

How to Use the Blue Badge Buddy when Interacting with Immigrant Enforcement Officers

A Blue Badge Buddy is a tool designed to help healthcare workers understand **what to do** and **what to say** in case immigration law enforcement officers come to our facilities.

- 1 One side of the badge lists steps we can take as healthcare workers to protect patients based on our constitutional rights.
- 2 The other side is filled with phrases healthcare workers can immediately say out loud to immigrant enforcement officers. The phrases in the bullet-pointed list are what healthcare workers can say to patients.



Protect the Constitutional Rights of Your Patients During Immigration Law Enforcement Actions

Do not allow immigration enforcement officers access to non-public areas or confidential information without a valid court order signed by a judge.

Immediately notify your designated healthcare administrator or legal representative who serves as the point of contact for law enforcement officers, and **contact your union representative**.

Per HIPAA, **do not disclose any patient information, including immigration status, health, or identifying details** without patient consent or a court order. **Keep patient records out of view**.

Document immigration law enforcement activities (date/time/names). Record or take notes with as many details as possible.



Repeat Out Loud During an Immigration Law Enforcement Action at Your Facility

I do not give immigration officers permission to enter non-public areas without a valid court order.

Immigration officers must speak with our designated healthcare administrator.

Patient rights and privacy are protected by the U.S. Constitution, HIPAA, and other laws.

You have Constitutional rights:

- You can remain silent and not speak to immigration officers.
- You do not have to sign any documents.
- Immigration officers can only search you or your belongings with a valid court order.
- You can request to speak with a lawyer. →



Patient safety and privacy come first — no matter immigration status.

What to do after receiving the Blue Badge Buddy:

- Clip the Blue Badge Buddy to your work lanyard (or wherever you clip your work ID).
- Follow the steps listed on both sides of the Blue Badge Buddy.

The Blue Badge Buddy is not a legal document that guarantees protection, but provides a framework for asserting our and our patient's rights.

This tool was created through the leadership and initiative of SEIU-UHW.

Make Your Own Blue Badge Buddy

You can print and cut out your own badge(s) by following the instructions below.

INSTRUCTIONS

To make your own Blue Badge Buddy, use one of the two following methods:

- 1 Print out side one of the pdf, cut out both sides of the badge, and glue or tape back-to-back.
- OR -
- 2 Make a two-sided printout of this pdf. The front-and-back sides of the single sheet printout should line up to make two badges to cut out, without gluing or taping. Thicker paper will work best for this method.



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