



# IMMIGRATION RESOURCES FOR EMPLOYERS

Updated: January 2026

This guide provides key immigration resources to help employers understand rights and obligations and support their immigrant workforce.

- [Training & Webinars](#)
- [Fact Sheets and Quick Reference](#)
- [Step-by-Step Guides](#)
- [Videos and Social Media](#)
- [Resources for Immigrant Communities](#)

## Featured Training



### Immigration Compliance for Small Businesses

GO-Biz, CalOSBA, CalChamber, and Public Counsel

- Employer rights
- I-9 requirements, audits, raids, and policy implementation
- Privacy and confidentiality
- Supporting employees after an enforcement incident

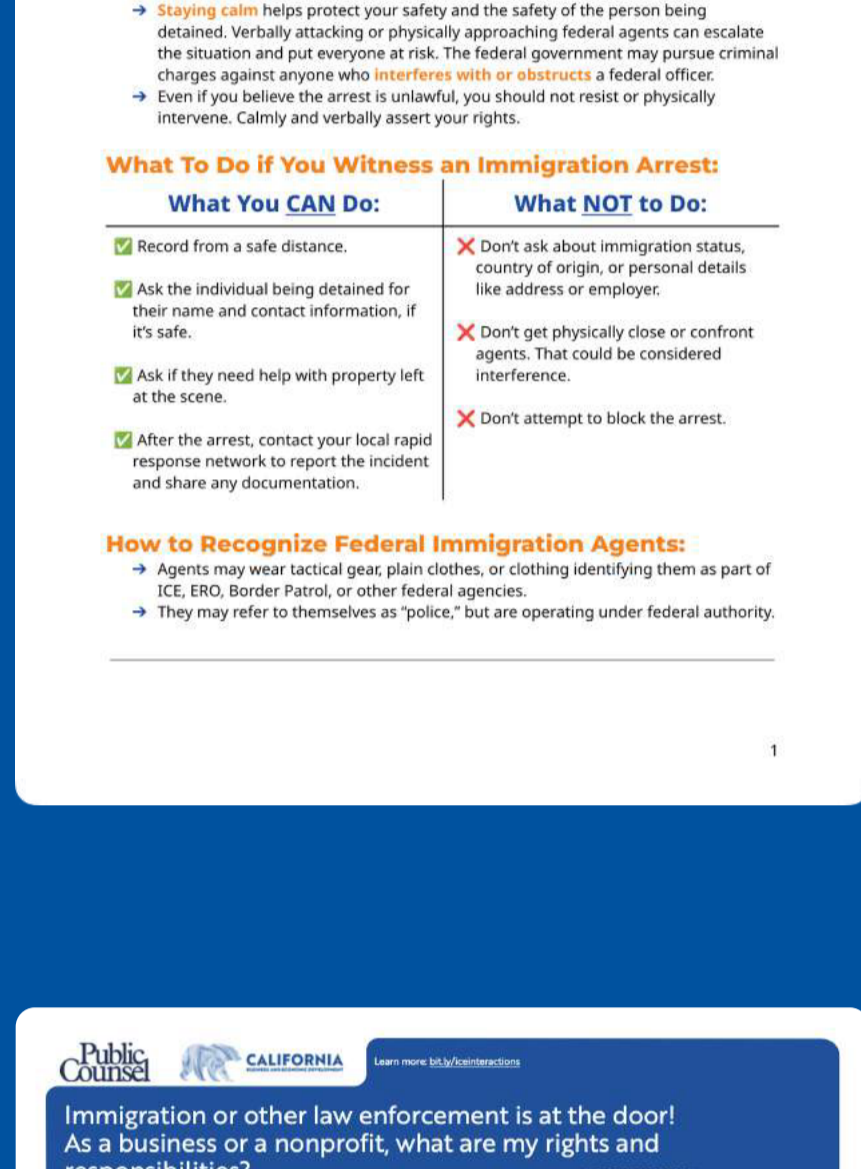


### Request a Training on AB50

CA Department of Industrial Relations (DIR)

- The Labor Commissioner established a Business Engagement Program to provide training to employers regarding legal obligations.
- Request a training or ask a question by emailing [MakeltFair@dir.ca.gov](mailto:MakeltFair@dir.ca.gov).

## Fact Sheets and Quick Reference



### Know Your Rights

Governor's Office

- Rights for observing an immigration arrest
- Rights if you are detained
- How to prepare



### Immigration is at the door! What are my rights and responsibilities as a business?

GO-Biz, Public Counsel

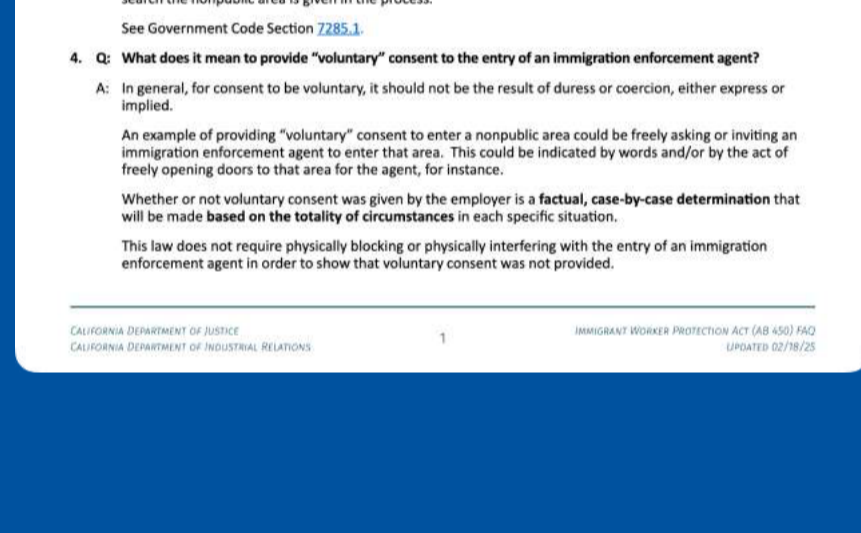
- Judicial warrants and other documentation
- How to document the encounter
- Public vs non-public space
- Responsibilities during I-9 Audit
- Data protection



### Workplace Know Your Rights Notice Template (SB 294) English Spanish

CA Department of Industrial Relations (DIR), The Labor Commissioner's Office (LCO)

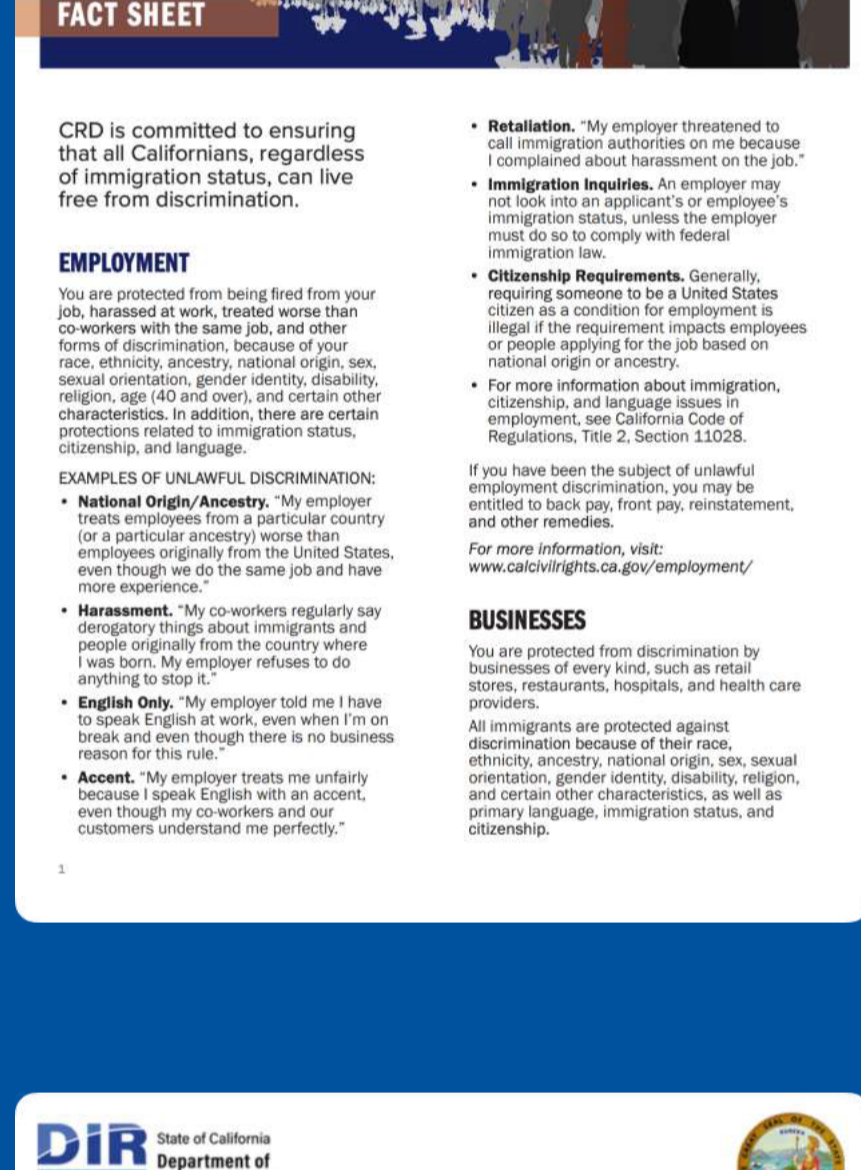
- Notice template for employers
- Covers key workplace rights including emergency contact notification



### Immigrant Worker Protection Act (Assembly Bill 450): Fact Sheet

CA Department of Industrial Relations (DIR), CA Department of Justice (DOJ)

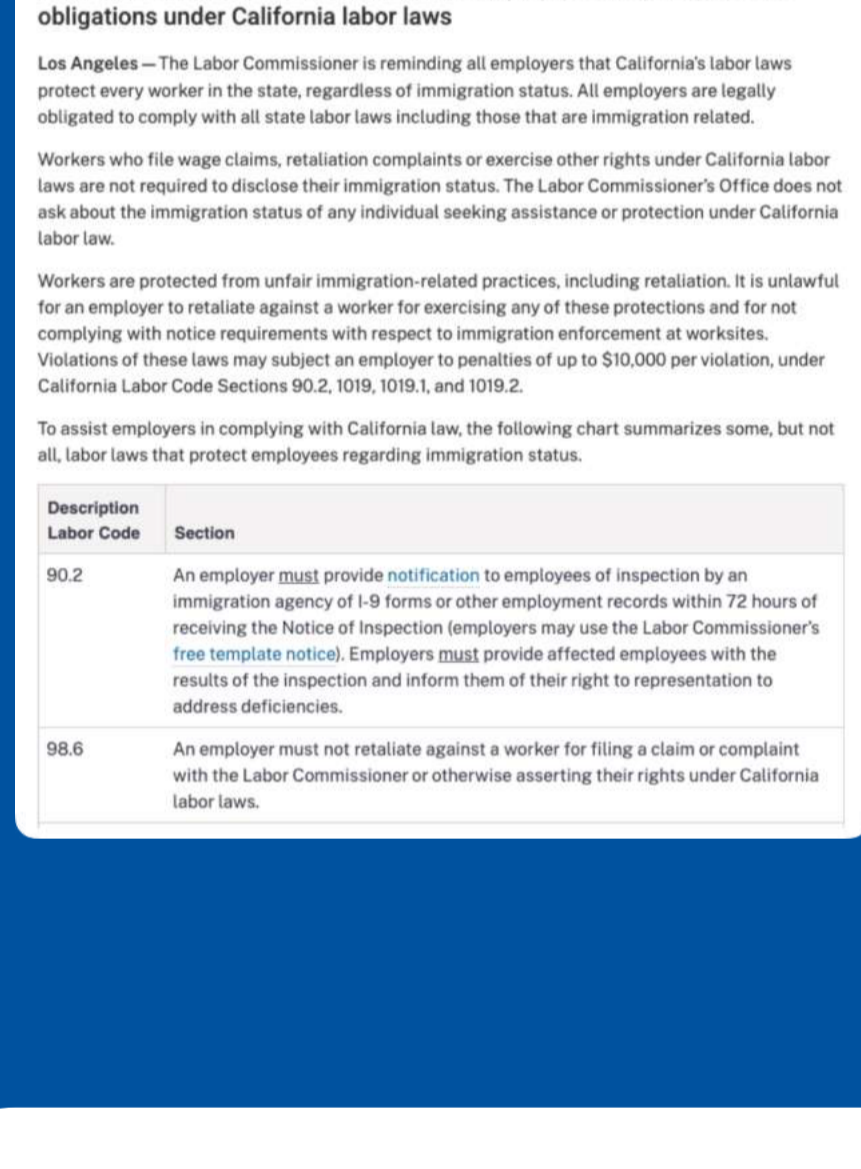
- California's Immigrant Worker Protection Act (AB 450)
- Voluntary consent, nonpublic areas, and judicial warrants
- Employee notifications requirements for I-9 audit



### Civil Rights of Immigrants: Fact Sheet

CA Civil Rights Department (CRD)

- Protections against workplace discrimination
- Protections against housing discrimination
- Protections against bias-motivated violence
- How to file a complaint with CRD

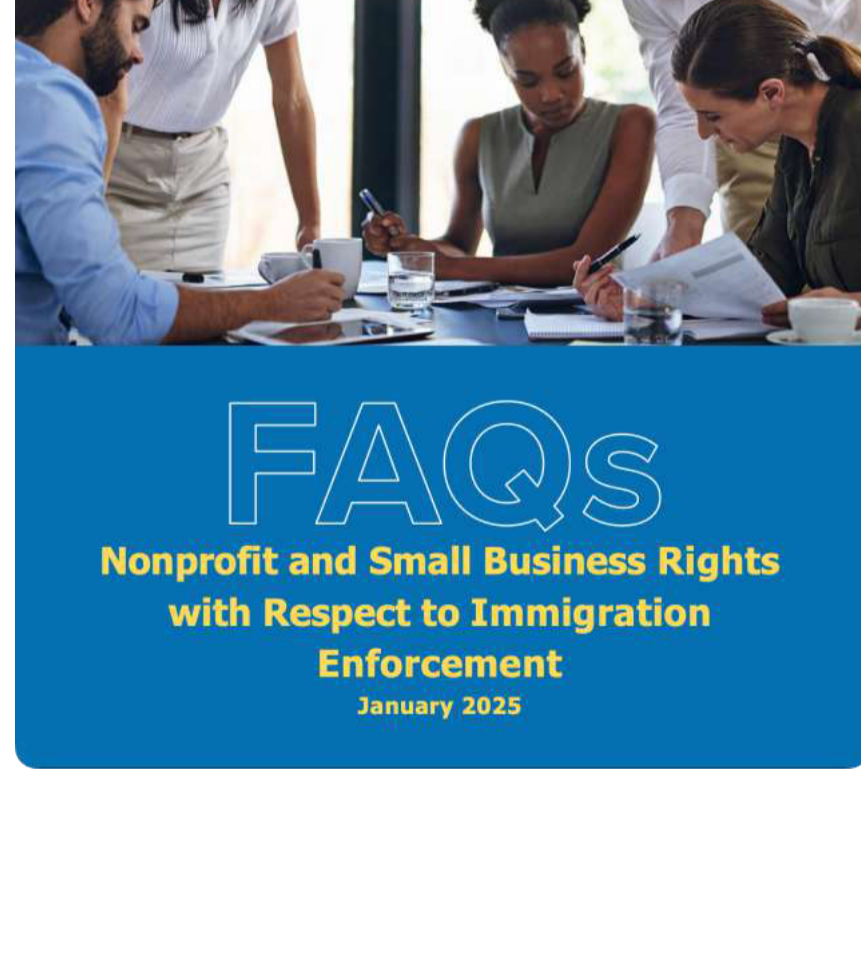


### Press Release: Employers' Legal Rights and Obligations Under California Labor Laws

CA Department of Industrial Relations (DIR)

- Protection for all workers
- Employer legal obligations
- Enforcement reminder
- How to request training

## Step by Step Guides



### Immigration FAQ for Small Businesses and Nonprofits \*

Public Counsel

- Workplace encounters with ICE
- Storing and protecting private data
- I-9 audit employer responsibilities
- Creating written policies

## Videos & Social Media



### All Workers Have Rights English / Spanish

### Unfair Immigration Related Work Practices English / Spanish

The Labor Commissioner's Office (LCO)

Labor Commissioner Lilia García-Brower explains labor rights and protections



### Communications Toolkit

CA Department of Industrial Relations (DIR), The Labor Commissioner's Office

Rights under CA labor laws, employer requirements, retaliation protections, and access to help and resources

## Resources for Immigrant Communities



### Creating a Family Plan: A Workbook for Immigrant Parents \*

Public Counsel

Plans in the event of separation

\*An asterisk indicates that the State of California has not endorsed the referenced materials.