



805 Immigrant Rapid Response Network Agreement

Rapid Response & Confidentiality Agreement for Responders & Volunteers

I. Purpose

805UndocuFund leads the 805 Immigrant Rapid Response Network (“Network” or “805 RRN”). The Network is a community-led initiative dedicated to monitoring and documenting immigration enforcement actions, while promoting transparency, legal accountability, and community defense. Network volunteers serve in a range of essential roles — including direct observation, dispatch, accompaniment, and community support. Each role strengthens our collective commitment to protect immigrant communities, uphold the rule of law, and respond with care, urgency, and justice.

This agreement outlines the points of unity, expectations, responsibilities, and confidentiality obligations of all volunteer roles under the 805 Immigrant Rapid Response Network.

II. Points of Unity

The Network organizes around foundational points of unity in fulfilling our mission to migrant and immigrant communities. All volunteers must keep these principles in mind when acting within Network spaces.

- **We believe in centering Indigenous, migrant, and immigrant experiences** — honoring ancestral knowledge, land-based identities, histories of displacement and resistance, and the ongoing struggle for self-determination. We commit to decolonizing our practices by rejecting systems of domination, extraction, and cultural erasure.
- **We believe in respecting all members of our communities** — regardless of immigration status, class, language, Indigeneity, national origin, race, age, sexual orientation, gender identity, religion, or abilities. We uplift the inherent dignity, wisdom, and sovereignty of Indigenous peoples across borders.
- **We believe in supporting our communities when disaster strikes** — whether natural disasters like wildfire, flooding, climate-fueled illness, or man-made disasters like forced migration, family separation, and political violence. We recognize that many of these harms are rooted in colonization, neoliberal policies, land theft, and militarization.

- **We believe in advocating for the full liberation of immigrant and Indigenous peoples** — including just immigration policies, the protection of human rights, and the abolition of militarized enforcement systems that were designed to control, expel, and dispossess. We reject criminalization as an instrument of settler colonial power.
- **We believe in defending our communities from policies, rhetoric, and practices** that undermine safety, belonging, and collective care — including anti-immigrant and anti-Indigenous racism, structural exclusion, and the violence of white supremacy.
- **We believe in community power, collective governance, and self-determination.** We work to ensure immigrant and Indigenous voices shape local, regional, and statewide priorities — not from a place of charity or saviorism — but from a place of shared struggle, solidarity, and accountability. We understand that economic justice cannot be separated from land, labor, culture, or history.

III. Equal Opportunity, Anti-discrimination, and Sexual Harassment Policies

Our Network prohibits unlawful discrimination based on any characteristic protected by law. Protected characteristics are race (including hair texture, protective hairstyles, and other traits historically associated with race), color, religion and religious creed (including religious dress and religious grooming practices), sex (including pregnancy, perceived pregnancy, childbirth, breastfeeding, and related medical conditions), gender, gender identity (including transgender identity), gender expression (including transgender expression or because an individual has transitioned or is (or is perceived to be) transitioning to live as the gender with which they identify), sex stereotyping, national origin, ancestry, citizenship, age (40 years and over), mental disability and physical disability (including HIV and AIDS), legally protected medical condition or information (including genetic information), protected medical leaves (requesting or approved for leave under the Family and Medical Leave Act or the California Family Rights Act, if applicable), military and/or veteran status, service, or obligation, reserve status, national guard status, marital status, domestic partner status, sexual orientation, status as a victim of domestic violence, sexual assault or stalking, enrollment in a public assistance program, engaging in protected communications regarding employee wages or otherwise exercising rights protected under the National Labor Relations Act or California Fair Pay Act, requesting a reasonable accommodation on a protected basis such as a disability or sincerely held religious belief, practice, or observance, or any other characteristic protected by local, state, or federal laws.

The Network's equal participation opportunity commitment means that it will provide participants accommodations in accordance with applicable laws. The Network prohibits sexual harassment and other types of unlawful harassment based on any protected status listed above. Likewise, the Network prohibits retaliation against a person because such person has reported or assisted in reporting suspected violations of this policy; cooperated in investigations or proceedings arising from a violation of this policy; or engaged in other activities protected under this policy. For more information about the types of procedures for addressing complaints of discrimination, harassment, and retaliation, please refer to the staff of 805 UndocuFund.

IV. Code of Conduct

1. All Volunteers

All volunteers agree to follow the outlined agreements of what is expected, protocols, and organizational mission. Volunteers agree to represent the 805 RRN in alignment with its values of solidarity, justice, and safety and clearly identify when operating as an 805 RRN volunteer. The following agreements are as following:

- Act with professionalism, safety, respect, and honesty towards the community, fellow volunteers, and 805 RRN staff.
- Will not engage in targeting, bullying, or harassment of volunteers, team-members, and/or especially the families we serve. We will NOT tolerate these harmful behaviors.
- Will actively engage in solution-based conversations during internal conflicts or disputes. Avoid confrontations, interference with law enforcement, or escalation with the community, volunteers, and others potentially involved.
- Not share incident details or footage publicly or on social media while acting as 805 RRN volunteer on personal pages (i.e.: breaking news of a raid from personal account; posting content prior to verification of immigration sightings, etc.) this includes details of the individual(s) involved, especially minors. Distribution of images of our volunteers who have expressed not wanting their picture taken both within our chats or personal chats is absolutely prohibited, and will result in immediate removal.

2. Moderators

Every base group and special committee will have moderators for facilitating discussion. Moderators are chosen by the 805undocufund staff and participating volunteers after a selection process. Moderators will have admin rights in their respective base groups to shut down discussion in extreme or confrontational situations.

In an event where an extreme, personal, or confrontational discussion occurs, the moderator will observe the comments being made, record comments via images/screenshots, and will determine within their training protocol if the individuals will need to be placed in a separate chat with 805undocufund team.

All Moderators agree to:

- Monitor chat regularly for miscommunications and inappropriate comments.
- Encourage and respect the privacy of volunteers, reminding others of chat/volunteer agreements with chats, and working within volunteer's boundaries.
- Report to 805 RRN organizers or regional coordinators about any potential issues.
- Try to effectively resolve small conflicts to avoid tensions amongst volunteers.

3. Coordinators

Every base group will have one to two coordinators to manage and represent their base group in larger 805 RRN discussions. Coordinators are chosen by 805undocufund staff and participating volunteers after a selection process. Coordinators will have admin rights in their respective base groups to admit and remove people.

All Coordinators agree to:

- Meet regularly with 805 RRN organizers and the Outreach Team as needed.
- Encourage outreach in their area for school and community events.
- Manage and onboard new volunteers, being a point of contact for critical information.
- Manage office keys for regular access to gear and supplies for events.

4. Conflict Resolution

The following resolution methods will be used when conflicts arise within the network.

For conflict between volunteers, the network encourages the volunteers to take all reasonable steps to resolve the conflict on their own and outside 805 RRN groups. Alternatively, the base group moderator can facilitate a discussion outside their base group to attempt resolution between the volunteers as a moderator. 805undocufund staff may be brought in to resolve these conflicts as needed.

Process:

- Volunteers will be placed in separate “Intervention” chats with 805undocufund staff to hear concerns of the involved parties. This will NOT include the opposing/conflict of interest party or individual.
- Volunteers will be asked to not make further comments in the impacted chat. If comments continue, Moderators, Coordinators or 805undocufund staff will *temporarily* remove you until conflict is addressed.
- After involved parties have an opportunity to meet with the 805undocufund staff, decisions will be made about their further involvement.

For conflict between volunteers and staff, the network encourages the volunteer and staff member to take all reasonable steps to resolve the conflict on their own and outside 805 RRN groups. The volunteer may request a limited form of mediation involving a separate 805undocufund staff member to discuss the conflict between the volunteer and staff member.

For unresolved conflicts, the 805undocufund staff reserve the right to remove coordinator, moderator, or volunteer status from any volunteer member unless such conflict involves any items outlined in Section III - Equal Opportunity, Anti-Discrimination, and Sexual Harassment Policies. In extreme cases, legal counsel may be consulted for the best resolution involving issues related to Section III.

All volunteers, Coordinators, and moderators agree that immediate termination and removal of volunteer status can be enacted depending on the gravity of the situation, harmful intent, or other

unforeseen circumstances that would threaten the safety and well-being of the organization and its team members. However, this will be a collective decision and does NOT apply to autonomous groups not administered by the 805 RRN.

V. Confidentiality Agreement

1. Community Members

All community members and volunteers within the Rapid Response Network agree to respect the privacy of others, the families served, and agree to protect identities. This includes the following details:

- Do not share names, immigration status, or addresses beyond Moderators, Coordinators and 805undocufund staff
- Submit all documentation securely through approved 805 RRN channels such as Signal.

2. 805 RRN Operations agree to the following:

- Do not discuss internal procedures, legal strategies, or communications with outside groups.
- Only share information on approved Signal groups and with 805UndocuFund-approved staff and attorneys.

3. Reporting Breaches are to be reported and enacted as followed:

- Immediately notify 805 RRN staff if you learn of a confidentiality breach.
- Confidentiality breaches will be dealt with swiftly and may require the removal of volunteers from the 805 RRN.

VI. Reporting Protocols

Submit notes, videos, or reports through one of the following secure options:

1. Signal group chat as indicated by 805undocufund staff
 - Do NOT post documentation online or share with unauthorized individuals.
2. Contact the Programs Manager and Rapid Response (RR) organizers:
 - Beatriz Basurto (beatriz@805undocufund.org, 805-538-7070)
 - Cesar Vasquez, RR Organizer (cesar@805undocufund.org, 805-294-8219)
 - Joseph Dobzynski Jr., RR Organizer, (joseph@805undocufund.org, 805-294-5305)
3. If unavailable, contact:
 - Executive Director: Primitiva Hernandez (executivedirector@805undocufund.org)

VII. Volunteer Roles & Agreements

(Ordered from lowest to highest personal risk)

1. DISPATCHER / HOTLINE OPERATOR

- Serve as the first point of contact for calls or texts on the Rapid Response hotline.
- Provide timely, accurate information and connect callers to appropriate support.
- **Bilingual English/Spanish is required.**
- **Risk level:** Low
- Additional online training provided.

2. MUTUAL AID

- Assist affected families by assessing needs and organizing aid (e.g., food, transportation, donation drives).
- Outreach to churches, social media, and businesses is encouraged but not required.
- **Bilingual helpful but not required.**
- **Risk level:** Low

3. COMMUNITY OUTREACH

- Support visibility of 805UndocuFund and the 805 Immigrant Rapid Response Network at community events, swap meets, or protests.
- Distribute flyers, staff information tables, and educate the public.
- **Bilingual helpful but not required.**
- **Risk level:** Moderate

4. ACCOMPANIMENT

- Accompany immigrants to appointments (ICE check-ins, medical, legal) and offer solidarity.
- May include driving or meeting on site.
- Coordination through staff and Drivers Listos network.
- Must have a valid driver's license with a vehicle in working condition. Insurance required.
- **Bilingual preferred but not required.**
- **Risk level:** Moderate

5. LEGAL OBSERVER (LO)

- Requires training from National Lawyer's Guild Legal Observer Program.
- Observe and document ICE/Law Enforcement Officers (LEO) or instigator behavior (e.g., Proud Boys) at events such as raids, protests, or gatherings.
- Documentation must be labeled "Attorney Work Document" and include dated, numbered pages.
- No interaction with protestors or LEOs; remain neutral at all times.
- **Bilingual not required.**
- **Risk level:** Moderate

- Additional LO training provided.

6. EVENT SECURITY

- Provide oversight and security for events involving vulnerable populations, including swap meets, religious services, and festivals.
- Use secure communication tools (Signal) to alert about ICE presence.
- Use alert signals such as bullhorns or whistles.
- Recommended to do security with a team.
- **Bilingual helpful but not required.**
- **Risk level:** Moderate

7. RESPONDERS

- Respond to ICE/LEO sightings vetted through the hotline for confirmation.
- **Responders are not neutral**—they may interact and ask questions.
- Document time, place, badge numbers, vehicle plates, photos/videos if safe.
- Use alert signals such as bullhorns, honking, or flashing lights.
- Recommended to respond with a partner.
- Must have a valid driver's license with a vehicle in working condition. Insurance required.
- **Bilingual helpful but not required.**
- **Risk level:** High

8. COMMUNITY PATROL

- Patrol high-risk neighborhoods or commercial plazas with vulnerable populations.
- Take on responder role when confirming ICE presence on patrol.
- Use secure communication tools (Signal) to alert about ICE presence.
- Use alert signals such as bullhorns or whistles.
- Recommended to patrol with a partner.
- Must have a valid driver's license with a vehicle in working condition. Insurance required.
- **Bilingual helpful but not required.**
- **Risk level:** High

9. SPOTTER/FOLLOWER

- Post outside the ICE field office and/or monitor ICE vehicles as they leave.
- Document ICE activity using secure communication tools (Signal).
- Must have a valid driver's license with a vehicle in working condition. Insurance required.
- **Bilingual helpful but not required.**
- **Risk level:** Highest
- Additional spotter/follower training required.

VII. Volunteer Commitment & Release of Liability

By signing this agreement, I confirm:

- I am a volunteer, not an employee or contractor of 805UndocuFund.
- I understand that I can be removed as a volunteer at will for any reason outside of those listed in Section III of this agreement.
- I release 805UndocuFund from liability related to my volunteer participation.
- I agree to uphold this agreement while participating in any 805 RRN role.

VIII. Signatures

Volunteer Name (Print): _____

Signature: _____

Phone Number: _____

Date: _____

List ALL affiliations, clubs, places where you have volunteered, etc.

COUNTY & CITY where you will volunteer: _____

Signal handle is you already have one: @_____

Check one of the boxes below if you would like to get a copy of this agreement sent to you.

Text me the agreement at this number: _____

Email me the agreement to this email: _____

For 805 Team only: - - - - -

805UndocuFund Representative (Print): _____

Signature: _____

Date: _____