

DOT ADVISORY COMMITTEE ON HUMAN TRAFFICKING MEETING MINUTES

October 3, 2023

The Department of Transportation (DOT) Advisory Committee on Human Trafficking, (ACHT) rechartered in 2022, convened its first meeting at 9:45 a.m. on October 3, 2023, over Zoom. All fifteen members of the ACHT attended. In accordance with the provisions of the Federal Advisory Committee Act, the meeting was announced in advance via a Federal Register Notice and was open to the public.

COMMITTEE MEMBERS IN ATTENDANCE

- **Chair:** Rabbi David Saperstein, Director Emeritus and Senior Advisor for Policy and Strategy, Religious Action Center on Reform Judaism
- **Vice Chair:** Esther Goetsch, Executive Director, Truckers Against Trafficking
- Earlyne Alexander, Supplier Diversity Compliance Manager, Port Authority of NY & NJ
- Sam Cho, Commission President, Port of Seattle
- Casey French, Deputy District Attorney, San Diego County District Attorney's Office
- Heather Healy, Director of Employee Assistance Programs, Association of Flight Attendants-CWA, AFL-CIO
- Annika Huff, Survivor Advocate Expert
- Michael Krumm, Lieutenant Colonel, Michigan State Police
- James Lewis, Communications Manager, Amtrak Police Department
- Shamere McKenzie, CEO, Sun Gate Foundation; Training Manager, National Human Trafficking Hotline
- Leslie Richards, CEO, Southeastern Pennsylvania Transportation Authority (SEPTA)
- Derrick Waters, Chief Executive Officer, Coach USA
- Brad White, Associate Director of Safety and Compliance, Werner Enterprises
- Tiffany Wlazlowski Neuman, Vice President of Public Affairs, NATSO
- Benito Ybarra, Chief Audit and Compliance Officer, Texas Department of Transportation

SUBCOMMITTEE MEMBERS IN ATTENDANCE

- Scott Alexander, International Relations Director, Houston Airports
- Lori Ann Chaussinand, Manager, Strategic Sales Development and Training, Pilot Flying J
- Lori Cohen, CEO, Protect All Children from Trafficking (PACT)
- Dr. Erin DiCesare, Associate Professor of Interdisciplinary Studies, Johnson C. Smith University
- Mary Dirksen, Senior HR Policy Analyst, Oregon Department of Transportation
- Margo Hill, Associate Professor, Eastern Washington University; Small, Urban, Rural

and Tribal Center on Mobility, Principal Investigator

- Herman Horton, Chief of Police, Jackson State University
- Bishop Donna Hubbard, Executive Director, Women at the Well Transition Center; Training Director, Airline Ambassadors International; Flight Attendant, American Airlines
- David Lorenzen, Director, Systems Operation Division, Iowa Department of Transportation
- Jessica Powers, Chief Safety Officer, Trinity Metro
- Dr. Kezban Yagci Sokat, Assistant Professor of Business Analytics, San Jose State University

PRESENTERS IN ATTENDANCE

- Megan Cutter, Managing Director, National Human Trafficking Hotline
- Kendis Paris, Director of Grantmaking Strategy, The UPS Foundation

OTHER PARTICIPANTS IN ATTENDANCE

- Chad Aldridge, Port of Seattle
- Chris Baglin, Co-Principal Investigator, United Against Slavery
- Malik Barrymore, Senior Safety and Security Analyst, Amtrak
- Ashley Blackford, Senior Correspondent, Landline Magazine, Owner-Operator Independent Drivers Association
- Michael Camal, Department of Homeland Security
- Kara Cumoletti, New York Department of Transportation
- Missy Dow, Southeastern Pennsylvania Transportation Authority
- Jim Fetzer, Landline Magazine
- Robert Gibbon, New York Department of Transportation
- Sahrah Marcellin, University of Maryland, Baltimore
- Gabriel McGaw, The Normandy Group
- Kerry Mierzwa, Senior Attorney, New York Department of Transportation
- Jamie Pascal, Federal Policy Manager, Lyft
- Cristian Romero, Federal Government Affairs Manager, New York State Department of Transportation
- Diane Sullivan, Colonel (retired), U.S. Air Force
- Bill Webster, Southeastern Pennsylvania Transportation Authority
- Jordan Wheeler, Investigator, Oregon Department of Transportation

DEPARTMENT OF TRANSPORTATION STAFF IN ATTENDANCE

- Julie Abraham, Director, Office of International Transportation and Trade
- Aysha Ahmed, Policy Analyst, National Highway Traffic Safety Administration
- Maha Alkhateeb, Senior Advisor, Office of International Transportation and Trade
- Nicole Bambas, Program Manager for Trade and Investment, Office of International Transportation and Trade
- Barbara Barr, Federal Railroad Administration
- Nicole Cacoza, Policy Analyst, Volpe

- Tretha Chromey, Senior Advisor, United States Maritime Administration
- Harrison Clark, Policy Analyst, Volpe
- Matthew Cox, Highway Safety Specialist, National Highway Traffic Safety Administration
- Audrey Farley, Associate Administrator, Pipelines and Hazardous Materials Administration
- Sheila Helton-Ingram, Regional Manager, Africa, Middle East, and Europe, Office of International Transportation and Trade
- Rick Huggins, Supervisory Railroad Security Specialist, Federal Railroad Administration
- Stacy Jeleniewski, Research Psychologist, National Highway Traffic Safety Administration
- John Livingston, Railroad Security and Emergency Management Specialist, Federal Railroad Administration
- Isabella Marra, Transportation Specialist, Federal Motor Carrier Safety Administration
- Nikki McDavid, Chief, Commercial Driver's License Division, Federal Motor Carrier Safety Administration
- Isaac McKeithen, Railroad Safety Specialist, Federal Railroad Administration
- Sayaka Mensah, Transportation Policy Analyst, Office of International Transportation and Trade
- Jihan Noizet, Transportation Specialist, Federal Highway Administration
- Sandra Norman, Senior Advisor, Office of Civil Rights
- Annie Petsonk, Assistant Secretary for Aviation and International Affairs
- Cristina Rechy, International Trade Specialist, Maritime Administration
- Amber Roane, Program Analyst, Federal Transit Administration
- Alexis Roland, Staff Assistant, Maritime Administration
- Shari Schaftlein, Director, Human Environment, Federal Highway Administration
- Christine Stavropoulos, Executive Assistant to the Deputy Maritime Administrator, Maritime Administration
- Steven Wagner, International Relations Specialist, Office of International Transportation and Trade
- Kevin Wandrei, Policy Analyst, Volpe

WELCOME AND INTRODUCTIONS

Nicole Bambas, the ACHT Designated Federal Officer (DFO), called the meeting to order, welcomed attendees and introduced DOT Assistant Secretary (A/S) for Aviation and International Affairs Annie Petsonk. Assistant Secretary Petsonk thanked the committee and subcommittee members for their work to guide transportation at the federal, state, and local levels to fight the scourge of trafficking.

Assistant Secretary Petsonk shared DOT's goal of empowering America's transportation workforce and the traveling public to be the eyes and ears of the counter-trafficking effort.

She discussed the impact of previous committee work which DOT Secretary Buttigieg shared at the President’s Interagency Task Force to Monitor and Combat Trafficking in Persons (PITF). She also noted other federal measures to combat trafficking such as the DOT and Department of Homeland Security (DHS) Blue Lightning initiative to train aviation sector personnel in identifying victims of trafficking, and championing an International Civil Aviation Organization resolution to urge all governments to take a comprehensive approach to counter-trafficking.

She then introduced Chair David Saperstein.

Chair Saperstein spoke about the many factors at home and abroad creating opportunities for traffickers. He pointed to the importance of transportation networks in linking all people and all nations, providing pathways for traffickers as well as opportunities for people fleeing exploitation. Chair Saperstein highlighted his background working on anti-trafficking legislation and his experiences as Ambassador and said the work of the committee will be vital in providing a hopeful future for those who have been trafficked. He welcomed the committee members and the expertise they bring from all facets of America’s transportation networks, as well as the valuable lessons, insights and reality checks from survivors.

Assistant Secretary Petsonk introduced Vice Chair Esther Goetsch. Vice Chair Goetsch thanked the group and spoke about her experience testifying before the U.S. Senate in 2017 on combating human trafficking in the transportation industry at the hearing where Senator Amy Klobuchar first proposed the idea of the ACHT. She recognized the partners represented on the committee today that she worked with at Polaris, at commercial trucking companies and state transportation departments, as well as all those who worked on the creation of the first ACHT report in 2019. Vice Chair Goetsch expressed that she looked forward to building on past work and recommendations to use their lessons learned to fight the injustice of human trafficking and bring victims to freedom and perpetrators to justice.

Committee members introduced themselves and provided a brief overview of their background and expertise in combating human trafficking.

COMMITTEE OVERVIEW AND REQUIREMENTS

At 10:15 a.m. DFO Bambas reviewed the committee’s statutory requirements. As required by the Bipartisan Infrastructure Law (BIL), the Secretary, acting through the Advisory Committee on Human Trafficking, will submit a report to Congress in 2024 including recommendations for countering human trafficking, an assessment of best practices by transportation stakeholders, and human trafficking violations involving commercial motor vehicles.

Committee members must prepare and agree upon the final report and recommendations that will be submitted to the Secretary. There will be four ACHT meetings scheduled before the

report is due to the Secretary in September 2024, and the DOT will publish advanced notice of each meeting in the Federal Register. All ACHT meetings are public, and there will be an opportunity for public comment at each meeting.

The Chair is responsible for working with the Designated Federal Officer (DFO) to develop priorities and focuses. The committee members are appointed for the life of the committee. They are responsible for attending three fourths of the meetings. Committee members will create constructive recommendations to ensure the ACHT mission is met. As DFO, she will ensure compliance with the Federal Advisory Committee Act (FACA), and DOT will maintain public records of the committee, including meeting minutes, and support the ACHT in its creation of the final report.

DFO Bambas noted that Vice Chair Goetsch will share details about the three subcommittees at a later point in the meeting. She also highlighted the ACHT bylaws each committee member received that describe the role of the committee, the Chair, and the DFO, in addition to the requirement to reach consensus on final recommendations.

After DFO Bambas' remarks, Chair Saperstein made a motion to approve the bylaws at 10:24 a.m., and the motion was carried unanimously.

SURVIVOR REMARKS

At 10:25 a.m. Shamere McKenzie, CEO of Sun Gate Foundation, greeted the meeting and noted that when the DOT includes survivor voices in the ACHT proceedings it sends the message that survivors are not an afterthought, but are key stakeholders. She emphasized that life, for survivors of human trafficking, continues beyond victimization. She called upon the committee and the transportation industry to create pathways of hope for survivors in the continuation of their lives, beyond extraction from trafficking to surviving and thriving.

McKenzie described pathways to hope as taking different shapes. One option is including survivors in decision making so they can use their experience to provide change and to inform policies, but another is economic empowerment and strategies to connect survivors to livable wages. She emphasized seeing survivors as human beings and thinking outside the box. McKenzie challenged committee members to ask themselves how their work creates those pathways to transport survivors to their next destination in life.

DOT'S COUNTER-TRAFFICKING INITIATIVES

At 10:31 a.m. Maha Alkhateeb, ACHT Alternate DFO, provided an overview of the department's existing work on countering human trafficking. She began by outlining the DOT's mission to combat human trafficking by working with public and private sector stakeholders to empower transportation employees and the traveling public to recognize and report possible instances of trafficking.

Alternate DFO Alkhateeb began with global statistics, which showed that in 2021, 3.5 out of every 1,000 people experienced human trafficking. Data from the Counter-Trafficking Data Collaborative of over 80,000 trafficked persons from 171 countries found that nearly 80% of international human trafficking cases crossed official ports of entry.

Alternate DFO Alkhateeb then outlined the DOT and federal cooperation on trafficking. The DOT has been a member of the cabinet-level PITF since 2012. The group coordinates all federal efforts to combat human trafficking through the interagency Senior Policy Operating Group. The U.S. issued a National Action Plan to Combat Human Trafficking in 2021. DOT support for the plan includes expanded counter-trafficking tools, expanded outreach to private industries, especially in the maritime sector, and international efforts to develop comprehensive counter-trafficking strategies.

Alternate DFO Alkhateeb outlined the several legislative authorities that the DOT uses to counter human trafficking. The DOT has also provided millions of dollars in grant funding and a \$50,000 annual combating human trafficking in transportation impact award.

She then explained the DOT's Transportation Leaders Against Human Trafficking (TLAHT) initiative, where the department partners with industry stakeholders to engage them, share information and best practices, and encourage public outreach. The TLAHT Call to Action asks leaders to pledge to issue a leadership statement, train their employees, and raise public awareness through their own transportation company, network, or system. Nearly 600 TLAHT pledges have been signed by organizations in all states and across all modes that have committed to train 1.3 million employees to recognize signs of human trafficking. The DOT supports TLAHT signatories by providing diverse resources, including materials like posters and wallet cards with information tailored to each mode through the TLAHT website at: www.transportation.gov/tlaht.

Beyond domestic actions, the DOT has championed counter-trafficking efforts at various international fora. Alternate DFO Alkhateeb outlined the leading role DOT took at the International Civil Aviation Organization (ICAO) in leading a working group on human trafficking to develop a comprehensive strategy which will soon be circulated with ICAO and other U.N. bodies. At the Asia Pacific Economic Cooperation (APEC) DOT fostered the 10th ministerial statement underscoring the role of transportation ministries on combating human trafficking. DOT also spearheaded a multimodal counter-trafficking strategy and workshop to provide guidance and recommendations for transportation ministries at APEC.

Questions Received

- Cristian Romero: Hello, will the slides be available afterwards?
 - Yes, the materials will be shared after the meeting [on the ACHT website](#).
- Margo Hill: Can you share the “Can you see me” video?
 - Yes, the link will be shared with participants.¹

PRESENTATIONS

NATIONAL HUMAN TRAFFICKING HOTLINE: REPORTING AND DATA

At 10:50 a.m. Megan Cutter, Managing Director of the National Human Trafficking Hotline (NHTH) outlined the workflow for the hotline, insights from their data, and intersections they have found with the transportation industry. NHTH is a 24/7 coordination center operated by Polaris via a Cooperative Agreement with U.S. Department of Health and Human Services Office on Trafficking in Persons. The NHTH is available in over 200 languages to connect victims and survivors of sex and labor trafficking to resources of all kinds. The single memorable number and constant access are key to their operations. They receive operational funds from the government, but as a non-governmental organization (NGO) the NHTH has a degree of independence that builds trust among people who prefer not to go directly to government or law enforcement. NHTH works extensively with local partners and service providers and serves as a single point of contact that can coordinate across multiple locations. NHTH offers callers confidentiality, which is important to trust building, but can report potential trafficking situations to legal authorities with the callers’ permission or if they learn of an instance of imminent danger, a direct threat of harm, or abuse of a minor.

Cutter reported that in 2021 the NHTH encountered 10,359 likely trafficking situations, and 16,554 likely victims. Major data takeaways show that victims are usually recruited by someone they know like a family member, caregiver, intimate partner, or employer, who is exploiting their personal relationship. Traffickers are more likely to use emotional abuse, economic abuse and threats than physical abuse to coerce their victims. In 43% of the cases where NHTH knows how a person exited a trafficking situation, their exit point was through family and friends. Cutter shared insights from survivors’ experiences with the transportation industry that Polaris gathered from a series of 2018 focus groups. Their takeaways found that traffickers relied on both public and private modes of transportation, meaning that awareness materials, hotline information and other information should be posted in both public transit hubs and private vehicle hotspots. 54% of people in the focus groups said that a lack of transportation access was a barrier to leaving a trafficking situation, so providing transportation connections is key to supporting survivors.

Cutter recommended providing travel vouchers or points donations wherever possible to help people exit a trafficking situation. She also recommended posting prevention materials at transit stations and airports, using plain language that avoids jargon, and using multiple languages to

¹ <https://www.a21.org/content/can-you-see-me-usa/grmu6o>

increase their reach. The most important way that people can recognize human trafficking is through proximity and context, so reaching people who have that access is critical.

Questions Received

- Anonymous Submission: Does Polaris have data on the average amount of attempts it takes for sex trafficking victims to exit their situation?
 - Polaris does not track this data. Cutter said that she believes it is similar to domestic violence situations where it may take four or five attempts for a victim to leave. Anecdotally, she has seen many people who had been out of trafficking situations at risk of reconnecting with traffickers because of economic vulnerability during the pandemic.
- Mary Dirksen: I was also wondering if we could get a copy of these slides.
 - Yes, the materials will be shared after the meeting [on the ACHT website](#).
- Donna Hubbard: Please review the cultural diversity reflected in training, advocacy and resource materials. The images need to reflect the entire scope of trafficked persons worldwide especially in airlines and airports.
- Lori Cohen: Can you provide an update on the proposed bill to require Polaris to report all calls to law enforcement? Is this Advisory Council permitted to make recommendations on proposed legislation?
 - This question refers to H.R. 2601, which would require NHTH to turn over any information requested by state or local law enforcement agencies. Megan Cutter expressed that while the intentions behind the bill are good, she would emphasize that many people only reach out to NHTH because they are not a law enforcement agency. The concern around this bill is that it will have a chilling effect on people's desire to reach out to the hotline, because they often reach out specifically because this is an independent resource. Polaris is speaking with Congress about their concerns and survivors concerns about the legislation in an effort to get them to reconsider and refocus efforts to preserve confidentiality of hotline.
 - DFO Bambas noted that the previous report from the ACHT made recommendations directed at Congress. If the committee chooses to do so they can make that type of recommendation again.
- Jordan Wheeler: Is a hotline referral forwarded to law enforcement if the victim is an adult?
 - Cutter estimated that 30% of the situations reported to the hotline are then reported to law enforcement, either because the caller requested it or because it was a mandatory report situation. For the other 70%, either there is no immediate danger and the caller requested not to share it, or NHTH does not have enough information to make a report. The NHTH takes dangerous situations seriously, and their confidentiality policy is consistent with requests from victims, survivors, and community members.

TRUCKERS AGAINST TRAFFICKING

At 11:36 a.m. Vice Chair Goetsch, Executive Director of Truckers Against Trafficking (TAT), presented on the organization's work and industry partnerships. TAT is an international organization which began by training truckers, but which scaled dramatically over the past 14 years to work with the bus and energy industry, local drivers, and in-home delivery personnel. TAT works with federal, state, local and tribal governments across all 50 states and in Canada and Mexico to educate, equip, empower and mobilize industry to combat human trafficking as part of their regular jobs. TAT provides training for transportation professionals and partners with private companies to provide those trainings to the workforce, implement demand reduction policies, and provide deeper trainings to dispel myths around human trafficking and educate on systemic gender, racial, and socioeconomic power imbalances that facilitate trafficking. TAT also trains law enforcement officers to use victim-centered approaches in combating human trafficking across the U.S. TAT regularly brings together various stakeholders and partners for coalition building summits and have held over 80 in 41 states and 3 provinces. They have trained over 1.6 million professionals across their programs.

Vice Chair Goetsch outlined new work being done by TAT in partnership with the Florida DOT to develop a thorough reporting protocol for human trafficking crimes that can be adapted into a template for transit agencies nationwide. TAT is also building an on-demand law enforcement training module to make their training available freely to all law enforcement offices. TAT and Buses on The Lookout (BOTL) are jointly piloting a prevention program called Youth On Transportation to create an awareness campaign for community transportation providers to focus on vulnerable youths and create two youth-focused coalition builds. Vice Chair Goetsch recognized several examples of truck and bus drivers who used their training to assist real people:

- A truck driver contacted law enforcement to assist a woman he had spotted who has been abandoned by a trafficker at the side of a roadway.
- A truck stop operator covertly collected information from a trafficking victim who came to the cash register at the facility. The information she passed him helped law enforcement locate her and the perpetrator.
- A 19-year-old victim who had escaped her trafficker in a truck lot reached out to a driver there because of his TAT "Do you need help?" sticker. The driver then helped connect her with service providers and transportation back to her home.
- A victim of trafficking approached a Coach bus driver mid-route to ask for help to escape her trafficker. The driver was able to report the trafficker to law enforcement, and the perpetrator was apprehended off of the bus.

Vice Chair Goetsch highlighted these examples and the work of the committee as ways to make an impact for good against human trafficking.

Questions Received

- Anonymous Submission: How has TAT addressed exploitation by truckers?
 - Vice Chair Goetsch said that TAT has worked with 18 companies to put in place demand reduction policies, which are zero tolerance policies for drivers who participate in crime of human trafficking. There are bad actors in every industry and exploiters in every profession, so TAT works with the companies that they

partner with to put those policies in place and to do the best they can to rid the company of those actors.

LUNCH

The committee took a break for lunch between 11:55 and 12:55

PRESENTATIONS

AMTRAK

At 1:00 p.m., James Lewis, Communications Manager for the Amtrak Police Department (APD), presented “Amtrak Police Department Anti-Trafficking Mitigation Efforts.” He discussed the partnership between the Department of Homeland Security, including the “Blue Campaign” awareness videos which play throughout Amtrak Stations. In 2020, the interdisciplinary APD Human Trafficking Working Group was created, with Lewis as its head. The group partnered with Amtrak’s Department to create a new human trafficking training video and send information about human trafficking awareness to employees’ homes that included a QR code linking to the new training. This training material is also now incorporated into new employee orientation training.

Amtrak has also created an anonymous human trafficking tip form for its employees and placed QR code stickers supplied by Twentyfour-Seven, a Florida-based not for profit anti-trafficking human rights organization created by a human trafficking survivor, in Amtrak restrooms to direct victims to Polaris’s National Human Trafficking Help Line. The QR codes resulted in investigations of alleged human trafficking and will soon be incorporated into signage to reach compliance with H.R. 7181. Amtrak continues to pursue measures against and awareness of human trafficking through updating internal policies, improving data collection measures, and abiding by the Transportation Leaders Against Human Trafficking pledge.

Questions Received

- ACHT Member Michael Krumm: After training, did you see a change in officers’ understandings or awareness of the crime of human trafficking?
 - Yes, but establishing subject matter experts within our department is a crucial next step to develop expertise and continue education.
- Kezban Yagci Sokat: Is the tipline for Amtrak personnel only or is it a public tipline?
 - The QR codes are scannable by anyone, and employee-specific communication happens in separate channels. Members of the public can call the helpline, text the helpline, or find an officer.
- Anonymous Submission: Are there plans to train non-LEO Amtrak employees?
 - Yes, it is mandated for all new employees and Amtrak is developing new programs.

PORT OF SEATTLE

At 1:13 p.m., Sam Cho, Commissioner of the Port of Seattle, presented “Port Maritime, and Aviation Efforts.” Before the COVID-19 pandemic, The Port of Seattle was the fourth largest port in America, and nearby Seattle-Tacoma Airport was the eighth busiest airport. They also have a major maritime and fishing business and the largest cruise port on the West Coast. The port also has the eight largest call volume to the National Human Trafficking Hotline.

Recently, the Commission passed a motion to make anti-human trafficking training broadly available to all port employees, and they have joined key anti-trafficking alliances, raised awareness for the cause, and requested additional authority to counter-trafficking from Washington State Congress. The Port has installed signage in eight common languages, and more reports have been made as a result. The Port’s Human Trafficking Strategy is based on four major pillars: internal policies and procedures, public awareness and education, employee awareness and training, and community partnership. Between 98% and 99% of Port of Seattle employees have completed the training, which focuses on how employees might encounter and stop human trafficking according to their specific job duties.

Cho also shared some of the anti-trafficking strategies that the Port of Seattle has implemented or will implement by 2025, including:

- A new, multi-language campaign called “Do You Know the Signs” to spark bystander actions
- Signing Port Allies Against Human Trafficking Pledge offered to port tenants
- Anti-trafficking QR codes throughout Port of Seattle owned properties
- Training requirements for badge renewal
- Internal and external events
- A Memorandum of Understanding with the Department of Homeland Security and the Department of Transportation, formally joining the Blue Lightning Initiative

In November 2021, the Port of Seattle Police partnered with the Seattle Police Department and FBI to surveil and arrest a man accused of trafficking minors through the Seattle-Tacoma International Airport, through a sting operation.

Questions Received

- Margo Hill: Do you work with the Puyallup tribal police?
 - No, that tribe is located closer to Tacoma, and though the Port of Seattle works with the Port of Tacoma, there is not a specific cooperative agreement with the tribal police.
- ACHT Member Bonito Ybarra: Are there any mode-specific trends in human trafficking that the Port of Seattle has noticed?
 - Because the Port of Seattle also includes Sea-Tac Airport, they monitor both, and the vast majority of cases seem to come from air travel. It is also easier to catch red flags through airline travel.
- Chair Saperstein: How much of the Port of Seattle’s approach came from DOT guidance, non-profit organization guidance, and internal policies?

- The work predates Sam Cho's time, but the training used for airport staff was developed by a local non-profit organization called Businesses Ending Slavery and Trafficking (BEST), and Cho's own knowledge that Korean women have been trafficked through the area encourages him to continue working to end trafficking. Recently, the Port of Seattle has reached out to other airports in hopes of creating a coalition against trafficking. The Washington State Legislature has also helped fund these activities.
- Anonymous Submission: Does the Port of Seattle see an effect in business with the recognition of the Port of Seattle's human trafficking awareness and that companies move business to other ports? Questioning because of potential pushback from industries that may be approached.
 - The Port's pledge program has helped companies feel better about using the Port of Seattle, and it is a "badge of honor" that has not led to any attrition of business.
- Anonymous Submission: Great visuals on "You Are Not Alone" and "There Is A Way Out." Please review "Do You See Me" and Do You Know the Signs"

MICHIGAN STATE POLICE

At 1:40 p.m., Lieutenant Colonel Michael Krumm of the Michigan State Police presented "Michigan State Police Truckers Against Trafficking Initiative." he ran statewide commercial vehicle enforcement, with a team of more than 200 – with the vision of becoming a national leader. In 2013, Krumm met David Lorenzen, Chief of Motor Vehicle Enforcement at the Iowa Department of Transportation. Lorenzen led the implementation of the first statewide, anti-trafficking program by a state DOT. After learning that Michigan did not have significant anti-trafficking enforcement efforts, Krumm solicited volunteers for a statewide anti-human trafficking initiative in Michigan.

To create a group with the ability to fight against human trafficking, Krumm and his team took a number of actions. Since the inception of the program, the team has:

- Trained 170 law enforcement officers and distribute of wallet cards, stickers, and posters
- Trained subject matter experts in each jurisdiction and offered training at every location where human trafficking was likely to occur, like truck stops, rest areas, and large trucking companies
- Tracked activity and engaged with the media through ride-alongs and presentations
- Identified key partnerships with the Michigan Department of Transportation, Trucking Association, Secretary of State, and prosecutors
- Shared efforts and results with others in 43 states and established competitions with Ohio, Illinois, and Indiana law enforcement officials to encourage outreach and intervention

In 2015 we spent about \$1,000 in supplies, more than 1700 people were reached through conversations with law enforcement at likely trafficking locations. In Michigan, calls to the National Human Trafficking Resource Center have nearly doubled, CDL materials now include a one-pager on human trafficking, and human trafficking is reported much more widely. Michigan has also become a leader and exemplar in the fight against human trafficking.

Questions Received

- Lori Ann Chaussinand: Would you be able to provide the PowerPoint that you used for your training or is there a link that you would be able to send?
 - Yes, they will be included in the minutes.
- Kezban Yagci Sokat: Is it possible to share the general list of success measures (such as number of presentations you did) you tracked or is the information available publicly? I am not asking about the number but the list of metrics themselves.
 - Yes, there is an annual report, as well as other documents available electronically.
- Margo Hill: Wow. Great work Michael. Thank you for all of your hard work. Do you do any work with the 12 Tribes of Michigan? Identifying issues that lead to Missing and murdered indigenous women?
 - Police from the initiative reached out to businesses in our tribal areas and we partnered with Missing in Michigan. We are very proactive and looked at racial disparities in traffic stops in our agency.

SOUTHEASTERN PENNSYLVANIA TRANSPORTATION AUTHORITY

At 2:08 p.m., Leslie Richards, CEO of the Southeastern Pennsylvania Transportation Authority, presented “Human Trafficking Awareness.” Pennsylvania ranks ninth in total number of human trafficking cases identified. SEPTA is the fifth largest mass transit system in the U.S. with 9300 employees and 2800 vehicles. SEPTA has installed permanent signage throughout stations and vehicles and created training videos for frontline employees and transit police. The agency has also integrated their transit app with human trafficking reporting, offering riders the ability to anonymously report their concerns directly to transit police. They also partner with local non-profit partners like She’s My Sister and newDAY, as well as state agencies and Villanova University. Richards shared stories of system-wide reporting, intervention, and arrests related to human trafficking, including the story of a SEPTA bus driver’s intervention into a potential human trafficking situation when she noticed a young girl being help back from travelling freely by an unknown man.

BREAK

The committee took a break between 2:20 and 2:40.

LESSONS LEARNED

At 2:40p.m., Kendis Paris, Director of Grantmaking Strategy at UPS and ACHT Member from 2018-2020, shared best practices and lessons she had learned from serving on the ACHT previously. She reviewed the ACHT’s findings and recommendations from 2020 – specifically including establishing comprehensive strategies and policies, training employees, and engaging in public awareness initiatives. She discussed the important of survivor-informed, accessible, and visually engaging materials to combat human trafficking.

The 2020 ACHT report included several recommendations for public and private transportation stakeholders, grouped into seven overarching themes, which Paris summarized. Speaking about the recommendation to focus on buy-in from organizational leadership and dedicate funding for anti-trafficking initiatives, she expressed the need for commitment to anti-trafficking that is long-lasting. She also discussed the recommendations to increase public-private partnerships to magnify the impact of organizations. Further, Paris highlighted that the 2020 recommendations included zero-tolerance policies and protocols as well as employee training and public awareness campaigns, both of which counter human trafficking in the workplace while making employees more attentive to trafficking in their work and lives. She also touched on the need to expand data and information-sharing across transportation entities to counter and better understand trends in human trafficking. Finally, she focused on the recommendation for increased victim and survivor support and specifically mentioned the ongoing need for transportation vouchers, identifying documents and job training for survivors, and efforts to review or expunge criminal records for survivors.

Paris urged current committee members to commit fully to their work, leverage their personal and professional experience, and remember the impact of their recommendations. She also recommended developing a clear structure for communication, determining committee roles, setting deadlines, requesting additional resources and information where necessary, and providing final recommendations that are clear and detailed.

Questions Received

- Anonymous Submission: Is there a mandate to withhold funding to organizations, companies etc. who cannot show a mandated human trafficking awareness training for all employees?
 - A lot of private industries aren't dependent on federal funding, but this question would need clarification on the context in order to provide further details. This is a good example of how federal mandates should be used wisely alongside buy-in from companies and organizations, such as captivating trainings with real-life stories.
- Anonymous Submission: How long is the training that UPS drivers and employees go through?
 - It depends on the position and sector. Local drivers do a 22-minute training. With the integrated system, the training is shorter but includes a follow-up. If drivers themselves are motivated, they will "take it to the next level," but longer trainings are better when possible.

ACHT RECOMMENDATIONS: ACCOMPLISHMENTS AND CHALLENGES

At 2:59, Julie Abraham, Director of the Office of International Transportation and Trade at the U.S. Department of Transportation's Office of the Secretary of Transportation, discussed counter-trafficking accomplishments and challenges in the transportation sector since the publication of the 2019 ACHT report in addition to ongoing challenges. Abraham explained that

there is an ongoing and important shift across the federal government to ensure that lived experience input is at the center of counter-trafficking policies. She highlighted Colorado's and Louisiana's leadership on the issue and called attention to work being done in Michigan and Seattle to stop trafficking. She noted that leadership challenges to implementing counter-trafficking efforts include a lack of organizational commitment. She highlighted that both the Federal Motor Carrier Safety Administration and Federal Transit Administration have grants to stop human trafficking, but lack of funding remains a challenge and barrier to addressing trafficking across the transportation sector.

Partnerships were among the previous ACHT's areas of focus. At the Federal level, more than 600 transportation stakeholders have signed the Transportation Leaders Against Human Trafficking pledge. Abraham highlighted diverse partnerships by Houston Airports, Truckers Against Trafficking, and The A21 Campaign. Organizational commitment and addressing the lack of awareness around existing resources is key. The 2019 report included best practices for policies and protocols, such as those adopted by the Port of Seattle, and real-time reporting for aviation employees. The most progress is visible in training and awareness, and sector-specific human trafficking indicators have been especially helpful in engaging victims of and bystanders to human trafficking. Abraham shared examples of organizations providing survivor-informed, organization-wide training, including the Pennsylvania Department of Transportation, American Airlines, and Werner. She also shared that the U.S. Department of Transportation is working with General Services Administration to create a centralized system tracking for certain human trafficking reporting.

Abraham encouraged the current ACHT committee members to address these outstanding challenges, ongoing successes, and future concerns in their deliberation and recommendations. She specifically highlighted some advances and trends since the last ACHT completed their report, noting that studies and research from Polaris and other partners have made potential gaps, trends, and partners even clearer. She also drew attention to the 2020 ACHT's recommendations to provide transportation for victims of human trafficking and to establish programs which help survivors reacclimate and learn skills to seek employment.

Questions Received

- ACHT Committee Member Leslie Richards: Are copies of existing studies and research available to the committee, and would reaching out to the Transportation Research Board (TRB) be a good idea?
 - Yes, all relevant research will be shared with the ACHT. This initial presentation is just an introduction to lay the groundwork before discussion and research occur.

DISCUSSION: COMMITTEE PHOTO, QUESTIONS, AND COMMENTS

At 3:24 p.m., Chair Saperstein asked all panelists to turn on their cameras for a group photo, and at 3:25 p.m., he invited the committee members to participate in a session for questions and comments.

- ACHT Member Michael Krumm: How can the current committee best evaluate the extent to which the last committee's recommendations were adopted or addressed.
 - Chair Saperstein: Some aspects of that evaluation will be data-driven or evaluable through research provided by DOT staff, but much of the evaluation will be through discussing on-the-ground experiences from the experts on the committee.
- ACHT Member Benito Ybarra: What is the best way to coordinate and integrate anti-human trafficking efforts?
 - Chair Saperstein: Just flagging that is a great start, and this is a good issue to address in the committee
- ACHT Member Earlyne Alexander: Is there existing research on misreporting human trafficking, such as on airlines?
 - ACHT Member Heather Healy: the process by which airlines contact law enforcement, as well as the liability of airlines when reporting suspected cases, minimizes the risk of misreporting. Her understanding is that this is not a major issue because airlines do not have responsibility for enforcement and can only report their concerns to law enforcement officers who must make the call about how to intervene.
- ACHT Member Derrick Waters: What are the best methods of disseminating best practices, and what are some ways to counter the financial disadvantage of small companies in training their employees on human trafficking?
 - Vice Chair Goetsch: Additional training for frontline workers is crucial, as are well-developed protocols. It is also crucial to understand the nuances of human trafficking and foster shared learning through peer-to-peer learning across sectors and other methods.
 - Alternate DFO Alkhateeb: DOT's multimodal counter-trafficking training incorporates best practices from the 2019 ACHT report, including mode-specificity, being visually captivating, ensuring a clear call to action, time/cost efficiency, accessibility, and being survivor-informed. The next iteration will include best practices and recommendations from the 2024 ACHT report.

PUBLIC COMMENTS

At 3:39, Chair Saperstein opened the session to public comment and questions.

- Bishop Donna Hubbard; an American Airlines flight attendant, founder of Woman at the Well Transition Center, survivor of human trafficking, and subject matter expert; stressed the importance of making sure that visuals such trafficking awareness posters reflect the diversity of people who are trafficked – especially young girls of color – to encourage victims to come forward and remove racial stigma. She also highlighted the need for materials to reflect the diversity of rescuers and reporters.

- Herman Horton: As Chief of Police at JSU, I am very interested in participating as a committee member for the Policies & Partnerships Committee with Mr. Cho. I am looking forward to expanding partnerships throughout Mississippi and I would like to know how I can obtain information regarding resources are available for this endeavor, especially from the perspective of engaging college campuses.
 - DFO Bambas clarified statutory rules about the size and selection of the subcommittee the limitations on additional members joining.
- Margo Hill: I am interested in cross-jurisdictional agreements that may include tribal governments.
- Anonymous Submission: Those [over-reporting] issues come up when the tipsters report solely based on race rather than behavior. People need to focus on training that talks about the behavioral indicators.
- Donna Hubbard: While we do have a protocol, and lawsuits may or may not be the issue. This sort of public media [about false reports of human trafficking] will cause fewer flight attendants to feel confident in reporting what they suspect. I am a flight attendant for American Airlines (9+years) and recently redesigned the Human Trafficking Awareness training for our initial and recurrent training. Our greatest concern is also how do we engage the upper-level reporting pipeline to support our reports? I am also a Survivor Leader and Subject Matter Expert
 - DFO Bambas said that the reporting and internal protocol issues will be specific to each company, but the committee can note the questions and concerns raised for further consideration in its report.

SUBCOMMITTEES, NEXT STEPS, AND TIMELINES

At 3:53, Vice Chair Goetsch began the discussion on the ACHT subcommittee's next steps and timelines and introduced each member by their title. She discussed subcommittee responsibilities, as well as the requirement that a DOT staff member attend every subcommittee meeting. She also explained the requirements and process for scheduling subcommittee meetings and the major benchmarks in the final report timeline. Subcommittee chairs and vice chairs were encouraged to begin reaching out to subcommittee members.

CLOSING REMARKS AND ADJOURNMENT

Chair Saperstein thanked the attendees and expressed his admiration for the assembled team, as well as his excitement to work with the committee members. He thanked members of the public who attended, and adjourned the meeting at 4:00 p.m.

Attachments:

- Public Comment
- ACHT electronic materials

We hereby certify, to the best of our knowledge, that the foregoing minutes are accurate and complete.

X

David Saperstein
Chair
ACHT

X

Nicole Bambas
Designated Federal Officer
ACHT



September 25, 2023

United Against Slavery is pleased to provide this statement in anticipation of the October 3, 2023, meeting of the Department of Transportation Advisory Committee on Human Trafficking. The previous advisory committee completed a report in 2019, which, in Section 3.4.3, noted that data collection as an opportunity to advance counter-trafficking efforts:

...[A] survey could be provided to all federal, state, local, and private transportation industry stakeholders (from ground workers to c-suite) to provide a baseline understanding of their comprehension of human trafficking, including recognition and reporting. With the data garnered from the survey, transportation-related training, public awareness campaigns, and other targeted initiatives could be expanded to address cross-industry knowledge gaps about trafficking and reporting mechanisms.

Human traffickers often exploit loopholes in transportation to move trafficking victims to different geographic areas during recruitment and exploitation; it can also help facilitate or support the survivor's exit from abuse. Understanding how transportation intersects with human trafficking requires data collection with multi-disciplinary perspective using a similar methodology for survey design, analysis, and project outcomes. It is essential to find out what transportation workers know about labor and sex trafficking so that future awareness and training programs can be adapted to identify human trafficking in their work environments.

In 2021, United Against Slavery conducted the National Outreach Survey for Transportation (NOST), a comprehensive research project of mostly frontline workers. Using a Collaborative Research Model, UAS collaborated with more than 120 contributors on the NOST, including 54 transportation organizations that distributed the survey. Each group was asked a small number of survey questions from more than 600 possible questions, recognizing that exposure to signs of human trafficking can vary according to the transportation mode and work position. In Fall 2023, United Against Slavery will release a report with survey results from 3,896 respondents, including transportation workers, law enforcement, victim service providers, and human trafficking survivors.

Participating human trafficking survivors shared how transportation was used during their recruitment, exploitation, extraction or escape, and healing journeys. They identified how transportation was central to the trafficker's operations and how having access to their own transportation provided independence and freedom to rebuild their lives.

NOST data provides insights that may help several aspects of anti-trafficking initiatives, including sector efforts to train workers in observing, identifying, and reporting signs of trafficking. For example, the survey asked whether respondents (n=3551) had concerns about misidentifying signs of human trafficking in their work environment. While 21% were undecided, 48% had concerns, while 30% did not. Of the respondents with concerns, 26% said those concerns might prevent them from reporting suspicions of human trafficking. Data reflects the importance of having internal policies that protect workers from misidentifying signs of trafficking.

Improving counter-trafficking efforts in transportation requires updated empirical data to identify what is and is not working to strengthen future efforts to combat this crime. We are confident that pursuing quality frontline data on human trafficking can inform awareness and training programs, focus legislation, improve enforcement and preventative actions, and improve survivor resource allocation to drive more effective outcomes. As the Department of Transportation Advisory Committee on Human Trafficking convenes, we look forward to making this first-ever National Outreach Survey for Transportation data and supporting tools available to your committee and the public.

*No matter what issues separate us in the world's eyes, anti-trafficking efforts
is one area we can stand united to be a light for those trapped in darkness.*



DOT ADVISORY COMMITTEE ON HUMAN TRAFFICKING MATERIALS



DEPARTMENT OF TRANSPORTATION ADVISORY COMMITTEE ON HUMAN TRAFFICKING

MATERIALS

1. ACHT Meeting Agenda - 10.03.23
2. Presenter Bios
3. ACHT Members
4. ACHT Subcommittees
5. ACHT Member Bios
6. ACHT Subcommittee Bios (*Non-ACHT Members*)
7. Public Law 117-58
8. Public Law 115-99
9. ACHT Charter
10. ACHT Member Bylaws
11. ACHT Member Responsibilities
12. ACHT Timeline - Chart
13. ACHT Timeline - Visual
14. ACHT Subcommittees Overview
15. ACHT Subcommittee Report Templates
16. ACHT 2019 Report

**DEPARTMENT OF TRANSPORTATION
ADVISORY COMMITTEE ON HUMAN TRAFFICKING**

**PUBLIC MEETING AGENDA
October 3, 2023 | 9:30 AM – 5:00 PM (EDT)**

Virtual Public Link:

<https://usdot.zoomgov.com/j/1610032832?pwd=ODRySWxhV2FFMU9SUXk3ZjlzVFJWdz09>

9:30am – 9:45am	Registration
9:45am – 10:05am	Welcome and Introductions <ul style="list-style-type: none">• <i>Annie Petsonk, Assistant Secretary for Aviation and International Affairs, USDOT</i>• <i>Rabbi David Saperstein, Chairperson</i>• <i>Esther Goetsch, Vice Chairperson</i>
10:10am – 10:20am	ACHT Overview and Requirements <i>Nicole Bambas, Designated Federal Officer, Office of International Transportation and Trade, USDOT</i>
10:25am – 10:40am	Survivor Remarks <i>Shamere McKenzie, Sun Gate Foundation CEO and National Human Trafficking Hotline Training Manager</i>
10:45am – 11:05am	DOT's Counter-Trafficking Efforts <i>Maha Alkhateeb, Alternate Designated Federal Officer, Office of International Transportation and Trade, USDOT</i>
11:10am – 11:35am	National Human Trafficking Hotline: Reporting and Data <i>Megan Cutter, Managing Director</i>
11:40am – 11:55am	Trucking and Bus Efforts: Truckers Against Trafficking <i>Esther Goetsch, Executive Director</i>
12:00pm – 1:00pm	Lunch
1:00pm – 1:15pm	Port, Maritime, and Aviation Efforts: Port of Seattle <i>Sam Cho, Commissioner</i>
1:20pm – 1:35pm	Passenger Rail Efforts: Amtrak <i>James Lewis, Communications Manager, Amtrak Police Department</i>
1:40pm – 1:55pm	Law Enforcement Efforts <i>Michael Krumm, Lieutenant Colonel, Michigan State Police</i>
2:00pm – 2:15pm	Transit Efforts: Southeastern Pennsylvania Transportation Authority <i>Leslie Richards, CEO</i>

2:20pm – 2:40pm

Break

2:40pm – 2:55pm

Lessons Learned

*Kendis Paris, Director of Grantmaking Strategy, UPS;
ACHT Member 2018-2020*

3:00pm – 3:15pm

ACHT Recommendations: Accomplishments and Challenges

*Julie Abraham, Director, Office of International
Transportation and Trade, OST, USDOT*

3:20pm – 3:55pm

Discussion: Committee Questions & Comments

Rabbi David Saperstein, Chairperson

4:00pm – 4:30pm

Public Comment

*Nicole Bambas, Designated Federal Officer,
Office of International Transportation and Trade, USDOT*

4:35pm – 4:50pm

Subcommittees, Next Steps, and Timeline

Esther Goetsch, Vice Chairperson

4:55pm – 5:00pm

Closing Remarks and Adjournment

Rabbi David Saperstein, Chairperson

DEPARTMENT OF TRANSPORTATION ADVISORY COMMITTEE ON HUMAN TRAFFICKING

NON-ACHT PRESENTER BIOGRAPHIES



JULIE ABRAHAM

**Director, Office of International Transportation and Trade,
Office of the Secretary, U.S. Department of Transportation**

Julie Abraham is the Director of the Office of International Transportation and Trade in the Office of the Secretary of Transportation. In this position, Abraham leads the Department's international transportation and trade program, overseeing multimodal international policy, trade promotion and cross border transportation issues, and managing international technical assistance programs as well as the Department's representation in bilateral and multilateral international transportation organizations. Abraham also leads the representation of the Department's interests in trade negotiations and oversees the Department's counter-trafficking initiative.

In 2009 and 2010, Abraham served as the Secretary of Transportation's representative to the U.S. Embassy in Baghdad. As the Transportation Counselor, she advised the U.S. Ambassador about transportation related matters. She also provided executive leadership to a team of experts from the Department of Transportation, Department of State, the U.S. military and locally employed Iraqi staff in assisting the Iraqi Ministers of Transportation and of Housing and Construction build capacity in all modes of transportation.

From 2003 until 2009, and from 2010 until 2011, Abraham served as the Director of International Policy, Fuel Economy and Consumer Programs at the National Highway Traffic Safety Administration (NHTSA). In that position, she was responsible for the Department's domestic regulatory activities for automobile fuel economy, consumer labeling and theft prevention. Abraham reformed the structure and standard setting methodology for the 30-year-old fuel economy program and then led the setting of standards under the reformed program.

Abraham also led NHTSA's activities on the global harmonization of motor vehicle safety regulations and in the 1990's, participated in the negotiation of an agreement for the harmonization of vehicle regulations under the auspices of the United Nations. From 2000 to 2009, Abraham held various leadership positions, including chair of the executive committee for the agreement. In those positions and as the lead U.S. representative, she successfully steered the adoption of the first global technical regulations, which are saving many lives.

Abraham was appointed to the Senior Executive Service in 2005. She earned her Masters of Science in Bioengineering from the University of Michigan and her Bachelor of Science in Electrical and Computer Engineering from Wayne State University. Abraham speaks English, Arabic, and French.



MAHA ALKHATEEB

Senior Advisor, Office of International Transportation and Trade, Office of the Secretary, U.S. Department of Transportation

Maha Alkhateeb, senior adviser in the Office of International Transportation and Trade in the Office of the Secretary at the U.S. Department of Transportation (DOT), coordinates domestic and international policy to combat human trafficking through the department's Counter-Trafficking Initiative, Transportation Leaders Against Human Trafficking initiative, and the Blue Lightning Initiative. She engages with federal, state, and local stakeholders to bolster counter-trafficking policies, partnerships, employee training, and public awareness. Alkhateeb supported the establishment of the DOT Advisory Committee on Human Trafficking and worked closely with the Committee on the development of their 2019 report. In addition, Alkhateeb developed DOT's contributions to counter-trafficking strategies for the U.N. International Civil Aviation Organization and the Asia-Pacific Economic Cooperation. Previously, she served as Co-Director of the Peaceful Families Project, where she combated domestic violence in the U.S. and abroad through educational resources and research. Alkhateeb also served as Managing Director of FotoDC, where she managed festivals and art events at galleries, museums, and embassies. Prior to that, she conducted research for a Pew Charitable Trusts study at Catholic University on civic incorporation among new immigrants. She holds a Bachelor of Arts in English Literature from George Mason University and a Master of Arts in Sociology from The George Washington University.



NICOLE BAMBAS

Program Manager for Trade and Investment, Office of International Transportation and Trade, Office of the Secretary, U.S. Department of Transportation

Nicole Bambas serves as the Program Manager for Trade and Investment in the Office of International Transportation and Trade at the U.S. Department of Transportation (DOT). In this capacity, Bambas coordinates the DOT's role in trade policy, negotiations, and implementation as well as the Department's counter-trafficking initiative. She has worked on the issue of combating human trafficking in transportation throughout her ten-year tenure at DOT, facilitating the launch and growth of the Transportation Leaders Against Human Trafficking stakeholder partnership and the Blue Lightning Initiative. Bambas supported the establishment of the DOT Advisory Committee on Human Trafficking (AHT) and worked closely with the AHT as it developed its "Combating Human Trafficking in the Transportation Sector" report. She holds a Bachelor of Arts degree in International Affairs

from The George Washington University and a Master of Business Administration from Marquette University.



MEGAN CUTTER

Managing Director, National Human Trafficking Hotline

Megan Cutter is the Managing Director of the Polaris-operated U.S. National Human Trafficking Hotline. Cutter has worked on the Trafficking Hotline since 2013, starting out as a Hotline Advocate responding to contacts to the hotline in both English and Spanish. In her current role she provides strategic oversight of the program to ensure a survivor-centered and trauma-informed response. Cutter leads a team of managers to promote consistency and continuity across the department, as well as to design, test, and refine innovative strategies and technologies to ensure optimal case response. She holds a dual degree in International Studies and Spanish from American University.



KENDIS PARIS

**Director of Grantmaking Strategy, UPS
ACHT Member 2018-2020**

Kendis Paris is the Director of Grantmaking Strategy for The UPS Foundation, which delivers pathways to empower resilient, just and safe communities by delivering health and humanitarian aid, eliminating systemic barriers to economic opportunity, building local capacity and advancing sustainability around the world.

Paris co-founded and formerly served as the executive director of Truckers Against Trafficking (TAT), a nonprofit organization that educates, equips, empowers, and mobilizes members of the trucking, bus and energy industries to combat human trafficking. She grew TAT to train over 1.2 million industry members to be the eyes and ears of our nation's roadways. Paris is co-winner of the Norma Hotaling Award for demand reduction and winner of the 2019 Presidential Award for Extraordinary Efforts in Combating the Trafficking of Persons. She served as a member of the USDOT's Advisory Committee on Human Trafficking, and is also an Ashoka fellow, a global organization that identifies and invests in leading social entrepreneurs.



ANNIE PETSONK

Assistant Secretary for Aviation and International Affairs, Office of the Assistant Secretary for Aviation and International Affairs, U.S. Department of Transportation

Carol "Annie" Petsonk serves as the Assistant Secretary for Aviation and International Affairs in the U.S. Department of Transportation. A recognized expert on international aviation and climate change, Petsonk has previously served in the U.S. government, including the Office of the United States Trade Representative in the Executive Office of the President, and the Department of Justice; in the United Nations; as international counsel for the Environmental Defense Fund; in the private bar; and as an adjunct professor at the George Washington University Law School.



DEPARTMENT OF TRANSPORTATION ADVISORY COMMITTEE ON HUMAN TRAFFICKING

MEMBERS

Chairperson: RABBI DAVID SAPERSTEIN, Director Emeritus and Senior Advisor for Policy and Strategy, Religious Action Center on Reform Judaism

Vice Chairperson: ESTHER GOETSCH, Executive Director, Truckers Against Trafficking

EARLYNE ALEXANDER, Supplier Diversity Compliance Manager, Port Authority of NY & NJ

SAM CHO, Commissioner, Port of Seattle

CASEY FRENCH, Deputy District Attorney, San Diego County District Attorney's Office

HEATHER HEALY, Director of Employee Assistance Programs, Association of Flight Attendants-CWA, AFL-CIO

ANNIKA HUFF, Survivor Advocate Expert

MICHAEL KRUMM, Lieutenant Colonel, Michigan State Police

JAMES LEWIS, Communications Manager, Amtrak Police Department

SHAMERE MCKENZIE, Sun Gate Foundation CEO and National Human Trafficking Hotline Training Manager

LESLIE RICHARDS, CEO, Southeastern Pennsylvania Transportation Authority

DERRICK WATERS, CEO, Coach USA

BRAD WHITE, Associate Director of Safety, Werner Enterprises

TIFFANY WLAZLOWSKI NEUMAN, Vice President, Public Affairs, NATSO

BENITO YBARRA, Chief Audit and Compliance Officer, Texas Department of Transportation

DOT ADVISORY COMMITTEE ON HUMAN TRAFFICKING SUBCOMMITTEES

TRAINING & AWARENESS SUBCOMMITTEE	
Chair: Michael Krumm*	Lieutenant Colonel, Michigan State Police
Vice Chair: Scott Alexander	International Relations Director, Houston Airports
Heather Healy*	Director of Employee Assistance Programs, Assoc. of Flight Attendants-CWA, AFL-CIO
Derrick Waters*	Chief Executive Officer, Coach USA
Annika Huff*	Survivor Advocate Expert
Lori Cohen	Chief Executive Officer, Protect All Children from Trafficking
Brad White*	Associate Director of Safety, Werner Enterprises
Margo Hill	Associate Professor, Eastern Washington University; SURTCOM Principal Investigator

POLICIES AND PARTNERSHIPS SUBCOMMITTEE	
Chair: Sam Cho*	Commissioner, Port of Seattle
Vice-Chair: Jessica Powers	Chief Safety Office for Bus and Rail, Trinity Metro
Herman Horton	Chief of Police, Department of Public Safety, Jackson State University
Donna Hubbard	Executive Director, Woman at the Well Transition Center; Training Director, Airline Ambassadors International; Flight Attendant, American Airlines
Casey French*	Deputy District Attorney, San Diego County District Attorney's Office
Jim Lewis*	Communications Manager; Amtrak Police Department
Tiffany Wlazlowski Neuman*	Vice President, Public Affairs; NATSO
Mary Dirksen	Senior HR Policy Analyst, Oregon Department of Transportation

RESEARCH & DATA SUBCOMMITTEE	
Chair: Leslie Richards*	Chief Executive Officer, Southeastern Pennsylvania Transportation Authority
Vice Chair: David Lorenzen	System Operations Division Director Iowa Department of Transportation
Shamere McKenzie*	Chief Executive Officer, Sun Gate Foundation; Training Manager, NHTH
Earlyne Alexander*	Supplier Diversity Compliance Manager, Port Authority of NY & NJ
Benito Ybarra*	Chief Audit and Compliance Officer, Texas Department of Transportation
Lori Ann Chaussinand	Southeast Regional Account Manager, Pilot Flying J
Erin DiCesare	Associate Professor of Interdisciplinary Studies, Johnson C. Smith University
Kezban Yagci Sokat	Assistant Professor of Business Analytics, San Jose State University

NOTE: * = ACHT member

DEPARTMENT OF TRANSPORTATION ADVISORY COMMITTEE ON HUMAN TRAFFICKING

MEMBER BIOGRAPHIES



CHAIR – RABBI DAVID SAPERSTEIN

**Director Emeritus and Senior Advisor for Policy and Strategy,
Religious Action Center on Reform Judaism**

Designated by Newsweek Magazine as the most influential rabbi in America, for 40 years David Saperstein served as Director of the Religious Action Center of Reform Judaism, representing the Reform Jewish Movement to Congress and the Administration, the largest segment of American Jewry.

During the second term of the Obama administration, Saperstein served as the United States Ambassador-at-Large for International Religious Freedom (the first rabbi in American history to hold the title of “Ambassador”), carrying out his responsibilities as the country’s chief diplomat on religious freedom issues. At the Department of State, he worked closely with the Office of Trafficking in Persons, with religious freedom issues often intersecting with human trafficking. Since leaving government, he has served as the Senior Advisor on Policy and Strategy to the Union for Reform Judaism. In 2019-20, Saperstein served as the President of the World Union for Progressive Judaism, the international denomination of the Reform Jewish Movement.

Also an attorney, Saperstein taught seminars on Church-State law and on comparative Jewish and American Law for 35 years at Georgetown University Law Center and later as an adjunct professor at Georgetown University’s Foreign Service School and Center for Jewish Civilization. A member of the Council on Foreign Relations, he also serves as a “Distinguished Fellow” at the PM Glynn Institute at Australian Catholic University.

During his career, Saperstein has served as the chair or co-chair of several national interreligious coalitions including the Coalition to Preserve Religious Liberty and the Washington Interreligious Staff Council. Saperstein has served on the boards or executive committees of numerous national non-profit organizations including the NAACP, Common Cause, People for the American Way, the Leadership Conference on Civil and Human Rights, the National Religious Partnership on the Environment, and the World Faith Development Dialogue. In terms of government service, he served as the first chair of the U.S. Commission on International Religious Freedom and has served on federal advisory councils at the White House and the State Department.

Saperstein’s work has been recognized over the years, receiving numerous national organizational awards (including the inaugural recipient of the Embassy of the Netherlands’ “Anne Frank Award”) and honorary doctorates from several universities (most recently from

Yale University and the Jewish Theological Seminary). His articles have been published in publications ranging from the New York Times and the Washington Post to the Harvard Law Review and he has appeared on most major television news and talk shows, including Oprah, Meet the Press, ABC's Sunday Morning, the Rachel Maddow Show, Nightline, PBS News Hour, Crossfire, Hardball, and the O'Reilly Factor. His latest book is Jewish Dimensions of Social Justice: Tough Moral Choices for our Times.



VICE CHAIR - ESTHER GOETSCH
Executive Director, Truckers Against Trafficking

Esther Goetsch is the Executive Director of Truckers Against Trafficking (TAT), a 501(c)3 organization that exists to educate, equip, empower and mobilize members of the trucking, bus, and energy industries to combat trafficking in North America.

Joining TAT in 2016 as a part-time Coalition Build specialist, Goetsch focused on building strategic public-private partnerships between leaders in the truck, bus and energy industries with state/provincial and local leaders to effectively counter the crime of human trafficking. By leveraging their networks, providing industry/agency-specific training on human trafficking and creating meaningful pathways for strategic engagement, TAT has helped states and provinces develop and implement locally tailored strategies to close loopholes to traffickers. Under Goetsch's leadership, TAT has conducted 80 Coalition Builds in 41 states and 3 provinces.

Over the last few years, Goetsch's role has shifted to expanding TAT's model replication in Canada and scaling and growing TAT's 10 core programs, which focus on both public and private sector engagement. To date, TAT has trained over 1.5 million industry professionals, and TAT's work within the private sector has deepened as TAT regularly advises companies on anti-trafficking training, policy implementation, resource activation and how to leverage their networks to make a positive social impact in fighting human trafficking. In December of 2021, Goetsch became the Director of Strategic Partnerships before assuming her current role as Executive Director in August of 2022.

During Goetsch's career at TAT, she provided expert witness testimony on human trafficking for the United States Congress at the Commerce, Science and Transportation committee in 2017 and has testified before the Texas and Oklahoma Legislatures. She has presented at the United Nations Office on Drugs and Crime (UNODC) and contributed to UNODC's 2021 Compendium of Promising Practices on Fostering Public-Private Partnerships (PPPs) to Prevent and Counter Trafficking in Persons.

Goetsch came to TAT with a bachelor's degree in international relations from Wheaton College, where she conducted award-winning research on HIV-AIDS prevention in Ethiopia. At Wheaton, she also earned a certificate in human needs and global resources.



EARLYNE ALEXANDER

Supplier Diversity Compliance Manager, Port Authority of NY & NJ

Earlyne “Lena” Alexander is a well-rounded professional with experience in cultivating an environment of diversity, equity, inclusion and belonging, airport management, employee well-being, customer experience, and bringing awareness of Human Trafficking prevention to the transportation industry through air, land, rail and sea. She is a strong program and project management professional at The Port Authority of New York & New Jersey (PANYNJ) in the Office of Diversity, Equity and Inclusion.

Alexander is passionate about her work in Human Trafficking prevention. She introduced Human Trafficking awareness and prevention to the agency she works with in 2016, willing to take this on as an additional project for five regional airports. In 2018, she persuaded her agency to sign a memorandum of understanding with the Department of Homeland Security Blue Lightning campaign to reinforce the importance of Human Trafficking awareness. By 2021, she created a Human Trafficking awareness campaign and training program for airport, port, bus terminals and rail employees. Employees at any PANYNJ facility, are required to take this training and posters for the campaign are displayed at all PANYNJ facilities (airports, ports, bus terminals, World Trade Center) and rail cars in frames and digital monitors for passengers’ and customers’ awareness. She is currently working on a refresh of the Human Trafficking awareness campaign due out by January 2024 for Human Trafficking Awareness month.

Alexander was introduced to human trafficking by a friend who warned her of it since Alexander traveled alone internationally a great deal. Once she started to research and learn more about Human Trafficking, her shock turned into a passion to help bring awareness of this silent crime that often goes unrecognized.



SAM CHO

Commission President, Port of Seattle

Sam Cho was elected to the Port of Seattle Commission in 2019 and became the Commission President in 2023. He is the son of immigrants who immigrated from South Korea to the United States through Seattle-Tacoma International Airport (SEA) in the 1980’s. Today, he is the youngest person and the first person of color to become Commission President since the founding of

the Port in 1911.

Driven to help shape the economy of the future, Cho’s career has spanned from government and emerging start-ups to established companies in the tech and sustainability space.

Cho currently serves as the Director of Strategic Initiatives in the Office of Seattle Mayor Bruce Harrell. Immediately before his election to the Port, he was the founder and CEO of Seven Seas Export, an international trading company that exported over 2.5 million pounds of eggs to various countries throughout the Asia-Pacific.

Earlier in his career, Cho held positions as an analyst at the U.S. Department of State, as a Legislative Assistant to both a Washington State Senator and a member of Congress and served as a political appointee under President Obama. He earned his Master of Science in International Political Economic from The London School of Economics, and his Bachelor of Arts in International Relations from American University.

One of his top priorities is ending human trafficking at the Port of Seattle. Under his leadership, the Port has implemented trainings for recognizing and reporting human trafficking for all badged employees at SEA, engaged tenants in a pledge campaign to fight human trafficking, and coordinated anti-trafficking efforts with federal partners and airports across the country. In recognition of his work, SEA won the 2022 U.S. Department of Transportation Combatting Human Trafficking in Transportation Impact Award.



CASEY FRENCH

Deputy District Attorney, San Diego County District Attorney's Office

Casey French has been a Deputy District Attorney with the San Diego County District Attorney's Office since 2012. She is currently assigned to the Sex Crimes and Human Trafficking division. In that capacity, she previously worked as part of the San Diego Human Trafficking Task Force.

French is a former co-chair of the Lawyers Club of San Diego Human Trafficking Collaborative, which focuses on equipping the community with the knowledge and tools to combat human trafficking and encourage community participation in the fight against it. Previously, she served as co-chair of the Education Subcommittee. She is also a member of the San Diego Regional Human Trafficking & Commercial Sexual Exploitation of Children Advisory Council which is tasked with identifying best practices for combatting human trafficking and making recommendations to the Board of Supervisors regarding county-wide anti-trafficking policies.

French has worked with law enforcement both locally and nationwide to assist victims of human trafficking. She has met with policymakers at the local, state, and federal levels on ways to improve laws addressing human trafficking and gaps in legislation. On a global scale, she has met with leaders from European and Western Hemisphere countries as well as delegates from Bahrain, Africa, and Thailand to engage in an interactive dialogue with countries affected by human trafficking.

**HEATHER HEALY****Director of Employee Assistance Programs, Association of Flight Attendants-CWA, AFL-CIO**

Heather Healy is the Director of the Employee Assistance Program for the Association of Flight Attendants which represents 50,000 Flight Attendants at 18 airlines. She is licensed in Maryland and DC as a clinical social worker. She holds multiple professional certifications and serves as a field instructor for the University of Maryland Graduate School of Social Work. For nearly forty years, she has been designing and developing support services and best practice guidelines

for employee behavioral health and victim support issues across federal, state, local and non-governmental organization workplaces.

Healy has coordinated and conducted awareness programs on human trafficking for transportation peer assistance professionals, their union leaders, and managers. She provides guidance and counseling services to Flight Attendants along the continuum of witnessing and reporting this heinous crime. She provides on-going consultation to the Association of Flight Attendants around supporting and resourcing Flight Attendants (especially through the Blue Lighting Initiative) to identify suspected victims of trafficking. Finally, she serves as the project manager for a Federal Aviation Administration funded safety initiative called the “Flight Attendant Drug and Alcohol Program” which is available to all Flight Attendants in both commercial and business aviation.

**ANNIKA HUFF****Survivor Advocate Expert
ACHT Member**

Annika Huff is a survivor of domestic sex trafficking; she started her career in 2016 after her trafficker was sentenced to life in prison. Her case and trafficker were the first in Nevada to undergo trial. She worked as one of the original 12 survivors of the Commercially Sexually Exploited Child (CSEC) action team and CSEC advisory board for California. Huff and her co-board member created statewide policies to support youth exploited in California from 2016 to 2018.

She provided training for employees in numerous hospital systems, police, and fire departments, testified for statewide human trafficking bills, and spoke for statewide programs, such as Victims of Crime. She has contracted with the Blue Campaign for Homeland Security and presented at conferences as a keynote speaker or breakout session leader about domestic human trafficking in groups of up to 1,000 audience members. In 2022, she presented as a keynote speaker at III Simposio Internacional Trata de Personas y Trafico Llicito de Migrantes in Antigua Guatemala.

Huff has a focus on media training/education within the anti-trafficking space. She was a production assistant on *The Zen Speaker: Breaking the Silence*, a human trafficking documentary on Amazon. She has toured film festivals around the country, including in the US Capitol building, and participated in many other projects, both behind the scenes and as a film subject herself. She is a certified group facilitator in the Lotus Module from Wichita State University and worked as a CSEC case manager at The Embracing Project, a direct service provider in Las Vegas. She served youth from 12 to 19 years old and has volunteered to speak in juvenile halls/detention centers and run weekly groups with the female units in California, Colorado, and Nevada.

Huff worked as a field trainer and training specialist for Truckers Against Trafficking (TAT) from 2018 to 2022. She traveled the nation as part of a two-person team, providing in-depth training to law enforcement on human trafficking throughout the United States and Canada. Additionally, she helped TAT develop targeted training materials for its many programs, from videos to written booklets. Huff was a co-producer and editor of the *Driving Freedom Podcast* for the first two seasons, receiving 6,000 downloads from September 2020 to May 2022.



MICHAEL KRUMM
Lieutenant Colonel, Michigan State Police

Michael Krumm is a Deputy Director for the Michigan State Police overseeing the Professional Development Bureau. Krumm graduated from Michigan State University with a bachelor's degree in Criminal Justice and a master's degree in Public Administration and is a graduate of the 239th session of the FBI National Academy.

Krumm began his career in the State Police in 1995 after graduating from the 112th Trooper Recruit School and was assigned to the Paw Paw Post. He started teaching at the State Police Academy in 1997 and in 2001 was promoted to sergeant at the Training Academy.

Krumm was promoted in 2006 to F/Lieutenant in charge of the Career Development Section of the Training Division and laterally transferred into the Trooper Development Section in 2009. In October 2011, he took a lateral transfer to become the Post Commander in Jackson. As the Jackson Post Commander, he was selected to lead a group of 23 troopers on a 15-day deployment to assist with the hurricane Sandy relief efforts in New Jersey.

Krumm was promoted to Inspector of the Special Operations Division in March 2013; and in September 2013, he was promoted to Captain of the Commercial Vehicle Enforcement Division (CVED). In 2015, Krumm championed efforts in Michigan to combat human traffic through his work with Truckers Against Trafficking. Under his leadership, Michigan became the second State in the nation to fully adopt the Iowa Model which is the gold standard in equipping, engaging and educating the commercial vehicle industry in human trafficking. He then started a

quad state initiative with the Indiana State Police, Illinois State Police and the Ohio Highway Patrol. In 2020, Michigan was awarded the State Champion award by Truckers Against Trafficking for his efforts.

In 2020 Krumm served as the vice-chair of the first human trafficking prevention program for the Commercial Vehicle Safety Alliance and later in 2021 became the chair of the program. Under his leadership, over 35 states and Canadian provinces participated in the first North American Human Trafficking Awareness Initiative in 2022.

Krumm was promoted in March 2020, to Major in the Field Operations Bureau where he served on the Directors Leadership Team and continued to support efforts to combat human trafficking. He was finally promoted to his present position as deputy director in June of 2021. His responsibilities include the leadership and oversight of the Organizational Development, Training, and Human Resources Divisions as well as the Office of Behavioral Science and the Michigan Commission on Law Enforcement Standards for the Michigan State Police.



JAMES LEWIS

Communications Manager, Amtrak Police Department

James Lewis is the Communications Manager for the Amtrak Police Department where he coordinates public affairs and media relations, social media, employee training, and employee and customer communications to include production of two Telly Award winning videos targeting recruitment and human trafficking awareness.

Working as a liaison with the Department of Homeland Security and the Department of Transportation, Lewis spearheads Amtrak efforts in training the workforce and educating the traveling public on human trafficking awareness. In October 2020, Lewis assumed the lead role for the Amtrak Police Department Human Trafficking Working Group; and has coordinated methods for mitigating the potential for human trafficking in the passenger railroad system.



SHAMERE MCKENZIE
CEO, Sun Gate Foundation
Training Manager, National Human Trafficking Hotline

Shamere McKenzie is a consultant, activist, subject matter expert on human trafficking and a sought-after award winning internationally recognized speaker and trainer. Turning her past adversities into an opportunity to liberate and protect others, McKenzie has brought about social and political change in America and around the world.

McKenzie has a strong passion for education and policy and is the Chief Executive Officer for Sun Gate Foundation, an anti-trafficking organization that provides educational opportunities for survivors of human trafficking. Additionally, McKenzie serves as the Training Manager for the National Human Trafficking Hotline. She is also the co-chair for the victim's services committee of the Maryland State Human Trafficking Task Force. As a former Program Director, McKenzie authored an anti-trafficking program from the ground up and oversaw an emergency residential program for adult survivors of human trafficking.

In 2018, McKenzie responded to a call from the Ministry of Justice in her birthplace, Jamaica, and currently serves as the first appointed Anti-Human Trafficking Ambassador for Jamaica.

McKenzie works tirelessly to raise awareness on human trafficking by speaking at universities, conferences, community events, and consulting with government officials around the world. She has trained a variety of professionals on how to identify and respond to victims of human trafficking, including the FBI, Homeland Security, Bureau of Diplomatic Security, churches, hotels and airline staff to name a few.

McKenzie's lived experiences with sex trafficking have been featured in several books including a college textbook focused on social justice. In addition, her story has been featured widely, on television, radio, documentaries, and in blogs. Her most recent documentary was released on the island of Aruba on September 25, 2018 entitled False Promises. The documentary serves as a tool to educate youth in the Caribbean about sex trafficking.

In 2015, McKenzie graduated from Loyola University Chicago with her Bachelor of Science degree in Criminology and Criminal Justice. Additionally, she serves on several boards, advisory boards and speaker's bureaus and has received numerous awards in recognition for her work.

Her strong determination, passion for success and her faith in Jesus Christ helps her to keep her eyes on the prize. McKenzie does not consider herself a victim because she is no longer enslaved; she is not a survivor because she is more than surviving; but, she considers herself a liberator - one who has broken free from the chains of her past, determined to pave the way for others who have been enslaved.



LESLIE RICHARDS
CEO, Southeastern Pennsylvania Transportation Authority (SEPTA)

Leslie S. Richards is the CEO and 11th General Manager of the Southeastern Pennsylvania Transportation Authority (SEPTA), the sixth largest public transportation agency in the U.S. with a budget of more than \$2 billion and a vast network of 9,500

employees that enable the five million residents of the Greater Philadelphia region to connect to each other. SEPTA operates across six transportation modes and has 2,800 vehicles in service, 285 subway and rail stations, 13,000 bus and trolley stops, and 150 routes.

SEPTA has partnered with Enon Tabernacle Baptist Church in Philadelphia and the Salvation Army Eastern Pennsylvania and Delaware on anti-human trafficking programs to provide support and resources to victims of trafficking. Frontline SEPTA employees and transit police officers receive training on identifying and investigating signs of trafficking and riders can report instances of trafficking directly on the SEPTA Transit Watch app or follow informational signage in SEPTA stations and vehicles to contact the National Human Trafficking Hotline.

Prior to joining SEPTA, Richards was the first woman secretary of the Pennsylvania Department of Transportation (PennDOT), one of the largest and most innovative transportation agencies in the U.S. She left a lasting mark on the department by creating strategic solutions for the long-term success of Pennsylvania's transportation needs through innovative, collaborative programs such as PennDOT Connects. PennDOT was the first statewide transportation agency to train employees on recognizing victims of human trafficking. The agency partnered with Villanova law to develop training materials, and by 2019 all state employees at driver's license center and highway Welcome Centers received anti-trafficking training.

A staunch advocate for women and diversity in transportation and government, Richards has been recognized for her leadership in the industry and commitment to public service. Prior to her public service, she worked in the private sector as a senior project manager for environmental and civil engineering firms. Richards is a graduate of Brown University, where she concentrated in economics and urban studies. She received a master's of regional planning from the University of Pennsylvania. She received The Villanova Law Institute To Address Commercial Sexual Exploitation's Justice Done Award in 2018.



DERRICK WATERS
Chief Executive Officer, Coach USA

Derrick Waters, the Chief Executive Officer of Coach USA, has a rich legacy spanning over three decades in the transportation and logistics sector. Known for his transformative leadership and strategic foresight, he has set high benchmarks in every role he's undertaken.

Waters' journey began in 1987 as a part-time employee with UPS in North Carolina. Demonstrating both aptitude and diligence, he swiftly progressed. By 1988, Waters had ascended to a part-time management role in accounting and, in 1990, assumed duties as a package car driver during the bustling Christmas season. He was promoted to full-time management in the industrial engineering department the following year. Over his 34-year tenure at UPS, he undertook diverse roles, from operations management to significant assignments at the UPS corporate office in Atlanta. He eventually held the title of Vice President of Package Operations, overseeing operations across seven districts in 24 western states.

Waters' transition to Coach USA in August 2021 saw him initially as the Chief Operating Officer, where he was entrusted with global operations. Under his leadership, Coach USA experienced transformative changes in its operational focus, setting new industry standards. Recognizing his unmatched capabilities and the significant strides made under his leadership, he was promoted to his current position as CEO in March 2023. He is now responsible for guiding the organization's day-to-day management, ensuring its continued growth and innovation.

Beyond his corporate accomplishments, Waters' heart lies in community engagement and education. A staunch advocate for continued education, he has been a driving force behind initiatives like the Black Executives Exchange Program since 2000. He has also contributed as a board member for esteemed institutions, including the Henry Samueli School of Engineering at UC Irvine and CSULA School of Engineering. His dedication to fostering knowledge also led him to become a part-time instructor at Cal State University L.A. in 2015. Academically, he holds a bachelor's degree in organization management from Saint Augustine's College and an MBA in international studies from Mercer University.

Coach USA is a proud supporter of Buses on the Lookout, which equips all employees with the knowledge and resources to recognize and respond to potential trafficking situations. Every Coach USA and Megabus unit carries a human trafficking sticker, and drivers are equipped with wallet cards containing essential contact information to aid any individual in distress.



BRAD WHITE

Associate Director of Safety and Compliance, Werner Enterprises

As an Associate Director of Safety and Compliance, Brad White closely works with both the Dedicated and One Way Divisions, as well as our Legal, HR, Recruiting, Sales Department, and School Network. In his role, he serves as a subject matter expert on Federal Motor Carrier Safety Administration and Hazardous Materials Regulations. He also assumed responsibility as the company's Designated Employer Representative for drug and alcohol testing and DOT physical qualifications, in addition to driver illness and medical leave of absence program. He is the primary point of contact for the company's Customs and Trade Partnership Against Terrorism partnership with U.S. Customs and Border Protection and the Canadian Border Services Agency's Partners in Protection.

White has been involved with Werner's efforts to support the trucking industry in the fight against human trafficking by providing associates with training resources and information needed to combat this global human rights crisis. The company has spent over 8,500 hours training Werner drivers and Roadmaster driving school students to support efforts against human trafficking within their fleet. As a result of training and reporting accessibility through their Driver Werner Pro application, their drivers have reached out to the National Human Trafficking Hotline over 120 times. Werner also partners with state and governmental agencies who require equipment for staging to help with targeted trafficking cases and was recognized by the Department of Homeland Security's Blue Campaign on Human Trafficking Awareness Day on January 11th.



TIFFANY WLAZLOWSKI NEUMAN

Vice President of Public Affairs, NATSO

Tiffany Wlazlowski Neuman is the Vice President of Public Affairs at the National Association of Truck Stop Owners (NATSO), which represents the truck stop and travel plaza industry. She leads NATSO and the NATSO Foundation's public affairs initiatives and communications strategies to promote the truck stop and travel plaza industry to the public, opinion leaders, elected officials and the media. Her outreach includes a spectrum of policy issues facing the industry, including transportation, the evolving refueling landscape, truck parking and human trafficking.

Wlazlowski Neuman serves as NATSO's representative on the Department of Transportation's National Truck Parking Coalition and serves on various state truck parking technical advisory committees. She also serves on the American Highway Users Policy and Government Affairs Committee and is a Board Member for the Charge Ahead Partnership.

Wlazlowski Neuman is the architect of the truck stop and travel plaza industry's anti-human trafficking campaign, a multi-faceted program centered on educating the industry to identify and

report suspected incidents of human trafficking. She serves as the primary liaison with all partner organizations working to combat human trafficking. She also served as Vice Chair of the U.S. Department of Transportation's Human Trafficking Advisory Council Subcommittee on Training and Awareness in 2018-2019.

Under Wlazlowski Neuman's leadership, the NATSO Foundation launched an online learning initiative designed to deliver comprehensive educational and safety training materials to truck stop owners, operators and employees. Among its offerings, the NATSO Foundation makes available e-learning courses that teach members of the truck stop and travel plaza industry how to respond to requests for help from people in need of assistance in various life-threatening scenarios. The online learning module "The Role of Truck Stops in Combating Human Trafficking" has been adopted throughout the United States many of which have incorporated it into their new employee training. Prior to joining NATSO, Wlazlowski Neuman served as the Director of Public Affairs and Deputy Press Secretary at the American Trucking Associations. She also spent nearly 10 years in the print news business as a business writer and editor, including Baltimore's daily business and legal newspaper, The Daily Record.



BENITO YBARRA

Chief Audit and Compliance Officer, Texas Department of Transportation

Benito Ybarra oversees the Texas Department of Transportation (TxDOT)'s Internal Audit and Compliance Divisions. These divisions are aimed at improving stewardship, risk management, accountability and governance through value-driven audits, evaluations, investigations and advisory services engagements.

TxDOT is dedicated to countering human trafficking and has an established human trafficking task force and a multi-division commitment to goals on countering trafficking activities. The agency is a member of a statewide anti-human trafficking coalition and has mandatory human trafficking awareness training for its 13,000+ employees. It also conducts training and tours of known criminal sites for the Southeast Region of Transportation Officials and engages with law enforcement to investigate human trafficking on state property.

Prior to joining TxDOT in September 2011, Ybarra worked at Dell Inc. and Texas Guaranteed Student Loan Corporation. He graduated from the University of Texas at Austin and has earned designations as a Certified Internal Auditor, Certified Information Systems Auditor, Certified Fraud Examiner and a Certified Compliance and Ethics Professional during his 25-year career.

Ybarra also served as the Global Chairman of the Board of the Institute of Internal Auditors during 2022-2023 and continues to serve on the Board. He is also a member of the American Association of State Highway and Transportation Officials and is the past Chairman of the State Agency Internal Audit Forum. He is an active member of several additional professional organizations.

**DEPARTMENT OF TRANSPORTATION
ADVISORY COMMITTEE ON HUMAN TRAFFICKING**

**SUBCOMMITTEE BIOGRAPHIES
(NON-ACHT MEMBERS)**



SCOTT ALEXANDER
International Relations Director, Houston Airports

Scott Alexander is the Director of International Relations for the Houston Airports. In this role Alexander liaises with 90 Consulates in the Houston area and works with Federal Partners including Customs and Border Protection, Transportation Security Administration, and multiple stakeholders. Alexander leads the airport's effort to combat Human Trafficking through training and awareness.

Prior to joining the Houston Airport System, Alexander worked for Continental Airlines and led their International Customer Service Operations at Bush Intercontinental Airport. Alexander has served in the Aviation industry for over 38 years and is a Certified member of the American Association of Airport Executives, currently serving on the Executive Board. Alexander was recently named Chair of Airports Council International North America International Facilitation Committee.



LORI ANN CHAUSSINAND
**Manager, Strategic Sales Development and Training,
Pilot Flying J**

Lori Ann Chaussinand is Manager, Strategic Sales Development and Training for Pilot Company. With over 30 years in the Transportation and Energy Industry, she is currently mentoring others in roles that she has held for many years and helping others to bring value to transportation companies and their drivers. Chaussinand has focused on fighting human trafficking for many years. Having worked in the trucking industry for 28 years, she has witnessed first-hand the potential environment that victims can be lured into.

While the transportation industry has always faced challenges, in today's environment the need for drivers is greater than ever. Her focus is to ensure Pilot services their drivers when they are on the road and addresses challenges they face, such as parking shortages. Her keen understanding of fleet owners, their business challenges, and the ability to provide key information to assist them has been an integral part of Chaussinand's long-term success. She knows hundreds of owners of large trucking companies throughout 40 states and the network has been a great source to move counter-trafficking efforts even further.

Chaussinand believes that drivers are at the heart of our industry and that keeping drivers safe and happy is the key to the industry's success while helping to keep America moving. She has

devoted much of her time to understanding and servicing the transportation industry and has led several strategic teams to bring value to drivers and their needs. At the same time, her fight against human trafficking is always there as well. She holds a Polaris Anti Human Trafficking Certification, Florida Restaurant and Lodging Association Anti-Human Trafficking Certification, and a well as a certification from Truckers Against Trafficking. Chaussinad was also on the team that received the Florida Trucking Association Board 2021 Championship Award for Truckers Against Trafficking.

Chaussinad studied Business Management at the University of Pittsburgh and went on to study at Mobil Oil Corporation's various refineries in their Lubrication Engineering Certification Program.



LORI COHEN
CEO, Protect All Children from Trafficking

Lori Cohen is the Chief Executive Officer of Protect All Children from Trafficking (PACT, formerly ECPAT-USA), the leading policy organization on child sex trafficking in the nation. PACT is a member of the End Child Prostitution in Asian Tourism international network, active in over 100 countries and dedicated to the prevention of child sex trafficking and exploitation. PACT is widely recognized for its innovative approach toward training partners in transportation and hospitality on identifying and disrupting trafficking.

An attorney, Cohen draws upon her years representing a broad range of trafficking survivors to inform her role at PACT. Cohen continues to work closely with the true experts in the field: PACT's Survivors' Council, women and men with lived experience who advise PACT on policy, educational material, and outreach strategies.

Cohen is a frequent speaker on trafficking-related matters in the United States and abroad and has served on the faculty of the University of Michigan Law School and Yale University.



ERIN DICESARE
Associate Professor of Interdisciplinary Studies, Johnson C. Smith University

Erin DiCesare holds a Ph.D. in Interdisciplinary Humanities from Florida State University. DiCesare currently serves as the Program Coordinator for the Interdisciplinary Studies major at Johnson C. Smith University in Charlotte, North Carolina where Dicesare is also an Associate Professor of Interdisciplinary Studies. Her areas of research focus on popular culture, with a specific focus on reality television.

DiCesare has published an article entitled "The Sexual Other and Realty Television: Representations, Repression, and Recovery" in the international journal

Trans-Humanities as well as a pedagogical focused article in the American based journal *The Atrium* entitled “Interdisciplinary Research and Education in the Digital Age.” DiCesare has also recently published a chapter in the book *Yankees and Popular Culture* entitled “From Ruth to Rivera: The Core Four, Yankee Dynasties, and the Making of Legends” and a book chapter entitled “Reality TV: Instilling Fear to Avoid Prison” in *The Palgrave Handbook of Incarceration in Popular Media*.

A continued research focus for DiCesare is the use of digital tools used in the growing human trafficking problem in Charlotte. She focuses on bringing awareness of this growing problem to Charlotte and the surrounding areas and helping find ways to protect those labeled as vulnerable from becoming a victim of human trafficking. DiCesare has conducted various community lectures and guest lectures at both Johnson C. Smith University and The University of North Carolina at Charlotte. She continues to work with various non-profit organizations in Charlotte and the surrounding areas that focus their efforts on combating human trafficking and sexual violence. DiCesare currently serves on the Board of Directors for Brave Step.



MARY DIRKSEN

Senior HR Policy Analyst, Oregon Department of Transportation

Mary Dirksen is the Senior Human Resources (HR) Policy Analyst for the Oregon Department of Transportation (ODOT). Dirksen has degrees in General Management and HR Management and twenty-five years of HR experience, spanning federal, state, and private sectors. In her current role, Dirksen reviews, develops and revises HR policies, procedures and guidelines and coordinates legislative bill implementation for HR related bills.

Dirksen has served on Oregon’s statewide Trafficking Intervention Advisory Committee since November 2017. She has volunteered with Stop Child Trafficking Now and for Remember Nhu, a non-profit working on human trafficking prevention from a global perspective. Dirksen is also a panel member for the National Cooperative Highway Research Program’s project “State DOT Contributions to the Study, Investigation, and Interdiction of Human Trafficking” (NCHRP 20-121). She is certified to train Understanding and Addressing Sex Trafficking in Our Community. This is a powerful training that shares videos from those with lived experiences from thelifestory.org. Dirksen generally coordinates the anti-human trafficking work at ODOT and has been a passionate advocate in the fight against human trafficking since 2008.



MARGO HILL

**Associate Professor, Eastern Washington University
SURTCOM Principal Investigator**

Margo Hill is a Spokane Tribal member and grew up on the Spokane Indian reservation. Hill is at the intersectionality of Federal Indian Law, Policy, Transportation and Mobility. Hill serves as the Associate Director of Small, Urban, Rural and Tribal Center on Mobility (SURTCOM) and Associate Director of Northwest Tribal Technical Assistance Program. In that capacity Hill has completed over a decade of research on Tribal Transportation issues facing tribal communities.

Hill served as the Spokane Tribal Attorney for 10 years and as a Coeur d'Alene Tribal Court Judge. She earned her Juris Doctorate from Gonzaga School of Law and her Master of Urban and Regional Planning from Eastern Washington University. Her bachelor's degree is in Political Science from University of Washington. Hill is faculty at Eastern Washington University where she teaches Planning Law and Legislation, Community Development, Planning Implementation, Administrative Law, Community Development, Tribal Planning classes and American Indian Law. Hill is a member of the Northwest Human Trafficking Taskforce.

Hill has presented training workshops to tribal communities, WSDOT, law enforcement and transportation professionals across the region and nation. She works with tribal leaders, Washington State patrol Tribal Liaisons and participates with Washington State Attorney General's Missing and Murdered Indigenous Women (MMIW) Task Force. Hill has a number of publications that explain Federal Indian Law and Policy, risk factors for Native Americans, and jurisdictional issues that contribute to Human Trafficking and MMIW/P.



HERMAN HORTON

**Chief of Police, Department of Public Safety,
Jackson State University**

Chief Herman Horton is a native of Jackson, Mississippi and is a graduate of Jackson State University with a Bachelor of Science degree in Criminal Justice and a Master of Arts in Criminology.

Horton began his military career in the United States Marine Corps, serving as a Military Police Officer, Watch Commander, Military Police Investigator, Military Police Instructor and Special Response Team leader.

After serving 10 years in the Marine Corps, Horton returned home and joined the Jackson Police Department in 1995. There, Horton obtained his state certification as a police instructor and has since trained over 31 police recruit classes. He served as firearms instructor and defensive driving instructor, as well as Assistant Commander of the Crisis Negotiation Team, Commander of the Civil Disturbance Team, and Crisis Intervention Team Instructor/Coordinator. Horton also

served as the head of dignitary protection for former Mayor of the City of Jackson, Harvey Johnson, for 3 years.

Horton served in the Mississippi Army National for 7 years as a Military Police Squad Leader and Platoon Sergeant. Horton later joined the United States Army Reserve in where he served as a Military Police Instructor, Drill Sergeant, Deputy Inspector General and Battle Command Training Evaluator.

Horton retired at the rank of Master Sergeant (E-8) after serving 28 years of honorable service. He has received numerous commendations and accolades throughout his police career including 3-time Officer of the Month, Jackson Police Department Officer of the Year, Mississippi Attorney General's Tri-County Officer of the Year, United States Attorney's Meritorious Service Commendation, and the Jackson City Council "Outstanding Citizen Resolution" for his service to the citizens of Jackson, along with a Senate Resolution from Senator Hillman Frazier and the late Senator Alice Varnado Harden. Horton's military awards include Meritorious Service Medal, Army Reserve Medal, Global War on Terrorism Medal, Army Achievement Medal, and the National Defense Service Medal.

In 2019, Horton left the Jackson Police Department to serve as the Chief of Police at Hinds Community College (HCC)–Utica Campus until his retirement in September 2021. While serving as Chief of Police at HCC-Utica campus, he hosted human trafficking training for all members of the faculty, staff, and student body with Hinds County Sheriff's Office Deputy Helen Brown, CEO at No More Tears, as well as similar human trafficking training for members of the faculty, staff, and student body at Jackson State University.

Horton worked with Michael Watson, Secretary of State, to orchestrate the first Mississippi Businesses Against Trafficking summit to the Jackson State University in April 2023 which helped the Department of Public Safety spread the word about the ever-increasing issue of human trafficking.

He serves as the Regional 6 Vice-President for the Historically Black Colleges and Universities Law Enforcement Executives and Administrators. Horton is also a member of the Mississippi Campus Law Enforcement Administrators and the International Association of Campus Law Enforcement Administrators.

After his brief stint at retirement, Horton returned to active service where he currently serves as Director of Public Safety for Jackson State University in Jackson, MS.



DONNA HUBBARD

**Executive Director, Woman at the Well Transition Center
Training Director, Airline Ambassadors International
Flight Attendant, American Airlines**

Donna Hubbard is the daughter of the late author and Community Activist Barbara “Nayo” Watkins and Charles “Charlie” Hubbard, graduates of Atlanta’s historic Booker T. Washington High School. Her mother took great pride in cultivating Hubbard’s precocious, creative spirit. Hubbard graduated Valedictorian of Clara Muhammad High School in 1973. But life would not always be prestigious for Donna Hubbard.

Hubbard married while still in high school. After a violent sexual assault her life became a series of abandonment, abuse, addiction, exploitation, and violence. She was sold to a pimp, trafficked, gang raped, and finally became gang property. Waiting to be transferred to prison, she met Minister Lynnette Higgins who introduced her to the Gospel of Jesus Christ. Knowing what awaited her if she were released, Hubbard accepted that prison would be her only escape. Prison is where Hubbard was finally “free” and made a commitment to serve God: a complete surrender to a greater destiny and purpose. She was paroled in 1993 to Atlanta, Georgia.

In 1994, Hubbard founded Woman at the Well Transition Center, a 501(c)3 non-profit providing direct services to rescued, trafficked, and formerly incarcerated women throughout the United States. In the first 3 years the organization served 4000 women offering several programs including F.O.C.A.U.S -Parenting from Prison, G.I.F.T. For Life -street intervention, relapse prevention, reentry case management, and I.M.A.G.E - employment readiness.

Since 2010, Hubbard has facilitated trainings for law enforcement, public health practitioners, community resource providers, houses of faith, aviation and hospitality and corporate employees on recognizing and reporting human trafficking. She has authored and copyrighted 8 original curriculums. Since 2015, she has worked with Airline Ambassadors International as a Certified Director of Human Trafficking Awareness and has facilitated trainings in North American, Hungary, Latvia, Thailand, the Philippines, Colombia, Iceland, Japan, Switzerland, Romania, Kenya, Korea, Qatar, and United Arab Emirates. Hubbard co-facilitated Human Trafficking Awareness Trainings for 3 Super Bowls, trained 3500 airline and airport personnel, and more than 700 public health providers as a member of the Board of Directors of the Family Health Centers of Georgia. Hubbard is employed as a Flight Attendant for American Airlines (AA) and has represented AA and her work force of flight attendants at two aviation security international conferences.

Hubbard earned her Bachelor of Science in Theology, her Master of Science in Biblical Studies at PCIE Seminary Program, San Bernardino, CA. In 2023, she was presented an Honorary Doctoral Degree in International Women’s Studies and holds a Christian Counseling Certification from the National Association of Christian Counselors. In July 2021 Hubbard was consecrated by Archbishop Q.S. Caldwell as the first woman Jurisdictional Bishop of Celebration of Praise Ministries International fellowship of 133 churches. She is a sought-after

keynote speaker, certified workshop facilitator, dedicated consultant, mentor, and prolific preacher.



DAVID LORENZEN
System Operations Division Director, Iowa Department of Transportation

David Lorenzen has spent over 45 years in public service, and 43 of those years in law enforcement. Lorenzen became involved with human trafficking awareness efforts 12 years ago while serving as Chief of the Iowa Department of Transportation's Motor Vehicle Enforcement (MVE) Bureau. Lorenzen led Iowa DOT's relationship efforts with Truckers Against Trafficking and developed the IOWA MVE model, which gave state DOTs and law enforcement agencies a template to leverage resources they have towards campaigns to educate and increase awareness of human trafficking activities. The model is the industry standard in nearly all states.

Lorenzen also led efforts with the Iowa Department of Education to train all licensed school bus drivers on Human Trafficking awareness. He served on the Truckers Against Trafficking Board of Directors for 11 years in addition to the Iowa Law Enforcement Academy Council where he assisted getting Human Trafficking Awareness implemented in the curriculum. Lorenzen worked with Truckers Against Trafficking and the Commercial Vehicle Safety Alliance (CVSA) to develop a training component on human trafficking awareness which is now a module in the required training law enforcement staff must take to be certified to conduct commercial vehicle inspections. Lorenzen also worked with CVSA to establish a Human Trafficking Enforcement Program, which he chaired for 3 years.

JESSICA POWERS
Chief Safety Office for Bus and Rail, Trinity Metro



KEZBAN YAGCI SOKAT

Assistant Professor of Business Analytics, San Jose State University

Kezban Yagci Sokat is an Assistant Professor of Business Analytics at San José State University and a Research Associate at the Mineta Transportation Institute with a passion for using analytics to alleviating human suffering in the areas of public health, humanitarian logistics, and human trafficking.

In collaboration with local, national, and international efforts, Yagci Sokat leads various multi-disciplinary projects to combat human trafficking. Her efforts to combat human trafficking have been supported and recognized by government and organizations such as the United States Department of Transportation, Valley Transportation Authority and San José State University. Yagci Sokat received the IBM Public Impact Award for her work on human trafficking in global supply chains.

Yagci Sokat work has been used to inform policy and anti-trafficking efforts both nationally and internationally. Her work in transportation was utilized by the U.S. Senate to reach out to the key transportation industry stakeholders. Yagci Sokat had the honor to train anti-trafficking practitioners about supply chains in Workshop on Draft National Action Plan – Labor Exploitation and Supply Chains, co-organized by Department of Protection of Victims of Human Trafficking, Presidency of Migration Management and International of Organization for Migration and funded by the European Union Support to Fight Against Trafficking in Human Beings in Türkiye Project.

Yagci Sokat has served on various multi-disciplinary committees to aid local and national collaborative efforts as a recognized researcher. She is the chair of the Forced Labor Working Group and a member of the Analytics Working Group for the National Outreach Survey for Transportation under the U.S. Department of Transportation Combating Human Trafficking in Transportation Impact Award. Yagci Sokat has served on the Cook County Human Trafficking Task Force Labor Trafficking Subcommittee, Los Angeles Labor Trafficking Subcommittee, and South Bay Coalition to End Human Trafficking.

Yagci Sokat received her PhD in Industrial Engineering and Management Sciences from Northwestern University and holds master's degrees from Georgia Institute of Technology with a Fulbright scholarship.



PUBLIC LAW 117–58—NOV. 15, 2021

135 STAT. 429

Public Law 117–58
117th Congress

An Act

To authorize funds for Federal-aid highways, highway safety programs, and transit programs, and for other purposes.

Nov. 15, 2021

[H.R. 3684]

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

Infrastructure
Investment and
Jobs Act.

SECTION 1. SHORT TITLE; TABLE OF CONTENTS.

(a) SHORT TITLE.—This Act may be cited as the “Infrastructure Investment and Jobs Act”.

23 USC 101 note.

SEC. 23020. REPORT ON HUMAN TRAFFICKING VIOLATIONS INVOLVING COMMERCIAL MOTOR VEHICLES.

Coordination.
Recommendations.
Assessment.
49 USC 31102
note.

Not later than 3 years after the date of enactment of this Act, and every 3 years thereafter, the Secretary, acting through the Department of Transportation Advisory Committee on Human Trafficking established under section 5(a) of the Combating Human Trafficking in Commercial Vehicles Act (Public Law 115–99; 131 Stat. 2243), shall coordinate with the Attorney General to prepare and submit to Congress a report relating to human trafficking violations involving commercial motor vehicles, which shall include recommendations for countering human trafficking, including an assessment of previous best practices by transportation stakeholders.

PUBLIC LAW 115–99—JAN. 3, 2018

COMBATING HUMAN TRAFFICKING
IN COMMERCIAL VEHICLES ACT

Public Law 115–99
115th Congress

An Act

Jan. 3, 2018
[S. 1536]

Combating
Human
Trafficking in
Commercial
Vehicles Act.
49 USC 30101
note.
49 USC 102 note.

To designate a human trafficking prevention coordinator and to expand the scope of activities authorized under the Federal Motor Carrier Safety Administration's outreach and education program to include human trafficking prevention activities, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the “Combating Human Trafficking in Commercial Vehicles Act”.

SEC. 2. HUMAN TRAFFICKING PREVENTION COORDINATOR.

The Secretary of Transportation shall designate an official within the Department of Transportation who shall—

(1) coordinate human trafficking prevention efforts across modal administrations in the Department of Transportation and with other departments and agencies of the Federal Government; and

(2) in coordinating such efforts, take into account the unique challenges of combating human trafficking within different transportation modes.

SEC. 3. EXPANSION OF OUTREACH AND EDUCATION PROGRAM.

Section 31110(c)(1) of title 49, United States Code, is amended by adding at the end the following: “The program authorized under this subsection may support, in addition to funds otherwise available for such purposes, the recognition, prevention, and reporting of human trafficking, while deferring to existing resources, as practicable.”.

SEC. 4. EXPANSION OF COMMERCIAL DRIVER'S LICENSE FINANCIAL ASSISTANCE PROGRAM.

Section 31313(a)(3) of title 49, United States Code, is amended—

(1) in subparagraph (D), by striking “or” at the end;
(2) by redesignating subparagraph (E) as subparagraph (F); and
(3) by inserting after subparagraph (D) the following:

“(E) support, in addition to funds otherwise available for such purposes, the recognition, prevention, and reporting of human trafficking; or”.

**SEC. 5. ESTABLISHMENT OF THE DEPARTMENT OF TRANSPORTATION
ADVISORY COMMITTEE ON HUMAN TRAFFICKING.**

(a) **ESTABLISHMENT.**—The Secretary shall establish an advisory committee on human trafficking.

(b) **MEMBERSHIP.**—

(1) **COMPOSITION.**—The Committee shall be composed of not more than 15 external stakeholder members whose diverse experience and background enable them to provide balanced points of view with regard to carrying out the duties of the Committee.

(2) **SELECTION.**—The Secretary shall appoint the external stakeholder members to the Committee, including representatives from—

Appointments.

(A) trafficking advocacy organizations;

(B) law enforcement; and

(C) trucking, bus, rail, aviation, maritime, and port sectors, including industry and labor.

(3) **PERIODS OF APPOINTMENT.**—Members shall be appointed for the life of the Committee.

(4) **VACANCIES.**—A vacancy in the Committee shall be filled in the manner in which the original appointment was made and shall not affect the powers or duties of the Committee.

(5) **COMPENSATION.**—Committee members shall serve without compensation.

(c) **AUTHORITY.**—Not later than 9 months after the date of enactment of this Act, the Secretary shall establish and appoint all members of the Committee.

Deadline.

(d) **DUTIES.**—

(1) **RECOMMENDATIONS FOR THE DEPARTMENT OF TRANSPORTATION.**—Not later than 18 months after the date of enactment of this Act, the Committee shall make recommendations to the Secretary on actions the Department can take to help combat human trafficking, including the development and implementation of—

Deadline.

(A) successful strategies for identifying and reporting instances of human trafficking; and

Strategies.

(B) recommendations for administrative or legislative changes necessary to use programs, properties, or other resources owned, operated, or funded by the Department to combat human trafficking.

(2) **BEST PRACTICES AND RECOMMENDATIONS.**—

(A) **IN GENERAL.**—The Committee shall develop recommended best practices for States and State and local transportation stakeholders to follow in combating human trafficking.

(B) **DEVELOPMENT.**—The best practices shall be based on multidisciplinary research and promising, evidence-based models and programs.

(C) **CONTENT.**—The best practices shall be user-friendly, incorporate the most up-to-date technology, and include the following:

Strategies.

(i) Sample training materials.

(ii) Strategies to identify victims.

(iii) Sample protocols and recommendations, including—

(I) strategies to collect, document, and share data across systems and agencies;

(II) strategies to help agencies better understand the types of trafficking involved, the scope of the problem, and the degree of victim interaction with multiple systems; and

(III) strategies to identify effective pathways for State agencies to utilize their position in educating critical stakeholder groups and assisting victims.

(D) INFORMING STATES OF BEST PRACTICES.—The Secretary shall ensure that State Governors and State departments of transportation are notified of the best practices and recommendations.

(e) REPORTS.—Not later than 2 years after the date of enactment of this Act, the Secretary shall—

(1) submit a report on the actions of the Committee described in subsection (d) to—

(A) the Committee on Commerce, Science, and Transportation of the Senate; and

(B) the Committee on Transportation and Infrastructure of the House of Representatives; and

(2) make the report under paragraph (1) publicly available both physically and online.

(f) DEFINITIONS.—In this section:

(1) COMMITTEE.—The term “Committee” means the Department of Transportation Advisory Committee on Human Trafficking established under subsection (a).

(2) HUMAN TRAFFICKING.—The term “human trafficking” means an act or practice described in paragraph (9) or paragraph (10) of section 103 of the Trafficking Victims Protection Act of 2000 (22 U.S.C. 7102).

(3) SECRETARY.—The term “Secretary” means the Secretary of Transportation.

Public
information.
Web posting.

Approved January 3, 2018.

LEGISLATIVE HISTORY—S. 1536 (H.R. 3813):

HOUSE REPORTS: No. 115–467 (Comm. on Transportation and Infrastructure) accompanying H.R. 3813.

SENATE REPORTS: No. 115–177 (Comm. on Commerce, Science, and Transportation).

CONGRESSIONAL RECORD, Vol. 163 (2017):

Sept. 14, considered and passed Senate.

Dec. 19, considered and passed House.



**DEPARTMENT OF TRANSPORTATION ADVISORY COMMITTEE
ON HUMAN TRAFFICKING CHARTER**

1. **Committee's Official Designation.** Department of Transportation Advisory Committee on Human Trafficking and Transportation (ACHT).
2. **Authority.** The ACHT is established pursuant to Section 5 of the Combating Human Trafficking in Commercial Vehicles Act, Public Law 115-99, and Section 23020 of the Infrastructure Investment and Jobs Act, Public Law 117-58. The ACHT will operate in accordance with the provisions of the Federal Advisory Committee Act, as amended, 5 U.S.C. App. 2, and the terms of this charter.
3. **Objectives and Scope of Activities.** The purpose of ACHT is to make recommendations to the Secretary on actions the Department of Transportation (Department) can take to help combat human trafficking and to develop recommended best practices for transportation stakeholders to follow in combating human trafficking.
4. **Description of Duties.** Consistent with the provisions of this charter, ACHT is authorized to develop a triennial report that relates to human trafficking violations involving commercial motor vehicles, which shall include recommendations for countering human trafficking, including an assessment of previous best practices by transportation stakeholders.
5. **Agency or Official to Whom the Committee Reports.** ACHT reports to the Secretary of Transportation through the Assistant Secretary for Aviation and International Affairs.
6. **Support.** The Office of the Assistant Secretary for Aviation and International Affairs is the Federal sponsor of ACHT and will furnish support services for its operation.
7. **Estimated Annual Operating Costs and Staff Years.** The Office of the Assistant Secretary for Aviation and International Affairs estimated annual operating costs to support the ACHT is approximately \$399,318, which includes 2 full-time equivalent (FTE) salaries and benefits at \$274,318, plus \$225,000 for meeting, travel, and miscellaneous expenses.
8. **Designated Federal Officer (DFO).** The Assistant Secretary for Aviation and International Affairs will appoint the DFO, who shall be a full-time or permanent part-time Federal Government employee. The DFO will approve all ACHT meetings and subcommittee meetings, prepare and approve all meeting agendas, attend all ACHT meetings and subcommittee meetings, adjourn any meeting when determined to be in the public interest, and chair meetings when directed to do so by the Secretary of Transportation. The DFO may appoint, with the approval of the Assistant Secretary for Aviation and International Affairs, an Alternate DFO, who shall be a Federal Government employee, to serve in their place as needed.
9. **Estimated Number and Frequency of Meetings.** ACHT shall meet at least once a year, or more frequently as is determined necessary by the chairperson and DFO.
10. **Duration.** Continuing, subject to renewal every two years.

11. **Termination.** The charter will terminate two years after its effective date unless renewed in accordance with FACA and other applicable regulations.

12. **Membership and Designation.**

- a. ACHT comprises no more than 15 external stakeholder members, each of whom shall be appointed by the Secretary of Transportation. Members will include representatives from trafficking advocacy organizations; law enforcement; and trucking, bus, rail, aviation, maritime, and port sectors, including industry and labor. Members appointed solely for their expertise will serve as Special Government Employees.
- b. The Secretary of Transportation shall appoint each member for the life of the ACHT. A vacancy in the Committee shall be filled in the manner in which the original appointment was made and shall not affect the powers or duties of the Committee.
- c. The Secretary of Transportation shall select a chairperson and vice-chairperson of the ACHT.
- d. To ensure the recommendations of the Committee have considered the needs of diverse groups served by the Department, the membership of the Committee shall, to the extent practicable, include persons with lived experience and knowledge of the needs of underrepresented groups with regard to race, ethnicity, religion, disability, sexual orientation, gender identity, and other factors. Committee members shall serve without compensation, except for those SGEs appointed for their lived experience as survivors of human trafficking, who may receive compensation subject to applicable law and funding.

13. **Subcommittees.** The Office of the Assistant Secretary for Aviation and International Affairs may authorize the ACHT to establish subcommittee(s) as necessary to fulfill the ACHT's objectives. Subcommittees shall not work independently of ACHT and shall report all their recommendations and advice solely to the ACHT for full deliberation and discussion. Subcommittees have no authority to make decisions and recommendations, verbally or in writing, on behalf of ACHT; nor can any subcommittees or its members update or report directly to the Secretary or any Federal officer or employee.

14. **Recordkeeping.** Records of all ACHT and subcommittee proceedings will be kept as required by applicable laws and regulations, including 41 CFR Part 102-3, Subpart D, and General Records Schedule 6.2, or other approved agency records disposition schedule. These records shall be available for public inspection and copying, subject to the Freedom of Information Act, 5 U.S.C. § 552.

15. **Filing Date.** This charter is effective 7/29/2022. Unless it is renewed in accordance with FACA, it will expire on 7/29/2024.



DEPARTMENT OF TRANSPORTATION ADVISORY COMMITTEE ON HUMAN TRAFFICKING BYLAWS

SECTION I: PURPOSE

The purpose of the Department of Transportation (DOT) Advisory Committee on Human Trafficking (ACHT) is to submit triennial counter-trafficking reports with recommendations for countering human trafficking, an assessment of best practices by transportation stakeholders, and human trafficking violations involving commercial motor vehicles.

As deemed necessary, the Assistant Secretary for Aviation and International Affairs may convene subcommittees to support ACHT functions. All activities of the subcommittees will be in compliance with the Federal Advisory Committee Act (FACA).

SECTION II: AUTHORITY

Sec. 23020 of the Bipartisan Infrastructure Law, Public Law 117-58, requires the Secretary of Transportation, acting through the ACHT and in coordination with the Attorney General, to submit a triennial counter-trafficking report with recommendations for countering human trafficking, an assessment of best practices by transportation stakeholders, and human trafficking violations involving commercial motor vehicles. Section 5, "Establishment of the Department of Transportation Advisory Committee on Human Trafficking," of the Combating Human Trafficking in Commercial Vehicles Act, Public Law 115-99, requires the Secretary of Transportation to establish an advisory committee on human trafficking. The ACHT is subject to the Federal Advisory Committee Act (FACA), as outlined in its Charter, filed with the Congress on July 29, 2022. DOT Order 1120.3D, Committee Management Policy and Procedures, establishes policy, prescribes procedures, and assigns responsibility for the management of DOT committees subject to the FACA.

SECTION III: MEMBERSHIP SELECTION AND APPOINTMENT

Members of the ACHT are appointed by the Secretary of Transportation for the life of the committee. Members will be selected based on specific needs of the committee to balance those viewpoints required to effectively address DOT policy issues under consideration.

Membership includes the responsibility to attend ACHT meetings personally. DOT reserves the ability to replace any member who is unable to fully participate in the committee's meetings.

Alternate members will not be permitted to represent those individuals appointed by DOT without prior written agreement.

The approving official may, when necessary and consistent with the Committee's mission and DOT policies and procedures, create subcommittees of the parent committee and appoint subcommittee members. Subcommittees shall not work independently of ACHT and shall report all their recommendations and advice solely to the ACHT for full deliberation and discussion. Subcommittees have no authority to make decisions and recommendations, verbally or in writing, on behalf of ACHT; nor can any subcommittees or its members update or report directly to the Secretary or any Federal officer or employee.

SECTION IV: MEETING PROCEDURES

The ACHT will meet as required. Meetings will be called by the Designated Federal Official (or their designee) (DFO) in consultation with the Chairperson according to the following considerations:

A. AGENDA

The DFO will approve the agenda for all meetings. DOT will distribute the agenda to the members prior to each meeting and will publish an outline of the agenda with the notice of the meeting in the Federal Register. Items for the agenda may be submitted to the DFO and/or the Chairperson by any member of the committee. Items may also be suggested by non-members, including members of the public.

B. MINUTES AND RECORDS

The committee's DFO will ensure minutes are taken of each meeting and will distribute copies to each committee member. Minutes of open meetings will be available to the public upon request. Minutes of closed meetings will also be available to the public upon request, subject to the withholding of matters about which public disclosure would be harmful to the interests of the Government, industry, or others, and which are exempt from disclosure under the Freedom of Information Act (FOIA). The minutes will include a record of the persons present (including the names of committee members, names of staff, and the names of members of the public from whom written or oral presentations were made) and a complete and accurate description of the matters discussed and conclusions reached, and copies of all reports received, issued or approved by the committee.

All documents, reports, or other materials prepared by, or for, the committee constitute official government records and must be maintained according to DOT policies and procedures.

C. OPEN MEETINGS

Unless otherwise determined in advance, all meetings of the ACHT will be open to the public. Once an open meeting has begun, it will not be closed for any reason. All materials brought before, or presented to, the committee during the conduct of an open meeting, including the minutes of the proceedings of an open meeting, will be available to the public for review or copying at the time of the scheduled meeting.

Members of the public may attend any meeting or portion of a meeting that is not closed to the public and may, at the determination of the Chairman, offer oral comment at such meeting. The Chairman may decide in advance to exclude oral public comment during a meeting, in which case the meeting announcement published in the Federal Register will note that oral comment from the

public is excluded and will invite written comment as an alternative. Members of the public may submit written statements to the ACHT at any time.

D. CLOSED MEETINGS

Meetings of the ACHT will be closed only in limited circumstances and in accordance with applicable law. In addition, requests for closed meetings must be approved by the agency head, DOT's Office of General Counsel (OGC) and Committee Management Officer (CMO) 30 days in advance of the session.

Where the DFO has determined in advance that discussions during a committee meeting will involve matters about which public disclosure would be harmful to the interests of the government, industry, or others, an advance notice of a closed meeting, citing the applicable exemptions of the Government in the Sunshine Act (GISA), will be published in the Federal Register. The notice may announce the closing of all or just part of a meeting. If, during an open meeting, matters inappropriate for public disclosure arise during discussions, the Chairman will order such discussion to cease and will schedule it for closed session. Notices of closed meetings will be published in the Federal Register at least 15 calendar days in advance.

SECTION V: VOTING

When a decision or recommendation of the ACHT is required, the Chairman will request a motion for a vote. Any member, including the Chairman, may make a motion for a vote. No second after a proper motion will be required to bring any issue to vote. Votes will be decided by a majority of the members present (in person or by electronic means). Voting can also be done by mail, telephone call, or other means designated by the ACHT.

SECTION VI: ROLE OF COMMITTEE OFFICIALS

CHAIRPERSON

The Chairperson works with the DFO to establish priorities, identify issues which must be addressed, and serves as the focal point for the committee's membership. In addition, the Chairperson is responsible for certifying the accuracy of minutes developed by the committee to document its meetings.

DESIGNATED FEDERAL OFFICER

The DFO serves as the government's agent for all matters related to the committee's activities. By Law, the DFO must: (1) approve or call the meeting of the committee; (2) approve agendas; (3) attend all meetings; (4) adjourn the meetings when such adjournment is in the public interest; and (5) Chair meetings of the committee, when so directed by the Secretary of Transportation, or her designee.

In addition, the DFO is responsible for providing adequate staff support to the committee, including the performance of the following functions: (1) notifying members of the time and place for each meeting; (2) maintaining records of all meetings, including subgroup or working group activities, as required by Law; (3) maintaining the roll; (4) ensuring minutes are prepared of all meetings of the committee's deliberations, including subgroup and working group activities; (5) attending to official correspondence; (6) maintaining official ACHT records and filing all papers and submissions prepared for or by the ACHT, including those items generated by subgroups and

working groups; and, (7) preparing and handling all reports not assigned to the committee, including the annual report as required by FACA.

MEMBERS

The 15 ACHT members include representatives from trafficking advocacy organizations; law enforcement; and trucking, bus, rail, aviation, maritime, and port sectors, including industry and labor. Members appointed solely for their expertise serve as Special Government Employees. The Secretary of Transportation appoints each member for the life of the ACHT and selects the ACHT chairperson and vice-chairperson of the ACHT. To ensure the recommendations of the Committee have considered the needs of diverse groups served by the Department, the membership of the Committee shall, to the extent practicable, include persons with lived experience and knowledge of the needs of underrepresented groups with regard to race, ethnicity, religion, disability, sexual orientation, gender identity, and other factors. Committee members serve without compensation, except for those SGEs appointed for their lived experience as survivors of human trafficking, who may receive compensation subject to applicable law and funding

ACHT members are expected to attend at least three-quarters of all meetings and to participate in the activities of the Committee. Committee members have the duty to make constructive recommendations to ensure the mission is appropriately met. When a member of the Committee is subject to termination from membership on the Committee, the Committee Chair will notify the Secretary through the Assistant Secretary for Aviation and International Affairs. Committee vacancies are filled in the manner in which the original appointment was made and shall not affect the powers or duties of the Committee.

SECTION VII: EXPENSES AND REIMBURSEMENT

Expenses related to the operation of the ACHT will be borne by the Office of Aviation and International Affairs. Expenditures of any kind must be approved in advance by the DFO and must be in compliance with FACA and DOT's related policies and procedures. Federal government employees serving on the ACHT are not eligible for any form of additional compensation.



**DEPARTMENT OF TRANSPORTATION
ADVISORY COMMITTEE ON HUMAN TRAFFICKING**

MEMBER RESPONSIBILITIES

- (1) Members will assess the work of the committee to ensure that it is directed toward and serving a valid and useful purpose, and will, when appropriate, recommend to the establishing authority changes in purpose or scope, withdrawal of membership, or termination of the committee.
- (2) Members may only speak with Congress and the media in their personal capacity. Members must not hold themselves out as a representative of the Department or the committee when speaking with Congress or the media.
- (3) All members should be treated equally with respect.
- (4) The member is expected to attend at least three-quarters of all meetings.
- (5) Committee members will prepare all committee reports, recommendations, and other similar committee work products.

**DEPARTMENT OF TRANSPORTATION
ADVISORY COMMITTEE ON HUMAN TRAFFICKING**

2023 – 2024 CALENDAR

DATE	DUE
10/3/23	ACHT Meeting 1 (virtual)
10/23-10/27	Subcommittees Meeting 1 (virtual)
11/13-11/17	Subcommittees Meeting 2 (virtual)
12/4 - 12/8	Subcommittees Meeting 3 (virtual)
12/13/23	ACHT Meeting 2 (hybrid)
12/20/23	Subcommittees Report 1 to full ACHT Committee
2/9/24	ACHT Chair Comments
2/12 - 2/16	Subcommittees Meeting 4 (virtual)
2/28/24	ACHT Meeting 3 (virtual)
3/18 - 3/22	Subcommittees Meeting 5 (virtual)
4/15 - 4/19	Subcommittees Meeting 6 (virtual)
5/21/24	Subcommittee Final Reports due
7/26/24	Chair submits Draft Final Report to Committee
8/23/24	Final Report posted to website
9/6/24	ACHT Meeting 4: Approval of Final Report (virtual)
9/13/24	Final ACHT Report to Secretary
11/15/24 <i>Statutory Deadline</i>	Final ACHT Report to Congress

2023 ACHT Calendar

JANUARY

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FEBRUARY

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KEY DUE DATES

MARCH

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APRIL

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MAY

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JUNE

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JULY

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AUGUST

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SEPTEMBER

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OCTOBER

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10/3, ACHT Meeting 1 (virtual)

10/23-27, SCs Meeting 1

NOVEMBER

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DECEMBER

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11/13-17, SCs Meeting 2 (virtual)

12/4-8, SCs Meeting 3 (virtual)

12/13, ACHT Meeting 2 (hybrid)

12/20, SCs Report 1 to full ACHT

2024 ACHT Calendar

JANUARY

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FEBRUARY

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KEY DUE DATES

1/8-1/11, TRB Annual Meeting
1/11-1/26, HT Month Activities
2/9, ACHT Chair Comments
2/12-16, SCs Meeting 4 (virtual)
2/28, ACHT Meeting 3 (virtual)

MARCH

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APRIL

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3/18-22, SCs Meeting 5 (virtual)
4/15-19, SCs Meeting 6 (virtual)

MAY

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JUNE

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5/21, SCs Final Reports due

JULY

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7/26, Chair submits Draft Final Report to ACHT
8/23, Final Report on Website

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9/6, Meeting 4: Final Report Approval (Virtual)

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11/15, Statutory Deadline, Final
Report to Congress

DEPARTMENT OF TRANSPORTATION ADVISORY COMMITTEE ON HUMAN TRAFFICKING

SUBCOMMITTEES OVERVIEW

The Department of Transportation Advisory Committee on Human Trafficking serves as the parent committee for three subcommittees:

- Training and Awareness
- Research and Data
- Policies and Protocols

Each subcommittee will produce a final report that must:

- Include an assessment of best practices by transportation stakeholders.
- Address human trafficking violations involving commercial motor vehicles.
- Be based upon objective multidisciplinary research, promising evidence-based models and programs, and must address knowledge gaps.
- Be user-friendly and incorporate the most up-to-date technology.
- Provide ideas, recommendations, and/or best practices for Federal, state, local, and private industry stakeholders to combat human trafficking within the transportation sector.
- Suggest potential administrative or legislative changes to allow and/or support the use of programs, properties, or other resources owned, operated, or funded by the Department to combat human trafficking.

The following sections provide subcommittee descriptions, questions for each subcommittee to consider, and helpful resources.

RESEARCH AND DATA SUBCOMMITTEE

This subcommittee will build upon the 2019 ACHT report by focusing on best practices to improve research, data collection, analysis, and information sharing regarding human trafficking within the transportation industry. Recommendations made shall address the types of human trafficking, scope of the problem, and victim and trafficker intersections with various modes of transportation.

QUESTIONS TO CONSIDER

- What domestic and international quantitative and qualitative studies have been conducted on the intersection of human trafficking and transportation?
- What challenges and opportunities exist regarding human trafficking data collection, categorization, storing, harmonizing, analyzing, evaluating, and sharing within the transportation sector; and how might they be leveraged or addressed?
- What can state, local, and private industry transportation stakeholders do to document and share information on human trafficking already being reported?
- What performance measures of human trafficking advocacy can be measured within the transportation industry?
- How can transportation stakeholders work with the national tip lines?
- What can national tip lines be doing to share information with the general public regarding the intersection of human trafficking and transportation?
- How should human trafficking convictions that intersect with transportation sector be tracked?
- How can information-sharing be improved between the public sector, private sector, industry, and labor?

TRAINING AND AWARENESS SUBCOMMITTEE

This subcommittee will build upon the 2019 ACHT report by researching, reviewing, and making recommendations regarding best practices for raising awareness regarding human trafficking. Recommendations made shall include sample training and public awareness materials.

QUESTIONS TO CONSIDER

- Are existing training and public awareness materials for the transportation industry effective? What are their strengths and weaknesses?
- What are the challenges and opportunities in displaying human trafficking public awareness materials within the transportation sector, and how should they be addressed?
- What key elements and core messaging should training and public awareness campaigns include regarding combating human trafficking within the transportation sector (e.g., tip lines, human trafficking indicators, evaluation, etc.)?
- What types of print and digital human trafficking training and awareness materials should be developed for use by public and private transportation stakeholders? Should they be multimodal? Should they be uniform?
- Where should public awareness materials be displayed within the transportation sector?
- How can existing resources be leveraged to facilitate the expansion of public awareness and training?

POLICIES AND PARTNERSHIPS SUBCOMMITTEE

This committee will build upon the 2019 ACHT report by researching, reviewing, and making recommendations regarding comprehensive approaches, policies, and partnerships to combat human trafficking within the transportation industry. Recommendations made shall include sample policy and partnership approaches.

QUESTIONS TO CONSIDER

- What comprehensive approaches and policies exist to combat human trafficking within the transportation industry?
- What types of protocols and policies can transportation organizations institute to increase identification and response to potential instances of human trafficking within their operating space?
- How can the number of transportation organizations that have adopted a policy on human trafficking in their supply chains be increased?
- What are the elements of successful national, state, and local collaborative efforts to combat human trafficking within the transportation sector?
- What laws (federal/state), regulations, and policies should be instituted and/or amended to tackle/strengthen efforts to combat human trafficking within the transportation sector?
- How can transportation planning and project-level human environment reviews be leveraged to incorporate human trafficking concerns?
- How can the transportation industry support victim services groups?
- What types of innovative technologies can be used?

DOT ADVISORY COMMITTEE ON HUMAN TRAFFICKING SUBCOMMITTEES FINAL REPORT GUIDELINES/TEMPLATE

OVERVIEW

The Department of Transportation Advisory Committee on Human Trafficking serves as the parent committee for three subcommittees:

- Policies and Partnerships
- Research and Data
- Training and Awareness

Each subcommittee will produce a final report that:

- Provides ideas, recommendations, and/or best practices for federal, state, local, and private industry stakeholders to combat human trafficking within the transportation sector.
- Is based upon objective multidisciplinary research, promising evidence-based models and programs, and must address knowledge gaps.
- Is user-friendly and incorporate the most up-to-date technology.
- Suggests potential administrative or legislative changes to allow and/or support the use of programs, properties, or other resources owned, operated, or funded by the Department to combat human trafficking.

REPORTS SHOULD

- Follow the Subcommittee specific report outlines and address missing gaps
- Ensure a transportation-specific focus is maintained throughout the report, or contextualize non-transportation specific content
- Specify whether each recommendation is for national, state, local, or private industry stakeholders
- Synthesize and categorize successful examples where possible, rather than solely focus on individual companies and organizations, as not all transport sector counter-trafficking efforts are known
- Vary organizations referenced in examples
- Cite studies and other references with links to the original sources
- Rank the top 10 recommendations within the report while keeping their feasibility in mind

POLICIES & PARTNERSHIPS SUBCOMMITTEE

REPORT OUTLINE/TEMPLATE

1. INTRODUCTION

- a. **Background:** Explain the subcommittee process (*including evolution of discussions, focus areas, etc.*)
- b. **Report Focus:** On counter-trafficking comprehensive approaches, policies, and partnerships within the transportation industry.
- c. **Method:** Describe method(s) the subcommittee used (i.e., interviewed stakeholders, etc.)
- d. **Definitions**
- e. **Scope:** Briefly address the types of human trafficking comprehensive approaches, policies, and partnerships that are available for various modes of transportation.

2. BACKGROUND

- a. **Review of Policies and Partnership Resources:** More in-depth review of existing human trafficking comprehensive approaches, policies, and partnerships for the transportation industry.
 - Include promising evidence-based models, programs, and innovative technologies.

3. ANALYSIS

- Include knowledge gaps.

4. RECOMMENDATIONS

- a. Ideas and best practices for national, state, local, and private industry stakeholders, including:
 - Overview of recommended comprehensive approaches, policies, and partnerships that transportation organizations can institute to increase identification and response to potential instances of human trafficking within their operating space.
 - The elements of successful national, state, and local collaborative efforts to combat human trafficking within the transportation sector.
- b. Potential administrative or legislative changes to allow and/or support the use of programs, properties, or other resources owned, operated, or funded by the Department to combat human trafficking.

5. APPENDICES

- a. Subcommittee Members
- b. References (*with direct links to original sources*)
- c. Sample Policies and Partnership Materials

RESEARCH & DATA SUBCOMMITTEE REPORT OUTLINE/TEMPLATE

RESEARCH, ANALYSIS, AND INFORMATION SHARING SUBCOMMITTEE

0. Introduction

- . **Background:** Explain the subcommittee process (*including evolution of discussions, focus areas, etc.*)
- a. **Focus:** Research and data at the intersection of human trafficking and transportation.
- b. **Method:** Describe method(s) the subcommittee used (i.e., interviewed stakeholders, etc.)
- c. **Definitions**
- d. **Scope:** Briefly address existing research data gaps at the intersection of human trafficking and transportation.

1. Background

- . **Review of Resources:** More in-depth review of existing research on human trafficking related to the transportation industry (including multidisciplinary research, promising evidence-based research models and programs, and up-to-date research technology).

2. Analysis

- . Include:
 - Research knowledge gaps.
 - Challenges and opportunities that exist regarding human trafficking data collection, categorization, storing, harmonizing, analyzing, evaluating, and sharing within the transportation sector.
 - Behaviors that victims of human trafficking and human traffickers exhibit within the transportation sector.

3. Recommendations

- . Ideas and best practices for national, state, local, and private industry stakeholders:
 - Include best practices to improve research, data collection, analysis, and information sharing regarding the frequency and scope of human trafficking within the transportation industry. This includes:
 - Performance measures that can be addressed in measuring human trafficking advocacy within the transportation industry.
 - What stakeholders can do to document and share information on human trafficking that is already being reported.

- Ways that transportation stakeholders can work with the national tip lines.
 - How the transportation industry can help collect, categorize, store, harmonize, analyze, evaluate, and share data across systems and agencies.
- a. Potential administrative or legislative changes to allow and/or support the use of programs, properties, or other resources owned, operated, or funded by the Department to combat human trafficking

4. Appendices

- . SC Members
- a. References (*with direct links to original sources*)
- b. Sample Research and Data Materials

TRAINING & AWARENESS SUBCOMMITTEE REPORT OUTLINE/TEMPLATE

TRAINING AND AWARENESS SUBCOMMITTEE

1. Introduction

- a. **Background:** Explain the subcommittee process (*including evolution of discussions, focus areas, etc.*)
- b. **Report Focus:** On training and awareness counter-trafficking methods within the transportation industry.
- c. **Method:** Describe method(s) the subcommittee used (i.e., interviewed stakeholders, etc.)
- d. **Definitions**
- e. **Scope:** Briefly address the types of training and awareness counter-trafficking methods that are available for various modes of transportation.

2. Background

- a. Review of Training and Awareness Resources: More in-depth review of existing human trafficking training and awareness resources for the transportation industry (include promising evidence-based models and programs).

3. Analysis

- a. Include:
 - Knowledge gaps.
 - Efficacy of existing training and awareness materials for the transportation industry, including strengths and weaknesses.
 - Challenges and opportunities in displaying human trafficking public awareness materials within the transportation sector.

4. Recommendations

- a. Ideas and best practices for national, state, local, and private industry stakeholders:
 - Include best practices for victim identification and reporting instances of human trafficking through training and public awareness. This includes:
 - How to address the challenges of displaying human trafficking public awareness materials within the transportation sector.
 - Key elements and core messaging that training and public awareness materials/campaigns should include (e.g., tip lines, human trafficking indicators, evaluation, etc.).

- Types of print and digital training and awareness materials that should be developed for use by public and private transportation stakeholders.
 - Where state and local authorities should be displaying public awareness materials within the transportation sector.
 - How existing resources can best be leveraged to facilitate the expansion of public awareness and training programs.
 - Overview of recommended training and public awareness materials based upon promising evidence-based models and programs, and any up-to-date technology related to training and awareness.
- b. Potential administrative or legislative changes to allow and/or support the use of programs, properties, or other resources owned, operated, or funded by the Department to combat human trafficking.

5. Appendices

- a. SC Members
- b. References (*with direct links to original sources*)
- c. Sample Training and Awareness Materials

DEPARTMENT OF TRANSPORTATION
ADVISORY COMMITTEE ON HUMAN TRAFFICKING

FINAL REPORT

JULY 2019

COMBATING HUMAN TRAFFICKING
IN THE TRANSPORTATION SECTOR

July 2, 2019

The Honorable Elaine L. Chao
Secretary of Transportation
United States Department of Transportation
1200 New Jersey Avenue, SE
Washington, DC 20590

Dear Secretary Chao,

It is my honor, as Chair of the Department of Transportation Advisory Committee on Human Trafficking (ACHT), to submit to you our final report on combating human trafficking in the transportation sector.

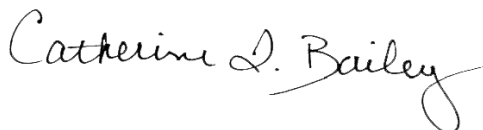
The ACHT was established in 2018 as required by the Combating Human Trafficking in Commercial Vehicles Act (Pub.L.No.115-99). Its fifteen members were asked to provide recommendations to the U.S. Department of Transportation (DOT) that identify and address successful counter-trafficking strategies, best practices, data collection, information-sharing, technology, and legislative and administrative changes.

The committee members you selected were excellent representatives with diverse transportation and human trafficking prevention backgrounds. Their expertise and dedication enabled us to compile this very thoughtful and comprehensive report.

Our committee is confident that implementation of the report's best practices and recommendations will improve the transportation sector's counter-trafficking efforts. We believe that it will serve as a guide for all stakeholders within the transportation sector as they join this fight and deepen their commitment to combat human trafficking.

I would be remiss not to mention the valuable assistance and cooperation we received from the staff at DOT. You can be very proud of their professional acumen and sincere dedication to the objective of combating human trafficking.

In closing, I would like to express my gratitude, and that of the committee members, for the opportunity to address an issue of grave significance for our country and the world.

A handwritten signature in cursive script that reads "Catherine T. Bailey". The signature is written in dark ink and is positioned above the printed name and title.

Catherine T Bailey
Chair
Advisory Committee on Human Trafficking

TABLE OF CONTENTS

1.	Executive Summary	4
2.	Introduction.....	7
3.	Background.....	8
3.1.	Federal.....	11
3.1.1.	Overarching Human Trafficking Legislation.....	11
3.1.2.	Task Forces	11
3.1.3.	U.S. Department of Transportation.....	12
3.1.4.	Human Trafficking Legislation Specific to USDOT	14
3.2.	State.....	15
3.2.1.	Legislation.....	15
3.2.2.	Task Forces	15
3.2.3.	Departments of Transportation	16
3.2.4.	Commercial Motor Vehicle Initiatives.....	17
3.3.	Law Enforcement (Human Trafficking-Related Interdiction)	18
3.4.	Data	19
3.4.1.	The Hotlines.....	20
3.4.2.	Challenges.....	22
3.4.3.	Opportunities.....	22
3.4.4.	Measuring Progress.....	24
3.5.	Evolving Technologies	25
3.5.1.	Transportation Professionals.....	25
3.5.2.	Law Enforcement.....	26
3.5.3.	Traveling Public.....	27
4.	Best Practices	28
4.1.	Comprehensive Strategies.....	28
4.2.	Training and Awareness.....	31
4.2.1.	Training.....	33
4.2.2.	Public Awareness.....	34
4.2.3.	Major Public Events.....	35
5.	Recommendations.....	38
5.1.	Recommendations for the U.S. Department of Transportation.....	38
5.2.	Recommendations for the U.S. Congress	40
5.3.	Recommendations for the States.....	41
5.4.	Recommendations for Private Industry, NGOs, and Local Transportation Authorities	44
6.	Conclusion	47

7.	Appendices.....	7-1
7.1.	ACHT Committee Membership.....	7-1
7.2.	ACHT Subcommittee Membership.....	7-2
7.3.	Definition of Terms Used in this Report.....	7-4
7.4.	Indicators of Human Trafficking	7-8
7.5.	Reporting Hotlines	7-11
7.6.	Model Tools	7-12
7.6.1.	Model Comprehensive Strategy	7-12
7.6.2.	Model Proclamation.....	7-16
7.7.	Quick Implementation Guides for Transportation Stakeholders.....	7-18
7.7.1.	Airlines.....	7-18
7.7.2.	Airports	7-20
7.7.3.	Buses/Motor Coaches	7-22
7.7.4.	Law Enforcement (Human Trafficking-Related Interdiction)	7-24
7.7.5.	Mass Transit (Bus/Rail)	7-26
7.7.6.	Ports/Maritime	7-28
7.7.7.	Rail (Passenger)	7-30
7.7.8.	State Departments of Education (School Bus Drivers).....	7-32
7.7.9.	State Departments of Transportation	7-34
7.7.10.	State Licensing Agencies (DMV, DOR, DOL)	7-36
7.7.11.	Truck Stops & Travel Centers	7-38
7.7.12.	Trucking.....	7-40
7.8.	Sample Materials.....	7-42
7.8.1.	Sample Strategies and Policies	7-42
7.8.1.1.	Modal Comprehensive Strategy Example.....	7-42
7.8.1.2.	Modal Policy Example.....	7-44
7.8.1.3.	Corporate Strategy, Policies, and Protocols Example.....	7-46
7.8.2.	Sample Training Materials.....	7-48
7.8.2.1.	Aviation.....	7-48
7.8.2.2.	Buses/Motor Coaches	7-48
7.8.2.3.	Rail.....	7-49
7.8.2.4.	Rideshare.....	7-49
7.8.2.5.	State Agencies/Law Enforcement.....	7-49
7.8.2.6.	Trucking & Truck Stops	7-51
7.8.3.	Sample Public Awareness Materials.....	7-52
7.8.3.1.	Aviation.....	7-52
7.8.3.2.	Buses/Motor Coaches	7-53
7.8.3.3.	Multimodal.....	7-53
7.8.3.4.	Trucking, Truck Stops & Travel Centers.....	7-55

7.9.	Human Trafficking Legislation.....	7-57
7.9.1.	Federal Legal Definitions of Human Trafficking	7-57
7.9.2.	Federal Human Trafficking Laws Intersecting with Transportation.....	7-59
7.9.3.	State Human Trafficking Laws Intersecting with Transportation.....	7-64
7.10.	Transportation Stakeholder Counter-Trafficking Initiatives.....	7-66
7.10.1.	Aviation.....	7-66
7.10.2.	Buses/Motor Coaches	7-69
7.10.3.	Mass Transit.....	7-69
7.10.4.	Motor Vehicles.....	7-71
7.10.5.	Multimodal.....	7-71
7.10.5.1.	Law Enforcement.....	7-71
7.10.5.2.	State Departments of Transportation	7-73
7.10.6.	Ports/Maritime	7-74
7.10.7.	Rail (Passenger)	7-74
7.10.8.	Rideshare.....	7-75
7.10.9.	Taxis and Limousines	7-75
7.10.10.	Trucking & Truck Stops	7-75
7.10.11.	Other	7-77

1. EXECUTIVE SUMMARY

Human trafficking is a form of modern day slavery that involves the use of force, fraud, or coercion to obtain labor or a commercial sex act; and the commercial sexual exploitation of children under any circumstances. Globally, it is estimated that as many as 24.9 million men, women, and children are exploited in various forms of contemporary slave-like practices.¹ Human trafficking flourishes as a business as a result of the lucrative profits it generates—approximately \$150 billion annually worldwide.² The pervasiveness and profitability of human trafficking raises daunting challenges for the transportation industry, as the use of transportation and transportation networks figures prominently in human trafficking enterprises within the United States and internationally. Traffickers often rely on the transportation industry in every phase of human trafficking: for recruitment, moving and controlling victims, and for delivering victims to buyers who will complete their exploitation through either commercial sex or forced labor ventures. The limited transportation-related human trafficking data available in the U.S. confirms that victims are being trafficked by airplanes, buses, subways, trains, taxis, rideshares, cruise ships, and private vehicles.^{3,4,5} Survivor Shamere McKenzie notes:⁶

“Before I was forced by my trafficker to drive, we would take the Metro-North train from New York to work in strip clubs in Connecticut. At least four of us would take the train. Each dressed in skimpy outfits and stiletto heels around 11 a.m. each day. It was obvious we were not going or coming from a dance club. We were instructed to catch a date on the train (get someone to purchase sex). This was not difficult. Men were enticed by our attire, and all we had to do was solicit the right person.... Sometimes I would work the truck stop if it was a slow day in the strip club. I would walk around soliciting truckers who would help me to get other customers by making an announcement over their radio frequency that a “lot lizard” is available. A lot lizard is a girl that works the truck stops. The truckers would communicate via the frequency to announce police presence. As I got in a truck I would call my trafficker once the money was exchanged and told him how much. Of course the truckers heard these conversations and knew I had a pimp but no one offered to help. Instead they would ask when I would be working again... When my trafficker’s house was raided by the Federal Bureau of Investigation, he decided that we should work in Dallas, Texas. He got us all fake IDs and took us to a travel agent to book our airline tickets to Dallas... None of us spoke or answered any of the questions asked by the travel agent. My trafficker answered all questions. That should have been a

¹ International Labour Organization and Walk Free Foundation. 2017. *Global Estimates of Modern Slavery: Forced Labour and Forced Marriage*. Geneva: International Labour Office (ILO).

² International Labour Office. 2014. *Profits and Poverty: The Economics of Forced Labour*. Geneva: International Labour Office.

³ National Human Trafficking Hotline. 2018. "Human Trafficking Intersections with Transportation." *National Human Trafficking Hotline*. April. Accessed June 5, 2019. <https://humantraffickinghotline.org/sites/default/files/Transportation%20Topical.pdf>.

⁴ Owens, Colleen, Meredith Dank, Amy Farrell, Justin Breaux, Isela Banuelos, Rebecca Pfeffer, Ryan Heitsmith, Katie Bright, and Jack McDevitt. 2014. *Understanding the Organization, Operation, and Victimization Process of Labor Trafficking in the United States*. Washington: Urban Institute, Justice Policy Center.

⁵ Anthony, Brittany. 2018. *On-Ramps, Intersections, and Exit Routes: A Roadmap for Systems and Industries to Prevent and Disrupt Human Trafficking*. Washington: Polaris.

⁶ Shamere McKenzie, "Survivor Panel" (speech, USDOT Advisory Committee on Human Trafficking Public Meeting, Washington, DC, May 16, 2019).

clear sign to the travel agent that something is wrong. We used our fake IDs and travelled through the Transportation Security Administration at the airport with no questions. We were all too afraid to ask for help and no one offered help.”

In response, efforts by the transportation industry to combat human trafficking are manifold and growing. Public and private transportation stakeholders, including industry and labor, have been developing and implementing zero-tolerance counter-trafficking policies, protocols, trainings, public awareness initiatives, and partnerships. The [Department of Transportation Advisory Committee on Human Trafficking](#) (“ACHT” or “Committee”) is among the latest efforts, and is the first national multimodal initiative of its kind. The Committee was established in 2018 as required by The Combating Human Trafficking in Commercial Vehicles Act (Pub. L. No. 115-99). The 15 committee members appointed by [U.S. Department of Transportation](#) (“USDOT” or “the Department”) Secretary Elaine L. Chao were tasked with making recommendations to the Department that address successful counter-trafficking strategies, best practices, data collection, information-sharing, technology, and legislative and administrative changes.

This report is the culmination of the Committee’s work; a systematic assessment of data, strategies, policies, protocols, training, and awareness needs regarding the intersection of the transportation sector and human trafficking. The best practices and recommendations discussed in this report are briefly outlined below.

Highlighted best practices that the Committee recommends for transportation organizations and stakeholders include:

- Establish [comprehensive strategies and policies](#) (see Appendix 7.6.1), implement employee training and education programs, engage in public awareness and outreach initiatives, measure and share impact, develop partnerships, and support victims and survivors.
- [Train](#) (see Section 4.2) their employees by utilizing training programs that are survivor-informed, industry-specific, efficient, accessible, visually captivating, have a call to action, provide support implementation, and are supplemented with public awareness campaign tools.
- Engage in [public awareness](#) (see Section 4.2) initiatives that are survivor-informed, uniformly messaged, visually captivating, have a clear call to action, accessible, free, multilingual, and meet state law posting requirements.

The Committee’s [recommendations](#) are directed specifically towards USDOT, the U.S. Congress, states, private industry, non-governmental organizations (NGOs), and local transportation stakeholders. The recommendations are grouped as follows:

- **Leadership:** A top-level commitment to combat human trafficking.
- **Funding:** Dedicated funding to the issue of human trafficking across all modes of transportation.

- **Partnerships:** Increasing public and private partnerships, including industry and labor, for collective impact.
- **Policies and Protocols:** Organizational adoption of zero-tolerance comprehensive strategies with corresponding policies and reporting protocols for transportation employees to recognize and report human trafficking.
- **Training and Awareness:** Organizational commitment to train transportation employees and raise awareness among the traveling public using survivor-informed materials regarding human trafficking identification and response.
- **Data and Information-Sharing:** Expanding, sharing, and improving upon human trafficking data and information collected across all transportation entities, with a particular emphasis on the national human trafficking hotlines.
- **Victim and Survivor Support:** Providing transportation service vouchers to support victims in their escape and survivors in their recovery, passing legislation to help survivors obtain identification, and reviewing criminal records to facilitate employment.

Prospects for continued transportation industry success in combating human trafficking depend heavily upon the implementation of the comprehensive strategies outlined above in order to institutionalize the core American values that reject the commodification and commercial exploitation of fellow humans. Evolving strategies and tools must promote zero-tolerance for human trafficking at all levels, continue to explore ways in which the transportation industry can be more responsive to the needs of victims, and contribute to national efforts to diminish the demand for forced labor and for commercial sexual exploitation.

The Committee is confident that implementation of the best practices and recommendations in this report will result in measurable improvements to transportation sector efforts to combat human trafficking. The ACHT also recognizes that this report is the first of its kind, and hopes that it will serve as a guide for all transportation stakeholders as they join the fight or deepen their commitment to combating human trafficking. The Committee is humbled in knowing that the findings and recommendations of this report have the potential to serve as a watershed moment by facilitating the transportation sector's collective impact in combating this horrendous crime across the United States.

2. INTRODUCTION

U.S. Secretary of Transportation Elaine L. Chao established and appointed 15 members to the [Department of Transportation Advisory Committee on Human Trafficking](#) (ACHT) on October 3rd, 2018, as mandated by the [Combating Human Trafficking in Commercial Vehicles Act](#). The committee members consist of representatives from trafficking advocacy organizations; law enforcement; and the aviation, trucking, bus, rail, maritime, and port sectors – including industry and labor. The legislation directed the ACHT to make recommendations to the Department by July 3, 2019 that address successful strategies for identifying and reporting instances of human trafficking, best practices for state and local transportation stakeholders to follow in combating human trafficking, and recommendations for administrative or legislative changes necessary to use programs, properties, or other resources owned, operated, or funded by the Department to combat human trafficking.

The legislation also stipulates that the recommended best practices be based on multidisciplinary research, promising evidence-based models and programs, be user-friendly, and incorporate the most up-to-date technology. Additionally, the best practices must include sample training materials, strategies to identify victims, and sample protocols and recommendations. The law further states that the sample protocols and recommendations must include strategies to collect, document, and share data across systems and agencies; strategies to help agencies better understand the types of trafficking involved, the scope of the problem, and the degree of victim interaction with multiple systems; and strategies to identify effective pathways for state agencies to utilize their position in educating critical stakeholder groups and assisting victims.

To support the Committee's efforts, the Department created three ACHT subcommittees: Research, Analysis, and Information-Sharing; Policies and Protocols; and Training and Awareness. Public comment letters and testimony provided during the four public ACHT meetings were also taken into consideration. This ACHT report is based largely on the tremendous work of the three subcommittees.

The report begins with an overview of combating human trafficking within the transportation sector, including federal and state legislation and roles, data collection and analysis, and evolving technologies. The report then turns to best practices for transportation stakeholders to consider in developing comprehensive strategies and policies, and implementing training and awareness initiatives. The next section covers ACHT recommendations for the USDOT, Congress, states, private industry, NGOs, and local transportation authorities. Numerous resources are included within the appendices, including a model comprehensive strategy and policies, a model proclamation, quick implementation guides for each mode of transportation, a chart of human trafficking indicators, reporting hotlines, sample training and awareness materials, federal and state legislation, and transportation stakeholder counter-trafficking initiatives.

3. BACKGROUND

Human trafficking is a [multi-billion-dollar](#) enterprise that affects urban and rural areas in countries worldwide, including the United States.⁷ It has been recognized as the world's fastest growing crime, and characterized as the dark underside of globalization. Human trafficking manifests in a variety of contemporary slave-like practices, [including](#) forced labor; debt servitude; the commercial sexual exploitation of adults induced through force, fraud, or coercion; and the commercial sexual exploitation of children under any circumstances.⁸ Victims of human trafficking are lured by false promises of employment, educational opportunities, stable conflict-free environments, or even loving romantic relationships. Victims and traffickers can be of any age, race, gender, [sexual orientation](#), religion, ethnicity, socioeconomic background, or citizenship (including U.S.); and hold any immigration status. The [indicators of human trafficking](#) are not motivated by any of these classifications, but rather identify objective signs that may indicate potential criminal activity.⁹

The exact scope of human trafficking is difficult to ascertain. As an enterprise, trafficking flourishes within illicit markets, making it inherently difficult to collect data regarding the crime or to measure it with precision. The U.S. Federal Government has estimated that 14,500 to 17,500¹⁰ persons are trafficked into the United States every year.¹¹ This approximation does not include U.S. citizens believed to be trafficked domestically for forced sex or forced labor. Nor does it include the thousands of U.S. citizen minors victimized every year through commercial sexual exploitation.

Reports of human trafficking in the United States include 5,147 reports made to the National Human Trafficking Hotline in 2018, and over 10,000 reports related to child sex trafficking made to the National Center for Missing and Exploited Children in 2017. A few recent studies regarding the intersection of human trafficking and transportation include an Urban Institute study of [122 labor trafficking survivors](#) and a Polaris study of [104 survivors](#). The Urban Institute study found that 71% of the survivors were trafficked by flight, and 52% were trafficked by car or van.¹² Of the survivors in the Polaris study, 47% were trafficked by

⁷ International Labour Organization. 2014. *ILO Says Forced Labour Generates Annual Profits of US\$150 Billion*. Geneva, May 20.

⁸ Trafficking Victims Protection Act, 22 USC 7102(11): (11) Severe forms of trafficking in persons. The term “severe forms of trafficking in persons” means— (A) sex trafficking in which a commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such act has not attained 18 years of age; or (B) the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery. (12) Sex trafficking: The term “sex trafficking” means the recruitment, harboring, transportation, provision, obtaining, patronizing, or soliciting of a person for the purpose of a commercial sex act.

⁹ Blue Lightning Initiative. 2018. *A Guide for Aviation Personnel to Recognize and Report Suspected Human Trafficking*. Washington: U.S. Department of Transportation, U.S. Department of Homeland Security, and Customs and Border Protection.

¹⁰ This statistic is the most recent U.S. government estimate of persons trafficked into the United States.

¹¹ U.S. Department of Justice, Department of Health and Human Services, Department of State, Department of Labor, Department of Homeland Security, and U.S. Agency of International Development. 2006. *Assessment of U.S. Government Efforts to Combat Trafficking in Persons*. Washington: United States Department of Justice.

¹² Owens, Colleen, Meredith Dank, Amy Farrell, Justin Breau, Isela Banuelos, Rebecca Pfeffer, Ryan Heitsmith, Katie Bright, and Jack McDevitt. 2014. *Understanding the Organization, Operation, and Victimization Process of Labor Trafficking in the United States*. Washington: Urban Institute, Justice Policy Center.

taxis, 38% by airplanes, 33% by public buses, 19% by subway, 19% by long distance buses, 11% by long distance rail, 9% by ridesharing (and on the rise), and 3% by cruise ships.¹³ Indeed, trafficking victims intersect with the transportation industry at crucial moments. Many victims, especially minors, are initially recruited within transportation hubs such as bus depots and train stations.¹⁴ Their subsequent isolation from family and support systems is often achieved by physically moving them long distances from home.¹⁵ During the course of their exploitation, many victims are taken by their traffickers on “circuits” through a host of cities or states, kept reliant on their traffickers, and typically moved before they can establish relationships that might result in their identification.¹⁶ When finally seizing opportunities to escape, many trafficking victims are left utterly dependent upon transportation systems that they can access and afford.¹⁷ The Polaris study underscored how important transportation networks are to trafficking victims seeking escape or recovery, as over a quarter of the survivors noted that public and mass transportation systems were vital to their eventual escape.

Transportation employees have an important role to play in identifying and reporting potential instances of human trafficking. Airline flight attendants, airport agents, taxi and rideshare drivers, truckers, commercial delivery drivers, and school bus drivers are among the transportation personnel who have successfully identified victims of human trafficking. For example, the Polaris study noted that school bus drivers have proven crucial to facilitating the escape of a number of domestic servitude victims (house slaves, typically exploited as maids and nannies) whose only contact with the U.S. public was the 15 minutes they were allowed outside the house when putting children on school buses or retrieving them. The following vignette, based on first-hand interviews in 2015 with a trucker and a state trooper by the NGO Truckers Against Trafficking (TAT), further outlines the critical role transportation employees can play as the “eyes and ears” on the frontlines of the transportation sector:

“On January 6, 2015, truck driver Kevin Johnson¹⁸ pulled into a truck stop in Virginia, and was doing paperwork when he noticed a man going back and forth from an RV to the convenience store. He also noticed a different man knocking on the door of the RV, entering, and then the RV begin to rock. A few minutes later he saw a young woman try to stick her head out of the window only to have it violently snapped back, a black curtain pulled in its place, and a commotion ensue inside. Kevin made a phone call that resulted in state troopers coming out and separating the young woman from the other occupants. According to the incident report, officers were called to the scene at 3:20 p.m. and were allowed inside the RV by the occupants, a couple in their 30s, who said they were in the area on vacation. The officers, however, observed that the alleged victim appeared

¹³ Anthony, Brittany. 2018. *On-Ramps, Intersections, and Exit Routes: A Roadmap for Systems and Industries to Prevent and Disrupt Human Trafficking*. Washington: Polaris.

¹⁴ Ibid.

¹⁵ Ibid.

¹⁶ Ibanez, Michelle, and Daniel D. Suthers. 2014. "Detection of Domestic Human Trafficking Indicators and Movement Trends Using Content Available on Open Internet Sources." *Proceedings of the Annual Hawaii International Conference on System Sciences*. Washington: Institute of Electrical and Electronics Engineers. 1556-1565.

¹⁷ Anthony, Brittany. 2018. *On-Ramps, Intersections, and Exit Routes: A Roadmap for Systems and Industries to Prevent and Disrupt Human Trafficking*. Washington: Polaris.

¹⁸ The name has been changed to protect their privacy.

frightened and exhibited signs of malnutrition. A State Police trooper took the young woman outside where she began to weep and beg the trooper not to let her return to the RV. She told the trooper she was being held against her will, had been abused physically and sexually by the suspects, had infections all over her body, and couldn't remember the last time she had anything to eat or drink; adding that several days had passed. She also said the suspects threatened to kill or injure her family. After being placed in an ambulance, she told another investigator that the suspects had "branded" her on her back and had inflicted burns on other parts of her body along with lacerating her feet. She also said no one back home in Iowa considered her missing since the suspects forced her to communicate with family members, telling them that nothing out of the ordinary was taking place. According to the report, she later told a State Police investigator she was forced to perform oral sex on one of her traffickers and another unknown male that same day inside the RV at the truck stop parking lot. The encounter had been arranged through a Craigslist ad. Johnson testified in court against the traffickers, who were sentenced to 40 and 41 years in prison. Today, thanks to Johnson's call, the young woman is at home with her family."

In addition to helping victims leave their trafficking situation, transportation stakeholders trained to recognize and report human trafficking also have the important potential to reduce the demand for trafficking; and for sex trafficking in particular. Taxi and rideshare drivers, for example, are often called upon to deliver victims or clients to venues of commercial sexual exploitation.¹⁹ These crucial moments when trafficking victims intersect with the transportation system provide an opportunity for well-informed transportation employees and the traveling public to report a tip.

In support of improving transportation sector efforts to combat human trafficking, this report offers several counter-trafficking best practice tools for public and private transportation stakeholders to implement. As a context for the tools, the following background sections include federal and state efforts, the role of law enforcement, the challenges of data collection, and evolving transportation technologies that can help to combat human trafficking.

¹⁹ Polaris. 2018. *Human Trafficking in Illicit Massage Businesses*. Washington: Polaris.

3.1. FEDERAL

Federal government efforts to combat human trafficking through prevention, protection, prosecution, and partnerships include overarching human trafficking legislation, a government-wide task force, and transportation-specific initiatives by USDOT, and human trafficking legislation specific to USDOT.

3.1.1. OVERARCHING HUMAN TRAFFICKING LEGISLATION

The [Victims of Trafficking and Violence Protection Act of 2000](#) (TVPA) (which has been reauthorized numerous times) was the first comprehensive federal law to address human trafficking, and is the foundation of federal human trafficking legislation. The law provides a three-pronged approach to combating human trafficking: prevention through public awareness programs, protection through victim services, and prosecution through new federal crimes. The TVPA establishes several methods for prosecuting traffickers, preventing human trafficking, and protecting victims and survivors of human trafficking. The TVPA also establishes human trafficking and related offenses as federal crimes, and attaches severe penalties to them. Additionally, the TVPA authorized the establishment of the Department of State's [Office to Monitor and Combat Trafficking in Persons](#), which is required to publish an annual Trafficking in Persons (TIP) report each year, and the President's Interagency Task Force to Monitor and Combat Trafficking in Persons to assist in the federal coordination of counter-trafficking efforts and implementation of the TVPA.

3.1.2. TASK FORCES

The President's Interagency Task Force to Monitor and Combat Trafficking in Persons (PITF) is a cabinet-level entity chaired by the Secretary of State that was created by the TVPA. It consists of 15 agencies across the federal government, including USDOT, responsible for coordinating U.S. government-wide efforts to combat trafficking in persons. Members include the Office of the Director of National Intelligence, and the White House Offices of Management and Budget, the National Security Council, and the Domestic Policy Council. At each annual meeting, agencies report on progress across various priority areas, including public awareness and outreach, victim services, rule of law, and procurement and supply chains.

In addition to leading PITF efforts, the Department of State also produces the annual [Trafficking in Persons \(TIP\) Report](#). The TIP Report is the most comprehensive resource of governmental counter-trafficking efforts, and reflects the U.S. Government's (USG) commitment to global leadership on the

issue. The TIP Report represents an updated, global look at the nature and scope of trafficking in persons and the broad range of government actions to confront and eliminate it. The USG uses the TIP Report to engage foreign governments in dialogues to advance counter-trafficking reforms, and to combat trafficking and target resources on prevention, protection, and prosecution programs. Worldwide, the report is used by international organizations, foreign governments, and NGOs alike as a tool to examine where resources are most needed. Freeing victims, preventing trafficking, and bringing traffickers to justice are the ultimate goals of the TIP Report, and of the USG's counter-trafficking policy.

The TVPA, as amended in 2003, also established the [Senior Policy Operating Group](#) (SPOG), which consists of senior officials designated as representatives of the PITF agencies. The SPOG brings together federal agencies that address all aspects of human trafficking, including coordination of federal counter-trafficking policies, programs, grants, and research. Five standing committees meet regularly to advance substantive areas of the SPOG's work, including Research and Data, Grantmaking, Public Awareness and Outreach, Victims Services, and Procurement and Supply Chains. The SPOG also established an Ad Hoc Working Group to focus on American Indians and Alaska Natives to increase communication and coordination among agencies that are responding to human trafficking affecting Native American communities.

3.1.3. U.S. DEPARTMENT OF TRANSPORTATION

USDOT works with public and private sector stakeholders to empower transportation employees and the traveling public to recognize and report possible instances of human trafficking. The Department launched the [Transportation Leaders Against Human Trafficking \(TLAHT\)](#) partnership in 2012 with representatives of aviation, buses, ports, rail, transit, trucking, and other transportation stakeholders to maximize their collective impact in combating human trafficking. The TLAHT framework is based on a Stanford Social Innovation Review article on "collective impact," whereby diverse partners come together to establish a common agenda, as the collaboration of many results in greater impact than can be accomplished independently.²⁰ In response, leaders within these various industries have pledged to work together to fight human trafficking by training their employees to recognize and report signs of human trafficking, and by raising awareness regarding human trafficking among the traveling public.

²⁰ Kania, John, and Mark Kramer. 2011. "Collective Impact." *Stanford Social Innovation Review* 9 (1): 36-41.

As part of TLAHT's [call to action](#), USDOT asks transportation leaders to sign a [pledge](#), issue a [leadership statement](#), train their employees, and raise public awareness. The initiative includes five [focus areas](#): leadership engagement, industry-sharing and education, policy development, public awareness and outreach, and information-sharing and analysis.

USDOT launched a major human trafficking awareness campaign through TLAHT, entitled "[Put the Brakes on Human Trafficking](#)." For some transportation stakeholders, this public awareness campaign served to enhance existing counter-human trafficking initiatives, and for others, the campaign functioned as a catalyst to launch their own targeted education and public awareness programs. Perhaps most notably, the "Put the Brakes on Human Trafficking" campaign represents the first collective effort within the transportation industry to combat human trafficking. Through TLAHT, transportation stakeholders have joined together to serve as a force multiplier to enhance law enforcement's ability to detect and deter suspected incidents of human trafficking.

Advocating for employee training to recognize and report human trafficking has been a key focus for USDOT. The Department requires that all 55,000 USDOT employees receive triennial human trafficking training, including a tailored training for bus and truck inspectors. In coordination with partners, USDOT also developed a suite of trainings for the aviation, rail, and motor coach industries. The [Blue Lightning Initiative](#), a USDOT, Department of Homeland Security (DHS), and Customs and Border Protection (CBP) initiative tailored for the aviation industry, is an example of such a training initiative.

Raising public awareness across all modes of transportation is another key focus at USDOT, and the Department works with stakeholders to develop mode-specific public awareness campaigns. USDOT's website includes print-ready multimodal [posters](#) and [logos](#) that can be used by all stakeholders in their counter-trafficking efforts.²¹

More recently, USDOT has [expanded grant opportunities](#) to combat human trafficking. The Department's Federal Transit Administration (FTA) launched its [Human Trafficking Awareness and Public Safety Initiative](#) to build upon the Department's work with transportation stakeholders across all modes of transportation to prevent human trafficking. The initiative includes two Notices of Funding Opportunity (NOFOs) totaling \$4 million towards preventing human trafficking and other crimes that may occur on buses, trains, and other forms of public transportation.

²¹ Section 4.2.2 includes suggested locations for posting public awareness materials.

The Department's Federal Motor Carrier Safety Administration (FMCSA) expanded its [Commercial Driver's License Program Implementation Grant](#) (CDLPI) to prioritize grant applications that support the recognition, prevention, and reporting of human trafficking. Under the CDLPI, FMCSA reimburses 90% of total project costs, and \$430,000 in grants supporting human trafficking were awarded during the 2018 fiscal year. FMCSA also expanded its [Motor Carrier Safety Assistance Program](#) (MCSAP) grant to allow funds to be used for detection of and enforcement actions taken as a result of criminal activity; including human trafficking in a commercial motor vehicle or by any occupant of the commercial motor vehicle when conducted in conjunction with a roadside inspection.

DOT also works with counterpart ministries of transportation across the globe through international fora such as the Asia-Pacific Economic Cooperation (APEC), the International Civil Aviation Organization (ICAO), and the Organization for Economic Cooperation and Development's International Transport Forum (ITF) to spotlight human trafficking.

3.1.4. HUMAN TRAFFICKING LEGISLATION SPECIFIC TO USDOT

The Department has been given additional statutory authority and tools to combat human trafficking. The [No Human Trafficking On Our Roads Act of 2018](#) includes a lifetime Commercial Driver's License disqualification for an individual who uses a commercial motor vehicle to commit a felony involving human trafficking. The [FAA Extension, Safety, and Security Act of 2016](#), requires part 121 and 135 air carriers that engage in passenger carrying operations to provide initial and annual flight attendant training regarding recognizing and responding to potential human trafficking victims. The [FAA Reauthorization Act of 2018](#), expands the requirement to include "ticket counter agents, gate agents, and other air carrier workers whose jobs require regular interaction with passengers on recognizing and responding to potential human trafficking victims." The [Combating Human Trafficking in Commercial Vehicles Act of 2018](#), required the establishment of the [Department of Transportation Advisory Committee on Human Trafficking](#), and expanded the Commercial Driver's License Program Implementation grant to prioritize applications that support the recognition, prevention, and reporting of human trafficking. Additionally, within the [Fixing America's Surface Transportation Act](#) of 2015, the Motor Carrier Safety Assistance Program (MCSAP) grant was expanded to allow funds to be used for detection of and enforcement actions taken as a result of criminal activity, including human trafficking, in a commercial motor vehicle or by any occupant of the commercial motor vehicle when conducted in conjunction with a roadside inspection.

3.2. STATE

States are also passing legislation, developing taskforces, and implementing transportation-specific initiatives through state Departments of Transportation (DOTs) to combat human trafficking.

3.2.1. LEGISLATION

Transportation-related state human trafficking legislation (see Appendix 7.9.3) is a promising practice that has emerged as part of the U.S. counter-trafficking response. Currently, 29 states have laws related to human trafficking and transportation, most of which are intended to heighten awareness regarding human trafficking among transportation industry stakeholders and the general public as they engage with transportation systems. Nine states currently include human trafficking training as part of their Commercial Driver's License training requirements. An increasing number of states now require the National Human Trafficking Hotline Number (1-888-373-7888) be posted in public transportation venues. Nineteen states require postings in rest areas, fourteen in truck stops, thirteen in bus stations, ten in airports, and eight in train stations.

In 2021, California will [require](#) the state's bus, rail, light rail, and intercity transit agencies and businesses to train employees to recognize the signs of human trafficking, and how to report possible trafficking to authorities. The law will also provide reimbursement for costs related to this training effort.²²

Given the level of contact that trafficking survivors report having with transportation venues in the course of their recruitment, exploitation, and/or eventual escapes, this new wave of state legislation should be vigorously promoted and expanded nationwide.

3.2.2. TASK FORCES

Counter-trafficking initiatives at the state-level are imperative to efforts to stop human trafficking, as states are closer to the "boots on the ground" level of local awareness, prevention, and interdiction. These initiatives nearly always take the form of task forces, commissions, or councils made up of a broad range of community stakeholders. While the initiatives are often housed in or codified via a state government authority, they do not exist as purely government-driven programs. Rather, as the relevant regulatory and law enforcement entity, state

²² Constante, Agnes. 2018. *New California Laws Target Human Trafficking with Transit, Hotel Workers*. October 2. Accessed June 5, 2019. <https://www.nbcnews.com/news/asian-america/new-california-laws-target-human-trafficking-transit-hotel-workers-n915796>.

governments are the end-users of collective efforts by various public, private, and non-profit entities to marshal resources towards greater awareness, training, and support for combating human trafficking.

Many state-level initiatives are established or permanently normalized through the authority of state-level governments. This can take the form of legislation (as it did in Colorado), an executive order (as occurred in Arizona), or an edict from the State Attorney General (as was the case in Missouri, Ohio, and Oregon).

Participation in the initiatives varies widely and can include law enforcement and other state agencies, hospitality, restaurant, and transportation industry representatives, legal service providers, victim and survivor service providers, advocacy groups, academia, faith-based organizations, other non-profit organizations, local coalitions, and task forces. A majority of initiatives specifically involve state DOTs and/or Departments of Motor Vehicles (DMVs) participation, as every mode of transportation moving through a state touches upon human trafficking.

While the authority to interdict ultimately lies with law enforcement, counter-human trafficking initiatives augment the state's ability to do so while also contributing greatly to increased prevention as well as support for survivors. State-level activities include data collection, public awareness campaigns, targeted outreach, support services for victims and survivors, and reporting to state governors and legislators. Further, some state DOTs include law enforcement divisions, such as the Iowa DOT's Motor Vehicle Enforcement division.

3.2.3. DEPARTMENTS OF TRANSPORTATION

Given their role in building, maintaining, and regulating multiple large-scale transportation systems, state DOTs are often best-positioned to make the most immediate and widespread impact towards combating human trafficking. State DOTs can do so by leveraging existing authorities and resources, either by repurposing them in new ways or by combining different resources to create new capabilities. They can also partner with outside organizations to help amplify on-the-ground efforts.

One of the most powerful resources available to state DOTs is their human capital. When employees are educated and trained on preventing human trafficking, they function as not only frontline deterrents but also as multipliers by helping to spread awareness to the general public. Employee training is common practice in many state DOTs, and typically covers indicators of human trafficking as well as how to report suspected cases. Additionally, state DOTs can institute

zero-tolerance policies for their employees. For example, the State of Massachusetts issued such a [policy](#) for all state agencies subject to the Governor's control (including the state DOT), that focused on demand reduction for commercial sex and related activities during work-related activities.²³

State DOTs are also leveraging their physical infrastructure towards counter-human trafficking efforts. They own a wide range of assets including DMV buildings, vehicle fleets, and signage that can be deployed towards raising public awareness. Many state DOTs are also using commercial driver licenses as a direct touch point with commercial drivers to further spread awareness.

Lastly, state DOTs are forming partnerships and coalitions with outside organizations. These partnerships include other state agencies as well as private and non-profit entities. The partnerships help to pair the expertise provided by these outside organizations with the vast resources of the state DOTs to create a more comprehensive approach to combat human trafficking.

[State DOT counter-trafficking efforts](#) are included in Appendix 7.10.5.2.

3.2.4. COMMERCIAL MOTOR VEHICLE INITIATIVES

There are several state-generated commercial motor vehicle (CMV) initiatives being conducted throughout the country. According to the FMCSA, approximately 6.1 million commercial motor vehicle drivers operate in the United States, and states issue licenses and assess the qualifications and validity of each of their drivers.²⁴ The key element that makes each state CMV initiative successful is that it is supported and coordinated (sometimes with funding, sometimes with partnerships, and sometimes both), at a high level in each state through the Attorney General's office or the equivalent of the state DMV. While not all states have initiated activities in this space, some successful examples include providing funds for stickers with the message "Do You Need Help" with the National Human Trafficking Hotline Number for 25,000 trucks,²⁵ an FMCSA grant awarded to a state Department of Driver Services to fund a multi-pronged strategy to combat human trafficking,²⁶ connecting law enforcement and trucking coalition building meetings,²⁷ and a Motor Vehicle Enforcement office partnering

²³ Commonwealth of Massachusetts Human Resources Division. 2018. *Zero Tolerance Policy for Human Trafficking and Related Activities*. April 17. Accessed June 5, 2019. <https://www.mass.gov/service-details/zero-tolerance-policy-for-human-trafficking-and-related-activities>.

²⁴ U.S. Department of Transportation Federal Motor Carrier Safety Administration. 2018. "Pocket Guide to Large Truck and Bus Statistics." *FMCSA*. August. Accessed June 5, 2019. <https://www.fmcsa.dot.gov/sites/fmcsa.dot.gov/files/docs/safety/data-and-statistics/413361/fmcsa-pocket-guide-2018-final-508-compliant-1.pdf>.

²⁵ Arizona Attorney General Mark Brnovich. 2018. *AG Brnovich Teams Up with Truckers to Save Victims of Human Trafficking*. January 17. Accessed June 5, 2019. <https://www.azag.gov/press-release/ag-brnovich-teams-truckers-save-victims-human-trafficking>.

²⁶ Georgia Department of Driver Services. 2018. *GA Driver Services Commissioner Announces New Grant Funding Dedicated to Reducing Human Trafficking in Transportation Industry*. October 9. Accessed June 5, 2019. <https://dds.georgia.gov/press-releases/2018-10-09/ga-driver-services-commissioner-announces-new-grant-funding-dedicated>.

²⁷ Texas Office of the Attorney General. 2018. *The Texas Human Trafficking Prevention Task Force Report 2018*. Austin: Office of the Attorney General.

with private trucking companies to provide awareness training to new employees and with the state Department of Education to provide awareness training to all public school bus drivers.²⁸

3.3. LAW ENFORCEMENT (HUMAN TRAFFICKING-RELATED INTERDICTION)

Law enforcement officers, whether federal, state, local, or specialized task forces, are uniquely positioned to respond to human trafficking. As first responders to suspicious activity, law enforcement officers should be able to identify the signs and indicators of human trafficking and respond with a victim-centered approach. A significant number of law enforcement agents encounter human trafficking activities in the transportation sector (in the field, during an interview, during road-based interdiction stops, etc.) while conducting routine activities.²⁹ While the majority of federal, state, and local officers are not currently required to receive counter-human trafficking training, there are a host of [training resources](#) available (see Appendix 7.8.2.5). Law enforcement agency and state patrol officer training is also a key component of several state-based initiatives developed to combat human trafficking.

Collaboration across disciplines, particularly among a variety of entities such as child protective services, local prosecutors, law enforcement officers, and nonprofit organizations, is essential for a comprehensive approach to targeting human traffickers. Working together across organizational siloes allows for law enforcement officers to learn about resources in their communities, for trainees from other disciplines to understand how officers identify and rescue children, and for survivors to be supported during their recovery. On the policy front, law enforcement agencies from across state lines are immersed in partnerships with industry and counter-human trafficking organizations.³⁰ These collaborative relationships³¹ allow for the sharing of information and best practices, and provide a forum for networking and engagement on the issue of human trafficking, which is frequently an interstate crime.

Additionally, given that private companies routinely employ security personnel in urban transit centers and terminals, these personnel should receive comprehensive human trafficking awareness training as they may be the first point of contact for a victim in need or a concerned community member.

²⁸ The Iowa Department of Transportation's Motor Vehicle Enforcement Office (Iowa MVE) partnered with several of their state's largest trucking companies to provide human trafficking awareness training to all new employees utilizing the TAT training materials. Iowa MVE also partnered with the Iowa Department of Education to provide human trafficking awareness training for all 9,000 public school bus drivers in their state, along with procedures for suspected trafficking victims.

²⁹ Clawson, Heather J., Nicole Dutch, and Megan Cummings. 2006. *Law Enforcement Response to Human Trafficking and the Implications for Victims: Current Practices and Lessons Learned*. Fairfax: Caliber/ICF International.

³⁰ The Quad State Coalition, for example, is a coalition of law enforcement and management representatives from the trucking/travel plaza industry in the states of Iowa, Nebraska, South Dakota and Minnesota; in partnership with Truckers Against Trafficking.

³¹ The Iowa Department of Transportation Motor Vehicle Enforcement division worked with Truckers Against Trafficking and the Iowa Attorney General's Office on a multi-faceted approach that incorporates training law enforcement (using weigh stations, rest areas, and CDL renewal to raise awareness) and assisting in investigations.

3.4. DATA

Data collection, analysis, and information-sharing are critical to inform the transportation industry regarding the nature and severity of human trafficking. Yet little academic research has been conducted and published, particularly empirically-based, on the role of the transportation industry in facilitating or preventing human trafficking.

As mentioned earlier in this report, an Urban Institute study of [122 labor trafficking survivors](#) found that 71% of the survivors were trafficked by flight, and 52% were trafficked by car or van.³² Of the [104 survivors](#) from the Polaris study, 47% were trafficked by taxis, 38% by airplanes, 33% by public buses, 19% by subway, 19% by long distance buses, 11% by long distance rail, 9% by ridesharing (and on the rise), and 3% by cruise ships.³³ However, as these studies of 226 survivors offer just a limited view of the human trafficking experience, further research is needed.

In addition, a highly anticipated forthcoming study on [State DOT Contributions to the Study, Investigation, and Interdiction of Human Trafficking](#) by the Transportation Research Board is expected to shed light on state DOT initiatives to combat human trafficking, including their strategies, policies, protocols, partnerships, trainings, and awareness efforts.³⁴

While the International Labor Organization estimates that 24.9 million people are trafficked annually across the globe, no comparable national studies exist that measure human trafficking in the United States. Currently, the primary source of data collection for human trafficking overall, including voluntarily reported transportation elements, is through various national reporting hotlines. These national hotlines accept reports of suspected cases of human trafficking 24 hours a day, 7 days a week, 365 days a year. They include the [National Human Trafficking Hotline](#) (NHTH), the [National Center for Missing and Exploited Children](#) (NCMEC), and the Department of Homeland Security's [Homeland Security Investigations Tip Line](#) (HSI).

³² Owens, Colleen, Meredith Dank, Amy Farrell, Justin Breau, Isela Banuelos, Rebecca Pfeffer, Ryan Heitsmith, Katie Bright, and Jack McDevitt. 2014. *Understanding the Organization, Operation, and Victimization Process of Labor Trafficking in the United States*. Washington: Urban Institute, Justice Policy Center.

³³ Anthony, Brittany. 2018. *On-Ramps, Intersections, and Exit Routes: A Roadmap for Systems and Industries to Prevent and Disrupt Human Trafficking*. Washington: Polaris.

³⁴ The National Academies of Sciences, Engineering, and Medicine. 2018. *State DOT Contributions to the Study, Investigation, and Interdiction of Human Trafficking*. May 31. Accessed June 5, 2019. <https://apps.trb.org/cmsfeed/TRBNetProjectDisplay.asp?ProjectID=4378>.

3.4.1. THE HOTLINES

The [NHTH](#) (1-888-373-3888 or via text at BEFREE) is a national hotline funded by the U.S. Department of Health and Human Services and is operated by [Polaris](#), an NGO that is a leader in the global fight to eradicate human trafficking. The NHTH takes tips about potential situations involving all forms of sex and labor trafficking, and facilitates reporting to specialized human trafficking task forces, federal authorities, local law enforcement, and service providers throughout the United States. Callers speak or text with the NHTH in more than 200 languages using a 24-hour tele-interpreting service. NHTH services include safety planning and referrals for transportation, case management, shelter, legal services, mental health, and counseling services. The NHTH informs the appropriate authorities of situations that reference the suspected abuse of a minor, potential harm to a caller or others, or situations where the NHTH is required by law to report. Polaris's annual [Human Trafficking Hotline Statistics](#), one of the most extensive data sets on domestic human trafficking, is based on aggregated tips received by the NHTH, and is available by state. Between 2011 to 2017, Polaris received many reports of human trafficking connected to various modes of transportation, including 320 reports intersecting with buses and bus stations, 269 reports intersecting with airlines and airports, and 188 reports intersecting with taxis and commercial driving services.³⁵

The [NCMEC](#) is a non-profit organization partially funded by Congress to operate 22 programs related to missing and exploited children. NCMEC receives reports of child sex trafficking through both their [CyberTipline](#) and 1-800-THE-LOST. Their CyberTipline is a national centralized reporting system for the online exploitation of children, including human trafficking. Public and electronic service providers make reports to the CyberTipline of suspected online enticement of children for child sex trafficking. NCMEC staff review each tip and work to find a potential location for the incident reported so that it may be made available to the appropriate law-enforcement agency for possible investigation. All data coming in through the NCMEC CyberTipline and 1-800-THE-LOST is fielded and sent back out to law enforcement and included in the Innocence Lost database.³⁶ Common transportation-related recovery sites include gas stations, truck stops, rest stops, bus stops, airports, subway stations, train stations, and on trains. In 2017, NCMEC received over 10,000 reports related to child sex trafficking; approximately 1 in 7 of the reports made of endangered runaway children.³⁷ NCMEC is also able to pull transportation data

³⁵ National Human Trafficking Hotline. 2018. "Human Trafficking Intersections with Transportation." *National Human Trafficking Hotline*. April. Accessed June 5, 2019. <https://humantraffickinghotline.org/sites/default/files/Transportation%20Topical.pdf>.

³⁶ A partnership between NCMEC, the FBI, and the Committee on Earth Observation Satellites.

³⁷ Reock, Eliza, "Measuring Human Trafficking" (presentation, USDOT Advisory Committee on Human Trafficking Public Meeting, Washington, DC, December 6, 2018).

specific to cases they have worked, as they do, for example, to assist Amtrak Police in informing ongoing training initiatives and future operations. The [HSI Tip Line](#) is responsible for investigating a wide range of domestic and international activities arising from the illegal movement of people and goods into, within, and out of the U.S. HSI is the principal investigative arm of DHS (a lead federal law enforcement agency responsible for investigating human trafficking), and leverages their global operational apparatus of over 200 domestic offices and 67 international offices in 50 countries. The HSI global footprint allows them to be strategically situated to work with law enforcement partners, as well as NGOs, which bring human trafficking tips and leads to HSI special agents worldwide. During the 2016 fiscal year, HSI initiated 1,029 human trafficking related investigations, and recorded 1,952 arrests, 1,176 indictments, and 631 convictions.³⁸ The HSI Tip Line receives 50 reports per year from the aviation industry as the designated reporting protocol for the USDOT/DHS/CBP [Blue Lightning Initiative](#) training for aviation personnel.³⁹

State hotlines,⁴⁰ 911, and transportation organizations also receive suspected human trafficking tips. The call center operations and procedures for 911 vary from state to state and often have distinctions at the local level. Examples of transportation hotlines include Amtrak in addition to airlines such as Allegiant, Delta, Hawaiian, JetBlue, and United. These airlines employ a protocol to report human trafficking incidents through their corporate command centers, where the incident is reported, documented, and then relayed to local authorities and/or a hotline.

Significantly, the primary purpose of these hotlines is to assist potential victims, not to collect data. Collecting detailed transportation information is resource-intensive and can be challenging when the hotline's primary concern is meeting the immediate needs of a victim in an emergency situation. Hotline best practices assume that if certain information is unnecessary to respond to a victim's needs, it will not be collected; particularly when dealing with crisis situations. For example, while a hotline may collect information about the use of transportation in a person's trafficking situation, they do not typically solicit this information if it goes beyond what is absolutely necessary to meet the caller's needs. The hotlines are also limited by the caller's time and capacity to provide additional information. As a result, data collected by hotlines may be incomplete, and may not depict the full scope of the intersection between transportation and the human trafficking crime.

³⁸ U.S. Immigration and Customs Enforcement. n.d. *U.S. Department of Homeland Security*. Accessed June 5, 2019. <https://www.ice.gov/features/human-trafficking>.

³⁹ Nevano, Gregory, "DHS: Cooperation and Counter-Trafficking" (presentation, USDOT Advisory Committee on Human Trafficking Public Meeting, Washington, DC, March 12, 2019).

⁴⁰ Such as the Colorado Network to End Human Trafficking.

3.4.2. CHALLENGES

Reported numbers regarding human trafficking from these national hotlines are estimated to be small in relation to ILO statistics because of low victim identification,⁴¹ definitional issues of trafficking,⁴² and a great number of methodological challenges and limitations to estimating the extent of human trafficking.⁴³ Data that exists can be inaccurate, missing, or false, and simply enhancing data collection techniques and methodologies is often insufficient.⁴⁴ As a result, the difficulty in accessing data presents a barrier to conducting quantitative studies and analysis.⁴⁵

Additionally, the absence of a standardized protocol for transportation stakeholders to report human trafficking complicates data collection. Data analyses of trafficked victims and their traffickers currently requires sourcing data from multiple entities and jurisdictions. Yet data ownership, reluctance to share, capacity, funding constraints, privacy concerns, and/or a simple lack of knowledge concerning data availability frequently hamper data analysis.

3.4.3. OPPORTUNITIES

Following are several opportunities that can improve data collection, analysis, and information-sharing efforts among transportation stakeholders:

- Individual transportation organizations can develop reporting protocols in addition to tracking case studies and reports made by their employees to reporting hotlines. Annual reporting to USDOT by each transportation organization would help to streamline and centralize such data.
- Partnering with the major hotlines can inform and measure modal counter-trafficking efforts. For example, TAT partnered with the NHTH to track trucking sector reports of human trafficking. From 2007 to 2018, callers identifying themselves as truckers made [2,250 calls](#) to the NHTH.⁴⁶ These calls reported a total of 612 cases of potential human trafficking, involving 1,133 potential victims.⁴⁷ In contrast, prior to the inception of the partnership, the NHTH reports they had received only three total calls from truckers. The increase is likely a direct result of TAT's significant national

⁴¹ Larsen, Jacqueline Joudo, and Davina P. Durgana. 2017. "Measuring Vulnerability and Estimating Prevalence of Modern Slavery." *Chance* 30 (3): 21-29.

⁴² Musto, Jennifer Lynne. 2009. "What's in a Name?: Conflations and Contradictions in Contemporary U.S. Discourses of Human Trafficking." *Women's Studies International Forum* 32 (4): 281-287.

⁴³ Fedina, Lisa, and Bruce R. DeForge. 2017. "Estimating the Trafficked Population: Public-Health Research Methodologies May Be the Answer." *Journal of Human Trafficking* 3 (1): 21-38.

⁴⁴ U.S. Department of State Senior Policy Operating Group Grantmaking Committee. 2012. *Promising Practices: A Review of U.S. Government-Funded Anti-Trafficking in Persons Programs*. Washington: U.S. Department of State.

⁴⁵ Martin, Lauren. 2013. "Sampling and Sex Trading: Lessons on Research Design from the Street." *Action Research Journal* 11 (3): 218-233.

⁴⁶ Truckers Against Trafficking. 2018. *2018 Annual Report*. Englewood: Truckers Against Trafficking.

⁴⁷ Ongoing surveys of truckers by TAT reveal that calls to the NHTH show only one segment of data, with untracked calls to 911 and local sheriffs' offices making up the larger portion.

efforts to provide training and raise awareness within the trucking industry. Similar partnerships can be created with the hotlines, potentially multimodal partnerships with USDOT, to pull annual transportation-specific reports from their data repositories for the Department.

- As data collection systems continue to evolve and contain an increasing abundance of transportation-related information, data collection and cleaning will present a crucial challenge. Thus, systematic data-fusing approaches for combining transportation data with distinct features, and resolutions that promote data-sharing and/or provide alternative opportunities to access pertinent data are needed. For example, two different calls to hotlines could potentially be describing the same potential victim or trafficker, yet because data from these two sources are not in standardized format, combined, or shared, information may be missed. If local law enforcement and the major national hotlines were to consistently provide human trafficking data intersecting with transportation to USDOT, this data could very well provide information about the same victim, yet making that connection requires analytical data fusion. Integrating and fusing these diverse data sources would provide more consistent, accurate, and useful information than can currently be provided by any individual data source.
- Transportation datasets (including, for example, datasets on safety and security) that do not currently capture reports of suspected human trafficking can be expanded and shared both internally and externally.
- Focus groups with survivors, transportation industry and labor leaders and staff, government agencies, law enforcement, and counter-trafficking organizations can expand qualitative understanding of the intersection of human trafficking and the transportation industry.
- To help bridge the data gap, a survey could be provided to all federal, state, local, and private transportation industry stakeholders (from ground workers to c-suite) to provide a baseline understanding of their comprehension of human trafficking, including recognition and reporting. With the data garnered from the survey, transportation-related trainings, public awareness campaigns, and other targeted initiatives could be expanded to address cross-industry knowledge gaps about trafficking and reporting mechanisms.
- Human trafficking hotlines can improve information-sharing regarding transportation-related human trafficking reports.
- USDOT could draw upon all data provided to the Department to author an annual report on the status of human trafficking in the transportation industry, capturing progress made and actions and research areas across transportation for stakeholders to address.

3.4.4. MEASURING PROGRESS

Combating human trafficking within the transportation industry is a long-term process requiring collaboration and standardization across all modes of transportation to improve data collection, analysis, and information-sharing. While challenges with data collection persist, the transportation industry and related stakeholders should not be discouraged from undertaking robust information-sharing protocols to drive better data and to improve education and awareness. This will ultimately lead to better information for law enforcement, which will in turn save lives and create safe communities. Future indicators of successful data collection, analysis, and information-sharing will include:

- All transportation sector personnel, frontline to C-suite, are trained to recognize and report potential instances of human trafficking.
- The majority of federal, state, local, and private transportation leaders have publicly announced that eliminating trafficking within their sector or mode is a priority, and are providing concrete plans to do so, including reporting annual metrics on the number of employees trained to USDOT.
- An increase in the number of reports of trafficking by transportation personnel to the national human trafficking hotlines.
- Data-driven and survivor-centered training modules and public awareness materials created in collaboration with counter-trafficking organizations exist for each mode of transportation.
- Prevention-based materials that include hotline numbers are posted in transit hubs and public transportation areas, such as rest stops, airport shuttles, restrooms, train stations, bus depots, and on rideshare information placards.
- Transportation industry stakeholders have survivor-centered and trauma-informed response protocols in place.
- The majority of transportation organizations have successfully adopted comprehensive strategies, including policies and protocols, to combat human trafficking.
- Public and private transportation companies are implementing a philanthropic model to donate credits, points, or vouchers to organizations that directly serve human trafficking survivors.

3.5. EVOLVING TECHNOLOGIES

Several evolving technologies have the potential to help the transportation sector combat human trafficking. Traffic monitoring and other intelligent transportation system (ITS) technologies could potentially help transportation organizations identify human trafficking hotspots, and provide awareness information to the public. Facial recognition and automated license plate readers could help law enforcement identify and find potential traffickers. Crowdsourcing tools can also help by allowing the traveling public to report suspected cases of human trafficking and alert law enforcement. The sections below provide examples of how these evolving technologies have been or can be applied with respect to transportation professionals, law enforcement, and the general public.

3.5.1. TRANSPORTATION PROFESSIONALS

The transportation industry (e.g., state DOTs, transit agencies, and other transportation stakeholders), currently collects enormous amounts of data. State DOTs deploy networks of cameras and sensors, for instance, as part of Intelligent Transportation Systems (ITS) for monitoring traffic congestion, responding to crashes, and operating smart tolling systems.⁴⁸ Examples of ITS applications in the transportation sector include using Bluetooth technology to monitor travel time on highways and arterials, and combining Geographic Information System data with information from real-time sensors to develop visualizations for incident management and emergency personnel.^{49,50}

Sensors and devices already in place within transportation systems can be leveraged to combat human trafficking, thanks to advances in digital video processing and data analysis.⁵¹ ⁵²Data collected on the transportation network, such as information about specific vehicles or overall traffic patterns, can be shared with law enforcement to identify human trafficking suspects.

Maps and other spatial data can also be developed as resources to help transportation organizations identify human trafficking hotspots, and/or for a

⁴⁸ Connell, Elizabeth, Steven Jones, and Javonda Williams. 2018. "Human Trafficking and the Transportation Profession: How Can We Be Part of the Solution?" *ITE Journal* 88 (7): 45-49.

⁴⁹ University of Maryland Center for Advanced Transportation Technology. 2008. "Bluetooth Traffic Monitoring Technology: Concept of Operations & Deployment Guidelines." *Center for Advanced Transportation Technology*. September 17. Accessed June 5, 2019. http://www.catt.umd.edu/sites/default/files/documents/UMD-BT-Brochure_REV3.pdf.

⁵⁰ 4D Virtual Globe, an application developed by the Center for Advanced Transportation Technology Laboratory (CATT Lab) at the University of Maryland, uses available GIS and transportation infrastructure data in conjunction with thousands of real time traffic sensors, transit, and accident data to develop visualizations for incident management personnel, emergency management personnel, and the general public to achieve situational awareness.

⁵¹ The data from these transportation system sensors have been used for other non-transportation purposes. For example, during disease outbreaks such as the severe acute respiratory syndrome (SARS) outbreak in Singapore, thermal-imaging sensors were set up in airports to detect passengers with fevers.

⁵² Connell, Elizabeth, Steven Jones, and Javonda Williams. 2018. "Human Trafficking and the Transportation Profession: How Can We Be Part of the Solution?" *ITE Journal* 88 (7): 45-49.

comprehensive geographic view of victim services. For example, the [Iowa DOT](#) developed a map of victim services providers on its website, which can be used by law enforcement to identify nearby services for victims.

ITS technology can also be used by state DOTs and other transportation stakeholders to raise awareness about human trafficking. Variable message signs, or VMS (also known as dynamic or changeable message signs), are used to share information with motorists or those traveling on transportation systems. More commonly, VMS are used to share messages with the public about Amber Alerts (abduction of a child) or Silver Alerts (missing persons, particularly elderly or people with disabilities). VMS can also be used to display educational or awareness messages about human trafficking at targeted locations or times (e.g., around special events or during human trafficking awareness month).⁵³

3.5.2. LAW ENFORCEMENT

Law enforcement can use technology to identify suspected cases of human trafficking through interactions with the transportation sector. Tools such as facial recognition biometric technology have been used by law enforcement at airports to confirm traveler identities. The system uses algorithms to match distinctive facial characteristics via photographs or video recordings. For example, at George Bush Intercontinental Airport in Houston, CBP deployed facial recognition biometric exit technology for a daily flight from Houston to Tokyo.⁵⁴ Using the flight manifest, CBP utilizes passenger photographs from their travel documents. CBP's facial recognition software then compares the photo of the passenger from the gallery to a live photo, in order to ensure that travelers are the true bearers of required documents. This technology may be used to identify victims and/or suspects of human trafficking who may be using fraudulent travel documents.

Other transportation sector devices for law enforcement include tools that identify vehicles, such as license plate recognition (LPR), make and model recognition (MMR), and vehicle color recognition (VCR). These tools can identify either specific vehicles or classes of vehicles and can be "trained" to recognize patterns that could be helpful in the detection of trafficking activities or vehicles known to be involved in trafficking. Since many state DOTs already use tools like license plate readers for toll collection and traffic management purposes, expanding their use to identify suspected human trafficking cases would not require large-scale investment in the technology itself. However, it would require sharing data with law enforcement to allow them to use the data to identify potential human trafficking cases and/or find suspected vehicles.

⁵³ For example, the Wisconsin DOT partnered with the Wisconsin Department of Children and Families and Wisconsin Department of Justice to use VMS to raise awareness about human trafficking in February 2018.

⁵⁴ U.S. Customs and Border Protection. 2017. *CBP Deploys Biometric Exit Technology to George Bush Intercontinental Airport*. June 27. Accessed June 5, 2019. <https://www.cbp.gov/newsroom/local-media-release/cbp-deploys-biometric-exit-technology-george-bush-intercontinental>.

Law enforcement can also use technology to identify human trafficking activity occurring online. Free Wi-Fi hotspots at airports and other public places typically include a sign-in form, also known as a captive portal, that asks users to provide personal information and consent to terms of service to access the Internet.⁵⁵ The information provided through these portals can support law enforcement in investigative efforts, assist in detecting criminal activity, and potentially develop the grounds for prosecution. Other tools, such as Spotlight, which collects data generated from online sources that advertise sex, can also help law enforcement identify trafficking activity occurring online.⁵⁶

3.5.3. TRAVELING PUBLIC

Crowdsourcing tools support public efforts to report suspected cases of human trafficking in the transportation sector. For example, the [ELERTS System](#), an incident reporting software platform for airports, mass transit, cities and other organizations, allows passengers to send their safety concern via their cellular devices. The agency receives this crowdsourced information on a web-based management console that allows two-way communication with app users. The ability to react instantaneously is critical, and agencies may quickly share incident reports with other transportation agencies or with law enforcement. Incidents can be mapped over time to visualize a system-wide perspective of safety and security on the transportation system.⁵⁷ While this system is in place to allow users to report a variety of safety concerns, combining it or a similar app with education around human trafficking indicators can enable passengers to report suspected trafficking cases.

Similarly, survivors interviewed in one study noted that app-based ridesharing companies, such as Lyft and Uber, could pursue innovative technology solutions to help riders (including victims) report trafficking cases. For example, survivors suggested allowing drivers to flag suspicious rides in their app, and make the NHTH hotline number available to users in creative ways not involving direct communication with the driver.⁵⁸

⁵⁵ Holger, Dieter. 2018. "How 'Free' Wi-Fi Hotspots Can Track Your Location Even When You Aren't Connected." *PC World*. November 1. Accessed June 5, 2019. <https://www.pcworld.com/article/3315197/free-wi-fi-hotspots-can-track-your-location-even-when-you-arent-connected.html>.

⁵⁶ Godlewski, Nina. 2017. "What Is Thorn Spotlight? Ashton Kutcher-Owned Software Aims To Help End Human Trafficking." *International Business Times*. February 15. Accessed June 5, 2019. <https://www.ibtimes.com/what-thorn-spotlight-ashton-kutcher-owned-software-aims-help-end-human-trafficking-2492527>.

⁵⁷ Elerts Corporation. n.d. *Human Trafficking*. Accessed June 5, 2019. <https://elerts.com/human-trafficking>.

⁵⁸ Anthony, Brittany. 2018. *On-Ramps, Intersections, and Exit Routes: A Roadmap for Systems and Industries to Prevent and Disrupt Human Trafficking*. Washington: Polaris.

4. BEST PRACTICES

This section includes best practice tools that transportation organizations can implement, including a comprehensive strategy (with accompanying policies and a reporting protocol), and training and awareness programs.

4.1. COMPREHENSIVE STRATEGIES

A 2014 study of publicly available Fortune 100 corporate policies found that 54% address human trafficking in some form and 66% address forced labor,⁵⁹ yet the scope and depth of their policies vary. The collective impact of the transportation sector in combating human trafficking can be significantly improved upon by implementing comprehensive strategies, policies, and protocols to guide every aspect of their counter-trafficking efforts.

The development of the [Model Comprehensive Strategy](#) in Appendix 7.6.1 was informed by USDOT's [TLAHT strategy](#) (see Appendix 7.8.1.1.), the [Port of Seattle policy](#) (see Appendix 7.8.1.2), [ECPAT-USA protocols](#) (see Appendix 7.8.1.3.), and the [Airports Council International handbook](#).

Following are the elements that comprise a comprehensive counter-trafficking strategy, including policies and protocol, for transportation organizations:

DEFINITION AND INDICATORS

The most widely accepted definition of human trafficking in the U.S. is derived from the amended Trafficking Victims Protection Act of 2000. Policy implementation and enforcement is dependent upon an agreed upon definition. See the [Federal Legal Definitions of Human Trafficking](#) in Appendix 7.9.1 for additional human trafficking-related definitions.

Likewise, a shared understanding of human trafficking indicators is necessary for educational and enforcement purposes. The chart in Appendix 7.4 outlines both [general and transportation-specific indicators](#) of human trafficking for each mode of transportation.

LEADERSHIP AND FUNDING

Zero-tolerance counter-trafficking strategies, policies, and protocols require leadership support to be successful. Leadership decisions are paramount in obligating resources, signing pledges, publishing statements, implementing programs in support of employee training and industry education, engaging in public awareness and outreach campaigns, measuring and sharing impact, and collaboration with stakeholders.

⁵⁹ American Bar Association, McCain Institute for International Leadership, and Arizona State University School of Politics and Global Studies. 2014. *How Do Fortune 100 Corporations Address Potential Links to Human Rights Violations in a Global Integrated Economy?*. Tempe: American Bar Association and Arizona State University.

PARTNERSHIPS

Transportation organizations should engage and form partnerships with public and private entities, including industry, labor, law enforcement, and NGOs to maximize collective impact. Effective partnerships draw together diverse organizations with complementary and reinforcing strengths, allowing each partner to focus on central capacities and assets to produce outcomes with greater impact than can be achieved independently.

Sector or mode-specific associations can contribute by ensuring human trafficking is included in policy discussions, and sector-specific counter-trafficking resources are prioritized.

LEGAL COMPLIANCE

Organizations must comply with applicable laws and regulations, and cooperate with law enforcement authorities.

SOCIAL RESPONSIBILITY

Transportation organizations must clarify their position on promoting zero-tolerance, responsibility, and transparency in combating human trafficking within their businesses and properties. This includes procurement, supply chains, and external partnerships. Social responsibility also includes raising the issue of human trafficking within policy discussions and other fora across the transportation industry.

EMPLOYEE RESPONSIBILITIES

Clarification of the role and responsibility of employees, including responding to potential instances of human trafficking, restrictions on organizational resources, business relationships, and potential violations is key in ensuring compliance with organizational policies and protocols.

EMPLOYEE REPORTING PROTOCOL

Employees should be instructed to contact 911 when there is an immediate threat of harm, and to call the NHTH when potential victims are not in immediate danger. However, it is also common practice for organizations to have internal reporting hotlines. Reporting protocols should also make clear which details need to be communicated to ensure employees know what to report when they act.

EDUCATION AND TRAINING

As human trafficking can be difficult to identify, training employees to recognize and respond to potential instances of the crime informs and enhances their response; particularly for frontline employees who are the “eyes and ears” of the transportation sector. Several existing trainings include mode-specific materials. Section 4.2 provides guidance on [training best practices](#), and Appendix 7.8.2 includes [sample training materials](#) by mode of transportation.

PUBLIC AWARENESS AND OUTREACH

The general public utilizes transportation systems daily, offering an opportunity for transportation organizations to raise awareness regarding human trafficking. Section 4.2 provides guidance on [best practices for public awareness initiatives](#), and Appendix 7.8.3 includes [sample public awareness materials](#) by mode of transportation.

DATA COLLECTION & INFORMATION-SHARING

As there is a dearth of data related to the intersection of human trafficking and the transportation sector, it is important to track case studies and reports of human trafficking made by members of your organization to reporting hotlines, and to report the data annually to USDOT. Collective efforts to improve data collection will help the transportation industry better understand the scope and depth of the issue, thereby fostering efforts to best combat the crime.

VICTIM AND SURVIVOR SUPPORT

Survivor-informed awareness materials aimed at potential victims should address both sex and labor trafficking in addition to indicator questions, trauma-sensitive guidance for reporting to the National Human Trafficking Hotline, and reporting tips. See Section 4.2.2 for [sample language](#).

The lack of access to pay for transportation can prohibit victims from leaving their trafficking situation. One study noted that 54% of the survivors surveyed cited access to transportation as a barrier to leaving their situation.⁶⁰ In addition, survivors in recovery may have no means of transportation to access work, court appearances, counseling and medical appointments, school, or even the grocery store. Transportation providers have an ability to support victims and survivors by donating transportation vouchers to NGOs that help survivors.

Transportation organizations can also institutionalize survivor support by formulating workforce development opportunities and initiating “second chance” employment programs that include survivor-informed empathy training for management and supervisors.

⁶⁰ Anthony, Brittany. 2018. *On-Ramps, Intersections, and Exit Routes: A Roadmap for Systems and Industries to Prevent and Disrupt Human Trafficking*. Washington: Polaris.

4.2. TRAINING AND AWARENESS

Employee training and raising public awareness are key components of a comprehensive strategy to combat human trafficking. A review of existing training and awareness counter-trafficking materials among transportation stakeholders resulted in the creation of the following chart highlighting minimum standards for determining efficacy.

MODAL TRAINING	PUBLIC AWARENESS	TARGETED AWARENESS
1. Industry-specific (scenario based)	1. Broad reach (universal)	1. Niche-specific
3. Visually captivating	2. Uniformity of messaging	2. Uniformity of messaging
4. Clear call to action	3. Visually captivating	3. Visually captivating
5. Efficient (time/cost)	4. Clear call to action	4. Clear call to action
6. Accessible format	6. Accessible format	6. Accessible format
7. Support provided	7. Free of charge	7. Free of charge
8. Campaign tools	8. Multi-lingual options	8. Multi-lingual options
9. Survivor-informed	9. Survivor-informed	9. Survivor-informed
	10. Meets state law posting requirements	10. Meets state law posting requirements

The following standards relate to both employee training and public awareness initiatives:

SURVIVOR-INFORMED

Training and awareness materials should be survivor/trauma-informed,^{61 62} and scenario-based to avoid promoting [common misconceptions](#).⁶³ Understanding that human trafficking can occur anywhere, and to anyone, should be a key message within all education materials. Materials that acknowledge cultural, ethnic, gender and other classifications when engaging with a potential victim help to dispel basic myths and stereotypes.

ACCESSIBLE FORMAT

Ensuring that training and awareness resources can be easily adopted will facilitate their use. Producing [Americans with Disability Act](#) (ADA) compliant materials in multiple languages, and offering both digital and print formats, makes it easier for stakeholders to use the materials by reducing additional implementation steps.

⁶¹ The five general principles of trauma-informed care are: safety, trustworthiness, choice, collaboration, and empowerment.

⁶² Office for Victims of Crime Training and Technical Assistance Center. n.d. *Using a Trauma-Informed Approach*. Accessed June 5, 2019. <https://www.ovcttac.gov/taskforceguide/eguide/4-supporting-victims/41-using-a-trauma-informed-approach>.

⁶³ U.S. Department of State Office to Monitor and Combat Trafficking in Persons. 2017. *Engaging Survivors of Human Trafficking*. June 27. Accessed April 6, 2019. <https://www.state.gov/engaging-survivors-of-human-trafficking/>

COST-SENSITIVE

Production and distribution of training and public awareness materials should be cost-effective, as organizations frequently have limited funding. Several transportation organizations provide poster templates in multiple languages, and allow high-resolution download of images directly from their websites. To the degree possible, stakeholders should consider using existing training and awareness materials to encourage visual uniformity of messaging and training content. The USDOT TLHAT initiative, TAT, and A21 offer a plethora of multimodal training and awareness materials that have been adopted by transportation stakeholders throughout the U.S.

INDICATORS

When indicators are included within training and awareness materials, they can reference the fact that traffickers and victims of human trafficking can be of any age, race, gender, sexual orientation, religion, ethnicity, socioeconomic background, citizenship (including U.S.), or have any immigration status. The indicators of human trafficking are not motivated by any of these classifications, but rather identify objective signs that may indicate potential criminal activity. While no single indicator can confirm a human trafficking situation, several combined indicators may increase the likelihood that a person is being trafficked, or actively being targeted and recruited. See the [Indicators of Human Trafficking](#) in Section 7.4.

CALL TO ACTION

A call to action is the central component of training and public awareness materials, and offers transportation employees and the general public a way to become part of the solution. The call to action should provide reporting information for suspected instances of human trafficking, for example, to the NHTH, or local law enforcement.

LABOR AND SEX TRAFFICKING

Training and awareness materials should reflect labor trafficking in addition to sex trafficking, as labor trafficking is often overlooked but also intersects with transportation. For example, one study found that labor trafficking victims exploited through sales crews or labor crews (the latter in construction, landscaping, forestry, commercial cleaning services, and home health care) were routinely moved during their victimization from one job site to another.⁶⁴

⁶⁴ Anthony, Brittany. 2018. *On-Ramps, Intersections, and Exit Routes: A Roadmap for Systems and Industries to Prevent and Disrupt Human Trafficking*. Washington: Polaris.

4.2.1. TRAINING

The Committee found that most modes of transportation within the U.S. offer some form of human trafficking training. Yet many existing trainings could benefit from an expansion of their scope and delivery methods, in addition to increased involvement from stakeholders.

Transportation employees should receive human trafficking training as a component of both broader annual trainings and new employee trainings. Human trafficking trainings should address the definition, forms, indicators, dynamics, venues, applicable state and federal laws, and reporting methods. In addition to the standards described in the Training and Awareness overview, the following elements should be addressed:

INDUSTRY-SPECIFIC

To maximize impact, trainings should address [indicators of human trafficking](#) and case studies. Transportation organizations reviewed by the ACHT have found success in using scenario-based trainings to educate their employees.

FORMAT

Survivor-informed training resources should be available in formats that transportation providers can support within their existing training infrastructure, such as computer-based training, in-person (with survivor trainers when possible), video, print, train-the-trainer, mobile devices, or apps, etc. Working within the resource constraints of target organizations will increase the odds that training materials will be adopted.

DEMAND

Training materials should address the issue of demand in order to create a culture where the buying and selling of human beings for sexual gratification is stigmatized. Many existing training materials do not explicitly address this topic. Training materials should also inform private sector stakeholders of state laws associated with sex-buying and the potential risks to their employment.⁶⁵

AWARENESS CAMPAIGN TOOLS

Ideally, training packages should incorporate public and targeted awareness campaign materials as a supplement to expand guidance on recognizing and reporting human trafficking in the form of consistent visual reminders beyond the “classroom” setting.

⁶⁵ One such law is the *No Human Trafficking on Our Roads Act* (Pub. L. 115-106), which directs USDOT to disqualify an individual from operating a commercial motor vehicle for life if they use such a vehicle in committing a felony involving a severe form of human trafficking.

4.2.2. PUBLIC AWARENESS

The ACHT found that transportation-specific public awareness materials are less common than transportation-specific training programs. Yet the transportation sector has a unique opportunity to raise awareness among travelers on a massive scale, increasing the likelihood that the general public will be able to recognize and report the crime. In addition to the standards described in the Training and Awareness overview, the following elements should be addressed within human trafficking public awareness materials:

BROAD REACH

Awareness materials should engage people of all ages and backgrounds, with readily understood imagery and simple language.

NICHE-SPECIFIC

To maximize impact when targeting a niche-audience, awareness materials should address industry-specific human trafficking indicators and case studies. Organizations reviewed by the ACHT have also found success in using scenario-based materials to raise awareness. Survivor-informed awareness materials aimed at potential victims should be developed based upon survivor focus groups, and address both sex and labor trafficking in addition to indicator questions (e.g., Are you safe? Are you trapped? Can you leave?), trauma-sensitive guidance for reporting to the National Human Trafficking Hotline (e.g., It's safe to call, we are here to help), and reporting tips (e.g., If you do not have a phone, ask someone to borrow their phone because you need help).

LOCATIONS

Posters should be placed where the general public and potential victims can see them, including airports and airplanes, buses and bus stations, trains and train stations, ships and ports, truck stops and rest areas, and taxis and other ground transportation. Placement within restrooms and individual stalls of transportation-related facilities can be particularly helpful for potential victims of human trafficking.

UNIFORMITY OF MESSAGING

Public awareness materials to be displayed across a variety of transportation modes should be multimodal and promote a clear, uniform, compelling message that is easy to adopt and is clearly associated with human trafficking. For example, “hidden in plain sight” is quickly becoming used for human trafficking in general, and USDOT’s TLAHT public awareness materials utilize the transportation-specific slogan of “[Put the Brakes on Human Trafficking](#).”

STATE LAW POSTINGS

Many states require posting the National Human Trafficking Hotline number, as noted in the State Laws Intersecting with Transportation chart in the Appendices, which includes links to existing poster laws for all states.

4.2.3. MAJOR PUBLIC EVENTS

Studies and experiential discussions have shown that sex trafficking generally increases at large gatherings, although the rate of increase is unclear.⁶⁶ This includes major sporting events, trade shows, stock shows, and conventions; and can involve both labor and sex trafficking.⁶⁷ Service providers for labor trafficking survivors note that they “hear from survivors every day what it is like to be a human link in a cruel and profiteering business supply chain that allows us to have a clean hotel room on vacation, at a sporting event or get food at a restaurant.”⁶⁸ Similarly, a 2015 study describes how the hospitality and tourism industry plays an unintentional role in sex trafficking through accommodations and transportation.⁶⁹

As mentioned earlier in this report, many victims are trafficked on a circuit through several cities and states, including those hosting major public events. One survivor described the experience of circuit trafficking:

“When I was 16, I ran away from home and was picked up by a guy who pretended that he was going to help me but then turned out to want to use me to make money. He went by “Freddy G” and he was a violent pimp. If I talked back, or didn’t do what he wanted me to do, he would hit me so hard. He made me go out on the street and prostitute and I had to bring him back \$500 a day in the beginning and more (\$1,000) a day as time went on. I had to see 10 or 11 men a day. I had to do whatever they wanted or Freddy G would beat me. He had a regular circuit from Hawaii to Las Vegas to LA and then back. We flew on planes and drove in cars and sometimes even took the bus. I would pass [people] and be crying like this inside, saying, “Please help me, this guy is pimping me out,” but I couldn’t actually say anything out loud because I would get beaten so bad by Freddy G. He probably never would have been caught but then he got the idea of going to Florida (a state he didn’t know) for the Super Bowl. I was finally freed from his grip when the police caught him trying to sell me there. I was 17 years old.”

-Calea (name changed)⁷⁰

Major public events present key opportunities not only for victims to be identified and perpetrators investigated, but for public awareness to be maximized through a captive audience. For example, “the Super Bowl is one of the most-watched sporting events in the world” with millions of viewership.⁷¹ Entities interested in curbing

⁶⁶ Miller, Kyle, Emily Kennedy, and Artur Dubrawski. 2016. “Do Public Events Affect Sex Trafficking Activity?” *Unpublished manuscript*. Pittsburgh: Carnegie Mellon University.

⁶⁷ Zwang, Ariel. 2016. “Sex Trafficking Increases Around the Super Bowl. Truth Or Myth?” *HuffPost*. February 5. Accessed June 5, 2019. https://www.huffpost.com/entry/sex-trafficking-increases_b_9163046.

⁶⁸ *Ibid.*

⁶⁹ Lusby, Carolin, Lindsay Ackerman, and Victor William. 2015. “Sex Trafficking in the Tourism Industry.” *Journal of Tourism & Hospitality* 4 (4): 1-6.

⁷⁰ Calea, “Survivor Focus Group: Health and Human Trafficking” (participant, Health and Human Trafficking [Laura J. Lederer], Honolulu, Hawaii, 2014).

⁷¹ History.com. 2019. *Super Bowl History*. January 29. Accessed June 5, 2019. <https://www.history.com/topics/sports/super-bowl-history>.

human trafficking have leveraged the Super Bowl fairly effectively for training and public awareness. Similar efforts are needed to reach other events where studies have shown a correlation between an event and a likely increase in trafficking.⁷²

The transportation sector plays a major role in these events because of the travel required for participants, perpetrators, and victims. These events can facilitate unique opportunities to provide training and raise awareness among transportation sector employees, the general public, and potential victims.

Relevant major public events include those specific to human trafficking as well as events where human trafficking may be prevalent [e.g., major sporting events]. Both offer opportunities to establish partnerships that extend before, during, and after the event. Nationally or globally recognized events are more likely to receive buy-in from transportation stakeholders. Key major awareness events that focus solely on, and/or address human trafficking, include:

- January: National Slavery and Human Trafficking Prevention Month (USA)
- January 11: National Human Trafficking Awareness Day (USA)
- July 30: World Day Against Trafficking in Persons (UN Resolution)
- December 10: International Human Rights Day

With a plethora of various philanthropic causes flooding the public arena, each “good cause” often competes for advertisement space, especially when seeking free or low-cost space. To address this challenge, proposals for major event-related human trafficking campaigns should include the following:

- **PARTNERSHIPS:** Suggest partnerships with hotlines, modes of transportation, and venues around the particular event to provide training and distribute awareness materials. Collaborating with the NHTH hotline, local businesses, and specific transportation sectors provides broader messaging outreach. Human trafficking-specific events can provide an opportunity for local businesses to illustrate a commitment to supporting the community.
- **MESSAGING:** Aim for uniform, consistent messaging, regardless of the geographical location. Messaging should be simple, pithy, and focus on key points:
 - Similar theme
 - Consistent reporting number
 - Short message (e.g., 30 or 60 second videos)
 - Unity (e.g., logos of supporting organizations)
 - Compelling messaging
 - Captivating survivor-sensitive images
 - Survivor-approved

⁷² Miller, Kyle, Emily Kennedy, and Artur Dubrawski. 2016. "Do Public Events Affect Sex Trafficking Activity?" *Unpublished manuscript*. Pittsburgh: Carnegie Mellon University.

For public events unrelated to human trafficking, successful partnerships require strategic highlighting of the issue without distracting from the actual event. For example, public awareness campaigns may use prominent individuals specific to that major public event as a vehicle of communication.

- **TRAINING:** In-depth training of frontline employees.
- **REPETITION/PLACEMENT/UBIQUITOUS MESSAGING:** When messages are repeated, a person is more likely to recall them and be urged to take action. For example, a video on a loop creates repetition, as does messaging and placement throughout all modes of transportation. Places where messages such as videos, ads, and posters can be repeated include airports and airplanes, buses and bus stations, trains and train stations, ships and ports, truck stops and rest areas, and taxis and other ground transportation. Placement within restrooms and individual stalls of transportation-related facilities can be particularly helpful for potential victims of human trafficking.
- **PRESS RELEASES/SOCIAL MEDIA:** Issuing a press release with the support of a coalition or group highlights inclusion, collaboration, and strengthens messaging. Major social media platforms such as Twitter, Facebook, and Instagram can also provide a quick way to share compelling photos and taglines to quickly educate individuals. Coalitions and partnerships also expand reach, as each entity has their own niche of social media followers.
- **POST-EVENT ACTION PLAN:** Impactful public awareness campaigns can encourage transportation stakeholders to continue campaigns even after the initial major event has concluded.
- **TIMELINE:** Coordinating all partners, training, and materials to be distributed before, during, and after the event.

5. RECOMMENDATIONS

The following recommendations are directed toward, USDOT; the U.S. Congress; states; and private industry, NGOs, and local transportation authorities. Within each category, recommendations are grouped by funding, leadership, partnerships, policies and protocols, training and awareness, data and information-sharing, and victim and survivor support. These recommendations are complemented by the [best practices](#) in Section 4.

5.1. RECOMMENDATIONS FOR THE U.S. DEPARTMENT OF TRANSPORTATION

FUNDING

1. **Continue Funding Available for Counter-Trafficking Activities:** In line with authorizing and appropriating legislation adopted by Congress, continue grant, compliance, research, and technical assistance programs across all USDOT modal administrations to provide funding to state and local agencies, private industry stakeholders, modal associations, and NGOs, among others. Where possible, include incentives within current structures to encourage or help facilitate employee training, public awareness, development of policies and response protocols, necessary infrastructure changes, best practices research, and other counter-trafficking activities throughout the U.S.

LEADERSHIP

2. **Continue Secretarial-Level Leadership on the Issue of Human Trafficking.**

PARTNERSHIPS

3. **Continue Facilitating Public-Private Partnerships:** Continue facilitating counter-trafficking public-private partnerships and collaboration through the TLAHT initiative across all modes of transportation, including industry and labor, and through counter-trafficking organizations.

POLICIES AND PROTOCOLS

4. **Develop Model Comprehensive Strategies with Survivor-Informed Policies and Protocols Tailored for Each Mode of Transportation:** Develop survivor-informed, mode-specific, model comprehensive strategies with corresponding policies and reporting protocols in coordination with appropriate federal agencies; including who to call when reporting human trafficking indicators. Comprehensive strategies should include the elements outlined in the [Model Comprehensive Strategy](#) in Appendix 7.6.1.

TRAINING AND AWARENESS

5. **Continue to Train USDOT Employees:** Train USDOT employees with niche-specific, survivor-informed, scenario-based counter-trafficking materials to inform their instruction of, and conversations with, targeted audiences and the general public regarding onsite and distributed display materials; including accessing further information. See [training best practices](#) in Section 4.2.
6. **Partner with NGOs to Increase Usage of TLAHT Public Awareness Materials:** Increase state, local, and private industry stakeholder access to TLAHT's public awareness campaign posters and training indicators through relevant partnerships with counter-trafficking NGOs. Similarly, promote niche-specific trainings by TLAHT partner NGOs to targeted audiences, particularly state DOTs. See [public awareness best practices](#) in Section 4.2.
7. **Establish a Counter-Trafficking Award and Recognition Program:** Consider establishing a TLAHT awards program and "stamp of recognition" for counter-trafficking efforts within the transportation industry.⁷³

DATA AND INFORMATION-SHARING

8. **Align Data Collection:** Review USDOT datasets of reports made to the Department, consider expanding them to encompass human trafficking incidents, and engage with other federal agency research and data collection efforts to ensure inclusion of transportation. DOT should also leverage its role on the SPOG's Research and Data Collection Committee to identify new and ongoing data and information-sharing initiatives spearheaded by other federal agencies; and proactively seek opportunities to integrate transportation-related research into such efforts. See [Data](#) in Section 3.4 for further background.
9. **Facilitate Focus Groups:** Consider conducting focus groups to supplement existing fragmented tip line data. Focus groups with survivors, transportation industry/labor leaders and staff, government agencies, law enforcement, and NGOs can provide diverse firsthand perspectives regarding the intersection of human trafficking and the transportation industry. See [Data](#) in Section 3.4 for further background.
10. **Facilitate Continued Research:** Facilitate research on human trafficking, including the nature and scope, with regard to U.S. transportation systems. Focus areas include the degree of victim, trafficker, buyer/exploiter interaction with multiple transportation systems, the most common types of transportation utilized by traffickers and their victims, and the degree to which law enforcement and national reporting mechanisms work to identify and provide help to victims in transportation settings. See [Data](#) in Section 3.4 for further background.

⁷³ Examples of other industry recognition programs include the Environmental Protection Agency (EPA) SmartWay program (<https://www.epa.gov/smartway>) and the United States Green Building Council's Leadership in Energy and Environmental Design (LEED) (<https://new.usgbc.org/leed>).

11. **Measure Progress:** Consider establishing a USDOT Transportation Leaders Against Human Trafficking (TLAHT) model system or process through which transportation industry employers can report their training activities. In addition, TLAHT should consider adopting model performance measures to assess transportation sector awareness growth. See [suggestions for measuring progress](#) in Section 3.4.4.
12. **Provide an Annual Report on Transportation-Related Human Trafficking Trends:** Drawing upon tip line data, consider producing an annual report on mode-specific human trafficking trends and intersections.
13. **Increase TLAHT Website Resources:** Consider expanding the TLAHT website to include a centralized repository of shared information, including a comprehensive list of website links related to transportation trainings for the private sector, federal and state agencies, State and U.S. Attorney's Offices, and business and professional regulations offices.

5.2. RECOMMENDATIONS FOR THE U.S. CONGRESS

FUNDING

1. **Increase Grants and Other Funding for All Modes of Transportation to Combat Human Trafficking:** Appropriate federal funding for USDOT grants and other funding mechanisms across all modes of transportation for counter-trafficking activities, including infrastructure and operational improvements, training, and educational initiatives for transportation employees and the public.⁷⁴
2. **Fund USDOT's Counter-Trafficking Initiatives:** Appropriate ongoing dedicated federal funding for USDOT counter-trafficking initiatives, including the provision of permanent staff, related infrastructure, training and awareness, data collection, and information-sharing. Data collection efforts should identify hotspots, routes, and networks that traffickers use so that law enforcement can disrupt them.
3. **Provide Funding for the Creation of Mode-Specific Human Trafficking Awareness Trainings:** Appropriate federal funding to create a suite of comprehensive, mode-specific transportation industry human trafficking trainings. The trainings should be provided to new and existing employees, address awareness and reporting options, be mode-specific, and may include computer-based or virtual trainings. Trainings should be regularly updated to reflect evolving trafficker tactics, survivor input and stories, promising counter-trafficking practices, and any relevant legislative changes.

⁷⁴ To reach all modes; in some instances this may require changes in authorizing legislation as well.

4. **Increase Funding for the National Human Trafficking Hotline:** Appropriate increased federal funding to support the National Human Trafficking Hotline (NHTH), including transportation-related data collection. The NHTH receives \$1.75 million to operate the hotline, less than half of the actual annual operating cost at current volumes. Not only would additional funding ensure that NHTH callers receive timely and effective responses, it would also support expanded services, offering greater opportunities for survivors to access assistance. Further, it would facilitate increased human trafficking data collection intersecting with transportation, as the NHTH shares the most comprehensive transportation-related human trafficking data.

SURVIVOR SUPPORT

5. **Facilitate Survivor Legal Identification Documents:** Enact legislation to facilitate the reestablishment of proper legal identification documents for survivors.
6. **Implement a Survivor Criminal Records Waiver Process:** Enact legislation requiring appropriate federal agencies to review their laws, regulations and requirements regarding disqualifying criminal offenses, and consider circumstances under which a waiver may be granted to a victim/survivor of human trafficking for certain crimes committed while they were being trafficked (such disqualifying criminal offenses can preclude survivors from employment in the transportation sector). The legislation should call for the creation of a multi-stakeholder taskforce with the participation of legislators, private sector companies, federal, state, and local agencies, and survivor-informed service providers to outline the waiver process.

5.3. RECOMMENDATIONS FOR THE STATES⁷⁵

FUNDING

1. **Expand Available Funding for Counter-Trafficking Activities:** States should consider expanding available funding for counter-trafficking activities by state entities with transportation equities.

LEADERSHIP

2. **Demonstrate a Top-Level Commitment to Counter-Trafficking:** State DOT heads should sign the USDOT TLAHT pledge and issue a public leadership statement committing their DOT to combat human trafficking and proactively outlining the steps they are taking.

⁷⁵ Local municipalities could replicate many of the state recommendations..

PARTNERSHIPS

3. **Create and Expand State Human Trafficking Task Forces:** States without human trafficking task forces should convene state agency stakeholders to form state-level Human Trafficking Commissions/Councils/Task Forces (see examples from Ohio, Iowa, Colorado, Florida, etc.), and ensure inclusion of their respective state DOTs and state DMVs. See [State Task Forces](#) in Section 3.2.2.

POLICIES AND PROTOCOLS

4. **Adopt a Zero-Tolerance Policy:** States, including state DOTs, should consider adopting a state-wide zero-tolerance policy regarding human trafficking, and include zero-tolerance clauses in contractual agreements with companies, agencies, and other stakeholders across all state transportation agencies.⁷⁶ See [Model Comprehensive Strategy](#) in Appendix 7.6.1.
5. **Institute a Comprehensive Strategy with Survivor-Informed Policies and Reporting Protocols:** State DOTs should implement survivor-informed, mode-specific comprehensive strategies with corresponding policies and reporting protocols, including who to call when reporting human trafficking indicators. See [Model Comprehensive Strategy](#) in Appendix 7.6.1.

TRAINING AND AWARENESS

6. **Train Transportation Employees and Law Enforcement Officers:** All state transportation employees should receive general human trafficking awareness training. In addition, applicable state agency transportation employees should receive niche-specific training to inform their instruction of and conversations with targeted audiences and the general public regarding onsite and distributed display materials, including accessing additional information, identifying human trafficking victims, and the appropriate reporting protocol. When possible, supplementary training for frontline professionals should be in-person and conducted by a human trafficking expert and/or survivor consultant, and an industry-specific expert with reporting protocols knowledge. See [training best practices](#) in Section 4.2.
7. **Raise Public Awareness:** Transportation-related state agencies should display targeted public awareness materials wherever they have jurisdiction over a brick and mortar location.⁷⁷ See [public awareness best practices](#) in Section 4.2.

⁷⁶ For example, see the Commonwealth of Massachusetts Human Resources Division. 2018. *Zero Tolerance Policy for Human Trafficking and Related Activities*. April 17. Accessed June 5, 2019. <https://www.mass.gov/service-details/zero-tolerance-policy-for-human-trafficking-and-related-activities>.

⁷⁷ For example, the Division of Motor Vehicles (DMV), or any kind of licensing agency, offers an excellent space to display targeted awareness materials to commercial drivers and the general public (at counters, on walls, via monitors, etc.). Highway rest areas, weigh stations, bus or rail terminals that a state or local agency has purview over, and ports of entry (office buildings, inspection hubs, airports) all provide spaces for targeted and/or public awareness materials to be hung. Public transit buses and trains can be used to share information via interior and exterior signage, passenger safety announcements, and on tickets and schedule-related apps. In addition, state and local authorities can use their websites, apps, newsletters, email communications/blasts, etc., to further distribute this information electronically, and highlight industry members/companies in their state who have implemented counter-trafficking training.

8. **Adopt a Uniform Message:** States should consider using existing awareness materials created by federal agencies to encourage visual uniformity of messaging, and to fulfill signage requirements.⁷⁸ See [awareness best practices](#) in Section 4.2.
9. **Adopt Voluntary CDL Training:** State DOTs should adopt voluntary human trafficking training for Commercial Driver's License holders.⁷⁹

DATA AND INFORMATION-SHARING

10. **Expand Data Collection:** States should review their transportation data systems to determine whether specific reportable human trafficking incidents are currently captured within their datasets, develop corrective actions as necessary to ensure accurate data collection, analyze the data annually, and share the information with USDOT. See [Data](#) in Section 3.4 for further background.
11. **Implement the Iowa Motor Vehicle Enforcement Model (Iowa MVE):** States should implement the Iowa MVE, an established framework that organizes law enforcement and state agencies to use entry points in the trucking and bus industries to amplify counter-trafficking information-sharing by training law enforcement officers, truck drivers, and bus industry employees.⁸⁰

VICTIM AND SURVIVOR SUPPORT

12. **Implement a Survivor Criminal Records Waiver Process:** State legislators should enact legislation requiring appropriate state agencies to review their laws, regulations, and requirements regarding disqualifying criminal offenses, and consider circumstances under which a waiver may be granted to a victim/survivor of human trafficking for certain crimes committed while they were being trafficked (such disqualifying criminal offenses can preclude survivors from employment in the transportation sector). The legislation should call for the creation of a multi-stakeholder taskforce with participation of legislators, private sector companies, federal, state, and local agencies, and survivor-informed service providers to outline the waiver process.
13. **Place Law Enforcement in High-Risk Locations:** Increase the presence of law enforcement in transportation-related areas known to be frequented by potential traffickers and/or victims.

⁷⁸ The Department of Transportation's TLAHT training materials are available at: <https://www.transportation.gov/TLAHT>

⁷⁹ Many states use the TAT training for this purpose.

⁸⁰ The Iowa MVE has already been adopted in whole or in part in 41 states. TAT provides technical assistance to states interested in implementing the model. For more information, see: <https://truckersagainstrafficking.org/9-9-2017-iowa-motor-vehicle-enforcement-model/>.

5.4. RECOMMENDATIONS FOR PRIVATE INDUSTRY, NGOs, AND LOCAL TRANSPORTATION AUTHORITIES

FUNDING

1. **Expand Available Funding for Counter-Trafficking Activities.**

LEADERSHIP

2. **Show a Top-Level Commitment to Counter-Trafficking:** Organization heads should sign the USDOT TLAHT pledge and issue a public leadership statement committing their organization to combat human trafficking, and proactively outlining the steps they are taking.

PARTNERSHIPS

3. **Join Counter-Trafficking Partnerships:** Join public-private, state, and local counter-trafficking partnerships, including the USDOT TLAHT initiative. When feasible, ensure the collaboration of the public sector, industry and labor, and counter-trafficking organizations.

POLICIES AND PROTOCOLS

4. **Institute a Comprehensive Strategy with Survivor-Informed Policies and Reporting Protocols:** Implement a survivor-informed, mode-specific comprehensive strategy with corresponding policies and reporting protocols, including who to call when indicators of human trafficking are identified. See [Model Comprehensive Strategy](#) in Appendix 7.6.1.
5. **Adopt a Zero-Tolerance Policy:** Adopt zero-tolerance policies against human trafficking that reflect the private organizational culture. Policies should identify who is required to follow the policy, include the definition of human trafficking, reference the organization's resources to assist employees in identifying human trafficking, and outline the procedure for employees to follow when reporting indicators of human trafficking. Zero-tolerance clauses should also be included in contractual agreements with companies, agencies, and other stakeholders. See [Model Comprehensive Strategy](#) in Appendix 7.6.1.
6. **Create a Travel Preference Program:** Show preference to travel service providers that have policies and training to combat human trafficking and child exploitation when funding employee travel.

TRAINING AND AWARENESS

7. **Train Employees and Raise Awareness:** Encourage counter- trafficking trainings for employees and tip line postings within transportation hubs and private sector businesses that operate in transportation venues. Private sector entities should report their training and public awareness related data to USDOT. See [training and awareness best practices](#) in Section 4.2.

8. **Provide Awards and Recognition:** Establish awards and recognition programs to highlight best practices on combating human trafficking.

DATA AND INFORMATION-SHARING

9. **Data Collection and Information-Sharing:** Transportation organizations should track case studies and reports of human trafficking made by members of their organization to reporting hotlines, and share with USDOT annually.
10. **Transportation Stakeholder Survey:** A leading transportation research institution specializing in data collection and analytics survey design should distribute a brief survey to all federal, state, local, and private transportation industry stakeholders (from ground workers to c-suite) to provide a baseline understanding of their comprehension of trafficking; including identification and reporting. Survey-informed trainings and other targeted initiatives should be established to address cross-industry knowledge gaps about trafficking and reporting mechanisms. See [Data](#) in Section 3.4 for further background.
11. **Tip Line Data-Sharing:** Tip lines should analyze data on the number of human trafficking cases reported that intersect with each mode of transportation, and provide the data to USDOT. See [Data](#) in Section 3.4 for further background.
12. **State Law Analysis:** NGOs should survey, compile, analyze, and regularly update state laws requiring the transportation industry to combat human trafficking.
13. **Big Data Analysis and Criminal Activity Mapping:** Leading transportation research institutions should develop a platform for analyzing big data and mapping criminal activity to better illustrate instances of human trafficking and where it happens to help law enforcement, transportation, and service providers to identify, communicate, and respond appropriately. Engage large multinational technology companies to assist in this development, data mining, and monitoring. See [Evolving Technologies](#) in Section 3.5 for additional background.
14. **Technologies Clearinghouse:** Leading transportation research institutions should analyze existing technologies intersecting with the transportation industry, and develop a clearinghouse for recommended/successful technology applications (e.g., artificial intelligence, facial recognition in large transportation hubs, GPS tracking, heat sensing devices, license plate recognition, etc.). See [Evolving Technologies](#) in Section 3.5 for additional background.

VICTIM AND SURVIVOR SUPPORT

15. **Support Victims and Survivors –** Provide transportation service vouchers to NGOs to support victims in their escape and survivors in their recovery, formulate survivor workforce development opportunities, and initiate “second chance” employment programs that include survivor-informed empathy training for management and supervisors.

16. **Place Security in High-Risk Locations:** Increase security presence in transportation-related areas that are known to be frequented by potential traffickers and/or victims.
17. **Ensure Emergency Phone Availability:** Ensure placement of color-coded emergency phones in strategic locations within transportation hubs as a resource for potential victims of human trafficking and individuals reporting tips.

6. CONCLUSION

This report, and the supplementary appendices, culminate the ACHT Committee's efforts with findings, analyses, best practices, and recommendations for not only USDOT, but also for Congress, states, private industry, NGOs, and local transportation authorities.

The Committee hopes that the best practices and recommendations within this report will foster increased collaboration between public and private transportation stakeholders, encourage transportation organizations to adopt comprehensive counter-trafficking strategies, catalyze an expansion in mode-specific and survivor-informed training and awareness materials, galvanize improved data collection to measure the collective impact of transportation sector counter-trafficking efforts, and inspire widespread information-sharing.

The Committee also hopes that transportation stakeholders across the country will employ the best practices, recommendations, model tools, and sample materials provided within this report, as well as review [existing initiatives](#) (see Appendix 7.10) for implementation ideas.

The ACHT recognizes that implementing these recommendations will require leadership, thoughtfulness, diligence, and appropriate funding throughout the transportation sector. The Committee expects that this report will serve as a framework to assist USDOT in bolstering its commitment to safety as the number one Departmental priority, and serve to support and recruit the efforts of all transportation stakeholders.

7. APPENDICES

The following appendices provide a wide array of additional resources as a supplement to this report, including human trafficking definitions and legislation, multimodal indicators, reporting hotlines, a model comprehensive strategy and proclamation, quick multimodal implementation guides, sample training and awareness materials, and transportation stakeholder counter-trafficking efforts.

7.1. ACHT COMMITTEE MEMBERSHIP

The Department of Transportation Advisory Committee on Human Trafficking was established by [Charter](#) on October 3, 2018, with a cross-section of 15 stakeholders from both industry and labor, including representatives from the aviation, bus, law enforcement, maritime, port, rail, and trucking sectors.

- Chairperson: Catherine Todd Bailey, Former U.S. Ambassador to Latvia
- Vice Chairperson: Linda Burtwistle, CEO, Coach USA; Board Member, American Bus Association
- Co-Secretary: Sherri Garner Brumbaugh, President and CEO, Garner Transportation Group; Vice-Chair, American Trucking Associations
- Co-Secretary: Greg Hynes, Alternate National Legislative Director, International Association of Sheet Metal, Air, Rail, and Transportation Workers (SMART-TD)
- Paul Anderson, President and CEO, Port Tampa Bay
- Nicole Clifton, Vice President, Global Public Affairs, United Parcel Service
- Michelle Guelbart, Director, Private Sector Engagement, ECPAT-USA
- Kristen Joyner, Executive Director, South West Transit Association
- Loretta Kennedy, Director, Domestic Operations and Investigations, JetBlue Airways
- Laura J. Lederer, President, Global Centurion
- David Lorenzen, Chief, Iowa Motor Vehicle Enforcement, Iowa DOT
- Kendis Paris, Executive Director, Truckers Against Trafficking
- Mi Yung Park, Government Relations Director, A21
- Eric Smith, Vice President & Chief Commercial Officer, Hendry Marine Industries
- Lynn Thoman, Adjunct Professor of International and Public Affairs, Columbia University

7.2. ACHT SUBCOMMITTEE MEMBERSHIP

RESEARCH, ANALYSIS, AND INFORMATION SHARING SUBCOMMITTEE

- **Chair:** Nicole Clifton, Vice President, Global Public Affairs, United Parcel Service
- **Vice Chair:** Nancy Rivard, President and Founder, Airline Ambassadors International
- Caroline Diemar, Director, National Human Trafficking Hotline, Polaris
- Greg Hynes, Alternate National Legislative Director, International Association of Sheet Metal, Air, Rail, and Transportation Workers (SMART-TD), United Transportation Union
- Renata Konrad, Associate Professor, Operations and Industrial Engineering, Foisie School of Business, Worcester Polytechnic Institute
- Laura Lederer, President, Global Centurion
- Gary McCarthy, Chief, Enforcement and Compliance Division, Office of Inspector General, Arizona Department of Transportation
- Eliza Reock, Strategic Advisor on Child Sex Trafficking, National Center for Missing and Exploited Children
- Lynn Thoman, Managing Partner, Corporate Perspectives; Adjunct Professor, Columbia University School of International and Public Affairs; Co-Chair, Leon Lowenstein Foundation

TRAINING AND AWARENESS SUBCOMMITTEE

- **Chair:** Kendis Paris, Executive Director and Co-Founder, Truckers Against Trafficking
- **Vice Chair:** Tiffany Wlazlowski Neuman, Vice President, Public Affairs, National Association of Truck Stop Operators
- Paul Anderson, President and CEO, Port Tampa Bay
- Jill Brogdon, Colorado Human Trafficking Council, Survivor Representative; Colorado Department of Transportation, Accounting Tech III and Human Trafficking Trainer
- Leeshu Kennedy, Government Affairs Officer, Metropolitan Atlanta Rapid Transit Authority
- Loretta Kennedy, Director, Domestic Operations and Investigations, JetBlue Airways
- Mi Yung Park, Government Relations Director, A21
- Mary Toman, Former Deputy Assistant Secretary of Commerce; Former Deputy Treasurer of the State of California; and Former Commissioner of the City of Los Angeles
- Neil Trugman, Chief, Amtrak Police Department
- Joanne Young, Managing Partner, Kirstein & Young; Vital Voices DC Council Member

PROTOCOLS AND POLICY DEVELOPMENT SUBCOMMITTEE

- **Chair:** Kristen Joyner, Executive Director, South West Transit Association
- **Vice Chair:** Shannon Eggleston, Program Director for Environment, American Association of State Highway and Transportation Officials
- Saba Abashawl, Deputy Director and Chief External Affairs Officer, Houston Airports, Department of Aviation, City of Houston
- Chad Aldridge, Policy and Outreach Manager, Port of Seattle
- Terry Coonan, Executive Director, Center for the Advancement of Human Rights, Florida State University
- Sherri Garner Brumbaugh, President & CEO, Garner Transportation Group; Vice-Chair, American Trucking Associations
- Michelle Guelbart, Director of Private Sector Engagement, ECPAT-USA
- David Lorenzen, Chief, Iowa Motor Vehicle Enforcement, Iowa Department of Transportation
- Eric Smith, Vice President & Chief Commercial Officer, Hendry Marine Industries

7.3. DEFINITION OF TERMS USED IN THIS REPORT

The terms used in this report are:

- *Analysis*: Systematically applying statistical and/or logical techniques to describe, illustrate, condense, and evaluate human trafficking data related to the transportation sector.
- *Applicable State Agencies*: For the purposes of this report, the term “applicable state agencies” refers to any state agency conducting some type of business and/or intersecting with the transportation sector. Specifically, these types of agencies include, but are not limited to Departments of Transportation, Departments of Motor Vehicles, Departments of Public Safety, Departments of Revenue, Departments of Licensing, Departments of Education, Port Authorities, Airport Authorities, Agriculture Extension Offices, Public Transit Administrations, Victim Assistance Offices, Governor’s Offices, Offices of the Attorney General, and other federal, state and local law enforcement agencies that could play a role. Roles include becoming trained on the issue themselves, engaging in counter-trafficking targeted awareness campaigns and niche-specific trainings, recognizing and reporting victims of human trafficking, and conducting public awareness campaigns.
- *Big Data*: A field of ways to analyze, systematically extract information from, or otherwise deal with data sets that are too large or complex to be dealt with by traditional data processing application software.
- *Call to Action*: Content intended to induce a person to perform a specific act (i.e., reporting suspected human trafficking).
- *Collective Impact*: Results by diverse organizations with complementary and reinforcing strengths working together, allowing each partner to focus on central capacities and assets to produce outcomes with greater influence than can be achieved independently.
- *Comprehensive Strategies*: A plan of action with policies and protocols implemented by transportation organizations to combat human trafficking.
- *Commercial Driver’s License*: A license required to operate a commercial motor vehicle, which requires a higher level of knowledge, experience, skills, and physical abilities than that required to drive a non-commercial vehicle.
- *Commercial Motor Vehicles*: A vehicle having a gross vehicle weight rating of 10,001 pounds or more; designed to transport more than 15 passengers, including the driver; or transporting hazardous materials in quantities requiring the vehicle to be placarded.
- *Commercial Sex Act*: Any sex act on account of which anything of value is given to or received by any person.
- *Comprehensive Strategies*: A plan of action with policies and protocols designed by transportation organizations to combat human trafficking.
- *Counter-Trafficking*: Efforts to combat human trafficking.

- *Crowdsourcing*: The practice of obtaining information or input by enlisting the services of a large number of people, such as the traveling public.
- *Data*: Human trafficking statistics related to the transportation sector compiled for reference and analysis.
- *Data Elements*: A unit of data collected as part of a dataset.
- *Data Fusion*: The integration of multiple data sources to produce more consistent, accurate, and useful information than that provided by any individual data source.
- *Debt Servitude*: Any scheme, plan, or pattern intended to cause a person to believe that, (A) if the person did not enter into or continue in such condition, that person or another person would suffer serious harm or physical restraint; or (B) the abuse or threatened abuse of the legal process.
- *Demand*: The market that exists for the buying and selling of human beings for sexual gratification or forced labor.
- *Domestic Servitude*: A form of forced labor that typically manifests as exploited maids and nannies.
- *Evolving Technologies*: Advances in technology, or innovative applications of current technologies, that assist in counter-trafficking efforts.
- *Forced Labor*: Individuals performing labor or services through the use of force, fraud, or coercion.
- *Frontline Employees*: Staff interact with the traveling public and have exposure to potential human trafficking situations; such as law enforcement, ticket sales staff, or flight attendants.
- *Hotlines*: Telephone line set up for the purpose of reporting suspected or confirmed human trafficking activities.
- *Hotspots*: Areas that are frequented by traffickers or victims of human trafficking.
- *Human Trafficking*: While the specific legal definition of “human trafficking” varies by state, the general definition of “human trafficking” in the United States, and as codified under federal law, is an act or practice that involves the use of force, fraud, or coercion to obtain labor or a commercial sex act; and the commercial sexual exploitation of children under any circumstances.
- *Indicators of Human Trafficking*: Objective signs that may indicate potential human trafficking activity.
- *Industry*: Transportation sector-related.

- *Information-Sharing*: Making human trafficking data, research, policies, and training and awareness materials available to public and private transportation stakeholders.
- *Intelligent Transportation Systems*: A system that aims to provide innovative services relating to different modes of transport and traffic management through the use of technology to enable users to be better informed and make safer, more coordinated, and 'smarter' use of transport networks.
- *Labor Stakeholders*: A group of employees in an organization.
- *Niche-Specific*: Public awareness materials targeting an industry-specific audience or victims of human trafficking.
- *Policies*: A principal of action adopted by a transportation organization, and implemented as procedures and protocols, to combat human trafficking.
- *Protocols*: An official procedure or system of rules transportation organizations put in place to guide their employees in identifying and reporting human trafficking.
- *Public Awareness*: Comprehensive public outreach efforts designed to increase awareness about the crime of human trafficking, spur the general public to report suspected incidents of human trafficking, and/or to encourage victims of human trafficking to seek help. Components include a counter-human trafficking message and a call to action (such as reporting signs of human trafficking to a national hotline or contacting law enforcement).
- *Recruitment*: The act of a trafficker enlisting people into forced labor and sex trafficking by manipulating and exploiting their vulnerabilities.
- *Reporting*: Providing information on suspected or confirmed human trafficking activity to initiate action aimed at addressing the crime.
- *Research*: The systematic investigation into and study of human trafficking data, materials, and sources related to the transportation sector in order to establish facts and reach new conclusions.
- *Survivor*: A person who was previously a victim of human trafficking.
- *Survivor-Centered*: An approach that prioritizes the health and wellbeing of a person who was previously a victim of human trafficking.
- *Survivor-Informed*: A survivor-informed practice includes meaningful input from a diverse community of survivors at all stages of a program or project, including development, implementation, and evaluation. ⁸¹

⁸¹ Human Trafficking Leadership Academy. 2017. "Survivor-Informed Practice: Definition, Best Practices, and Recommendations." U.S. Department of Health and Human Services. November 1. Accessed June 5, 2019. https://www.acf.hhs.gov/sites/default/files/otip/definition_and_recommendations.pdf.

- *Task Force*: Various public, private, and non-profit entities' collective efforts to marshal resources towards greater awareness, training, and support for combating human trafficking.
- *Tip*: A report of suspicious activity related to human trafficking.
- *Tip Lines*: See hotlines.
- *Trafficker*: An individual who recruits, harbors, transports, provisions, or obtains a person for labor or sex services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery.
- *Training*: A comprehensive instructional effort designed to train transportation sector employees and the general public about human trafficking.
- *Transportation Infrastructure/Network/System*: The framework that supports our transport system. This includes roads, railways, ports and airports.
- *Trauma-Informed*: An approach based on five general principles: safety, trustworthiness, choice, collaboration, and empowerment of the individual subject to trauma.
- *Transportation Industry/Sector*: For the purposes of this report, the term "transportation sector" refers to representatives of aviation, bus, rail, transit, trucking, rail, rideshare, taxis, truck stops, travel plazas, and maritime and port sectors; including industry and labor.
- *Victim-Centered*: A victim-centered approach seeks to minimize re-traumatization associated with the criminal justice process by providing the support of victim advocates and service providers, empowering survivors as engaged participants in the process, and providing survivors an opportunity to play a role in seeing their traffickers brought to justice.
- *Zero-Tolerance Policy*: Refers to policies and practices that mandate predetermined consequences, typically termination of employment and/or criminal prosecution, regardless of the context or rationale for the behavior.⁸²

⁸² Office for Victims of Crime Training and Technical Assistance Center. n.d. *Victim-Centered Approach*. Accessed June 5, 2019. <https://www.ovcttac.gov/taskforceguide/eguide/1-understanding-human-trafficking/13-victim-centered-approach/>.

7.4. INDICATORS OF HUMAN TRAFFICKING

Victims of human trafficking, and traffickers themselves, can be of any age, race, gender, sexual orientation, religion, ethnicity, socioeconomic background, citizenship (including U.S.), or have any immigration status. The indicators of human trafficking are not motivated by any of these classifications, but rather identify objective signs that may indicate potential criminal activity. While no single indicator can confirm a human trafficking situation, several combined indicators may increase the likelihood that a person is being trafficked, or actively being targeted and recruited.

The following chart provides transportation employees and the traveling public with guidance regarding potential indicators of human trafficking that they may encounter in transportation-related contexts. While not comprehensive, the list includes 51 indicators that are categorized by trafficking type (sex, labor, or both) and the intersecting mode of transportation.

Indicator	Both/ Sex/ Labor	Aviat- ion	Bus School	Bus Comm.	Ports/ Maritime	Rail	Taxi/ Ride- share	Tra- nsit	Truc- king
1. Indicates they are being held against their will	Both	x	x	x	x	x	x	x	x
2. No freedom of movement or social interaction	Both	x		x	x	x		x	x
3. Controlled or unusually submissive to a traveling companion	Both	x		x	x	x	x	x	x
4. Not allowed to speak for themselves (a third party may insist on speaking for them)	Both	x		x	x	x	x	x	x
5. Seems coached when talking to authority or law enforcement	Both	x	x	x	x	x		x	x
6. No control of travel identification or documents or money	Both	x		x	x	x	x	x	x
7. Traveling with little or no personal items such as luggage or bags	Both	x		x	x	x			
8. Traveling with minimal personal items but carrying condoms, hotel key cards, gift cards	Both	x		x	x	x	x	x	x
9. Does not know what city they are in or where they have been	Both	x		x	x	x	x	x	x
10. Has no logical means of reaching, or lacks knowledge of, final destination	Both	x		x	x	x	x	x	
11. Traveling to obtain a job with no specific information, such as who will be meeting them	Both	x		x	x	x	x	x	
12. May speak of a modeling, acting, or labor job without knowing who will meet them	Both	x		x	x	x	x	x	
13. Sounds scripted or provides inconsistent stories	Both	x	x	x	x	x	x	x	x
14. Does not know their home/work address	Both	x		x	x	x	x	x	x
15. Does not know the person who purchased their ticket/ride, is picking them up, or is traveling with them	Both	x	x	x	x	x	x	x	x

Indicator	Both/ Sex/ Labor	Aviation	Bus School	Bus Comm.	Ports/ Maritime	Rail	Taxi/ Ride- share	Transit	Trucking
16. Traveling on a last-minute booking paid by someone else in cash	Both	x		x	x	x	x		
17. Lies about identity and/or age	Both	x	x	x	x	x	x	x	x
18. Behavioral dependence on traveling companion such as looking to companion before answering questions, looking down, and fear of companion	Both	x		x	x	x	x	x	x
19. Avoids eye contact, interaction with others, or is watchful to the point of paranoia	Both	x	x	x	x	x	x	x	x
20. Appears to have lost sense of time	Both	x	x	x	x	x	x	x	x
21. Appears fearful, anxious, depressed, submissive, tense, or nervous/paranoid	Both	x	x	x	x	x	x	x	x
22. Shows signs of malnourishment, poor hygiene, fatigue, sleep deprivation, untreated illness, injuries, and/or unusual behavior	Both	x	x	x	x	x	x	x	x
23. Appears drugged or disoriented	Both	x	x	x	x	x	x	x	x
24. Exhibits evidence of verbal threats, emotional abuse, and/or being treated in a demeaning way	Both	x	x	x	x	x	x	x	x
25. Afraid of uniformed security	Both	x	x	x	x	x	x	x	x
26. Branding tattoo that indicates ownership (e.g., barcode, prostitution related language)	Sex	x	x	x	x	x	x	x	x
27. Wounds, whip marks or bruises at various stages of healing	Both	x	x	x	x	x	x	x	x
28. Is threatened with deportation or law enforcement action	Both	x		x	x	x	x	x	
29. Signs of criminal indicators present, such as drugs, stolen property, etc.	Both	x	x	x	x	x	x	x	x
30. Uses prepaid credit cards and gift cards, such as Green Dot, Vanilla, etc.	Both	x	x	x	x	x	x	x	x
31. Any acknowledgement that they have a pimp or is making a quota	Sex	x	x	x	x	x	x	x	x
32. Works excessively long hours, is provided few or no breaks, and/or has indicated their employer is withholding pay	Labor		x	x	x	x	x	x	x
33. Minor does not appear to be accompanied by their legitimate parent or guardian	Both	x		x	x	x	x	x	
34. A child/person within a family appearing particularly unkempt and uncared for	Labor	x		x	x	x	x	x	
35. Minors traveling without adult supervision	Both	x		x	x	x			x
36. Minors traveling during the school day	Both			x		x	x	x	x
37. Minors seeking to obtain an ID or individuals seeking to obtain an ID in a different name	Both	x	x	x	x	x	x	x	x

Indicator	Both/ Sex/ Labor	Aviation	Bus School	Bus Comm.	Ports/ Maritime	Rail	Taxi/ Ride- share	Transit	Trucking
38. Offers to exchange sex for a ride/meal	Sex			x		x	x	x	x
39. Signs of bedding in odd locations (i.e., backroom of a store)	Both			x	x	x	x	x	x
40. A highly controlled and/or hazardous, unsafe work setting (may contain sub-standard, unsafe and closely monitored housing)	Labor								x
41. A work site that has heavy or excessive security measures that seem out of place	Labor								x
42. CB chatter about “commercial company” or flashing lights signaling “buyer” location	Sex								x
43. A van or RV out by trucks that seems out of place	Sex								x
44. A vehicle dropping someone off at a truck and picking them up 15-20 minutes later	Sex								x
45. May go from truck to truck or appear to be operating multiple trucks at once	Sex								x
46. A child dropping off and picking up children at the bus stop	Labor		x						
47. Changes in patterns, such as students who have begun to accumulate frequent absence or if new or different people are waiting to pick up the student	Both		x						
48. Students experiencing mood swings, including signs of irritability, panic or shame that weren’t there before	Both		x						
49. Changes in physical appearance, such as students who show signs of physical trauma, malnourishment, branding/tattooing, or drug use	Both		x						
50. Any comments by students that suggest they are exchanging sex for money, material items, shelter, etc.	Sex		x						
51. Students who suddenly have new gadgets, designer clothes, other types of material items they didn’t have before	Sex		x						

7.5. REPORTING HOTLINES

This chart outlines services provided by the primary national hotlines that receive human trafficking tips.

	911	NHTH	NCMEC	HSI
Phone Number	911	1-888-373-7888	1-800-THE-LOST (1-800-843-5678)	1-866-DHS-2-ICE (1-866-341-2489)
TTY	-	771		802-872-6196
24/7	Yes	Yes	Yes	Yes
Connect with Law Enforcement	Yes	Yes	Yes	Yes
Provides Victim Services	Emergency Services	Yes	Yes	Yes
Multilingual	Spanish*	Spanish and more than 200 additional languages	Spanish	Spanish
Texting Capabilities	Dependent on local emergency call center ⁸³	BeFREE (233733)	-	-
Anonymous Online Reporting Form	-	humantraffickinghotline.org/report-trafficking	report.cybertip.org	www.ice.gov/webform/hsi-tip-form
Shares Human Trafficking TIP Data Publicly	-	Yes ⁸⁴	Yes ⁸⁵	Limited
Shares Human Trafficking TIP Data Publicly on the Intersection of Transportation	-	Yes	Limited	Limited
Receives U.S. Government Funding	Yes	Yes	Yes	Yes

**Other languages may be available depending on the locality*

⁸³ Federal Communications Commission. n.d. *Text to 911: What You Need to Know*. Accessed June 5, 2019. <https://www.fcc.gov/consumers/guides/what-you-need-know-about-text-911>.

⁸⁴ National Human Trafficking Hotline. n.d. *Hotline Statistics*. Accessed June 5, 2019. <https://humantraffickinghotline.org/states>.

⁸⁵ National Center for Missing and Exploited Children. 2017. *The Online Enticement of Children: An In-Depth Analysis of CyberTipline Reports*. Alexandria: National Center for Missing and Exploited Children.

7.6. MODEL TOOLS

The model strategy, policies, protocols, and proclamation below offer transportation organizations templates to tailor, adopt, and implement as a comprehensive approach to combating human trafficking.

7.6.1. MODEL COMPREHENSIVE STRATEGY

The following model comprehensive strategy was created as a tool for transportation stakeholders to adapt and implement within their organizations. The strategy includes a definition of human trafficking, leadership and funding, partnerships, legal compliance, social responsibility, employee responsibilities, employee reporting protocols, education and training, public awareness and outreach, data collection and information-sharing, and victim and survivor support. The development of this strategy was informed by USDOT's [TLAHT strategy](#) (see Appendix 7.8.1.1.), the [Port of Seattle policy](#) (see Appendix 7.8.1.2), [ECPAT-USA protocols](#) (see Appendix 7.8.1.3.), and the [Airports Council International handbook](#). Following are the elements that comprise a comprehensive strategy for transportation organizations to combat human trafficking:

ORGANIZATION COMPREHENSIVE STRATEGY TO COMBAT HUMAN TRAFFICKING (DATE)

The ORGANIZATION condemns all forms of human trafficking, and fully supports the elimination of the exploitation of human beings. ORGANIZATION has published an organizational statement against human trafficking and/or signed the USDOT Transportation Leaders Against Human Trafficking pledge. ORGANIZATION will not condone human trafficking in any part of our organization, and our policies and procedures reflect a strong commitment to upholding the belief that every person has the right to safety and security.

DEFINITION

Human trafficking is a form of modern-day slavery in which victims are subjected to force, fraud or coercion for the purpose of commercial sex, involuntary servitude/ labor, peonage, debt bondage, or slavery. Victims of human trafficking can be young children, teenagers, men, and women. They can be U.S. citizens, Lawful Permanent Residents (LPRs) or foreign nationals, and they can be found in urban, suburban, and rural areas. Minors (under the age of 18) who are induced to perform commercial sex acts are victims of trafficking, regardless of whether their traffickers used force, fraud, or coercion. Types of human trafficking include:

Sex Trafficking: The recruitment, harboring, transportation, provision, obtaining, patronizing, or soliciting of a person for the purposes of a commercial sex act, in which the commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such an act has not attained 18 years of age (22 USC § 7102).

Commercial Sex Act: Any sex act on account of which anything of value is given to or received by any person. (22 U.S.C. § 7102(4)).

Labor Trafficking: The recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purposes of subjection to involuntary servitude, peonage, debt bondage, or slavery (22 USC § 7102).

See the [Indicators of Human Trafficking](#) chart (in Appendix 7.4) for a more comprehensive list, including those that intersect with transportation.

POLICIES

LEADERSHIP AND FUNDING

The ORGANIZATION's leadership endorses and supports the counter-human trafficking policies and initiatives below, including assigning the necessary funds to support their implementation.

PARTNERSHIPS

The ORGANIZATION joins with our partners across the transportation industry to stop human trafficking through leadership, education and training, policy implementation, public awareness and outreach, data collection, and information-sharing. The ORGANIZATION leverages existing resources and partnerships both to reduce duplication and to maximize the collective impact of counter-human trafficking efforts by transportation industry stakeholders.

LEGAL COMPLIANCE

The ORGANIZATION strictly complies with all applicable laws and regulations regarding the prevention of human trafficking, and cooperates with law enforcement authorities to address instances of exploitation which the ORGANIZATION or its employees have witnessed or become a party to.

SOCIAL RESPONSIBILITY

The ORGANIZATION has zero-tolerance for human trafficking. We are committed to ensuring that human trafficking is not part of our organization, and to helping to reduce the probability that our properties will be used as a transit point for traffickers and their victims. All entities we engage with in partnerships and contractually must comply with our values and the law.

EMPLOYEE RESPONSIBILITIES

Employees must be vigilant and immediately report, as appropriate, all situations that come to their attention within the ORGANIZATION's premises or businesses where human trafficking and/or exploitation is suspected or appears to be intended. Under no circumstances may the ORGANIZATION's funds, property or personnel be used to further or support activities that participate in human trafficking and/or human exploitation. This includes ORGANIZATION vehicles, buildings, facilities, parking lots, grounds, technology, equipment, computers, storage devices, software, websites, social media channels, networks, phones (including cell phones), funds (including company credit cards and expense accounts), and ORGANIZATION-funded hotel rooms, goods, and services.

No employee may:

- Use or allow the use of any of the ORGANIZATION's facilities, resources or equipment to support human trafficking and/or the exploitation of human beings.
- Use any ORGANIZATION resources, including credit cards and expense accounts, to buy sex.
- Create, download, view, store, copy, or transmit content that is sexually explicit or sexually-oriented, during work hours, while traveling on business, while engaged in any work-related activities, or using ORGANIZATION resources.
- View/search online advertisements for commercial sex during work hours, while working on company business, while engaged in any work-related activities, or using ORGANIZATION resources.
- View/search websites where adult entertainment is offered for sale during work hours, while working on company business, while engaged in any work-related activities, or using ORGANIZATION resources.
- Enter into, on behalf of the ORGANIZATION or otherwise, any business relationships or any other arrangement with any organization which the employee has reason to believe participates in any way in human trafficking or the exploitation of human beings.

Employees who violate this policy may be subject to disciplinary action, up to and including termination.

All employees have a responsibility for ensuring that this policy is followed. Concerns and potential violations should be reported to the ORGANIZATION POC. The ORGANIZATION strictly prohibits retaliation against any employee for making a good faith report of any potential or suspected violation of this policy, or for cooperating in any investigation of such violation.

EMPLOYEE REPORTING PROTOCOL – SUSPECTED HUMAN TRAFFICKING

- When dealing with suspected cases of human trafficking, make every effort to avoid causing harm to yourself or to the possible victim.
- Assess the situation and if indicators are present: do not intervene, do not probe, act natural, leave and go to a safe place to make a phone call. Employees should NEVER become directly involved in a suspected human trafficking situation.
- If you suspect there is a threat of immediate harm to a suspected victim, call 911.
- If there is no immediate danger to suspected victims, call the National Human Trafficking Hotline at 888-373-7888.
- Make note of the date and time of the suspected incident, description of those involved (include tattoos, physical identifiers, hair color, approximate age, etc.), any names or nicknames overheard, a summary of the situation that prompted the report, and vehicle information (overall description and details such as license plate number).
- Share the reporting of your tip with ORGANIZATIONAL POC.
- For further questions or information, please contact ORGANIZATIONAL POC.

EMPLOYEE REPORTING PROTOCOL – IF APPROACHED BY A VICTIM

- If the victim is in immediate danger, call 911.
- If there is no immediate danger to the victim, call the National Human Trafficking Hotline at 888-373-7888.
- Ensure that the victim feels safe throughout the process until the appropriate responder arrives.
- Share the reporting of your tip with ORGANIZATIONAL POC.
- For further questions or information, please contact ORGANIZATIONAL POC.

EDUCATION AND TRAINING

To ensure a high level of understanding of the risks of human trafficking, all employees have been informed of the ORGANIZATION’S expectations regarding human trafficking, and receive initial and annual training. See [*training best practices*](#) in Section 4.2 and [*sample trainings*](#) in Appendix 7.8.2.

PUBLIC AWARENESS AND OUTREACH

The ORGANIZATION raises awareness about human trafficking in areas that are frequented by employees and travelers by conducting and participating in public awareness campaigns. The ORGANIZATION leverages public touchpoints to spread the counter-human trafficking message. See [*public awareness best practices*](#) in Section 4.2 and [*sample public awareness materials*](#) in Appendix 7.8.3.

DATA COLLECTION & INFORMATION-SHARING

The ORGANIZATION has developed reporting and documentation protocols, and will share any relevant data and case studies gathered annually with the U.S. Department of Transportation.

VICTIM AND SURVIVOR SUPPORT

The ORGANIZATION posts survivor-informed awareness materials for potential victims (see Section 4.2.2 for [*sample language*](#)), donates transportation service vouchers to a victim services organization to support victims in their escape and survivors in their recovery, has established workforce development opportunities for survivors, and created a survivor-informed “second chance” employment program.

7.6.2. MODEL PROCLAMATION

Below is a model proclamation that transportation organizations can adopt to demonstrate their commitment to combating human trafficking. The development of this proclamation was informed by USDOT's TLAHT pledge and the South West Transit Association's proclamation.

ORGANIZATION PROCLAMATION TO COMBAT HUMAN TRAFFICKING (DATE)

WHEREAS, Every year, nearly 25 million men, women, and children are trafficked and deprived of their freedom, human rights, and dignity.⁸⁶

WHEREAS, Human trafficking includes sex trafficking in which a commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such an act has not attained 18 years of age; and the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery.⁸⁷

WHEREAS, the State of (state in which the ORGANIZATION is based, if they have done the following) has enacted comprehensive counter-human trafficking laws, with a focus on criminal prosecution and victim support;

WHEREAS, the ORGANIZATION recognizes the considerable moral and economic harm of human trafficking in our communities, our states, and the nation; and recognizes that bringing a greater awareness to this problem will help victims;

WHEREAS, By bringing awareness to human trafficking within the (the ORGANIZATION's SPHERE OF INFLUENCE) sector, we bring the victims hope, and the natural born freedoms all human beings should enjoy;

WHEREAS, the ORGANIZATION recognizes that increased public awareness and education within our organizations will provide more opportunities to recognize and aid in the fight against modern slavery:

NOW, THEREFORE, BE IT RESOLVED BY THE ORGANIZATION THAT:

In keeping with our mission, morals and ideals, we pledge to educate all staff, with an emphasis on those who interact with the general public, about human trafficking,

The ORGANIZATION will establish reporting mechanisms through which staff can report human trafficking, and ensure that all employees are trained on the reporting protocol.

⁸⁶ International Labour Organization and Walk Free Foundation. 2017. *Global Estimates of Modern Slavery: Forced Labour and Forced Marriage*. Geneva: International Labour Office (ILO).

⁸⁷ Trafficking Victims Protection Act of 2000, Pub. Law 106-386, 114 Stat. 1464 (2000).

The ORGANIZATION supports increased public awareness, stronger laws, and the promotion of justice to reduce the exploitation of all peoples.

The ORGANIZATION will track and share key data points with the U.S. Department of Transportation to support measuring the collective impact of transportation-related counter-trafficking efforts.

The ORGANIZATION supports the inclusion of zero-tolerance clauses within procurement contracts with private businesses regarding contractors engaging in any form of human trafficking.

Adopted by the ORGANIZATION _____, DATE

7.7. QUICK IMPLEMENTATION GUIDES FOR TRANSPORTATION STAKEHOLDERS

These quick implementation guides provide actionable “next steps” for state and private transportation industry stakeholders seeking to implement a robust, organization-wide comprehensive strategy to combat human trafficking. These guides can be supplemented with the [sample materials](#) in Appendix 7.8.

7.7.1. AIRLINES

According to the USDOT/DHS/CBP [Blue Lightning Initiative](#) website, “*The “FAA Extension, Safety, and Security Act of 2016”, signed by the President on July 15, 2016, requires air carriers to provide initial and annual flight attendant training regarding recognizing and responding to potential human trafficking victims. The “FAA Reauthorization Act of 2018”, signed by the President on October 5, 2018, expands the requirement to include ticket counter agents, gate agents, and other air carrier workers whose jobs require regular interaction with passengers on recognizing and responding to potential human trafficking victims.*”

RED FLAG INDICATORS

Victims of human trafficking can be of any age, race, gender, sexual orientation, religion, ethnicity, socioeconomic background, citizenship (including U.S.), or have any immigration status. The indicators of human trafficking are not motivated by any of these classifications, but rather identify objective signs that may indicate potential criminal activity. While no single indicator can confirm a human trafficking situation, several combined indicators may increase the likelihood that a person is being trafficked, or actively being targeted and recruited. See the chart in Appendix 7.4 for [additional indicators of human trafficking](#).

- Indicates they are being held against their will
- No control of travel identification, documents, or money
- No freedom of movement or social interaction, such as inability to use restroom freely
- Has no logical means of reaching, or lacks knowledge of, final destination
- Minor does not appear to be accompanied by their legitimate parent or guardian
- Does not know the person who purchased their airline ticket, is picking them up, and/or is traveling with them
- Not allowed to speak for themselves (a third party may insist on speaking for them)
- Disheveled appearance and appears fearful, anxious, depressed, submissive, tense, or nervous/paranoid
- Wounds, whip marks or bruises at various stages of healing
- Branding tattoo that indicates ownership (e.g., barcode, prostitution related language)
- Inappropriate clothing for the location
- Traveling to obtain a job with no specific information, such as who will be meeting them

RECOMMENDED COMPREHENSIVE STRATEGY

Resources referenced include ACHT committee and subcommittee member expertise, and may not comprehensively reflect all available resources.

- **Ensure Leadership Buy-In:** Airline CEO's and senior leaders should visibly support a counter-trafficking initiative. Union leadership should also be engaged. Establishing a Counter-Trafficking Working Group with select departments within the organization promotes a collaborative approach and fosters impact.
- **Adopt Counter-Trafficking Policy:** See Appendix 7.6.1 for [model language](#).
- **Establish the Necessary Partnerships:** The Blue Lightning Initiative (BLI) is a computer-based training with supplemental awareness materials that includes aviation-specific training and resources on human trafficking. The USDOT Transportation Leaders Against Human Trafficking initiative connects stakeholders to available resources on industry leadership, training and education, policy development, public awareness, and information-sharing and analysis. Polaris, A21, and Airline Ambassadors, all NGOs, have the requisite resources to ensure an organization can successfully address human trafficking. Local and airport law enforcement partnerships are also key in training and planning for success. Airline associations offer resources in support of establishing policies and internal reporting protocols.
- **Determine Training Rollout:** In conjunction with identified partnerships, establish a training rollout timeline, internal/external reporting protocol, how training materials will be presented to employees (e.g., computer based training, in-person), and the frequency of the training.
- **Participate in Public and Targeted Awareness Campaigns:** There are a number of poster options from various organizations involved in human trafficking awareness to display in break rooms or other visible locations as well as written materials for employee and passenger distribution. Airlines with onboard video media can consider human trafficking awareness videos for passengers and/or victims. A21's, "Can You See Me?" campaign meets best practice standards and their materials are readily available.
- **Institute Victim-Assistance Procedures:** Consider travel support for human trafficking victims via travel vouchers or donation of passenger frequent traveler miles programs.
- **Create Second Chance Employment Programs:** Airlines can help break the cycle by partnering with survivor-services to match survivors with airline jobs.

HOW TO GET STARTED

The following organizations provide additional counter-trafficking information:

- [Blue Lightning Initiative](http://www.transportation.gov/administrations/office-policy/blue-lightning-initiative): www.transportation.gov/administrations/office-policy/blue-lightning-initiative, trafficking@dot.gov
- [Transportation Leaders Against Human Trafficking](http://www.transportation.gov/stophumantrafficking): www.transportation.gov/stophumantrafficking, trafficking@dot.gov
- [Airline Ambassadors](http://airlineamb.classroom24-7.com): airlineamb.classroom24-7.com, (866) ANGEL-86
- [A21](http://www.a21.org/canyouseeme): www.a21.org/canyouseeme, cysm@a21.org
- [Polaris](http://polarisproject.org): polarisproject.org, (888) 373-7888
- [ECPAT-USA](http://www.ecpatusa.org/resources-for-travel-professionals): www.ecpatusa.org/resources-for-travel-professionals, (718) 935.9192

7.7.2. AIRPORTS

Passenger-facing airport employees are in a position to contribute to efforts to identify and report potential instances of human trafficking. Some examples include, but are not limited to, food service workers, cleaners, lavatory attendants, wheelchair walkers, and baggage handlers.

RED FLAG INDICATORS

Victims of human trafficking can be of any age, race, gender, sexual orientation, religion, ethnicity, socioeconomic background, citizenship (including U.S.), or have any immigration status. The indicators of human trafficking are not motivated by any of these classifications, but rather identify objective signs that may indicate potential criminal activity. While no single indicator can confirm a human trafficking situation, several combined indicators may increase the likelihood that a person is being trafficked, or actively being targeted and recruited. See the chart in Appendix 7.4 for [additional indicators of human trafficking](#).

- Indicates they are being held against their will
- No control of travel identification, documents, or money
- No freedom of movement or social interaction, such as inability to use restroom freely
- Minor does not appear to be accompanied by their legitimate parent or guardian
- Has no logical means of reaching, or lacks knowledge of, final destination
- Does not know the person who purchased their airline ticket, is picking them up, and/or is traveling with them
- Not allowed to speak for themselves (a third party may insist on speaking for them)
- Disheveled appearance and appears fearful, anxious, depressed, submissive, tense, or nervous/paranoid
- Wounds, whip marks or bruises at various stages of healing
- Branding tattoo that indicates ownership (e.g., barcode, prostitution related language)
- Inappropriate clothing for the location
- Traveling to obtain a job with no specific information, such as who will be meeting them

RECOMMENDED COMPREHENSIVE STRATEGY

Resources referenced include ACHT committee and subcommittee member expertise, and may not comprehensively reflect all available resources.

- **Ensure Leadership Buy-In:** Airport Authority senior leaders of the should visibly support a counter-trafficking initiative. When applicable, union leadership should also be engaged on the issue. Establishing a Counter-Trafficking Working Group with select departments within the organization promotes a collaborative approach and fosters meaningful impact.
- **Adopt Counter-Trafficking Policy:** See Appendix 7.6.1 for [model language](#).
- **Establish the Necessary Partnerships:** The Blue Lightning Initiative (BLI), a USDOT/DHS/CBP program, includes aviation-specific human trafficking training and resources. The USDOT Transportation Leaders Against Human Trafficking initiative connects stakeholders to available resources on industry leadership, training and education, policy development, public awareness, and information-sharing and analysis. Polaris, A21, and Airline Ambassadors, all NGOs, have the requisite resources to ensure an Airport Authority can successfully address human trafficking. Local and/or airport law enforcement

as well as airline partnerships are also key in training and planning for success. Airline associations may also offer resources in support of establishing policies and internal reporting protocols.

- **Determine Training Rollout:** In conjunction with identified partnerships, establish a training rollout timeline, internal/external reporting protocol, how training materials will be presented to employees (e.g., computer based training, in-person), and the frequency of the training. Consider including human trafficking during the required SIDA training for airport employees.
- **Participate in Public and Targeted Awareness Campaigns:**
 - There are a number of poster options from various organizations involved in human trafficking awareness to display in break rooms or other visible airport locations, and supplementary materials for employee or passenger distribution. A21's "Can You See Me?" campaign meets best practice standards and their materials are readily available.
 - Consider utilizing video display media or public service announcements on human trafficking aimed at raising awareness among passengers and/or victims.
- **Institute Victim-Assistance Procedures:** Collaborate with local and/or airport law enforcement on a victim-centered approach when victim interactions occur.
- **Create Second Chance Employment Programs:** Airports can help break the cycle by partnering with survivor-services to match survivors with airport jobs.

HOW TO GET STARTED

The following organizations provide additional counter-trafficking information:

- [Blue Lightning Initiative](http://www.transportation.gov/administrations/office-policy/blue-lightning-initiative): www.transportation.gov/administrations/office-policy/blue-lightning-initiative, trafficking@dot.gov
- [Transportation Leaders Against Human Trafficking](http://www.transportation.gov/stophumantrafficking): www.transportation.gov/stophumantrafficking, trafficking@dot.gov
- [Airline Ambassadors](http://airlineamb.classroom24-7.com): airlineamb.classroom24-7.com, (866) ANGEL-86
- [A21](http://www.a21.org/canyouseeme): www.a21.org/canyouseeme, cysm@a21.org
- [Polaris](http://polarisproject.org): polarisproject.org, (888) 373-7888
- [ECPAT-USA](http://www.ecpatusa.org/resources-for-travel-professionals): www.ecpatusa.org/resources-for-travel-professionals, (718) 935.9192

7.7.3. BUSES/MOTOR COACHES

RED FLAG INDICATORS

Victims of human trafficking can be of any age, race, gender, sexual orientation, religion, ethnicity, socioeconomic background, citizenship (including U.S.), or have any immigration status. The indicators of human trafficking are not motivated by any of these classifications, but rather identify objective signs that may indicate potential criminal activity. While no single indicator can confirm a human trafficking situation, several combined indicators may increase the likelihood that a person is being trafficked, or actively being targeted and recruited. See the chart in Appendix 7.4 for [additional indicators of human trafficking](#).

- Indicates they are being held against their will
- Not allowed to speak for themselves (a third party may insist on speaking for them)
- No control of travel identification, documents, bus pass, and/or money
- Disheveled appearance and appears fearful, anxious, depressed, submissive, tense, or nervous/paranoid
- Minors traveling without adult supervision
- Minors traveling during the school day
- Offers to exchange sex for a ride/meal, etc.
- Does not know the person who purchased their bus pass meeting them at the destination
- Any acknowledgement of having a pimp or needing to make a quota
- Branding tattoo that indicates ownership (e.g., barcode, prostitution related language)
- Works excessively long hours, is provided few or no breaks, and/or indicates their employer is withholding pay

RECOMMENDED COMPREHENSIVE STRATEGY

Resources referenced include ACHT committee and subcommittee member expertise, and may not comprehensively reflect all available resources.

- **Ensure Leadership Buy-In:** The General Manager, Operations Director, and Safety Director should visibly support a counter-trafficking initiative. When applicable, union leadership and the board of directors should also be engaged on the initiative.
- **Adopt Counter-Trafficking Policy:** See Appendix 7.6.1 for [model language](#).
- **Establish the Necessary Partnerships:** Busing on the Lookout (BOTL), a program of Truckers Against Trafficking, has industry-specific free training materials (including a 30-minute training video, wallet cards, an app, dash stickers and victim-centered posters), and provides step-by-step implementation support. The USDOT Transportation Leaders Against Human Trafficking initiative connects stakeholders to available resources on industry leadership, training and education, policy development, public awareness, and information-sharing and analysis. In addition NGOs and bus associations may also assist in establishing and promoting policies and internal reporting protocols. Include local and/or agency law enforcement, along with a local victim services provider for training.

- **Determine Training Rollout:** In conjunction with BOTL and other identified partners, establish a training rollout plan, internal/external reporting protocol, how training materials will be presented to operators (LMS, hard copy, BOTL's online educational portal), how to register as BOTL trained, and how to receive necessary documentation in states where legislative training requirements exist.
- **Participate in Public and Targeted Awareness Campaigns:** BOTL has a series of print/digital, bilingual, victim-centered posters to be hung in bus terminals or on buses. The verbiage was written in consultation with survivors, and is based upon reports of how buses intersect with human trafficking in the U.S. BOTL's red flag recap video for operators can be played on a loop in breakrooms. BOTL can work with your organization on developing other passenger-oriented messaging, such as adding information on human trafficking to the safety videos played on buses and trains.
- **Institute Victim-Assistance Procedures:** Organizations should donate passes for survivors to access. BOTL can facilitate the negotiations between the organization and the appropriate survivor-services entity to ensure verification and accounting requirements are met. The BOTL training includes tips on how to take a victim-centered approach.
- **Create Second Chance Employment Programs:** Organizations should work with survivor-services to provide empathy training for managers, and can help break the cycle by partnering with survivor-services to match survivors with bus/motor coach jobs.

HOW TO GET STARTED

The following organizations provide additional counter-trafficking information:

- [Busing on the Lookout](http://truckersagainsttrafficking.org/bus-training): *truckersagainsttrafficking.org/bus-training*, (612) 888-2050
- [Transportation Leaders Against Human Trafficking](http://www.transportation.gov/stophumantrafficking): *www.transportation.gov/stophumantrafficking*, *trafficking@dot.gov*

7.7.4. LAW ENFORCEMENT (HUMAN TRAFFICKING-RELATED INTERDICTION)

RED FLAG INDICATORS

Victims of human trafficking can be of any age, race, gender, sexual orientation, religion, ethnicity, socioeconomic background, citizenship (including U.S.), or have any immigration status. The indicators of human trafficking are not motivated by any of these classifications, but rather identify objective signs that may indicate potential criminal activity. While no single indicator can confirm a human trafficking situation, several combined indicators may increase the likelihood that a person is being trafficked, or actively being targeted and recruited. See the chart in Appendix 7.4 for [additional indicators of human trafficking](#).

- Does not know what city they are in or where they have been
- No control of travel identification, documents, or money
- Not allowed to speak for themselves (a third party may insist on speaking for them)
- Signs of criminal indicators present, such as drugs, stolen property, etc.
- Branding tattoo that indicates ownership (e.g., barcode, prostitution-related language)
- Traveling with minimal personal items but carrying condoms, hotel key cards, gift cards
- Controlled or unusually submissive to a traveling companion
- Sounds scripted or provides inconsistent stories
- Behavioral dependence on traveling companion such as looking to companion before answering questions, looking down, fear of companion
- Shows signs of malnourishment, poor hygiene, fatigue, sleep deprivation, untreated illness, injuries, and/or unusual behavior
- Wounds, whip marks or bruises at various stages of healing
- Does not know the person who purchased their ticket/ride, is picking them up, and/or is traveling with them

RECOMMENDED COMPREHENSIVE STRATEGY

Resources referenced include ACHT committee and subcommittee member expertise, and may not comprehensively reflect all available resources.

- **Ensure Leadership Buy-In:** Leadership of state patrols/DOT enforcement and MVE/CVE commands should visibly support a victim-centered and survivor-informed counter-trafficking initiative that includes in-depth training for officers. When applicable, union leadership should also be engaged.
- **Establish the Necessary Partnerships:** The USDOT Transportation Leaders Against Human Trafficking initiative connects stakeholders to available resources on industry leadership, training and education, policy development, public awareness, and information-sharing and analysis. The Texas Department of Public Safety offers its Interdiction for the Protection of Children (IPC) course nationwide. IPC trains first-line officers and service partners nationwide on the detection, interdiction, and rescue of child victims of crimes and the proper handling of these victims. In addition, Truckers Against Trafficking (TAT) offers a free 38-minute training DVD that serves as an introductory or supplementary training too,

and a free 4-hour in-person training with a survivor of human trafficking focused on taking a victim-centered approach (for both adults and minors), and provides concrete ways to work with the transportation industry to combat trafficking. Law enforcement associations may also offer support in establishing tailored policies and internal reporting protocols.

- **Determine Training Rollout:** Executive leadership must determine which course of training to adopt and schedule victim-centered and survivor-informed in-person or digital trainings accordingly for existing officers. All training academies should also include counter-trafficking training for all incoming officers.
- **Institute Victim-Assistance Procedures:**
 - Both IPC and TAT trainings cover how to take a victim-centered approach when interactions occur. Response teams should include a survivor-advocate or social worker when available.
 - Locate and form partnerships with victim advocates and service providers in your region to establish on-going positive relationships to ensure victim safety, and for possible participation in trafficker prosecutions.
- **Participate in Public and Targeted Awareness Campaigns:** Law enforcement officers, particularly MVE/CVE personnel, can utilize interdiction stops, mandatory safety compliance meetings within trucking and bus companies, and visits to truck stops, bus terminals and trucking and busing companies within their state to help raise awareness with CDL holders. In addition, they can stock weigh stations, rest areas, and ports of entry with counter-trafficking materials, and help ensure all school bus drivers in their state become trained.

HOW TO GET STARTED

The following organizations provide additional counter-trafficking information:

- [Transportation Leaders Against Human Trafficking:](http://www.transportation.gov/stophumantrafficking)
www.transportation.gov/stophumantrafficking, trafficking@dot.gov
- [Truckers Against Trafficking:](http://truckersagainstrafficking.org) truckersagainstrafficking.org, tat.truckers@gmail.com
- [Texas Department of Public Safety's Interdiction for the Protection of Children:](https://vimeo.com/244718411)
<https://vimeo.com/244718411>
- [A21:](http://www.a21.org/canyouseeme) www.a21.org/canyouseeme, cysm@a21.org

7.7.5. MASS TRANSIT (BUS/RAIL)

RED FLAG INDICATORS

Victims of human trafficking can be of any age, race, gender, sexual orientation, religion, ethnicity, socioeconomic background, citizenship (including U.S.), or have any immigration status. The indicators of human trafficking are not motivated by any of these classifications, but rather identify objective signs that may indicate potential criminal activity. While no single indicator can confirm a human trafficking situation, several combined indicators may increase the likelihood that a person is being trafficked, or actively being targeted and recruited. See the chart in Appendix 7.4 for [additional indicators of human trafficking](#).

- Indicates they are being held against their will
- Not allowed to speak for themselves (a third party may insist on speaking for them)
- No control of travel identification, documents, bus pass, and/or money
- Disheveled appearance and appears fearful, anxious, depressed, submissive, tense, or nervous/paranoid
- Minors traveling without adult supervision
- Minors traveling during the school day
- Offers to exchange sex for a ride/meal, etc.
- Does not know the person who purchased their bus/rail pass or who is meeting them at the destination
- Any acknowledgement of having a pimp or needing to make a quota
- Branding tattoo that indicates ownership (e.g., barcode, prostitution-related language)
- Works excessively long hours, is provided few or no breaks, and/or indicates their employer is withholding pay
- Signs of bedding in odd locations (i.e., back room of a convenience store)

RECOMMENDED COMPREHENSIVE STRATEGY

Resources referenced include ACHT committee and subcommittee member expertise, and may not comprehensively reflect all available resources.

- **Ensure Leadership Buy-In:** The Chief Executive Officer, General Manager, Operations Director, and Safety Director should visibly support a counter-trafficking initiative. When applicable, union leadership and the board of directors should also be engaged in the initiative.
- **Adopt Counter-Trafficking Policy:** See Appendix 7.6.1 for [model language](#).
- **Establish the Necessary Partnerships:** The USDOT Transportation Leaders Against Human Trafficking (TLAHT) initiative connects stakeholders to available resources on industry leadership, training and education, policy development, public awareness, and information-sharing and analysis. Busing on the Lookout (BOTL), a program of Truckers Against Trafficking, has free industry-specific training materials (including a 30-minute training video, wallet cards, an app, dash stickers and victim-centered posters), and provides step-by-step implementation support. Include local and/or agency law enforcement, along with a local victim services provider for training. Industry specific associations often offer support in establishing tailored policies and internal reporting protocols.

- **Determine Training Rollout:** In conjunction with BOTL, establish a training rollout plan, internal/external reporting protocol, and how training materials will be presented to operators (LMS, hard copy, BOTL's online educational portal), as well as how to register as BOTL-trained, and how to receive necessary documentation in states where legislative training requirements exist. USDOT's Federal Transit Administration has a forthcoming human trafficking training.
- **Participate in Public and Targeted Awareness Campaigns:** BOTL has a series of print/digital, bilingual, victim-centered posters to be hung in bus terminals or on buses. The verbiage was written in consultation with survivors, and is based upon reports of how buses intersect with human trafficking in the U.S. BOTL's red flag recap video for operators can be played on a loop in breakrooms. BOTL can work with your organization on developing other passenger-oriented messaging, such as adding information on human trafficking to the safety videos played on buses and trains. TLAHT also has transit-related, print/digital, victim-centered posters with the NHTH hotline for transportation stakeholders to utilize.
- **Institute Victim-Assistance Procedures:** Transit agencies should donate passes for survivors to access. BOTL can facilitate the negotiations between the organization or transit agency and the appropriate survivor-services entity to ensure verification and accounting requirements are met. The BOTL training includes tips on how to take a victim-centered approach.
- **Create Second Chance Employment Programs:** Organizations should work with survivor-services to provide empathy training for managers, and can help break the cycle by partnering with survivor-services to match survivors with transit jobs.

HOW TO GET STARTED

The following organizations provide additional counter-trafficking information:

- [Busing on the Lookout](http://truckersagainstrafficking.org/bus-training): truckersagainstrafficking.org/bus-training, (612) 888-2050
- [Federal Transit Administration's Human Trafficking Awareness and Public Safety Initiative](http://www.transit.dot.gov/regulations-and-guidance/safety/human-trafficking-awareness-and-public-safety-initiative): www.transit.dot.gov/regulations-and-guidance/safety/human-trafficking-awareness-and-public-safety-initiative, (202) 366-1783
- [Transportation Leaders Against Human Trafficking](http://www.transportation.gov/stophumantrafficking): [www.transportation.gov/stophumantrafficking](mailto:trafficking@dot.gov), trafficking@dot.gov
- [American Public Transportation Association](http://www.apta.com/advocacy-legislation-policy/advocacy/human-trafficking): www.apta.com/advocacy-legislation-policy/advocacy/human-trafficking, (202) 496-4800

7.7.6. PORTS/MARITIME

RED FLAG INDICATORS

Victims of human trafficking can be of any age, race, gender, sexual orientation, religion, ethnicity, socioeconomic background, citizenship (including U.S.), or have any immigration status. The indicators of human trafficking are not motivated by any of these classifications, but rather identify objective signs that may indicate potential criminal activity. While no single indicator can confirm a human trafficking situation, several combined indicators may increase the likelihood that a person is being trafficked, or actively being targeted and recruited. See the chart in Appendix 7.4 for [additional indicators of human trafficking](#).

- Wounds, whip marks or bruises at various stages of healing
- Branding tattoo that indicates ownership (e.g., barcode, prostitution-related language)
- Does not know what city they are in or where they have been
- Controlled or unusually submissive to a traveling companion
- No control of travel identification, documents, and/or money
- Uses prepaid credit cards and gift cards, such as Green Dot, Vanilla, etc.
- Minors traveling without adult supervision
- Minors traveling during the school day
- No freedom of movement or social interaction
- Not allowed to speak for themselves (a third party may insist on speaking for them)
- Sounds scripted or provides inconsistent stories
- Afraid of uniformed security/law enforcement
- Exhibits evidence of verbal threats, emotional abuse, and/or being treated in a demeaning way
- Lies about identity and/or age
- Does not know the person who purchased their ticket/ride, is picking them up, and/or is traveling with them

RECOMMENDED COMPREHENSIVE STRATEGY

Resources referenced include ACHT committee and subcommittee member expertise, and may not comprehensively reflect all available resources.

- **Ensure Leadership Buy-In:** Executive leadership of ports should visibly support a counter-trafficking initiative, and are strongly encouraged to establish a Counter-Human Trafficking Implementation Working Group with key employees from across all departments with. When applicable, union leadership should also be engaged on the issue. Inviting local subject matter experts from NGO community-based human trafficking advocacy organizations, to participate in the working group, is also encouraged. Port/maritime associations and local organizations will be able to assist and provide recommendations based on industry specific human trafficking indicators.
- **Adopt Counter-Trafficking Policy:** See Appendix 7.6.1 for [model language](#).

- **Establish the Necessary Partnerships:** The USDOT Transportation Leaders Against Human Trafficking initiative connects stakeholders to available resources on industry leadership, training and education, policy development, public awareness, and information-sharing and analysis. Partnerships with organizations such as Businesses Ending Slavery and Trafficking (BEST), Polaris, A21, Truckers Against Trafficking (TAT), associations, and local community-based human trafficking advocacy organizations are critical to success. For example, the Port of Seattle partnered with BEST to guide and support the development of the Port of Seattle's Comprehensive Port-wide Counter-Human Trafficking Strategy, their Executive Director's Counter-Human Trafficking Policy, Seaport/Maritime Specific Human Trafficking Awareness Training (in development), and their Victim-Centered Assistance/Crisis Response procedures/recommendations. These policies and resources have also been shared with the Port of Seattle Police Department and security personnel.
- **Determine Training Rollout:** In conjunction with identified partnerships, establish a training rollout timeline, internal/external reporting protocol, how training materials will be presented to employees (e.g., computer-based training, in-person), and the frequency of the training. BEST is in the process of developing a seaport/maritime-specific human trafficking awareness training; anticipated to be available by the end of 2019.
- **Participate in Public and Targeted Awareness Campaigns:** A21's "Can You See Me?" campaign and the USDOT's Transportation Leaders Against Human Trafficking Initiative offer public awareness materials. You can also engage with your local community-based partner(s) to develop proper messaging and imagery for posters and social media publishing that is relatable for your local area. A good example of a targeted awareness campaign is to hand out TAT wallet cards to any CDL holders your agency comes into contact with as Port Tampa Bay currently does. Further, it is encouraged that the organizational Public Affairs/Community Engagement Department's conduct outreach to major public and private sector partners to bring together a coalition to garner significant awareness.
- **Institute Victim-Assistance/Crisis Response Procedures:**
 - Work with NGO community-based human trafficking advocacy organizations, such as BEST or A21, to develop a victim-centered approach when interaction occurs.
 - Ensure response procedures consider and highlight employee and victim safety, as traffickers can be violent if confronted.
 - Ensure security departments or the supporting law enforcement agencies are involved in the process development to ensure adherence to organizational policies, procedures, and local/state laws.
- **Create Second Chance Employment Programs:** Seaports can help break the cycle by partnering with survivor-services to match survivors with maritime jobs.

HOW TO GET STARTED

The following organizations provide additional information regarding partnerships, policies, training, targeted campaigns, and survivor employment programs.

- [Transportation Leaders Against Human Trafficking:](http://www.transportation.gov/stophumantrafficking) [www.transportation.gov/stophumantrafficking](mailto:trafficking@dot.gov), trafficking@dot.gov
- [Businesses Ending Slavery and Trafficking:](http://www.bestalliance.org) www.bestalliance.org, info@bestalliance.org
- [A21:](http://www.a21.org/canyouseeme) www.a21.org/canyouseeme, cysm@a21.org
- [Polaris:](http://polarisproject.org) polarisproject.org, (888) 373-7888
- [Truckers Against Trafficking:](http://truckersagainstrafficking.org) truckersagainstrafficking.org, tat.truckers@gmail.com

7.7.7. RAIL (PASSENGER)

RED FLAG INDICATORS

Victims of human trafficking can be of any age, race, gender, sexual orientation, religion, ethnicity, socioeconomic background, citizenship (including U.S.), or have any immigration status. The indicators of human trafficking are not motivated by any of these classifications, but rather identify objective signs that may indicate potential criminal activity. While no single indicator can confirm a human trafficking situation, several combined indicators may increase the likelihood that a person is being trafficked, or actively being targeted and recruited. See the chart in Appendix 7.4 for [additional indicators of human trafficking](#).

- Traveling with little or no personal items, such as luggage or bags
- Has no logical means of reaching, or lacks knowledge of, final destination
- No control of travel identification, documents, and/or money
- Seems coached when talking to authority or law enforcement
- Avoids eye contact, interaction with others, or is watchful to the point of paranoia
- Wounds, whip marks or bruises at various stages of healing
- Controlled or unusually submissive to a traveling companion

RECOMMENDED COMPREHENSIVE STRATEGY

Resources referenced include ACHT committee and subcommittee member expertise, and may not comprehensively reflect all available resources.

- **Ensure Leadership Buy-In:** The CEO, GM, Operations Director, Safety Director, and local authorities should visibly support a counter-trafficking initiative. When applicable, union leadership and the board of directors should also be engaged in the initiative.
- **Adopt Counter-Trafficking Policy:** See Appendix 7.6.1 for [model language](#).
- **Establish the Necessary Partnerships:** The USDOT Transportation Leaders Against Human Trafficking (TLAHT) initiative connects stakeholders to available resources on industry leadership, training and education, policy development, public awareness, and information-sharing and analysis. In addition, the DHS's Blue Campaign also offers training materials. Polaris, A21, and rail-specific associations have the requisite resources to support establishing policies, reporting protocols, distribution of awareness materials. Local rail police and law enforcement partnerships are also key for training.
- **Determine Training Rollout:** When a rail police agency is present, the training should include separate programs specific to law enforcement and frontline employees. Further, reporting protocols should include the rail police agency based on their availability for rapid response at stations/facilities and onboard trains.
- **Participate in Public and Targeted Awareness Campaigns:** TLAHT, the Blue Campaign, and NGOs like A21 and TAT offer public awareness materials that can be posted on rail vehicles. BOTL has a series of bilingual, victim-centered posters to be hung in rail terminals. BOTL's red flag recap video for operators can be played on a loop in breakrooms. BOTL can work with your organization on developing other passenger-oriented messaging, such as adding information on human trafficking to the safety videos played on buses and trains.

- **Institute Victim-Assistance Procedures:** Provide travel waivers for victims of human trafficking in the process of escaping traffickers.
- **Create Second Chance Employment Programs:** Organizations should work with survivor-services to provide empathy training for managers, and can help break the cycle by partnering with survivor-services to match survivors with rail jobs.

HOW TO GET STARTED

The following organizations provide additional counter-trafficking information:

- [Amtrak Police Department Training](https://www.youtube.com/watch?v=JXIFBFyZbPs): www.youtube.com/watch?v=JXIFBFyZbPs, Contact James Lewis, Lead Communications Specialist, lewisj@amtrak.com
- [Transportation Leaders Against Human Trafficking](https://www.transportation.gov/stophumantrafficking): www.transportation.gov/stophumantrafficking, trafficking@dot.gov
- [Blue Campaign](https://www.dhs.gov/blue-campaign): www.dhs.gov/blue-campaign, bluecampaign@hq.dhs.gov
- [Busing on the Lookout](https://truckersagainsttrafficking.org/bus-training): truckersagainsttrafficking.org/bus-training, (612) 888-2050
- [A21](https://www.a21.org/canyouseeme): www.a21.org/canyouseeme, cysm@a21.org

7.7.8. STATE DEPARTMENTS OF EDUCATION (SCHOOL BUS DRIVERS)

RED FLAG INDICATORS

Victims of human trafficking can be of any age, race, gender, sexual orientation, religion, ethnicity, socioeconomic background, citizenship (including U.S.), or have any immigration status. The indicators of human trafficking are not motivated by any of these classifications, but rather identify objective signs that may indicate potential criminal activity. While no single indicator can confirm a human trafficking situation, several combined indicators may increase the likelihood that a person is being trafficked, or actively being targeted and recruited. See the chart in Appendix 7.4 for [additional indicators of human trafficking](#).

- Changes in patterns, such as students who have begun to accumulate frequent absences, or if new or different people are waiting to pick up the student
- Students experiencing mood swings, including signs of irritability, panic or shame that weren't there before
- Changes in physical appearance, such as students who show signs of physical trauma, malnourishment, branding/tattooing or drug use
- Students who are dressed inappropriately for the weather or school
- Students who suddenly have new gadgets, designer clothes, other types of material items they didn't have before
- Any comments by students that suggest they are exchanging sex for money, material items, shelter, etc.
- Any individual who acknowledges having a pimp or needing to make a quota or who works excessively long hours and is provided few or no breaks and/or who has indicated their employer is withholding pay (e.g., school bus drivers may learn that a parent, nanny or other adult close to a student is a labor or sex trafficking victim)

RECOMMENDED COMPREHENSIVE STRATEGY

Resources referenced include ACHT committee and subcommittee member expertise, and may not comprehensively reflect all available resources.

- **Ensure Leadership Buy-In:** Depending on the state, school bus driver training may be determined by the *State Department of Education* or other state agency, individual school districts, or by the private school bus contracting companies. Within individual schools and school districts, the district superintendent and school principal should be visibly supportive of a counter-trafficking initiative, in addition to the student transportation director at each school, and offer guidance on reporting protocols. Within companies, both the CEO and Safety Director of a company should visibly support a counter-trafficking initiative (many states and school districts contract with private companies for both fleet management and to supply drivers). When applicable, union leadership should also be engaged on the issue.
- **Adopt Counter-Trafficking Policy:** See Appendix 7.6.1 for [model language](#).

- **Establish the Necessary Partnerships:** Busing on the Lookout (BOTL), a program of Truckers Against Trafficking, has a free industry-specific training materials (including a 30-minute training video, a 2-minute supplemental training recap for school bus drivers, wallet cards, an app, dash stickers and victim-centered posters), and provides step-by-step implementation support. In supplement, bus associations often offer support in establishing tailored policies and internal reporting protocols. The USDOT Transportation Leaders Against Human Trafficking initiative connects stakeholders to available resources on industry leadership, training and education, policy development, public awareness, and information-sharing and analysis.
- **Determine Training Rollout:** In conjunction with BOTL and other identified partners, establish training rollout plan, internal/external reporting protocol, and determine how training materials will be presented to drivers (LMS, hard copy, BOTL's online educational portal). Also consider how to register as BOTL-trained and how to receive necessary documentation in states where legislative training requirements exist.
- **Institute Victim-Assistance Procedures:** Determine state, district or school policy on reporting suspected child trafficking and ways in which it overlaps with protocols on reporting suspected abuse and neglect. For maximum impact, ensure that counter-trafficking training is occurring at all levels within the school reporting hierarchy.

HOW TO GET STARTED

The following organizations provide additional counter-trafficking information:

- [Transportation Leaders Against Human Trafficking:](http://www.transportation.gov/stophumantrafficking) [www.transportation.gov/stophumantrafficking](mailto:trafficking@dot.gov), trafficking@dot.gov
- [Busing on the Lookout:](http://truckersagainstrafficking.org/bus-training) truckersagainstrafficking.org/bus-training, (612) 888-2050
- [Truckers Against Trafficking:](http://truckersagainstrafficking.org) truckersagainstrafficking.org, tat.truckers@gmail.com

7.7.9. STATE DEPARTMENTS OF TRANSPORTATION

Personnel interacting with the traveling public are in a position to contribute to efforts to identify and report potential instances of human trafficking. Examples include rest area staff, welcome center staff, port of entry staff, maintenance staff, dispatcher, operations center staff, equipment operators, construction staff, surveillance technicians, weigh station staff, toll operators, driver license staff, vehicle registration staff, safety managers, and emergency management coordinators. In addition, state-owned infrastructure and assets can be leveraged to raise public awareness. For example, public awareness materials could be posted within state-run buildings and transportation hubs. Counter-trafficking signage could also be placed on state-owned vehicles. Further, law enforcement personnel employees are uniquely positioned to identify indicators of human trafficking while conducting routine activities.

RED FLAG INDICATORS

Victims of human trafficking can be of any age, race, gender, sexual orientation, religion, ethnicity, socioeconomic background, citizenship (including U.S.), or have any immigration status. The indicators of human trafficking are not motivated by any of these classifications, but rather identify objective signs that may indicate potential criminal activity. While no single indicator can confirm a human trafficking situation, several combined indicators may increase the likelihood that a person is being trafficked, or actively being targeted and recruited. See the chart in Appendix 7.4 for [additional indicators of human trafficking](#).

- Does not know what city they are in or where they have been
- Not allowed to speak for themselves (a third party may insist on speaking for them)
- No control of travel identification, documents, bus pass, and/or money
- Any acknowledgement that they have a pimp or is making a quota
- Sounds scripted or provides inconsistent stories
- Shows signs of malnourishment, poor hygiene, fatigue, sleep deprivation, untreated illness, injuries, and/or unusual behavior
- Branding tattoo that indicates ownership (e.g., barcode, prostitution-related language)
- A highly controlled and/or hazardous, unsafe work setting (may contain sub-standard, unsafe, and closely monitored housing)
- A work site that has heavy or excessive security measures that seem out of place
- Workers at drop-off/pickup locations that avoid you or are prevented from speaking to you
- Individuals that work excessively long hours and are provided few or no breaks

RECOMMENDED COMPREHENSIVE STRATEGY

Resources referenced include ACHT committee and subcommittee member expertise, and may not comprehensively reflect all available resources.

- **Ensure Leadership Buy-In:** Executive management should be visibly supportive of a counter-trafficking initiative, and must decide which departments, and at what level, will participate. Within individual state DOTs, executive management. In addition, union leadership should be engaged.
- **Adopt Counter-Trafficking Policy:** See Appendix 7.6.1 for [model language](#).

- **Establish the Necessary Partnerships:** The USDOT Transportation Leaders Against Human Trafficking initiative connects stakeholders to available resources on industry leadership, training and education, policy development, public awareness, and information-sharing and analysis. Truckers Against Trafficking (TAT) and the Iowa Motor Vehicle Enforcement can serve as training partners. TAT can also assist with public and targeted awareness campaigns. In addition, industry-specific associations and local agencies that provide victim advocacy and assistance, may need to be identified and contacted to support policy and reporting protocol development.
- **Determine Training Rollout:** Establish training rollout timeline, internal/external reporting protocol (unless a local number is required, the National Human Trafficking Hotline 1-888-373-7888 will be used), and how training materials will be presented to personnel (in person or online).
- **Participate in Public and Targeted Awareness Campaigns:** Applicable state agencies can display public (and targeted) awareness materials wherever they have jurisdiction over a brick and mortar location. For example, licensing agencies provide opportune space to not only display targeted awareness materials (to commercial drivers), but also to the general public (at counters, on walls, via monitors, etc.). Rest areas along our nation's highways, weigh stations, and any kind of terminal (bus or rail) a state or local agency has purview over (rest areas, welcome centers, office buildings, inspection hubs, exterior of toll booths, state-operated vehicles/equipment, etc.), all provide spaces for targeted and/or public awareness materials to be hung. Public transit buses and trains can be used to share information via interior and exterior signage, passenger safety announcements and on tickets and schedule-related apps. In addition, state and local authorities can use their websites, apps, newsletters, email communications/blasts, etc., to further distribute this information electronically, as well as highlight industry members/companies in their state who have implemented counter-trafficking training.
- **Institute Victim-Assistance Procedures:**
 - TAT's [Combating Human Trafficking Through Your Agency](#) webinar includes how to take a victim-centered approach when interaction occurs. More in-depth training on this issue can be made available.
 - Establish a point of contact within the licensing agency to assist survivors with obtaining an ID.
 - Consider offering employment opportunities to survivors of human trafficking and what that program might look like.

HOW TO GET STARTED

The following organizations provide additional counter-trafficking information:

- [Transportation Leaders Against Human Trafficking:](#) www.transportation.gov/stophumantrafficking, trafficking@dot.gov
- [Amtrak Police Department Training:](#) www.youtube.com/watch?v=JXIFBFyZbPs, Contact James Lewis, Lead Communications Specialist, lewisj@amtrak.com
- [Truckers Against Trafficking:](#) truckersagainstrafficking.org, tat.truckers@gmail.com
- [Blue Campaign:](#) www.dhs.gov/blue-campaign, bluecampaign@hq.dhs.gov
- [Polaris:](#) polarisproject.org, (888) 373-7888
- [Busing on the Lookout:](#) truckersagainstrafficking.org/bus-training, (612) 888-2050
- [A21:](#) www.a21.org/canyouseeme, cysm@a21.org

7.7.10. STATE LICENSING AGENCIES (DMV, DOR, DOL)

RED FLAG INDICATORS

Victims of human trafficking can be of any age, race, gender, sexual orientation, religion, ethnicity, socioeconomic background, citizenship (including U.S.), or have any immigration status. The indicators of human trafficking are not motivated by any of these classifications, but rather identify objective signs that may indicate potential criminal activity. While no single indicator can confirm a human trafficking situation, several combined indicators may increase the likelihood that a person is being trafficked, or actively being targeted and recruited. See the chart in Appendix 7.4 for [additional indicators of human trafficking](#).

- Does not know what city they are in or where they have been
- No control of travel identification, documents, or money
- Not allowed to speak for themselves (a third party may insist on speaking for them)
- Any acknowledgement that they have a pimp or is making a quota
- Minors seeking to obtain an ID or an individual seeking to obtain an ID in a different name
- Exhibits evidence of verbal threats, emotional abuse, and/or being treated in a demeaning way
- Sounds scripted or provides inconsistent stories
- Branding tattoo that indicates ownership (e.g., barcode, prostitution-related language)

RECOMMENDED COMPREHENSIVE STRATEGY

Resources referenced include ACHT committee and subcommittee member expertise, and may not comprehensively reflect all available resources.

- **Ensure Leadership Buy-In:** Executive management should visibly support counter-trafficking initiatives, including deciding which departments, and at what levels, will participate. Union leadership should also be engaged when applicable.
- **Adopt Counter-Trafficking Policy:** See Appendix 7.6.1 for [model language](#).
- **Establish the Necessary Partnerships:** The USDOT Transportation Leaders Against Human Trafficking initiative connects stakeholders to available resources on industry leadership, training and education, policy development, public awareness, and information-sharing and analysis. Truckers Against Trafficking (TAT) and the Iowa Motor Vehicle Enforcement can serve as training partners. TAT can also assist with public and targeted awareness campaigns. Associations may be able to provide support in establishing tailored policies and internal reporting protocols. Also connect with local agencies providing victim advocacy and assistance.
- **Determine Training Rollout:** In conjunction with TAT and other identified partners, establish training rollout timeline, internal/external reporting protocol (unless a local number is required, the National Human Trafficking Hotline 1-888-373-7888 will be used), and how training materials will be presented to personnel (in person or online).
- **Participate in Public and Targeted Awareness Campaigns:** Licensing agencies are ideal candidates for targeted awareness campaigns, particularly to CDL holders, as they can distribute a TAT or Busing on the Lookout wallet card to every CDL holder renewing or receiving their initial license. In addition, their buildings provide excellent spaces to display

targeted awareness materials (to commercial drivers), and to the general public (at counters, on walls, via monitors, etc.). DMVs in particular can show counter-trafficking PSAs in their waiting rooms. In addition, licensing agencies can use their websites, apps, newsletters, email communications/blasts, etc., to further distribute this information electronically, as well as highlight industry members/companies in their state who have implemented counter-trafficking initiatives. TLAHT also has print/digital, victim-centered posters with the NHTD hotline for transportation stakeholders to utilize.

- **Institute Victim-Assistance Procedures:**
 - TAT's [The Combating Human Trafficking Through Your Agency](#) webinar includes how to take a victim-centered approach when victim interactions occur. More in-depth training on this issue can be made available.
 - Establish a point of contact within the licensing agency to assist survivors with obtaining identification documents.
 - Consider offering employment opportunities to survivors of human trafficking and what that program might look like.

HOW TO GET STARTED

The following organizations provide additional counter-trafficking information:

- [Transportation Leaders Against Human Trafficking](#):
www.transportation.gov/stophumantrafficking, trafficking@dot.gov
- [Truckers Against Trafficking](#): truckersagainstrafficking.org, tat.truckers@gmail.com

7.7.11. TRUCK STOPS & TRAVEL CENTERS

RED FLAG INDICATORS

Victims of human trafficking can be of any age, race, gender, sexual orientation, religion, ethnicity, socioeconomic background, citizenship (including U.S.), or have any immigration status. The indicators of human trafficking are not motivated by any of these classifications, but rather identify objective signs that may indicate potential criminal activity. While no single indicator can confirm a human trafficking situation, several combined indicators may increase the likelihood that a person is being trafficked, or actively being targeted and recruited. See the chart in Appendix 7.4 for [additional indicators of human trafficking](#).

- Does not know what city they are in or where they have been
- Not allowed to speak for themselves (a third party may insist on speaking for them)
- No control of travel identification, documents, bus pass, and/or money
- Branding tattoo that indicates ownership (e.g., barcode, prostitution related language)
- A vehicle that seems out of place out in a parking lot; a vehicle dropping someone off at a truck and picking them up 15-20 minutes later
- Wearing clothing that seems inappropriate for the location
- No freedom of movement or social interaction

RECOMMENDED COMPREHENSIVE STRATEGY

Resources referenced include ACHT committee and subcommittee member expertise, and may not comprehensively reflect all available resources.

- **Ensure Leadership Buy-In:** Truck stop owners and operators are encouraged to visibly support a counter-trafficking initiative that includes training employees to spot and report suspected incidents of human trafficking as well as a public awareness campaign. When applicable, union leadership should also be engaged on the issue.
- **Adopt Counter-Trafficking Policy:** See Appendix 7.6.1 for [model language](#).
- **Establish the Necessary Partnerships:** NATSO, the trade association representing the truck stop and travel plaza industry, provides free, online training for truck stop owners, operators, and their employees as well as a toolkit to help truck stops and travel centers implement a comprehensive counter-trafficking education and awareness program. The USDOT Transportation Leaders Against Human Trafficking initiative connects stakeholders to available resources on industry leadership, training and education, policy development, public awareness, and information-sharing and analysis.
- **Determine Training Rollout:** NATSO provides its educational resources for LMS, online, and, in some cases, hard copy formats. Materials incorporate the National Human Trafficking Hotline (1-888-373-7888) as well as the DHS hotline: 1-866-DHS-2-ICE (1-866-347-2423). Truck stop owners and operators who incorporate the training materials often also adhere to internal corporate policies with regard to how training materials are presented as well as internal reporting protocols.

- **Participate in Public and Targeted Awareness Campaigns:** Through partnerships with the Department of Homeland Security's Blue Campaign, the NATSO Foundation makes available awareness posters that truck stop locations can display in truck driver lounges, loyalty kiosks, and other visible locations. Additional materials also are available for customer distribution. These materials are designed to help truck stops and travel centers meet state law requirements for posting counter-human trafficking public awareness materials. The NATSO Foundation offers a state-by-state chart to help truck stops and travel centers determine state poster requirements for all of their profit centers, i.e., restaurants, hotels, convenience stores. Many truck stops also utilize posters developed by Truckers Against Trafficking (TAT) that target awareness specifically to truck drivers.
- **Create Second Chance Employment Programs:** Truck stops and travel centers can help break the cycle by partnering with survivor-services to match survivors with truck stop and travel center jobs.
- **Law Enforcement Partnerships:** The NATSO Foundation in conjunction with the Federal Bureau of Investigations and the National Center for Missing and Exploited Children distributes missing person alerts and posters for public distribution. These include alerts for children at risk of sex trafficking. Truck stops are also encouraged to establish relationships with local law enforcement. The NATSO Foundation collaborates with TAT to support participation in regional counter-human trafficking coalition meetings. Coalition meetings bring together State Attorneys General as well as state and local law enforcement to educate trucking, truck stops, travel centers and other members of the business community on regional human trafficking trends.

HOW TO GET STARTED

The following organizations provide additional information regarding partnerships, policies, training, targeted campaigns, and survivor employment programs:

- [Transportation Leaders Against Human Trafficking:](http://www.transportation.gov/stophumantrafficking) trafficking@dot.gov
- [NATSO](http://www.natso.com) : www.natso.com, Contact: Tiffany Wlazlowski Neuman, NATSO Vice President, Public Affairs, twlazlowski@natso.com
- [Truckers Against Trafficking:](http://truckersagainstrafficking.org) truckersagainstrafficking.org, tat.truckers@gmail.com

7.7.12. TRUCKING

RED FLAG INDICATORS

Victims of human trafficking can be of any age, race, gender, sexual orientation, religion, ethnicity, socioeconomic background, citizenship (including U.S.), or have any immigration status. The indicators of human trafficking are not motivated by any of these classifications, but rather identify objective signs that may indicate potential criminal activity. While no single indicator can confirm a human trafficking situation, several combined indicators may increase the likelihood that a person is being trafficked, or actively being targeted and recruited. See the chart in Appendix 7.4 for [additional indicators of human trafficking](#).

- Does not know what city they are in or where they have been
- Not allowed to speak for themselves (a third party may insist on speaking for them)
- No control of travel identification, documents, bus pass, and/or money
- CB chatter about “commercial company” or flashing lights signaling “buyer” location
- Acknowledgement of a pimp and needing to make a quota
- Branding tattoo that indicates ownership (e.g., barcode, prostitution related language)
- A vehicle that seems out of place out in a parking lot; a vehicle dropping someone off at a truck and picking them up 15-20 minutes later
- A highly controlled and/or hazardous, unsafe work setting (may contain sub-standard, unsafe and closely monitored housing)
- A work site that has heavy or excessive security measures that seem out of place
- Individuals that work excessively long hours and are provided few or no breaks

RECOMMENDED COMPREHENSIVE STRATEGY

Resources referenced include ACHT committee and subcommittee member expertise, and may not comprehensively reflect all available resources.

- **Ensure Leadership Buy-In:** Both the CEO and the Safety Director of a company should visibly be in support a counter-trafficking initiative. Union leadership should also be engaged on the issue.
- **Establish the Necessary Partnerships:** Truckers Against Trafficking (TAT) has trained over 700,000 members of the industry, makes all of its materials free of charge, and provides step-by-step implementation support. In addition, the USDOT Transportation Leaders Against Human Trafficking initiative connects stakeholders to available resources on industry leadership, training and education, policy development, public awareness, and information-sharing and analysis. Trucking associations may also offer support in establishing tailored policies and internal reporting protocols.
- **Adopt Counter-Trafficking Policy:** See Appendix 7.6.1 for [model language](#).
- **Determine Training Rollout:** In conjunction with TAT and other identified partners, establish training rollout timeline, reporting protocols (as truckers are mobile, the National Human Trafficking Hotline 1-888-373-7888 will be used), how training materials will be presented to drivers (learning management system, hard copy, TAT’s online educational portal), how to register as TAT-trained, and how to receive necessary documentation in states where legislative training requirements exist.

- **Participate in Public and Targeted Awareness Campaigns:** TAT offers posters that are excellent for hanging in breakrooms and other visible locations, as well as wallet cards and other materials for customer distribution (dealerships). TAT also offers ongoing digital blasts that are ideal for company-wide distribution in order to keep the information relevant. Trailers also serve as excellent rolling billboards to raise awareness.
- **Institute Victim-Assistance Procedures:** The TAT training covers how to take a victim-centered approach when victim interactions occur.
- **Create Second Chance Employment Programs:** Trucking can help break the cycle by partnering with survivor-services to match survivors with trucking jobs.

HOW TO GET STARTED

The following organizations provide additional information regarding partnerships, policies, training, targeted campaigns, and survivor employment programs:

- [Truckers Against Trafficking](http://truckersagainstrafficking.org): truckersagainstrafficking.org, tat.truckers@gmail.com
- [Transportation Leaders Against Human Trafficking](http://www.transportation.gov/stophumantrafficking):
www.transportation.gov/stophumantrafficking, trafficking@dot.gov
- [Businesses Ending Slavery and Trafficking](http://www.bestalliance.org): www.bestalliance.org, info@bestalliance.org

7.8. SAMPLE MATERIALS

This appendix of existing strategies, policies, protocols, training programs, and public awareness materials serves as a helpful reference for transportation organizations as they develop their initiatives.

7.8.1. SAMPLE STRATEGIES AND POLICIES

Following are existing strategies, policies, and protocols that were developed for transportation and corporate entities. Each of these served as a reference in developing the [Model Comprehensive Strategy](#) in Section 7.6.1.

7.8.1.1. MODAL COMPREHENSIVE STRATEGY EXAMPLE

The U.S. Department of Transportation's Transportation Leaders Against Human Trafficking (TLAHT) initiative is comprised of transportation and travel industry stakeholders across the United States working jointly to maximize their collective impact in combating human trafficking. TLAHT focuses on five key areas and connects transportation stakeholders to available resources on industry leadership, industry training and education, policy development, public awareness, and information-sharing and analysis. The strategies include:

Leadership

- Increase the number of transportation industry leaders and influencers engaged on the human trafficking issue
- Increase the number of public, private and cross-modal transportation industry partnerships addressing human trafficking

Industry Education and Training

- Create and implement training protocol with industry specific materials for each transportation mode
- Develop the internal, cross-modal and inter-agency systems that allows each industry to be saturated with counter-trafficking materials and assist them in creating specific goals to combat trafficking
- Form partnerships with law enforcement, NGOs, and other government agencies in order to identify and fix vulnerabilities that traffickers exploit to transport victims

Policy Development

- Increase the number of transportation organizations that have established working groups and integrated human trafficking into their policy initiatives
- Increase the number of transportation organizations that have adopted a policy on human trafficking in their supply chain

Public Awareness and Outreach

- Develop core transportation messaging on trafficking awareness that can be adapted readily for specific modes
- Develop a publicly available transportation toolkit that includes resources such as:
 - Transportation leader statement template
 - Talking points and presentation materials
 - Consumer awareness posters and literature for the traveling public
 - Training videos and programs for transportation industry partners
 - Template article for transportation trade publications
 - Transportation-specific survivor stories
 - Available statistics
 - Hotline information

Information-Sharing and Analysis

- Foster a collaborative online workspace for transportation stakeholders that includes shared data, strengthens communication and facilitates mutually reinforcing activities
- Analyze human trafficking incidents to identify and describe indicators in trafficking behaviors and actions
- Highlight incidents of human trafficking that were detected, investigated, and disrupted as a result of reporting by the traveling public or transportation employees

7.8.1.2. MODAL POLICY EXAMPLE

This counter-human trafficking policy was developed by the Port of Seattle (both air and sea) to address employee behavior and potential violations.

ANTI-HUMAN TRAFFICKING POLICY (Port of Seattle)

BACKGROUND AND POLICY STATEMENT

The Port of Seattle has a unique role to play in stopping human trafficking in King County, not only because of our moral obligation to protect residents and visitors in King County, but also because of our role as both a large employer and as the manager of significant trade and travel facilities. As both the owner and operator of an airport and wide array of maritime facilities, we can help reduce the probability that our properties will be used as a transit point for traffickers and their victims. As a major employer, we can save lives by educating our staff on the damaging effect that exploitation and trafficking have on individual lives and families, and how it undermines our commitment to equity and social justice.

The Port has a general expectation that its employees conduct themselves with the highest ethical standards.

Human trafficking involves the use of force, fraud, or coercion to obtain a type of labor or a commercial sex act. Human trafficking comes in two primary forms: sex trafficking and labor trafficking.

Sex trafficking is the use of force, fraud, or coercion to compel a person to engage in commercial sex acts, or when a minor under the age of 18 years is induced to engage in commercial sex acts. Under U.S. federal law, any minor under the age of 18 years induced to engage in commercial sex acts is a victim of sex trafficking—regardless of whether or not the trafficker used force, fraud, or coercion.

Commercial sexual exploitation means any actual or attempted abuse for sexual purposes of a person in a position of vulnerability, differential power, or trust.

Labor trafficking is the use of violence, threats, lies, debt bondage, or other forms of force, fraud, or coercion to compel people to work. Traffickers exert physical or psychological control – including physical abuse, debt bondage, and confiscation of passports or money – such that the victim believes they have no choice but to continue working for that trafficker.

Port of Seattle resources includes vehicles, buildings, facilities, parking lots, grounds, property, technology, equipment, computers, storage devices, software, websites, social media channels, networks, phones (including cell phones), funds (including company credit cards and expense accounts), Port-funded hotel rooms, goods, and services.

DETAILS

Employees are prohibited from using the Port of Seattle resources to engage or promote human trafficking:

1. In reference to the port policy regarding travel and business expenses ([AC-2](#)), employees are prohibited from buying sex on port expense accounts or port credit cards
2. In reference to the port policy regarding promotional hosting and trade development ([AC-4](#)), employees are prohibited from buying sex as a promotional hosting expenditure.
3. Under the Port of Seattle's Code of Conduct Policy ([CC-01](#), [CC-07](#), [CC-07a](#) and [CC-08](#)), employees are prohibited from knowingly or willingly using Port of Seattle resources (as defined above) to engage in or promote the buying or selling of sex, sex trafficking, or labor trafficking. Included in this prohibition are:
 - a. Creating, downloading, viewing, storing, copying, or transmitting content that is sexually explicit or sexually-oriented, during work hours, while traveling on business, while engaged in any work-related activities, or using port resources.
 - b. Viewing/searching online advertisements for commercial sex, during work hours, while working on company business, while engaged in any work-related activities, or using port resources.
 - c. Viewing/searching websites where adult entertainment is offered for sale, during work hours, while working on company business, while engaged in any work-related activities, or using port resources.
4. In accordance with its values and mission, the Port of Seattle and its employees comply with all state and federal law related to workers' rights.

PROCEDURES FOR NOTICE

- The Port will inform employees about this policy by posting it online at: <http://compass.portseattle.org/corp/legal/Pages/PoliciesandProcedures.aspx#exec>
- The Port will incorporate training on this policy in New Employee Orientation.

VIOLATIONS

In accordance with the Port of Seattle's Standards of Performance and Conduct, Corrective Action and Discipline policy (HR-18), employees who violate this policy may be subject to disciplinary action, up to and including termination.

All employees have a responsibility for ensuring that this policy is followed. Concerns and potential violations should be reported to the Workplace Responsibility Officer, or anyone identified in the "Reporting Concerns Violations" policy.

The Port of Seattle strictly prohibits retaliation against any employee for making a good faith report of any potential or suspected violation of this policy or for cooperating in any investigation of such violation.

For further information contact:

7.8.1.3. CORPORATE STRATEGY, POLICIES, AND PROTOCOLS EXAMPLE

These policies and protocols were developed by the NGO ECPAT-USA as a resource for corporations, including transportation entities.

ECPAT-USA CORPORATE SECTOR POLICY AND PROTOCOLS

The purpose of this document is to outline for the Private Sector Transportation Partners, a protocol to combat human trafficking and prepare employees to recognize and report suspected instances. Human trafficking is a form of modern-day slavery in which victims are subjected to force, fraud or coercion for the purpose of commercial sex, involuntary servitude/labor, peonage, debt bondage, or slavery. Victims of human trafficking can be young children, teenagers, men and women. They can be U.S. citizens, Lawful Permanent Residents (LPRs) or foreign nationals, and they can be found in urban, suburban, and rural areas. Minors (under the age of 18) who are induced to perform commercial sex acts are victims of trafficking, regardless of whether their traffickers used force, fraud, or coercion

Policy: Adopt the following six guidelines that provide the private sector with a comprehensive approach to address human trafficking in all of its forms. These guidelines are already in place in 40 companies in the United States, including airlines.

ECPAT-USA's Tourism Child-Protection Code of Conduct is a set of six guidelines that provide companies a comprehensive approach to address the issue. The Code has been adopted by over 40 companies in the United States including major airlines. These comprehensive policies and protocols can be implemented in any travel-related company including transportation companies. The Code moved most major hotel chains in the United States to adopt policies and protocols to combat human trafficking. Through these partnerships, over 50% of hotels surveyed in the United States reported having training on child sex trafficking. If transportation companies in the United States follow suit and adopt the 6 steps of The Code, the transportation industry may catch up. The Code can be adopted to the transportation industry in the following way:

- Establish a policy and procedures [protocol] against sexual exploitation of children.
 - Companies can announce the policy to staff.
 - Include in employee Code of Conduct.
 - Include section in Human Rights Policy.
- Train employees in children's rights, the prevention of sexual exploitation and how to report suspected cases.
 - Mandate training to all direct employees.
 - Recommend training to all contracted employees.
 - Share training with partner companies and partners in the company's sphere of influence.

- Include a clause in contracts throughout the value chain stating a common repudiation and zero tolerance policy of sexual exploitation of children.
 - Include this clause on human trafficking including labor trafficking and child exploitation through vendor contracts with goods and services.
- Provide information to travelers on children's rights, the prevention of sexual exploitation of children and how to report suspected cases.
 - Raise awareness about human trafficking and child exploitation in areas that are frequented by employees and travelers.
 - Produce an awareness campaign for the general public on the issue.
 - Alert the customers that are using their services about the issue, how they can get involved, and how they can report cases of exploitation.
 - Use itineraries, marketing materials, and media.
- Support, collaborate and engage stakeholders in the prevention of sexual exploitation of children.
 - Outreach to legislators, outreach to law enforcement, working with service providers or non-profits focused on the issue, discussions with associations about getting involved, and/or discussions with peers about joining the fight to end human trafficking.
- Report annually on their implementation.

ECPAT-USA FRONT-LINE PROTOCOL

A sample protocol can include the following:

Frontline Protocol--

- Assess the situation and if indicators are present: radio/call/report suspicious situations to dispatch or management.
- Make note of: Date and time of suspected incident, description of those involved – include tattoos, physical identifiers, hair color, approximate age, etc., any names or nicknames overheard, summary of the situation that prompted the report, vehicle information – overall description and details such as license plate number
- Employees should NEVER get directly involved in a suspected trafficking situation.

Management Protocol--

- Become well-versed in signs of human trafficking. Refer to this information when an employee expresses suspicions.
- If an employee reports a suspicious situation, review the indicators that the employee witnessed-- if you believe there are sufficient indicators involved in the situation, notify the proper officials. Emphasize your support to employees reporting their suspicions to make them feel comfortable.
- Remember, there may be a wholly innocent explanation for behavior that appears suspicious in nature. For this reason, no single indicator should be the sole basis for escalating a report.
- When appropriate, establish local law enforcement contacts trained in the issue of human trafficking.
- Report incident to the National Human Trafficking Hotline.

7.8.2. SAMPLE TRAINING MATERIALS

Following are existing training materials that transportation organizations can utilize to train their employees in recognizing and responding to human trafficking. While not exhaustive, these resources represent some notable training materials developed by stakeholders to combat human trafficking within transportation. The training materials are organized by mode of transportation, and include computer-based trainings, videos, webinars, and supplemental materials.

7.8.2.1. AVIATION



Blue Lightning Initiative

The [Blue Lightning Initiative](#) (BLI) is a joint USDOT/DHS/CBP initiative that trains aviation personnel to identify potential human trafficking victims and to notify federal authorities. BLI provides participating partners with a training module developed with input from survivor advocates, law enforcement, and aviation experts. The interactive module outlines common indicators of human trafficking that aviation personnel may encounter, explains how aviation employees can immediately report potential victims and their traffickers to law enforcement, and includes aviation-based scenarios that allow users to practice recognizing human trafficking indicators. A [three-minute preview](#) is available for viewing. Users take the training at their own pace or instructors can present it to a group. The module may be integrated into initial and refresher training for flight attendants, pilots, customer service representatives, airport security, and other aviation personnel. The module is rounded out with supplemental educational materials including a poster, pocket guide, and indicator card.

7.8.2.2. BUSES/MOTOR COACHES



Busing on the Lookout

[Busing on the Lookout \(BOTL\)](#)'s training program, developed by the NGO Truckers Against Trafficking, is designed specifically to educate industry personnel on how to recognize and report suspected human trafficking. The 30-minute training video provides information applicable to all segments of the bus industry, including long distance, school buses, public transit, and others. In addition to the training video, BOTL's awareness campaign specifically targets victims and potential victims using signage for the insides of buses and bus terminals. The posters' design and language, developed with the help of a survivor leader and survivor consultants, delivers a brief, effective, visually captivating, and victim-centered message. In addition to the signage, campaign materials include BOTL wallet cards, available in both paper and app form, an informational brochure, and BOTL-specific decals with the National Human Trafficking Hotline (NHTH) number to place on buses.

7.8.2.3. RAIL

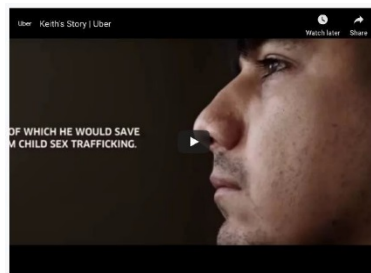


Amtrak

In 2012, Amtrak and the Amtrak Police Department partnered with DHS and USDOT to combat human trafficking by providing human trafficking awareness training for frontline employees and law enforcement officers. The initial training program utilized

both the DHS human trafficking awareness computer-based training and the Federal Law Enforcement Training Center training for law enforcement officers. In 2018, the Amtrak Police Department developed and distributed a human trafficking awareness employee training video, [Hiding in Plain Sight](#). The 12-minute long video addresses the signs and indicators of human trafficking, provides scenarios based on actual encounters between Amtrak Police Officers and victims of human trafficking, and offers instructions for reporting suspected trafficking to law enforcement.

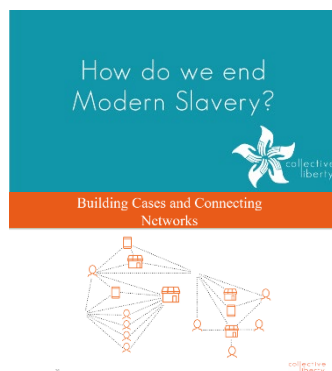
7.8.2.4. RIDESHARE



Uber

[Uber](#) developed a human trafficking training for its drivers to empower them to act as the eyes and ears on the ground, and to help identify and recover victims. Uber promotes the training to new and existing drivers through in-app communication and several other channels.

7.8.2.5. STATE AGENCIES/LAW ENFORCEMENT



Collective Liberty

[Collective Liberty's](#) training institutes include 2-4 day and 2 and 4 hour, scenario-based trainings for criminal and civil enforcement agencies that utilize offender-focused, victim-centered best practices. Their approach applies an evidence-based focused deterrence approach, in addition to providing services for the victim. Their support utilizes insights from psychologists, social workers, and experienced law enforcement on how trauma affects the brain - and consequently how it will likely manifest in the actions and behaviors of human trafficking victims. The training draws on survivor-insights regarding how culture can affect everything from initial interview methods to how traffickers can twist cultural norms to increase levels of force, fraud, and coercion.

Colorado Human Trafficking Council

The [Colorado Human Trafficking Council \(CHTC\)](#) developed training standards and curricula on human trafficking for a wide range of sectors, including law enforcement. Subject matter experts representing various law enforcement agencies developed [Human Trafficking Investigations: An Introductory Course](#). This interactive program is designed primarily for patrol officers, but is also appropriate for any law enforcement personnel looking for an introductory course on human trafficking. The training program provides foundational information on identifying and responding to human trafficking, with case studies rooted in the Colorado context.



Iowa Motor Vehicle Enforcement

The [Iowa Motor Vehicle Enforcement](#), in partnership with Truckers Against Trafficking, created [Combating Human Trafficking Through Your Agency](#), a webinar-based training for personnel in state agencies intersecting with transportation, including the Departments of

Transportation, Licensing, Motor Vehicles, Revenue, Public Safety, and Education.



Pennsylvania DOT Training

The [Pennsylvania DOT](#) recently launched the interactive, 10-minute, [Combating Human Trafficking](#) web-based training. The training, focused primarily on the trucking industry and utilizing Truckers Against Trafficking (TAT) materials, is available to all employees, and is

mandated for all driver license center employees. In addition to the training, the Pennsylvania DOT instituted a number of initiatives to combat human trafficking, including distributing TAT wallet cards at all driver license centers, and featuring public service announcements on social media platforms and the televised Motor Vehicle Network.



Texas Office of the Attorney General

The [Texas Office of the Attorney General's](#) (OAG) human trafficking training film, "[Be the One in the Fight Against Human Trafficking](#)," has been viewed in 48 states and 131 countries. They have reached over 84,000 views on Vimeo in addition to distributing several thousand DVDs. The Texas

Governor's Office is currently conducting a survey of state agencies to determine how many state employees have been trained since the Governor asked all state agencies to train employees with the film. The prosecution arm of the Human Trafficking and Transnational Organized Crime Section of the OAG has also been active in its counter-trafficking efforts.

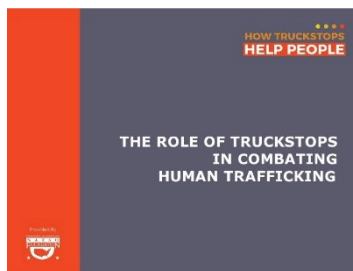


Truckers Against Trafficking Law Enforcement Training

[Truckers Against Trafficking](#) (TAT) offers a free-of-charge 38-minute [law enforcement training](#) DVD designed to help educate all levels of law enforcement across the nation to recognize, investigate,

and prosecute human trafficking. TAT also provides a 4-hour in-depth law enforcement training delivered by its deputy director and a survivor-leader, designed to train law enforcement officers to understand human trafficking and ways it overlaps with prostitution, recognize trafficking indicators at inspection and interdiction stops, and implement a victim-centered approach in interactions with potential victims.

7.8.2.6. TRUCKING & TRUCK STOPS



NATSO Foundation

The [NATSO Foundation](#) offers an online education course titled, “[The Role of Truckstops in Combating Human Trafficking](#).” The program is designed to strengthen the nation’s truck stop and travel plaza industry by delivering comprehensive online educational and safety training materials to truck stop owners, operators, and employees. The course,

free to any member of the truck stop and travel plaza community, teaches truck stop owners, operators, and employees how to identify and respond to suspected incidents of human trafficking.



Truckers Against Trafficking (TAT)

The [Truckers Against Trafficking](#) (TAT) [training program](#) for the trucking industry includes a 30-minute industry-specific training DVD. TAT employs survivor leaders as field trainers for their national programs. TAT’s materials are free of charge, in multiple formats, and include implementation support. Additionally, TAT’s Man-to-Man campaign, which addresses the issue of demand, includes a “conversation starter” video for men to discuss

the root issues behind the purchase of sex, and its connection to the crime of sex trafficking. TAT also offers “next step” resources located on its Demand webpage. TAT materials include a wallet card (print/app); brochures; posters to hang in truck stops, rest areas, and company break rooms; and decals with the National Human Trafficking Hotline (NHTH) phone/text numbers for truck windows. TAT brochures include tips for drivers to identify potential trafficking victims, red flag indicators for truck stop personnel, and tips for victim-centered responses.

7.8.3. SAMPLE PUBLIC AWARENESS MATERIALS

Following are existing public awareness materials that transportation stakeholders can utilize to raise awareness among their employees and the traveling public. While not exhaustive, these resources represent some notable public awareness materials developed by stakeholders to combat human trafficking within transportation. The materials are organized by mode, and include flyers, indicators, brochures, postcards, wallet cards, decals, and a toolkit.

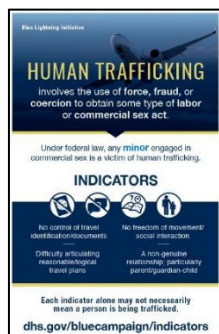
Posters should be placed where the general public and potential victims can see them, including airports and airplanes, buses and bus stations, trains and train stations, ships and ports, and truck stops and rest areas. Placement within the restrooms and individual stalls of transportation-related facilities can be particularly helpful for targeting potential victims of human trafficking.

7.8.3.1. AVIATION



Airline Ambassadors International

[Airline Ambassadors International](#) leverages partnerships with the airline industry to help vulnerable children. They also provide counter-trafficking trainings for aviation personnel. This ad is available to aviation organizations for usage in airports and inflight materials.



Blue Lightning Initiative

The [Blue Lightning Initiative](#) (BLI) is a joint USDOT/DHS/CBP initiative that trains aviation personnel to identify potential human trafficking victims and to notify federal authorities. The BLI training module is rounded out with supplemental educational materials including a poster, pocket guide, and indicator card.



ECPAT-USA

[ECPAT-USA](#)'s magazine ad can be placed in airports and inflight-materials. The ad provides an overview of human trafficking, includes indicators of human trafficking for travelers, and offers a reporting protocol. American Airlines added ECPAT-USA's awareness ad to their inflight magazine.

7.8.3.2. BUSES/MOTOR COACHES



Busing on the Lookout (BOTL)

[Busing on the Lookout](#) (BOTL) is an awareness campaign that specifically targets victims and potential victims using signage for the insides of buses and bus terminals. The posters' design and language, which were developed with the help of a survivor leader and survivor consultants, deliver a brief and effective victim-centered message

that is visually captivating. In addition to the signage, the campaign materials also include BOTL wallet cards, available in both paper and app form, an informational brochure, and BOTL-specific decals with the National Human Trafficking Hotline (NHTH) number to place on buses.

7.8.3.3. MULTIMODAL



USDOT's Transportation Leaders Against Human Trafficking

The U.S. Department of [Transportation's Transportation Leaders Against Human Trafficking](#) (TLAHT) initiative is comprised of transportation and travel industry stakeholders working jointly to maximize their collective impact in combating human trafficking. To date, TLAHT has engaged with over 200 organizations from across the transportation

industry. The partnership connects transportation stakeholders to available resources in five key areas: industry leadership, industry training and education, policy development, public awareness, and information sharing and analysis." As part of this initiative, TLAHT provides resources for transportation stakeholders to take action against human trafficking by issuing leadership statements, signing the TLAHT pledge, developing reporting protocols, training their employees, and conducting public awareness campaigns. The initiative also provides [awareness posters](#) with the TLAHT "What You See Could Set Someone Free" counter-trafficking tagline, and [multimodal logos](#) with the TLAHT "Put the Brakes on Human Trafficking" tagline.



TLAHT Informational and Indicator Flyers



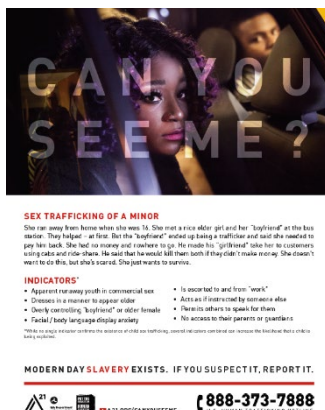
TLAHT “Put the Brakes on Human Trafficking” Posters



A21's Can You See Me?

“[Can You See Me?](#)” (CYSM) is a global counter-trafficking public awareness campaign produced by A21, an NGO. The campaign serves as a tool for victim identification, awareness, and education for the general public and transportation industry employees; as well as a tool for victims to self-identify. CYSM provides common scenarios of human trafficking in the United States, and features the use of transportation in the commission of the crime. Their materials include transportation links to aviation, buses, taxis, and cars. A21 provides transportation organizations with visually captivating posters and 30- and 60-second videos. At the end of videos, viewers are directed to call the

National Human Trafficking Hotline to report possible human trafficking, or to follow the organizational protocol.



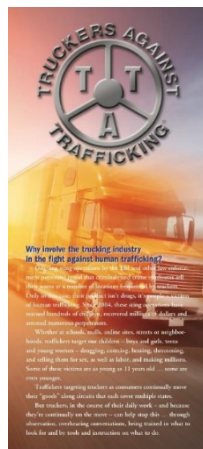
“Can You See Me?” Indicator Flyers and Poster

7.8.3.4. TRUCKING, TRUCK STOPS & TRAVEL CENTERS



National Association of Truck Stop Operators (NATSO)

NATSO's "[Combating Human Trafficking](#)" toolkit offers truck stops and travel centers a roadmap for implementing a counter-trafficking education and awareness program at their individual locations. The toolkit includes a 50-state chart of human trafficking awareness poster laws. The chart is designed to help members understand how to comply with state laws on human trafficking awareness. This is an important tool for truck stops and travel centers, as many state laws reference businesses providing services and amenities that many truck stop and travel plazas offer; such as overnight truck parking, food, fuel, and lodging.



Truckers Against Trafficking

Since 2012, Truckers Against Trafficking (TAT) has enlisted law enforcement assistance in reaching the trucking industry via a targeted awareness campaign. Currently, TAT works with ten law enforcement and state agencies to distribute TAT materials during interdiction stops. TAT also collaborates with many other partners to distribute [TAT materials](#) at truck stops, weigh stations, ports of entry, and rest areas. In conjunction with 18 state agencies, TAT works to ensure that every commercial driver's license issued or renewed includes a TAT wallet card. For several years, state troopers from Michigan, Ohio, Indiana, and Illinois have utilized TAT materials to form a multi-state initiative in educating motorists about the signs of human trafficking, and to enforce laws that crack down on traffickers.

Immediately:

If you're watching a crime in progress, call 911 and then call the hotline. If you're at a truck stop/travel plaza or any other place of business, please notify the manager-on-duty of the suspicious activity; she/he needs to be aware of what is taking place on the lot and assist in ending it.

Warning:

Please do not approach traffickers. Allow law enforcement to deal with traffickers and recover victims. Approaching traffickers is not only dangerous for you and their victims but could lead to problems in the eventual prosecution of traffickers.

Note:

There is now a lifetime ban on a CDL for any individual who uses their CMV to commit a felony involving a severe form of human trafficking. All 50 states and DC have a law criminalizing sex trafficking. Some states punish sex purchasers the same as sex traffickers, generally with felony level crimes, and 31 states have a buyer-applicable trafficking law that prohibits a mistake-of-age defense in prosecutions for buying a commercial sex act with any minor under 18.



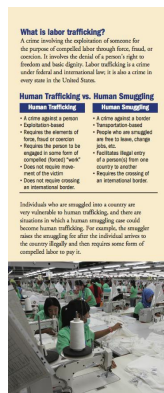
TAT Wallet Card – Front



TAT Poster



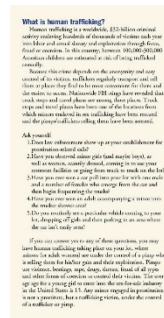
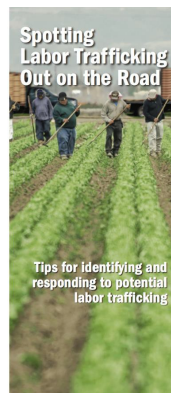
TAT Truck Decal



1-888-3737-888 (US)
1-800-222-7795 (Canada)
truckersagainsttrafficking.org

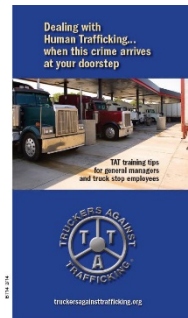


truckersagainsttrafficking.org



Make the Call, Save Lives.
1-888-3737-888

1-888-3737-888 (US)
1-800-222-7795 (Canada)
truckersagainsttrafficking.org



TAT Truck Stop Brochure (Outside)

TAT Labor Trafficking Brochure (Outside)

7.9. HUMAN TRAFFICKING LEGISLATION

This appendix includes federal definitions of human trafficking, and federal and state counter-trafficking legislation that intersects with transportation.

7.9.1. FEDERAL LEGAL DEFINITIONS OF HUMAN TRAFFICKING

TERM	DEFINITION
Human Trafficking	<p>(2) Human trafficking.--The term ``human trafficking" means an act or practice described in paragraph (9) or paragraph (10) of section 103 of the Trafficking Victims Protection Act of 2000 (22 U.S.C. 7102).</p> <p><i>Source: The Combating Human Trafficking in Commercial Vehicles Act (Pub. L. No. 115-99).</i></p>
Coercion	<p>(A) Threats of serious harm to or physical restraint against any person; (B) any scheme, plan, or pattern intended to cause a person to believe that failure to perform an act would result in serious harm to or physical restraint against any person; or (C) the abuse or threatened abuse of the legal process.</p> <p><i>Source: Trafficking Victims Protection Act (TVPA) of 2000, as amended, 22 U.S.C. 7102(3)</i></p>
Commercial Sex Act	<p>Any sex act on account of which anything of value is given to or received by any person.</p> <p><i>Source: Trafficking Victims Protection Act (TVPA) of 2000, as amended, 22 U.S.C. 7102(4)</i></p>
Sex Trafficking	<p>The term “sex trafficking” means the recruitment, harboring, transportation, provision, obtaining, patronizing, or soliciting of a person for the purpose of a commercial sex act.</p> <p><i>Source: Trafficking Victims Protection Act (TVPA) of 2000, as amended, 22 U.S.C. 7102(12)</i></p>
Involuntary Servitude	<p>(A) Any scheme, plan, or pattern intended to cause a person to believe that, if the person did not enter into or continue in such condition, that person or another person would suffer serious harm or physical restraint; or (B) the abuse or threatened abuse of the legal process.</p> <p><i>Source: Trafficking Victims Protection Act (TVPA) of 2000, as amended, 22 U.S.C. 7102(8)</i></p>
Debt Bondage	<p>The status or condition of a debtor arising from a pledge by the debtor of his or her personal services or of those of a person under his or her control as a security for debt, if the value of those services as reasonably assessed is not applied toward the liquidation of the debt or the length and nature of those services are not respectively limited and defined.</p> <p><i>Source: Trafficking Victims Protection Act (TVPA) of 2000, as amended, 22 U.S.C. 7102(5)</i></p>

Severe Forms of Trafficking in Persons	<p>(A) sex trafficking in which a commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such act has not attained 18 years of age; or</p> <p>(B) the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery.</p> <p><i>Source: Trafficking Victims Protection Act (TVPA) of 2000, as amended, 22 U.S.C. 7102(11)</i></p>
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7.9.2. FEDERAL HUMAN TRAFFICKING LAWS INTERSECTING WITH TRANSPORTATION

PUB. LAW 115-425 - FREDERICK DOUGLASS TRAFFICKING VICTIMS PREVENTION AND PROTECTION REAUTHORIZATION ACT OF 2018 (JAN. 8, 2019)

SEC. 111. REQUIRED TRAINING TO PREVENT HUMAN TRAFFICKING FOR CERTAIN CONTRACTING AIR CARRIERS.

TRAINING REQUIREMENTS.—The Administrator of General Services shall ensure that any contract entered into for provision of air transportation with a domestic carrier under this section requires that the contracting air carrier submits to the Administrator of General Services, the Secretary of Transportation, the Administrator of the Transportation Security Administration, the Secretary of Labor and the Commissioner of U.S. Customs and Border Protection an annual report regarding—

“(1) the number of personnel trained in the detection and reporting of potential human trafficking (as described in paragraphs (9) and (10) of section 103 of the Trafficking Victims Protection Act of 2000 (22 U.S.C. 7102)), including the training required under section 44734(a)(4);

“(2) the number of notifications of potential human trafficking victims received from staff or other passengers; and

“(3) whether the air carrier notified the National Human Trafficking Hotline or law enforcement at the relevant airport of the potential human trafficking victim for each such notification of potential human trafficking, and if so, when the notification was made.”.

APPLICABILITY.—The amendment made by subsection (a) shall apply to any contract entered into after the date of enactment of this Act except for contracts entered into by the Secretary of Defense.

PUB. LAW 115-99 - COMBATING HUMAN TRAFFICKING IN COMMERCIAL VEHICLES ACT (JAN. 3, 2018)

Sec 1. SHORT TITLE. This Act may be cited as the “Combating Human Trafficking in Commercial Vehicles Act”.

Sec. 2. HUMAN TRAFFICKING PREVENTION COORDINATOR.

The Secretary of Transportation shall designate an official within the Department of Transportation who shall-- (1) coordinate human trafficking prevention efforts across modal administrations in the Department of Transportation and with other departments and agencies of the Federal Government; and (2) in coordinating such efforts, take into account the unique challenges of combating human trafficking within different transportation modes.

SEC. 3. EXPANSION OF OUTREACH AND EDUCATION PROGRAM.

Section 31110(c)(1) of title 49, United States Code, is amended by adding at the end the following: ``The program authorized under this subsection may support, in addition to funds otherwise available for such purposes, the recognition, prevention, and reporting of human trafficking, while deferring to existing resources, as practicable.".

SEC. 4. EXPANSION OF COMMERCIAL DRIVER'S LICENSE FINANCIAL ASSISTANCE PROGRAM.

Section 31313(a)(3) of title 49, United States Code, is amended-- (1) in subparagraph (D), by striking ``or" at the end; (2) by redesignating subparagraph (E) as subparagraph (F); and

(3) by inserting after subparagraph (D) the following: ``(E) support, in addition to funds otherwise available for such purposes, the recognition, prevention, and reporting of human trafficking; or".

SEC. 5. ESTABLISHMENT OF THE DEPARTMENT OF TRANSPORTATION ADVISORY COMMITTEE ON HUMAN TRAFFICKING.

(a) Establishment.--The Secretary shall establish an advisory committee on human trafficking.

(b) Membership.—

(1) Composition.--The Committee shall be composed of not more than 15 external stakeholder members whose diverse experience and background enable them to provide balanced points of view with regard to carrying out the duties of the Committee.

(2) <<NOTE: Appointments.>> Selection.--The Secretary shall appoint the external stakeholder members to the Committee, including representatives from—(A) trafficking advocacy organizations; (B) law enforcement; and (C) trucking, bus, rail, aviation, maritime, and port sectors, including industry and labor.

(3) Periods of appointment.--Members shall be appointed for the life of the Committee.

(4) Vacancies.--A vacancy in the Committee shall be filled in the manner in which the original appointment was made and shall not affect the powers or duties of the Committee.

(5) Compensation.--Committee members shall serve without compensation.

(c) <<NOTE: Deadline.>> Authority.--Not later than 9 months after the date of enactment of this Act, the Secretary shall establish and appoint all members of the Committee.

(d) Duties.—

(1) Recommendations for the department of transportation.—

Not later <<NOTE: Deadline.>> than 18 months after the date of enactment of this Act, the Committee shall make recommendations to the Secretary on actions the Department can take to help combat human trafficking, including the development and implementation of—

- (A) <<NOTE: Strategies.>> successful strategies for identifying and reporting instances of human trafficking; and
- (B) recommendations for administrative or legislative changes necessary to use programs, properties, or other resources owned, operated, or funded by the Department to combat human trafficking.

(2) Best practices and recommendations.—

(A) In general.--The Committee shall develop recommended best practices for States and State and local transportation stakeholders to follow in combating human trafficking.

(B) Development.--The best practices shall be based on multidisciplinary research and promising, evidence-based models and programs.

(C) <<NOTE: Strategies.>> Content.--The best practices shall be user-friendly, incorporate the most up-to-date technology, and include the following:

(i) Sample training materials.

(ii) Strategies to identify victims.

(iii) Sample protocols and recommendations, including—(I) strategies to collect, document, and share data across systems and agencies; (II) strategies to help agencies better understand the types of trafficking involved, the scope of the problem, and the degree of victim interaction with multiple systems; and (III) strategies to identify effective pathways for State agencies to utilize their position in educating critical stakeholder groups and assisting victims.

(D) Informing states of best practices.--The Secretary shall ensure that State Governors and State departments of transportation are notified of the best practices and recommendations.

(E) Reports.--Not later than 2 years after the date of enactment of this Act, the Secretary shall--(1) submit a report on the actions of the Committee described in subsection (d) to--(A) the Committee on Commerce, Science, and Transportation of the Senate; and (B) the Committee on Transportation and Infrastructure of the House of Representatives; and (2) <<NOTE: Public information. Web posting.>> make the report under paragraph (1) publicly available both physically and online.

PUB. LAW 115-106 - NO HUMAN TRAFFICKING ON OUR ROADS ACT (JAN. 8, 2018)

SEC 1.SHORT TITLE:

This Act may be cited as the No Human Trafficking on Our Roads Act.

SEC. 2. LIFETIME DISQUALIFICATION WITHOUT REINSTATEMENT.

Section 31310(d) of title 49, United States Code, is amended-- `` (2) Human trafficking violations.--The Secretary shall disqualify from operating a commercial motor vehicle for life an individual who uses a commercial motor vehicle in committing a felony involving an act or practice described in paragraph (9) of section 103 of the Trafficking Victims Protection Act of 2000 (22 U.S.C. 7102(9)).".

PUB. LAW 115-254 - FAA REAUTHORIZATION ACT OF 2018 (OCT. 5, 2018)

SEC. 408. TRAINING ON HUMAN TRAFFICKING FOR CERTAIN STAFF.

(a) IN GENERAL.—Chapter 447 of title 49, United States Code, as amended by this Act, is further amended by adding at the end the following:

“§ 44738. Training on human trafficking for certain staff

“In addition to other training requirements, each air carrier shall provide training to ticket counter agents, gate agents, and other air carrier workers whose jobs require regular interaction with passengers on recognizing and responding to potential human trafficking victims.”.

(b) CLERICAL AMENDMENT.—The analysis for chapter 447 of title 49, United States Code, as amended by this Act, is further amended by adding at the end the following:

“44738. Training on human trafficking for certain staff.”.

PUB. LAW 114-190 - FAA EXTENSION, SAFETY, AND SECURITY ACT OF 2016
(JUL. 15, 2016)

SEC. 41725. TRAINING TO COMBAT HUMAN TRAFFICKING FOR CERTAIN AIR CARRIER EMPLOYEES.

- (a) In general: Each air carrier providing passenger air transportation shall provide flight attendants who are employees or contractors of the air carrier with training to combat human trafficking in the course of carrying out their duties as employees or contractors of the air carrier.
- (b) Elements of training: The training an air carrier is required to provide under subsection (a) to flight attendants shall include training with respect to—
 - (1) common indicators of human trafficking; and
 - (2) best practices for reporting suspected human trafficking to law enforcement officers.
- (c) Materials: An air carrier may provide the training required by subsection (a) using modules and materials developed by the Department of Transportation and the Department of Homeland Security, including the training module and associated materials of the Blue Lightning Initiative and modules and materials subsequently developed and recommended by such Departments with respect to combating human trafficking.
- (d) Interagency coordination: The Administrator of the Federal Aviation Administration shall coordinate with the Secretary of Homeland Security to ensure that appropriate training modules and materials are available for air carriers to conduct the training required by subsection (a).
- (e) Human trafficking defined: In this section, the term *human trafficking* means 1 or more severe forms of trafficking in persons (as defined in section 103 of the Trafficking Victims Protection Act of 2000 (22 U.S.C. 7102)).

PUB. LAW 114-94 – FIXING AMERICA’S SURFACE TRANSPORTATION ACT (DEC. 4, 2015)

(a) Motor Carrier Safety Assistance Program.--Section 31102 of title 49, United States Code, is amended to read as follows:

Sec. 31102. Motor carrier safety assistance program

(a) In General.--The Secretary of Transportation shall administer a motor carrier safety assistance program funded under section 31104

....

(c) State Plans.—

(1) In general.—

In carrying out the program, the Secretary shall prescribe procedures for a State to submit a multiple-year plan, and annual updates thereto, under which the State agrees to assume responsibility for improving motor carrier safety by adopting and enforcing State regulations, standards, and orders that are compatible with the regulations, standards, and orders of the Federal Government on commercial motor vehicle safety and hazardous materials transportation safety.

....

(h) Use of Grants To Enforce Other Laws.—When approved as part of a State’s plan under subsection (c), the State may use motor carrier safety assistance program funds received under this section—

(1) if the activities are carried out in conjunction with an appropriate inspection of a commercial motor vehicle to enforce Federal or State commercial motor vehicle safety regulations, for—

(A) enforcement of commercial motor vehicle size and weight limitations at locations, excluding fixed-weight facilities, such as near steep grades or mountainous terrains, where the weight of a commercial motor vehicle can significantly affect the safe operation of the vehicle, or at ports where intermodal shipping containers enter and leave the United States; and

(B) detection of and enforcement actions taken as a result of criminal activity, including the trafficking of human beings, in a commercial motor vehicle or by any occupant, including the operator, of the commercial motor vehicle; and

(2) for documented enforcement of State traffic laws and regulations designed to promote the safe operation of commercial motor vehicles, including documented enforcement of such laws and regulations relating to noncommercial motor vehicles when necessary to promote the safe operation of commercial motor vehicles, if—

(A) the number of motor carrier safety activities, including roadside safety inspections, conducted in the State is maintained at a level at least equal to the average level of such activities conducted in the State in fiscal years 2004 and 2005; and

(B) the State does not use more than 10 percent of the basic amount the State receives under a grant awarded under section 31104(a)(1) for enforcement activities relating to noncommercial motor vehicles necessary to promote the safe operation of commercial motor vehicles unless the Secretary determines that a higher percentage will result in significant increases in commercial motor vehicle safety.

....

7.9.3. STATE HUMAN TRAFFICKING LAWS INTERSECTING WITH TRANSPORTATION

This chart highlights transportation-related state legislation related to human trafficking as of February 2019, including training requirements, the posting of the National Human Trafficking Hotline number, and data collection.⁸⁸

Posters should be placed where the general public and potential victims can see them, including airports and airplanes, buses and bus stations, trains and train stations, ships and ports, and truck stops and rest areas. Placement within the restrooms and individual stalls of transportation-related facilities can be particularly helpful for potential victims of human trafficking.

Survivor-informed awareness materials aimed at potential victims should address both sex and labor trafficking in addition to indicator questions, trauma-sensitive guidance for reporting to the National Human Trafficking Hotline, and reporting tips. See Section 4.2.2 for [sample language](#).

STATE	TRAINING		POST HOTLINE INFORMATION AT					DATA COLLE- CTION
	CDL Training	Transit Employee Training	Airports	Bus Stations	Rest Areas	Train Stations	Truck-stops	
Alabama			x	x		x		
Alaska								
Arizona								
Arkansas	x		x	x		x	x	
California		x	x	x	x	x	x	
Colorado	x							
Connecticut					x		x	
Delaware								
District of Columbia				x		x		
Florida			x		x	x		
Georgia			x	x	x	x	x	
Hawaii								
Idaho								
Illinois	x		x	x	x	x	x	
Indiana								
Iowa								
Kansas	x							
Kentucky					x			
Louisiana					x		x	
Maine	x				x			
Maryland			x	x	x		x	
Massachusetts								
Michigan			x	x	x	x		

⁸⁸ U.S. Department of Transportation. 2018. "Human Trafficking Resources for Transportation." *Unpublished Paper*. Washington: U.S. Department of Transportation.

Minnesota								<u>x</u>
Mississippi								
Missouri			<u>x</u>	<u>x</u>	<u>x</u>	<u>x</u>	<u>x</u>	
Montana					x			
Nebraska					<u>x</u>			
Nevada								
New Hampshire								
New Jersey								
New Mexico					<u>x</u>			
New York			<u>x</u>	<u>x</u>	<u>x</u>		<u>x</u>	
North Carolina								
North Dakota								
Ohio	<u>x</u>						<u>x</u>	
Oklahoma	<u>x</u>							
Oregon								
Pennsylvania			<u>x</u>	<u>x</u>	<u>x</u>	<u>x</u>	<u>x</u>	
Rhode Island								
South Carolina			<u>x</u>	<u>x</u>	<u>x</u>	<u>x</u>	<u>x</u>	
South Dakota								
Tennessee								
Texas	<u>x</u>							
Utah								
Vermont								
Virginia							<u>x</u>	
Washington	x				<u>x</u>			
West Virginia								
Wisconsin				<u>x</u>	<u>x</u>	<u>x</u>	<u>x</u>	
Wyoming								

7.10. TRANSPORTATION STAKEHOLDER COUNTER-TRAFFICKING INITIATIVES

All modes of transportation intersect with human trafficking, and can take action to combat trafficking through strategic efforts. As the issue of human trafficking gained increased public attention in recent decades, many private, municipal, state, and federal agency stakeholders have taken innovative and varying approaches to combating human trafficking by leveraging employees and contractors, customers, vendors, supply chain partners, and coalition members. With diverse business models and unique touchpoints to the public, transportation stakeholders are adapting initiatives that most effectively align with their operations. While approaches differ, several components to a successful strategy stand out as exceedingly effective across all modes of transportation: leadership engagement, coalition-building, public awareness and transportation employee education, developing internal policies and procedures, and engaging up and down supply chains.

This report does not comprehensively include all current counter-trafficking transportation sector resources in the U.S. Rather, it is a compilation of resources based upon the individual and collective expertise of ACHT Committee and subcommittee members, in addition to those obtained through USDOT staff,⁸⁹ online research, general inquiries with key stakeholders, and first-hand interviews to ascertain best practice examples and a general overview of transportation stakeholder initiatives. Members of the public were also encouraged to submit additional resources for consideration and inclusion at ACHT public meetings.⁹⁰ ACHT members acknowledge that due to the time constraints of the report, the members were not able to conduct comprehensive research.

The following analysis of efforts is not exhaustive, but references several notable activities being undertaken by stakeholders across the U.S. working to combat human trafficking within the transportation sector.

7.10.1. AVIATION

- [Airline Ambassadors International](#) (AAI): The AAI penned a letter to CEOs within the transportation industry encouraging them to adopt language in their workforce development policies specifically focused on training and employment opportunities for human trafficking survivors. They also partnered with Classroom 24-7 and Counter Human Trafficking Compliance Solutions to deliver the *Recognize It – Report It* human trafficking awareness training program.
- [Airlines for America](#) (A4A): The A4A partners with DHS, USDOT, and CBP to facilitate adoption of the Blue Lighting Initiative training by carriers. They update members quarterly on the International Civil Aviation Organization (ICAO) Guidelines for Training Cabin Crew on Identifying and Responding to Trafficking in Persons, and any related human trafficking topics.

⁸⁹ U.S. Department of Transportation. 2018. "Human Trafficking Resources for Transportation." *Unpublished Paper*. Washington: U.S. Department of Transportation.

⁹⁰ As publicized in advance through Federal Register Notices.

- [Airports Council International](#) (ACI): The ACI adopted a [resolution](#) on human trafficking and developed a toolkit aimed at raising awareness and combating human trafficking for their members. They also published the [Combating Human Trafficking Handbook](#), which draws on the experience of airports to provide guidance on counter-trafficking steps.
- [American Airlines](#): In honor of National Slavery and Human Trafficking Prevention Month, American Airlines partnered with ECPAT-USA to join the Tourism Child-Protection Code of Conduct. Since then, an American gate agent prevented two underage girls from boarding a flight from California to New York City to meet with a man they met on social media who they wrongfully believed would help them become models. American also included an awareness ad by ECPAT-USA in their inflight magazine.
- [Association of Flight Attendants-CWA](#) (AFA): The AFA believes in being a ‘force multiplier’ in the fight against human trafficking. The association ensures their members have access to the USDOT/DHS/CBP Blue Lightning Initiative training and counter-trafficking public awareness resources.
- [Blue Lightning Initiative](#) (BLI): The BLI is an initiative led by USDOT, DHS, and CBP that focuses on training aviation industry personnel to identify potential traffickers and human trafficking victims. The training directs staff to report their suspicions through inflight and on-the-ground methods. Over 100,000 personnel have been trained through the initiative.
- [Columbus Airport](#): The Columbus Airport trained all 400 employees in 2016.
- [Delta Air Lines](#): Delta’s SkyWish Program allows customers to donate miles for use by survivors to seek a safe place, return home, or get medical or legal care. They recently created an inflight video highlighting indicators through the eyes of a young male human trafficking victim. In addition, Delta partnered with Polaris through a \$1 million sponsorship that includes supporting the National Human Trafficking Hotline. Delta also trained 80,000 employees to recognize signs of human trafficking, and supports counter-trafficking legislation in the U.S. Delta is a USDOT/DHS/CBP Blue Lightning Initiative partner and an ECPAT-USA Code signatory.
- [End Human Trafficking ATL](#): End Human Trafficking ATL is a partnership between the City of Atlanta, Atlanta International Airport, and other local stakeholders. The initiative included policy roundtables in 2018 and a daylong Summit in 2019 with presentations by airport and government representatives, nonprofits, human trafficking survivors, and other community leaders.
- [Hartsfield-Jackson Atlanta International Airport](#): The Hartsfield-Jackson Atlanta International Airport posts awareness signage in various locations, makes public service announcements, and engages in public awareness events in the Atlanta area. They are also an ECPAT-USA Code signatory.
- [Houston Airport System](#): Leading up to the Super Bowl LII, the Houston Airport System worked with Immigration and Customs Enforcement to conduct employee training at two airports, and for airline and tenant employees. Over 200 employees attended the training. They also worked with nonprofits to develop exhibits and an [art installation](#) to raise awareness.

- [International Air Transport Association \(IATA\)](#): The IATA adopted a resolution to highlight the industry's commitment to counter-trafficking. In support of their commitment, IATA developed training resources for airlines, including a free online tutorial for airline staff, a one-page summary of human trafficking signs, guidance for airlines, a [video](#), and a 2-day classroom training. IATA also works with governments and law enforcement to compile inflight reporting mechanisms for member airlines.
- [International Civil Aviation Organization \(ICAO\) Circular 352](#): The ICAO provides international guidelines for training aviation cabin crew on identifying and responding to human trafficking.
- [JetBlue Airways](#): At JetBlue Airways, online training is made available to all support employees throughout the company. JetBlue has a [Work to End Human Trafficking](#) statement posted on its corporate website homepage with links for additional information to raise awareness among customers regarding human trafficking. JetBlue is a USDOT/DHS/CBP Blue Lightning Initiative partner, and has incorporated human trafficking awareness into initial and annual recurrent training for pilots, flight attendants, and customer service agents. This totals approximately 75% of their workforce.
- [Minneapolis-St. Paul Airport](#): The Minneapolis-St. Paul Airport developed counter-trafficking awareness posters in anticipation of hosting Super Bowl LI.
- [National Air Carrier Association](#): The National Air Carrier Association raised human trafficking awareness among its membership and encouraged members to join the USDOT/DHS/CBP Blue Lightning Initiative. They also disseminated training and awareness tools and materials.
- [Spirit Airlines](#): Spirit Airlines developed a Human Trafficking Curriculum that includes coursework, instructor-led training, and e-learning which it uses for initial and recurrent training of pilots, flight attendants, and airport service employees to identify indicators of trafficking on flights and at airports. Spirit trains personnel to notify the Captain of observed suspicious behaviors and then the Captain will notify the OCC (Operation Cross Country, a nationwide law enforcement initiative to recover minors who are commercially sexually exploited) and/or law enforcement. Spirit has successfully identified and reported instances of trafficking using these methods, and regularly updates its training.
- [United Airlines](#): In 2017, United Airlines trained all flight attendants to identify and report suspected human trafficking. In 2018, they continued to train flight attendants annually and worked to expand training to all customer-facing employees (54,000 employees).

7.10.2. BUSES/MOTOR COACHES

- [Busing on the Lookout](#) (BOTL): The BOTL developed public awareness posters in multiple languages for display in bus stations and on buses. Posters include the National Human Trafficking Hotline number, and are available in English and Spanish. They also partner with the [American Bus Association](#) to provide training on recognizing the signs of human trafficking for commercial and school bus drivers.
- [Coach USA](#): Coach USA partnered with Megabus and BOTL to provide ticket vouchers through the National Human Trafficking Hotline (NHTH) to victims who need assistance. They also trained workers to spot the signs of human trafficking, and provided information about the NHTH to employees.
- [Western Massachusetts Businesses Against Human Trafficking](#): This coalition of hotels, transportation providers (including Peter Pan Bus Lines), and other companies pledged to train their employees to recognize trafficking. Members block access to websites that market trafficked people, and work with law enforcement and volunteer groups to support victim and survivor services.

7.10.3. MASS TRANSIT

- [Bay Area Rapid Transit](#) (BART): The BART trains patrol officers to recognize signs of human trafficking and posts signage with the National Human Trafficking Hotline number in all BART stations.
- [Capital Area Transit](#): Capital Area Transit trains all bus drivers and employees to recognize the signs of human trafficking.
- [Dallas Area Rapid Transit](#) (DART): The DART trained over 3,500 employees to recognize and respond to human trafficking, and partnered with over 27 organizations to form the [Human Trafficking Transportation and Community Partners group](#). DART also coordinated the Human Trafficking Awareness Bus Tour, that provided civic leaders with tours of the places in Texas where reported cases of human trafficking and child exploitation are taking place. Additionally, DART displays Blue Campaign awareness materials, and participates in [Safe Place](#), a national youth outreach and prevention program for young people in need of immediate help and safety.
- [Greater Cleveland Regional Transit Authority](#): The Greater Cleveland Regional Transit Authority trained 2,100 employees, including 100 transit police, to recognize signs of human trafficking. They also placed posters in transit stations and on vehicles to raise awareness, and hosted public education and awareness events at transit stations.
- [Kansas Public Transit Association](#): The Kansas Public Transit Association created a Human Trafficking Proclamation with the support of the Kansas Attorney General.
- [King County \(Seattle, WA\)](#): King County launched the "Help Stop Human Trafficking" campaign in 2013 to raise awareness, and placed signage on 200 Metro buses.

- [Los Angeles Metro](#): Los Angeles Metro trained 10,000 employees, used 3,000 bus and rail ads to raise awareness, and developed a public-facing [awareness website](#). The website includes a training and quiz regarding recognizing the signs of human trafficking.
- [Metropolitan Atlanta Rapid Transit Authority](#) (MARTA): The MARTA trained employees to recognize signs of human trafficking through awareness materials on their employee website. At the launch of its counter-human trafficking program, MARTA emailed an Authority-wide commitment message. MARTA provides employee information brochures and pocket guides, and posts signs in employee restrooms.
- [Orange County Transportation Authority](#) (OCTA): The OCTA launched the “Be the One” program to educate OCTA bus riders to be proactive and look out for one another. They use messaging on buses, bus stops, social media, and ads to raise awareness regarding human trafficking and actions the public can take to combat the crime.
- [Santa Clara Valley Transportation Authority](#) (VTA): Over 2,200 current VTA employees participated in awareness training in partnership with the Santa Clara County Human Trafficking Commission. The counter-trafficking training is included in new employee training, and became the model for a 2018 state law (AB 2034) that makes it mandatory for transit agencies in California to provide human trafficking employee training.
- [South West Transit Association](#) (SWTA): The SWTA provides awareness training and resources for public transit employees, board members, and DOT staff through public transportation association meetings in the member states of Arizona, Arkansas, Colorado, Kansas, Louisiana, New Mexico, Oklahoma, and Texas. SWTA also provides trainings at non-member state association and national transit association meetings.
- [Southeastern Pennsylvania Transportation Authority](#) (SEPTA): All SEPTA Transit Police Officers are trained on indicators of human trafficking. SEPTA also developed a training video and awareness materials for employees in collaboration with regional partners.
- USDOT’s [Federal Transit Administration](#) (FTA): The FTA launched a [Human Trafficking Awareness and Public Safety Initiative](#) in 2019 in support of USDOT’s Transportation Leaders Against Human Trafficking. The initiative includes two Notices of Funding Opportunity (NOFOs) totaling \$4 million towards preventing human trafficking and other crimes that may occur on buses, trains, and other forms of public transportation. The Department’s Federal Motor Carrier Safety Administration (FMCSA) expanded its [Commercial Driver’s License Program Implementation Grant](#) (CDLPI) to prioritize grant applications that support the recognition, prevention, and reporting of human trafficking.

7.10.4. MOTOR VEHICLES

- [American Association of Motor Vehicle Administrators](#) (AAMVA): The AAMVA developed model counter-trafficking programs in motor vehicle administration, law enforcement, and highway safety. They partner with Truckers Against Trafficking (TAT) on their CDL manual, which is distributed to all 51 jurisdictions. AAMVA also assists TAT in making key contacts at a host of DMV offices across the nation in order to have points of contact to assist survivors in obtaining drivers licenses.
- [Commercial Vehicle Safety Alliance](#) (CVSA): In addition to training law enforcement, CVSA partners with TAT to raise public awareness through conferences, and encourages their members to distribute TAT awareness materials at all weigh stations, ports of entry, rest stops, bus terminals. They also conduct campaigns that ensure material distribution during roadside inspections.

7.10.5. MULTIMODAL

- [A21](#): The A21 provides counter-trafficking media kits, training, and public awareness materials. They partnered with USDOT through the “Put the Brakes on Human Trafficking” initiative on the “[Can You See Me?](#)” international public awareness campaign. As part of awareness efforts at the Superbowl LII, A21 partnered with Save Our Adolescents from Prostitution to distribute bags of soap containing the National Human Trafficking Hotline number. They are also a founding partner of the [It’s a Penalty](#) NGO, which is a global campaign harnessing the power of sports to raise awareness.
- [U.S. Department of Homeland Security Blue Campaign](#): The Blue Campaign provides [toolkits](#), posters, and other printed materials that are designed to help educate the public to recognize indicators of trafficking and report suspected incidents to law enforcement. Their website also includes [awareness videos](#) that are available for download.

7.10.5.1. LAW ENFORCEMENT

- [Federal Law Enforcement Training Centers](#) (FLETC): FLETC trains law enforcement officers on indicators of human trafficking encountered during routine duties, how to protect victims, and how to initiate human trafficking investigations.
- [Florida Coalition Against Human Trafficking](#) (FCAHT): This statewide coalition provides training to local law enforcement and community organizations. FCAHT has been conducting trainings since the 1990s and has worked with several dozen cities in Florida as well as other cities in the U.S. and internationally.

- [Iowa Motor Vehicle Enforcement](#) (Iowa MVE): The Iowa MVE partnered with Truckers Against Trafficking and the Iowa Attorney General’s Office on a multi-faceted approach to address human trafficking. This approach includes training law enforcement; using weigh stations, rest areas, and CDL renewal to raise awareness; posting awareness materials at truck stops and bus terminals; training as part of mandatory safety meetings for truck and bus companies; coordinating with school bus drivers through appropriate agencies; and assisting in investigations. States using the “Iowa MVE Model” include California, Michigan, Ohio, and Washington. Several other states have adopted in part.
- [Quad State Coalition](#): Iowa, Nebraska, South Dakota and Minnesota are hosting coalition builds. These events are aimed at providing human trafficking training, connecting members of the trucking industry and law enforcement with local resources in their area, and facilitating dialogues regarding human trafficking in the areas. They also address challenges that exist in investigations and prosecutions of cases.
- [State Police in Michigan, Ohio, Illinois, and Indiana](#): These state police partnered with Truckers Against Trafficking to raise awareness about human trafficking. The goal of their week-long effort was to educate motorists about the signs of human trafficking, and to enforce laws that crack down on traffickers.
- [Texas Office of the Attorney General](#) (OAG): Attorney General Paxton formally created the Human Trafficking and Transnational/Organized Crime (HTTOC) Section. The OAG human trafficking training film, [“Be the One in the Fight Against Human Trafficking,”](#) has been viewed in 48 states and 131 countries. On Vimeo, they have reached more than 84,000 people in addition to the distribution of several thousand DVDs. The Texas Governor’s Office is currently conducting a survey of state agencies to determine how many state employees have been trained since the Governor asked all state agencies to train employees with the film. The prosecution arm of the HTTOC has also been active its counter-trafficking efforts.⁹¹

⁹¹ Prosecutors have conducted 300 plus in-person trainings on human trafficking for 20,000 plus people. Backpage.com, the single largest purveyor of escort ads in the U.S., and a major facilitator of sex trafficking, was shut down in 92 countries and pled guilty to human trafficking and engaging in organized criminal activity in Texas. Their CEO pled guilty to money laundering and agreed to cooperate against co-defendants. In addition, the HTTOC prosecution arm resolved 23 cases with pleas or trial; has 25 trafficking cases pending in 9 counties; ensured traffickers received 327 years in prison sentences; conducted 7 coalition builds with Truckers Against Trafficking and the Texas Trucking Association including 2 targeted builds with the oil and gas industries; and conducted a Human Trafficking for Prosecutors Conference with an additional conference planned for 2020. Moreover, they conducted 4 McCain/Bufett Labor Trafficking Initiative 2-Day Law Enforcement (LE) and Prosecutor Trainings in Edinburg, Lubbock, Laredo, and Pecos, with 2 additional trainings planned for 2019 in Amarillo and Brownsville; and made 150+ assists to LE, state and local agencies, district attorneys, members of the public, and 35+ direct assists to victims of trafficking. They continue work with human trafficking researchers around the country, as well as participate in and help lead regional coalitions, and the Texas Human Trafficking Prevention Task Force leadership and legislative agenda management. Since its inception in January 2016, the HTTOC has seen a 500% increase in its average annual caseload.

7.10.5.2. STATE DEPARTMENTS OF TRANSPORTATION

- [Arizona DOT](#): Arizona DOT placed bumper stickers aimed at human trafficking victims to call a hotline or visit the EndSexTrafficking.AZ.gov website on enforcement vehicles.
- [Arkansas DOT](#): The Arkansas DOT requires employees to participate in Truckers Against Trafficking trainings in order to receive their commercial driver's licenses. Arkansas DOT also included a human trafficking awareness article in its July/August Arkansas Highway Magazine.
- [Colorado Department of Transportation \(CDOT\)](#): The Colorado Department of Transportation delivered the [Colorado Human Trafficking Council's](#) training program to over 200 employees including maintenance crews, engineers, right of way, survey, environmental and administrative personnel. The training is available for any region throughout the state and can be delivered by a member of the council or through one of 7 human trafficking task forces throughout the state.
- [Indiana DOT](#): The Indiana DOT collaborated with the Indiana Protection for Abused and Trafficked Humans Task Force (IPATH) and the Indiana Motor Truck Association by posting awareness information and a hotline number at 18 rest areas. IPATH also placed awareness messages on 35 billboards and IndyGo buses in Indianapolis, and distributed fact sheets to taxi drivers.
- [Minnesota DOT](#): The Minnesota DOT adopted a resolution and has committed to educating employees, raising awareness among the traveling public, and tracking/collecting key data. In addition to being a Transportation Leaders Against Human Trafficking member, state partners include the Minnesota Human Trafficking Task Force, and the Departments of Health and Public Safety.
- [Mississippi DOT](#): Mississippi DOT trained officers to identify and police human trafficking on state highways and at weigh stations.
- [Missouri DOT](#): Missouri DOT employees are trained to recognize and report human trafficking, and the DOT has committed to training 5,000 employees.
- [Pennsylvania DOT](#): The Pennsylvania DOT instituted web-based training for all employees, distributes TAT wallet cards at all Driver License Centers, places public service announcements on social media and the Motor Vehicle Network, and partners with other transportation entities to spread awareness.
- [Wisconsin DOT](#): Wisconsin DOT uses variable message signs and social media to educate the public and raise public awareness. The DOT trains DMV staff and has added counter-trafficking training to their CDL manual. They also partnered with the Wisconsin Department of Children and Families and the Wisconsin Department of Justice on messaging.

7.10.6. PORTS/MARITIME

- [American Association of Port Authorities](#) (AAPA): The AAPA hosted a webinar to educate and support the port industry’s counter-trafficking efforts. The webinar highlighted steps to prevent trafficking in supply and transportation networks, and was adopted as part of a ‘toolkit’ by the Port of Tampa Bay.
- [Port Authority, New York City](#): The Port Authority of New York City hosts a police department youth division onsite that focuses on working specifically with vulnerable populations and identifying victims.
- [Port of Seattle](#): The Port of Seattle uses a comprehensive port-wide strategy to combat trafficking through its facilities, including several ports, the Seattle-Tacoma International Airport, and throughout the region. The strategy includes internal policies and procedures, public awareness and education, employee training, and community partnerships. The Port of Seattle plans to hold trainings for approximately 2,000 port employees and police officers. It is currently exploring how to bring training to the 25,000 individuals who work at ports.
- [Port of Tampa Bay](#): Port Tampa Bay (PTB) adopted a resolution recognizing January as National Slavery and Human Trafficking Prevention Month, increasing awareness among the board members as well as the Port’s leadership team. They also worked with the American Association of Port Authorities (AAPA) to host the AAPA Security Directors conference, and developed a Human Trafficking Tool Kit, which can assist America’s port authorities in developing a formal human trafficking program. PTB and Tampa International Airport host an annual Safety Summit, which focused on awareness and prevention of human trafficking in 2019. PTB also joined with Truckers Against Trafficking to focus on informing and educating the trucker community, in addition to raising awareness among stakeholders, tenants, and maritime related transportation companies – all to increase PTB’s intermodal efforts to prevent human trafficking.
- [Seattle Region Partners](#): As part of a partnership, Port of Seattle, King County, City of Seattle, Sound Transit, Delta Air Lines, and Alaska Airlines partnered on a unified public awareness campaign. Awareness signs with hotline information were posted at airports, buses, trains, health clinics, libraries, law enforcement offices, public defender offices, community centers, and elsewhere throughout the region.

7.10.7. RAIL (PASSENGER)

- [Amtrak](#): Amtrak and the [Amtrak Police Department](#) partnered with DHS and USDOT to combat human trafficking by providing counter-trafficking training to crews and employees. The Amtrak Police Department developed and distributed the [Hiding in Plain Sight](#) training video. Nationally, Amtrak displays A21’s “Can You See Me?” and DHS Blue Campaign public service announcements in 29 major stations, as well as in border crossing areas. There are also awareness materials posted in every Amtrak station.

7.10.8. RIDESHARE

- [Uber](#): Uber provides educational materials to its drivers on recognizing the signs of human trafficking and the NHTH, in partnership with Polaris, NCMEC, ECPAT-USA, and the McCain Institute. In advance of Super Bowl LII in Atlanta, Uber held [in-person training](#) for 70 drivers.

7.10.9. TAXIS AND LIMOUSINES

- [City of Houston, Mayors Office](#): The City of Houston offers a Taxi Industry Initiative [Toolkit](#) with e-mail and text message templates that can be sent by taxi services to their drivers to alert them regarding human trafficking indicators.
- [Empire CLS](#): Empire CLS provides its employees with counter-trafficking training. They are an ECPAT-USA Code signatory.
- [New York City](#): New York City enacted legislation in 2012 by imposing \$10,000 penalties on taxi drivers who knowingly transport victims of sex trafficking. Taxi and limousine drivers are also required to watch a training [video](#) on sex trafficking awareness, and to certify completion before proceeding with new/renewal license applications.
- [Taxicab, Limousine & Paratransit Association](#): This association created an online driver education program about a decade ago.

7.10.10. TRUCKING & TRUCK STOPS

- [Federal Motor Carrier Administration](#) (FMCSA): The FMCSA expanded its [Commercial Driver's License Program Implementation Grant](#) (CDLPI) to prioritize grant applications that support the recognition, prevention, and reporting of human trafficking. Under the CDLPI, FMCSA reimburses 90% of total project costs, and \$430,000 in grants supporting human trafficking were awarded during the 2018 fiscal year. FMCSA also expanded its [Motor Carrier Safety Assistance Program](#) (MCSAP) grant to allow funds to be used for detection of and enforcement actions taken as a result of criminal activity; including human trafficking in a commercial motor vehicle or by any occupant of the commercial motor vehicle when conducted in conjunction with a roadside inspection.
- [Garner Trucking](#): Garner Trucking incorporated Truckers Against Trafficking (TAT) into their company's existing policies and procedures, and also partners with TAT to support their public awareness campaigns. Truck drivers are trained to be vigilant about human trafficking as they operate their trucks in communities throughout the country.
- [National Association of Truck Stop Operators](#) (NATSO): The NATSO developed an [online course](#) designed to help teach truck stop owners, operators and employees how to respond if they suspect human trafficking. They also released a "[Combating Human Trafficking](#)" [toolkit](#) to offer truck stops and travel centers a roadmap for implementing an education and awareness program. NATSO also provides DHS Blue Campaign's training and awareness materials to the nation's truck stops and travel plazas.

- [Truckers Against Trafficking](#) (TAT): The TAT develops educational materials and industry training for trucking, bus, and law enforcement, including videos, wallet cards, indicators, and questions to ask potential victims. TAT supports coalition-building and state-based initiatives. They partner with trucking schools, motor carriers, the truck stop industry, shippers, manufacturers, and state and national trucking associations on training. TAT advocates for state and federal counter-trafficking policies. They partner with trucking companies to establish internal counter-trafficking policies and protocols. In addition, TAT presents at major trucking industry events to raise awareness. All major national trucking and busing associations, along with the 50 state trucking associations, have officially partnered with TAT on a comprehensive counter-trafficking strategy. Through the partnerships, members are able to utilize TAT training resources and display awareness materials at weigh stations, ports, and other locations, participate in coalition builds, and advocate legislatively on behalf of relevant counter-trafficking bills that intersect with CDL holders. Their mobile [Freedom Drivers Project](#) exhibit educates members of the trucking industry and the general public about human trafficking. The exhibit has traveled to 122 events in 37 states since 2014. TAT's [Man to Man Campaign](#) explicitly addresses the issue of demand for commercial sex. The TAT Coalition Build program gathers stakeholders and decision-makers to establish effective and sustainable working relationships in the trucking and busing industries and law enforcement statewide. Coalition builds have taken place in approximately 28 states since 2012.
- [UPS](#): As a global transportation leader, UPS is committed to combating human trafficking through policy development, employee awareness initiatives, and strategic philanthropic partnerships. UPS's Anti-Trafficking in Persons Policy has been published company-wide for global access. This policy strictly prohibits the use of any UPS assets or resources for any purpose that would enable the trafficking of persons and governs the UPS enterprise as a whole, its employees, suppliers, consultants, third party representatives, and subcontractors. In 2016, UPS joined forces with Truckers Against Trafficking (TAT) to teach truck drivers how to recognize the signs of sex trafficking. Following a pilot project between TAT and UPS Freight across 10 states, UPS expanded the TAT pilot project nationwide. The awareness campaign has reached more than 97,000 drivers and supervisors. UPS also supports TAT with quarterly in-kind transportation of TAT's Freedom Drivers Project (FDP), which uses a semi-tractor trailer equipped with educational resources to serve as a mobile educational exhibit on human trafficking. The FDP has been hauled more than 131,000 miles, receiving 3.9 million impressions. In addition to the enhanced policy and nationwide education, UPS is leveraging the power of corporate philanthropy to invest in organizations that raise awareness and provide direct services. Among others, UPS is supporting the United Way Worldwide's Center on Human Trafficking and Slavery, Wellspring Living and Businesses Ending Slavery and Trafficking (BEST) to further counter-trafficking education, hire survivors and promote recognition and response efforts in local communities. In May, 2019, UPS received the [United Way Worldwide Gamechangers Award](#) for its partnership and innovative efforts to build stronger communities through counter-trafficking engagement. UPS also sparked an international conversation by partnering with TED to produce the TED Talks "[How A Truck Driver Sees and Saves People on America's Highway](#)" and "[3 Ways Businesses Can Fight Sex Trafficking](#)".

7.10.11. OTHER

- [Convenience Stores Against Trafficking](#): Convenience Stores Against Trafficking equips convenience stores with counter-trafficking employee training and provides life-saving materials to post in stores.
- [ECPAT-USA](#): ECPAT-USA is a leading counter-trafficking organization in the U.S. seeking to end the commercial, sexual exploitation of children through awareness, advocacy, policy, and legislation. Their [resources for travel professionals](#) are available for download.
- [Global Fund to End Modern Slavery](#): The Global Fund to End Modern Slavery is a public-private partnership that seeks to catalyze and coordinate a coherent global strategy to end modern slavery.