



# Fair Play Off The Pitch

**Know Your Rights. Know the Signs.  
Know Where to Get Help.**

Major sporting events can create opportunities for economic growth and community celebration. They can also increase risks of labor exploitation, trafficking, unsafe working conditions, and domestic violence, especially for immigrant workers, youth, temporary workers, and other vulnerable community members.

*Everyone deserves dignity, safety, fair pay, and protection — on and off the pitch.*

## BEFORE KICKOFF: KNOW THIS

- Your immigration status doesn't erase your workplace rights.
- You have the right to be paid for all the work you perform.
- Your employer can't keep your passport or identification documents.
- Threats of deportation may be a sign of labor exploitation or trafficking.
- Help may be available even if you are undocumented.

## DON'T GET CAUGHT OFFSIDE AT WORK

### Worker Rights in Massachusetts

All workers have rights regardless of immigration status. You have the right to:

- Be paid fully and on time
- Receive at least minimum wage
- Receive overtime for hours worked in excess of 40 per week
- Work in a safe environment
- Take breaks when required by law
- Report unsafe or unfair conditions
- Be free from retaliation for exercising your rights
- Keep possession of your own identification documents

Examples of wage theft and workplace violations:

- Unpaid overtime
- Being forced to work "off the clock"
- Tip theft
- Being misclassified as an "independent contractor"
- Threats of deportation or immigration enforcement
- Unsafe or dangerous working conditions



**NO EXTRA TIME WITHOUT OVERTIME**



# KNOW YOUR ABC'S BEFORE KICKOFF

## Employee or Independent Contractor?

Some employers may incorrectly label workers as “independent contractors” to avoid paying overtime, benefits, or taxes.

In Massachusetts, employers must pass all three parts of the “ABC Test” to classify someone as an independent contractor.

### **A. ARE YOU FREE TO PLAY YOUR OWN GAME?**

The worker must be free from the employer's control and direction.

Questions to ask:

- Does someone control your schedule?
- Are you given tools or equipment for the job?
- Are you supervised closely?

If yes, you may actually be an employee.

### **B. IS THE WORK OUTSIDE THE TEAM'S MAIN GAME PLAN?**

The work performed must be outside the company's usual business.

Example:

- A cleaning company hiring cleaners
- A delivery company hiring drivers
- A restaurant hiring servers

Those workers are usually part of the regular business operations and may be employees rather than independent contractors.

### **C. DO YOU RUN YOUR OWN CLUB?**

The worker must operate an independent business doing that type of work.

Questions to ask:

- Do you advertise your services independently?
- Do you have multiple clients?

If not, you may legally be an employee.

## RULES OF THE GAME

Employees may be entitled to:

- Overtime pay
- Minimum wage protections
- Earned sick time
- Workers' compensation
- Unemployment benefits
- Anti-retaliation protections

## SAVE THE PLAYBACK

Document hours worked

- Save work schedules
  - Save pay stubs and payroll records
  - Keep copies of your employment agreement
  - Photograph unsafe working conditions
  - Save threatening emails/texts
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# THAT'S A STRAIGHT RED

## Signs of Labor Trafficking & Exploitation

Labor trafficking can happen in:

- Restaurants
- Hotels and hospitality
- Cleaning services
- Construction and landscaping
- Caregiving
- Delivery work
- Temporary event staffing

Warning signs:

- Someone holds your passport or ID
- You are threatened if you try to leave or you fear serious consequences
- You are not allowed breaks
- You work extremely long hours
- You owe large debts to your employer
- You were recruited through false promises
- You are not in control of your own money or wages are withheld
- You live where you work under poor conditions
- Someone insists on speaking for you
- You feel unsafe, constantly monitored, or you are threatened with immigration enforcement



***KEEP POSSESSION OF YOUR DOCUMENTS***



# WHEN THE BIG TOURNAMENT COMES TO TOWN

Large sporting events often increase demand for:

- Construction workers
- Hotel and hospitality workers
- Restaurant workers
- Cleaning crews
- Security personnel
- Delivery workers
- Transportation workers
- Temporary event staff

Busy seasons do not eliminate worker protections. Labor laws and safety requirements still apply.



***FORCED LABOR HAS NO PLACE IN THE BEAUTIFUL GAME***



# LEAVE THE AGGRESSION ON THE PITCH

## Domestic Violence & Community Safety

Violence, coercion, harassment, and abuse are never part of the game.

Warning signs can include:

- Controlling behavior
- Isolation from friends/family
- Threats or intimidation
- Monitoring phones or movement
- Financial control
- Verbal abuse
- Sexual coercion
- Physical violence

You deserve:

- Safety
- Support
- Privacy
- Legal protections
- Access to services



**HOME OR AWAY, EVERYONE DESERVES SAFETY**



## KNOW YOUR OPTIONS

### Immigration Protections for Survivors

Some survivors of violence, trafficking, exploitation, or abuse may qualify for immigration protections. Eligibility depends on the facts of each case and should be evaluated with an immigration attorney. With counsel of an immigration attorney, survivors may explore:

#### **U-VISA**

Some survivors of qualifying crimes who have suffered substantial physical or emotional harm may qualify for a U-Visa. In some situations, a person may qualify if they experienced harm or are willing to help law enforcement.

#### **T-VISA**

Some survivors of labor trafficking or sex trafficking may qualify for a T-Visa. Trafficking can occur even when someone initially agreed to a job but was later controlled, threatened, deceived, or exploited.

#### **VAWA**

The Violence Against Women Act (VAWA) allows certain survivors of abuse to seek immigration protections independently, without relying on the person who harmed them.

#### **SIJS**

Special Immigrant Juvenile Status (SIJS) may help certain immigrant children and youth who have experienced abuse, neglect, or abandonment and cannot safely reunite with one or both parents.



## ***YOU HAVE RIGHTS, REGARDLESS OF YOUR IMMIGRATION STATUS***



You may still have options even if:

- you are undocumented or don't currently have work authorization
- you are the victim or witness of a crime
- your immigration status depends on someone else

## **PROTECT YOUR TEAMMATES OFF THE FIELD**

### **If You're Worried About Someone**

You don't need to have all the answers to help someone. You can:

- Document the incident when it's safe to do so (notes, photos, and video)
- Share resources and help someone connect to support services
- Call 911 if someone is in danger



## ***MAKE THE ASSIST***



## **CALL THE FOUL**

### **Resources & Reporting**

**Call 911 if someone is in immediate danger.**

- **National Human Trafficking Hotline** (888-373-7888). Text 233733.  
Email: [humantraffickinghotline.org](mailto:humantraffickinghotline.org)
- **File a Workplace Complaint**
  - MA Attorney General Fair Labor Division (617-727-3465) and [mass.gov/ago/wagetheft](https://mass.gov/ago/wagetheft)
  - Brazilian Worker's Center (617- 783-8001)
  - MassCosh (617-505-8939) and [info@masscosh.org](mailto:info@masscosh.org)
- **Domestic Violence Resources**
  - SafeLink Massachusetts (877-785-2020)
  - Jane Doe Inc. (617-248-0922) and <https://jdi.coalitionmanager.org/contactmanager/contact/publicdirectory>
- **Seek Legal Assistance**
  - Asian Task Force Against Domestic Violence (617-338-2355)
  - Casa Myrna (617-521-0146)
  - Greater Boston Legal Services (617-371-1234)
  - Lawyers for Civil Rights ([justice@lawyersforcivilrights.org](mailto:justice@lawyersforcivilrights.org))
  - Mabel Center (617-417-4325)

## **FAIR PLAY OFF THE PITCH**

Every worker deserves dignity.

Every survivor deserves safety.

Every community deserves protection.

Civil rights belong to all of us.

Safety. Dignity. Community. Civil Rights.