



*Homeland Security Investigations  
Office of the Executive Associate Director*

**U.S. Department of Homeland Security**  
500 12th Street, SW  
Washington, D.C. 20536

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MEMORANDUM FOR: Special Agents in Charge  
Assistant Directors  
Deputy Assistant Directors  
Attachés

FROM: Executive Associate Director **DAVID C**  
Homeland Security Investigations **SHAW**

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DAVID C SHAW  
Date: 2021.08.18  
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SUBJECT: HSI Labor Exploitation Program Update

Effective immediately, Homeland Security Investigations (HSI) is eliminating references to the “Worksite Enforcement” program and updating program guidance and documents to “Labor Exploitation” investigations. This change better represents HSI’s victim-center approach and enforcement strategy for investigating employer-related criminal exploitative labor practices.

HSI works diligently to protect the public from crimes of victimization and exploitation. This includes strategically targeting and investigating individuals and businesses who exploit noncitizens based on their lack of lawful immigration status, through dangerous work conditions, underpayment, and utilizing those noncitizens as a business model to maximize profits. HSI’s strategy prioritizes investigating the most egregious violators while ensuring victims receive the necessary services and support they desperately need. This victim-centered approach is the catalyst for the shift to “Labor Exploitation.” The HSI Labor Exploitation program will continue to employ a three-pronged approach to achieve this mission: Enforcement, Compliance, and Outreach.

The HSI Labor Exploitation program represents the priorities and shared vision of the Administration, the Department of Homeland Security (DHS), Immigration and Customs Enforcement (ICE), and HSI for employer-related criminal investigations.

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