



They showed up at your door. Now what?

Guidance on what is legal vs illegal when individuals (including activists or YouTubers) approach homes, businesses, or request immigration-related documents such as LCAs and Public Access Files (PAFs).

Here's what the law actually says, in plain English.

FIRST THINGS FIRST

What even is a Public Access File?

When a company sponsors an H-1B worker, they file a Labor Condition Application (LCA) with the Department of Labor. They're required by law to keep a Public Access File (PAF) which is a transparency document showing wage and working condition details.

Legal reference: 20 CFR § 655 Subparts H & I | INA § 212(n)

What IS in the PAF

- The certified LCA form
- Wage rate and how it was set
- Prevailing wage source
- Proof that the LCA notice was posted
- Benefits summary

What is NOT in the PAF

- Employee names or addresses
- Social Security numbers
- Passports, visas, I-94 records
- Immigration petition files
- Individual payroll records

Can someone just demand to see it?

Yes, but only through proper channels. An employer must make the PAF available for inspection at their place of business during normal business hours. Nobody can demand it at your front door or via cold email. Employers are NOT required to email documents to anyone that obligation does not exist under DOL regulations. Employers may require an appointment and may supervise any inspection.

THE REAL TALK

What's legal vs. what crosses the line

Totally legal

- Questions in public spaces

Crosses the line

- Trespassing after being told to leave



- Reporting fraud to DOL or USCIS
- Filming on public sidewalks
- Peaceful political speech
- Criticizing immigration policy
- Filming inside private property
- Harassing or intimidating families
- Doxing workers or their families
- Racial or ethnic targeting
- Blocking entrances or threatening

(**Doxing** is the act of researching and publicly exposing someone's private or personal information online without their consent, typically with the intent to harass, threaten, or harm them)

SOMEONE SHOWED UP — NOW WHAT?

Say this. Once. Calmly.

"This is private property. You do not have permission to be here. Please leave immediately."

That's it. Don't argue. Don't explain yourself. Don't answer questions. Say it once, record what's happening if you safely can, and call the police if they refuse to leave. You owe no one a debate on your own property. Pls and be decent and speak respectfully.

YOUR PROPERTY, YOUR RULES

Businesses and you have full rights to

- Ask any disruptive individual to leave immediately
- Enforce a strict no-filming policy inside your property
- Require anyone who wants access to schedule an appointment first
- Call the police for trespassing, threats, or any safety concern

CALL 911 IMMEDIATELY IF YOU SEE

Zero tolerance situations

Threats of violence toward anyone · Refusal to leave private property · Blocking entrances or doorways · Stalking or repeated targeted visits · Attempted forced entry · Any threat involving children or family members



LET'S SET THE RECORD STRAIGHT

The truth about H-1B workers

H-1B workers are full contributors

H-1B workers' pay federal income tax, Social Security, and Medicare, the same as every other worker in America. Infact Indians contribute billions towards the above but barely use them. Targeting an entire ethnic group based on the actions of a few bad actors is not accountability, it is discrimination. Fraud exists in every industry, every community, and every visa category. Singling out one community is not enforcement. It is bias.

PPP loans were not fraud

PPP loans were federal COVID relief open to every business in America. Loan forgiveness was designed into the program. To prove PPP fraud, the government must demonstrate that the loan funds were NOT used for eligible expenses such as payroll costs, employee benefits, rent, mortgage interest, or utilities as required under the CARES Act. Simply receiving or having a loan forgiven is not evidence of wrongdoing. Many law-abiding immigrant-owned businesses participated fully within the rules.

IF YOU'RE BEING REPEATEDLY TARGETED

Document everything.

1 Record every incident

Video, date, time, and description. This builds your legal case if needed.

2 Don't engage or argue

Anything you say can be taken out of context and posted online. Stay calm and silent beyond the trespass warning.

3 Support your neighbors

Share this guide. Stand together. An informed, connected community is far harder to target.

4 Get legal advice

Repeated targeting, defamation, or doxing can cross into actionable legal territory. Reach out to your Attorney.