



## ACLU-TN Immigrants' Rights Worksite Raid Questionnaire

Name \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_

Home Phone \_\_\_\_\_

Cell Phone \_\_\_\_\_

### **What Was Your Work Environment Pre-Raid?**

Employer's Name \_\_\_\_\_

Number of employees \_\_\_\_\_

Supervisor's Name \_\_\_\_\_

What is your job and duties?

\_\_\_\_\_  
\_\_\_\_\_

How long had you worked for your employer?

\_\_\_\_\_

Has your employer or supervisor made any negative comments about immigrant workers or persons of a certain race, nationality or ethnicity?

\_\_\_\_\_  
\_\_\_\_\_

Have there been any recent disputes between your employer or supervisor and you or any co-worker about wages or overtime pay?

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Are you a member of a union? Have there been any recent disputes between your employer or supervisor and you or any co-worker about union activities, including organizing, renegotiating contracts or strikes?

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Has your employer or supervisor recently been in trouble for any health or safety violations?

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For any of the above situations, have you, your co-workers, your union or any other organization made any informal or formal complaints like discrimination claims, wage claims, reporting health and safety violations, labor law violations, or the like?

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Has your employer or supervisor recently fired any co-workers for any reason?

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Have any groups of co-workers recently left their jobs for any reason?

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**When Did the Raid Happen and (Do You Have Any Idea Why?)**

Have there been any raids at your place of employment in the past?

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Were there any rumors that an immigration raid might occur?

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Describe where you were when you first learned that a raid was occurring.

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What time was it? \_\_\_\_\_

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What did you do?

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**Who Conducted the Raid?**

Do you know if the first law enforcement official that you had contact with was an ICE officer or a police officer from a state, county or local law enforcement agency?

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How do you know?

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Were they dressed in protective clothing or padding?

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Did they have any weapons like guns or TASERS drawn or visible?

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Did they point or use their weapons on you?

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Was their name and badge number clearly visible?

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Were they speaking softly or loudly?

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Were they speaking in your primary language?

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**How Did Officers Enter the Worksite?**

Do you know if agents had a **warrant**?

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If so, do you know what kind of warrant it was? Was it signed by a judge or an administrative official?

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Did they use a general or open-ended warrant? (for seizing specific individuals)

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If they used a general/open-ended warrant, did the warrant provide for the seizure of people simply because they were suspected of being undocumented?

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Do you have a copy of the warrant?

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If there was no warrant, did officers get **consent** from the employer?

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Was the necessary consent obtained freely and voluntarily? (*Note: ICE is not required to inform the employer that he has a right to refuse to consent, but the ICE Investigator's Handbook directs agents to explain alternatives to consenting to a search, i.e., that the employer may deny officers permission to enter facility.*)

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### **What Did Officers Say or Ask You?**

Describe your first contact with the law enforcement official.

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Did the official separate out citizens from non-citizens or people of color from others? How did he/she do this?

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What did he/she say to you? Was there physical contact? Were you injured physically in any way? Were you placed in handcuffs? Did you resist?

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Did the law enforcement official ask you about your immigration status?

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What did they ask?

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What did you say?

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Did they ask to see your identification or other documents?

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Did you ask to speak with an attorney? If so, what was the response?

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Did the officer inform you of any rights that you have?

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Did the officer tell you that you had the right to remain silent, and to speak with an attorney?

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**What Occurred After Your First Contact With Officers?**

Were you placed in custody? Where? How long were you held in custody?

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How long did you wait there before being transferred?

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Were you told where you would be going?

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**What Else Did You Witness?**

Describe any other incidents that you witnessed:

Other co-workers being arrested.

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Other co-workers being subjected to physical contact or weapons use.

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Other co-workers being asked about their immigration status.

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Did you see your supervisors during the raid? What were they doing?

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Were any of your co-workers **not** contacted by law enforcement officials?

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Were those co-workers different from you in race, nationality or ethnicity?

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Did your supervisors or law enforcement officials separate those co-workers during the raid or allow them to go home before the raid?

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### **POST-RAID**

Do you have children or relatives dependent on you?

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Do they know where you are? Did immigration authorities allow you to contact them?

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Were you allowed to contact your consulate? Did you ask to contact your consulate?

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Were you allowed to contact a lawyer? Did you ask to contact a lawyer?

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Did you have access to a phone?

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Were you asked to sign any forms? Which forms?

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**FINAL QUESTIONS**

Is there anything else about the raid you want to tell us?

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Is there anyone else we should contact who experienced or witnessed the raid?

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How can we stay in touch with you?

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