



MAURA T. HEALEY
GOVERNOR

OFFICE *of the* GOVERNOR
BOSTON, MASSACHUSETTS

KIMBERLEY DRISCOLL
LT. GOVERNOR

Guidance | May 2026

Guidance Regarding Interactions with Federal Immigration Officers in Places of Worship

I. Background

On January 29, 2026, Governor Maura Healey issued [Executive Order 650: *Protecting Access to Essential Services and Keeping Massachusetts Communities Safe*](#) (“EO 650”), which prohibits Federal Civil Immigration Officers from making warrantless civil arrests in private areas of state facilities and directs certain executive offices to assist childcare providers, schools, healthcare professionals, and similar entities in developing policies for staffing interacting with Federal Immigration Officers, among other things. On March 18, 2026, Governor Healey amended EO 650 to support Places of Worship as well. Under the amended EO 650, the Governor’s Deputy Chief of Staff for Access and Opportunity, in collaboration with the Office for Refugees and Immigrants, is directed to assist Places of Worship seeking to adopt policies for:

- (i) Interacting with Federal Immigration Officers¹; and
- (ii) Requiring a Judicial Warrant or Judicial Order for entry by Federal Immigration Officers into nonpublic areas.

This guidance provides a framework for Places of Worship to develop or update their policies on these topics.² This guidance is provided for informational purposes only and is not legal advice. Individuals or organizations seeking legal advice should consult with an attorney.

This guidance may be updated from time to time based upon changes in law, feedback from community groups and for other purposes.

¹Consistent with Executive Order No. 650, this guidance defines the term “Federal Immigration Officers” as any agent of federal Immigration and Customs Enforcement (ICE), federal Customs and Border Protection (CBP), or any similar federal law enforcement agency that is tasked with immigration enforcement or that works with another federal law enforcement agency tasked with immigration enforcement.

² For the purposes of this guidance “Places of Worship” includes churches, synagogues, temples, mosques, chapels or other physical locations where a religious group regularly engages in the exercise of religious activities. This guidance is intended to address general considerations for Places of Worship, including the spaces in which services and religious ceremonies are held, as well as spaces where activities integral to the religious mission take place.

II. Guidance Regarding Interactions with Federal Immigration Officers.

EO 650 defines “**Judicial Warrants and Judicial Orders**” as an arrest warrant or other judicial order issued by a judge or magistrate sitting in a judicial branch of state or federal government. Unlike an arrest pursuant to a Judicial Warrant or Judicial Order, a “Civil Arrest” is not authorized by a judge or magistrate and is not for the sole or primary purpose of preparing the person subject to such arrest for criminal prosecution, for an alleged violation of state or federal criminal law.

Places of Worship have a right to demand that Federal Immigration Officers (like all law enforcement officers) present a valid Judicial Warrant or Judicial Order to enter nonpublic parts of their locations, or to access private information about their staff, leadership, volunteers, members, or any other individuals about whom a Place of Worship may maintain private information.

Federal Immigration Officers sometimes obtain an “**Administrative Warrant**” which is issued by a federal agency and is not signed by an independent judge or magistrate. Administrative Warrants do not carry the same weight as a Judicial Warrant or Judicial Order, and Federal Immigration Officers with an Administrative Warrant do not have the right to enter nonpublic areas unless they obtain consent or a health/safety emergency is present. Federal Immigration Officers may also try to enter private places without any warrant, judicial or administrative. See Addendum A for samples of a Judicial Warrant and an Administrative Warrant.

Places of Worship that wish to adopt policies or procedures to address interactions with Federal Immigration Officers at their locations may consider the following general guidance and background information.

A. *Four Central Policy Provisions for Places of Worship.*

Policies designed to prepare a Place of Worship for potential immigration enforcement activities should have four central provisions:

1. Prepare personnel (including leadership, staff, and volunteers) for possible interactions with Federal Immigration Officers. Front level staff or volunteers should generally not have to confront Federal Immigration Officers, unless they are comfortable and have received training. Policies should include a phone call or other escalation pathway that reaches legal counsel or a high-level administrator. See Section 1 below.
2. Written policies should be developed, disseminated and reinforced regularly with personnel and worshipers. See Section 2 below.
3. Places should be designated as public or nonpublic and be clearly marked as such, including considerations around restricting access to nonauthorized individuals, absent a Judicial Warrant or Judicial Order. See Section 3 below.

4. Inform individuals of their rights as bystanders or if arrested, including the right to remain silent. If Federal Immigration Officers enter a nonpublic space (without a Judicial Warrant or order), over the objection of personnel, thoroughly document the encounter for later use in court proceedings. See Section 4 below.

Additional details regarding each provision follow.

1. *Front Level Staff and/or Volunteers:*

- Massachusetts is home to Places of Worship, large and small, with varied compositions of staff, volunteers and other participants who help facilitate the operations of their facilities. Places of Worship may rely on staff, security personnel, or volunteers to greet incoming visitors at worship services or other times. Anyone in these public-facing roles may be the first to encounter a Federal Immigration Officer seeking to enter the premises. Policies and trainings should reflect the structure of your community and anticipate questions/issues that may arise with the types of roles you have.
- A written policy or procedure should provide general advice for those front level staff, volunteers or other people who may be responsible for interacting with Federal Immigration Officers, including:
 - Remain calm when engaging with Federal Immigration Officers.
 - Never attempt to physically interfere with Federal Immigration Officers.
 - Designate a high-level supervisor and/or legal counsel to contact in case of attempted entrance by Federal Immigration Officers. That person is referred to as the “designated contact” throughout this memorandum.
 - If Federal Immigration Officer(s) attempt to enter, the front-line staff or volunteer should:
 - Ask the officers to wait in a public area while they call the designated contact. Front-line staff/volunteers should not consent to entry to nonpublic spaces without approval from the designated contact.
 - The front-line staff/volunteer should call the designated contact.
 - If on-site, the designated contact should head immediately to the place where the Federal Immigration Officers are waiting (typically, an entrance). See Designated Contact Instructions below.
 - If the designated contact is not on site, the front-line staff/volunteer should:
 - 1) Keep the designated contact on the line.
 - 2) Ask the Federal Immigration Officer(s) for identification.
 - 3) Review any warrant or order the officer presents and describe that document to the designated contact. The front-line staff/volunteer may

also ask to take a photo of the warrant or order and send it to the designated contact for real-time review.

- Generally, local and state police cannot intervene in federal immigration enforcement efforts, including violations of a state Executive Order. If personnel observe what they believe to be a violation of EO 650, they should report it here: <http://www.mass.gov/fedmisconduct>. If anyone is in imminent danger or in need of immediate assistance, for any reason, they should call 911.
- Designated Contact Instructions: The designated contact should review any documents presented by Federal Immigration Officers, determine whether the officers have presented a valid Judicial Warrant or Judicial Order, and then convey instructions to the officers on the phone, in person, or via the front-line staff/volunteer. See Addendum A for samples of a Judicial Warrant and an Administrative Warrant. Please also note:
 - If a Federal Immigration Officer presents a valid Judicial Warrant or Judicial Order, the officer (as with any law enforcement officer) must be allowed to enter the location identified in the Judicial Warrant or Judicial Order, regardless of whether it is a public or nonpublic location.
 - If a Federal Immigration Officer presents an Administrative Warrant, the designated contact should clearly state that the Administrative Warrant does not authorize entry into the private area and refuse entry. The designated contact may say something along the lines of “this is not a Judicial Warrant, and therefore I am not authorized to allow you to enter or consent to your entry.” If the officer is not willing to speak to the designated contact on the phone, then ask the front-line staff/volunteer to convey the information.
 - Likewise, if a Federal Immigration Officer does not present **any** type of warrant or order, the designated contact need not authorize entry into a nonpublic area.
- Personnel for a Place of Worship are not required to provide personal information about any individuals, including staff, congregants, or volunteers, to Federal Immigration Officers, unless they have a valid Judicial Warrant or Judicial Order granting them access to such information.
- **Remember: Never attempt to physically interfere with Federal Immigration Officers. If the officer does not heed direction, frontline staff, volunteers, and designated contacts should step aside and observe and document the Federal Immigration Officers’ conduct from a safe distance.**

2. *Developing and Implementing Written Policies.*

It is highly recommended that Places of Worship develop and adopt written policies or procedures in connection with federal immigration enforcement contemplated in this guidance. These policies or procedures should be clear, concise, easily understood and disseminated to personnel and worshipers and, if you so choose, available for the public. Once issued, such policies should be reinforced and re-disseminated on a regular basis.

3. *Designating Private, Nonpublic Spaces at Places of Worship*

Places of Worship may have public and nonpublic spaces. As noted above, Places of Worship have a right to demand that Federal Immigration Officers (like all law enforcement officers) present a valid Judicial Warrant or Judicial order to enter nonpublic areas or to access private information about staff, leadership, volunteers, or worshipers.

Places of Worship are encouraged to (1) review their physical space(s) and designate areas as public or nonpublic, (2) document those designations in a written policy, and (3) mark nonpublic areas with signs or, if resources allow, station security or reception staff at the entry of nonpublic areas to meet visitors.

The following principles may assist Places of Worship in designating public v. nonpublic areas of their physical spaces:

- **Public spaces** are areas that are open and accessible to the public.
 - Examples of public areas may include: sanctuaries or areas of worship, if open to the public during designated times, lobbies that allow general admittance to worshipers and the public, public parking lots and similar areas that the public can access without restriction.
- **Private spaces** are areas that are restricted to authorized individuals.
 - Private areas may include: staff or clergy offices, classrooms (including for religious school), nursery and play areas, storage areas, areas for counseling or confidential meetings, and additional spaces where entry is restricted to registered, affiliated members.

Other considerations in determining whether an area is public or nonpublic:

- **Limited hours:** Places of Worship may have spaces that are open to the public at certain designated times, such as during religious services, but otherwise are closed and inaccessible except for the religious organization's internal work or operations. If applicable, Places of Worship should include in policies and post written notices of the days/hours in which a space is open to the public.
- **Visitor policies, Trespassers, Disrupters and other Restrictions:**
 - Some Places of Worship impose additional limitations on public spaces for the purpose of safety, security and the well-being of those attending religious services

or activities. For example, religious organizations may only allow congregants or worshipers to attend services.

- These additional limitations may be included in written visitor policies, standards of conduct and similar requirements that define who may enter and remain on the premises, and when. These policies or standards relate to the Place of Worship's property rights in their premises, through which they may define who has access, provided there is no restriction that violates civil rights law.
- Even where a Place of Worship is open to the public for worship or other activities, they may impose other restrictions, like standards of conduct. For example, if an individual repeatedly disrupts a worship session, the Place of Worship may ask them to leave and provide notice to that individual that they may not re-enter. Similarly, where the presence of Federal Immigration Officers could substantially disrupt religious services, a publicly posted notice could signal that those who are likely to disrupt religious services, including Federal Immigration Officers, should not enter.
- Places of Worship should share written policies, including visitor policies, with personnel and worshipers.

4. *Documenting unlawful intrusions by Federal Immigration Officers, and Rights of Individuals and Bystanders*

Places of Worship should train members proactively about the concepts included in this guidance. You may consider scheduling a Know Your Rights (KYR) session, creating a committee, and/or holding regular meetings with members to communicate your policy around federal immigration activities.

These activities and your written policy should address the rights of individuals involved in a federal immigration enforcement action and people who observe it. These rights are summarized below.

- **Rights of a Person Being Arrested/Detained**

- **Right to Remain Silent:** A person being arrested or detained by Federal Immigration Officers does not have to answer questions about their immigration status, citizenship, where they were born, or how they entered the United States. The person can say, "I am exercising my right to remain silent," and refuse to speak with Federal Immigration Officers until they have spoken with an attorney.
- **Right to Hire/Consult Attorney:** A person being arrested or detained has the right to hire and speak with a lawyer, but the government is not generally required to provide one in immigration proceedings.
- **Right to Refuse to Sign Documents:** A person being arrested or detained has the right to refuse to sign documents (e.g., waiver of rights, voluntary departure

forms). The person has a right to read and understand any document before signing it. People being questioned, arrested, or detained by Federal Immigration Officers should never give false information or fake documents since this could result in criminal charges.

- **Rights and Roles of Bystanders:**

- **Right to Observe:** Bystanders to immigration enforcement actions have the right to observe Federal Immigration Officers from a reasonable distance, as long as they do not interfere with the officers.
- **Right to Video:** Bystanders to law enforcement actions have the right to record the encounter from a reasonable distance, as long as they do not interfere with the officers. Massachusetts law permits openly (not secretly) recording.
- **Right to Remain Silent:** Though Federal Immigration Offices may ask questions, bystanders have the right to remain silent. They are not required to answer questions about their own immigration status or the status of anyone else.
- **Right to Assist Detained Individuals:** For constituents facing detention by Federal Immigration Officers, bystanders can provide “red cards”³ to detained individuals, offer to call attorneys and family members, and point members to legal resources. Bystanders may not interfere with the officers and must provide assistance from a safe distance.

- **Documenting Immigration Enforcement at a Place of Worship, including Unlawful Entries**

- Bystanders (including staff, leadership, volunteers or worshipers), should write down details regarding an incident, including officer badge numbers and notes of conversations between personnel and the officers; they may also consider taking photos and videos from a safe distance. They may write down these details as soon as they feel safe to do so, including after the Federal Immigration Officers have left.
- **Federal Misconduct Portal.** Governor Healey and Attorney General Andrea Campbell have launched an online portal allowing Massachusetts residents to report misconduct by Federal Immigration Officers. Bystanders can report such misconduct and upload any evidence (such as photographs or recordings) at www.mass.gov/fedmisconduct.

³ [Red Cards / Tarjetas Rojas | Immigrant Legal Resource Center | ILRC](#)

III. Support for those affected by increased immigration enforcement.

We recognize the immense toll increased immigration enforcement is having on communities throughout the Commonwealth. Communities of Faith or Community Based Organizations can find important resources in ORI's Community Resource Toolkit, or request ORI's support through our Community Support Initiative at www.mass.gov/community-resource-toolkit

IV. Q&A

The following section addresses common questions that may arise as Places of Worship review their policies and procedures. As mentioned above, this guidance is provided for informational purposes only and is not legal advice. Individuals or organizations seeking legal advice should consult with an attorney.

1. *Can ICE enter private residences of clergy or leadership contained within or associated with a Place of Worship, without a Judicial Warrant?*

No, private residences are generally considered private, and anyone living, even temporarily, at the location has a "privacy interest" in their home, thereby requiring a Judicial Warrant (or a warrant exception) to allow entry.

2. *Can ICE interrupt services being held in a Place of Worship?*

Under previous federal administrations, the Department of Homeland Security (DHS) maintained a policy designating Places of Worship as "sensitive locations" and prohibiting immigration enforcement activities in those places, in most cases. Under the current federal administration, DHS has attempted to rescind the "sensitive locations" policy and thus allow federal immigration activities at locations like Places of Worship (as well as schools and medical facilities). There are still some protections, however.

For example, the federal district court in Massachusetts recently ruled that ICE may not conduct warrantless arrests at churches and congregations participating in a lawsuit captioned New England Synod v. Dep't of Homeland Sec., No. CV 25-40102-FDS, 2026 WL 412329, at *1 (D. Mass. Feb. 13, 2026) ("The prospect that a street-level law-enforcement agent—acting without a Judicial Warrant and with little or no supervisory control—could conduct a raid during a church service, or lie in wait to interrogate or seize congregants as they seek to enter a church, is profoundly troubling."). Litigation around these specific Places of Worship is ongoing, and subject to appeal by the government.

Governor Maura Healey and the Massachusetts Legislature have proposed adding statutory protections for Places of Worship, as well.

3. *Can a Place of Worship prohibit ICE from parking their vehicles, conducting arrests, or otherwise using a public road in front of a Place of Worship?*

No, if a Place of Worship does not own, lease or otherwise have property rights to a physical space, they cannot bar ICE from using that space. ICE is allowed to use public spaces in the same way as a private citizen. If ICE lacks authority to arrest someone, the detained individual may have a basis to challenge the arrest; but the Place of Worship around which the arrest occurred would have no legal recourse.

4. *Can ICE officers park in parking lots owned by Places of Worship?*

Places of Worship have property rights to parking lots they own that entitle them to limit parking to those attending services at the location. Therefore, Places of Worship may restrict access and use of parking lots for purposes other than those intended by the religious group. Federal Immigration Officers may be prohibited from using such parking lots.

5. *Can a Place of Worship prohibit non-members from entering their building?*

Places of Worship may define who can enter and remain in their building or on their property consistent with basic property rights, so long as they comply with protections under state or federal laws, such as the American with Disabilities Act, the Civil Rights Act and similar state civil rights protections. The courts have routinely recognized the right of exclusion of individuals from private property, even when the public is invited generally. See *Roman Cath. Bishop of Springfield v. Anop*, No. HDCV201100831, 2012 WL 12508805, at *4 (Mass. Super. Feb. 3, 2012). Religious organizations may have additional rights to define limitations and requirements related to their Place of Worship based upon First Amendment rights, and statutes protecting religious freedom.

6. *My Place of Worship has a policy that only members and visitors who have registered may enter our worship services. Is having a written policy enough or do we need to take other action?*

If a Place of Worship only allows members to enter its premises, that limitation should be made clear through notices to the public. Generally, a Place of Worship may consider posting notices to inform the general public of restrictions on entry, use of premises or use of parking lots, as well as no trespass orders. Places of Worship that place limitations on entry to preserve the right to worship, prevent disruption of services or otherwise, should carefully decide who, if anyone, may not enter and ensure that their reasons for the exclusion are lawful. For example, it would not be lawful to exclude Federal Immigration Officers from a Place of Worship to harbor undocumented immigrants, but it is lawful to limit access to the premises in order to prevent disruption of services and protect the right to worship for all members.

7. *Am I required to talk to a police officer or ICE agent if they enter the Place of Worship and ask questions?*

No. You are not required to answer any questions and can seek advice from a lawyer before answering any questions from law enforcement authorities. You are not required to tell law enforcement, including Federal Immigration Officers, anything about anyone's immigration status.

8. *When can a law enforcement officer enter a private area of a home or building without a Judicial Warrant?*

There are limited exceptions to the warrant requirement for entry into a private home, or private space of a building. Generally, the warrant exceptions include consent and "exigent circumstances" or the need to provide emergency assistance.

9. *Can we support an immigrant family with temporary housing accommodations in our Place of Worship?*

Information or guidance about providing temporary housing accommodations to immigrant families in a Place of Worship is beyond the scope of this guidance. You may wish to consult an attorney or resources available within your denomination about this topic.

10. *Where can I find additional resources and support to implement these policies for our congregation?*

- [Boston Bar Association Lawyer Referral Service](#)
- [Massachusetts Bar Association's Lawyer Referral Service](#)
- For assistance planning a community meeting, or locating resources for immigrant community members, please visit: [Massachusetts Office for Refugees and Immigrants: Community Resource Toolkit](#)
- [Massachusetts Attorney General: Resources for Immigrants in Massachusetts](#)
- [Massachusetts Attorney General Guidance: KNOW YOUR RIGHTS: ICE Enforcement An Updated Guide for Immigrants, Families, and Communities \(available in \[Spanish\]\(#\), \[Portuguese\]\(#\), \[Haitian Creole\]\(#\), \[Chinese\]\(#\), \[Vietnamese\]\(#\)\)](#)
- [Emergency Planning Guide for Parents with Uncertain Immigration Status \(available in \[Spanish\]\(#\), \[Portuguese\]\(#\), \[Haitian Creole\]\(#\), \[Simplified Chinese\]\(#\)\)](#)
- [Emergency Planning Fact Sheet for Parents with Uncertain Immigration Status \(available in \[Spanish\]\(#\), \[Portuguese\]\(#\), \[Haitian Creole\]\(#\), \[Simplified Chinese\]\(#\)\)](#)
- For general immigration related assistance, please call the MIRA coalition helpline. <https://miracoalition.org/news/immigration-helpline/>

V. ADDENDUM A: SAMPLE JUDICIAL AND ADMINISTRATIVE WARRANTS

Example of a **Judicial Warrant**, which is signed by a Judge.

AD-93 (Rev. 6-10-05) Search and Seizure Warrant

UNITED STATES DISTRICT COURT
for the
Southern District of California

In the Matter of the Search of _____)
(Briefly)
or title _____ and _____) Case No. '14 MJ 0396
2943 Reynard Avenue)
San Diego, California)

SEARCH AND SEIZURE WARRANT

To: Any authorized law enforcement officer

An application by a federal law enforcement officer or an attorney for the government requests the search of the following person or property located in the _____ Southern District of _____ California
(Identify the person or describe the property to be searched and give its location.)
See Attachment A-2.

The person or property to be searched, described above, is believed to conceal *identify the person or describe the property to be seized*.
See Attachment B-2.

I find that the affidavit(s), or any recorded testimony, establish probable cause to search and seize the person or property.

YOU ARE COMMANDED to execute this warrant on or before February 11, 2014
(not to exceed 10 days)

in the daytime 6:00 a.m. to 10 p.m. at any time in the day or night as I find reasonable cause has been established.

Unless delayed notice is authorized below, you must give a copy of the warrant and a receipt for the property taken to the person from whom, or from whose premises, the property was taken, or leave the copy and receipt at the place where the property was taken.

The officer executing this warrant, or an officer present during the execution of the warrant, must prepare an inventory as required by law and promptly return this warrant and inventory to United States Magistrate Judge Hon. David H. Bartick
(Name)

I find that immediate notification may have an adverse result listed in 18 U.S.C. § 2705 (except for delay of trial), and authorize the officer executing this warrant to delay notice to the person who, or whose property, will be searched or seized (check the appropriate box) for _____ days (not to exceed 30).

On this, the facts justifying, the later specific date of _____.

Date and time issued: 1/31/2014 5:14 [Signature]
Judge's signature

City and state: San Diego, California _____ Hon. David H. Bartick, U.S. Magistrate Judge
Printed name and title

Example of an ICE **Administrative Warrant**, should not give permission to enter.

U.S. DEPARTMENT OF HOMELAND SECURITY Warrant for Arrest of Alien

File No. _____
Date: _____

To: Any immigration officer authorized pursuant to sections 236 and 237 of the Immigration and Nationality Act and part 287 of title 8, Code of Federal Regulations, to serve warrants of arrest for immigration violations

I have determined that there is probable cause to believe that _____ is removable from the United States. This determination is based upon:

- the execution of a charging document to initiate removal proceedings against the subject;
- the pendency of ongoing removal proceedings against the subject;
- the failure to establish admissibility subsequent to deferred inspection;
- biometric confirmation of the subject's identity and a records check of federal databases that affirmatively indicate, by themselves or in addition to other reliable information, that the subject either lacks immigration status or notwithstanding such status is removable under U.S. immigration law; and/or
- statements made voluntarily by the subject to an immigration officer and/or other reliable evidence that affirmatively indicate the subject either lacks immigration status or notwithstanding such status is removable under U.S. immigration law.

YOU ARE COMMANDED to arrest and take into custody for removal proceedings under the Immigration and Nationality Act, the above-named alien.

(Signature of Authorized Immigration Officer)

(Printed Name and Title of Authorized Immigration Officer)

Certificate of Service

I hereby certify that the Warrant for Arrest of Alien was served by me at _____ (Location)
on _____ (Name of Alien) on _____ (Date of Service), and the contents of this notice were read to him or her in the _____ (Language) language.

Name and Signature of Officer

Name or Number of Interpreter (if applicable)

Form I-201 (Rev. 09/16)

ADDENDUM B: SUMMARY: PROTECTIONS FOR PLACES OF WORSHIP

Places of Worship are encouraged to develop a clear, concise and easily disseminated policy that staff, worshipers and the general public can read and understand.

That policy should at a minimum contain:

- 1) *Front Line Response:* Designate the staff person or volunteer who will be contacted to respond to Federal Immigration Officers.
 - Remain calm when interacting with Federal Immigration Officers.
 - Never physically interfere with Federal Immigration Officers.
 - Contact the designated contact to determine if the Federal Immigration Officer has a Judicial Warrant or Order.
 - Inform the officer that entry into private areas is not allowed without a Judicial Warrant or Order.
- 2) *Private/Public Spaces:* Identify spaces within the Place of Worship where entry is restricted.
 - Identify the spaces designated as private, such as offices, classrooms, nurseries, etc.
 - Identify the spaces designated as public and any restrictions on those public spaces, including times they are available for access.
 - Print clear and easily discernable signs that designate private and public areas of the Place of Worship.
 - For parking lots and similar areas, note any restrictions on use (e.g. Parking is restricted to worshipers or individuals attending church events).
- 3) *Individual and Bystander Rights and Documenting Unlawful Intrusions.* If Federal Immigration Officers enter private areas of the premises, if comfortable and from a safe distance, document the entry. For all individuals and bystanders, remember you have:
 - The right to remain silent.
 - The right to hire/consult an attorney.
 - The right to refuse to sign documents.
 - The right to video federal immigration enforcement activities, if openly disclosed.
- 4) *Develop and Implement Written Policies or Procedures:*
 - Written policies or procedures should be clear, concise, easily understood and disseminated to staff and worshipers, and available for the public.
 - A written policy provides clarity and sets expectations for worshipers, volunteers, staff and the community.

Places of Worship should prepare members in the event of federal immigration activities, including unlawful entry onto their premises. Preparations can be made by scheduling a Know Your Rights (KYR) session, creating a committee, and holding regular meetings with members to communicate the policy around federal immigration activities.