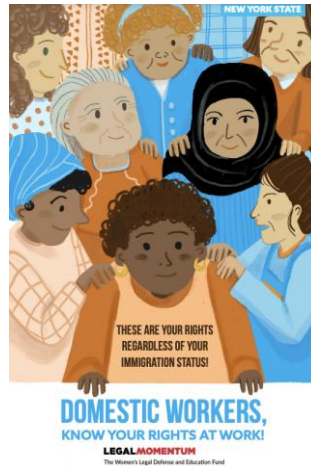


# LEGAL MOMENTUM®

The Women's Legal Defense and Education Fund

**LM in Action:** Legal Momentum Launches New Resource: *Domestic Workers, Know Your Rights at Work!*



Legal Momentum's *Women Valued* initiative takes an intersectional approach to women's economic empowerment and workplace equality, prioritizing the unmet needs of the most underserved women through targeted legal education and advocacy. With this goal in mind, we recently released our first industry-specific New York State resource [\*Domestic Workers, Know Your Rights at Work!\*](#) This resource focuses on domestic work, a female-dominated industry where women continue to face unique violations but often lack access to accessible information about their workplace rights.

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This guide covers five categories of rights in New York State:

- *the right to work free from discrimination,*
- *the right to fair pay,*
- *the right to be safe and work,*
- *the right to work and raise a family, and*
- *the rights of survivors of gender-based violence in the workplace.*

The guide also covers actions domestic workers can take to prevent and address workplace violations, advocate for fair pay, and seek assistance. We are grateful to the domestic workers and advocates who shared their experiences, feedback, and expertise. Their invaluable insight helped to shape this worker-centered resource. The talented [Ginnie Hsu](#)'s illustrations and design work helped us to bring these protections to life.

Although domestic workers carry out essential work that powers are economy, they have long been [excluded](#) from many of the key federal protections granted to other workers in areas like workplace safety, civil rights, and unionization. This exclusion has a racist history, as it dates back to the 1930s when [politicians excluded domestic workers from labor protections](#) because they were primarily women of color. While New York State led the way in granting state-level protections for domestic workers by passing the [Domestic Workers' Bill of Rights in 2010](#), New York domestic workers still face [rampant workplace violations](#). They are often underpaid, and they work in isolated locations—private homes—where they are at risk of sexual harassment and disconnected from other workers. Today, the majority of domestic workers are still women of color, and approximately 78% of [New York City domestic workers](#) are immigrants.

Based on their continued exclusion from certain protections, the isolated nature of their workplace, and immigration concerns, many domestic workers continue to be uncertain of their rights. For this reason, we began our series of industry-specific guidance for women workers with guidance for domestic workers. We look forward to working with our partners to share this resource with domestic workers across the state and hope it will be a tool of empowerment in the hands of domestic workers.