

EMPLOYERS' RAPID RESPONSE TEAM FOR DHS RAIDS

In today's regulatory environment, businesses must be prepared for unexpected workplace enforcement actions by the Department of Homeland Security (DHS). Even with the best internal practices regarding the verification of employee work authorization documentation, the DHS may still investigate a workplace. These enforcement actions, including Immigration and Customs Enforcement (ICE), Homeland Security Investigations (HSI), or Customs and Border Protection (CBP) audits and workplace raids, can disrupt operations, create civil and criminal liabilities for companies, owners, managers, and employees, and significantly impact your workforce.

Our Employers' Rapid Response Team is designed to provide immediate, strategic support when every moment counts by:

- Minimizing disruption to your operations.
- Protecting your employees and business interests.
- Ensuring compliance with immigration laws.
- Reducing potential penalties and liabilities.

How We Can Help

When an ICE raid occurs, our team is on call to provide swift and effective legal support tailored to your needs.

Services Include:

1. Immediate Legal Counsel:

Our attorneys respond promptly, arriving onsite or advising remotely to ensure your rights are protected and the situation is handled appropriately.

2. Corporate Representation and Employee Resources:

We provide legal representation to maintain the attorney-client privilege over communications and we can provide and coordinate resources for your employees regarding legal rights.

3. Documentation and Compliance Review:

We help you manage, audit, and organize required documentation, such as I-9 forms and immigration policies, to ensure your records meet regulatory standards.

4. Post-Raid Support and Strategy:

After the immediate crisis, we work with you to address any outstanding legal issues, conduct internal audits, and develop a plan to prevent future incidents.

5. Crisis Communications:

We help manage post-raid internal and external communications to limit risk and minimize exposure.

24/7 Emergency Hotline:

In the event of an active raid, call us at 877-483-7781 for immediate assistance.

Our team has extensive experience in immigration, workplace investigations, employment, labor law, and in crisis management, making us uniquely equipped to handle DHS enforcement actions.

What Sets Us Apart:

- **In-Depth Knowledge:** Decades of combined experience in immigration and labor compliance.
- **Proven Track Record:** Successfully managing ICE raids and other DHS actions for businesses across many industries.
- **Comprehensive Approach:** From immediate response to long-term compliance strategies, we've got you covered.
- **Client-Centered Focus:** We prioritize protecting your business and workforce with minimal disruption.

Proactive planning can make all the difference in safeguarding your business and workforce. Contact Fisher Phillips today to learn more about our Employers' Rapid Response Team.

CONTACT INFORMATION

Employers' Rapid Response Team Emergency Hotline for Active Raids
877-483-7781

DHSRaid@fisherphillips.com

TOOLKITS



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RESOURCES

[Employers' Rapid Response Team Resources](#)

[Employer DHS/ICE Raid Preparedness Action Plan Checklist](#)

INDUSTRY FOCUS

Agriculture

Construction

Manufacturing

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INSIGHTS

Event

Feb 25, 2026

2026 Immigration Enforcement Update: Preparing for ICE Raids and DHS Actions in the Construction Industry

Event

Oct 30, 2025

2025 Louisville Labor & Employment Seminar

Event

Sep 17, 2025

How to Prepare for ICE Raids and DHS Enforcement Actions in the Construction Industry

Insights

Jul 11, 2025

Agricultural Employers' Compliance Cheat Sheet: Summer 2025

Event

Jun 24, 2025

ICE Activity Refresher — Compliance, Best Practices, And What To Do If ICE Shows up At Your Agricultural Worksite

News

Jun 18, 2025

Immigration Co-Chair Discusses Critical Steps in Preparation for Potential ICE Enforcement