

Last month, the Department of Homeland Security (DHS) rescinded its guidelines that had previously directed Immigration and Customs Enforcement (ICE) officers to refrain from conducting enforcement actions at certain "sensitive locations," including educational institutions. This change means that ICE is no longer restricted from carrying out immigration enforcement at places like Salisbury University or other colleges and universities across the country.

Understandably, this update may raise concerns within our community. However, it's important to remember that ICE is a federal law enforcement agency and must still operate within the boundaries of federal law and the U.S. Constitution. ICE officers are required to respect the constitutional rights of all individuals, including students and employees, and the Federal Government cannot compel local law enforcement officials – including SUPD – to enforce immigration law.

Although the specifics of how ICE will operate at sensitive locations like universities remain unclear, it's crucial to be prepared in case faculty or staff need to handle an interaction with ICE officers. To help with this, the Office of General Counsel and the Salisbury University Police Department (SUPD) have provided the following guidelines:

- **Warrant requirement:** If an employee is handed a warrant or subpoena by an immigration officer seeking records regarding an individual, the employee should ask the officer to wait in a public space while the employee contacts legal counsel for instructions on responding to the request.
- **Ask for the official to wait in a public space:** If immigration officials arrive at a campus location with an arrest warrant, ask them to wait in an area open to the public (ex. lobby or foyer) and contact campus police by calling 410-543-6222. Additionally, if immigration officials ask an employee for access to an area of campus not generally open to the public, such as a residence hall, laboratory, faculty or staff office, or other limited-access space, please ask them to wait while campus police and legal counsel are consulted.
- **FERPA and confidentiality:** The Family Educational Rights and Privacy Act (FERPA) protects student records, and similar laws safeguard employee records. If ICE asks to access student or employee records, immediately contact SUPD. Do not provide this information without approval.
- **Know your rights:** SUPD and the General Counsel's office will work together to assess the situation, which may include reviewing any warrants or subpoenas, ensuring all constitutional rights and federal laws are upheld.
- **Email requests:** If you receive an email from ICE or any other agency requesting information (like a subpoena or Freedom of Information Act request), do not respond. Instead, forward it directly to the [Office of General Counsel](#).
- **Provide accurate information:** Never provide false or misleading information to ICE officials.
- **Be respectful:** As with anyone we interact with, maintain a professional and courteous manner.

For further questions or concerns about how to appropriately interact with an ICE official seeking information, please reach out to the [Office of General Counsel](#) or the [Office of Inclusion, Access and Belonging](#).

Should you have additional questions about an individual's rights for questioning and detainment by ICE, please visit the [ACLU](#) and [CASA of Maryland](#) for updated guidance.