

THE LOS ANGELES WORLD CUP 2026 HOST COMMITTEE

OUR HUMAN/CIVIL RIGHTS APPROACH

Introduction

The Los Angeles World Cup 2026 Host Committee (the “Host Committee”) is a 501(c)(6) non-profit organization established to deliver a premier FIFA World Cup 26™ experience for Los Angeles residents and the over 180,000 out-of-town visitors who will be welcomed from across the country and around the world during the 39-day tournament, many of whom will cheer on their favorite team at a FIFA World Cup 26™ match at SoFi Stadium, attend FIFA Fan Festival™ Los Angeles at the Los Angeles Memorial Coliseum, or visit the numerous Los Angeles World Cup 26 Fan Zones and related community engagement opportunities that will showcase and celebrate the richness and vibrancy of the Los Angeles region, its people, and its culture.

A Human/Civil Rights Approach

Without question, the Los Angeles region is the ideal American “E Pluribus Unum” setting to host FIFA World Cup 26™. That is why the Host Committee alongside the County of Los Angeles Commission on Human Relations (the “LA County HRC”), remains committed to continuing to collaborate with FIFA and governmental and non-governmental leaders and stakeholders to make the FIFA World Cup 26™ experience in the Los Angeles region one that is welcoming, inclusive, and safe for everyone. The Host Committee’s commitment in this regard is neither newfound nor short-lived because it is rooted in the social mores and values of the people of Los Angeles and the region’s culturally diverse history. The Host Committee’s commitment is also anchored in existing federal, state, and local anti-discrimination and related laws, regulations, and initiatives that prohibit individuals from engaging in discriminatory behavior and other types of misconduct toward marginalized communities. Key federal, state, and local laws that provide enforceable protections and remedies for individuals who might be adversely affected by potential human/civil rights impacts in Los Angeles directly associated with the FIFA World Cup 26™ are listed in the addendum below.

As a non-profit organization, the Host Committee’s role is primarily and necessarily focused on aligning and collaborating with governmental and non-governmental organizations, including the LA County HRC, in coordination with human/civil rights enforcement agencies and non-profit organizations, to identify and disseminate information about existing laws, resources, and remedies that address potential human/civil rights risks that are affiliated with FIFA World Cup 26™ and related events, such as FIFA Fan Festival™ Los Angeles and the Los Angeles World Cup 26 Fan Zones.

Stakeholder Engagement

As part of the initial bidding process to serve as a FIFA World Cup 26™ host, the Host Committee submitted—in collaboration and partnership with the City of Los Angeles and other governmental and non-governmental leaders and stakeholders—its FIFA World Cup 2026 Human Rights Strategy (the “HR Strategy”) that focused on identifying, addressing, and mitigating potential human/civil rights impacts associated directly with the FIFA World Cup 26™ tournament. The Host Committee’s work on these matters continued after 2022 when the Los Angeles region, specifically SoFi Stadium in the City of Inglewood, was selected as a FIFA World Cup 26™ Host City.

Most recently, the Host Committee, in partnership with the County and City of Los Angeles, and in consultation with the City of Inglewood, invited hundreds of governmental and non-governmental leaders and stakeholders of the Los Angeles region to 14 roundtables that took place from September through October 2025. The roundtables addressed key elements of the FIFA World Cup 2026 Human Rights Framework (the “HR Framework”), which is guided by the United Nations Guiding Principles on Business and Human Rights (“UNGPs”) and aligned with FIFA’s Human Rights Policy and FIFA World Cup 26™ Sustainability and Human Rights Strategy. These specific areas are: (1) Inclusion and Safeguarding with 7 sub-areas; (2) Workers’ Rights with 11 sub-areas, and (3) Access to Remedy with 2 sub-areas—all of which were addressed during the roundtables.

Governmental and non-governmental leaders and stakeholders who attended the roundtables represented a broad cross-section of human/civil rights organizations and diverse constituencies in the Los Angeles region. These community leaders and stakeholders and the organizations they represent have a well-established and laudable commitment to promoting and protecting human/civil rights through direct service delivery, public policy advocacy, litigation, and educational/know your rights campaigns, among other avenues. Indeed, they work with and advocate on behalf of the diverse constituency groups and communities that comprise the quintessential American tapestry that is the Los Angeles region.

Each of the 14 roundtables focused on distinct potential human/civil rights impacts associated with FIFA World Cup 26™. With a deep understanding of the intersectionality of human/civil rights issues, the roundtables focused on potential impacts involving, for example, civil rights generally, human trafficking, accessibility for individuals with disabilities, workers’ and immigrant rights, and the rights of unhoused and unsheltered community members. Additional meetings were also held with representatives of governmental and non-governmental organizations, including, but not limited to, SoFi Stadium, the Los Angeles Memorial Coliseum, Los Angeles World Airports, the Los Angeles County Metropolitan Transportation Authority, the Los Angeles Chamber of Commerce, the City of Inglewood, the Los Angeles Civil + Equity and Human Rights Department, various law enforcement officials, labor union and interfaith leaders, and other community leaders and stakeholders.

During all stakeholder roundtables, participants were asked to share their expert advice, counsel, and insights with a focus on (1) identifying potential human/civil rights impacts directly associated with FIFA World Cup 26™, (2) recommending actions for the Host Committee to take in collaboration with FIFA, community leaders, and stakeholders to address identified potential impacts with an understanding of the Host Committee’s jurisdictional and related constraints, (3) identifying potential opportunities for continued collaboration to promote, advance, and implement human rights initiatives with an understanding of the above-referenced constraints, and (4) considering opportunities in which the Host Committee and LA County HRC could continue to work in collaboration with FIFA, community leaders, and stakeholders toward finalizing and implementing human rights initiatives that takes into account the potential need to respond rapidly to emergent issues with potential human/civil rights impacts both before and during FIFA World Cup 26™.

Based on the information secured during the series of roundtables and related meetings, the Host Committee and LA County HRC identified, in collaboration with community leaders and stakeholders, several recommended action items. They include, but are not limited to:

(1) the planning, coordination, and implementation of various “Know Your Rights” educational campaigns/trainings and earned media initiatives using existing resources and networks that are focused on advising Los Angeles residents, out-of-town visitors, and/or constituency groups who might be adversely affected by potential human/civil rights impacts about their rights, including how to exercise their rights and seek/secure remedies;

(2) the planning, coordination, and implementation of “Know Your Responsibilities” educational campaigns/trainings and earned media initiatives using existing resources and networks that are focused on advising stakeholders, including, but not limited to, businesses, vendors, and other related entities in the sports, entertainment, and hospitality industries of their responsibilities and/or opportunities to mitigate or address potential human/civil rights impacts directly associated with FIFA World Cup 26™;

(3) the development and implementation of a “rapid response” strategy, in coordination with FIFA and community leaders and stakeholders, that takes into account the need to respond immediately to potential human/civil rights impacts that take place prior to and during FIFA World Cup 26™;

(4) the utilization of existing governmental and non-governmental initiatives, collaborations, resources, and remedies that focus on the promotion and protection of human/civil rights, such as, but not limited to, the inclusion of “Know Your Rights” tables at FIFA Fan Festival™ Los Angeles and Los Angeles World Cup 26 Fan Zones;

(5) the planning, coordination, and implementation of an educational campaign using existing resources and networks that showcases the Los Angeles region as an American and international city of diverse cultures that stands for and respects human/civil rights and says “No to Hate” in all of its discriminatory forms; and

(6) the development of a resource guide with a summary of existing federal, state, and local laws and related resources/remedies to address potential human/civil rights risks associated with FIFA World Cup 26™.

An Ongoing Commitment to Human/Civil Rights

The FIFA World Cup 2026™ offers a powerful platform for Host Cities to support and elevate social impact in their communities. As planning progresses, the Host Committee, in collaboration with the LA County HRC, will continue engaging and collaborating with community leaders and stakeholders across the Los Angeles region, in coordination with the Cities of Los Angeles and Inglewood, to ensure human/civil rights efforts are aligned with established systems, and that information is shared across partners working to deliver a safe, inclusive, and rights-respecting tournament. A lasting legacy of this effort will be a comprehensive digital resource guide with resources and remedies to help address human rights risks for future major events in Los Angeles.

ADDENDUM: KEY FEDERAL, STATE, AND LOCAL LAWS

Key Federal Laws

The following federal laws include the United States Constitution, in addition to federal statutes which are codified in the United States Code (U.S.C.). These federal laws provide various rights, protections, and/or remedies to individuals, as detailed more fully below:

United States Constitution

The United States Constitution is the supreme law of our nation, foundation of our democratic government, and sets forth fundamental and other rights, including, but not limited to, ensuring due process of law, equal protection under the laws, freedom of religion, speech, and assembly, protection against unreasonable searches and seizures, and privacy.

Age Discrimination in Employment Act of 1967 (“ADEA”) (29 U.S.C. § 621 *et seq.*)

The ADEA prohibits an employer from discriminating against an employee because of age (40 or older) with respect to all terms or conditions of employment, including hiring, termination, job assignments, job advertisements, layoffs, training, and benefits. The ADEA also prohibits harassment based on age (40 or older).¹

Title I of the Americans with Disabilities Act (“ADA”) (42 U.S.C. § 12112(a))

Title I of the ADA prohibits discrimination based on disability against qualified individuals with disabilities. ADA protections cover individuals who have a disability and/or a record or history of disability, in addition to individuals who are perceived as having a disability. Qualified individuals with disabilities cannot be discriminated with regard to “job application procedures, the hiring, advancement, or discharge [], [] compensation, job training, and other terms, conditions, and privileges of employment.” Under Title I of the ADA, an employer must provide a reasonable accommodation to a qualified disabled employee or job applicant unless it would cause an undue hardship.²

Title II of the ADA (42 U.S.C. § 12131 *et seq.*)

Title II of the ADA prohibits state/local governments from denying individuals with disabilities an equal opportunity to benefit from their services, programs, or activities. Examples of such services, programs, or activities provided by state/local governments include, but are not limited to, public transportation, recreation, social services, and health care. The ADA requires that state/local governments make reasonable accommodations for individuals with disabilities when necessary.³

Title III of the ADA (42 U.S.C. § 12181 *et seq.*)

Title III prohibits discrimination by businesses, including non-profits, on the basis of disability with respect to the “full and equal enjoyment of the goods, services, facilities, privileges, advantages, or accommodations of any place of public accommodations by any person who owns, leases (or leases to), or operates a place of public accommodation.” Examples of public accommodations, include,

¹ For more information about the ADEA, please visit: <https://www.eeoc.gov/age-discrimination>.

² For more information about the ADA, please visit: <https://www.ada.gov>.

³ For more information about Title II of the ADA and its requirements, please visit: <https://www.ada.gov/topics/title-ii>.

but are not limited to, stadiums, restaurants, hotels/motels, movie theaters, and retail stores. The ADA further requires that covered entities make reasonable modifications in their policies, practices, and procedures to accommodate an individual with a disability.⁴

Equal Pay Act of 1963 (“EPA”) (29 U.S.C. § 206(d))⁵

The EPA prohibits sex-based compensation discrimination and mandates that men and women in the same workplace doing substantially equal jobs be given equal pay. Equal pay includes all forms of compensation such as salary, overtime pay, bonuses, profit sharing options, stock options, health insurance benefits, travel reimbursements, and vacation and holiday pay.⁶

Fair Labor Standards Act of 1938, as Amended (“FLSA”) (29 U.S.C. § 201 *et seq.*)

The FLSA establishes, among other items, a national minimum wage,⁷ mandatory overtime compensation,⁸ recordkeeping requirements for employers, and restrictions on the employment of minors (children).⁹ The FLSA covers the private sector, in addition to federal, state, and local governments.¹⁰

Occupational Safety and Health Act of 1970 (“OSH Act”) (29 U.S.C. § 651 *et seq.*)

The OSH Act establishes a regulatory framework to assure safe and healthful working conditions for employees by authorizing enforcement of health and safety standards developed under and consistent with the Act, assisting and encouraging the States in their efforts to assure safe and healthful working conditions, and providing for research, information, education, and training in the field of occupational safety and health.¹¹

National Labor Relations Act (“NLRA”) (29 U.S.C. § 151 *et seq.*)

The NLRA seeks to eliminate obstructions to the flow of commerce in the private sector by encouraging collective bargaining, workers’ rights of free association, self-organization, concerted activity, and the designation of representatives of the workers’ choice to negotiate the terms and conditions of their employment on their behalf.¹²

Title VII of the Civil Rights Act of 1964 (“Title VII”) (42 U.S.C. § 2000e *et seq.*)

Title VII protects an employee against discrimination and/or harassment based on protected characteristics, specifically race, color, national origin (including linguistic characteristics), sex (including pregnancy, sexual orientation, and transgender status), and religion, or based on an employee’s relationship with an individual in a protected characteristic. Under Title VII, an employer may not discriminate against an employee on the basis of race, color, national origin, sex, or religion with respect to any term, condition, or privilege of employment in recruiting, hiring, promoting,

⁴ For more information about Title III of the ADA and its requirements, please visit: <https://www.ada.gov/topics/title-iii/#general-requirement>.

⁵ The EPA was enacted as an amendment to the Fair Labor Standards Act discussed immediately below.

⁶ For more information about the EPA, please visit: www.dol.gov/agencies/oasam/centers-offices/civil-rights-center/internal/policies/equal-pay-for-equal-work.

⁷ 29 U.S.C. § 206.

⁸ 29 U.S.C. § 207.

⁹ 29 U.S.C. § 212.

¹⁰ For more information about the FLSA, please visit: <https://www.dol.gov/agencies/whd/flsa>.

¹¹ For more information about OSH Act and the federal agency that enforces it, please visit: <https://www.osha.gov>.

¹² For more information about the NLRA, <https://www.nlr.gov/resources/faq/nlr>.

transferring, training, disciplining, discharging, assigning work, measuring performance, or providing benefits.¹³

Uniformed Services Employment and Reemployment Rights Act (“USERRA”) (38 U.S.C. 4301 *et seq.*)

USERRA prohibits employment discrimination based on an employee’s past, present, or future military service with respect to, for example, initial hire and employment, retention in employment, promotion, and/or any other employment benefit. The law applies to anyone who performs duties in the “uniformed services,” whether voluntarily or involuntarily. The purpose of USERRA, in part, is to “provid[e] prompt reemployment of such person upon their completion of such service.”¹⁴

Trafficking Victims Protection Act of 2000 (“TVPA”) (22 U.S.C. § 7101 *et seq.*)

The TVPA and its multiple reauthorizations¹⁵ designed to prevent individuals from becoming victims of human trafficking by providing the federal government with new tools to address human trafficking through protection, prevention, and prosecution. The federal government recognizes two primary types of human trafficking—sex trafficking and forced labor.¹⁶

Key California Laws

The following California laws include the California Constitution, in addition to State statutes. These State laws provide various rights, protections, and/or remedies to individuals, as detailed more fully below:

California Constitution

The California Constitution sets forth key “inalienable rights,” including, but not limited to, “pursuing and obtaining safety, happiness, and privacy.” Other state constitutional rights, include, but are not limited to, ensuring due process of law, equal protection of the laws, and freedom of religion, speech, and assembly. The California Constitution provides certain broader rights than the United States Constitution, including, for example, with regard to the right to privacy, reproductive freedom, and same sex-marriage.

California Occupational Safety and Health Act of 1973 (“Cal/OSHA”) (Cal. Lab. Code § 6300 *et seq.*)

Cal/OSHA was enacted for the purpose of “assuring safe and healthful working conditions” for all California workers. This is accomplished “by authorizing the enforcement of effective standards, assisting and encouraging employers to maintain safe and healthful working conditions, and by providing for research, information, education, training, and enforcement in the field of occupational safety and health.” In California, employers, among other legal requirements, are responsible for

¹³ For more information about Title VII, please visit: <https://www.justice.gov/crt/laws-we-enforce>.

¹⁴ For more information about USERRA, please visit: <https://www.dol.gov/agencies/vets/programs/userra>.

¹⁵ The TVPA was reauthorized in 2003, 2005, 2008, 2013, 2017, and 2018. See Trafficking Victims Protection Reauthorization Act of 2003, Trafficking Victims Protection Reauthorization Act of 2005, the William Wilberforce Trafficking Victims Protection Reauthorization Act of 2008, Trafficking Victims Protection Reauthorization Act of 2013, Trafficking Victims Protection Reauthorization Act of 2017, and Frederick Douglass Trafficking Victims Prevention and Protection Reauthorization Act of 2018; see also Justice for Victims of Trafficking Act of 2015 and Trafficking Victims Protection Act of 2017.

¹⁶ 22 U.S.C. § 7102. Under Section 7102 (11), “severe forms of sex trafficking in persons” is defined as:

(A) sex trafficking in which commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such act has not attained 18 years of age; or

(B) the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery.

establishing an illness and injury prevention program, providing and maintaining safe tools and equipment, warning about potential hazards, and immediately reporting to Cal/OSHA any work-related serious injuries or illnesses, or deaths.¹⁷

California Equal Pay Act (Cal. Lab. Code § 1197.5)

The California Equal Pay Act prohibits employers from paying employees different wages for substantially similar work based on sex, race, or ethnicity.¹⁸

California Victim Compensation Board (Cal. Gov't Code § 13957 *et seq.*)

The California Victim Compensation Board provides reimbursement for various crime-related expenses to eligible victims who suffer physical injury or the threat of physical injury as a direct result of a violent crime, including human trafficking. The Board is authorized to provide compensation equal to the loss of income that a victim incurs as a direct result of human trafficking, in an amount not to exceed the value of the victim's labor as guaranteed under California law for up to 40 hours per week. Compensation for loss of income is not to exceed \$10,000 per year for a maximum of two years. If the trafficking victim is a minor, then the Board will distribute the payment when the minor reaches 18.¹⁹

Child Labor Laws (Cal. Lab. Code § 1285 *et seq.*)

Sections 1285 *et seq.* of the California Labor Code regulate the employment of minors, including prohibited tasks and places of employment for minors under the age of 16, prohibited employment for all minors, a limitation on the hours minors are permitted to work, and a system of fines and penalties for employers who violate the law.²⁰

Fair Employment and Housing Act ("FEHA") (Cal. Gov't Code §12900 *et seq.*)

FEHA prohibits discrimination and harassment in employment and housing based on an individual's race, color, ancestry, national origin (including immigration status and physical, cultural, and linguistic characteristics), religious creed, sex, gender (including pregnancy, childbirth, breastfeeding, or related medical conditions), age (40 and over), disability (physical and mental), medical condition, marital status, sexual orientation, gender identity, gender expression, genetic information, military or veteran status, and reproductive health decision-making. In the employment context, FEHA prohibits discrimination, for example, with respect to job applications, screenings, and interviews, hiring, transferring, promoting, terminating, or separating employees, working conditions, compensation, and other terms, conditions, or privileges of employment. In the housing context, FEHA prohibits discrimination, for example, with respect to renting or leasing apartments, condominiums, or houses.²¹

FEHA (Human Trafficking Training) (Cal. Gov't Code § 12950.3)

¹⁷ For more information about Cal/OSHA and the state agency that enforces it, please visit: <https://www.dir.ca.gov/dosh>.

¹⁸ For more information about the California Equal Pay Act, please visit: https://www.dir.ca.gov/dlse/california_equal_pay_act.htm.

¹⁹ For more information about how victims of human trafficking can receive compensation from the California Victim Compensation Board, please visit: <https://victims.ca.gov/for-victims/victims-of-human-trafficking>.

²⁰ For more information on minors and employment in California, please visit: <https://www.dir.ca.gov/dlse/dlse-cl.htm>.

²¹ For more information about FEHA and the other civil rights laws enforced by the California Civil Rights Department, please visit: <https://calcivilrights.ca.gov>.

FEHA was amended to add Section 12950.3 of the California Government Code, which requires certain employers, specifically hotels or motels, to provide “at least 20 minutes of classroom or other effective interactive training and education regarding human trafficking awareness to each employee who is likely to interact or come into contact with victims of human trafficking.” This interactive training is required to include, but not be limited to, the “definition of human trafficking and commercial exploitation” and “[g]uidance on how to identify individuals who are most at risk of human trafficking.”²²

The Ralph Civil Rights Act of 1976 (the “Ralph Act”) (Cal. Civ. Code § 51.7)

The Ralph Act prohibits a violent act (“hate violence”) against an individual or property based on an individual’s protected characteristic, including sex/gender (including pregnancy, childbirth, and related health conditions), gender identity and expression, race, color, religion, ancestry, national origin, disability, medical condition, genetic information, marital status, sexual orientation, citizenship, primary language, immigration status, political affiliation, and position in a labor dispute. Violation of the law typically involves physical contact or the threat of physical contact with the individual or property.²³

The Unruh Civil Rights Act (the “Unruh Act”) (Cal. Civ. Code § 51 *et seq.*)

The Unruh Act provides that all persons in California are “free and equal” and are entitled to “full and equal accommodations, advantages, facilities, privileges, or services in all business establishments of every kind” in California and, accordingly, cannot be denied such because of their sex (including gender, gender identity, gender expression, pregnancy, childbirth, or medical conditions related to pregnancy or childbirth), race, color, religion, ancestry, national origin, disability, medical condition, genetic information, marital status, sexual orientation, citizenship, primary language, and/or immigration status. Covered establishments include, but are not limited to, hotels/motels, restaurants, bars, retail establishments, theaters, and stadiums.²⁴

Local Laws/Ordinances

The following local laws/ordinances provide various rights, protections, and remedies to individuals, as detailed more fully below:

City of Los Angeles Ordinance 184320 (effective June 6, 2016)²⁵

The Los Angeles Minimum Wage Ordinance is designed, in part, to raise the wage floor in an attempt to close the gap between low wages and the cost of living in Los Angeles. As of July 1, 2025, the current general minimum wage for the City of Los Angeles is \$17.87.²⁶

²² For more information of enacted legislation on human trafficking, please visit:

[Human Trafficking Legislation | State of California - Department of Justice - Office of the Attorney General.](#)

See also Cal. Civ. Code § 52.6 (requiring certain businesses, such as hotels, motels, bus stations, and intercity passenger rail or light rail stations, to post a notice focused on preventing human trafficking); Cal. Civ. Code § 52.66 (requiring a primary ticket seller of an event at an entertainment center to include a notice with the purchase of a mobile or electronic ticket that provides the buyer with information to prevent human trafficking, including, but not limited to, to the National Human Trafficking Hotline).

²³ For more information about the Ralph Act, please visit: https://calcivilrights.ca.gov/wp-content/uploads/sites/32/2017/12/Ralph-Fact-Sheet_ENG.pdf.

²⁴ For more information about the Unruh Act, please visit: https://calcivilrights.ca.gov/wp-content/uploads/sites/32/2017/12/DFEH_UnruhFactSheet.pdf.

²⁵ City of Los Angeles Ordinance 184320 can be found by visiting:

<https://wagesla.lacity.gov/sites/g/files/wph1941/files/202108/Los%20Angeles%20Minimum%20Wage%20Ordinance%20184320.pdf>.

²⁶ For more information about employee wages in the City of Los Angeles, please visit: <https://wagesla.lacity.gov>

City of Los Angeles Ordinance 186084 (effective June 9, 2019)²⁷

This City of Los Angeles ordinance is known as the “Los Angeles Civil and Human Rights Ordinance,” and provides: “No person shall discriminate against another person in private employment, housing, education or commerce, because of that person’s actual or perceived race, color, ethnicity, creed, age, national origin, religion, citizenship status, gender, gender identity or expression, sexual orientation, disability, medical condition, genetic information, marital status, partnership status, employment status, source of income, military status, veteran status, or primary language.” This ordinance also established the foundation to receive, investigate, and/or enforce complaints in the private sector in Los Angeles.

City of Los Angeles Ordinance 187032 (effective June 14, 2021)²⁸

This City of Los Angeles ordinance created the Los Angeles Civil + Human Rights and Equity Department and the Civil Rights Commission, which are charged, in part, with the responsibility of enforcing the “Los Angeles Civil Rights and Human Rights” ordinance, including, but not limited to, investigating complaints of discrimination that occur in the City of Los Angeles in private employment, housing, education, or commerce and, if appropriate, taking appropriate enforcement actions.

City of Los Angeles Ordinance 188610 (effective September 8, 2025)

This City of Los Angeles ordinance is known as the “Los Angeles Hotel Worker Training Ordinance” and “seeks to ensure [] hotel workers have the knowledge and skills to protect their own rights and to promote public health and safety, including by helping to identify potential instances of human trafficking and sexual and domestic violence.” This ordinance requires “an estimated 3,000 covered hotel workers receive six additional hours of training, to be provided by an outside agency and administered by the City.”²⁹

County of Los Angeles Ordinance 2015-0039 (effective 2016)³⁰

This County ordinance is known as the “Los Angeles County Minimum Wage Ordinance” and governs minimum wage in only the unincorporated areas of Los Angeles County. As of July 1, 2025, the current minimum wage for the County of Los Angeles is \$17.81.³¹

County of Los Angeles Ordinance 2021-0038 (effective August 26, 2021)³²

This County ordinance requires certain businesses in the unincorporated areas of the County to post a notice to prevent human trafficking in a conspicuous location. Such businesses include, but are not limited to, primary airports, intercity passenger rail or light rail stations, bus stations, truck stops, urgent care centers, privately-operated job recruitment centers, hotels, motels, bed and breakfasts inns, restaurants, community care facilities, gas stations, and retail stores that sell food or household goods. Further, businesses are required to provide at least a 20-minute training to new and existing

²⁷ City of Los Angeles Ordinance 186084 can be found by visiting: https://cityclerk.lacity.org/online/docs/2018/18-0086_ORD_186084_06-09-2019.pdf; see also Section 51.03 of the Los Angeles Municipal Code (Discrimination Prohibited), which can be found by visiting: https://codelibrary.amlegal.com/codes/los_angeles/latest/lamc/0-0-0-321470.

²⁸ City of Los Angeles Ordinance 187032 can be found by visiting: https://cityclerk.lacity.org/online/docs/2020/20-0761_ord_187032_6-14-21.pdf.

²⁹ For additional information on the City of Los Angeles ordinances affecting hotel workers, please visit: <https://wagesla.lacity.gov/hotel-worker-ordinances>.

³⁰ Los Angeles County Ordinance 2015-0039 can be found by visiting: https://file.lacounty.gov/SDSInter/dca/242546_LACountyMinimumWageOrdinance.pdf.

³¹ For information about minimum wages laws and related matters for the County of Los Angeles, please visit: <https://dcba.lacounty.gov/minimum-wage>.

³² Los Angeles County Ordinance 2021-0038 can be found by visiting: <https://dcba.lacounty.gov/wp-content/uploads/2022/01/Human-Trafficking-Ordinance-1.31.22.pdf>.



employees to assist them with recognizing indicators or signs of human trafficking and reporting such signs to law enforcement agencies.³³

³³ For more information about how Los Angeles County is seeking to address human trafficking, please visit: <https://dcba.lacounty.gov/stophumantrafficking>.