

## Resolution Regarding 4th Amendment Rights of Employers

- WHEREAS:** The City of Somerville has historically pursued equity and safety for all residents; and
- WHEREAS:** The 4th Amendment to the Constitution of the United States guarantees a right against unreasonable searches and seizures, including warrantless searches or searches by means of warrants issued without probable cause; and
- WHEREAS:** Federal law enforcement agencies, including Immigration and Customs Enforcement, have recently engaged in a pattern of unconstitutional, warrantless workplace searches which have disrupted small businesses, dining establishments, construction sites, factories, transit hubs and courts in many cities; and
- WHEREAS:** The threat of unconstitutional seizure by federal law enforcement officers is preventing a growing number of households from safely engaging in public life, including pursuing education, healthcare, and employment; and
- WHEREAS:** Families and individuals who are black, indigenous, Hispanic and people of color with citizenship or legal status are also being unconstitutionally targeted, harassed, and arrested by federal law enforcement officers under the guise of immigration enforcement; and
- WHEREAS:** These warrantless workplace raids are conducted in a discriminatory fashion that harms lawfully present and authorized workers such as holders of Temporary Protected Status (TPS). Despite having legal authorization to work in the United States, these individuals are subjected to intimidation, detention, and disruption based on their appearance or perceived immigration status; and
- WHEREAS:** The city can help to serve as an example for local businesses and can advocate for the rights of all residents, and can discourage overreach by federal law enforcement in our community, **NOW, THEREFORE, BE IT**
- RESOLVED:** That the Somerville City Council requests that the City of Somerville affirm its commitment and continue to uphold the Constitution of the United States of America, inclusive of the 4th Amendment, and that the mayor work to provide training to city staff to effectuate this; **AND BE IT FURTHER**
- RESOLVED:** That the city provide information and resources on the 4th Amendment rights of residents and local businesses; **AND BE IT FURTHER**

***RESOLVED:*** That the Somerville City Council encourages residents and employees of local businesses to educate themselves and share information about their 4th Amendment rights; **AND BE IT FURTHER**

***RESOLVED:*** That the Somerville City Council encourages businesses to take steps to protect the rights of employees against unlawful search and seizure, including by posting signage on identified private spaces within the business, and signage outside of the business acknowledging their rights, the rights of their workers, and the rights of their patrons in accordance with the Constitution of the United States of America.