REGARDLESS OF IMMIGRATION STATUS,
you have the right to:

- Be paid for all hours worked, including training periods
- Be paid at least minimum wage, be paid overtime and be paid regularly (usually weekly or biweekly)
- Know your pay deductions, and never have pay deducted without prior written consent
- Work in a safe environment free of discrimination, sexual harassment and abuse
- Request help from the NYS Department of Labor without fear of retaliation

FORCED LABOR IS A CRIME!
It could be a criminal violation of your rights if you are:

- Told you must work to pay off a debt
- Told your employer will take away your passport or ID
- Promised a benefit that you do not receive, such as a Green Card or money
- Threatened that immigration or the police will be called if you do not work
- Threatened that you or your family will be harmed
- Actually harmed, or a family member is harmed

YOU HAVE RIGHTS!

PROTECT YOURSELF!

Keep a record of:

- The days and hours you worked
- How much you were paid and when
- Dates and times of important events on the job (injuries, threats or conflicts), and to whom you reported them

For more information about your rights and what help is available, call the National Human Trafficking 24-hour hotline at **888.373.7888** or the DIPA hotline at **877.466.9757**.

You can also email **trafficking@labor.ny.gov** or text **917.692.7215**.

NEW YORK STATE OF OPPORTUNITY. | **Department of Labor Division of Immigrant Policies & Affairs**

888.469.7365 | **www.labor.ny.gov** | @nyslabor

The New York State Department of Labor is an Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities.

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