

Business owners in Hennepin County are currently navigating complex requirements like Minnesota Paid Leave, I-9 compliance, responding to audits, and enforcement actions. These situations can feel overwhelming, but business owners don't have to face them alone.

Business owner rights and information

- [Immigration Resources / Office of Ombudsperson for Families](#)
- [Know your rights and resources - City of Minneapolis](#)
- Small businesses and other places of employment may encounter specific actions to be aware of and prepared for:
 - I-9 inspections, also called I-9 audits, are an administrative inspection process conducted by the Department of Homeland Security (DHS). During this process, a DHS agent will request specific business records to confirm that the business's employees have appropriate work authorization. [More on I-9 Inspections](#)
 - Officials from the Immigration and Customs Enforcement (ICE) may come to a business with a warrant to locate or detain specific individuals or search a location. The National Immigration Law Center (NILC) offers a helpful guide for steps that employers can take if immigration officials come to your workplace. [NILC Guide for Employers](#)

How to access legal advice and other support

Elevate Hennepin legal and HR advisors are available to answer questions, ensure compliance, and help business owners understand what they can and cannot do.

As you are aware, there is a short intake that requires a minimal amount of information. Advisors can use our [referral form](#) to connect businesses to other advisors in the network. Demographic questions are optional.

Elevate Hennepin users are not required to disclose their immigration status to access support.

Legal advisors are available to support businesses and business owners with questions about ICE enforcement, and legal responsibilities.

- [Davis Law Office](#)
- [Hortensia PLLC](#)
- [LegalCORPS](#)
- [TruLegal PLLC](#)

HR advisors are available to provide support with I9, paid leave, and other employee-related topics:

- [A.M. & Associates](#)
- [Simon Says HR](#)

Our Business Navigators can meet one-on-one with businesses to identify their next step or answer resource questions. Please note, however, navigation and advisor sessions are limited during the holiday season.

- [Schedule time](#)

Other resources:

- Business owners in Minneapolis can [contact](#) the City of Minneapolis Business Technical Assistance Program (BTAP) for referrals to free legal advice from attorneys
- Minneapolis also provided the following information and resources. If you or someone you know is affected, there are resources available, including free legal clinics staffed by immigration attorneys.
 - [Community Clinics - Mid-Minnesota Legal Aid](#)
 - [Clinics - Volunteer Lawyers Network](#)
 - [Find resources for immigrants and refugees](#)