

BIDDEFORD

CRISIS RESPONSE

RECOMMENDATIONS FOR ORGANIZATIONS

If you are an employer in Maine,
you need to talk with your staff.

Mainers are scared. You need to speak
up and take action.



THE FACTS:

On the morning of July 13, 2026, ICE shot and killed 25-year-old Colombian father, Johan Sebastián Durán Guerrero, in Biddeford ME. Johan was NOT the target of the investigation. He had a work permit. He was legally present in the US. ICE has not provided specific justification for their use of force beyond stating that they "feared for public safety."

This killing comes within the broader context of increasing ICE detentions in Maine, which spiked during Operation Catch of the Day, but have continued increasing in Maine since then.

Detentions in Maine have *primarily impacted immigrants who have not been charged with or convicted of a crime.*

COMMUNITY REACTION

Immigrants across Maine, including lawfully present immigrants with no criminal background, are concerned for their physical safety.

We live in a world where interactions with ICE, regardless of your legal status, could escalate to death. **THIS IS THE OPPOSITE OF PUBLIC SAFETY.**



Living in this reality significant impacts both your physical and mental health of everyone.

Visit LighthouseME.org to learn more about issues impacting immigrants in Maine.



SPEAK UP

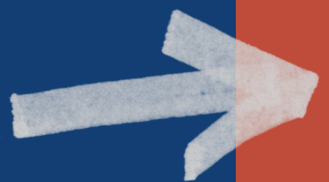
Maine has changed. Your organization must change too. Here's how you can use your voice TODAY to respond to this moment:

MAKE A PUBLIC STATEMENT - Your staff, clients, and customers need to hear from you. Share a statement letting people know you understand and will change to meet the moment. Consider using MIRC's letter to start.

SHARE THE IMMIGRANT DEFENSE HOTLINE - Share the phone number (207) 544-9989 at your office.

SHARE OUR "RESOURCE HUB" - Share out "Know Your Rights," and other key information.

DEMAND AND INVESTIGATION - Sign our letter to demand a full investigation into the killing of Johan Sebastián Durán Guerrero.



TAKE ACTION

GET TRAINED - Schedule a 4th Amendment Workplace training, ICE Response Training, De-Escalation Training, and other important trainings by completing [this form](#) with Prevention. Action. Change. There are several trainings already in the works!

CHANGE YOUR EXPECTATIONS - Re-examine your “arrival,” “departure,” “time off,” and “transportation assistance” policies. Make sure immigrant staff know they can take time off or come into work late if they had to alter their commute or are not mentally well. Update your “time off” policies to ensure immigrant staff know they will not lose their job if they are detained.

LISTEN TO YOUR STAFF - This crisis is impacting everyone in Maine. Take time to listen to each your staff about how this crisis is impacting their mental health and ability to work. Take time to ask yourself how this crisis is impacting you too.



TAKE CARE

This has been such a challenging year. Take time to care for yourself while you care for others. We need you to stick with us for the long work ahead.

With love, always,

The MIRC Team

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