

# Increased Immigration Enforcement: Employers Beware and Prepare for I-9 Audits

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On January 20, 2025, on his first day in office, President Trump issued several sweeping executive orders intended to advance his immigration agenda. These measures will undoubtedly lead to an increase in immigration enforcement operations within the United States. With the return of more aggressive immigration policies, employers can expect an increase in Form I-9, Employment Eligibility Verification (“I-9”) audits by the U.S. Immigration and Customs Enforcement (“ICE”). Failure to comply with I-9 laws can have severe consequences including hefty civil fines and even criminal penalties. This article provides an in-depth overview of the ICE I-9 audit process and recommended steps for employers to take to prepare for a potential audit.

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