

Know Your Rights about Working in New York City!

Regardless of your immigration status, you have the right to:

- Be paid for all the hours you worked in the full, agreed amount.
- Be paid at least the NYC minimum wage and be paid overtime.
- Work in a healthy and safe environment that is also free of discrimination, sexual harassment, abuse, and threats to you or your family.
- Receive information and training to keep you safe at work.
- Receive medical treatment for workplace injuries.
- Request help from government offices, immigrant and labor rights groups, and unions without fear of retaliation.
- Have extra legal protections when working between the ages of 14 and 17.

For more details and information about workers' rights, you can visit the **NYC Department of Consumer and Worker Protection's (DCWP) website** at www.nyc.gov/dca and click "Workers". You can also scan the below QR code to read the **NYC Workers' Bill of Rights** in English.



Potential Signs of Labor Exploitation and Trafficking

In NYC, your employer should not –

- Tell you that you need to pay off a debt or force you to pay off a debt.
- Cut your pay or refuse to pay you.
- Be in control of your ID, passport, and travel documents.
- Make a promise they do not keep such as applying for a Green Card for you or your family.
- Threaten to call ICE or the police if you do not work.
- Threaten to harm you or your family.
- Harm you or a family member.
- Force you to perform sexual acts.
- Force you to work a job that you did not agree to.
- Limit your movement or ability to leave the job site, especially once you are finished working for the day.
- Monitor your movements or keep you isolated or confined.

If your employer does any of the above, they may be exploiting or labor trafficking you. The City of New York is here to help. For information about services and help that is available to you, you can call **1-800-621-4673** or visit www.nyc.gov/NYCHOPE.