

How to Support Immigrant Domestic Workers



Childcare
Providers



House
Cleaners



Home
Attendants



Gardeners /
Landscapers

Immigrants are under attack. *Many of us rely on immigrant workers in our homes. Here are ways to support the domestic workers you employ:*

Build Trust

- **Open the conversation:** “I’m worried about the attacks on immigrants and I’m worried about you. How are you doing? It’s ok if you don’t want to talk about it.”
- **Don’t force a conversation.**
- **Don’t inquire about immigration status.**
- **Offer resources,** like legal hotline numbers or ‘red cards.’
- **Be a fair employer.** Be flexible with schedules. Offer paid leave when possible.

Create a Plan

- **Create a safe transportation plan.** Offer a ride, pay for a taxi/rideshare, accompany them to public transit stops.
- **Update all emergency contact lists.** Make a plan for who gets contacted if something were to happen.
- **Do not answer the door for ICE.** ICE cannot enter your home without a valid judicial warrant.
- **Make sure you and the worker know your rights.**
- **Report ICE activity** to a local rapid response hotline.

Remember, your home is safer than public spaces. Consider ways to adjust a worker’s tasks so they can stay in your home or other private spaces.



HAND IN HAND
THE DOMESTIC
EMPLOYERS NETWORK

Resources



Download an emergency preparedness plan to prepare with the worker in your home.



Sign up for a training on immigrant domestic worker solidarity with Hand in Hand.



Donate: Immigrant Domestic Worker Relief Fund (CA Domestic Workers Coalition).



Find your local legal and rapid response hotline.

If you employ a domestic worker, regardless of immigration status, you are legally required to provide them with:

- Minimum wage
- Overtime pay
- Workers' compensation
- Paid sick leave
- Protection from retaliation
- Protection from working in an area under evacuation
- Occupational health protections if hired through an agency or a business
- PPE and air filtration when doing wildfire cleanup
- And more

Make a commitment

Show your solidarity with immigrants by taking courageous action.

Together, we are building homes and communities where no family lives in fear. Become part of the movement for dignity and justice for all immigrants.

In my home I will...

- adopt one new fair employment practice
- create a safe commute plan
- create an emergency plan
- offer paid leave

In my community I will...

- attend a Sanctuary Homes training
- do park outreach in my community
- donate to support immigrant workers
- join a rapid response network
- share these guidelines with 3 friends

Sign up to connect to Hand in Hand and take action in your home and community.



domesticemployers.org