



Colorado Restaurant Association 2025 Immigration Resources for Restaurants

In today's regulatory environment, businesses must be prepared for unexpected workplace enforcement actions by the Department of Homeland Security (DHS). The National Restaurant Association (NRA), the Restaurant Law Center, and the Colorado Restaurant Association's (CRA) legal partners at Fisher Phillips are actively monitoring these developments to keep our industry informed and prepared.

Below are tools and resources you can use to know your rights, get help, and access resources in Colorado:

How to Prepare Your Business and Protect Your Employees: Rights and Responsibilities

- This guide helps Colorado employers navigate I-9 forms, recognize Department of Homeland Security (DHS) raids, and provides information on preparing for ICE raids.

Employer Immigration Compliance Guideline

- This resource is meant to support employers in ensuring that they are in compliance with existing regulations while protecting their employees and their operations.

Know Your Rights During Mass Enforcement Actions

- This presentation goes over your rights if you experience an ICE raid, including finding an immigration lawyer, examples of judicial vs. administrative warrants, how to answer questions from ICE agents, where detainees are held if they are arrested in Colorado, and how to make a plan.

American Civil Liberties Union of Colorado (ACLU)

- The ACLU of Colorado is the state's oldest and largest civil rights organization.

African Community Center

- The African Community Center provides resources for refugees to build safe lives in Denver.



Center for Immigrants

- The Center for Immigrants in Colorado works with licensed attorneys and other caregivers to provide legal assistance, health care, mental health care, and social services that help meet the basic human needs of victims and survivors seeking refuge and safety in Colorado.

Colorado Immigration Rights Coalition

- The Colorado Immigration Rights Coalition is a statewide, membership-based coalition of immigrant, faith, labor, youth, community, business and ally organizations founded in 2002 to improve the lives of immigrants and refugees by making Colorado a more welcoming, immigrant-friendly state.

Colorado Refugee Connect

- Colorado Refugee Connect (CRC) is an initiative that is collaboratively led by ECDC/African Community Center, International Rescue Committee, Lutheran Family Services Rocky Mountains and the Colorado Refugee Services Program. CRC is a website that serves as an umbrella for several social bridging projects that support refugee integration.

National Immigration Law Center Employer Guide

- This comprehensive guide (2017) provides employers with resources for what to do if immigration comes to your workplace.

AFL-CIO I-9 Search Guide

- This toolkit seeks to equip labor and community organizers, advocates and law practitioners with the necessary information to navigate escalating attacks on immigrant workers and their families.

El Centro de los Trabajadores Colorado

- El Centro offers programs that link day laborers, domestic workers, and other low-wage and immigrant workers to employment opportunities, education, and engaging campaigns to affect policy that strengthen their rights and address health and safety concerns.

Servicios de la Raza

- Servicios de La Raza's mission is to build and cultivate a thriving Colorado Latino community in which all members have the opportunities and the support systems to achieve equity, self-sufficiency, and self-determination to lead a healthy quality of life.



CRA-member resources:

- Join us on February 13, 2025 at 10 a.m. MST for a CRA webinar: **Immigration Best Practices in 2025: How to Prepare Your Business and Your Team.** Check your inbox for the link in Hospitality News, or register through our events calendar.
- Access CRA-member legal resources in the [Legal Resource Center.](#)
- Our partners at Fisher Phillips have created a Rapid Response Team Hotline in the instance that you experience a DHS raid. Learn more in the [Compliance Center.](#)
- View the new CRA Immigration Resources page in the [Compliance Center](#)

If you are interested in becoming a CRA member, or if you have questions, please reach out to [info@corerestaurant.org.](mailto:info@corerestaurant.org)