

# FIFA World Cup 26™ New York New Jersey Host Committee Human Rights Action Plan

Human Rights Protections and Supports for NYNJ Host Committee-led Fan Events

## Executive Summary

The FIFA World Cup 26™ (FWC26™) New York New Jersey (NYNJ) Host Committee is committed to creating a safe, accessible, inclusive, and sustainable World Cup that showcases the diversity and cultural vibrancy that the NYNJ region has to offer the world.

The NYNJ Host Committee is leveraging its collaborating and convening power to support government agencies and community partners across New York and New Jersey to protect New Yorkers, New Jerseyans, and visiting fans alike throughout FWC26™.

Through accessibility and inclusivity, the NYNJ Host Committee seeks to advance efforts so that underserved and diverse populations can access FWC26™ NYNJ events and spaces and feel welcomed, safe, empowered, and included. Through safeguarding initiatives, the NYNJ Host Committee seeks to protect vulnerable populations against harms that may arise from FWC26™ NYNJ activities and events and connect mechanisms for grievance and remedy if harms occur.

## Role of FIFA

The Fédération Internationale de Football Association (FIFA) is the international governing body of football. It is the organizer of the FIFA World Cup™ 2026 tournament, which will be hosted over 39 days in 16 host cities across the United States, Canada, and Mexico. This will be the largest FIFA World Cup™ in history, with 48 national teams playing 104 matches. FIFA maintains exclusive operational control over stadiums and ticketing, base camps, and volunteer centers. FIFA has developed its own [Sustainability and Human Rights Strategy](#) for the tournament and it conducts those efforts independently from the local organizing committees.

## Role of the FWC26™ NYNJ Host Committee

The NYNJ Host Committee is a not-for-profit organization that acts as the local organizing body in New Jersey and New York. It is responsible for the delivery of local fan zones and supporting host city readiness and coordination around safety and security as well as transportation and mobility planning. As a temporary nonprofit, the NYNJ Host Committee acts as a convener and coordinator of locally driven efforts led by community-based organizations and the local state and city governments. The Host Committee's Action Plan seeks to address the risks and spaces that are within its sphere of control.

Throughout the region, there will be many events centered around the World Cup this summer, most of which will have no official NYNJ Host Committee involvement or official affiliation. The NYNJ Host Committee's official [Fan Events](#) are listed on its website and the hosting venues include:

- Sports Illustrated Stadium, Harrison, NJ
- USTA Billie Jean King National Tennis Center, Queens, NY
- Rockefeller Center, New York, NY
- Bronx Terminal Market, The Bronx, NY
- SIUH Community Park, Staten Island, NY

The delivery of NYNJ Host Committee's Fan Events is done in partnership with these venues and various producers that oversee the actual production at each venue. Given that planning for the Fan Events is still underway, this document is intended to outline existing initiatives and NYNJ Host Committee's strategy that will continue to develop as the design of the NYNJ Fan Events are solidified and safeguards will be continually developed and honed throughout FWC26™.

## A. Inclusion and Safeguarding

### Inclusion and Accessibility, Non-Discrimination, and Safeguarding

The NYNJ region is one of the most diverse in the world and the NYNJ Host Committee seeks to showcase and uplift our culture, diversity, and hospitality as we welcome the world for FWC26™. NYC and NJ have some of the strongest city- and state-based antidiscrimination laws in the US. The [New Jersey Law Against Discrimination](#) and the [New York City Human Rights Law](#) prohibit discrimination in employment, housing, and public accommodations. Protected classes include but are not limited to race, religion or creed, disability, national origin, pregnancy or breastfeeding status, sexual orientation, gender identity, and marital status. The FWC26™ NYNJ Host Committee complies with and supports these local laws.

The NYNJ Host Committee is advancing strategic community engagement to bring diverse communities and groups into FWC26™ activities and opportunities. We are working with consulates, local community groups, and the Governors' and Mayor's Offices to intentionally engage communities across the diasporas and make New Jerseyans, New Yorkers, and visiting fans alike feel welcomed and supported in FWC26™ NYNJ events.

The NYNJ Host Committee is supporting inclusion, welcomeness, and safeguarding through a number of initiatives including:

#### *Prioritizing Child Safeguarding and Participation*

In addition to the bespoke partnerships and efforts of the NYNJ Host Committee outlined below, FIFA has published a [FWC26™ Child Safeguarding Statement](#). The Equality League has also created a youth-friendly [Keeping Kids Safe at the 2026 World Cup Explainer](#) PSA. A number of organizations have also put together guidance and playbooks to advance youth access and protection throughout FWC26™ including:

- The Child Rights and Sports Alliance has created a [Playbook for Building a Legacy for Children through the FIFA World Cup 2026](#)
- Soccer Forward, the US Soccer Federation's Foundation, has created a [Resource Hub](#) to support growth of the game efforts broadly and [Soccer Forward Fests](#) to help local leaders create community-focused soccer events up to and through FWC26™

#### *Aspen Institute's Children's Bill of Rights in Sports*

In 2024, the NYNJ Host Committee became a signatory to the [Aspen Institute's Project Play Children's Bill of Rights in Sports](#) to center youth protections and participation in its Fan Events and legacy initiatives.

### *Entry Code of Conduct*

Prior to the start of the tournament, the NYNJ Host Committee will publish an Entry Code of Conduct for its Fan Events that will clearly prohibit discrimination and establish expectations and guidance for fans to support safe and inclusive experiences for all.

### *Fan Event Accommodations*

The NYNJ Host Committee's Fan Events are being hosted in venues throughout NYC and NJ that are accessible by residents and visiting fans alike, including being reachable by public transit systems and are ADA compliant. In addition to the venues themselves, the NYNJ Host Committee is supporting an inclusive fan experience through wayfinding, culturally relevant and multilingual programming, family- and youth-friendly activities, and a designated space for community-based organizations to share information and provide education to participating fans. Accessibility guidance for each Fan Event will be made available to support fans with disabilities.

### *Community Public Awareness Campaigns and Trainings*

There are a number of bespoke community- and agency-led public awareness campaigns that center around human rights-related issues that face increased risk around mega sporting events like the World Cup. Some examples include the [NJ Coalition Against Human Trafficking](#), [NJ Coalition Against Sexual Assault](#), and [Protect All Children Against Trafficking \(PACT\)](#). Additional organizations that provide free trainings and have collaborated with the NYNJ Host Committee include [Businesses Ending Slavery and Trafficking \(BEST\)](#), which provides free industry-specific anti-human trafficking trainings, and [Right to Be](#), which provides community trainings to respond to and intervene in harassment. Additional NYNJ-specific campaigns and messaging will be launched in May and June prior to the start of the tournament.

### *Pride House*

Pride House International supports the advancement of LGBTIQ+ inclusion and combats homophobia and transphobia through local partnerships during mega sporting events. FWC26™ will feature Pride Houses in each Host City; a Pride House is a venue welcoming LGBTIQ+ fans, athletes, and allies during large-scale international sporting events. Typically, they are places where visitors can view the competition with others and learn more about LGBTIQ+ issues in sport. [NYC's Pride House](#) will be hosted in partnership with the NY Ramblers.

### *Supporting Visiting Fans to Understand Immigration Requirements and Rights*

International visitors to the United States may be required to obtain a visa or an authorized entry waiver (ESTA) depending on their nationality and specific travel itineraries. More information can be found at the [Department of State's Travel site](#). Visiting fans are encouraged to verify their documents and entry requirements early. Visiting fans are also encouraged to know their rights when in contact with immigration enforcement in [New York](#) and [New Jersey](#). [New Jersey](#) and [New York City](#) have issued local directives to support local immigrants as well.

## Public Safety and Freedom of Speech

The NYNJ Host Committee is committed to Fan Events that are safe and protective of the World Cup community. The NYNJ Host Committee is working closely with local law enforcement to support preparedness for the tournament and incorporating policies and procedures throughout the Fan Events to support safety for all. Policies and procedures will be tailored to each venue overseen in coordination with the Safety and Security and Medical teams in partnership with expert local law enforcement, hired private security, and medical staff.

### *Venue Safety Protocols*

Each Fan Event will have tailored crowd management, lost child/family reunification, and medical monitoring protocols to support safety, decrease response times, and reduce potential panic while treating fans with dignity and care.

### *Heat mitigation measures*

To address heat concerns, the NYNJ Host Committee is advancing efforts to mitigate potential impacts of heat through supporting access to hydration, spaces for shade, and medical monitoring as needed.

### *Freedom of speech*

The First Amendment of the United States Constitution protects the right to free speech and the NYNJ Host Committee will support free speech and establish expectations and guidance through the Entry Code of Conduct. Each Fan Event will have a designated First Amendment Zone to allow for the right to peaceful demonstration.

## Preventing and Mitigating Adverse Environmental Impacts

The venues hosting NYNJ Host Committee Fan Events all have existing sustainability initiatives, and their infrastructure and systems will be leveraged to support climate-friendly FWC26™ events in NYNJ region. The event producers at each venue also have sustainability best practices that will be employed in the delivery of Fan Events.

The NYNJ Host Committee has supported MetLife Stadium to secure LEED Gold Certification ahead of FWC26™.

NYNJ Host Committee procurement processes include requirements for potential vendors to address sustainability practices and policies across a tiered system based on the size of the business and contract language requires vendors to adhere to these requirements.

- Tier 1: Small Businesses (<10 FTE or <\$1M annual revenue)
  - Commitment to local sourcing where feasible
  - Minimization of single-use plastics
  - Awareness-level sustainability plan or practices
- Tier 2: Medium Businesses (10–100 FTE or <\$10M annual revenue)
  - Documented sustainability practices (e.g., recycling, emissions reduction)

- Reporting on materials, packaging, and energy usage for event delivery
  - Staff awareness training or policy statement on sustainability
- Tier 3: Large/Corporate Businesses (>100 FTE or >\$10M annual revenue)
  - Formal sustainability or ESG report or certification (e.g., ISO 14001, LEED)
  - Metrics-driven waste, energy, and emissions tracking
  - Plan for carbon offset or reduction tied to FIFA 2026 activities

## B. Workers' Rights

The NYNJ Host Committee is working closely with the NJ Governor's Office, NJ Department of Labor, and the NYC Mayor's Office to support worker protections and labor standards across Fan Events as well as broader community education for local businesses organizing their own World Cup events to know local laws and best practices and workers throughout the region to know their rights.

### Fair Wages

The current minimum wage in New Jersey is \$15.92/hour and in New York City is \$17/hour. The NYNJ Host Committee is committed to ensuring that all workers hired by its contractors and subcontractors receive at least the minimum wage and are paid for all work under its control.

### Safe and Healthy Workplaces

[New Jersey](#), the [State of New York](#), [New York City](#), and federal government all have laws that govern workplace safety and set minimum requirements for health and safety standards. The NYNJ Host Committee is committed to adhering to applicable laws governing workplace safety.

### Rest and Reasonable Limitation of Working Hours

New Jersey, New York, and the federal government have laws that govern the amount of time employees can work in different settings. The NYNJ Host Committee is committed to adhering to applicable laws governing working hours.

### Freedom of Association and Collective Bargaining

The NYNJ Host Committee is committed to allowing union access to workers at the Fan Events within its control. The NYNJ Host Committee also has an ongoing working relationship with the New York City Central Labor Council and the New Jersey AFL-CIO and their local affiliates.

### Prohibiting and Addressing Harassment and Abuse at Work

The [New Jersey Law Against Discrimination](#) and the [New York City Human Rights Law](#) provide strong protections against harassment in the workplace and the NYNJ Host Committee is committed to upholding local laws.

### Forced Labor and Labor Trafficking

Forced labor is prohibited by law in New Jersey and New York. The NYNJ Host Committee is collaborating with organizations as referenced in the above Safeguarding section on awareness and prevention efforts of human trafficking, including labor trafficking, and is working with the NJ Office of the Attorney General, NJ Department of Labor, and NYC Commission on Human Rights to support awareness campaigns that would support survivors to reach help.

## Child Labor

The United States has ratified [ILO Convention 182](#) and [New Jersey](#) and [New York](#) laws are protective of minors in working conditions. The NYNJ Host Committee is committed to upholding local laws.

## Migrant Workers' Rights

Federal law prohibits many labor violations that uniquely impact migrant workers. The NYNJ Host Committee is collaborating with the NJ Office of New Americans and the NYC Mayor's Office of Immigrant Affairs to support migrant workers who are connected to NYNJ Fan Events. In addition, the NYNJ Host Committee is collaborating with migrant worker organizations to support worker education and access to remedy if violations occur.

## Inclusive Hiring Protocols

The NYNJ Host Committee has hired a procurement vendor that has experience in targeting local, small, and diverse businesses. The NYNJ Host Committee has been advancing diverse stakeholder engagement to educate the community on leveraging the World Cup in the region and the scope of NYNJ Host Committee potential procurement. Vendors are encouraged to hire local staff, hire unionized workers, and must comply with equal employment opportunity laws.

## Responsible Contracting and Transparent Dealings

The NYNJ Host Committee requires potential vendors to address questions about labor standards across a tiered system based on the size of the business and contract language requires vendors to adhere to these requirements.

- Tier 1: Small Businesses (<10 FTE or <\$1M annual revenue)
  - Commitment to fair labor practices and compliance with local employment laws
  - Statement affirming non-discrimination and respect for human rights in operations
- Tier 2: Medium Businesses (10–100 FTE or <\$10M annual revenue)
  - Written human rights and fair labor policy aligned with international standards
  - Evidence of a supplier code of conduct addressing worker protections, diversity, and equity
  - Staff awareness training or policy statement on human rights practices
- Tier 3: Large/Corporate Businesses (>100 FTE or >\$10M annual revenue)
  - Published Human Rights or ESG report
  - Active monitoring and remediation processes for labor rights, equity, and ethical sourcing across supply chains
  - Commitment to diversity and inclusive economic impact reporting

## C. Access to Remedy

### Effective and Coordinated Grievance Mechanisms and Remediation Processes

The NYNJ Host Committee is working closely with NYC and NJ government agencies for pre-existing government-run hotlines, helplines, and emergency response systems to be poised to continue serving New Yorkers and New Jerseyans as well as accompanying FWC26™ visiting fans. The NYNJ Host Committee has ongoing collaboration with community organizations that work with vulnerable populations to support their preparedness and equip them with relevant knowledge to help those who may need it while in the NYNJ region during FWC26™.

In partnership with FIFA, the NYNJ Host Committee will support communication and awareness building on local laws and expected conduct in an effort to prevent any potential discrimination or rights infringement before it occurs.

911 is available by text or phone call in case of emergencies that require immediate dispatch, including medical, fire, crime reporting, disaster response, and life-threatening situations.

988 is available by text or phone call for suicide intervention and mental health crisis support.

[211 in NJ](#) and [311 in NYC](#) are available online, by text, and by phone call for community resources, information, and referrals on essential needs and supports.

To report human rights concerns, fans can access [FIFA's Reporting Portal](#) or email [humanrightscomplaint@fifa.org](mailto:humanrightscomplaint@fifa.org).