

CREATING SANCTUARY AT HOME AND IN YOUR COMMUNITY

A ZINE FOR DOMESTIC EMPLOYERS & ALLIES IN WASHINGTON D.C.

How to defend immigrant domestic workers and take action - from your home to the streets.



WHAT YOU CAN DO AS A DOMESTIC EMPLOYER



Provide paid time off or flexible leave



Offer a safe transportation plan

- Offer a ride
- Pay for a car service
- Accompany to public transit



Check in regularly & create a shared safety plan



DO NOT inquire about immigration status



DO NOT open the door to ICE!

Scan the code or visit the url below to connect with Hand in Hand and take action.

tinyurl.com/TakeActionHiH



CREATE A SAFETY PLAN TOGETHER



Start by sharing that you're here as a resource. Ask your employee if they want to create a safety plan with you. This plan may include:

Emergency contact name + number

Legal aid organization or a trusted community contact

Transportation plan/safe drop-off or pick-up point

Childcare support if needed

Move at the speed of trust!

Trust takes time. Start the conversation mindfully, listen actively to their needs, and think about what concrete support you can provide.

KNOW YOUR RIGHTS WITH ICE

Download and Print Know Your Rights Red Cards : bit.ly/redcardprints

DO NOT open the door to ICE.
Ask: "Do you have a judicial warrant?
Please slide it under the door."

DO NOT answer questions without a lawyer.
You can say: "I will not answer any questions without a lawyer."

DO NOT agree to a search.
You can say: "I do not agree to this search."

REPEAT AND PRACTICE
Be ready to assert your rights more than once.

KNOW YOUR RIGHTS AS A BYSTANDER

IF ICE IS TARGETING SOMEONE...

YOU HAVE THE LEGAL RIGHT TO FILM ICE
if you do not interfere with them. Keep the camera steady.

RECORD THE FACTS:
Avoid over narrating. Note: location, officers, badge numbers, and if police are present.

REMIND PEOPLE OF THEIR RIGHTS:
You can remind someone of their right to remain silent and to not sign anything without a lawyer present.

EMERGENCY HOTLINES



Office for New Americans: 800-566-7636

Report an ICE presence and connect with free legal representation.



Immigrant Defense Project: 212-725-6422

Call for legal advice, referrals for free legal services, and referrals for private immigration attorneys.



Mayor's Office of Immigrant Affairs: 800-354-0365

Legal support hotline 9am-6pm Monday - Friday



HAND IN HAND
THE DOMESTIC
EMPLOYERS NETWORK



domesticemployers.org