YOU HAVE RIGHTS!

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

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
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

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**.