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(Original Signature of Member)

119TH CONGRESS
2D SESSION

H. R. _____

To amend the Small Business Act to help owners and employees of small business concerns understand their rights and responsibilities with respect to immigration enforcement, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

M____. _____ introduced the following bill; which was referred to the
Committee on _____

A BILL

To amend the Small Business Act to help owners and employees of small business concerns understand their rights and responsibilities with respect to immigration enforcement, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Businessowner Immi-
5 gration Rights and Responsibilities Information Act of
6 2026”.

1 **SEC. 2. EDUCATIONAL INFORMATION ABOUT IMMIGRATION**
2 **RIGHTS AND RESPONSIBILITIES FOR SMALL**
3 **BUSINESS CONCERNS.**

4 (a) IN GENERAL.—The Small Business Act (15
5 U.S.C. 631 et seq.) is amended—

6 (1) by redesignating section 49 as section 50;

7 and

8 (2) by inserting after section 48 the following
9 new section:

10 **“SEC. 49. EDUCATIONAL INFORMATION ABOUT IMMIGRA-**
11 **TION RIGHTS AND RESPONSIBILITIES FOR**
12 **SMALL BUSINESS CONCERNS.**

13 “(a) IN GENERAL.—The Administrator shall—

14 “(1) establish and maintain educational re-
15 sources and modules for small business concerns
16 that contain the information on the rights and re-
17 sponsibilities of individuals during or after an at-
18 tempted or anticipated immigration enforcement ac-
19 tion described in subsection (b)(1);

20 “(2) create and disseminate a card (in elec-
21 tronic and printed form) with the information de-
22 scribed in subsection (b)(2) for owners and employ-
23 ees of small business concerns; and

24 “(3) establish and maintain compliance and
25 planning materials (in electronic and printed form)
26 for owners and employees of small business concerns

1 to prepare for a potential immigration enforcement
2 action.

3 “(b) REQUIRED CONTENTS.—

4 “(1) EDUCATIONAL RESOURCES AND MOD-
5 ULES.—The educational resources and modules de-
6 scribed in subsection (a)(1) shall include the fol-
7 lowing:

8 “(A) Information on how to respond to an
9 attempted or anticipated immigration enforce-
10 ment action on the premises of a small business
11 concern, including—

12 “(i) directions to remain calm;

13 “(ii) information on the constitutional
14 right of owners and employees of the con-
15 cern to remain silent, refuse to answer
16 questions, and refuse to sign documents;

17 “(iii) information on the constitutional
18 right of such owners and employees to see
19 a signed judicial search warrant for
20 searches of any private areas of the prem-
21 ises; and

22 “(iv) how to respond to unconstitu-
23 tional or unlawful searches and seizures of
24 persons, or of property of such owners or
25 employees, by any Federal law enforcement

1 agent engaged in the enforcement of the
2 immigration laws (as such term is defined
3 in section 101(a) of the Immigration and
4 Nationality Act), during and after such ac-
5 tions.

6 “(B) Information on how to respond to the
7 arrest or detention of an owner or employee of
8 a small business concern, including—

9 “(i) information on the constitutional
10 right of such owners and employees to
11 speak to a lawyer immediately;

12 “(ii) information on the constitutional
13 right of such owners and employees to re-
14 main silent, refuse to answer questions,
15 and refuse to sign documents; and

16 “(iii) information on the ability of
17 such owners and employees to contact the
18 offices of the Members of Congress that
19 represent such owners and employees to
20 seek casework assistance and help with
21 connections to legal representation.

22 “(C) Best practices for owners of small
23 business concerns in planning for responses to
24 encounters with such enforcement agents on the

1 premises of a small business concern, includ-
2 ing—

3 “(i) ensuring at least one trusted indi-
4 vidual off the premises has a copy of such
5 response plans;

6 “(ii) practicing response plans with
7 employees; and

8 “(iii) clearly marking private areas,
9 such as back rooms, break rooms, store-
10 rooms, offices, and kitchens, with appro-
11 priate signage.

12 “(D) The responsibilities of owners of
13 small business concerns to comply with applica-
14 ble immigration and work authorization regula-
15 tions when vetting candidates for employment,
16 including best practices for owners of small
17 business concerns in remaining updated on, and
18 complying with, such regulations.

19 “(E) Information on how to prepare for,
20 and respond to, I-9 audits, notices of immigra-
21 tion enforcement inspection, and immigration
22 enforcement employer sanctions, including in-
23 formation on the constitutional right of owners
24 of small business concerns to acquire a lawyer

1 when accused of employing individuals without
2 work authorization.

3 “(2) CARD.—The card described in subsection
4 (a)(2) shall include the information described in sub-
5 paragraphs (A) and (B) of paragraph (1).

6 “(3) COMPLIANCE AND PLANNING MATE-
7 RIALS.—The compliance and planning materials de-
8 scribed in subsection (a)(3) shall include the infor-
9 mation described in subparagraphs (C), (D), and
10 (E) of paragraph (1).

11 “(4) DISCLAIMER.—The educational resources
12 and modules, card, and compliance and planning
13 materials described in subsection (a) shall each in-
14 clude a disclaimer stating such item is for general
15 informational purposes only, and not legal advice,
16 and directing individuals in need of legal advice to
17 contact an attorney.

18 “(c) DISSEMINATION.—The Administrator shall—

19 “(1) make the educational resources and mod-
20 ules described in subsection (a)(1) publicly available
21 on an existing online learning platform of the Ad-
22 ministration;

23 “(2) make the electronic version of the card de-
24 scribed in subsection (a)(2) and the compliance and
25 planning materials described in subsection (a)(3)

1 publicly available on the website of each regional and
2 district office of the Administration and authorize
3 such offices to distribute a physical version of such
4 card and such materials.

5 “(d) PROHIBITED CONTENTS.—The educational re-
6 sources and modules, card, and compliance and planning
7 materials described in subsection (a) shall not include any
8 statement—

9 “(1) blaming owners or employees of small
10 business concerns for any errors made in efforts to
11 comply with immigration laws;

12 “(2) disagreeing with the information required
13 by subsection (b);

14 “(3) making normative judgements about the
15 legality of the presence of a person in the United
16 States;

17 “(4) discouraging the use by a small business
18 concern of services and resources provided by the
19 Administration based on the perceived immigration
20 status of any of its owners or employees; or

21 “(5) disagreeing with the requirements or in-
22 tent of this section.

23 “(e) ACCURACY AND MAINTENANCE.—

24 “(1) IN GENERAL.—To the extent practicable,
25 the Administrator shall ensure that the information

1 contained in the educational resources and modules,
2 card, and compliance and planning materials de-
3 scribed in subsection (a) is factually accurate and
4 current, including by consulting with—

5 “(A) the Secretary of the Department of
6 Homeland Security;

7 “(B) the Director of the Executive Office
8 for Immigration Review of the Department of
9 Justice;

10 “(C) other Federal departments and agen-
11 cies as appropriate; and

12 “(D) relevant policy or legal experts
13 from—

14 “(i) resource partners;

15 “(ii) organizations with demonstrated
16 expertise in civil rights and liberties; and

17 “(iii) organizations with demonstrated
18 expertise in immigration law or policy.

19 “(2) INCORPORATION OF INFORMATION IN EDU-
20 CATIONAL RESOURCES AND MODULES.—In estab-
21 lishing and maintaining such educational resources
22 and modules, card, and compliance and planning
23 materials, the Administrator—

24 “(A) shall consider relevant, existing infor-
25 mation developed by—

1 “(i) resource partners;

2 “(ii) the Chair or the Ranking Mem-
3 ber of the Committee on Small Business of
4 the United States House of Representa-
5 tives; and

6 “(iii) the Chair or the Ranking Mem-
7 ber of the Committee on Small Business
8 and Entrepreneurship of the United States
9 Senate;

10 “(B) may consider relevant, existing infor-
11 mation developed by private and nonprofit enti-
12 ties; and

13 “(C) may incorporate information de-
14 scribed in subparagraphs (A) and (B) into such
15 educational resources and modules.

16 “(3) UPDATES.—In maintaining such edu-
17 cational resources and modules, card, and compli-
18 ance and planning materials, the Administrator shall
19 make updates to such educational resources and
20 modules, card, and materials in response to relevant
21 changes to immigration laws.

22 “(f) RESOURCE PARTNER INVOLVEMENT.—

23 “(1) IN GENERAL.—The Administrator shall co-
24 ordinate with resource partners to disseminate infor-
25 mation to raise the awareness of small business con-

cerns about availability of the educational resources and modules, card, and compliance and planning materials described in subsection (a), including by distributing physical copies of such card and materials to resource partners.

“(2) STATE AND LOCAL INFORMATION.—In disseminating the information developed under subsection (a), resource partners may incorporate information on immigration protections and resources provided by State and local governments, and provide related webinars and in-person training.

“(g) TRANSLATED MATERIALS.—The Administrator shall ensure that the information in the educational resources and modules, card, and compliance and planning materials described in subsection (a) is available in the 15 most commonly spoken languages in the United States other than English, including Spanish and Chinese, as well as American Sign Language.”.

(b) DEADLINE.—The Administrator of the Small Business Administration shall establish the educational resources and modules, card, and planning materials required by section 49 of the Small Business Act (15 U.S.C. 631 et seq.), as added by this Act, not later than 180 days after the date of the enactment of this Act.