



OFFICE OF THE
COUNTY MANAGER

March 10, 2017

To all County Employees:

In light of recent federal actions regarding immigration, I wanted to take a moment to share with you Arlington County's policies and what it means for you as an employee.

Welcoming and Inclusive Community

First and foremost, I want to reassure all of you that we remain committed to being a diverse and inclusive community for all people - residents, businesses, visitors and employees alike. Despite the ongoing divisive rhetoric at the national level, Arlington County government and our community will continue to be compassionate, inclusive, caring and free from discrimination of any kind. Regardless of what our personal views on immigration and the actions being taken at the federal level are, all Arlington County employees are expected to uphold these long-standing community values. These values are expressed in the way in which our employees interact with our residents, businesses, visitors and each other every day, and we expect the same courtesies in return from our community. I thank you for continuing to uphold what is best about Arlington County.

Arlington County Policies and Practices

Our policies and practices regarding immigration enforcement have not changed. Arlington County **does not-and will not, enforce federal immigration law**. This is the role of the federal government, and not our law enforcement officers. It is long-standing policy that Arlington County law enforcement will not monitor, detain, interview, or investigate a person solely for the purpose of determining their immigration status. The Arlington County Police Department

(ACPD) will cooperate to the fullest extent with any federal, state or local law enforcement agency, including ICE, requesting assistance with executing a criminal warrant within Arlington County, however the purpose of ACPD involvement is to maintain the safety and security of the public.

I am proud that we have a vibrant and diverse community and that we have long served as a destination for refugees and other immigrants. All of us have an obligation to provide equal access to public services and facilities to all residents. We offer many services to our community, and it is important for you to know that our residents do not have to present any documentation about their legal status to access the majority of our County programs and services.

Resources

I know that there will be many questions about your role, and how best to comply with policies and procedures surrounding immigration. We have put together a few resources for you:

- Resources for Employees- attached
- [Immigration Website](#)
- [Immigration FAQ's](#)
- [Board Statement](#)
- [County Manager Statement](#)

I would encourage you to reach out to your Supervisor with any questions or concerns you may have. Supervisors are encouraged to share this information with their Department Directors so that County leadership is informed and can provide additional guidance as necessary. We will continue these conversations as we come together to provide resources in response to the impacts of these actions in our community. Thank you for all you do to make Arlington the welcoming, inclusive and diverse community that we all value. I am proud of and thankful for your continued dedication and service.

Mark Schwartz

County Manager