



SEATTLE
COLLEGES



IMMIGRANT RIGHTS AND NON-DISCRIMINATION PLAN (IRND-PLAN)

STAYING TRUE TO OUR VALUES AND PRINCIPLES:

"Washington is a place that supports every resident's civil rights. We recognize that diversity, equity, and inclusivity is a strength." —Governor Bob Ferguson

Seattle Colleges remains in compliance with Washington laws, executive orders, and directives. We are closely monitoring and evaluating recent federal actions and changes in policies and the possible impacts they may have on the members of our community—including students, staff, and faculty—as well as impacts on our teaching and services.

We remain steadfast in our values to show care, respect, acts of kindness, and empathy to our community members as human beings from all backgrounds, cultures, traditions, viewpoints, faiths, races, gender, abilities, identities, ethnicities, and national origins coming together to learn and thrive free from unlawful interference. Seattle Colleges do not have a legal obligation to enforce federal immigration laws. We are not, and will not become, a law enforcement agency. As an open-access institution, we do not base admissions decisions on immigration or citizenship status. Furthermore, our campus security personnel will never question or attempt to detain individuals based on their immigration status.

Our principles to ensure our systems, processes, and practices are open and accessible for all identities including, but not limited to, race, ethnicity, national origin, age, culture, creed, religion, spirituality, non-spirituality, social and economic status, sex, sexual orientation and identity, gender, gender identity and expression, pregnancy, marital status, veteran status, disability, citizenship, and immigration status. As required by federal law, we do not disclose protected information from student education records, except as required in response to a lawfully issued subpoena or court order. As we are committed to protecting the confidentiality of the information and privacy of students and their families, we do not share personal information listed on the WASFA and FAFSA for immigration enforcement purposes without a legal requirement, such as a valid court order or judicial warrant.

WHERE WE STAND



RESPONSE TO FEDERAL ACTIONS



SCAN FOR MORE INFORMATION

SEATTLE COLLEGES PROTOCOLS AND CONTACTS

ICE Protocols and Contacts

U.S. Immigration and Customs Enforcement (ICE) agents are allowed on our campuses. (In some instances, the Federal ICE agents may be carrying firearms.)

We recognize that the presence of ICE or other federal agencies assisting immigration enforcement on our campuses could cause concern and raise anxiety. In turn, Seattle Colleges has developed a **5-Step ICE Protocol**. The protocol has identified designated staff members who will serve as the main contacts at initial engagement with ICE and other related agencies.

If You Encounter a Federal Agency, Stay Calm and Contact Security

Remember, stay calm. Students, staff, and faculty should not insert themselves into a situation to try to help or stop ICE agents while those agents are doing their job.

Immediately direct ICE agents to the Step 1 contacts listed below and then notify a Seattle Colleges staff member or your supervisor. For most situations, reaching out to the Step 1 contacts (Campus Security officers) should be sufficient. The security officers will reach out to next level contacts as needed.

1. Notify Campus Safety and Security

Our first-line or Step 1 contacts are our Campus Security officers. They have been trained to respond appropriately in these situations and will work directly with federal officers.

North Seattle College Security Phone Numbers

Main Security: 206-934-3636

Secondary Security Phone: 206-549-3332

Security officer on duty / Security Department cell phones:
206-549-2466

Director of Security Arnulfo Ramirez, 206-934-4407
arnulfo.ramirez@seattlecolleges.edu

South Seattle College Security Phone Numbers

Main campus: 206-235-0911

Georgetown campus: 206-934-6185

New Holly campus: 206-235-0911

Director of Security Brian Jellum, 206-349-0911
brian.jellum@seattlecolleges.edu

Seattle Central College Security Phone Numbers

Main campus: 206-934-5442

Campus Security Sergeant Tracy Yorker, 206-934-5442
tracy.yorker@seattlecolleges.edu

Campus Security Sergeant Shiro Vance, 206-934-5442
shiro.vance@seattlecolleges.edu

Director of Security Sean Chesterfield, 206-934-5437
Sean.D.Chesterfield@seattlecolleges.edu

Health Education Center: 206-934-5442

Seattle Maritime Academy: 206-934-5442

Wood Technology Center: 206-934-5442

Simple, Straightforward Responses to Refer Requests to College Designee

Use these optional, sample statements if you are approached by ICE agents.

"I am not authorized to respond to this request."

"Seattle Colleges does not consent to entry of its non-public spaces."

"I am not authorized to grant access; requests must go through our Designee which is our Campus Security officers and Executive Leadership."

"Seattle Colleges' policy is to direct requests to our Designee (our Campus Security officers); I will go contact them now."

Remember: Not authorized means no interference or obstruction. If agents claim that they have judicial authority and are unwilling to wait, do not attempt to block them.

IMMIGRATION KNOW YOUR RIGHTS: A VITAL RESOURCE FOR ALL STUDENTS

In addition to the Student Debrief Session, we want to take a moment to share from a critical resource, the Immigration Know Your Rights document. This is valuable information that every student, regardless of immigration status, should know if immigration enforcement officers approach them. Some key points to remember:

The Right to Remain Silent:

- You can remain silent when interacting with immigration enforcement officers and law enforcement officers, but must verbally exercise right to remain silent.
- You do not have to answer questions, provide personal information, or sign documents.
- You must say, "I choose to remain silent." or "I am exercising my right to remain silent" or "I will not speak until I speak with an attorney".
- You can exercise this right anytime, even if you have already answered some questions.

The Right to Ask if You Are Free to Leave:

- If an immigration officer approaches you, you can ask if you are free to leave.
- If they answer "yes," you are free to go.
- If they answer "no," you may request to speak with an attorney and invoke your right to remain silent.

The Right to Privacy in Private Spaces:

- Immigration enforcement officers cannot enter private spaces (such as homes, offices, or classrooms) without a court order, or a warrant signed by assigned by a Federal Judge.
- A civil immigration warrant is not sufficient to enter a private space. If they only have an administrative warrant, they cannot legally come inside unless given permission/consent to enter.
- Unless specifically stated, arrest warrants are insufficient to enter or search any private space other than a residence to make an arrest.
- If officers do not have proper documentation (with correct name, location to enter, date that has not expired) , you do not have to allow them entry.
- If federal officials claim that they have a court order, warrant, subpoena, or other document that allows them to enter without consent, you can ask to review it before permitting them access.
- You may ask them to slip the court order or warrant under a door or hold it up to a window so you can read it before allowing entry.

Your Right to Seek Legal Counsel:

- If immigration officers ever approach you, you are not obligated to sign anything without fully understanding the document and its implications.
- You can request to consult with an attorney before signing any document.
- Signing certain documents (such as a Waiver or Voluntary Departure Agreement) can have serious legal consequences.

By knowing your rights, you can take steps to protect yourself and others in difficult situations.

Limits on local and state participation

The Keep Washington Working Act (KWW) prohibits the use of state agency resources—including property and personnel—to investigate, enforce, cooperate with, or assist in the investigation or enforcement of laws that target Washington residents solely on the basis of race, religion, immigration, or citizenship status, or national or ethnic origin. Under most circumstances, KWW limits state and local law enforcement from participating in enforcing federal immigration law.

Keep Washington Working Act Guidelines: By January 31, 2025

Central



North



South



KWW Schools Model Guidance



ADDITIONAL RESOURCES

**Northwest Immigrant
Rights Project**



**National Immigration
Law Center**



**American Civil
Liberties Union**



**Immigrant Legal
Resource Center**



**National Immigrant
Justice Center**



**Center for Immigration
Assistance**



**Immigration Know
Your Rights**



**Community Resources –
El Centro de la Raza**

