hiring AND over-enforcement create legal exposure

The balanced approach involves proper verification systems for all employees while actively avoiding discriminatory practices that reject qualified international candidates.

Prepare for disruption, not just compliance

Develop contingency staffing plans for key positions, understand immigration risks within your workforce, and create rapid response protocols for unexpected immigration enforcement actions.

Employee guidance on immigration interactions matters

Unlike advocacy organizations, healthcare employers should provide nuanced guidance that protects both individual employees and institutional interests, recognizing unique risks for different visa categories.

Border friction creates competitive disadvantage

Organizations that develop expertise in supporting international staff mobility (documentation, travel guidance, reentry support) will gain significant recruitment and retention advantages in a tight healthcare labor market.



Conclusion: Navigating the New Reality



Working Fluency

Understanding of immigration enforcement realities is essential in today's environment.



Proactive Approach

All organizations should have risk assessments, compliance programs, and effective response protocols.



Growing Enforcement and Uncertainty

Immigration risk is not just an HR issue.

If you need an expert, visit us at Emeriti.Law

Questions?

We appreciate your attention and engagement today. We hope this presentation has provided valuable insights into navigating ICE interactions and immigration laws.

Please feel free to ask any questions you may have. We are here to help.

Contact Emeriti.Law

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Resources:

<https://www.ice.gov/factsheets/i9-inspection>

<https://fingate.stanford.edu/paying-people/resource/examples-completed-form-i-9-stanford>

[What Physicians Need to Know About Immigration Enforcement at Medical Offices and Facilities](#)