



Miami FWC26 Human Rights Action Plan

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Executive Summary

The FIFA World Cup 2026™ Miami Host Committee (FWC26 Miami Host Committee) is honored to host the FIFA World Cup 2026™ in Miami. Miami is a global city like no other, where cultures converge, passions ignite, and fútbol comes alive. From world-famous beaches to dynamic business and vibrant communities, we are proud to showcase to the world the welcoming and diverse community of South Florida.

The FWC26 Miami Host Committee is dedicated to upholding our community's long-standing commitment to human rights, personal dignity, and safety. We are dedicated to ensuring that all residents, visitors, workers, and business owners are fully protected by our local, state, and federal laws.

The Miami FWC26 Human Rights Action Plan establishes a comprehensive, proactive framework designed to prevent, mitigate, and remedy human rights impacts associated with the staging and hosting of the FIFA World Cup 2026™. The Plan aligns with the United Nations Guiding Principles on Business and Human Rights (UNGPs), FIFA's Human Rights Policy, and the FWC26 Human Rights Framework. It focuses on inclusion, accessibility, safeguarding, labor rights, non-discrimination, and pathways to remedy.

The Miami FWC26 Human Rights Action Plan was developed with input from local community organizations, local officials, community leaders representing various walks of life, and consideration of existing local human rights laws, programs, and remedies.

Implementation of the Action Plan will begin months prior to the first match and continue through the duration of the tournament. Oversight will rest with the FWC26 Miami Host Committee, supported by local authorities, stakeholder groups, and trusted community partners.

FIFA World Cup 2026™ – Miami Host City

The Miami Host Committee is committed to upholding, protecting, and promoting human rights, inclusion, and safeguarding throughout the planning, delivery, and operation of the FIFA World Cup 2026™ matches hosted in Miami.

We recognize that the FIFA World Cup is more than a global sporting event—it is a platform that brings together diverse cultures, communities, and individuals from around the world. Miami embraces this responsibility and is dedicated to ensuring that the tournament is delivered in a manner that promotes safety, dignity, respect, and accessibility for all.

Human Rights Commitment

The Miami Host Committee is committed to respecting internationally recognized human rights, including those outlined in the Universal Declaration of Human Rights and FIFA Human Rights Policy. This commitment applies to all individuals involved in or impacted by the event, including fans, athletes, workforce, volunteers, vendors, media, and local communities.

We oppose all forms of discrimination, harassment, exploitation, or abuse based on race, color, ethnicity, national origin, religion, gender, gender identity or expression, sexual orientation, age, disability, or any other protected status.

Inclusion and Accessibility

The Miami Host Committee celebrates diversity and is proud of its multicultural identity. We are committed to fostering an inclusive environment where all individuals feel welcomed, respected, and safe.

Safeguarding and Protection

The safety and wellbeing of all participants—especially children, vulnerable individuals, and marginalized populations—are paramount. Miami is committed to implementing robust safeguarding protocols, including preventative training, trauma-informed response mechanisms, multi-agency coordination, and rapid-remedy pathways to prevent and address exploitation, abuse, neglect, or human trafficking in any form.

Accountability and Collaboration

The Miami Host City will work collaboratively with FIFA, public safety agencies, community organizations, labor partners, and human rights stakeholders to identify risks, mitigate impacts, and work to improve practices related to human rights and safeguarding.

We are committed to transparency, accountability, and continuous learning. If concerns or violations arise, we will take appropriate action and in coordination with relevant enforcement and regulatory agencies.

Legacy

Beyond the tournament, the Miami Host Committee seeks to leave a positive and lasting legacy by strengthening local capacity for inclusive event planning, safeguarding practices, and community resilience—ensuring that the values upheld during the FIFA World Cup 2026™ extend well beyond the final match.

Inclusion and Non-Discrimination

To ensure that that the Miami FWC26 Human Rights Action Plan is responsive to the needs of our local community and supportive of existing efforts to protect human rights, the Miami FWC2026 Host Committee (Miami Host Committee) held meetings with local stakeholders including community organizations; labor organizations; community leaders; and officials from city, county, and state offices.

The FWC26 Miami Host Committee established a standing Human Rights Stakeholder Group which meet to identify opportunities, threats, and remedies regarding human rights. The Human Rights Stakeholder Group may continue to convene meetings and inform the FWC26 Miami Host Committee during the tournament.

Key Actions

The FWC26 Miami Host Committee commits to:

- **Promote and publicize** existing human rights protections to residents, visitors, workers, and business owners before and during the tournament.
- **Expand public awareness** of Miami-Dade County's Human Rights Ordinance (HRO) and enforcement mechanisms, ensuring individuals understand their rights and available remedies.
- **Encourage trusted community organizations** to disseminate human rights information widely, including through multilingual materials, digital platforms.

- **Assist in providing access to remedy**, including access to the Commission on Human Rights.

Assist in the escalation complaints through standardized protocols and in collaboration with public authorities.

Miami-Dade Human Rights Ordinance (HRO)	
Program Description	How This Program Will be Adapted or Enhanced
<p>This local Human Rights Ordinance adopted by the Board of County Commissioners makes it unlawful to discriminate against any person in Miami-Dade County in employment; housing; public accommodations; and credit and financing practices based on race, color, religion, ancestry, national origin, sex, pregnancy, age, disability, marital status, familial status, sexual orientation, source of income, gender identity or expression, and/or status as a victim of domestic violence, dating violence, or stalking.</p> <p>The HRO is enforced locally by the Miami-Dade Commission on Human Rights (CHR). The CHR’s mission is to prevent discrimination and promote equal treatment for all Miami-Dade County residents and visitors.</p>	<p>The Miami-Dade HRO and its remedies will be the primary way of ensuring non-discrimination during FWC2026 Miami.</p> <p>Through the Miami Host Committee website information will provide information to visitors, spectators, and fans regarding the local Human Rights Ordinance and the remedies provided under the HRO. The HRO protects everyone within the jurisdiction of Miami-Dade County, FL.</p> <p>Remedies include a quasi-judicial process that may result in penalties and fines for those violating the HRO.</p> <p>Information on the HRO and remedies may be provided via the Miami-Dade County website, brochures, or mass-media messaging.</p>
Office of Human Rights and Fair Employment Practices	
Program Description	How This Program Will be Adapted or Enhanced

<p>This department of Miami-Dade County government enforces the County's HRO and the manages the Commission on Human Rights.</p>	<p>This organization participated in drafting the Miami Host Committee's FWC2026 Application/Human Rights Expansion Document.</p> <p>This office will help ensure that visitors and community members have access to remedy pursuant to the HRO.</p>
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Miami-Dade Chamber of Commerce (M-DCC)

Program Description	How This Program Will be Adapted or Enhanced
<p>M-DCC creates opportunities for economic and social transformation in South Florida by partnering with and advocating for local businesses, with a particular focus on minority-owned businesses.</p>	<p>M-DCC participated in drafting the Miami Host Committee's FWC2026 Application/Human Rights Expansion Document.</p> <p>This association will be engaged as a trusted community partner to provide information from the Miami Host Committee to the association's constituent groups.</p> <p>This will ensure various industry groups are included in the FWC2026 information ecosystem.</p>

Miami-Dade Gay and Lesbian Chamber of Commerce

Program Description	How This Program Will be Adapted or Enhanced
<p>As the second largest LGBTQ Chamber in the United States, this organization represents and advocates for the inclusion of gay and lesbian businesses, and promotes Miami-Dade County as a safe, year-round gay-friendly tourist destination.</p>	<p>This association participated in drafting the Miami Host Committee's FWC2026 Application/Human Rights Expansion Document.</p> <p>This association will be engaged as a trusted community partner to provide information from the Miami Host Committee to the association's constituent groups.</p>

	<p>This will ensure various industry groups are included in the FWC2026 information ecosystem.</p>
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Safeguarding

In addition to discussing safeguarding priorities with standing Human Rights Stakeholder Group, the FWC26 Miami Host Committee partnered strategically with the Miami-Dade State Attorney's Office (SAO) on efforts to combat human trafficking. The SAO leads the Multi-agency Human Trafficking Task Force, which is a multi-jurisdictional group of law enforcement officials and community organizations which meet regularly to address human trafficking in South Florida.

Through the SAO Multi-agency Task Force the FWC26 Miami Host Committee also partnered with the Women's Fund of Miami-Dade to host community convenings and events to raise awareness about the domestic violence and human trafficking.

Moving forward, The Miami FWC26 Host Committee will support the convening of consular corps, local government officials, and civil society and community-based organizations to workshop and plan new or existing strategies to support populations that have the potential to be adversely impacted during the staging and hosting of the FIFA World Cup 2026™ with adequate resources and/or information in accordance with the FWC26 Human Rights Framework.

Key Actions

The FWC26 Miami Host Committee shall strive to:

- **Enhance multi-agency coordination** among law enforcement, social services, and community groups.
- **Increase community education** on trafficking, domestic violence, and exploitation, using multilingual and culturally relevant public messaging.

- **Equip workers, volunteers, hotel staff, transportation providers, and vendors** with specialized training to identify warning signs and report concerns.

Multi-agency Human Trafficking Task Force	
Program Description	How This Program Will be Adapted or Enhanced
<p>This task force was deployed during the 2020 Super Bowl held in Miami. Miami-Dade County serves as the lead agency and coordinates extensively with the State Attorney’s Human Trafficking Take and South Florida Human Trafficking Task Force (U.S. Department of Homeland Security).</p> <p>Florida Statute 787.06(2)(d): Human Trafficking is transporting, soliciting, recruiting, harboring, providing, enticing, maintaining, purchasing, patronizing, procuring, or obtaining another person for the purpose of exploitation of that person.</p>	<p>Before, during and after the tournament, the Task Force will continue its efforts to raise awareness about human trafficking, train law enforcement officers on how to identify and address this issue and coordinate law enforcement investigations and prosecutions to combat human trafficking.</p>
The Women’s Fund of Miami-Dade	
Program Description	How This Program Will be Adapted or Enhanced
<p>With the help of sponsors, this organization has been running a high-visibility public awareness campaign regarding domestic violence and the protection of women and girls.</p>	<p>This organization shall continue its work to elevate community awareness about ways to safeguard women and girls, and resources to provide remedies for victims.</p> <p>This organization will be engaged as a trusted community partner to provide information from the Miami Host Committee to the association’s constituent groups.</p>



This organization also hosts “impact collaboratives,” convenings, and community events to raise awareness about these important issues.

Accessibility for Persons with Disabilities and/or Limited Mobility

In line with feedback from local stakeholders and experts focused on the rights of persons with disabilities, FWC26 Miami Host Committee included in its contracts, plans and programs, provisions to ensure that everyone has equal access to event venues and information, in compliance with the federal American with Disabilities Act.

The FWC26 Miami Host Committee commits to work with governmental agencies to:

- Ensure all official venues, transportation systems, communications, and fan experiences meet or exceed ADA and local accessibility requirements.
- Expand public awareness of ADA rights and grievance pathways.
- Engage disability advocacy groups to advise on event planning, emergency preparedness, and guest services.
- Promote universal design principles in all temporary and permanent structures.

Miami-Dade County ADA Office	
Program Description	How This Program Will be Adapted or Enhanced
<p>Americans with Disability Act (ADA)</p> <p>The Americans with Disabilities Act (ADA) protects the civil rights of people with disabilities in many aspects of public life. This law applies to state and local governments, as well as commercial establishments.</p> <p>Miami-Dade County Administrative Order 10-10 outlines the County’s ADA compliance obligations in carrying out of programs and</p>	<p>Miami-Dade County ADA Office shall continue its work to elevate community awareness about ways to promote and uphold the rights of people with disabilities.</p> <p>This organization will be engaged as a trusted community partner to provide information from the Miami Host Committee to the association’s constituent groups.</p>

services, and in the construction of structures.

Miami-Dade County ADA Office ensures that all County programs, services, activities, and facilities are accessible to, and usable by, residents, and visitors to the County. This office manages the **Commission on Disability Issues (CODI)**, which is an advisory board to the Board of County Commissioners regarding disability issues.

Youth Development

The Miami FWC26 Host Committee will work with local civil society organizations to identify areas where there is a lack of available soccer pitches or development opportunities for youth to invest adequately towards a wider soccer investment in Miami-Dade.

The Welfare and Well-Being of Unsheltered Populations

The FWC26 Miami Host Committee and local human rights stakeholder groups discussed housing-related rights as a priority area for local communities. The Miami FWC26 Host Committee, will work with local civil society groups and community-based organizations to workshop and plan strategies to provide support services for unhoused residents that are affected by the activities related to the FIFA World Cup 2026™.

Key Action

The FWC26 Miami Host Committee shall work with existing stakeholder organizations and governmental authorities to address issues related to the welfare and well-being of unsheltered populations, and focus on the following key actions:

- Coordinate with the Miami-Dade Homeless Trust to ensure uninterrupted access to services, shelter, and support programs.
- Strive to prevent displacement of unsheltered individuals and uphold legal protections regarding public space.
- Disseminate multilingual information on housing advocacy, emergency services, and legal rights.

The Miami-Dade Homeless Trust

Program Description	How This Program Will be Adapted or Enhanced
<p>The Miami-Dade County Homeless Trust serves as the lead agency for Miami-Dade County’s homeless Continuum of Care (CoC), responsible for the oversight, planning and operations of the entire CoC.</p> <p>Miami-Dade created the first dedicated funding source for homelessness in the United States—a unique 1percent Food and Beverage Tax that is foundational to the funding of the Homeless Trust today.</p> <p>The Homeless Trust administers a local Homeless Plan, which provides a framework for preventing and ending homelessness in Miami-Dade County.</p> <p>Florida statutes require local jurisdictions to address unsheltered populations and prevent overnight camping on public property.</p> <p>Through coordinated efforts, there has been a 17 percent reduction in people living on the streets in Miami-Dade County.</p>	<p>The Miami-Dade County Homeless Trust shall continue to lead the County-wide coordinated Continuum of Care, while leveraging the local 1 percent Food and Beverage Tax to address homelessness during the FWC26 in Miami.</p> <p>The Miami-Dade County Homeless Trust shall be engaged as a trusted community partner to provide information from the Miami Host Committee to its respective constituent groups.</p> <p>Information regarding remedy and resources for the unhoused shall be disseminated broadly via existing media channels operated by the County and the Homeless Trust.</p> <p>The Miami Host Committee adopts the aspirational goal of preventing housing displacement due to the staging of Host Committee events. This shall be accomplished by utilizing existing, designated event venues.</p>

A. Workers' Rights

The FWC26 Miami Host Committee is committed to work environments connected to the hosting and staging of the FWC26 that are inclusive and free from discrimination in pay, hiring, promotion, discipline, or any other terms or conditions work.

The FWC26 Miami Host Committee is also committed to ensuring workers, whether directly or indirectly employed, classified as employees or independent contractors, are fully and legally compensated.

The Miami FWC26 Host Committee, in coordination with local labor groups and civil society organizations, will workshop, plan, and implement strategies to ensure responsible contracting for the staging and hosting of the FIFA World Cup 2026 FanFest™. These strategies will include but not be limited to: focusing on local, Miami-Dade businesses as required.

The Miami Host Committee commits to key cross-cutting workers' rights actions, including:

- Coordinate with the Miami-Dade Homeless Trust to ensure uninterrupted access to services, shelter, and support programs.
- Strive to prevent displacement of unsheltered individuals and uphold legal
- Disseminate multilingual information on housing advocacy, emergency services, and legal rights.

Responsible Contracting

The Miami FWC26 Host Committee supports vendors which respect the rights of workers and those vendors which provide good working conditions for workers. To promote this hiring of quality vendors, labor organizations shall provide to the Host Committee a list of quality vendors and contractors for consideration for partnerships during the FIFA World Cup 2026 FanFest™. Community labor organizations shall make local businesses aware of Host Committee RFP's and business opportunities that are available through the Local Impact Supplier Program.

Non-Discrimination

The FWC26 Miami Host Committee shall work with existing stakeholder organizations to address issues related to non-discrimination. Those efforts will leverage the following action:

Human Rights Ordinance and Commission on Human Rights	
Program Description	How This Program Will be Adapted or Enhanced
<p>Miami-Dade County, Florida was among the first jurisdictions in the state of Florida and the nation to adopt a Human Rights Ordinance (HRO) in 1977.</p> <p>The Human Rights Ordinance makes it unlawful to discriminate against any person in Miami-Dade County in employment based on race, color, religion, ancestry, national origin, sex, pregnancy, age, disability, marital status, familial status, sexual orientation, source of income, gender identity or expression, and/or status as a victim of domestic violence, dating violence, or stalking.</p>	<p>The Miami Host Committee is an Equal Opportunity Employer. Applicants and employees are protected from discrimination based on certain categories protected by local and federal law.</p> <p>The Miami Host Committee endorses and adopts the Miami-Dade County Human Rights Ordinance, which provides remedies for violations.</p> <p>Information regarding rights and remedies of the HRO shall be made available through existing public websites.</p>

<p>The HRO is enforced locally by the Miami-Dade Commission on Human Rights (CHR). The CHR’s mission is to prevent discrimination and promote equal treatment for all Miami-Dade County residents and visitors.</p>	
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Fair Wages

The FWC26 Miami Host Committee shall pay its vendors and its employees in compliance with federal, state, and local laws, ensuring fair wages that are paid in full and on time.

<p align="center">Consumer Mediation Center</p>	
<p align="center">Program Description</p>	<p align="center">How This Program Will be Adapted or Enhanced</p>
<p>The Miami-Dade County Consumer Mediation Center handles wage disputes that meet required criteria in cases of underpayment and non-payment of wages earned by employees working in Miami-Dade County.</p> <p>The local wage theft law applies to all private employers with employees who are performing work within Miami-Dade County, without any regard to the physical location of the employer.</p>	<p>The Miami-Dade County Consumer Mediation Center shall continue to address cases of underpayment and non-payment of wages earned by employees working in Miami-Dade County. These worker protections shall apply to Miami Host Committee workers, whether employed directly or indirectly.</p> <p>Remedy for underpayment or non-payment shall be available pursuant to existing local wage theft laws. Public information regarding right to remedy, the complaint process, and administrative hearing process shall be made available via publicly accessible website.</p>

Health and Safety Training

The Miami FWC26 Host Committee with local labor groups and civil society organizations, will workshop, plan, and implement strategies to ensure and support training related to health and safety standards for workers and volunteers participating in the staging and hosting of the FIFA World Cup 2026 FanFest to the maximum extent possible. Strategies will include the areas in accordance with the FWC26 Human Rights Framework salient issues related to “Safe and Healthy Workplaces” and with respect to local established laws.

Forced Labor and Labor Trafficking

The FWC26 Miami Host Committee commits to working with local partners to raise awareness of, and combat forced labor and labor trafficking. Those efforts will leverage the following action:

Consumer Mediation Center	
Program Description	How This Program Will be Adapted or Enhanced
<p>Florida statutes prohibit all forms of human trafficking which include trafficking for purpose of forced labor. F.S. Title XLVI, Chapter 787</p> <p>The Miami-Dade State Attorney’s Office leads the local efforts to combat all forms of human trafficking, which includes forced labor and labor trafficking.</p> <p>Pursuant to state law, when a contract is executed, renewed, or extended between a nongovernmental entity and a governmental entity, the nongovernmental entity must provide the governmental entity with an</p>	<p>The Miami-Dade State Attorney’s Office shall continue to lead the local effort to combat all forms of human trafficking, including labor trafficking.</p> <p>The State Attorney’s Office shall be engaged to coordinate a Human Trafficking Task Force which builds on the existing tools and remedies to prevent and address human trafficking in all its forms.</p> <p>The Miami Host Committee shall be a recipient of funding from Miami-Dade County government. As such, pursuant</p>

<p>affidavit signed by an officer or a representative of the nongovernmental entity under penalty of perjury attesting that the nongovernmental entity does not use coercion for labor or services.</p>	<p>to state law, the Miami Host Committee shall attest that it does not use coercion for labor or services.</p>
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Access to Remedy

The FWC26 Miami Host Committee is committed to supporting grievance and remediation processes where persons whose rights are potentially adversely affected in context of FWC26 have access to well-publicized mechanisms in the form of routinized, state-based, judicial or non-judicial processes. The FWC26 Miami Host Committee shall advertise the FIFA Reporting Portal and work with local partners to ensure that residents, visitors, and players have access to the information needed to navigate the grievance reporting and remediation processes. The following channels will be widely advertised and available.

The FWC26 Miami Host Committee commits to:

- Promote Miami-Dade County’s 3-1-1 system as a universal access point for concerns or complaints.
- Publicize emergency and non-emergency hotlines widely across venues, transportation hubs, hotels, and digital platforms.
- Ensure multilingual communications and ADA-accessible formats.
- Assist in the coordination with law enforcement, mediation centers, and human rights bodies to ensure rapid and effective responses.

Access to Remedies
The State of Florida and Miami-Dade County government provide clear and well-defined processes for redress of grievances as detailed in the previous sections. Residents and visitors may begin may reach out any of the below hotlines regarding their issue.

For ease of access, Miami-Dade County has a 3-1-1 system which routes all callers to their needed resource.

All issues

3-1-1

Report a Crime (Emergency)

9-1-1

Report a Crime (Non-Emergency)

305-SHERIFF (743-7433)

Human Trafficking

305-FIX-STOP

Hate Crimes

786-687-2566

Fraud Hotline

305-579-2593

Homeless Assistance

1-877-994-4357

Office of Housing Advocacy -

Housing Advocacy Hotline

786-469-4545

Animal Cruelty and Welfare

305-468-5900

Consumer Protection

111 NW 1st Street, 11th Floor Miami, FL 33128

305-375-2877

Sustainability (Environmental Complaints)

305-372-6955

ADA Office

111 NW 1st Street, 24th Floor

Miami, FL 33128

305-375-5893

(Grievances may also be submitted online through the County's website)

MDC Commission on Ethics and Public Trust

701 Northwest 1st Court Miami, Florida 33136

786-314-9560

Human Rights and Fair Employment Practices Office

111 NW 1st Street, 21st Floor Miami, FL 33128

305-375-2784

Office of the Inspector General

601 NW 1st Court, 22nd Floor Miami, FL 33136 305-375-1946