



department  
of economic  
opportunity  
COUNTY OF LOS ANGELES

# DEO

## Immigration Resources Toolkit Small Businesses & Workers





## Who We Are

DEO was established in 2022 to lead and align the County's and region's economic development efforts.

### Mission

We create quality jobs, help small businesses and high-road employers start and grow, and build vibrant local communities and spaces.

### Vision

An equitable economy with thriving local communities, inclusive and sustainable growth, and opportunity and mobility for all.

*On June 17, 2025, the Board of Supervisors directed DEO to develop a rapid response communication strategy for businesses and workers, including a toolkit that includes supportive services and resources.*

## Work, Live and Do Business in LA County



**REGIONAL ECONOMIC  
APPROACH**



**JOBS AND  
TRAINING**



**SMALL BUSINESS  
SERVICES & CAPITAL  
ACCESS**



**ENTREPRENEURSHIP  
DEVELOPMENT**



**CERTIFICATIONS AND  
CONTRACTING**



**INDUSTRY CLUSTER  
DEVELOPMENT**



**BUSINESS ATTRACTION  
AND RETENTION**



**REAL ESTATE AND  
CAPITAL DEVELOPMENT**



**Learn more about DEO**

Follow DEO @econoppla  
on social media.

[opportunity.lacounty.gov](https://opportunity.lacounty.gov)



# When Immigration (ICE) Comes to Your Workplace



## Be Prepared: Workplace Safety Planning

- Discuss policies with your employer to limit ICE entry.
- If you have a union, raise the issue with them.
- Carry a Know-Your-Rights card stating that you will remain silent and wish to speak with an attorney.
- Memorize phone numbers of trusted contacts and an attorney.
- Arrange for childcare or dependent care in case of arrest.
- Keep important documents in a safe place accessible to a trusted person.
- Share your A-number (immigration number) with loved ones so they can locate you if detained:

<https://locator.ice.gov/odls/homePage.do>



### IF ICE DOES NOT HAVE A WARRANT

- ICE cannot enter most workplaces without a warrant signed by a judge or permission from someone with authority.
- Employers and authorized staff should not let ICE in without a warrant.
- Stay calm — do not run. Running can be used as a reason for arrest.
- Politely ask ICE agents to leave if they do not have a warrant.



### IF ICE FORCES ENTRY

- State that you do not consent to a search.
- Write down agents' names and badge numbers.
- Document the details of the search, including any violence, abuse, property damage, or items taken.
- Do not interfere physically, but observe and document as much as possible.



### IF ICE HAS A SEARCH WARRANT

- Confirm the warrant is signed by a judge.
- Check that the workplace address is correct.
- Review what areas/items ICE is authorized to search.
- Do not allow access to areas not listed on the warrant.



### IF ICE HAS AN ARREST WARRANT

- An arrest warrant signed by a judge allows ICE to arrest specific individuals, but not to enter your workplace without consent.
- Do not allow ICE to enter unless legally required.
- Speak with a supervisor or legal counsel before releasing anyone to ICE.

*This brochure is for informational purposes only and does not constitute legal advice.  
Consult an immigration attorney for guidance.*



## If an employer fails to pay wages or retaliates, including threats to call ICE:

- Federal law prohibits retaliation for asserting your workplace rights—even if you do not have legal status.
- Document the employer's name, company address, exact locations worked, dates and hours worked, and wages promised versus wages paid.
- Leave the workplace safely if threatened.
- Gather any documents or evidence you can.
- Seek help from a worker center or legal aid organization.

### ***You have the right to:***

- Be paid at least the minimum wage.
- Receive overtime pay after 40 hours/week.
- Work in a safe workplace and file safety complaints with OSHA: [osha.gov/workers/file\\_complaint.html](https://www.osha.gov/workers/file_complaint.html)



## Know Your Rights

All people in the United States, regardless of immigration status, have certain rights and protections under the U.S. Constitution.

The Immigration Legal Resource Center (ILRC)'s red cards give examples of how people can exercise these rights. However, they do not provide individualized legal advice. Community members are encouraged to check in with a trusted legal service provider for questions about their situation.

Pocket-sized guides that help individuals navigate and assert their rights if approached by immigration agents are available in over 20 languages.



[Red Cards / Tarjetas Rojas | Immigrant Legal Resource Center | ILRC](#)



## Immigration Resource Guide

Download the free comprehensive directory of immigration related supports and services at:

[opportunity.lacounty.gov/immigration](https://opportunity.lacounty.gov/immigration)



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# THANK YOU

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