

### Know Your Rights as a CPT Participant

As an F-1 student participating in Curricular Practical Training (CPT), you have the right to work in a safe, fair, and lawful environment. Understanding your rights helps you protect yourself and know when to seek support.

#### You Have the Right To

- **Fair Pay (if paid)**

Employers must follow all federal, state, and local labor laws.

- **A Safe Workplace**

You should not be asked to perform unsafe or hazardous duties outside your role.

- **Freedom from Exploitation**

You may report discrimination, harassment, wage theft, or pressure to work beyond your CPT authorization.

- **Clear Job Terms**

You are entitled to written details about your job duties, schedule, and pay (in your offer letter).

- **Leave Unsafe or Unlawful Jobs**

You can decline or exit a position if it becomes unsafe, exploitative, or violates your CPT terms.

- **Notify ISSA if You Leave a Position**

This ensures your SEVIS record stays accurate.

#### If Something Doesn't Feel Right

You are not alone. You may contact:

- **ISSA (Office of International Services & Study Abroad)** – for help if your CPT authorization is being misused or if you feel pressured to work outside your authorization.
- **U.S. Department of Labor – Wage & Hour Division** – [www.dol.gov/agencies/whd](http://www.dol.gov/agencies/whd)
- **National Human Trafficking Hotline (Confidential)** – 1-888-373-7888 or [humantraffickinghotline.org](http://humantraffickinghotline.org)
- **University Resources** – Office of Student Affairs for workplace concerns or mistreatment, and the Title IX Coordinator for issues related to harassment or discrimination.

#### Key Reminders

- CPT is not a general work permit. You may only work for the employer, location, and dates listed on your I-20.
- If you feel unsafe, exploited, or pressured to violate CPT rules, seek support immediately.
- Keep copies of all CPT-related documents, including I-20s, job letters, and course documentation.