MINNESOTA STATE

STATE AND FEDERAL LAW -- ADDITIONAL FAQS

JANUARY 2026

1. **Does our campus have an emergency response protocol?**

    Yes. Each college or university has an emergency operations plan to protect students, faculty, and staff and respond to emergencies. Campuses should review their protocol. If you would like help running tabletop exercises, please reach out to John Dingmann or Tracy Worsley.

2. **Does the campus emergency response protocol include a mechanism for informing students, faculty, and staff of emergency events?**

    Yes. Minnesota State campuses use the Star Alert Emergency Notification System.   Your campus has information about signing up for emergency alerts.

3. **What should employees do if approached by ICE?**
    Your campus has a protocol, tailored to the campus, that contains these elements:

    Direct ICE Agents to the Appropriate Campus Administrator
    - Inform the officer that you are not obstructing their process and refer them to **NAME, title, [insert campus contact]** who will work directly with the agent.
        - ➤ **Phone**: xxx-xxx-xxxx
        - ➤ **Email**:

    Remain Calm and Professional
    a. Stay composed to avoid escalating the situation.
    b. **DO NOT attempt to physically prevent an ICE enforcement agent from carrying out enforcement activities.**
    c. **Leave the area if there are safety concerns.**

    Protect Student and Employee Privacy
    - Inform the agent that you are consulting with appropriate campus personnel who will be able to answer their questions and that you are not obstructing their process.
    - Please do not answer questions or provide personally identifiable information about yourself or anyone else unless required by a valid subpoena/warrant and told to do so by NAME [insert campus contact] or a selected designee representing [insert campus contact]. Examples of personally identifiable information may include and are not limited to name, contact information, class lists, student schedules, etc.
    - Ensure compliance with **_FERPA_** regulations.

4. Should campuses widely distribute their response protocol?

Yes. Campuses should widely distribute their response protocol, particularly to campus security, information offices, and other entrances. The contact information for the designated campus administrator should be widely shared.

5. Can ICE agents access all campus areas?

No. As public colleges and universities, Minnesota State institutions welcome the public to significant portions of our campuses. For example, many campuses have outdoor space, parking lots, and indoor common-use areas open to the public. Some areas, however, are restricted due to privacy concerns, operational needs or safety considerations. Examples of such restricted areas that are not generally open to the public include student rooms in residence halls, classrooms in session, faculty and administrative offices, etc. ICE agents are subject to the same access restrictions as other members of the public.

ICE Enforcement agents may not enter private spaces without permission or a proper judicial warrant. Follow your campus protocol and direct agents to the designated campus administrator.

Each campus should carefully review its policies, procedures and practices to determine what is public and what is private space on your campus. Administrators with questions can contact the Office of General Counsel.

If campuses want to review their security posture, including controlling access to entrances, please contact John Dingmann or Tracy Worsley.

6. What should campuses do if ICE agents are in campus public spaces?

Follow the campus protocol. Do not approach the agents but instead inform campus security and the designated campus administrator.

7. What if ICE agents do not follow the campus protocol?

Do not attempt to physically prevent an ICE enforcement agent from carrying out enforcement activities. Alert the designated campus administrator.

8. How should campuses handle protests?

Our campuses are areas for robust speech activities. Campuses should review their time, place, and manner policies, procedures, and practices regarding protests and speech activities. If you would like help running tabletop exercises that include the possibility of protests, please reach out to John Dingmann or Tracy Worsley.

If campuses anticipate the possibility of significant disruption to the educational environment from protests or activity that does not follow established policies, the designated campus

administrator or leadership team should consider alerting campus security, and local law enforcement.

9. **Does our campus have a policy regarding short-term emergency closures?**

   Yes. *Board Policy 4.4* gives the president the ability to cancel classes or other activities based on weather or a short-term emergency.[1]

10. **Can a campus consider academic adjustments for students impacted by enforcement activity?**

    Yes. Institutions are encouraged to be flexible with academic support and accommodations for impacted students. Institutions should consider potential impacts to students at experiential learning sites like clinicals.

11. **Can the campus offer additional immigration related resources?**

    Yes. Many campuses have webpages or other information devoted to immigration related community and legal resources for students, faculty, and staff, including information on community members' legal rights provided by third parties. In addition, students or other campus groups may invite speakers on various topics. Campuses should follow their campus policies for such events.

12. **Are there additional support for students, faculty and staff?**

    Yes. This is a very challenging and emotional time for many of us. Please encourage students who need support to access XYZ and/or Mantra Health at XYZ. Employees who need support should not hesitate to reach out to the *Employee Assistance Program* by texting 'Hello' to 61295 or by calling 1-800-657-3719.

Minnesota State is an affirmative action, equal opportunity employer and educator.

---

[1] Board Policy **1A.10** - *Long-Term Emergency Management* and System Procedure 1A.10.1 - *Long-Term Emergency Management* govern long-term closure decisions.