



# Know the Difference: I-9 Audits vs. ICE Raids

Info care of [www.nilc.org](http://www.nilc.org)



A Form I-9 Audit or Inspection by ICE is sometimes confused with an ICE raid. It is important to understand the difference, know your rights, and not to panic when rumors of ICE activity spread.

## What is a Form I-9 Audit

A Form I-9 audit is when ICE comes to your business to check if an employer followed the rules for Form I-9.

Form I-9 confirms a worker's identity and authorization to work in the U.S.

**Employers** will be given advance notice in case of an I-9 audit and should follow the steps at [this link](http://thislink) to get prepared: [goo.gl/vqqrj](http://goo.gl/vqqrj)

## What Is an ICE Raid?

ICE agents go to a worksite without warning as part of an investigation into an employer.

ICE agents are not police officers. But their uniforms may say "Police" or "Federal Agent." They may carry guns.

**Employees** should carry red cards ([ilrc.org/red-cards](http://ilrc.org/red-cards)) in case of interaction with ICE, not panic, and [Learn Their Rights](#) including:

**Stay silent** and ask for an attorney

**Do not** give information about your country of origin or another employee's.

If you are willing, **record the interaction** at a safe distance.

**Workers in Oregon** concerned about how ICE action could affect them should contact The NW Worker's Justice Project: 503-525-8454 or Oregon Law Center: 800-672-4919.

For more information visit: [www.oregonimmigrationresource.org](http://www.oregonimmigrationresource.org)

If you witness ICE activity report to the PIRC hotline at **1-800-622-1510**.