

Proclamation

4TH AMENDMENT WORKPLACE

WHEREAS, The Town of Carrboro has pursued equity and safety for all residents through its adoption of a Racial Equity Action Plan, its support for reparations to the descendants of enslaved Africans, and its opposition to unconstitutional Federal overreach, including the Executive Order shuttering the United States Agency for International Development; and

WHEREAS, The trust and cooperation of all residents is necessary to the effective operation of Carrboro local government functions, including law enforcement; and

WHEREAS, The 4th Amendment to the Constitution of the United States reads in full: “The right of the people to be secure in their persons, houses, papers, and effects, against unreasonable searches and seizures, shall not be violated, and no Warrants shall issue, but upon probable cause, supported by Oath or affirmation, and particularly describing the place to be searched, and the persons or things to be seized;” and

WHEREAS, Executive Branch law enforcement agencies including Immigration & Customs Enforcement have recently engaged in a pattern of unconstitutional, warrantless workplace searches, which have disrupted small businesses and local communities in many states; and

WHEREAS, These search and seizure operations violate the 4th Amendment – which our state’s local law enforcement officers are obligated to respect when conducting their operations – undermining public safety and contributing to an environment of panic experienced by many immigrant households in our community; and

WHEREAS, The threat of unconstitutional seizure by Federal authorities such as Immigration and Customs Enforcement is preventing immigrant households from safely engaging in public life, including pursuing education and employment; and

WHEREAS, Second-generation and non-immigrant Black, Indigenous, and People of Color families are also being unconstitutionally targeted, harassed, and arrested by Federal authorities and law enforcement officers under the guise of immigration enforcement; and

WHEREAS, LGBTQ families remain at risk for illegal and unconstitutional persecution by Federal and State authorities; and

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WHEREAS, Dozens of workplaces have joined an effort by Siembra NC's "Make NC Work" project to become 4th Amendment Workplaces that train their staff to defend the 4th Amendment rights of employers, staff and patrons; and

WHEREAS, The Town of Carrboro can serve as an example of how local governments can advocate for the rights of all local taxpayers and discourage the overreach of Article II agencies in our communities

NOW, THEREFORE, BE IT RESOLVED, that we the Town Council of Carrboro resolve that the Town of Carrboro is proclaimed a 4th Amendment Workplace; that the Town Manager is to direct Town staff to uphold the 4th Amendment at their workplace and report back to Council any needs or barriers to effective training on the 4th Amendment for any departments; that we encourage all Town of Carrboro workplaces to join this effort to ensure respect for the Constitution and discourage Federal overreach into local communities.

This the 20th Day of May 2025.


Barbara M. Foushee

