Template for
FIFA World Cup 2026 candidate host city human rights stakeholder engagement report

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<th>Name of the candidate host city</th>
<th>Baltimore-Maryland</th>
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<tr>
<td>Name of the unit or individual responsible for the delivery of the report</td>
<td>Maryland Sport Commission, lead entity of Baltimore-Maryland 2026 World Cup Host Committee and Host City</td>
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<td>Link to publication of the report on the host city website</td>
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<td>List of annexes provided together with this template-based report, if any</td>
<td>o Baltimore FWC 2026 HRSR Support Document-Model Ordinance.pdf</td>
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<td>o Baltimore FWC 2026 HRSR Support Document-Anti Human Trafficking Efforts in Maryland.pdf</td>
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<td>o Baltimore FWC 2026 HRSR Question 2 Support Document- Senate Bill 0154</td>
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<td>o Baltimore FWC 2026 HRSR Question 3 Support Document- Hanover Street Bridge</td>
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I. Description of stakeholder engagement process

1. Please provide a comprehensive list of relevant engagements with human rights stakeholders taking place between July 2020 and January 2021, including at a minimum for each engagement:
   a) the format of the engagement (e.g. bilateral meetings or calls, workshops, webinars)
   b) the entity that led/moderated the engagement
   c) a list of the names of the participating organisations/entities (both external stakeholders and entities from within the host city authorities) and their roles/types of expertise
   d) a brief description of the topics discussed and relevant outcomes

Stakeholder Engagement with Multiple Organizations at the Same Time. For the following 1a-e are intermingled in the response.

Maryland’s and Baltimore’s organized labor community has been engaged in the effort to bring the 2026 FIFA World Cup™ (FWC) games to Baltimore since November 2019. They have held numerous discussions about the FWC, including workers’ rights issues, at large union meetings and one on one discussions with individual locals.

Those discussions have been led by the Maryland State and Washington DC AFL-CIO President, and included some sessions held in coordination with the Baltimore Metro Central Labor Council President. Labor organizations which were present for the larger discussions include AFT, AFGE, AFSCME, ATU, CWA, IBEW, UA, IATSE, IAM, NALC, APWU, SMART, OPEIU, UNITEHERE, UFCW, SEIU, TEAMSTERS and the Building Trades Council. Specific meetings where these discussions took place included:

- **November 19, 2019** - Plenary at Maryland State and DC AFL-CIO convention describing in detail the human rights expectations for the 2026 FWC games and the
host cities application procedures and selection process. Session included about 250 delegates representing organizations listed above, who participated in Q&A and discussion and ultimately voted to support the host committee’s application.

- **February 26, 2020** - Maryland State and DC AFL-CIO labor FIFA stakeholders table convened with leaders from unions listed above for an update on the host city application process and discussion of opportunities and concerns of labor. [Participants expressed concern about being excluded from the planning process.]

- **March 9, 2020** - Maryland State and DC AFL-CIO executive board meeting presentation of FWC 2026 and discussion regarding its potential impact on current municipal workers, bus drivers, hotel workers, airport and stadium workers. Participants agreed to push for a seat at the Baltimore host city planning table, which led to the appointment of the President of the Maryland State and DC AFL-CIO to the host committee.

- **September 17, October 15, November 19, 2020** - Baltimore Metro Central Labor Council Executive Board meeting discussing current organizing, bargaining, and legislative efforts in Baltimore city, and the potential impact of the 2026 FWC games on future worker organizing campaigns. Agreement that the games will have a positive outcome for workers in the city.

- **December 3, 2020** - Maryland State and DC AFL-CIO executive board meeting where the president provided updates on host committee activities and received approval for labor’s continued support of bringing games to Baltimore.

- **January 25, February 22, March 22, 2021** - Update and discussion at meeting of labor lobbyists on FWC games coming to Baltimore and potential impact any state legislation may have on workers at the games.

- **June 23, 2021** – Group consultation with representatives of affected sectors regarding final input for the Human Rights Report, led by Maryland State and DC AFLCIO President.

*Stakeholder Engagement in meetings with individual unions. For the following 1a-e are intermingled in the response.*

**Meeting with UNITE HERE, the hotel and food service workers’ union.**
- Bilateral Zoom meeting held on June 7, 2021
- Led by Donna Edwards, member of Human Factor committee and Maryland State and DC AFL-CIO President
- Participating organizations/entities
  - Representatives of UNITE HERE Local 7, the Maryland chapter of UNITE HERE (with expertise on employment at Maryland hotels, sports facilities, airports, and other venues) Roxie Herbekian, President; Tracy Lingo.
  - Representatives of UNITE HERE International Union, with expertise on stadium food service operations, and on risks and opportunities of mega-sporting events in UNITE HERE industries.
- Topics discussed included:
  - Concerns regarding proposed use of currently non-union facilities for World Cup events, including M&T Stadium (the primary game venue, where food service and other jobs aren’t union) and several of the listed host hotels.
Importance to have strong, binding policies and agreements put in place to ensure that Fan Fest, stadium operations, and other operations are high quality and have labor peace.

**Meeting with Amalgamated Transit Union**
- Bilateral phone meeting, June 18, 2021
- Led by Donna Edwards, member of the Human Factor committee and Maryland AFL-CIO President
- Participating organizations/entities - Amalgamated Transit Union, Michael McMillan.
- Topics discussed included:
  - Need for significantly more bus traffic and light rail will be necessary throughout the entire region to transport visitors to and from airport train and hotels
  - Questions about whether additional drivers will be hired, and whether they will be contractual or temporary.
  - Protection of jobs of current drivers and those hired for the event
  - Ensuring that the skilled bus drivers of ATU are doing the transporting and that MTA has all buses, light rail, subway fully operational and safe
  - Ensuring that private non-union companies are limited to only filling necessary gaps in service and no daily routes are disrupted or cut back for regular passengers
  - Ensuring that any transportation company contracted to provide supplemental service provide highly trained drivers who are paid competitive wages, overtime, healthcare and have a grievance process
  - Need to have current workers serve on planning committees for Fan Fest, games, visitors experiences to ensure safe, assessable, fair access to all events

**Meeting with American Federation of State County and Municipal Employees (AFSCME)**
- Bilateral phone meeting, June 9, 2021
- Led by Donna Edwards, member of the Human Factor committee and Maryland and DC AFL-CIO President
- Participating organizations/entities: AFSCME Council 67, Glennard Middleton which represents municipal and county workers; AFSCME Council 3, Patrick Moran, which represents state and higher education workers.
- Topics discussed included:
  - Which workers will be impacted – city workers on streets including sanitation and parks and recreation; all workers doing permit inspections.
  - When will public employees and their unions be brought into the process of planning for the event?
  - What are plans for addressing the increased sanitation needs related to the event, including staffing in a manner that is fair to existing workers?
  - Impact of events on future collective bargaining agreements and impact the games may have on city and state budgets
  - Contracts the city or state may enter with private vendors that impact the current status and jurisdiction of work performed by municipal and state employees
  - Hiring temporary workers to displace current workers in order not to pay benefits or overtime in accordance with CB agreements
  - Need to have current workers serve on planning committees for Fan Fest, games, visitors experiences to ensure safe, assessable, fair access to all events
Meeting with IATSE (live event stagehands union and broadcast union)

- Bilateral phone meeting, June 15, 2021
- Led by Donna Edwards, member of the Human Factor committee and Maryland AFL-CIO President
- Participating organizations/entities – IATSE Local 19, Mike Mixter, which represents stagehands including key Baltimore live entertainment and sporting venues and events. IATSE Local 487, David O’Ferrall, which represents broadcast employees including national sports broadcasts
- Topics discussed included:
  o Importance of using Maryland’s skilled unionized crews which already work many of the venues in Downtown Baltimore.
  o Concern about using FWC games as a means to privatize certain services and skills.
  o Concerns that the Host Committee will use non-union broadcasting and stage crews for events and advertising leading up to the games.
  o Need to have current workers serve on planning committees for Fan Fest, games, visitors experiences to ensure safe, assessable, fair access to all events

Meeting with CUB-AFT [City Union of Baltimore]

- Bilateral phone meeting, June 16, 2021
- Led by Donna Edwards, member of the Human Factor committee and Maryland State and DC AFL-CIO President
- Participating organizations/entities – CUB-AFT, Antionette Ryan-Johnson, which represents city employees in all the permit offices and traffic enforcement officers.
- Topics discussed included:
  o Concerns over additional work in permitting and code offices leading up to the event
  o Road closures and signage necessary to facilitate egress
  o Additional overtime for all Traffic Enforcement Officers during events
  o Impact of events on collective bargaining negotiations
  o Collective-bargaining negotiations leading up to the event and impact the games may have on city and state budgets
  o Need to have current workers serve on planning committees for Fan Fest, games, visitors experiences to ensure safe, assessable, fair access to all events

II. Description of identified risks and opportunities

2 Please provide a list of potential human rights-related risk areas identified and discussed through the stakeholder engagement process, including for each risk area:
   a) A description of the area of risk (e.g. what may adverse impacts on people look like; who may be adversely impacted; what is the severity of the potential adverse impact; what activities may cause such adverse impacts and how are they linked to the tournament
b) A description of existing regulations, systems and programmes the host city has in place to address the risk (e.g. enforcement of legislation and policies; capacity building programmes; collaborative programmes with community groups)

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<th>Area of Risk:</th>
<th>Human Trafficking (Sex, (Forced) Labour, Debt Bondage and Child Sex);</th>
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<td>Migrant Workers;</td>
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<td>Street Vendors (minors);</td>
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**Area of Risk: Human Trafficking**

a) Large sporting events such as the FIFA World Cup are prime targets for human traffickers because of the large number of people who travel to host cities for these events. Men, often those who travel alone or without their significant other, may be more likely to solicit commercial sex due to the transient nature and anonymity that traveling provides. Human Traffickers often recruit and exploit vulnerable youth and young adults to engage in commercial sex and use elements of force, fraud, and coercion to exploit and entrap these individuals for profit.

b) The Maryland Human Trafficking Task Force (MHTTF) was formed in 2007 by the U.S. Attorney's Office, the Attorney General of Maryland and the State's Attorney for Baltimore City to serve as the lead investigative, prosecutorial, and victim services coordinating body for anti-human trafficking activity in the State of Maryland. The group consists of a multi-disciplinary team of governmental and non-governmental agencies and organizations from across the state and is comprised of six subcommittees—victim services, legislative, law enforcement, public awareness, training, and labor trafficking. Additionally, there are several county led Human Trafficking Task Forces and coalitions, including Baltimore City, the Eastern Shore, Howard, Montgomery, Prince George’s, and Washington County.

In 2012, the Maryland Legislature passed legislation to amend the definition of “child sexual abuse” to specifically include commercial sex acts, child pornography, and prostitution of a child. This change in the Courts and Judicial Proceedings Code required Maryland’s child welfare system to develop a response protocol for investigating reports of child sex trafficking and providing services to meet the needs of these youth. In 2014, the Ruth Young Center (RYC) at the University of Maryland Baltimore School of Social Work (UMB SSW) in partnership with the Maryland Department of Human Services (DHS) were awarded a five-year grant through the Administration for Children and Families/Children’s Bureau to build internal capacity to address sex trafficking within the child welfare population. As a result, DHS has implemented specific policies on screening, investigating, and providing services for victims of child trafficking. Maryland’s child welfare workforce is mandated to
complete a full day training on child trafficking, which includes information on the
signs and indicators of trafficking and guidance on working with victims. The majority
of the current workforce has completed the training with all new workers expected to
complete it within the first two years of employment. In 2016, the RYC at the UMB
SSW was awarded a grant through the Office for Victims of Crime (OVC), which
focused on improving outcomes for child victims of trafficking. That grant helped to
support training for law enforcement officers and victim service providers across the
state, as well as to develop a model for a multi-disciplinary team response to help
improve collaboration and coordination of services for child victims of trafficking. In
2019, the RYC at the UMB SSW received a second grant through OVC. That grant has
helped implement advanced human trafficking training for law enforcement, mental
health, victim service, and medical professionals, as well as to provide support for
Maryland’s Human Trafficking Regional Navigators. In 2019, Maryland Governor Larry
Hogan signed into law the Child Sex Trafficking Screening and Services Act. The law
requires law enforcement agents and local Departments of Social Services who
suspect or have reason to believe a child is a victim of sex trafficking to notify a
Regional Navigator in their jurisdiction or region to obtain needed services for the
child. As of January 2022, each county/region in Maryland will have a designated
Regional Coordinator of victim services for high-risk and trafficked youth.

In January 2021, Mayor Brandon Scott, in one of his first official duties as Mayor,
declared January as “Human Trafficking Awareness Month”, stating “As we recognize
the many individuals who are enslaved, trapped in forced marriages, and/or sexually
exploited, we must remember that our work goes beyond bringing awareness. People
are not property. We must take direct action to put an end to human trafficking for
good.”

The Baltimore Police Department’s Anti-Human Trafficking Unit is not only working to
extract from our community those who engage in human trafficking, but also taking
an approach that puts the victims first. BPD has established a program that allows
law enforcement to call a local hospital at a moment’s notice and ask for services for
trafficking victims. This ensures that victims receive immediate support.

The Baltimore City Human Trafficking Collaborative works in a collaborative effort to
combat both sex and labor trafficking in the City of Baltimore. The group is raising
awareness of human trafficking. Many joined in the most recent “Red Sand Project”,
giving visual awareness to the realities of human trafficking. The Collaborative also
assists State and Federal investigations as well as the prosecutions of traffickers. Of
great importance is the Collaborative’s support of human trafficking survivors by
providing them access to quality services through a victim centered, trauma informed
approach.

Additionally, the Mayor’s Office of Neighborhood Safety and Engagement is
collaborating with the City’s Office of Equity and Civil Rights and City Wage
Commission to establish an outreach program focusing on workplace based human
trafficking. Designed to increase awareness of the signs and effects of this form of
trafficking, it’s hoped that individuals will reach out for help and support.
Area of Risk: Migrant Workers

a) Migrant workers are susceptible to labor exploitation and abuse of rights in the workplace, including being forced to work long hours, or in unsafe conditions, and having their pay withheld. The FIFA World Cup is expected to bring large increases in tourism and business to Maryland, which could pose a risk to those workers who are vulnerable to this type of abuse. Additionally, Maryland is a top five destination for unaccompanied migrant youth who attempt to enter the US without authorization and without a legal guardian. The Office of Refugee Resettlement publishes data on the number of these children who are placed into specialized child care facilities and released to sponsor families pending removal proceedings. In Fiscal Year 2019, 4,671 unaccompanied migrant youth were reunited with sponsor families in Maryland (the 5th highest number behind Texas, California, New York, and Florida).

b) In 2019, Maryland passed the Anti-Exploitation Act, which prohibits a person from knowingly taking, placing, harboring, persuading, inducing, or enticing another to provide services or labor by force, fraud, or coercion. This law allows law enforcement and the state’s attorney’s office the ability to investigate and prosecute these types of cases. Additionally, Maryland has two dedicated workgroups focused specifically on addressing labor trafficking of youth and adults. These groups include representatives from migrant worker advocacy organizations, as well as federal and state labor rights organizations.

Area of Risk: Street Vendors (minors)

a) Children and youth suffering from low-socioeconomic status, such as the “Squeegee kids” (children who clean car windows at busy intersections) and system-involved youth (i.e., child welfare and juvenile justice) that will be attracted to the fervour of the FWC in the city will be at risk for potential solicitation of trafficking as well as other various negative, depending on the circumstance. Specifically, the “Squeegee kids” may find themselves under tighter surveillance due to the extra security measures needed for the event. Homeless youth, experiencing financial hardship, system-involved, etc. are among those that are potential targets for trafficking and exploitation during this time. Large-scale events have the potential to attract youth from impoverished backgrounds, creating the potential for victimization through contact with predators and/or exploited by individuals and networks. Peer influence and lack of social resources/ support systems might also lead to poor decision making, creating the potential for young people to commit offenses out of necessity/ desperation, leading to their becoming system-involved as well.

b) Baltimore City Youth Works Program - training/skill building/employment opportunities for youth related to the event. The Mayor’s Office of Children and Family Success has their Squeegee Alternative Program that provides employment opportunities for youth/young adults that need such services.

The following are program providers in the Baltimore Metro region that perform outreach, housing, and support services to homeless youth and young adults:
Healthcare for the Homeless, Youth Empowerment Services (YES), and the Homeless Persons Representation Project.
**Area of Risk: International Visitors**

a) Tourists are often targeted by offenders for a variety of crimes (This remains a major international/national issue, especially during large-scale events like world championship tournaments and competitions, not just to Baltimore specifically). These crimes can run the gamut from theft to physical violence. To date, we were not able to identify any major or specific instances where an international visitor traveling to Baltimore for large-scale sports events was harmed or targeted because of their status in the region. However, that does not mean that such targeted crimes have not taken place. This particular risk remains a persistent one based on past FWC’s, Olympics and knowledge gained from meetings and presentations from individuals with extensive experience and involvement with large-scale, global events.

b) Our Interpretive and Cultural Services Subcommittee was established out of acknowledgement that many visitors in 2026 may not speak English and not be a custom to our cultural reference points or communication standards. The ICSSC will work with stakeholders across multiple sectors including Baltimore City’s Mayor’s Office of Immigrant Affairs (MIMA) and the local community to develop signage and materials that can be understood by locals and foreign visitors alike. MIMA has services and products they provide to residential new Americans that can be modified for foreign visitors staying in the region for an extended time period.

**Area of Risk: Public Transit**

a) Public transit-reliant community members may face difficulty navigating their normal routes due to an influx of visitors and spectators during FWC match play, especially on days when matches are in the city. This risk can be mitigated through a program called *Area of Opportunity: Transportation/Outdoor Equity et al.* (detailed below). Following decision day this December, we will have a better idea of how many matches we could potentially host at the stadium (M&T Bank Stadium in Baltimore). Once we receive this information, we can begin to make the adjustments necessary to begin the process of mitigating any potential risks prior to the FWC in 2026. Until we know the specifics related to such topics as: the number of team base camps in the city/state, games that will be held/how many at FedEx Field, Fan Fest site in D.C., and match play schedule we can only provide a guesstimate as to how we would execute a specific strategy or outline.

Please note that while the Baltimore-Maryland and DC FWC are separate, due to the proximity of our respective cities, and our local residents which utilize said services for daily mobility, our transportation systems are intermixed at various stages. This relationship will be especially important for the smooth execution of the FWC 2026, regardless of whether Baltimore or DC is selected as a host city or not.

Additionally, we recognized that the FWC will not be played in a vacuum and during the event time period MLB/Baltimore Oriole baseball games will be conducted. Our BMD26 Master Transport Plan is inclusive of baseball game days as well as FWC matches and Fan Fest; acknowledgement of the transport flow to FedEx Field/DC is also on our radar for inclusion in the years to come.

b) There is a master plan for transportation for Maryland, however please see *Area of Opportunity: Transportation/Outdoor Equity et al* for a more detailed response to projects underway that will mitigate this risk.
Area of Risk: Renters

a) Renters and landowners within 2km of the stadium may face eviction, eminent domain seizure, rent increases or may be pushed out of their homes for unofficial housing options for the event or unwarranted development projects. This could lead to increases in homelessness and transient communities who will require assistance with shelter and other resources.

b) Passing laws like Maryland SB154 (FY21) will assist in mitigating this risk. A Community Land Trust (CLT) in the Westport neighborhood will also mitigate this risk. Before decision day in we will do our best to source any outstanding development projects within 2km of the Stadium that may adversely affect the community without proper community partnership development. Ensuring that community led development projects are still on target as we come out of a global pandemic is a priority. Additionally, this area of risk can be mitigated by the passage of laws prohibiting evictions for short-term rentals within a certain time frame, developing a claimant system for renters who believe their eviction is directly related to the games, and establishing a tracking system within the Housing Code Enforcement of rental properties with certain criteria to track. In addition, Baltimore has several homeless prevention service providers and resources for those who are experiencing housing instability. Those organizations will be critical partners in the effort to educate tenants about their rights and providing assistance to those in need.

Area of Risk: Workers’ Rights

a) The following are some of the risks and challenges that workers connected to the hosting of the World Cup in Baltimore may face before and during the World Cup events. Many of these were identified through discussions with stakeholders.

- **Poor quality, low road jobs.** Risk of low wage, no benefit jobs, especially for those working for service providers or vendors and their subcontractors. Those companies will try to justify these low road jobs because of the short-term nature of the event. People of color and women who will overwhelmingly be the job applicants will be greatly impacted.

- **Collective voice.** There is a risk that workers having no collective voice on the job will suffer further indignities on the job such as:
  - No process for resolving grievances or addressing issues
  - Sporadic schedules or work duties
  - Discrimination in all forms
  - Favouritism/retaliation by superiors
  - Wage theft, with workers cheated on hours worked, overtime, tips, shift differentials
  - Unsafe, unsanitary working conditions which contribute to illness, physical injury or chronic health problems

- **Union formation and/or joining.** Workers who try to organize a union to address some of the risks describe above may face:
- Retaliation by management either by firing, creating abusive work environment, or unfair scheduling
- Employers threatening all workers with layoff if they join or form a union

- Labor disputes, which might involve work stoppages, picketing, and boycotts if employers impede workers’ rights to organize or refuse to bargain. Such disruptive disputes often impact finances of governmental bodies and critical operations of business related to the games.

- Discrimination. There is a risk to discrimination resulting in unequal treatment and hiring that will impact whether women and people of color are hired and/or the quality of work they will be assigned.

- Public services and workers. There is a risk that the high cost of providing public services to host the event will result in limited public funding to support public services necessary for the success of the games. This may, in turn, lead to poor services for residents and negative impacts on employee staffing and compensation in other areas.

- Risk of temporary, contingent, and contract work, including misclassification of employees as independent contractors - robbing the employee of unemployment and Workers’ Compensation protection and robbing the state of payroll taxes.

- Risk of understaffing, especially in public transportation, and issues of safety and subcontracting related to that.

- Risk of unfair low-road competition, hurting high-road responsible vendors and contractors, if the bid process looks only at the lowest cost bid and does not consider contractor responsibility or best value.

- Rewarding lawbreakers. Risk that some low-road contractors and subcontractors in the supply chain will break state and federal employment and labor laws, and other laws, will not be held accountable to paying penalties, fines and lost wages if enforcements are not defined and erected.

- Particular groups of workers in Baltimore who might serve FWC guests and who are not currently covered by collective bargaining agreements include:
  - Employees at M&T Stadium, the main facility for the games, who work in food service, janitorial, field maintenance, grounds keepers, merchandise sales, security, and stage setup operations.
  - Many of the workers at BWI Airport in food service, janitorial and sanitation, maintenance, and other service roles.
  - Employees of some major hotels in Baltimore, including several which are set to host World Cup teams (Pendry Hotel, Royal Sonesta Harbor Court) or VIPs (Four Seasons.)
b) Fortunately, the City of Baltimore, the State of Maryland, and (in a few cases) the United States federal government have existing laws and regulations that address some of the risks above. These include:

- **Anti-discrimination laws**
  - The Maryland Fair Employment Practices Act, which says it is unlawful to refuse to hire, discharge, or otherwise discriminate someone due to: race, religion, sex, age, national origin, marital status or gender identity.
  - City of Baltimore policies/laws which make it unlawful for an employer to discriminate with respect to recruitment, hiring, firing, and placement: to deny equal opportunity for upgrading or promotion: to discriminate in the areas of tenure, compensation and other conditions and privileges of employment because of race, religion, color, national origin, ancestry, sex, physical or mental disability, age, sexual orientation, gender identity or expression and marital status, and limits age discrimination.
  - Additional federal laws protection employees from discrimination, including Title VII and the Americans with Disabilities Act.
  - The Maryland CROWN Act, which was passed to end employer discrimination against those with traditionally African-American hairstyles.
  - Maryland state “Ban the Box” law, which prohibits employers from asking job applicants about their criminal history on their initial job applications.
  - Laws which prevent a Maryland employer from making hiring decisions based on an employee’s credit report.

- **Minimum labor standards**
  - The City of Baltimore has a living wage law which sets a higher minimum wage for City contractors.
  - The City of Baltimore has a Displaced Worker Ordinance which requires the buyer of a business in some industries to hire the previous owners’ employees.
  - The State of Maryland prohibits employers from requesting or relying on a job applicants’ wage history to make decisions about employment or initial pay rates.
  - The Maryland Healthy Working Families Act requires employers with 15 or more employees to provide paid sick and safe leave.
In some cases, employers are also prohibited from retaliating against an employee for making a complaint under minimum labor standard or anti-discrimination laws.

- Collective bargaining laws
  - The National Labor Relations Act provides workers in private employment with the right to form unions and bargain collectively
  - Some public employees in Maryland have the right to self-organize or unionize in order to engage in collective bargaining for their mutual aid and benefit without fear of retribution by the employer

**Area of Risk: Children**

a) We agree with the risks mentioned in the Center for Sport and Human Rights *Child Focused Questions* document.

b) Mitigations efforts are underway, some are highlighted in the *Area of Opportunity: Child and Youth Planning* and *Youth Homeless*.

**Area of Risk: Exercising of First Amendment Rights to Assemble and Protest**

a) Large sporting events are often accompanied by robust demonstrations and protest. It is reasonable to anticipate that the FWC will be no different.

b) Baltimore City is uniquely prepared to respond to this very important human right. Indeed, the freedom to gather, to express opinion and to express views that are anti-government and/or anti-policing is a critical component of American democracy. Police and law enforcement agencies are duty-bound to protect this freedom, even in the face of adversity. The summer of 2020 demonstrated this dichotomy in real time. Baltimore was the site of numerous protests, spanning many weeks. None, however, erupted into violence. This is due to the policy changes mandated by the Police Consent Decree Baltimore entered into in 2017.

The decree is a court enforceable agreement. Mayor Scott and the City of Baltimore are working together to reform the Baltimore Police Department and build the bond of trust that must exist between the community and the City's police officers. The goal of the consent decree is to have a stronger police department that fights crime while it serves and protects the civil and constitutional rights of Baltimore City residents.

The decree’s requirements focus on building community trust, creating a culture of community and problem-oriented policing, prohibiting unlawful stops and arrests, preventing discriminatory policing and excessive force, ensuring public and officer safety, enhancing officer accountability and making needed technological upgrades.

Key components include the following:

- Adopting a policing approach that is community-oriented.
- A commitment that officers’ voluntary interactions are professional and courteous, and officers conduct all investigatory stops, searches and arrests in a manner that protects people’s rights.
- That BPD provides equal protection of the law for all individuals.
- That officers use appropriate de-escalation techniques and attempt to resolve incidents without force when possible; use force in a manner that is proportional to the threat presented.
• That officers respect the First Amendment rights of all persons.
• That BPD investigate sexual assault thoroughly and without gender bias
• The mandates of the Consent Decree are now fully supported & enhanced by the work of the Mayor’s Office of Neighborhood Safety and Engagement (MONSE). Guided by the Mayor’s vision for Baltimore and rooted in a holistic approach to neighborhood health and safety, MONSE empowers community partners and city agencies to play an active role in the co-production of public safety and prevention of violence through a trauma-responsive, healing-centered, and equity-based approach. To advance the mission, MONSE has crafted a violence reduction plan that presents a clear path forward to reduce violence. The full plan can be viewed at www.baltimorecity.gov.

Last, through its “Policy 1021”, BPD is committed to providing services to all persons within the City of Baltimore regardless of their immigration status. The policy provides that members of BPD “shall treat all persons equally and without regard to race, color, ethnicity, religion, national origin, or ability to speak English in any way that would violate the United States and State of Maryland Constitutions.” The policy includes a specific, written mandate against requiring persons to prove their citizenship status.

Please provide a list of areas where the host city and its stakeholders see opportunities for a lasting positive human rights legacy of the tournament, including for each area of opportunity:

a) A description of the area of opportunity (e.g. what could be achieved; how would it positively impact on people and the community)

b) A description of how the hosting of games is linked to the opportunity (e.g. how can the event be used as a rallying point for such progress)

Below is an overall list of opportunities related to creating the human rights portion of our legacy. There are multiple intersection points between each opportunity. For ease of explaining, opportunities have been boiled down to the following:

Area of Opportunities:
- Human Rights
- Trafficking
- Workers Rights
- Transportation/Outdoor Equity/JEDI (re)Development/Resident Mental, Physical and Emotional Health/Job Opportunities
- ‘Highway to Parkway’
- Child and Youth Planning Committee

**Area of Opportunity: Human Rights**

a. Our Host Committee created a Human Factor Committee to lead our bids/host destination/committees focus on all matters related to being a human. Additionally, Human Rights is one of the tenants of our bid’s Legacy and through our Legacy we plan to create Human Rights positions and/or Departments/Agencies/Offices at the State and/or City level. While working on this report, it became clear we have terrific subject matter experts across the city and state, however there is not one person, department, agency or office that oversees the entirety of human rights. As such, we will work to change this, starting with our Human Factor Committee’s work with stakeholders to identify gaps in legislation that may need to be addressed by state/city legislation. Baltimore City Office of Equity and Inclusion is also apart of the
Human Factor Committee.

b. Being awarded matches at our stadium will enhance and speed up this opportunity’s realization.

Area of Opportunity: Human Trafficking:

a. The following are opportunities linked to human trafficking, et al types:
   i. Increase in community awareness:
      • Of sex and forced labor trafficking- what it looks like, how to stop the signs and symptoms.
      • On what debt bondage is, what job brokers are/do and how these practices are being conducted in front of us without our knowledge.
        o Media campaign to promote awareness of victimization
        o Media campaign to discourage “Johns” from seeking and engaging victims (in relation to sex trafficking)
   ii. Passage of laws to help mitigate
      • HB338 Business Regulation - Innkeepers - Records and Human Trafficking Awareness Training
   iii. Human Trafficking Signs and Symptoms Training
      • Across all service sectors in the City and State. BPD already has training underway for the Department.
      • The goal from now through March 2026 is to provide training for the following groups (not fully complete). Training could also be accredited to count against renewal credits.
        1. Baltimore-Maryland 2026 World Cup Host Committees (et al)
        2. Maryland Stadium Authority
        3. Visit Baltimore
        4. Baltimore Ravens Stadium Operations Staff
        5. Contracted Stadium Operations Staff
        6. Baltimore Waterfront Staff et al
        7. Training Site and Team Base Camp staffs
        8. Baltimore City Government et al departments and agencies
        9. Maryland State Government et al quasi or independent agencies, university and health care systems.
   iv. Enhancement of “See Something Say Something” campaign and specific actionable tied to reporting Human Trafficking violations

b. Being selected as one of the final 10 destinations will propel the legislation through the State House. Additionally, increase awareness of sign and symptoms of human trafficking with propel reporting, organizational development enhancement and legislative protections.

Area of Opportunity: Workers Rights

In general terms, if planned and implemented properly, hosting the World Cup in Baltimore presents our city and its residents with opportunities for lasting changes related to workers’ rights, including the opportunity to:

I. Generate both immediate and long-lasting economic gains for working people and all residents
II. Create real economic benefits for “high road” employers and contractors providing family sustaining wages, health and retirement benefits, paid sick leave and accrued vacation leave and the right to organize.
   - Add best value contracting, PLA’s (where applicable), community benefits, registered apprenticeship programs, labor peace and prevailing wages to RFP’s issued by the City
   - Encourages and ensures that quality “high road” companies and contractors will be attracted to do business with the city on a level competitive process
   - Raises the wages and opportunities for City residents to create more personal wealth by having steady sustainable employment

III. Foster an environment of cooperation and labor peace between management and labor in creating more equitable employment opportunities in our city

IV. Provide city residents a great opportunity to be proud of our city by providing visitors and fans a safe and spectacular experience provided through the delivery of quality services

V. Present a positive model for the cooperative, broadly supported, constructive execution of a mega-sporting events, with benefits shared broadly with workers and businesses throughout the community.

A few of the specific opportunities for a lasting human rights legacy in the area of workers’ rights are listed here. Some of these ideas are also fleshed out in other sections of the document:

I. **More quality jobs.** Improving the quality of jobs in facilities to be used in connection with the World Cup, in particular M&T Stadium, area hotels, and the Thurgood Marshall Airport, through successful unionization efforts by the workers in those facilities and/or through state and local policy enactments. This would lead to a dramatic improvement from the difficult working conditions described under “risks” above. Given the importance of the FIFA World Cup games as an economic driver and as an event for showcasing the City, the event can be used as a deadline which employers and employees use as a focal point as they try to resolve their disputes and differences and prepare for the games.

II. **More jobs for people in marginalized communities.** By identifying early the types of jobs needed, the City should conduct early job fairs to assess the gaps in skills between positions and residents wanting employment. Using the One-Stop Centers, UI resources and DSS job Centers as well as the Community Services of Central MD, skills training could be provided to help residents increase their employability for the job opportunities.

III. **Develop positive lasting cooperation between businesses and the City.** By engaging businesses early in identifying job opportunities, the City would encourage a partnership with businesses to provide permanent job opportunities for workers hired for the event who complete their job assignment and receive a good recommendation from the employer.

IV. **A strong example of successful collaboration between companies, government, labor organizations, and community groups.** The collaboration would help to address risks that workers and communities might face related to the World Cup. More broadly, it would serve as a positive model for the cooperative, broadly
supported, constructive execution of a mega-sporting event, with benefits shared broadly throughout the community.

Area of Opportunity: Transportation/Outdoor Equity Access/ JEDI (re)Development/Resident Mental, Physical and Emotional Health/Job access

a) This area of opportunity is seemingly vast but inseparable as multimodal transportation improvements are inextricably linked to equitable outdoor access and amenities, resources and improved mental, physical and emotion health, better access to jobs, more options for better employment and vice versa. What could be achieved in completing all of these plans is a better, more brilliant, equitable, connected, sustainable and vibrant Baltimore, Maryland for the next 100+ years

   i. The Baltimore Greenway Trails Network, I95 Access Improvements from Caton Ave to the Ft. McHenry Tunnel, Hanover Street Bridge, and Swing Bridge (across Patapsco River/Harbor West waters) projects are projected to improve and/or create better access for residents and visitors in the South Baltimore area. The improved or created transportation measures have been developed to meet multiple needs from multiple user groups, resulting in access to health services, jobs, stores, outdoor activities and social engagement.

   ii. The Middle Branch Master Plan (Project Brief), South Baltimore Gateway Master Plan, Port Covington Development/Master Plan, Greater Baybrook Vision and Action Plan are community, community-resources, housing, commercial based plans that also include improved/created multimodal transportation options

   iii. All highlighted and relevant documents for the opportunity are listed at the top of the document and as appendices in the SharePoint platform

   iv. The ripple effect of the plans outlined are orientated to start south of the stadium and radiate west, city wide and regionally, resulting in connections throughout the east coast

b) The announcement of Baltimore hosting matches in 2026 will immediately spur quicker action on all the plans detailed and those in development. The actual hosting of matches in 2026 will enhance and grow the 2026 FWC legacy in Baltimore-Maryland.

Area of Opportunity: Highway to Parkway

a) Please see the attachment Baltimore FWC 2026 HRSR Question 3 Support Document-Highway-to-Nowhere_Parkway.pdf for a full and complete description of this opportunity.

   i. The Human Factor Committee will be championing community lead development of this project and the healing of the wound caused in the creation of the highway decades prior.

b) Currently proposed US Federal funding could spur the kickoff of this project, however outside of politics, we expect the match announcements in December to spur this project along. There are currently not soccer organizations or teams in this west Baltimore area, in no small part because of a lack of fields and/or mini pitches. This parkway will include space for fields. As plans have not fully been solidified, the FWC has a chance to enhance a lasting legacy across many sectors for the former ‘highway to nowhere’ stretch of land.
Area of Opportunity: Children and Youth Planning Committee

a) Our host organization will have a Children and Youth Planning Committee that will be integrated into planning for the FWC in 2026. This will particularly include Fan Fest and getting around the city during the event.
   i. Due to the pandemic, launching this committee to date has not been able to happen. Our goal is to develop an action plan for this integration through December and in the spring introduce the concept to students. Baltimore City School System has been made aware of our intent for this committee, previously called a cohort, however due to the pandemic and fluctuating return to school polices solidified plans have yet to occur by the deadline of June 30, 2021.

b) The goal of the Host Committee and stakeholders that Baltimore City Department of Planning maintain or spin off BMD26’s CYPC into their own continuing youth committee post games in 2026. Additionally, spurring community led development organizations to included children and youth in their planning process is a goal of the Host Committee.

III. Description of planned measures to address risks and capitalise on opportunities

4 Please provide a list of planned measures the host city commits to implement to prevent and mitigate risks of adverse impacts in each of the risk areas discussed under point 2, including for each risk area:
   a) The specific measures planned by the host city (e.g. new regulations, mechanisms or programmes)
   b) Concrete milestones and related time frames for the planned measures
   c) Whether and how the host city plans to work with external stakeholders in developing and delivering the measures including for example the type of involvement, the frequency of meetings, provisions to ensure accessibility for disabled people and people with limited mobility

With regard to the risks discussed under point 2, specific measures (4a) for each except Workers Rights were detailed (2b or 3) to the extent possible, excluding reference to annex support materials for point 3. Milestones are currently set at various intervals but are awaiting a final match decision from FIFA until a true concrete milestone can be determined. Pending federal legislation may affect timeframes and milestones as well. Additionally, our detailed (point 3) Areas of Opportunity provides mitigation measures to some of the risks detailed. Overall external stakeholders from State and City Government have been instrumental in completing this report as well as previous submission information. The host city entities will continue to work with external stakeholders and ensure that there are no barriers to participate for disabled people and people with limited mobility.

The following are some of the measures which the Baltimore-Maryland 2026 team commits to implement to prevent and/or mitigate the risks of adverse impacts which were laid out in Section 2, specifically related to Workers Rights. Some of these actions will be taken by the City of Baltimore, but others may have to be taken by other actors involved in this bid -- either the State of Maryland or related quasi-public bodies, or by private actors such as companies, labor unions, community organizations.

Proposed risk mitigation measures
We recognize that the majority of workers who will likely be hired to provide services for the FWC games will be people of color and women, and that it is imperative that the City takes an aggressive position and work to provide protection for all workers.

**Raising job standards**

- **Expand types of workers and businesses covered under existing worker protection laws.** As noted earlier, Baltimore city and Maryland state already have certain progressive laws which provide protections for workers. However, there are usually limits on what type of businesses and workers are covered. Baltimore city will actively engage with stakeholders and the host committee to expand the companies covered by and the employees protected under these laws to ensure that they cover all service providers, vendors, and supply chain contractors for the FWC events.

- **Strengthen enforcement of existing worker protection laws.** Actively engage the Wage Commission in the Office of Equity and Civil Rights, which is tasked with enforcing the minimum wage, the living wage, prevailing wage and displaced worker protection laws in the City of Baltimore, as well as the City’s anti-discrimination laws.

- **Establish responsible contractor requirements.** The City/State and other contracting bodies will put language into RFPs and contracts for services, construction and procurement requiring that contractors and vendors chosen for the FWC be responsible and high road employers. The city/state will work with labor partners and others to establish strong responsible contractor requirements. In general, a responsible contractor is one which has complied with relevant laws, provides living wages and benefits, maintains a strong health and safety program, and participates in apprenticeship programs.

**Preventing labor disputes**

- **Require labor peace agreements.** The City, State and host committee will require all employers connected to the FWC -- including those at stadiums, at FanFest sites, and in transportation systems -- to have in place agreements which require labor peace. These are agreements which ensure that disagreements and disputes over employment issues can be resolved without disruptive labor actions, so that such disputes do not interfere with the games or cause financial harm to local governmental bodies or private actors. This is particularly important given the significant public investment and complex planning and execution needed to pull off hosting the FWC games.

**Outreach and Training**

- **Binding local and targeted hiring requirements.** The city/state will work with community groups and labor organizations to establish binding local and targeted hiring requirements as part of a comprehensive effort to provide employment and workforce development assistance to identified marginalized communities. These programs will likely include provisions such as: conducting outreach and recruitment through trusted community intermediaries; having a centralized, coordinated system for intake, screening, training and referral of marginalized or disadvantaged workers for jobs associated with the games; requiring employers to exclusively consider applicants from marginalized communities referred by designated intermediaries.
during portions of the hiring process; setting overall hiring targets for people from high unemployment and poverty census tracts and with barriers to employment; hiring people through certain approved training and apprenticeship programs (Maryland registered apprenticeship programs) that both provide excellent training and enroll significant numbers of marginalized people; frequently reporting data on who has applied for jobs and who has been hired; and establishing oversight mechanisms that can quickly engage employers to correct shortcomings and support compliance.

- **Aggressive recruitment for FWC games-related jobs.** In addition to the mechanisms, listed above, the city will provide job fairs in all quadrants of the city advertising positions available, assisting with applications and resumes, and educating workers of their rights and protections on the job

- **Use of apprenticeship programs.** The city/state will also work with Labor apprenticeship programs to recruit community residents into skilled trades and other career advancement opportunities.

- **Training for contractors and vendors.** The city/state will provide vendors and subcontractors with educational sessions regarding labor protections, laws and requirements so that they know how to comply with these requirements.

- **Work with existing city unions to expand organizing opportunities.** The city will work with its existing unions to expand opportunities for workers to organize and have collective-bargaining in the City of Baltimore.

- **Work with companies to establish broad job opportunities.** The host committee will work with corporations to establish opportunities for workers hired for FWC events to be given full-time permanent employment. The host committee will consider maintaining contact and referral opportunities to workers successfully completing their employment with a FIFA vendor.

**Implementation**

- **Work with public employee unions on staffing and finances.** The city will negotiate with its exclusive union representatives to ensure that adequate staffing and budgetary resources are available for the success of the games and maintaining obligations to its workers and public services to its residents.

- **Establish a taskforce to detail and implement these plans to reduce workers’ rights risks.** The City will bring together workers’ representatives from all relevant employment sectors and representatives of city agencies and other host committee groups to work out how to move the specific ideas identified for mitigating risks to workers, as described here. This taskforce will convene immediately upon notification that the city will be hosting games. These work groups will review current laws and regulations regarding employees rights and identify. Necessary enhancements to protect the short term, part time and gig workers been hired for FIFA events.
Please provide an overview on where and how persons who may be adversely affected with respect to the different risk areas identified may raise concerns with relevant entities and get remedy for impacts they may have suffered.

The city and state have numerous entities that are focused on protecting and advancing civil rights and human rights. Together, they form a strong web of resources for advancing human rights concerns and seeking redress of those concerns at this point in time. As previously mentioned, expansion of human rights agencies/departments/offices is needed.

a. Baltimore City Office of Equity and Civil Rights (OECR) The agency is devoted to advancing equity, upholding federal and local civil rights laws, the local living and prevailing wage laws, ensuring access and equal opportunities for persons with disabilities, and providing oversight of local law enforcement. The following commissions work under the OECR umbrella.
   - Baltimore Civilian Review Board (CRB) – The CRB is an independent agency through which members of the public can issue a complaint against officers of various law enforcement units.
   - Baltimore City Community Relations Commission (CRC) – The CRC investigates claims of discrimination. The CRC combats unlawful discrimination in employment, public accommodation, housing, education, and health and welfare services.
   - Baltimore City Mayor’s Commission on Disabilities (MCD) – The MCD’s mission is to work to remove barriers and promote equal rights and opportunities for individuals with disabilities.
   - Baltimore Wage Commission - The Wage Commission is responsible for the administration and proper operation of the minimum, living and prevailing wage laws, as well as enforcement of the Displaced Workers Protection law. The Commission investigates claims of improper pay as well as allegations of workplace based human trafficking.

b. Baltimore City Police Department’s Public Integrity Bureau (PIB) - The PIB was established for the purpose of investigating allegations of misconduct by members of the Department, while ensuring that all personnel abide by the rules and regulations governing their conduct.

c. Baltimore City Branch of the NAACP - They receive complaints of discrimination and assists in the resolution of those complaints.

d. ACLU of Maryland –. The ACLU’s free speech work focuses on speech and assembly, privacy and technology, and religious liberty. Their housing work focuses on attacking segregation and exclusion, and housing mobility and opportunity. Their civil rights work focuses on disability rights, gender and sexuality rights, immigrants’ rights, LGBTQ+ rights, racial justice, reproductive freedom, and youth rights.

e. Maryland Commission on Civil Rights - The MCCR is an agency of the State of Maryland. The mission of the MCCR is to ensure opportunity for all through the enforcement of Maryland’s laws against discrimination in employment, housing, public accommodations, and state contracts; to provide educational outreach services related to provisions of this law; and to promote and improve civil rights in Maryland.

f. Baltimore Action Legal Team (BALT) –BALT provides legal support to Baltimore communities as they exercise their civil liberties protesting against injustices rooted in
structural racism and economic inequality. BALT’s Jail Support Team provides public education at the site of protests. For protesters and activists who are arrested, the Jail Support team provides immediate support, navigates release and bail issues, and provides ongoing administrative case support. BALT runs a 24/7 jail support hotline.

In addition to the above listed resources, persons who may be adversely affected with respect to the following risk areas may raise concerns with relevant entities and get remedy for impacts they may have suffered:

<table>
<thead>
<tr>
<th>Area of Risk</th>
<th>Details</th>
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<tbody>
<tr>
<td><strong>Human Trafficking</strong></td>
<td>In Maryland, there are several ways that a victim of human trafficking can access support and services. Each of the county’s local departments of social services operates a 24/7 child abuse hotline, which can investigate reports of maltreatment and provide needed resources and services, including shelter care and behavioral health treatment. The local departments of social services work closely with local and state law enforcement, as well as Regional Human Trafficking Navigators who help to coordinate services for victims. Maryland has several specialized human trafficking victim service providers with expertise in working with this population. Many of the state’s hospitals and emergency room departments provided training for their staff on identifying and responding to the needs of victims of human trafficking. Lastly, a victim of human trafficking can contact the National Human Trafficking hotline for assistance in getting connected to local services and resources. The hotline number is widely advertised in many public spaces across the state, including hotels, restrooms, transportation vehicles, and billboards, etc.</td>
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<tr>
<td><strong>Migrant Workers</strong></td>
<td>Migrant workers who experience labor exploitation or abuse of rights can seek help and services from several organizations in Maryland. These organizations have experience and expertise in connecting victims with legal remedies and in providing access to services and benefits to address the financial and psychological impact of this type of abuse. These organizations will be essential partners in the city and state’s effort to raise public awareness and mitigate the risks for human rights violations as part of this event.</td>
</tr>
<tr>
<td><strong>Workers Rights</strong></td>
<td>The laws, policies, contracts, and other arrangements which are set up to mitigate various risks are only truly useful if there’s a clear way for someone who has a grievance or is otherwise adversely affected to seek a remedy and to raise other concerns. Unionized workers -- including those doing work related to the FWC games -- will usually have access to a grievance procedure under their collective bargaining agreement, which in most cases should provide them with a tool to seek remedies. In Baltimore, only a portion of these workers are unionized. But for workers who do not have union representation and the protections of a collective bargaining agreement, there’s a need for an alternate grievance or redress procedure. The City will establish a subcommittee including labor organizations and others to flesh out the details of an alternate procedure for those adversely impacted to seek redress. The initial proposal is that this grievance process should include provisions similar to the process in a collective bargaining agreement, with provisions like the following:</td>
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22
Everyone, whether regular employee, contingent worker, or volunteer must have an ID card telling who their immediate supervisor is (with a good phone number) and who is over that person, as well as info about how to contact the city labor standards department.

If a worker feels harassed, cheated, not paid, etc. they report to the supervisor for immediate remedy verbally (if possible)

If they do not get an immediate remedy, there is a written procedure provided to each employee or volunteer for filing the complaint with the employer and the City Labor Division, concomitantly. The procedure will include the timeframe for filing and the timeframe for management and the Division of Labor to contact the employee/volunteer to resolve the issue.

No employee/volunteer may be retaliated against or threatened for bringing forward a complaint.

To assure protection for an employee/volunteer there must be clear instructions given to the employees and to all supervisory and managerial staff that bullying, harassment, and retaliation are taken seriously and swiftly resolved.

This sort of grievance or other redress procedure should cover employees of all contractors, vendors, service providers, and other companies doing work connected to the FWC games. Companies which chose to benefit from the games and play a role with the games will have to agree and adhere to these procedures.

Please provide a list of planned measures the host city commits to implement to build on opportunities for a positive human rights legacy in each of the areas of opportunity identified under point 3, including for each area of opportunity:

a) The specific measures planned by the host city
b) Whether and how the host city plans to work with external stakeholders in developing and delivering the measures

The State of Maryland and Baltimore City both committed to implementing opportunities for a positive human rights legacy with the passage by both of their legislative bodies of Joint Resolutions entitled “2026 FIFA World Cup - Protection of Human Rights.” (See annex related to question 6)

As stated, the resolution was passed “for the purpose of supporting the fundamental requirements for United 2026 as laid out in FIFA’s “Proposal for a Human Rights Strategy.” Furthermore, our city and state are committed to protecting human rights and improving the quality of life in key areas such as labor, procurement and supply chain, freedom of expression, women, children, LGBTQ+ community, indigenous peoples, people with disabilities and people of diverse ethnicities, races, and religions.

The city and state will encourage an atmosphere that celebrates diversity and provides fans, players, officials, workers, and volunteers with protections to ensure freedom of speech,
freedom of assembly, freedom of association, non-discrimination, no forced labor or child laborers and due process to every person.

The city and state will also provide policies to ensure that all employers, public and private, providing goods or services related to the events implement best practices on labor issues, adhere to labor laws, pay a living wage, and allow workers of any status to raise issues related to their employment,

The City and State “commits to the principles of FIFA’s Human Rights Strategy and seizes this unique opportunity to support a blueprint for fundamental human and labor rights, pay equity for female athletes..., transparency, inclusiveness and sustainability for future development.”

Additionally, see responses to question 3 for specific measures. External stakeholders are interwoven into the fabric of the opportunities listed. There will continue to be a collaborative effort to host FWC matches, Fan Fest and a Team Base Camp between city government, state governments, non-profits, quasi-governmental organizations, corporations, developers, community groups, unions, soccer specific organizations, individual members of the community, institutions, publications, companies of all sizes/scopes, city and state legislature bodies, sports franchises and Congressional Representatives for Maryland. The only lines drawn will be connectors, never a division.

IV. Stakeholder engagement plan

7 Please describe how the host city plans and commits to integrate external stakeholders in the preparation and delivery of the tournament with respect to human rights-related aspects and indicate whether this plan has been discussed with and is supported by such external stakeholders

The BMD26 Host Committee (BMD26) and the City have already taken steps to integrate external shareholders concerned about workers’ rights in planning for the FWC games in Baltimore.

BMD26 appointed the Maryland State and DC AFL-CIO President to join in serving on the host committee, and on the Human Factor Subcommittee. The Mayor of Baltimore holds regular meetings with the city unions and has an open-door policy for meeting with labor representatives.

Labor unions representing workers directly impacted by the games and venues are continuously updated and consulted for input through the labor representative on the host committee. The broader labor community is provided regular updates at monthly Central Labor Council meetings.

The City and host committee have already included in this human rights plan many of the suggestions related to workers’ rights which they have received from stakeholders.

Looking forward, there are other ways to build upon the existing engagement and collaboration, to enable the City and State and their residents to take full advantage of the opportunities of the World Cup, and to mitigate the risks.

For example, giving labor representatives and representatives of other worker organizations a place on subcommittees related to FWC planning is key. This
participation is especially important on subcommittees where decisions made will have substantial impact on union members and non-union workers, including committees dealing with topics such as the Fan Fest, stadiums and venues, accommodations, community/civic engagement, and transportation.

BMD26/Host City lead entity Maryland Sports Commission and the Governor’s Office of Crime Prevention, Youth, and Victim Services with continue to engage the University of Maryland SAFE Center, the Baltimore Police Department, the Baltimore City Mayor’s Office, and other law enforcement and victim services entities to:

a. Educate law enforcement to look for signs of labor and sex trafficking in the unique setting of a mega sporting event.
b. Recruit and train volunteers to serve as ambassadors to fans navigating the area and helping to address any problems that may arise.
c. Recruit translators to address language barriers
d. Provide media in other languages
e. Develop a plan for victim and witness assistance should an incident require police involvement and potential future prosecution of offenders. This will be looked at from the angle of international victims/witnesses and international offenders.

Stakeholder groups and/or their representatives have been engaged with on a multitude of levels. Specific and direct engagement on planning for the event is to come post the final 10/match determination in December. Until that point BMD26, the host city and stakeholders are actively preparing for a FIFA Site Visit TBD this year.