

NON-CITIZEN RIGHTS + SAFETY

Our non-citizen workers are under constant threat from the federal government.

Harvard has become a public target—and our non-citizen workers are on the front lines.

Harvard says it stands with immigrant students and workers. It says it has our backs.

Now it's time to put that commitment in writing. Our contract is the test.

Harvard has publicly declared that it will fight for its non-citizen students and workers and it has the financial resources to do so – our contract is where they can codify their protections and commitments to our workers in writing. If not now, then when?

Harvard runs on the labor of international and non-citizen workers—and it's past time they treated us like it. We're demanding real protections and support.

We Keep Us Safe...



Will Harvard?

Immigration Justice in the workplace

what we're organizing to win

10 Days of Paid Immigration Leave—Every Year.

Student workers shouldn't have to choose between getting their visa renewed and getting paid. We demand 10 paid business days for immigration, visa, or consular appointments—for non-citizen workers and our families.

Protection From Criminalization and Deportation.

If a student worker is arrested, detained, or even deported, they should NOT lose their job. We're fighting for up to 120 days of paid leave so that student workers facing legal or immigration crises aren't thrown away by the University.

Remote Work If We Can't Return.

If you're stuck abroad due to visa processing delays or other issues, you shouldn't lose your job. We demand the right to remote work options—because we can do our jobs, wherever we are.

No Collusion with the Feds

Harvard must not require proof of citizenship or immigration status unless required by law. Clarification of public versus non-public spaces. No cooperation with ICE. And if ICE enters campus? Harvard must tell us and only comply if they bring a judicial warrant.

No Retaliation, No Coercion.

No more forcing non-citizen workers to accept certain job lengths. No more threatening people's immigration status to control their labor. We're demanding enforceable non-retaliation protections against coercion.

Massively Expanded Legal & Financial Support.

Emergency immigration legal expenses should be fully covered by Harvard. The Non-Citizen Worker Assistance Fund must increase 7.5x—from \$30K to \$225K a year. That's the floor, not the ceiling.

An Accessible, Translated Contract for All

We demand full translations of our union contract into Simplified Chinese and Spanish, so our workers understand our rights and how to fight for them.

WE DEMAND



get involved with the international
student working group!

>>> email iswg@hgsu.org