

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

**2024 REPORT**

**PREVENTING AND ADDRESSING  
HUMAN TRAFFICKING IN THE  
TRANSPORTATION SECTOR**



September 6, 2024

The Honorable Pete Buttigieg  
Secretary of Transportation  
United States Department of Transportation  
1200 New Jersey Avenue, SE  
Washington, DC 20590

Dear Secretary Buttigieg,

As Chair and Vice-Chair of the Department of Transportation Advisory Committee on Human Trafficking (AHT), it is our honor to submit to you the 2024 report on “Preventing and Addressing Human Trafficking in the Transportation Sector.”

The need for this periodic report (every three years under the Bipartisan Infrastructure Law, P. L. 117-58) was mandated by Congress in recognition of the transportation sector serving as a critical connector that can both facilitate and prevent human trafficking. As described in our Executive Summary and illustrated throughout the report, individuals subjected to commercial sex and forced labor are recruited and exploited via varied modes of transportation every day. Coerced, deceived, forced, or trapped by debt and circumstance, many are transported daily back and forth to the site of their work. When able to escape, these individuals use transportation again as they flee their trafficking situation while turning to law enforcement, transportation employees, and the traveling public for assistance in seeking safety and hope. In every form of transportation, then, these factors make public awareness, trained personnel, and clear communications targeting individuals who may be subjected to human trafficking indispensable to the success of America’s effort to counter human trafficking.

Our report illustrates the many ways the U.S. Department of Transportation (DOT) has, since the 2019 report, encouraged and nurtured efforts throughout our nation’s transportation systems, significantly strengthening America’s response to this vital responsibility. Our recommendations convey the many challenges that remain in our collective efforts to eliminate this scourge.

In shaping this report, the Committee's distinguished members brought to the discussions immense experience, knowledge, and dedication. The Committee’s diversity of understanding reflects their working with varied modes of transportation at local, state and federal levels, including engagement with the transportation industry and unions as well as NGOs engaged in preventing trafficking and/or supporting its victims and survivors. The AHT deliberations were enhanced by additional experts who were invited to serve on our three main subcommittees, as well as by comments and suggestions from the American public who participated in our public meetings. Most importantly, the presence of survivors on the Committee and on each subcommittee infused every step of our deliberations with their lived experience, insights, and perspectives. It should be a source of pride for you, Mr. Secretary, that all of this was skillfully, thoughtfully, and effectively organized by dedicated DOT staff. We believe we speak for every

member of the ACHT in acknowledging the debt our entire enterprise owes to their professionalism and caring. Throughout our process, your staff represented the highest standards of public service.

We offer this report with deep appreciation and humble recognition of the impact that our analysis of, and recommendations related to best practices, data collection, information-sharing, laws, and regulations can have. The public is often not fully aware of how deeply the efforts of DOT and other agencies of the Executive branch are reflected in such reports. Experts from different departments presented at our Committee's meetings and relevant offices in DOT and throughout the Executive Branch (particularly the Departments of Justice, State, Homeland Security, and Health and Human Services) reviewed and offered perspectives on strengthening the report. When issued, it will be shared formally with the U.S. Congress, where lawmakers can draw from the report's recommendations to enhance our legal responses to combating human trafficking. Finally, State and local transportation authorities, the transportation industry and unions, and NGO groups can all draw from the report's descriptions of best practices and listings of resources to strengthen their work as well.

In closing, we would like to express our gratitude, and that of our fellow Committee members, for the opportunity to contribute to the effectiveness of our government's efforts to prevent the continuation of this moral travesty, to offer protection and support to its countless victims and survivors, and to hold accountable all those who contribute to or benefit from the trafficking and enforced labor of our fellow human beings.

Rabbi David Saperstein  
Chair  
Advisory Committee on Human Trafficking

Esther Goetsch  
Vice-Chair  
Advisory Committee on Human Trafficking

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## ABOUT THE COMMITTEE

The multimodal United States Department of Transportation (Department or USDOT) [Advisory Committee on Human Trafficking](#) (ACHT) was established on October 3, 2018, as mandated by Sec. 5(a) of the 2018 Combating Human Trafficking in Commercial Vehicles Act (P.L. 115-99). The Act directed the ACHT to submit a report to Congress with recommendations for the Department on successful strategies for identifying and reporting instances of human trafficking, best practices for State and local transportation stakeholders, and administrative or legislative changes necessary to use programs, properties, or other resources owned, operated, or funded by the Department to combat human trafficking. The Act also stipulated that the recommended best practices be based on multidisciplinary research, promising evidence-based models and programs, incorporate the most up-to-date technology, and include sample training materials, strategies to identify victims, and sample protocols and recommendations. The Act also required that the sample protocols and recommendations include strategies to: a) collect, document, and share data across transportation systems and agencies; b) help agencies better understand the types of trafficking involved, the scope of the problem, and the degree of victim interaction with multiple systems; and, c) identify effective pathways for State agencies to utilize their position in educating critical stakeholder groups and assisting victims.

The ACHT submitted their [report](#) on Combating Human Trafficking in the Transportation Industry to the Secretary on July 2, 2019, with a total of 49 recommendations, including 13 recommendations for USDOT, 6 for the United States Congress, 13 for States, and 17 for private industry, non-governmental organizations (NGOs), and local transportation authorities. USDOT provided the ACHT report to the U.S. Senate Committee on Commerce, Science, and Transportation and the U.S. House of Representatives Committee on Transportation and Infrastructure in 2019, as well as to State governors and State departments of transportation (DOTs). Following completion of the ACHT's work and submission of their 2019 report, the Committee was terminated on October 3, 2020, upon the expiration of its charter.

USDOT re-chartered the ACHT on July 29, 2022, as required by and using its authorities under Section 23020 of the Bipartisan Infrastructure Law (P. L. 117-58) and announced committee member appointments on July 28, 2023. The law requires the Secretary of Transportation, acting through the ACHT and in coordination with the Attorney General, to submit a counter-trafficking report beginning on November 15, 2024, and every three years thereafter that addresses human trafficking violations involving commercial motor vehicles, an assessment of best practices by transportation stakeholders, and recommendations for countering human trafficking. The committee's 15 members include individuals with lived experience expertise in human trafficking in addition to a cross-section of stakeholders from both industry and labor, including representatives from the aviation, bus, law enforcement, maritime, port, rail, and trucking sectors. This report is the culmination of the ACHT's efforts, the tremendous work of its three subcommittees on Policies and Partnerships, Research and Data, and Training and Awareness, and the immense skill and professionalism of dedicated USDOT staff.

## EXECUTIVE SUMMARY

Human trafficking is the most egregious criminal enterprise in the contemporary world. Traffickers make more than [\\$150 billion](#)<sup>1</sup> in illicit annual profits by exploiting over [27.6](#)<sup>2</sup> million people globally through force, fraud, or coercion for the purposes of commercial sex or forced labor. While roadways, railways, waterways, and airways serve as vital arteries of global connectivity and commerce, these same networks can also facilitate the clandestine movement of individuals being subjected to human trafficking by concealing them amidst the vast flow of legitimate passengers. Traffickers utilize transportation routes to recruit and facilitate the trafficking of human beings,<sup>3</sup> and survivors often use them to escape traffickers and to assist in their road to recovery.<sup>4</sup> The ubiquity and connectivity of the transportation sector, and its frequent presence in the lives of individuals before, during, and after being subjected to human trafficking, provides transportation entities with a significant opportunity to help prevent this crime. The transportation sector offers a frontline defense against human trafficking when informed transportation personnel and travelers are equipped and authorized to recognize and report suspected instances of the crime.<sup>5</sup>

This report underscores counter-trafficking trends, emerging issues, and promising practices by an increasing number of public and private transportation stakeholders working collectively to prevent and address human trafficking. Since the publication of the ACHT's seminal report in 2019,<sup>6</sup> USDOT has seen counter-trafficking efforts among transport stakeholders increase significantly across the transportation sector. The report and USDOT's significant engagement; with a primary emphasis on this issue and its provision of resources to effective NGO and governmental programs to address both sex and labor trafficking, played an important role in this growth. While training transportation employees and raising awareness among the traveling public was the primary focus of the ACHT in 2019, the Committee's comprehensive strategy provided stakeholders with a roadmap for catalyzing a far more expansive approach to combating the crime, including an increasing focus on counter-trafficking funding, policies, partnerships, research, and survivor engagement.

Across all efforts, engaging with survivors as Lived Experience Experts at the earliest stages of program design continues to be essential in ensuring that their expertise informs policies, programs, resources, and evaluation. The [U.S. National Action Plan to Combat Human Trafficking](#), the [U.S. Advisory Council on Human Trafficking](#), and the [Senior Policy Operating Group](#), which operates under the umbrella of the [President's Interagency Task Force to Monitor and Combat Trafficking in Persons](#) all underscore a survivor-informed approach as a best practice. The U.S. Advisory Council on Human Trafficking [2023 Annual Report](#) defines

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<sup>1</sup> International Labour Organization . 2014. *Profits and Poverty: The Economics of Forced Labour*. Geneva.

<sup>2</sup> International Labor Organization and Walk Free Foundation. 2022. *Global Estimates of Modern Slavery: Forced Labour and Forced Marriage*. Geneva: International Labour Office.

<sup>3</sup> International Organization for Migration. 2017. "Victims of Trafficking on the Road." Counter Trafficking Data Collaborative. <https://www.ctdatacollaborative.org/story/victims-trafficking-road>.

<sup>4</sup> Wagle, Christi and Christine Baglin, et al. 2023. *National Outreach Survey for Transportation: Combating Human Trafficking by Listening to Experiences, Challenges, and Recommendations of Frontline Workers and Those with Lived Experience (2021)*. Morristown: United Against Slavery.

<sup>5</sup> U.S. Department of Transportation. 2023. *Combating Human Trafficking in the Transportation Sector Awareness Training*. July 23, 2023. <https://www.youtube.com/watch?v=6dHh3BWTO8c>.

<sup>6</sup> U.S. Department of Transportation Advisory Committee on Human Trafficking. 2019. "Combating Human Trafficking in the Transportation Sector." Washington, DC.



survivor-informed as a program, policy, intervention, or product that is designed, implemented, and evaluated with intentional leadership, expertise, and input from a diverse community of survivors to ensure that the program, policy, intervention, or product accurately represents their needs, interests, and perceptions.<sup>7</sup> The U.S. Advisory Council on Human Trafficking report also emphasizes the importance of engaging with Lived Experience Experts at all levels of program design and implementation.

Committee recommendations for USDOT, the U.S. Congress, States, private industry, associations and NGOs, and local transportation stakeholders, include:

- **Leadership & Funding:** A top-level commitment to combat human trafficking with dedicated funding to prevent and address human trafficking across all modes of transportation, including policy development, training and awareness, data collection, information-sharing, and victim and survivor support.
- **Policies & Reporting:** Zero-tolerance counter-trafficking policies with a comprehensive approach, including firm leadership, dedicated funding, strong partnerships, clear reporting protocols, impactful training and awareness, consistent report tracking, and solid survivor support.
- **Partnerships:** Effective public and private partnerships (including government agencies, law enforcement, and NGOs) to increase identification, share information, and maximize their collective impact.
- **Training & Awareness:** Effective training and public awareness for transportation employees and travelers that facilitate their recognition and reporting of suspected instances of human trafficking using free, survivor-informed materials that are trauma-informed, person-centered,<sup>8</sup> and culturally responsive.
- **Research, Data & Information-Sharing:** Tracking and sharing reports of human trafficking that intersect with the transportation sector and expanding research on each mode of transport.
- **Victim & Survivor Support:** Strategic placement of survivor-informed public awareness materials, integration into corporate social responsibility programs, providing travel vouchers to support individuals being subjected to human trafficking in their escape and survivors in their recovery, and offering dedicated employment opportunities.

The transportation sector is uniquely positioned to significantly impact the fight against human trafficking. Through comprehensive and supportive policies, enhanced training, impactful awareness, and strengthened partnerships, the transportation sector can dramatically increase its efficacy in detecting and preventing human trafficking activities. With a sustained and collaborative approach, the prospects for sharply reducing human trafficking are promising. Working together, transportation stakeholders can better ensure the safety of our transportation systems with the goal of eradicating this scourge on humanity.

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<sup>7</sup> U.S. Advisory Council on Human Trafficking. 2023. "Annual Report 2023." Washington, D.C. [https://www.state.gov/wp-content/uploads/2024/03/2023-Council-Annual-Report\\_508\\_FINAL-2.pdf](https://www.state.gov/wp-content/uploads/2024/03/2023-Council-Annual-Report_508_FINAL-2.pdf).

<sup>8</sup> A person-centered approach to messaging, imagery, and strategies is non-judgmental, supports informed decision-making and self-determination, prioritizes feelings of safety and security, and avoids re-traumatization.

# 1. INTRODUCTION

According to the United Nations [International Labour Organization](#), 3.5 out of every 1,000 workers were subjected to human trafficking in 2021, including 77% through forced labor and 23% through commercial sexual exploitation<sup>9</sup> over an average of 15.4 months. Globally, most individuals subjected to forced labor were male (68%), and the majority of individuals subjected to commercial sexual exploitation were women and girls (78%). More than half of all human trafficking occurred in either upper-middle income or high-income countries.

In the U.S., traffickers exploit children and adults through human trafficking across every State and territory, and in federal, State, tribal, and local jurisdictions. The U.S. Department of Justice's (DOJs) Bureau of Justice Statistics reported that at the federal level, 1,343 individuals were prosecuted for human trafficking in U.S. district courts in 2020.<sup>10</sup> In 2023, the [National Human Trafficking Hotline](#) received a total of 30,162 substantive signals nationwide and received reports of 9,619 potential human trafficking cases referencing 16,999 potential victims.<sup>11</sup> The National Human Trafficking Hotline uses the word 'case' to represent distinct situations of trafficking reported to the hotline. A case can involve one or more potential victims of trafficking and can be reported to the National Human Trafficking Hotline through one or more conversations via call, text, email, online report, or webchat. The use of the word case is not an indication of law enforcement involvement in the situation. The non-cumulative types of trafficking reported to the National Human Trafficking Hotline in 2023 included 5,572 sex trafficking situations, 1,558 labor trafficking situations, and 1,021 situations that included both sex and labor trafficking. Non-cumulative case demographic information for 2023 included 6,676 adults, 2,535 minors, 6,863 females, 1,480 males, 1,152 foreign nationals, and 934 Lawful Permanent Residents. While the National Human Trafficking does not systematically track transport-related reports, the venues for sex trafficking reported in 2023 included 36 truck stop-based cases. In 2023, the [National Center for Missing and Exploited Children](#) received more than 18,400 reports of possible child sex trafficking, and 1 in 6 (4,800 cases) of the more than 28,800 cases of children reported missing in 2023 were likely subjected to child sex trafficking.<sup>12</sup>

Data on human trafficking crimes reported to state and local law enforcement agencies is not submitted by all eligible reporting agencies. In 2022, data from the Federal Bureau of Investigation's National Incident-Based Reporting System included 2,223 reports of human trafficking incidents, which are comprised of reports of commercial sex acts and involuntary servitude. These data were reported from agencies in 49 states, covering 77% of the U.S.

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<sup>9</sup> International Labor Organization and Walk Free Foundation. 2022. *Global Estimates of Modern Slavery: Forced Labour and Forced Marriage*. Geneva: International Labour Office.

<sup>10</sup> Office of Justice Programs, Bureau of Justice Statistics. 2022. "Human Trafficking Data Collection Activities." NCJ 305205. Washington, D.C.: U.S. Department of Justice.

<sup>11</sup> Polaris. n.d. "National Statistics." Washington, D.C. Accessed August 15, 2024. <https://humantraffickinghotline.org/en/statistics>.

<sup>12</sup> National Center for Missing & Exploited Children. 2024. "Child Sex Trafficking Overview." <https://www.missingkids.org/content/dam/missingkids/pdfs/CST-Identification-Resource.pdf>.

population.<sup>13</sup> Per the DOJ Bureau of Justice Statistics' [2018 Survey](#) of State Attorneys General Offices, most offices had 10 or fewer cases for each of six categories of human trafficking.<sup>14</sup>

Human traffickers and the individuals they subject to trafficking can be of any age, gender, race, ethnicity, disability, sexual orientation, socioeconomic background, religion, national origin, education level, or citizenship status.<sup>15</sup> These classifications identify objective indicators that may indicate potential criminal activity rather than being motivating or contributing factors. Acting alone or as part of an organized criminal enterprise, human traffickers recruit individuals in-person and online with false promises of a better life, employment, educational opportunities, conflict-free environments, temporary housing, access to basic necessities, or even a seemingly loving family, relationship, marriage, or home.<sup>16</sup> An analysis of [trends](#) of calls received in 2021 by the National Human Trafficking Hotline found that the top traffickers were employers (43%), family members (26%), and intimate partners (22%),<sup>17</sup> and that most individuals subjected to human trafficking (65%) were recruited online.

Gender, race, sexual orientation, economics, and citizenship status correspond with increased vulnerability to human trafficking among some populations, including women and girls, racial and ethnic minorities, LGBTQI+ individuals,<sup>18</sup> disconnected youth,<sup>19</sup> survivors of other forms of violence, people experiencing housing instability, people with a history of substance use, immigrants,<sup>20</sup> and migrant workers. A [2022 study](#) of 457 sex and labor trafficking survivors by the NGO Polaris, that operates the National Human Trafficking Hotline, found that the majority had experienced a series of adverse childhood experiences.<sup>21</sup> Among a range of 435 to 450 respondents, 96% had experienced physical, sexual, or emotional abuse; 91% experienced mental health challenges; 83% experienced poverty; 69% ran away from home; and 62% experienced substance abuse.

Human trafficking is a crime often occurring in plain sight, as fear of traffickers often keep individuals subjected to human trafficking from seeking help. Traffickers coerce or force individuals into human trafficking through emotional, psychological, economic, and physical abuse.<sup>22</sup> The National Human Trafficking Hotline's analysis of trends of calls received in 2021 found that emotional abuse (28%), economic abuse (26%), and threats (23%) remained the most frequently reported methods. Traffickers also restrict the freedom of movement of individuals they subject to human trafficking by holding them in debt bondage, forcing them to work

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<sup>13</sup> The Federal Bureau of Investigation is currently transitioning to an incident-level dataset that captures more detailed offense types, as well as demographics and other detailed information about each crime incident known to law enforcement.

<sup>14</sup> U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Statistics. March 2021. "Human-Trafficking Offenses Handled by State Attorneys General Offices, 2018." <https://bjs.ojp.gov/library/publications/human-trafficking-offenses-handled-state-attorneys-general-offices-2018>. Accessed June 30, 2024.

<sup>15</sup> U.S. Department of Transportation. 2023. Combating Human Trafficking in the Transportation Sector Awareness Training. July 23, 2023. <https://www.youtube.com/watch?v=6dHh3BWTO8c>.

<sup>16</sup> U.S. Department of Transportation. 2023. Combating Human Trafficking in the Transportation Sector Awareness Training. July 23, 2023. <https://www.youtube.com/watch?v=6dHh3BWTO8c>.

<sup>17</sup> Polaris. n.d. "Analysis of 2021 Data from the Human Trafficking Hotline." Washington, D.C. Accessed June 27, 2024. <https://polarisproject.org/wp-content/uploads/2020/07/Polaris-Analysis-of-2021-Data-from-the-National-Human-Trafficking-Hotline.pdf>.

<sup>18</sup> Lesbian, gay, bisexual, transgender, queer, and intersex.

<sup>19</sup> Young people between the ages of 14 and 24 who are experiencing housing instability, in foster care, involved in the justice system, or are neither employed or enrolled in an educational institution.

<sup>20</sup> Including refugees, recent migrants, asylees, guestworkers, humanitarian parolees, and undocumented individuals.

<sup>21</sup> Woldehanna, Sara, and Lara Powers. 2023. "In Harm's Way: How Systems Fail Human Trafficking Survivors." Survey Results from the First National Survivor Study. Washington, D.C.: Polaris.

<sup>22</sup> "Human Trafficking." n.d. National Human Trafficking Hotline. Accessed June 27, 2024. <https://humantraffickinghotline.org/en/human-trafficking>.

excessive hours, confiscating their earnings, controlling their movements, threatening them or their loved ones, and threatening law enforcement action.

The transportation sector serves as a critical connector that can both facilitate and prevent human trafficking. Transportation entities can play a key role in helping to intercept and prevent human trafficking by ensuring that their employees and travelers are equipped with the knowledge to recognize and report suspected instances of human trafficking. While some individuals subjected to human trafficking are transported locally, traffickers transport others to new locations, exploiting the inherent anonymity and mobility associated with transportation networks as they move individuals discreetly across regions and borders. Many traffickers transport individuals on circuits through multiple regions and cities, then quickly move them to ensure their dependence and avoid identification.<sup>23</sup> Runaway youth and individuals experiencing homelessness may be more vulnerable to recruitment at bus and train stations as traffickers target these transit hubs. The transient nature of transportation hubs and the high volume of travelers make effective detection and monitoring difficult for authorities.

Human trafficking is distinct from human smuggling, as human trafficking is the illegal exploitation of a person and does not require movement while human smuggling is the illegal movement of a person across a border (that can turn into human trafficking). Survivor-informed training helps law enforcement screen for human trafficking indicators during smuggling operations and protect individuals potentially being subjected to human trafficking.

Transportation-related data on human trafficking includes the International Organization for Migration's Counter Trafficking Data Collaborative's [2020 analysis](#) of over 80,000 individuals subjected to human trafficking from 171 countries. The data indicates that nearly 80% of international human trafficking cases crossed official border entry points, including approximately 34% by bus, 33% by train, 20% by airplanes, 11% by car, and 1% by boat. Unofficial border entry methods included 28% by car, 26% by bus, 15% by train, and 12% by boat.<sup>24</sup>

Transport-related data in the U.S. includes the Human Trafficking Institute's (an NGO) [2023 Federal Human Trafficking Report](#) of federal sex trafficking cases filed in 2023, which found that private vehicles (38%) were the most common form of transportation. Defendants also used airplanes (7%); rideshares (7%); rental cars (3%); commercial vehicles (3%), buses (2%); trains (1%). Fifty-four percent of cases had an unknown form of transportation.<sup>25</sup>

While Bipartisan Infrastructure Law-related requirements for this Committee include coordinating with DOJ to include human trafficking violations involving commercial motor vehicles in this ACHT report, the DOJ has little to no data related to human trafficking offenses

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<sup>23</sup> Ibanez, Michelle, and Daniel D. Suthers. 2014. "Detection of Domestic Human Trafficking Indicators and Movement Trends Using Content Available on Open Internet Sources." 2014 47th Hawaii International Conference on System Sciences, 1556–65. <https://doi.org/10.1109/HICSS.2014.200>.

<sup>24</sup> International Organization for Migration. 2017. "Victims of Trafficking on the Road." Counter Trafficking Data Collaborative. <https://www.ctdatacollaborative.org/story/victims-trafficking-road>.

<sup>25</sup> In FY22, the Human Trafficking Institute added transportation-related data points for the name of the rideshare, bus service, train, or airline used in a trafficking scheme. Challenges remain in drawing conclusions about the transportation nexus of human trafficking cases as the record keeping and surveys do not consistently include transportation methods, and when included, fail to indicate whether transport directly or tangentially contributed to the crime.

that involve commercial transit, including human trafficking violations involving commercial motor vehicles, although transportation intersections are referenced in various other reports. Given prosecutorial discretion and complex jurisdictional challenges at the federal and State levels, there is a growing need to establish data collection standards and definitions on the intersection of human trafficking and transportation and to share the data with critical partners to inform prevention, protection, and prosecution (3Ps) strategies.

Survivors of human trafficking report being subjected to the crime through all modes of transport. The NGO United Against Slavery conducted a [National Outreach Survey for Transportation](#) (NOST) in 2021 that included 159 survivor respondents that utilized transportation during recruitment, exploitation, and extraction or escape.<sup>26</sup> The National Outreach Survey for Transportation found that 81% of 107 survivors of human trafficking utilized transportation during their recruitment, 76% used transportation during the course of their exploitation, and 52% stated that transportation facilitated their exit or escape from their trafficking situation. Although transportation questions are not systematically asked of individuals reporting domestic tips to the National Human Trafficking Hotline, from [January 1, 2011 to March 31, 2017](#), the National Human Trafficking Hotline documented 320 human trafficking reports intersecting with buses or bus stations, 269 reports intersecting with airlines or airports, and 118 reports intersecting with taxis or commercial driving services.<sup>27</sup> Another 2,250 calls were made to the Hotline by callers identifying themselves as truckers between 2007-2018. A [2018 Polaris study](#) of 104 survivors found that during their experience 81% were transported by the trafficker's vehicle, 47% by rental vehicles, 47% by taxis, 38% by airplanes, 33% by public buses, 27% by the victim's vehicle, 19% by subway, 19% by long distance buses, 11% by long distance rail, 10% by moving trucks and vans, 9% by ridesharing, 4% by business vehicles, and 3% by cruise ships.<sup>28</sup>

According to government reports, recent years have demonstrated that natural disasters, pandemics, and social economic crises increase the need for vigilance against human trafficking, as well as the need to ensure that transportation resources are applied toward counter-trafficking initiatives. The coronavirus (COVID-19) pandemic created new risks and challenges for individuals subjected to human trafficking by increasing risk factors for exploitation among key populations, such as disconnected youth, migrant workers, and individuals experiencing economic distress,<sup>29</sup> while simultaneously disrupting response efforts and continuums of care, including health systems, direct service agencies, and law enforcement. The [Organization for Security and Co-operation in Europe and United Nations Women](#) also found increased instances where “interrupted long-distance transport” and unavailability of government assistance for individuals subjected to human trafficking and in need of cross-border repatriation exacerbated

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<sup>26</sup> Wigle, Christi and Christine Baglin, et al. 2023. *National Outreach Survey for Transportation: Combating Human Trafficking by Listening to Experiences, Challenges, and Recommendations of Frontline Workers and Those with Lived Experience (2021)*. Morristown: United Against Slavery.

<sup>27</sup> National Human Trafficking Hotline. 2017. “Human Trafficking Intersections with Transportation: United States Cases 1/1/2011 - 3/31/2017.” Washington, D.C. <https://humantraffickinghotline.org/sites/default/files/Transportation%20Topical.pdf>.

<sup>28</sup> Polaris. 2018. *On-Ramps, Intersections, and Exit Routes: A Roadmap for Systems and Industries to Prevent and Disrupt Human Trafficking*. Washington, DC.

<sup>29</sup> Greenbaum, Jordan, Hanni Stoklosa, and Laura Murphy. 2020. “The Public Health Impact of Coronavirus Disease on Human Trafficking.” *Frontiers in Public Health* 8. <https://www.frontiersin.org/journals/public-health/articles/10.3389/fpubh.2020.561184>.

the crisis.<sup>30</sup> Many were unable to find employment and for those that did, it was often in informal sectors with poor working conditions, inadequate pay, and increased risk for labor exploitation.<sup>31</sup> As a silver lining during the pandemic, governmental designation of commercial truck drivers and truck stop workers as “essential critical infrastructure workers”<sup>32</sup> in continuing to deliver America’s freight helped to facilitate the ability of trucking companies and travel centers to continue engaging in counter-trafficking initiatives during the pandemic.

National Human Trafficking Hotline analyses of emerging call data in 2021 found that labor trafficking reports increased by 70% among callers identifying as H-2A visa holders, who were deemed “essential workers” in agriculture during the COVID-19 pandemic<sup>33</sup> and online sex trafficking increased more than 45% compared to street-based commercial sex.<sup>34</sup> The U.S. Department of State’s (State) [2021 Trafficking in Persons \(TIP Report\)](#) noted an increase in online forms of sexual exploitation since the COVID-19 pandemic as traffickers took advantage of social and economic crises and governments diverted resources away from counter-trafficking efforts.<sup>35</sup> During that same reporting period, preventive efforts, protection measures, prosecutions, and convictions all declined in the U.S.<sup>36</sup>

States’ [2024 Trafficking in Persons Report](#) highlighted the increasing dual role of technology in both facilitating human trafficking by amplifying the reach, scale, and speed of the crime as well as serving as a powerful tool to help counter the crime through awareness, identification, and trend analysis.<sup>37</sup> While human traffickers are leveraging technology to increase operational efficiency as they identify, target, and exploit individuals, there are also new and emerging technologies that have the potential to assist the transportation sector and allied professionals in identifying, preventing, and responding to the crime. These include intelligent transportation system technologies,<sup>38</sup> such as traffic monitoring, automated license plate readers, and facial recognition; risk mapping tools for supply chains; crowd-sourcing tools; advancements in self-guided, on-demand training modalities; and quick response (QR) codes that increase accessibility to critical resources and facilitate streamlined reporting to the appropriate authorities. The National Academy of Sciences, Engineering, and Medicine Transportation Research Board’s forthcoming ACRP 04-32 guidance will help airport operators leverage technology to aid in identifying and reporting suspected instances of human trafficking in airports.<sup>39</sup>

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<sup>30</sup> Office for Democratic Institutions and Human Rights and UN Entity for Gender Equality and Empowerment of Women. 2020. “Guidance: Addressing Emerging Human Trafficking Trends and Consequences of the COVID-19 Pandemic.” UN Women. <https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2020/Guidance-Addressing-emerging-human-trafficking-trends-and-consequences-of-the-COVID-19-pandemic-en.pdf>.

<sup>31</sup> Ibid.

<sup>32</sup> Cybersecurity & Infrastructure Security Agency. 2021. “Guidance on the Essential Critical Infrastructure Workforce: Ensuring Community and National Resilience in COVID-19 Response.” Memorandum and Report. Washington, D.C.: U.S. Department of Homeland Security.

<sup>33</sup> “Labor Exploitation and Trafficking of Agricultural Workers During the Pandemic: A Snapshot.” 2021. Washington, D.C.: Polaris. [https://polarisproject.org/wp-content/uploads/2021/06/Polaris\\_Labor\\_Exploitation\\_and\\_Trafficking\\_of\\_Agricultural\\_Workers\\_During\\_the\\_Pandemic.pdf](https://polarisproject.org/wp-content/uploads/2021/06/Polaris_Labor_Exploitation_and_Trafficking_of_Agricultural_Workers_During_the_Pandemic.pdf)

<sup>34</sup> Ibid.

<sup>35</sup> U.S. Department of State. 2021. “Trafficking in Persons Report.” Washington, D.C. <https://www.state.gov/wp-content/uploads/2021/09/TIPR-GPA-upload-07222021.pdf>.

<sup>36</sup> Ibid.

<sup>37</sup> U.S. Department of State. 2024. “Trafficking in Persons Report.” Washington, D.C. <https://www.state.gov/reports/2024-trafficking-in-persons-report>.

<sup>38</sup> Saxton Transportation Operations Laboratory. 2021. “Intelligent Transportation Systems Technologies.” Government. Federal Highway Administration. November 1, 2021. <https://highways.dot.gov/research/laboratories/saxton-transportation-operations-laboratory/ITS-technologies>.

<sup>39</sup> Transportation Research Board. “Using Existing and Emerging Technologies to Identify and Mitigate Human Trafficking at Airports (ACRP 04-32).” National Academies of Science, Technology, and Medicine, August 5, 2024.

<https://apps.trb.org/cmsfeed/TRBNetProjectDisplay.asp?ProjectID=5405>.



In alignment with the U.S. National Action Plan to Combat Human Trafficking,<sup>40</sup> USDOT is working with other federal agencies to engage with social media and technology companies to identify ways of overcoming technological barriers to trafficking investigations, promoting help-seeking behaviors and exit opportunities, and improving safeguards to prevent exploitation. Multilateral fora, such as the Organization for Security and Co-operation in Europe<sup>41</sup> and the International Civil Aviation Organization,<sup>42</sup> and the technology sector are also working to address human trafficking and online child exploitation through collaborative approaches, such as Tech Against Trafficking<sup>43</sup> and the Tech Coalition.<sup>44</sup>

This report highlights current counter-trafficking practices, challenges, opportunities, and provides an overview of federal, State, and local counter-trafficking efforts, including legislation, leadership, policies, funding, partnerships, training, public awareness, data and information-sharing, and victim and survivor support. Committee recommendations address actions within these same focus areas that USDOT, the U.S. Congress, States, private and local transportation entities, law enforcement, associations, NGOs, and technology companies can take to combat the crime. While counter-trafficking practices and policies are often cross-cutting (for example, training efforts typically also involve policies and partnerships), stakeholder efforts are addressed within categories that best align with ACHT recommendations. Additional resources within the appendices offer counter-trafficking tools, including a model counter-trafficking policy, modal indicators, quick implementation guides, and sample awareness materials.

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<sup>40</sup> The White House. 2021. "National Action Plan to Combat Human Trafficking." Washington, D.C. <https://www.whitehouse.gov/wp-content/uploads/2021/12/National-Action-Plan-to-Combat-Human-Trafficking.pdf>.

<sup>41</sup> OSCE Office of the Special Representative and Coordinator for Combating Trafficking in Human Beings and Tech Against Trafficking. 2020. *Leveraging Innovation to Fight Trafficking in Human Beings: A Comprehensive Analysis of Technology Tools*. Vienna. <https://www.osce.org/secretariat/455206>.

<sup>42</sup> International Civil Air Organization. n.d. "Trafficking in Persons." ICAO Safety. Accessed June 27, 2023. <https://www.icao.int/safety/airnavigation/OPS/CabinSafety/Pages/Trafficking-in-Persons.aspx>.

<sup>43</sup> "Home." n.d. Tech Against Trafficking. Accessed June 27, 2024. <https://techagainstrafficking.org/>.

<sup>44</sup> "Fighting Child Sex Abuse Online." n.d. Tech Coalition. Accessed July 1, 2024. <https://www.technologycoalition.org/>.

## 2. LEGISLATION

Legislation plays a critical role in serving as the foundation for prosecuting traffickers and protecting individuals subjected to human trafficking, with penalties for sex and labor trafficking and wide-reaching impacts on national and State counter-trafficking agendas. Over the past few decades, the federal government, States, and tribes have thoughtfully and diligently worked to address human trafficking and increase enforcement. Laws are informed by multidisciplinary input, including subject matter experts with lived experience in human trafficking, NGOs, law enforcement agencies, and prosecutors.

Internationally, the U.S. is party to the United Nations [Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children](#) (also known as the Palermo Protocol), after signing the treaty in 2000 and ratifying it in 2005.<sup>45</sup> As a significant international benchmark signed and ratified by 182 United Nations members, the Palermo Protocol includes provisions to prevent and combat trafficking in persons, protect and assist individuals subjected to human trafficking, and promote cooperation among United Nations State parties.

The U.S. [Trafficking Victims Protection Act \(TVPA\) of 2000](#) laid the groundwork for preventing and addressing the crime under the umbrella of the 3Ps.<sup>46</sup> Reauthorized several times, the Act's 3Ps approach includes preventing human trafficking, protecting individuals subjected to human trafficking, and facilitating the prosecution of traffickers under the TVPA's established human trafficking offenses with severe associated penalties. The TVPA defines human trafficking inclusive of transport, authorizes the provision of transportation as a form of support to survivors, and references transportation's role in recruitment and the facilitation of trafficking.

Additional legislation focused on countering forced labor include the [Tariff Act of 1930](#)<sup>47</sup> and the [Uyghur Forced Labor Prevention Act](#).<sup>48</sup> The first prohibits importing any product mined, produced, or manufactured wholly or in part by forced labor into the United States, including forced or indentured child labor. The latter prohibits goods that are produced wholly or in part in the Xinjiang region of the People's Republic of China, or anywhere else by Uyghur laborers, and classifies them as being produced by forced labor unless proven otherwise. In addition, in an effort to ensure taxpayer dollars do not contribute to human trafficking, the USG [Federal Acquisition Regulation](#) includes an important policy (Subpart 22.17) that prohibits all USG contractors and sub-contractors from engaging in human trafficking or trafficking related activities and prescribes a range of penalties for contractors in violation of the policy.<sup>49</sup>

Supportive legislative frameworks are essential to helping the transportation sector build its counter-trafficking efforts. Several pieces of federal legislation have expanded USDOT's authority to combat human trafficking in the transportation sector, including:

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<sup>45</sup> Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children, Supplementing the United Nations Convention against Transnational Organized Crime. 2003. UN Treaty Series. Vol. 2237

<sup>46</sup> Victims of Trafficking and Violence Protection Act of 2000. Pub. L. No: 106-386.

<sup>47</sup> Tariff Act of 1930. Pub. L. No: 71-361

<sup>48</sup> An act to ensure that goods made with forced labor in the Xinjiang Uyghur Autonomous Region of the People's Republic of China do not enter the United States market, and for other purposes. Pub. L. No: 117-78

<sup>49</sup> FAR Part 22 Subpart 22.17



- The [2016 Federal Aviation Administration Extension, Safety, and Security Act](#), which helped to expand the joint USDOT and the U. S. Department of Homeland Security (DHS) Blue Lightning Initiative by requiring air carriers to train flight attendants to recognize and report suspected instances of human trafficking.<sup>50</sup>
- The [2018 Federal Aviation Administration Reauthorization Act](#), which expanded the 2016 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.”<sup>51</sup>
- The [2018 Frederick Douglass Trafficking Victims Prevention and Protection Reauthorization Act](#),<sup>52</sup> which required that air carriers with General Services Administration contracts submit an annual report to 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 regarding: (1) the number of personnel trained in the detection and reporting of potential human trafficking; (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.
- The [2018 Combating Human Trafficking in Commercial Vehicles Act](#),<sup>53</sup> which required that USDOT establish the ACHT, authorized Federal Motor Carrier Safety Administration Commercial Driver's License Program Implementation<sup>54</sup> grant funds to be used for human trafficking prevention, and expanded the Federal Motor Carrier Safety Administration’s outreach and education program to include human trafficking recognition, prevention, and reporting activities.<sup>55</sup>
- The [2018 No Human Trafficking on Our Roads Act](#) includes a lifetime Commercial Driver’s License disqualification for individuals who use a commercial motor vehicle to commit a felony involving a severe form of human trafficking.<sup>56</sup> Following the passing of the Act, USDOT’s Federal Motor Carrier Safety Administration issued a new rule that requires every State to permanently ban drivers convicted of human trafficking from operating a commercial motor vehicle for which a Commercial Driver’s License or a commercial learner’s permit is required.<sup>57</sup> All 50 States and the District of Columbia were required to come into compliance with the final rule as of the statutory deadline of September 23, 2022.

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<sup>50</sup> FAA Extension, Safety, and Security Act of 2016. Pub. L. 114-190.

<sup>51</sup> FAA Reauthorization Act of 2018. Pub. L. No: 115-254.

<sup>52</sup> Trafficking Victims Prevention and Protection Reauthorization Act of 2022. Pub. L. No: 115-425.

<sup>53</sup> Combating Human Trafficking in Commercial Vehicles Act. Pub. L. No: 115-99.

<sup>54</sup> U.S. Federal Motor Carrier Safety Administration. 2023. “The Commercial Driver’s License Program Implementation Annual Report.” Washington, D.C.: U.S. Department of Transportation.

<sup>55</sup> U.S. Federal Motor Carrier Safety Administration. n.d. “Stop Human Trafficking.” Government. Accessed June 27, 2024. <https://www.fmcsa.dot.gov/stophumantrafficking>.

<sup>56</sup> No Human Trafficking on our Roads Act. Pub. L. No: 115-106.

<sup>57</sup> “Lifetime Disqualification for Human Trafficking.” 2019. Federal Register. July 23, 2019.

<https://www.federalregister.gov/documents/2019/07/23/2019-15611/lifetime-disqualification-for-human-trafficking>.

- The aforementioned [2021 Bipartisan Infrastructure Law](#), requiring the ACHT, in coordination with the Attorney General, to prepare and submit to Congress a triennial report relating to human trafficking violations involving commercial motor vehicles, and recommendations for countering human trafficking.<sup>58</sup> The Bipartisan Infrastructure Law also expanded the Federal Motor Carrier Safety Administration’s Motor Carrier Safety Assistance Program<sup>59</sup> and High Priority grant programs to include human trafficking prevention, detection, and reporting.
- The [2022 Human Trafficking Prevention Act](#), which required that USDOT seek to coordinate the posting of contact information of the National Human Trafficking Hotline in the restrooms of each aircraft, airport, over-the-road bus, bus station, passenger train, and passenger railroad station operating within the U.S.<sup>60</sup>
- The [2022 Trafficking Victims Prevention and Protection Reauthorization Act](#), which expanded USDOT’s previous internal triennial training requirement to occur every 2 years in addition to instituting an employee counter-trafficking code of conduct.<sup>61</sup>
- The [2024 Federal Aviation Administration Reauthorization Act](#), which authorizes USDOT to create a grant program to fund airport counter-trafficking efforts through awareness, education, and prevention.<sup>62</sup>

At the State level, USDOT’s [Compendium of Human Trafficking Awareness State and Territory Laws](#) provides an overview of transport-specific State counter-trafficking laws, including requirements for posting the National Human Trafficking Hotline, training requirements, and data collection.<sup>63</sup> Since 2019, States with transportation-related counter-trafficking awareness laws have increased from 29 to 40 (*see Appendix 11.7 for Federal Human Trafficking Laws Intersecting with Transportation*).<sup>64</sup> States that require Commercial Driver’s License trainings to include human trafficking increased from 9 to 13.<sup>65</sup> Many other States provide voluntary training and resources to Commercial Driver’s License holders. States requiring posting the National Human Trafficking Hotline number increased from 24 to 36, plus the U.S. Virgin Islands.<sup>66</sup> Thirty-two States (plus a territory) require postings in rest areas, 17 States in truck stops, 25 States in bus stations, 19 States (plus a territory) in airports, and 24 States in train stations. Six States and Guam now require transport-related data collection on human trafficking.<sup>67</sup>

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<sup>58</sup> Infrastructure Investment and Jobs Act . Pub. L. No: 117-58

<sup>59</sup> Ruban, Darrell L. 2024. “Development of Fiscal Year 2025 Commercial Vehicle Safety Plans to Support National Safety Goals.” Washington, D.C.: USDOT Federal Motor Carrier Safety Administration.

<sup>60</sup> Human Trafficking Prevention Act of 2022. Pub. L. No: 117-301.

<sup>61</sup> Trafficking Victims Prevention and Protection Reauthorization Act of 2022. Pub. L. No: 117-348.

<sup>62</sup> FAA Reauthorization Act of 2018. Pub. L. No: 115-254.

<sup>63</sup> U.S. Department of Transportation. 2022. “Compendium of Human Trafficking Awareness State and Territory Laws: A Resource Guide.” U.S. Department of Transportation’s Transportation Leaders Against Human Trafficking. Washington, D.C.

<sup>64</sup> Since 2019, Delaware, Idaho, Indiana, Mississippi, New Jersey, North Carolina, North Dakota, Oregon, Rhode Island, Tennessee, and Vermont, enacted counter-trafficking awareness laws that intersect with transportation. Guam enacted counter-trafficking awareness laws as well.

<sup>65</sup> Since 2019, Alabama, the District of Columbia, Indiana, Maryland, and Wisconsin enacted legislation that require Commercial Driver’s License trainings to include human trafficking. Washington also no longer requires such training.

<sup>66</sup> Since 2019, Delaware, Idaho, Kansas, New Jersey, North Carolina, North Dakota, Oregon, Rhode Island, Tennessee, Texas, Vermont, and West Virginia enacted legislation requiring the posting of the National Human Trafficking Hotline at transport-related sites.

<sup>67</sup> States and territories requiring transport-related data collection on human trafficking include Minnesota, Mississippi, New York, Pennsylvania, Rhode Island, South Carolina, and Guam.

Minnesota<sup>68</sup> and Texas,<sup>69</sup> for example, require collecting data on human trafficking routes, patterns, and methods of transportation.

At the local level, New York City requires that drivers of taxicabs, for-hire vehicles, and street hail liveries complete sex trafficking awareness training and prohibits them from using their for-hire vehicle to facilitate sex trafficking. Drivers convicted of a felony for facilitating sex trafficking are subject to a \$10,000 fine and revocation of their license.<sup>70</sup>

Legislative mandates can provide the necessary resources and incentives for transportation entities to adopt and expand effective counter-trafficking initiatives. For example, legislation that encourages or requires training and reporting protocols can ensure that all transportation operators, regardless of size, are equipped to combat the crime. Yet, California remains the sole State that requires transit (e.g., bus, rail, light rail, and intercity) agencies and businesses to train employees to recognize and report human trafficking.<sup>71</sup> It is also the only State with a counter-trafficking supply chain law, the [Transparency in Supply Chains Act](#), that requires businesses to disclose counter-trafficking efforts within their supply chains. Related businesses include retail sellers and manufacturers doing business in California with annual worldwide gross receipts over \$100 million. Required disclosures must be made on company websites or through written disclosures that include methods of verification, auditing, certification, accountability, and training.<sup>72</sup>

While transportation-related counter-trafficking legislation continues to increase, a more comprehensive approach is required to ensure sufficient funding is appropriated at the federal and State levels to support national, regional, tribal, and local transportation stakeholder efforts. As noted in the Introduction to this report, unique and consistent criminal felony and misdemeanor violation codes for charging human trafficking cases are also necessary if accurate reporting from law enforcement and prosecutors is to be available. In the 2021 National Outreach Survey for Transportation, 29% of 300 law enforcement professionals indicated that human trafficking cases were not investigated due to the cases exceeding investigative powers.<sup>73</sup> Current legislation should also continue to be reviewed and amended to address the challenges posed by evolving trafficking trends and technologies while incorporating counter-trafficking best practices.

In addition to transportation stakeholders ensuring that their comprehensive approach to preventing and addressing human trafficking is informed by federal and State laws, strong, committed and effective NGO and governmental agency leadership and funding is key.

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<sup>68</sup> Minn. Stat § 299A.79 (2023).

<sup>69</sup> Texas Code § 402.034 (2023).

<sup>70</sup> NYC Code § 80 (2024).

<sup>71</sup> Cali. Civ. Code § 52.6 (2024)

<sup>72</sup> Cali. Civ. Code § 1714.43 (2010)

<sup>73</sup> Wigle, Christi and Christine Baglin, et al. 2023. *National Outreach Survey for Transportation: Combating Human Trafficking by Listening to Experiences, Challenges, and Recommendations of Frontline Workers and Those with Lived Experience (2021)*. Morristown: United Against Slavery.

### 3. LEADERSHIP & FUNDING

Successful counter-trafficking programs and policies begin with solid government agency, private sector, and NGO organizational leadership to obligate resources, implement programs, measure impact, and engage with stakeholders. At the federal level, counter-trafficking policies continue to reflect a bipartisan approach to combating the crime through leadership and funding. The whole-of-government revised U.S. National Action Plan to Combat Human Trafficking, released by the White House in 2021,<sup>74</sup> emphasizes the 3Ps in addition to partnership with State and local governments, the private sector, and NGOs.<sup>75</sup> The U.S. National Action Plan to Combat Human Trafficking highlights recommendations from survivor-led groups, including the U.S. Advisory Council on Human Trafficking. Prevention commitments include enhancing education and outreach efforts, collaboration, and clean supply chains. Protection commitments include interventions and support necessary to assist individuals subjected to human trafficking. Prosecution commitments address trafficker accountability and dismantling human trafficking networks. And partnership commitments highlight collaboration between and among government, the private sector, survivor leaders, and NGOs. As part of its commitment to support the U.S. National Action Plan to Combat Human Trafficking, USDOT is increasing domestic and global stakeholder engagement, expanding training and awareness for transportation employees and travelers, and continuing to ensure that States permanently ban drivers convicted of human trafficking from operating commercial motor vehicles.

The TVPA of 2000 authorized the establishment of the President’s Interagency Task Force to Monitor and Combat Trafficking in Persons, a cabinet-level entity chaired by the Secretary of State that consists of 20 federal agencies, including USDOT, responsible for coordinating USG efforts to combat trafficking in persons.<sup>76</sup> The TVPA, as amended in 2003, established the Senior Policy Operating Group, which consists of senior USG officials designated as representatives of the President’s Interagency Task Force to Monitor and Combat Trafficking in Persons agencies. The Senior Policy Operating Group brings together federal agencies that address all aspects of human trafficking. Five standing committees meet regularly to advance substantive areas of the Senior Policy Operating Group’s work, including: Research & Data, Grantmaking, Public Awareness & Outreach, Victims Services, and Procurement & Supply Chains. Time-limited ad hoc working groups increase efforts around specific groups or areas, such as demand reduction, temporary worker rights and protections, and screening forms and protocols. Senior Policy Operating Group publications include promising practices in addressing and preventing human trafficking across all sectors through training,<sup>77</sup> awareness,<sup>78</sup> and programming.<sup>79</sup> The 2015 Justice for Victims of Trafficking Act authorized the establishment of the U.S. Advisory Council

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<sup>74</sup> The U.S. National Action Plan to Combat Human Trafficking was originally issued in October 2020, then revised and reissued in December 2021.

<sup>75</sup> The White House. 2021. “National Action Plan to Combat Human Trafficking.” Washington, D.C. <https://www.whitehouse.gov/wp-content/uploads/2021/12/National-Action-Plan-to-Combat-Human-Trafficking.pdf>.

<sup>76</sup> U.S. Department of State. 2024. “Office to Monitor and Combat Trafficking in Persons.” Government. June 24, 2024. <https://www.state.gov/bureaus-offices/under-secretary-for-civilian-security-democracy-and-human-rights/office-to-monitor-and-combat-trafficking-in-persons/>.

<sup>77</sup> Senior Policy Operating Group Public Awareness and Outreach Committee. 2023. “Guide for Introductory Human Trafficking Awareness Training.” Washington, D.C.: U.S. Department of State. [https://www.state.gov/wp-content/uploads/2023/02/PAO-Guide-for-Intro-HT-Awareness-Training\\_FINAL508.pdf](https://www.state.gov/wp-content/uploads/2023/02/PAO-Guide-for-Intro-HT-Awareness-Training_FINAL508.pdf).

<sup>78</sup> Ibid.

<sup>79</sup> Senior Policy Operating Group Grantmaking Committee. 2023. “Promising Practices: A Review of U.S. Government-Funded Anti-Trafficking in Persons Programs.” Washington, D.C.: U.S. Department of State. <https://www.state.gov/wp-content/uploads/2023/09/2023-Promising-Practice-Resource-508-compliance-Accessible-8.31.2023.pdf>.

on Human Trafficking, which provides a formal platform for trafficking survivors to advise and make recommendations on federal anti-trafficking policies to the President’s Interagency Task Force to Monitor and Combat Trafficking in Persons. Each member of the U.S. Advisory Council on Human Trafficking is a survivor of human trafficking, and together they represent a diverse range of backgrounds and experiences. Members of the U.S. Advisory Council on Human Trafficking are appointed by the President to serve two-year terms. The Council reviews USG counter-trafficking policies and programs and publishes an annual report of policy recommendations to strengthen federal policy and programming efforts that reflect best practices in the counter-trafficking field.

The TVPA of 2000 also authorized the establishment of State’s Office to Monitor and Combat Trafficking in Persons, which leads the Department’s global efforts to combat human trafficking. State’s annual Trafficking in Persons Report reflects the USG’s global leadership on combating human trafficking and is the world’s most comprehensive governmental resource on the topic. Their 2024 report includes 188 countries assessed against the TVPA’s minimum standards.<sup>80</sup> Globally, the Trafficking in Persons Report sparks legislation, national action plans, and implementation of counter-trafficking policies and programming across the 3Ps. The report is informed by engagements with U.S. embassies and foreign government officials, the U.S. interagency, nongovernmental, and international organizations, and provides country-specific recommendations such as enacting or amending legislation, increasing law enforcement efforts, implementing victim-centered protection policies and services, undertaking relevant prevention efforts, and strengthening partnerships with civil society.

USDOT leads efforts at the federal level by working with transportation stakeholders across all modes at the international, national, State, and local level to detect, disrupt, and deter human trafficking. The Secretary of Transportation is a member of the President’s Interagency Task Force to Monitor and Combat Trafficking in Persons, and the Department engages with the Senior Policy Operating Group to inform its counter-trafficking efforts. USDOT’s [Transportation Leaders Against Human Trafficking](#) initiative maximizes the transportation industry’s collective impact in combating human trafficking by focusing on leadership, training and education, policy development, public awareness, and information-sharing and analysis (*see Section 5 for further details*). In addition to engaging with public and private transportation stakeholders, the Department develops and disseminates training and awareness tools for transportation employees and travelers (*see Section 6 for further details*).

USDOT also provides funding for transportation stakeholders to facilitate their counter-trafficking efforts. The Department’s annual [Combating Human Trafficking in Transportation Impact Award](#), created in 2020, aims to incentivize individuals and entities to think creatively in developing innovative solutions to combat human trafficking in the transportation industry, and to share those innovations with the broader community.<sup>81</sup> The award serves as a platform for transportation stakeholders to unlock their creativity and empower them to develop impactful and innovative counter-trafficking tools, initiatives, campaigns, and technologies that can help defeat this heinous crime. The award is open to individuals and entities, including NGOs,

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<sup>80</sup> Office to Monitor and Combat Trafficking in Persons. 2024 Trafficking in Persons Report. U.S. Department of State, <https://www.state.gov/reports/2024-trafficking-in-persons-report>. Accessed 27 June 2024.

<sup>81</sup> U.S. Department of Transportation. 2024. “DOT Combating Human Trafficking in Transportation Impact Award.” Government. January 9, 2024. <https://www.transportation.gov/TLAHT/Award>.

transportation industry associations, research institutions, and State and local government entities. Entrants compete for a \$50,000 first place cash award, a second place, and a third place for creating the most impactful counter-trafficking initiative or technology. To date, awardees include national, State, and local entities for awareness and research projects, such as multilingual awareness campaign in ports, a national aviation counter-trafficking steering committee, a national highway billboard awareness campaign, and a multimodal counter-trafficking survey.

USDOT provides counter-trafficking grants related to preventing and addressing human trafficking through commercial motor vehicle and transit safety-related efforts. The Federal Motor Carrier Safety Administration offers three grant programs that reduce the number and severity of crashes and hazardous materials incidents involving commercial motor vehicles while providing support for activities related to the recognition, prevention, and reporting of human trafficking (*see grant websites for eligibility details*). The formula-based [Motor Carrier Safety Assistance Program](#) grant funds initiatives aimed at preventing crashes, fatalities, and injuries, and includes commercial motor vehicle-related human trafficking interdiction activities as a qualifying condition. Whether through the grant, through their own funding, or a combination of both, Motor Carrier Safety Assistance Program participants incorporate training, outreach, detection, and enforcement to ensure this priority is infused into their accomplishment of the national Motor Carrier Safety Assistance Program elements. The discretionary [High Priority Commercial Motor Vehicle](#) grant further enhances Motor Carrier Safety Assistance Program safety while allowing for targeted commercial motor vehicle-related human trafficking projects and for addressing the crime as a priority within comprehensive plans. The discretionary [Commercial Driver's License Program Implementation](#) grant seeks to improve highway safety by supporting national and State Commercial Driver's License programs, including addressing human trafficking through driver's license standards and programs.

The Department provided \$5.4 million in transit grants through the Federal Transit Administration to address public safety, including human trafficking. The Federal Transit Administration awarded 21 grants and 3 cooperative agreements to 24 organizations across the country in 2020 through two discretionary grant funds for projects to help prevent human trafficking and other crimes on public transportation. The Federal Transit Administration's Crime Prevention and Public Safety Awareness projects, funded through the Technical Assistance and Workforce Development Program, funds projects that develop and disseminate technical assistance materials supporting public safety awareness campaigns addressing public safety in transit systems, including human trafficking, crime prevention, and operator assault.<sup>82</sup> The Federal Transit Administration's Innovations in Transit Public Safety projects, funded through the Public Transportation Innovation Program, funds transit agency projects that identify and adopt measures to address public safety in transit systems, including human trafficking, crime prevention, and operator assault.<sup>83</sup> Counter-trafficking efforts funded through these Federal Transit Administration funds include training operators and law enforcement, conducting public awareness campaigns, establishing buses as "safe havens" where individuals at risk can

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<sup>82</sup> Federal Transit Administration. 2019. "Crime Prevention and Public Safety Awareness FY 2019 Notice of Funding." Government. March 29, 2019. <https://www.transit.dot.gov/funding/applying/notices-funding/crime-prevention-and-public-safety-awareness-fy-2019-notice-funding>.

<sup>83</sup> Federal Transit Administration. 2019. "Innovations in Transit Public Safety FY 2019 Notice of Funding." Government. March 29, 2019. <https://www.transit.dot.gov/funding/applying/notices-funding/innovations-transit-public-safety-fy-2019-notice-funding>.



seek help, and increasing the ease of reporting suspected instances of human trafficking to transit police.<sup>84</sup>

Internationally, USDOT champions the inclusion of human trafficking in international transportation fora, resulting in 50 transportation ministers from the Organization for Security and Co-operation in Europe's International Transport Forum<sup>85</sup> and the Asia-Pacific Economic Cooperation<sup>86</sup> committing to tackling this issue.

USDOT played a leading role with the United Nations International Civil Aviation Organization in contributing to counter-trafficking initiatives. The Department led efforts to propose Resolution A40-15, which was adopted in 2019 by the International Civil Aviation Organization's 40<sup>th</sup> General Assembly and calls on United Nations member States to adopt and implement counter-trafficking policies, reporting protocols, and training.<sup>87</sup> USDOT's and DHS' efforts with the Blue Lightning Initiative training for aviation personnel, and its work with stakeholders across all modes of transportation, were also cited as best practices in International Civil Aviation Organization Circular 352 guidelines for cabin crew.<sup>88</sup> The guidelines sparked action by the International Civil Aviation Organization's Facilitation Panel to develop two new counter-trafficking Recommended Practices that were formally adopted. In support of the Recommended Practices, a Working Group on Human Trafficking was formed within the Facilitation Panel. The Department led the group in developing [Document 10171 – Manual on a Comprehensive Strategy for Combating Human Trafficking in the Aviation Sector](#) that equips States, civil aviation authorities and organizations, aircraft operators, and airports with guidance and recommendations to inform their development of comprehensive counter-trafficking strategies.<sup>89</sup> The Department also led efforts to propose Resolution A41-16, which was adopted in 2022 by the International Civil Aviation Organization's 41<sup>st</sup> General Assembly and calls on the United Nations' 193 member States to give due regard to Document 10171 in their implementation of counter-trafficking efforts.<sup>90</sup> Finally, the Department led USG efforts in contributing to the development of International Civil Aviation Organization and Office of the United Nations High Commissioner for Human Rights Guidelines for Combating Trafficking in Persons in Air Operator Supply Chains. The circular is intended to assist States and air operators in preventing human trafficking in air operator supply chains by providing clear steps to ensure due diligence and transparency in supply chain management.

Through the Asia-Pacific Economic Cooperation Transportation Working Group, USDOT spearheaded the development of a multimodal counter-trafficking strategy as an Asia-Pacific

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<sup>84</sup> Federal Transit Administration. "Human Trafficking Awareness & Public Safety Initiative Grant and Cooperative Agreement Selections." U.S. Department of Transportation, 20 July 2020, <https://www.transit.dot.gov/regulations-and-programs/safety/human-trafficking-awareness-public-safety-initiative-grant-and>.

<sup>85</sup> International Transport Forum. Ministerial Declaration on Transportation Safety and Security. Summit of the International Transport Forum, 24 May 2018, [https://www.itf-oecd.org/sites/default/files/docs/2018-ministerial-declaration-transport-safety-security\\_0.pdf](https://www.itf-oecd.org/sites/default/files/docs/2018-ministerial-declaration-transport-safety-security_0.pdf).

<sup>86</sup> APEC Transportation Ministerial Meeting. Chair's Statement of the 11th APEC Transportation Ministerial Meeting. Statement, Asia-Pacific Economic Cooperation, 19 May 2023, <https://www.apec.org/meeting-papers/sectoral-ministerial-meetings/transportation/2023-transportation-detroit>.

<sup>87</sup> International Civil Air Organization. Resolutions Adopted by the Assembly: 40st Session. Provisional Edition, Oct. 2019, [https://www.icao.int/Meetings/a41/Documents/Resolutions/a41\\_res\\_prov\\_en.pdf](https://www.icao.int/Meetings/a41/Documents/Resolutions/a41_res_prov_en.pdf).

<sup>88</sup> International Civil Air Organization. 2018. "Circular 352: Guidelines for Training Cabin Crew on Identifying and Responding to Trafficking in Persons." 978-92-9258-430-6. Montreal, Quebec: United Nations Human Rights, Office of the High Commissioner.

<sup>89</sup> International Civil Air Organization. 2023. "Manual on a Comprehensive Strategy for Combating Human Trafficking in the Aviation Sector: First Edition." 978-92-9275-012-1. Montreal, Quebec. [https://www.icao.int/Security/FAL/ANNEX9/Documents/10171\\_cons\\_en.pdf](https://www.icao.int/Security/FAL/ANNEX9/Documents/10171_cons_en.pdf).

<sup>90</sup> International Civil Air Organization. 2022. "Resolutions Adopted by the Assembly: 41st Session." Provisional Edition. [https://www.icao.int/Meetings/a41/Documents/Resolutions/a41\\_res\\_prov\\_en.pdf](https://www.icao.int/Meetings/a41/Documents/Resolutions/a41_res_prov_en.pdf).

Economic Cooperation Project co-sponsored by Canada, Chinese Taipei, Papua New Guinea, and Peru.<sup>91</sup> The strategy provides guidance and recommendations for Asia-Pacific Economic Cooperation transportation ministries, agencies, and operators to inform their own development of comprehensive counter-trafficking strategies. The 2013<sup>92</sup> and 2017<sup>93</sup> ministerial statements commended regional counter-trafficking efforts and underscored the important role ministries of transportation play in combating human trafficking.

In addition to USDOT's global and domestic leadership and funding efforts across the transportation sector, States have significantly expanded counter-trafficking efforts to prevent and address the crime of trafficking through law enforcement, task forces, funding, policies and reporting protocols, partnerships, training, and raising awareness (*see Sections 4-6 for examples*).

State DOTs are leveraging their strong relationships with State law enforcement agencies, State task forces, and other State agencies whose purview intersects with transportation to increase their counter-trafficking efforts with an emphasis on training and raising awareness.<sup>94</sup> Their operations and facilities (e.g., licensing counters, toll booths, welcome centers, and bus terminals) offer diverse opportunities for increasing counter-trafficking prevention, including by ensuring all employees are trained, instituting clear reporting protocols, disseminating free resources to all transportation contacts, adding human trafficking messaging to mailings and compliance forms, partnering with counter-trafficking NGOs to raise awareness, and inviting agency staff to speak at State transportation conferences to amplify the issue as a topic of discussion within their State.

Yet, many State agencies have yet to create or maintain robust counter-trafficking policies, reporting procedures, training, sustained budget allocation, or executive leadership involvement. A forthcoming active project of the National Academy of Sciences, Engineering, and Medicine's Transportation Research Board National Cooperative Highway Research Program is currently developing guidance and tools for State DOTs<sup>95</sup> to support effective training, policy, and collaboration practices that State DOT employees, contractors, and partners can employ to mitigate human trafficking. TAT (formerly Truckers Against Trafficking), a multimodal counter-trafficking NGO, developed guidance protocols, including indicators and reporting protocols, along with industry-specific training materials and best practices for State agencies, including DOTs, Departments of Licensing, Departments of Motor Vehicles, and Departments of Revenue to guide them in implementing policies and training to combat human trafficking in their operations.<sup>96</sup>

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<sup>91</sup> APEC Transportation Working Group Project. 2022. "Project Final Report: A Comprehensive Strategy for Combating Human Trafficking in the Transportation Sector Within APEC Economies." Combating Human Trafficking by Addressing Illicit Uses of Transportation. Asia-Pacific Economic Cooperation. [https://mddb.apec.org/Documents/2021/TPTWG/WKSP4/21\\_tptwg\\_wksp4\\_011.pdf](https://mddb.apec.org/Documents/2021/TPTWG/WKSP4/21_tptwg_wksp4_011.pdf).

<sup>92</sup> "2013 APEC Transportation Ministerial Meeting." 2013. Asia-Pacific Economic Corporation. September 5, 2013. [https://www.apec.org/meeting-papers/sectoral-ministerial-meetings/transportation/2013\\_transport](https://www.apec.org/meeting-papers/sectoral-ministerial-meetings/transportation/2013_transport).

<sup>93</sup> Asia-Pacific Economic Corporation. 2017. "2017 APEC Transportation Ministerial Meeting." October 7, 2017. [https://www.apec.org/Meeting-Papers/Sectoral-Ministerial-Meetings/Transportation/2017\\_transport](https://www.apec.org/Meeting-Papers/Sectoral-Ministerial-Meetings/Transportation/2017_transport).

<sup>94</sup> National Rural Transit Assistance Program and Busing on the Lookout. 2023. "States Combating Human Trafficking." National RTAP. August 2023. <https://www.nationalrtap.org/Resources/Best-Practices-Spotlight/states-combating-human-trafficking>.

<sup>95</sup> Transportation Research Board. n.d. "Countering Human Trafficking: A Toolkit for State DOTs (NCHRP 20-121A)." National Academies of Science, Technology, and Medicine. September 25, 2023. <https://apps.trb.org/cmsfeed/TRBNetProjectDisplay.asp?ProjectID=5180>.

<sup>96</sup> TAT. 2020. "A Toolkit to Combat Human Trafficking for State Agencies in the United States." <https://truckersagainstrafficking.org/wp-content/uploads/2020/08/TAT-State-Agency-Toolkit.pdf>.



Law enforcement and security agencies are also key partners in counter-trafficking efforts, as they serve as frontline responders in identifying suspected traffickers and individuals subjected to human trafficking, investigating cases, and working to dismantle trafficking networks. In one example, the Amtrak Police Department created a Human Trafficking Security Assurance working group to partner with various task forces, organizations, and federal agencies that focus on human trafficking mitigation and awareness. Through this comprehensive leadership effort, Amtrak continues to improve training and awareness materials through their partnerships to encourage reporting human trafficking suspicions to the Amtrak Police Department, expand technological advancements that include web-based trainings for all employees and awareness campaigns with QR codes, and enhance their record management system to facilitate better data collection. In addition to offering quick access to the engagement levels of transportation stakeholders with public awareness campaigns, QR codes can also capture signature data such as geographic locations to provide further training and awareness insights in areas deemed to be hot spots.

Nationally, several industry associations have become key allies in combating human trafficking by encouraging training for relevant operational staff, raising awareness through media and industry events, and urging cooperation and partnerships with public and private sector governmental, non-profit, and law enforcement entities.

The U.S. Chamber of Commerce’s [Task Force to Eradicate Human Trafficking](#) is a signatory to USDOT’s Transportation Leaders Against Human Trafficking pledge and raises awareness of human trafficking and its intersections with transportation among the private sector through awareness events and partnering with counter-trafficking NGOs to produce educational resources.<sup>97</sup>

In the aviation sector, Airports Council International’s World General Assembly adopted a counter-trafficking resolution, developed an e-learning training course, created a training and awareness resources and a toolkit, and provides resources and a handbook.<sup>98</sup> The [Association of Flight Attendants-CWA](#) strongly advocates that air carrier management address the issue of human trafficking by utilizing the USDOT/DHS Blue Lightning Initiative training and procedures. The [International Air Transport Association](#) highlights the industry’s commitment to counter trafficking by developing counter-trafficking training resources for airlines that include a free online tutorial for airline staff, one-page resource, guidance for airlines, a video, and a two-day classroom training. The International Air Transport Association also works with governments and law enforcement to compile in-flight reporting mechanisms for member airlines. The Transportation Research Board’s Airport Cooperative Research Program’s “[Developing an Airport Program to Address Human Trafficking: A Guide](#)” includes a toolkit with resources and references to help airports develop tailored programs.<sup>99</sup>

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<sup>97</sup> U.S. Chamber of Commerce. “Task Force to Eradicate Human Trafficking.” Accessed August 2, 2024. <https://www.uschamber.com/major-initiative/task-force-to-eradicate-human-trafficking>.

<sup>98</sup> Airports Council International. 2019. “Combatting Human Trafficking Handbook: First Edition.” Montreal, Quebec. [https://store.aci.aero/wp-content/uploads/2019/02/ACI-Human-Trafficking-Report\\_Digital-version.pdf](https://store.aci.aero/wp-content/uploads/2019/02/ACI-Human-Trafficking-Report_Digital-version.pdf).

<sup>99</sup> Transportation Research Board. 2023. “Developing an Airport Program to Address Human Trafficking: A Guide.” Washington, DC. <https://nap.nationalacademies.org/catalog/26911/developing-an-airport-program-to-address-human-trafficking-a-guide>.

In the commercial motor vehicle sector, the [American Trucking Associations](#) amplified TAT's messaging by providing speaking opportunities at their conferences, making key introductions to industry leaders, assisting with media promotion, openly encouraging their members to become TAT-trained, supporting the Freedom Drivers Project mobile exhibit, and greatly strengthening the relationship between TAT and the Commercial Vehicle Safety Alliance through their law enforcement summit. The American Trucking Associations also helped launch TAT's Man to Man campaign focused on demand reduction by hosting a press event at their HQ, and trains audiences across the U.S. with TAT materials. The American Association of Motor Vehicle Administrators developed model counter-trafficking programs in motor vehicle administration, law enforcement, and highway safety. They also partnered with TAT to support survivors in obtaining their drivers licenses and to create two counter-trafficking informational inserts for all 51 jurisdictions that were added to their Commercial Driver's License and general driver's manual. [NATSO](#) developed an online course designed to educate truck stop owners, operators, and employees on identifying and reporting suspected instances of human trafficking, uses federal human trafficking awareness materials at their truck stops and travel plazas, and released a toolkit to offer truck stops and travel centers a roadmap for implementing an education and awareness program.

In part through USDOT's urging, private and local transportation entities are increasingly taking a stand against human trafficking and committing funds to support their counter-trafficking goals. Through public and private partnerships and support, including NGOs, trade associations, and law enforcement, transportation entities are committing to investing in the policies and resources necessary to combat human trafficking. Many have signed USDOT's Transportation Leaders Against Human Trafficking pledge to train their employees, raise public awareness, and track data.<sup>100</sup> Some have expanded their efforts beyond training and awareness for a more comprehensive approach in alignment with the comprehensive ACHT model, such as Dallas Area Rapid Transit, Delta Air Lines, Houston Airport System, the Port of Seattle, and the United Parcel Service.

Dallas Area Rapid Transit formed a Human Trafficking Transportation and Community Partners group in partnership with over 27 organizations and trained over 3,500 employees to recognize and respond to human trafficking. Using federal awareness materials, Dallas Area Rapid Transit participates in the Safe Place youth outreach and prevention program and conducted a human trafficking awareness bus tour for civic leaders to draw attention to human trafficking and child exploitation hotspots in Texas.

Delta Air Lines partnered with Polaris through a \$1 million sponsorship to support the National Human Trafficking Hotline, developed an in-flight training video to highlight human trafficking indicators, trained 80,000 employees to recognize signs of human trafficking, and supports counter-trafficking legislation. Delta also developed the SkyWish program to facilitate customers' donation of airline miles for use by survivors seeking to escape their trafficking situation, attend a long-term recovery program, reunite with loved ones, or testify in court against their trafficker.

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<sup>100</sup> U.S. Department of Transportation. "Transportation Leaders Against Human Trafficking Pledge Signatories." Transportation Leaders Against Human Trafficking, 9 Apr. 2024, <https://www.transportation.gov/TLAHT/Signatories>.

The Houston Airport System partnered with U.S. Immigration and Customs Enforcement at two airports to train over 200 employees in preparation for Super Bowl LII. The Houston Airport System continues to train its employees and spread awareness throughout the community through exhibitions, art installations, and events for public and private stakeholders that have supported three counter-trafficking NGOs in the greater Houston area.

The Port of Seattle's Port Allies Against Human Trafficking pledge brings together partners, tenants, and major cruise lines to combat human trafficking, and includes a training program that signatories can implement. Their counter-trafficking strategy includes community partnerships, internal policies and procedures, an employee training that includes approximately 2,000 port employees and police officers, and public awareness and education.

United Parcel Service supports organizations to enhance human trafficking education, hire survivors, and spread awareness in local communities, including supporting TAT's mobile education exhibition on human trafficking, providing funding to United Way Worldwide's United Against Human Trafficking Initiative, Wellspring Living, and Businesses Ending Slavery and Trafficking. United Parcel Service partnered with TAT to train truck drivers on how to recognize signs of human trafficking, established and published an Anti-Trafficking in Persons policy for global access, initiated international conversations on human trafficking in transportation through TED talks, and launched awareness campaigns that reached over 184,000 drivers and supervisors.

Smaller and regional operators often face resource constraints that hinder their ability to implement comprehensive counter-trafficking measures. These constraints include financial limitations, lack of access to training resources, and insufficient support from local governments. The cost of implementing extensive training programs and maintaining vigilant surveillance can be prohibitive for some operators. ACHT recommendations include increasing congressional and State appropriations to provide better support.

Congress and State legislatures should support federal and State leadership on counter-trafficking in alignment with the ACHT's comprehensive approach by increasing appropriations for modal grants, modal initiatives, training, public awareness, research, and victim and survivor support. USDOT and State DOTs should expand leadership efforts and increase counter-trafficking staff, multiyear funding, and strategic oversight and coordination. Private and local transportation entities and law enforcement should sign the Transportation Leaders Against Human Trafficking pledge and fund, establish, and expand counter-trafficking programs in alignment with the ACHT's comprehensive approach (*see Appendix 11.12 for model tools*).

Transportation leaders can take a public stand to broadcast their organization's commitment to combat human trafficking by issuing a public leadership statement and proclamation. As effective proclamations reference organizational commitments, developing and expanding comprehensive counter-trafficking policies is key.

## 4. POLICIES & REPORTING

Comprehensive counter-trafficking policies that address social responsibility, clear employee guidelines (including the prohibition of using organizational resources to support human trafficking-related activities), reporting protocols, supply chain monitoring, and due diligence are key in effectively tackling human trafficking.

In an international example for the aviation sector, the International Civil Aviation Organization and the United Nations Office of the High Commissioner for Human Rights developed Circular 357 on Guidelines for Reporting Trafficking in Persons by Flight and Cabin Crew aimed at governments, civil aviation authorities, and aviation stakeholders.<sup>101</sup> The International Civil Aviation Organization also launched a joint industry-regulatory Ad Hoc Working Group on Combating Trafficking in Supply Chains to develop guidance material for a forthcoming circular on addressing human trafficking risks in air operator supply chains.

At the federal level, USDOT maintains a counter-trafficking code of conduct, requires that all USDOT employees be trained biennially with guidance on reporting to the National Human Trafficking Hotline, adds language to grant agreements that prohibits recipients and subrecipients from engaging in sex or labor trafficking, and prohibits contractors and subcontractors from engaging in human trafficking in compliance with the [Federal Acquisition Regulation](#) when applicable.<sup>102</sup> All DOT and civilian government Federal Acquisition Certification in Contracting and Contracting Officer's Representative certification holders were required to complete the Federal Acquisition Institute's Combating Trafficking in Persons course by June 30, 2024.<sup>103</sup> The [course](#) is also publicly available for government contracting partners, NGOs, and other interested parties.<sup>104</sup>

Effective counter-trafficking procurement policies in the transportation industry include a zero-tolerance position on human trafficking with responsible sourcing and recruitment, due diligence, supply chain monitoring, and transparency as key practices. State partnered with the NGO Verité to build the [Responsible Sourcing Tool](#) website, which offers a detailed overview of human trafficking risks based on United Nations, USG, and NGO sources.<sup>105</sup> The website also offers free training, sample policies, risk mapping tools, and other resources on establishing procedures to prevent and address forced labor in supply chains with specialized toolkits for certain sectors, including construction, private security, facilities services, food and beverage, and commercial fishing/seafood.

There are two aspects of transportation's role in ensuring that supply chains are free of trafficking: First, products in the supply chains of transportation entities, their contractors, and/or subcontractors may be susceptible to human trafficking. Second, transport workers may be aware

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<sup>101</sup> International Civil Air Organization. 2021. "Circular 357: Guidelines for Reporting Trafficking in Persons by Flight and Cabin Crew." 978-92-9265-433-7. Montreal, Quebec: United Nations Human Rights, Office of the High Commissioner. <https://www.icao.int/safety/airnavigation/OPS/CabinSafety/Documents/Circ.357.EN.pdf>.

<sup>102</sup> E.O. 13627 of Sep 25, 2012

<sup>103</sup> OFPP Acquisition Flash 2024-1: FY 24 Assignment of Mandatory Training for Civilian Agency FAC-C (Professional) 1, FACCOR and FAC-P/PM Holders. [https://www.fai.gov/sites/fai/files/2023-11/Acquisition\\_Flash\\_2024-1\\_FINAL\\_Oct192023.pdf](https://www.fai.gov/sites/fai/files/2023-11/Acquisition_Flash_2024-1_FINAL_Oct192023.pdf).

<sup>104</sup> Federal Acquisition Institute: Combating Trafficking in Persons. [https://www.fai.gov/resources/combating\\_trafficking](https://www.fai.gov/resources/combating_trafficking).

<sup>105</sup> "Is Forced Labor Hidden in Your Global Supply Chain?" n.d. Responsible Sourcing Tool. Accessed June 28, 2024. <https://www.responsiblesourcingtool.org/>.

of suppliers and “middlemen” entities that are subjecting individuals to human trafficking. Both must be addressed.

Transportation supply chains for manufacturing, critical minerals, oil and gas, and workforce services such as on-site security, construction, food and beverage, uniforms, and factory assembly lines are at risk for human trafficking abuses.<sup>106</sup> Some transportation-related industries are more susceptible to labor trafficking, such as construction, vehicle assembly, and mining raw materials. The U.S. Department of Labor maintains a list of over 100 goods from diverse sectors that may be made with forced labor, including transportation-related products.<sup>107</sup> Construction is often undertaken in isolating conditions, and workers can become vulnerable to abuse and debt bondage. Mining industries are known for exploiting laborers in difficult work conditions to extract minerals such as cobalt and aluminum. Cobalt, which is typically sourced from the Democratic Republic of Congo from mines suspected of child labor trafficking and refined by China, is used for electric vehicle batteries.<sup>108</sup> <sup>109</sup> Aluminum, mostly derived from Xinjiang, China, is also presumed to be the product of forced labor.<sup>110</sup>

In the seafood industry, illegal or unjust employment and recruitment practices, dependency on distant water fisheries, and weak regulatory and governance programs can increase the vulnerability of the fishing sector to forced labor.<sup>111</sup> Satellite data and machine learning help to identify high-risk vessels by remotely sensing dynamic individual behavior, such as traveling further from port and shore, fishing more hours per day than other vessels, and having fewer voyages with longer durations, to infer forced labor abuses.<sup>112</sup>

Efforts to establish international standards and frameworks for defining, identifying, and addressing forced labor continue to increase. In 2010, California passed the Transparency in Supply Chains Act.<sup>113</sup> In 2012, Executive Order 13627 – Strengthening Protections Against Trafficking in Persons in Federal Contracts applied counter-trafficking requirements, including a prohibition on recruitment fees, to all federal contractors and subcontractors under the Federal Acquisition Regulation. In 2015, the [Trade Facilitation and Trade Enforcement Act](#) strengthened Customs and Border Protection’s ability to enforce the Tariff Act by eliminating the consumptive demand clause.<sup>114</sup> Another supplement to the Tariff Act, the 2021 [Uyghur Forced Labor Prevention Act](#), classified all goods made in the Xinjiang region of China or goods made by Uyghur laborers elsewhere in China as goods made with forced labor, unless proven

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<sup>106</sup> Yagci Sokat, Kezban. 2022. “Addressing Forced Labor in Supply Chains in California.” Transportation Research Interdisciplinary Perspectives 16 (December):100735. <https://doi.org/10.1016/j.trip.2022.100735>.

<sup>107</sup> Bureau of International Labor. 2022. “List of Goods Produced by Child Labor or Forced Labor.” Washington, D.C.: U.S. Department of Labor. [https://www.dol.gov/sites/dolgov/files/ilab/child\\_labor\\_reports/tda2021/2022-tvpra-list-of-goods-v3.pdf](https://www.dol.gov/sites/dolgov/files/ilab/child_labor_reports/tda2021/2022-tvpra-list-of-goods-v3.pdf).

<sup>108</sup> Ibid.

<sup>109</sup> Murphy, Laura, Kendyl Salcito, Yalkun Uluyol, and Mia Rabkin, et al. 2022. Driving Force: Automotive Supply Chains and Forced Labor in the Uyghur Region. Sheffield, UK: Sheffield Hallam University Helena Kennedy Centre for International Justice.

<sup>110</sup> Department of Homeland Security. “DHS Adds PRC-Based Seafood, Aluminum, and Footwear Entities to Uyghur Forced Labor Prevention Act Enforcement List.” Press Release. Washington, D.C., June 11, 2024. <https://www.dhs.gov/news/2024/06/11/dhs-adds-prc-based-seafood-aluminum-and-footwear-entities-uyghur-forced-labor>.

<sup>111</sup> National Oceanic and Atmospheric Administration. 2020. “Report to Congress: Human Trafficking in the Seafood Supply Chain. Section 3563 of the National Defense Authorization Act for Fiscal Year 2020 (P.L. 116-92).” Washington D.C.: U.S. Department of Commerce.

<sup>112</sup> McDonald, Gavin G., Christopher Costello, Jennifer Bone, Reniel B. Cabral, Valerie Farabee, Timothy Hochberg, David Kroodsma, Tracey Mangin, Kyle C. Meng, and Oliver Zahn. 2020. “Satellites can reveal global extent of forced labor in the world’s fishing fleet.” Proceedings of the National Academy of Sciences, 118 (3). <https://www.pnas.org/doi/full/10.1073/pnas.2016238117>.

<sup>113</sup> Cali. Civ. Code § 1714.43 (2010)

<sup>114</sup> Trade Facilitation and Trade Enforcement Act of 2015. Pub. L. 114-125.

otherwise.<sup>115</sup> Many jurisdictions around the world, such as the European Union, Australia, Japan, South Korea, Canada, and Mexico, already have their own versions of laws barring forced labor goods.

In recognition of the increasing need for such tools in the private sector, the Global Business Coalition Against Human Trafficking, which addresses counter-trafficking in company operations and supply chains by harnessing the power of business across sectors, including transportation, launched their [Tech Against Trafficking](#) initiative. The online resource includes an interactive map of over 260 counter-trafficking technology tools ranging from simple mobile apps informing vulnerable communities and individuals of the risks of labor exploitation to more advanced technologies, such as satellite imagery and geospatial mapping, that are used to identify and locate remote and high-risk sectors that may be engaged in illegal activity and require additional investigation. The map includes several counter-trafficking technologies related to transportation that include transparency in supply chains and crowdsourcing security concerns.

Internally, when transportation employees recognize indicators leading them to believe that they are encountering a suspected instance of human trafficking, clear organizational protocols are critical to facilitate successful reporting to the appropriate authorities. Comprehensive reporting protocols include detailed reporting guidelines that avoid causing potential harm to both employees and individuals subjected to human trafficking, and provide person-centered, trauma-informed human trafficking hotline and law enforcement points of contact.

When a 2021 survey of most Florida transit agencies by the University of South Florida's Center for Urban Transportation Research found that none had human trafficking reporting protocols in place, TAT partnered with the Center for Urban Transportation Research and the Florida DOT to develop a human trafficking response procedure template to guide frontline employees, dispatch, and safety supervisors in reporting, documenting, and responding to suspected instances of human trafficking.<sup>116</sup>

While reporting options vary, 911 remains the number to call in the event of an emergency. State hotlines and transportation entities with in-house security, such as Allegiant, Amtrak, Delta, Hawaiian, JetBlue, and United receive and document suspected human trafficking tips through their corporate command centers before relaying to local authorities or a hotline. The National Human Trafficking Hotline, National Center for Missing and Exploited Children, the DHS Homeland Security Investigations (HSI) Tip Line, and StrongHearts Native Helpline comprise the primary domestic human trafficking reporting hotlines. While all compile varying levels of data, the primary purpose of the National Human Trafficking Hotline, National Center for Missing and Exploited Children, and StrongHearts is to assist and support the immediate needs of potential individuals subjected to human trafficking who may be in crisis and have limited time to provide additional information beyond seeking a means of escaping their trafficking situation.

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<sup>115</sup> An act to ensure that goods made with forced labor in the Xinjiang Uyghur Autonomous Region of the People's Republic of China do not enter the United States market, and for other purposes. Pub. L. No: 117-78

<sup>116</sup> TAT. n.d. "Transit Human Trafficking Response Policy." Accessed June 28, 2024. [https://tatnonprofit.org/wp-content/uploads/transit\\_human\\_trafficking\\_response\\_policy.pdf](https://tatnonprofit.org/wp-content/uploads/transit_human_trafficking_response_policy.pdf).



The [National Human Trafficking Hotline](#) (1-888-373-7888 or via text at BEFREE (233733)) is a national hotline partially funded by HHS and operated by Polaris.<sup>117</sup> Callers speak or text with the National Human Trafficking Hotline in more than 200 languages using a 24-hour tele-interpreting service. Hotline services include safety planning and referrals for transportation, case management, shelter, legal services, mental health, and counseling services. The National Human Trafficking Hotline complies with all legal reporting requirements and, in addition, facilitates reports to the appropriate authorities if/when the signaler appears to be in imminent danger and the information is necessary to ensure their immediate safety; the victim is a minor; or the individual has admitted to committing a lethal crime or sexual assault, endangering the well-being of a child, or disclosing a specific intent to imminently commit these crimes. Polaris' annual [Human Trafficking Hotline Statistics](#), one of the most extensive data sets on domestic human trafficking, is based on aggregated tips and is available by State.<sup>118</sup> In 2021 alone, Polaris received 51,073 substantive signals about human trafficking and issues related to human trafficking via phone calls, text, Webchats, emails, or online tip reports. Tabulations include reports of sex and labor trafficking by State, age, gender, citizenship status, type of trafficking, and venues.

The [National Center for Missing and Exploited Children](#) is a non-profit organization partially funded by Congress to operate various programs related to missing and exploited children. The Center receives reports of child sex trafficking through both 1-800-THE-LOST and their [CyberTipline](#), a national centralized reporting system for the online exploitation of children, including human trafficking.<sup>119</sup> All data received through 1-800-THE-LOST and the CyberTipline is fielded and sent back out to law enforcement. Common transportation-related recovery sites include gas stations, truck stops, rest stops, bus stops, airports, subway stations, and train stations. In 2023, the Center received 36.2 million reports of suspected child sexual exploitation online through its CyberTipline and assisted law enforcement, families, and child welfare with over 28,000 cases of missing children.<sup>120</sup> The National Center for Missing and Exploited Children also pulls transport-specific data on prior cases to assist law enforcement in informing ongoing training initiatives and future operations. Their Child ID Kit provides parents with a tool for keeping a current photograph and vital information on their child at the ready in the event their child goes missing.<sup>121</sup>

DHS' Homeland Security Investigations ([HSI Tip Line](#)) (1-866-347-2423 or via an online [webform](#)) 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.<sup>122</sup> As DHS' premier law enforcement agency, and leading federal law enforcement agency responsible for investigating human trafficking, the agency has over 20,000 law enforcement and support personnel in more than 400 offices in the U.S. and abroad. DHS' global footprint allows for strategic coordinating in engaging with law enforcement partners worldwide, including NGOs that bring human trafficking tips and leads to DHS special agents. During the 2023 fiscal year,

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<sup>117</sup> "Polaris Project." 2019. October 1, 2019. <https://polarisproject.org/>.

<sup>118</sup> National Human Trafficking Hotline. 2023. "2021 National Report." Polaris. <https://humantraffickinghotline.org/sites/default/files/2023-01/National%20Report%20For%202021.docx%20%283%29.pdf>.

<sup>119</sup> National Center for Missing & Exploited Children. 2024. "Child Sex Trafficking Overview." <https://www.missingkids.org/content/dam/missingkids/pdfs/CST-Identification-Resource.pdf>.

<sup>120</sup> "Our Impact: 2023." 2023. National Center for Missing & Exploited Children. 2023. <https://www.missingkids.org/ourwork/impact>.

<sup>121</sup> Similarly, the Federal Bureau of Investigation's FBI Child ID app provides parents with a digital tool for tracking such information.

<sup>122</sup> "ICE Tip Line." 2024. Government. U.S. Immigration and Customs Enforcement. May 6, 2024. <https://www.ice.gov/tipline>.

DHS initiated 1,282 human trafficking related investigations, identified and assisted 731 victims, and recorded 2,610 arrests, 1,044 indictments, and 519 convictions.<sup>123</sup> The arrests, indictments, and convictions pertain to both State and federal cases.

The [StrongHearts Native Helpline](#) (1-844-7NATIVE or 1-844-762-8483) is a national, Native-led, HHS-funded helpline that is operated by the National Indigenous Women’s Resource Center NGO and offers Native American and Alaska Natives impacted by domestic and sexual violence a culturally responsive, anonymous, and confidential service that is available 24/7.<sup>124</sup>

StrongHearts enables individuals subjected to human trafficking to reach out for support via three different methods: call, text, or by chatting online. StrongHearts advocates provide support on crisis intervention, safety planning assistance, referrals to Native-centered service providers, support in finding a local health facility or crisis center trained in the care of sexual assault survivors and forensic exams, and general information about jurisdiction and legal advocacy referrals.<sup>125</sup>

Yet, even with multiple human trafficking hotlines available, many transportation employees bear concerns about misidentifying signs of the crime and the potential for personal liability when reporting suspected instances of the crime. According to the 2021 National Outreach Survey for Transportation, 48% of 3,551 transportation workers had concerns about misidentifying signs of human trafficking, and 60% of 1,626 frontline transportation workers were concerned that reporting suspected human trafficking based on misidentified signs of the crime could result in being sued by the accused.<sup>126</sup>

Congress can help to overcome this reluctance by enacting legislation to protect employees from retaliation for reporting suspected human trafficking activities. Congress should also support counter-trafficking policies and reporting at the federal level by requiring all USG contractors and subcontractors to establish zero-tolerance counter-trafficking policies inclusive of mandatory survivor-informed employee training and reporting protocols. Similarly, States should establish and expand zero-tolerance counter-trafficking policies at State DOTs and State Departments of Motor Vehicles with mandatory survivor-informed employee training and clear reporting protocols and ensure that agency procurement policies prohibit human trafficking. USDOT can support private and local transportation entities by disseminating modal counter-trafficking policies and best practices and developing multimodal due diligence tools for the transportation sector. Private and local transportation entities and law enforcement should also establish and expand zero-tolerance counter-trafficking policies and implement due diligence policies and tools to ensure clean supply chains in alignment with the ACHT’s comprehensive approach (*see the Model Comprehensive Strategy in Appendix 11.12*). Technology companies should establish and expand survivor-informed policy and operational solutions to address the misuse of technology platforms, including websites and applications, that facilitate human trafficking.

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<sup>123</sup> “Human Trafficking.” 2024. Government. Immigration and Customs Enforcement. May 10, 2024. <https://www.ice.gov/features/human-trafficking-2020>.

<sup>124</sup> “Home Page.” n.d. StrongHearts Native Helpline. Accessed June 28, 2024. <https://strongheartshelpline.org>.

<sup>125</sup> “StrongHearts Celebrates Seven Years of Advocacy.” 2024. StrongHearts Native Helpline. Accessed June 5, 2024. <https://strongheartshelpline.org/press-releases/stronghearts-celebrates-seven-years-of-advocacy>

<sup>126</sup> Wigle, Christi and Christine Baglin, et al. 2023. National Outreach Survey for Transportation: Combating Human Trafficking by Listening to Experiences, Challenges, and Recommendations of Frontline Workers and Those with Lived Experience (2021). Morristown: United Against Slavery.



Across the board, federal, state, law enforcement, and private and local transportation entities should give attention to strengthening existing counter-trafficking policies during times of natural disaster, economic crises, and major national health emergencies so as not to divert resources from counter-trafficking initiatives, because incidents rise as human traffickers exploit vulnerabilities.

Once zero-tolerance counter-trafficking policies with a comprehensive approach are in place, engaging in effective public and private partnerships is key in increasing identification, sharing information, and maximizing collective impact.

## 5. PARTNERSHIPS

Effective counter-trafficking efforts require robust coordination and collaboration between various transportation stakeholders across roadways, railways, waterways, and airways. Leveraging public and private partnerships and taskforces, including federal, State, tribal, and local agencies and private sector entities (including industry and labor), industry associations, law enforcement, and NGOs supports more effective outcomes with greater impact than can be achieved by any one entity acting alone.<sup>127</sup> Joint training sessions, regular information sharing, and collaborative operations can foster stronger partnerships. This in turn can enhance the detection and reporting of trafficking activities while facilitating a more coordinated and effective counter-trafficking response. In addition to bringing in new partners, established counter-trafficking partnerships in the transportation sector have evolved and scaled with a focus on a comprehensive approach.

Successful partnerships, such as those fostered by USDOT's Transportation Leaders Against Human Trafficking with various transportation entities, demonstrate the effectiveness of a collaborative approach in combating trafficking. Nearly 600 USDOT Transportation Leaders Against Human Trafficking pledges have been signed by transportation stakeholders, including all State DOTs, over 200 airports and airlines, 150 urban and rural transit agencies, 60 trucking and bus companies, 13 ports, 9 railways, 8 States, and 11 cities. Transportation Leaders Against Human Trafficking signatories commit to train their employees, raise public awareness, and track data (*see Section 6 for Transportation Leaders Against Human Trafficking training and awareness materials*).

In addition to DHS' joint Blue Lightning Initiative with USDOT for aviation stakeholders (*see Leadership and Funding section*), DHS' Blue Campaign signed partnership agreements with five cruise lines in 2024 and provided training that highlighted the intersection of human trafficking with the maritime sector, what to do if they suspect the crime, and protection from exploitation.

Of the 29 States with State-wide task forces working to prevent and address human trafficking, Arizona, Missouri, Ohio, Oregon, and Texas include transportation representation (*see Appendix 11.9 for State Human Trafficking Task Forces*). State task force efforts include data collection, outreach, public awareness campaigns, and support services for individuals subjected to human trafficking and survivors. USDOT awarded the Colorado Human Trafficking Council third place for the 2022 Combating Human Trafficking in Transportation Impact Award for its This is Human Trafficking State-wide awareness campaign. In partnership with the Colorado DOT, the campaign included signage at airports and convenience stores and on light rail trains, buses, and billboards across the State.

TAT convenes federal, State, and local transportation stakeholders, including trucking companies, truck stop companies, bus companies, transit agencies, school districts, trade associations, government agencies, and law enforcement agencies, to spark collaboration through coalition building and engagement with task forces. Their coalition building efforts provide

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<sup>127</sup> Kania, John, and Mark Kramer. "Collective Impact." *Stanford Social Innovation Review* 9, no. 1 (2011): 36–41. <https://doi.org/10.48558/5900-KN19>.

practical tools and strategies for stakeholders to become counter-trafficking force multipliers.<sup>128</sup> TAT's task force engagements facilitate cohesive and organized action by fostering the participation of transportation leaders in State and local task forces and equipping them with outreach and awareness tools.<sup>129</sup>

The Michigan State Police partnered with TAT, the Commercial Vehicle Safety Alliance, the Michigan Secretary of State, Michigan DOT, and prosecutors to raise awareness of human trafficking. Their efforts included training 170 law enforcement officers, training subject matter experts in each jurisdiction and every location where human trafficking was likely to occur, tracking activity and engaging with the media through ride-alongs and presentations, collaborating with law enforcement officials in three States to encourage outreach and intervention, and sharing the results of their efforts with stakeholders in 43 States. With a materials budget of only \$1000, more than 1700 people were reached through conversations with law enforcement at trafficking hotspots. In Michigan, human trafficking is now reported much more widely, calls to the National Human Trafficking Hotline have nearly doubled, and Commercial Driver's License materials now include a one-pager on human trafficking.

The Pennsylvania DOT partnered with TAT to provide wallet-sized cards with information and resources about human trafficking at driver license centers across the State and expanded training to include all driver license center employees and staff at State Welcome Centers, including transit agency employees. The training provided for more than 15,000 staff members awareness on human trafficking, relevant laws, and additional TAT training resources. Transit partners received additional training opportunities through federal, State, and nonprofit partners to complement PennDOT's training.

The Florida Department of Highway Safety and Motor Vehicles partnered with the Florida Attorney General to enlist Florida's Commercial Driver's License holders in counter-trafficking efforts by becoming a Highway Hero, a TAT initiative to engage allies in counter-trafficking efforts. Over 500,000 letters were sent to Commercial Driver's License holders across Florida with information on how to become certified in spotting and reporting trafficking.<sup>130</sup>

The Texas DOT established a Trafficking Prevention Workgroup whose goal is to raise awareness of human trafficking and partner with other State and local agencies if/when a suspected case is identified and reported via the iWatch Texas mobile application. The iWatch Texas application allows the public to confidentially report non-emergency suspicious activities or behaviors that may indicate ongoing or future criminal activity. Reports are reviewed by analysts to determine if similar reporting exists and to ensure appropriate referrals are made.

Industry associations continue to be among the more effective methods of reaching private sector companies, owners, and operators to scale partnerships. Transportation associations such as Airlines for America, the American Association of Airport Executives, Airports Council

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<sup>128</sup> TAT. n.d. "Collaborate with TAT to Build Public Private Partnerships to Combat Human Trafficking." Washington, D.C. Accessed July 1, 2024. <https://tatnonprofit.org/wp-content/uploads/collaborate-with-tat-to-build-public-private-partnerships-to-combat-human-trafficking.pdf>.

<sup>129</sup> TAT. n.d. "Task Force Engagement Opportunities." Washington, D.C. Accessed July 1, 2024. <https://tatnonprofit.org/wp-content/uploads/task-force-engagement-opportunities.pdf>.

<sup>130</sup> Florida Department of Highway Safety and Motor Vehicles. n.d. "Commercial Drivers." State Government. Accessed June 23, 2024. <https://www.flhsmv.gov/safety-center/human-trafficking/commercial-drivers/>.

International, the American Association of Motor Vehicle Administrators, the American Association of Port Authorities, the American Bus Association, the American Trucking Associations, the Association of Flight Attendants-CWA, the Commercial Vehicle Safety Alliance, the International Air Transport Association, the International Association of Chiefs of Police, the National Air Carrier Association, NATSO, the South West Transit Association, and the Truckload Carriers Association amplify counter-trafficking messaging among their membership through recommended policies, education, training, and awareness (*see Section 6 for training and awareness efforts*).

The International Association of Chiefs of Police provides several resources to support law enforcement agencies in conducting outreach and establishing robust partnerships in support of their counter-trafficking efforts, including guidance on developing a survivor-informed, multidisciplinary, counter-trafficking task force inclusive of Lived Experience Experts, service providers, prosecutors, governmental agencies, and NGOs. The DOJ funds and provides a map to track these enhanced collaborative model counter-trafficking task force efforts.<sup>131</sup> As law enforcement interdiction efforts often intersect with various modes of transportation, increasing partnerships that are survivor-informed, person-centered, and culturally responsive is key.

At the local level, the Port of Seattle introduced a pledge to galvanize port allies, airlines and airport dining, and retail tenants against human trafficking.<sup>132</sup> Signatories, which include large concessionaires such as HMS Host, SSP America, and the Hudson Group, pledge to establish a zero-tolerance human trafficking policy for employees, train employees, and raise awareness at and around port facilities. To support these partners, the Port made their proprietary training program available to all signatories and facilitates peer learning where lessons learned can be shared and implemented.

To bolster public and private counter-trafficking efforts, USDOT can support counter-trafficking partnerships by increasing Transportation Leaders Against Human Trafficking and USDOT/DHS Blue Lightning Initiative partnerships, recognizing outstanding Transportation Leaders Against Human Trafficking partners, developing additional modal initiatives, and expanding global cooperation to foster a coordinated response across the global transportation sector.

States should establish and increase funding for counter-trafficking task forces to expand survivor-informed training, awareness, reporting, and data collection on the intersection of human trafficking and transportation. Participants should include survivor, service provider, State DOT, State Departments of Motor Vehicles, law enforcement, and prosecutor representation. States can also increase and expand coalitions with federal, State, and local agencies, private and local transportation organizations, law enforcement, NGOs, academia, and technology companies to facilitate stronger, more coordinated counter-trafficking efforts and reporting.

Transportation industry associations, such as the American Association of State Highway and Transportation Officials, should facilitate coordinated counter-trafficking efforts through bi-

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<sup>131</sup> International Association of Chiefs of Police. n.d. "Anti-Human Trafficking Training and Technical Assistance." Accessed June 27, 2024. <https://www.theiacp.org/projects/anti-human-trafficking-training-and-technical-assistance>.

<sup>132</sup> Port of Seattle. 2023. "Port Leaders Sign Pledge Against Human Trafficking." Press Release. Seattle, WA. <https://www.portseattle.org/news/port-leaders-sign-pledge-against-human-trafficking>.

annual convenings and encourage collective awareness raising during January's National Human Trafficking Prevention Month and July's United Nations World Day Against Trafficking in Persons.

Private and local transportation entities and law enforcement should also increase and expand coalitions with federal, State, and local agencies, private and local transportation organizations, law enforcement, and NGOs, to facilitate stronger, more coordinated counter-trafficking efforts and reporting.

By continuing to build and strengthen these partnerships, the transportation sector can leverage collective expertise and resources to foster a more impactful response to human trafficking, including survivor-informed, person-centered, and culturally responsive trainings and awareness campaigns.

## 6. TRAINING & AWARENESS

Expanding the capacity of transportation personnel and travelers to identify and respond to suspected instances of human trafficking through training and awareness can facilitate the reporting of actionable tips to person-centered and trauma-informed hotlines and law enforcement.

Transportation personnel are increasingly being provided with initial and annual, robust counter-trafficking trainings that address the definition and types of human trafficking, transport-specific indicators, why trafficking occurs, and reporting methods. While employee training can represent a significant financial cost for transportation organizations, leveraging free effective trainings can help to reduce costs, particularly for small companies. Enhanced and mandatory training programs tailored to specific modes of transportation can equip employees with the skills and knowledge to prevent, identify, and report suspected instances of the crime.

Of 25,077 respondents who took TAT's online trucking sector training between 2023 and 2024, 99% reported improved understanding of human trafficking indicators and felt better equipped to report suspected instances of the crime. While most transportation professionals do not currently receive human trafficking training, a 2021 TAT survey suggests that specialized training may result in more professionals feeling better equipped to identify and report human trafficking.<sup>133</sup> Of 13,616 professional drivers surveyed by TAT in 2021, 94% confirmed having completed training or received information about sex trafficking, and 82% were confident about reporting in the event they suspected someone was subjected to sex trafficking.

Yet, many transportation employees are inadequately trained to recognize indicators of human trafficking or how to respond when they encounter potential trafficking situations, and ongoing efforts to standardize and require training across all transportation modes have yet to be fully realized. In the 2021 National Outreach Survey for Transportation, 30% of 2,792 transportation employees across all modes confirmed receiving mandated counter-trafficking training and another 20% received non-mandatory training.<sup>134</sup> The NOST also confirmed the general emphasis counter-trafficking trainings place on commercial sexual exploitation, as while 63% of 2,766 transportation employees, law enforcement, and service providers received training on sex trafficking, only 39% received labor trafficking training.

Raising public awareness about human trafficking through targeted campaigns can also contribute to the transportation sector's efforts to eradicate human trafficking. Efforts to raise awareness, such as public service announcements, exhibitions, billboards, videos, posters, digital displays, and flyers in and around transportation vehicles, trains, vessels, aircrafts, facilities, and hubs, can create an informed, vigilant public, thereby increasing the likelihood of identifying and disrupting trafficking operations. Press conferences, press releases, wallet cards, blogs, social media, and email messages can supplement these efforts.

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<sup>133</sup>Truckers Against Trafficking. Prostitution & Trafficking Truck Stop Report 2021. 2021, <https://acrobat.adobe.com/id/urn:aaid:sc:VA6C2:9f42cb5e-0616-4afc-8260-79ae5b41fc17>.

<sup>134</sup>Wigle, Christi and Christine Baglin, et al. 2023. National Outreach Survey for Transportation: Combating Human Trafficking by Listening to Experiences, Challenges, and Recommendations of Frontline Workers and Those with Lived Experience (2021). Morristown: United Against Slavery.

The National Human Trafficking Hotline’s analysis of trends of calls received in 2021 found that friends and family were the most common access point for help for 43% of identified individuals who were subjected to human trafficking.<sup>135</sup> Transportation organizations can heighten the awareness of family, friends and communities by ensuring that when passengers ride in a vehicle, take a train, ride a boat, or fly on a plane, or intersect with other modes of transport, they consistently see and hear counter-trafficking messaging, and are provided with QR codes to access additional information to learn more about the crime and modal indicators.

To ensure training and awareness efforts are data-driven, robust evaluation of existing programs is necessary to determine the relevance and applicability of role- and mode-specific content; assess efficacy in equipping professionals with the knowledge and skills necessary to appropriately prevent, identify, and respond to human trafficking; and identify desired next steps to be taken by professionals in addition to potential barriers. Engaging with subject matter experts (e.g., Lived Experience Experts and allied professionals) in developing training evaluation data would inform continuous quality improvement plans and ensure training content reflects the latest trends in adult learning, counter-trafficking efforts, and best practices around word choice and evidence-based approaches from the field.

Adopting a trauma-informed, person-centered, and culturally responsive approach to messaging and imagery ensures training and awareness materials are non-judgmental, support informed decision-making and self-determination, prioritize feelings of safety and security, and avoid re-traumatization. According to the Senior Policy Operating Group, a trauma-informed approach recognizes the physical, social, and emotional impact of trauma on an individual, as well as the professionals helping them.<sup>136</sup> A person-centered approach is nonjudgmental, supports informed decision-making and self-determination, prioritizes feelings of safety and security, and avoids re-traumatization.<sup>137</sup> A culturally responsive approach ensures that messaging and imagery reflect the fact that human trafficking impacts people of all races, cultures, and linguistic styles.<sup>138</sup>

There is also a growing need for role-specific training for operators, security, and port authority officials. Generally, existing trainings could better and more consistently reflect best practices and principles, such as being trauma-informed, survivor-informed, person-centered, and culturally responsive. There is also a lack of coordination with other industries that surround or connect to transportation, such as health care, hospitality, and agriculture. Some human trafficking indicators are unique within a given sector, and professionals should be trained to understand and recognize these intersections along with the necessity of working together. Cross-sector sharing and partnerships would result in stronger training materials, case studies, policies, best practices, and lessons learned to advance the field of practice.

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<sup>135</sup> Polaris. n.d. “Analysis of 2021 Data from the Human Trafficking Hotline.” Washington, D.C. Accessed June 27, 2024. <https://polarisproject.org/wp-content/uploads/2020/07/Polaris-Analysis-of-2021-Data-from-the-National-Human-Trafficking-Hotline.pdf>.

<sup>136</sup> SAMHSA Trauma and Justice Strategic Initiative. “Concept of Trauma and Guidance for a Trauma-Informed Approach.” Washington, D.C.: Substance Abuse and Mental Health Services Administration, July 2014.

<sup>137</sup> “A Public Health Approach to Preventing Human Trafficking.” National Human Trafficking Prevention Framework. Washington, D.C.: U.S. Department of Health and Human Services, February 2024. [https://www.acf.hhs.gov/sites/default/files/documents/otip/HHS%20Human%20Trafficking%20Prevention%20Framework\\_Final.pdf](https://www.acf.hhs.gov/sites/default/files/documents/otip/HHS%20Human%20Trafficking%20Prevention%20Framework_Final.pdf).

<sup>138</sup> United States Advisory Council on Human Trafficking. “2023 Annual Report.” Washington, D.C.: U.S. Department of State, March 2024. [https://www.state.gov/wp-content/uploads/2024/03/2023-Council-Annual-Report\\_508\\_FINAL-2.pdf](https://www.state.gov/wp-content/uploads/2024/03/2023-Council-Annual-Report_508_FINAL-2.pdf).

At the federal level, USDOT's Transportation Leaders Against Human Trafficking bilingual [multimodal counter-trafficking training](#) and [awareness campaign](#) empowers travelers and employees across all modes of transportation to recognize and report suspected instances of human trafficking by underscoring the intersection of human trafficking and transportation, providing general and transport-specific indicators of human trafficking, and emphasizing reporting methods. Transportation Leaders Against Human Trafficking materials are tailored for use in airplanes and airports, buses and bus stations, trains and rail stations, rest areas and travel centers, ports, and other places where human trafficking may occur. Transportation Leaders Against Human Trafficking multimodal signs, modal posters, pocket cards, visor cards, modal graphics, and modal social media graphics emphasize reporting methods and include QR codes linking to the campaign page where viewers can learn more about the crime along with mode-specific indicators. The joint [USDOT/DHS Blue Lightning Initiative](#) effort trains aviation industry personnel to identify potential traffickers and individuals subjected to human trafficking, and to report their suspicions to federal law enforcement.<sup>139</sup> The Blue Lightning Initiative is highlighted as a best practice in the International Civil Aviation Organization's Circular 352 on Guidelines for Training Cabin Crew on Identifying and Responding to Trafficking in Persons.<sup>140</sup> Over 140 airlines, airports, and aviation industry organizations have trained more than 350,000 employees through the Blue Lightning Initiative, and actionable tips continue to be reported to law enforcement. Participation is open to U.S. aviation industry organizations and to international air carriers serving the U.S. The Blue Lightning Initiative's interactive training video includes anonymous in-flight and on the ground reporting methods, human trafficking indicators that aviation personnel may encounter, a pocket guide, an indicator card, and an awareness poster for employee break rooms. In accordance with the 2022 Human Trafficking Prevention Act, USDOT is also seeking to coordinate with transportation owners and operators to strongly recommend posting the National Human Trafficking Hotline in restrooms and other transport-related facilities. As 65% of 158 survivor respondents in the 2021 National Outreach Survey for Transportation indicated that they did not encounter a sign with the National Human Trafficking Hotline displayed during their exploitation, expanded posting of the Hotline can help to facilitate an increase in awareness and subsequent reporting.

Several State DOTs (e.g., Arizona, Arkansas, Colorado, Florida, Indiana, Iowa, Maryland, Minnesota, Mississippi, Missouri, New York, North Carolina, Oregon, Pennsylvania, Texas, Virginia, and Wisconsin) provide general awareness training on human trafficking (i.e., oftentimes with a more narrow emphasis on sex trafficking) through in-person, virtual, and on-demand web-based trainings for their employees, by distributing existing materials, and/or by developing their own branded human trafficking awareness materials that promote the National Human Trafficking Hotline.

At the national level, unions and industry associations can play a greater role in ensuring counter-trafficking training and awareness materials are easily accessible to members. The American Association of Motor Vehicle Administrators and TAT developed a resource to build consistency across efforts by State motor vehicle departments in implementing counter-trafficking trainings, policies, and programs. With grant funding from the Federal Motor Carrier

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<sup>139</sup> Office of the Under Secretary for Policy. 2024. "Blue Lightning Initiative." Government. U.S. Department of Transportation. May 6, 2024. <https://www.transportation.gov/stophumantrafficking/BLI>.

<sup>140</sup> International Civil Air Organization. 2018. "Circular 352: Guidelines for Training Cabin Crew on Identifying and Responding to Trafficking in Persons." 978-92-9258-430-6. Montreal, Quebec: United Nations Human Rights, Office of the High Commissioner.



Safety Administration, the American Association of Motor Vehicle Administrators, and TAT hosted focus groups with State motor vehicle department employees, civilian inspectors, and third-party testers to buildout relevant training content and protocols for new resources and training.<sup>141</sup> The American Association of Motor Vehicle Administrators also created a standard package for each State's Commercial Driver's License manual that provides information on human trafficking and how the commercial vehicle industry is combating the crime. For example, the Virginia Department of Motor Vehicles trained 300 weigh station, customer service, headquarter, and field employees on common indicators and how to report suspected human trafficking.

The Oregon DOT has an integrated approach across its relevant divisions that include outside partners, such as TAT, the Oregon Trucking Association, local transit districts, and federally recognized tribes, to ensure all employees and inspectors are trained on human trafficking and distribute wallet cards, window decals, posters, and other awareness materials for posting at ports of entry and transit hubs across the State.<sup>142</sup>

Challenges in the State DOT sector include the need for more comprehensive training programs for transportation personnel and contractors, allocating sustained budget resources, and creating staff positions and community partnerships to support these efforts. Ensuring that all employees are aware of the signs of human trafficking and know how to respond is crucial. Additionally, partnerships with law enforcement agencies and organizations focused on combating trafficking can help bridge knowledge gaps and enhance the effectiveness of awareness campaigns. Public-private partnerships could be explored further to expand awareness raising efforts and resources. The State DOT sector can play a significant role in preventing human trafficking by incorporating awareness and reporting mechanisms into transportation infrastructure and operations.

The NGO A21 conducts counter-trafficking training and awareness that intersects with airways, roadways, and railways. They leverage partnerships with public and private entities to launch their "Can You See Me?" awareness campaign in the U.S. and internationally, including outreach through airports, train stations, roadside billboards, bus shelters, and on semi-trucks. A21's Counter-Trafficking Toolkit for frontline professionals includes resources for the aviation, rail, bus, and rideshare industries. The toolkit was officially launched at the Amtrak Police Department's Detectives and Investigators Training Conference, and A21 provided specialized training to law enforcement on recognizing human trafficking in the transportation sector while applying a person-centered approach when interacting with potential individuals subjected to human trafficking.

In the aviation sector, the International Civil Aviation Organization's training program, developed in cooperation with the United Nations Office of the High Commissioner for Human Rights, includes the elements of human trafficking, potential vulnerabilities, current counter-

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<sup>141</sup> Lanier, Kylla. October 23, 2023. Interview with TAT's Senior Director of Public Sector Engagement on Counter-Trafficking Training for DMVs. Video Call and Email.

<sup>142</sup> Commerce and Compliance Division. n.d. "Help Stop Human Trafficking in Oregon." State Government. Oregon Department of Transportation. Accessed June 23, 2024. <https://www.oregon.gov/odot/MCT/Pages/CCDHumanTraffickingPrevention.aspx>.

trafficking efforts, reporting methods, and interviews with airline representatives.<sup>143</sup> Airports Council International's e-learning course addresses the role of airports in counter-trafficking and highlights policies, indicators, training, public awareness, and case studies.<sup>144</sup> The International Air Transport Association #EyesOpen Campaign includes multilingual awareness materials for airline staff.<sup>145</sup> Despite the increasing availability of training resources, model policies, and incentives to partner with local counter-trafficking agencies, the aviation industry still expresses reservations around openly discussing its intersection with human trafficking, at the risk of being perceived as the preferred airline of traffickers. Creating universal requirements for posting minimum counter-trafficking awareness materials across the industry would provide airlines protection from such stigma. The Air Line Pilots Association is a signatory to the USDOT Transportation Leaders Against Human Trafficking and USDOT/DHS Blue Lightning Initiative and hosts counter-trafficking events to raise awareness among members.

On roadways, in partnership with TAT, Pilot company implemented an e-learning module on human trafficking that is required of all new employees at their travel centers across North America. The Commercial Vehicle Safety Alliance launched its inaugural multi-day educational Human Trafficking Initiative to educate commercial motor vehicle drivers, motor carriers, law enforcement, and the traveling public about human trafficking. With grant funding from the Federal Motor Carrier Safety Administration, the Commercial Vehicle Safety Alliance also provides State enforcement training to State and local jurisdictions that includes information on human trafficking. The Commercial Vehicle Safety Alliance continues to partner with local organizations and media companies to develop and release public service announcements that feature a trafficking survivor, truck driver, and commercial vehicle enforcement officer on the risk of human trafficking within the industry, common indicators, and how to report the crime.

Werner Enterprises dedicates over 15,000 hours of training annually to counter-trafficking in partnership with TAT, at all levels across the organization, including over 10,000 professional drivers. Werner employees are trained on the intersection of human trafficking with the trucking sector, and how to prevent, identify, and report the crime. Through their Drive Werner Pro app for android and iOS, Werner Enterprises drivers have reached out to the National Human Trafficking Hotline over 120 times since July 2021.

NATSO launched an online learning tool to educate truck stop owners, operators, and employees how to respond if they suspect human trafficking.<sup>146</sup> They also released a Combating Human Trafficking toolkit to offer 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 that is designed to help truck stop owners, operators, and employees understand how to comply with State laws on human trafficking awareness.

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<sup>143</sup> International Civil Air Organization. 2018. "Circular 352: Guidelines for Training Cabin Crew on Identifying and Responding to Trafficking in Persons." 978-92-9258-430-6. Montreal, Quebec: United Nations Human Rights, Office of the High Commissioner. <https://www.icao.int/safety/airnavigation/OPS/CabinSafety/Documents/Cir.352.alltext.en.pdf>.

<sup>144</sup> Airports Council International. 2019. "Combating Human Trafficking Handbook: First Edition." Montreal, Quebec. [https://store.aci.aero/wp-content/uploads/2019/02/ACI-Human-Trafficking-Report\\_Digital-version.pdf](https://store.aci.aero/wp-content/uploads/2019/02/ACI-Human-Trafficking-Report_Digital-version.pdf).

<sup>145</sup> International Air Transport Association. 2023. "Combating Human Trafficking: A Practical Guide for Airlines (2nd Ed.)." Montreal, Quebec. <https://www.iata.org/contentassets/b24797c51f6a4b02a6b9036c49bc0b81/human-trafficking-guidelines.pdf>.

<sup>146</sup> NATSO. 2024. "Human Trafficking 101." Alexandria, VA: Department of Homeland Security Blue Campaign. <https://www.natso.com/wp-content/uploads/2024/03/HT-101-Fact-Sheet-English-and-Spanish-NATSO.pdf>.

In compliance with city ordinances, entities like the New York City Taxi and Limousine Commission developed and implemented a 10-minute, bilingual Sex Trafficking Training for licensed drivers. New mandates could expand such requirements to address forced labor within the industry and develop awareness materials and guidance for drivers and members of the traveling public that might be at risk.

TAT provides online and in-person trainings (which include survivor leaders as field trainers) that cover transit, motorcoach, bus, charter, school bus, movers, in-home delivery, and local drivers. TAT's training and public awareness materials are free of charge, in multiple formats, and include implementation support. Their Man-to-Man campaign, which addresses the issue of demand, includes a 27-minute "conversation starter" video for men to discuss the root issues behind the purchase of sex, and its connection to the crime of sex trafficking.<sup>147</sup> TAT materials include a wallet card, brochures, decals with the National Human Trafficking Hotline number for truck windows, and posters to hang in truck stops, rest areas, and company break rooms. Their brochures also include tips for drivers to identify potential trafficking situations, common modal indicators, and tips for person-centered responses. TAT partnered with the U.S. Chamber of Commerce to develop the Business Engagement Toolkit for the Transportation and Energy Industries to provide businesses with available resources that will enable them to provide counter-trafficking training for employees, customers, and the community and participate in person-centered public awareness campaigns.<sup>148</sup>

The NGO In Our Backyard engages in trafficking awareness partnerships with convenience store associations such as the National Association of Convenience Stores and media outlets to provide resources for transportation-related venues, including C-Stores Stop Human Trafficking video-based training that educates convenience store employees on how to identify and respond appropriately to suspected human trafficking.<sup>149</sup>

In partnership with Polaris and Protect All Children from Trafficking, Uber launched multilingual resources for drivers on human trafficking and how to report the crime.<sup>150</sup> Leading up to the 2022 Super Bowl, Uber partnered with It's a Penalty to ensure that 2,500 hang tags containing the National Human Trafficking Hotline were distributed to Uber drivers during the surge in use. Similarly, Lyft partnered with Businesses Ending Slavery and Trafficking to offer in-person trainings in English and Spanish and educational resources for drivers through its learning center in Miami in 2020, to align with the Super Bowl. In 2024, Lyft added DHS Blue Campaign tutorial programs and trafficking resources to their driver-only app and first rolled it out in the 2024 Super Bowl host city, Las Vegas.

For the rail sector, Amtrak partnered with A21 to develop a comprehensive, web-based training for Amtrak Police Department employees that was launched in 2023. They also posted QR code

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<sup>147</sup> TAT, dir. n.d. Addressing Demand Man to Man. Online Video. Accessed July 1, 2024. <https://truckersagainstrafficking.org/man-to-man-campaign/>.

<sup>148</sup> U.S. Chamber of Commerce and TAT. n.d. "Business Engagement Toolkit for the Transportation and Energy Industries." Washington, D.C. Accessed June 27, 2024. [https://www.uschamber.com/assets/documents/U.S.-Chamber-of-Commerce\\_Truckers-Against-Trafficking-Toolkit\\_Update\\_Digital\\_Final.pdf](https://www.uschamber.com/assets/documents/U.S.-Chamber-of-Commerce_Truckers-Against-Trafficking-Toolkit_Update_Digital_Final.pdf).

<sup>149</sup> "Convenience Stores Against Trafficking." n.d. In Our Backyard. Accessed June 27, 2024. <https://inourbackyard.org/our-impact/convenience-stores-against-trafficking/#training>.

<sup>150</sup> Breeden, Tracey. 2019. "Uber Continues the Fight Against Human Trafficking." Uber Newsroom (blog). July 30, 2019. <https://www.uber.com/newsroom/fighting-human-trafficking/>.

contact point stickers provided by the survivor-led NGO Twentyfour-Seven in restroom stalls and bathroom signage at Amtrak-owned stations and stations with Amtrak service that direct potential individuals subjected to human trafficking to the National Human Trafficking Hotline.

In the transit sector, the West River Transit Authority built upon an existing toolkit developed by the South West Transit Association and the Community Transportation Association of America to host a multi-day, in-person Communities United: Anti-Trafficking Workshop, which led to the development of statewide training workshops on human trafficking and transit with subject matter experts, including survivor leaders, law enforcement, direct service agencies, and State officials in South Dakota. The statewide effort had the added advantage of increasing awareness and prevention of human trafficking among American Indian and Alaska Native communities, which are disproportionately impacted.<sup>151</sup>

The Southeastern Pennsylvania Transportation Authority trains all transit police officers on indicators of human trafficking, developed a counter-trafficking training video and awareness materials for employees in collaboration with regional partners, and is developing an awareness campaign across all digital screens throughout its system.

Protect All Children from Trafficking's Federal Transit Administration-funded Transit Against Child Trafficking awareness campaign with the Capital Metropolitan Transportation Authority in Texas and Alexandria Transit Company in Virginia is being developed in collaboration with members of Protect All Children from Trafficking's Survivors' Council. Through the effort, Protect All Children from Trafficking is gauging transit user awareness of human trafficking, performing data analyses, and developing an awareness campaign and training for transit users and employees that will culminate in the development of a toolkit. The research-based behavioral change campaign is aimed at disrupting child sex trafficking at the intersection of public transportation by educating public transportation riders and employees on how to identify the signs of child sex trafficking and safely report the crime. In response to their research, Protect All Children from Trafficking used social media campaigns to reach a young- to middle-aged population that had low levels of human trafficking awareness. Transit Against Child Trafficking's initial partnerships will inform the next phase of the campaign, which will be rolled out in additional regions over the year in partnership with other transit agencies.

TAT's Youth on Transportation Initiative includes a series of youth-oriented awareness resources, including short videos, posters and social media graphics. TAT encourages transportation providers and other key stakeholders to disseminate and display the resources where youth and the caring adults in their lives may see them.

The SunLine Transit Agency partnered with the Coachella Valley Coalition Against Human Trafficking and News Channel 3, a local station, to produce a 30-second PSA on the signs of human trafficking, directing viewers to Polaris' website to get more information and report trafficking. As part of a 6-month effort, the campaign also appeared on internal and external bus advertisements and bus shelters, regional print publications, and digital and television/radio stations.

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<sup>151</sup> Hill, Margo, Matthew Anderson, and Idella King. 2022. "Human trafficking as a racialized economy and the exploitation of indigenous socio-spatial (im)mobility in North America." *Frontiers in Sustainable Cities*, 4. <https://doi.org/10.3389/frsc.2022.884195>.

In the port sector, the American Association of Port Authorities and Businesses Ending Slavery and Trafficking launched the multilingual Not Alone awareness campaign.<sup>152</sup> Developed with funding from the USDOT Combating Human Trafficking in Transportation Impact Award, the campaign raises awareness about human trafficking in the maritime industry, educates employees on common indicators, and provides contact resources for support in more than 80 U.S. ports. The Port of Seattle also partnered with Businesses Ending Slavery and Trafficking to implement the Ports to Freedom training module for over 2,000 port employees.<sup>153</sup> The Port Authority of New York and New Jersey provides free counter-trafficking training programs and USDOT/DHS Blue Lightning Initiative digital pocket guides tailored to the various ports of entry under their jurisdiction. The San Diego Harbor Police Foundation created a “Help Stop Human Trafficking” awareness video.<sup>154</sup>

In the pipeline sector, the Pipe Line Contractors Association partnered with TAT to develop the Pipeliners On Watch: Raising Awareness and Taking Steps to Knock Out Human Trafficking Training Toolkit. The resource underscores the ways human trafficking impacts the pipeline industry and provides practical guidance and sample counter-trafficking policies and awareness materials for pipeline contractors, vendors, and suppliers to implement.<sup>155</sup>

To support counter-trafficking training and awareness raising efforts across the transportation sector, Congress should enact legislation to close the loophole in the 2022 Human Trafficking Prevention Act and expand it by requiring transportation owners and operators to place the National Human Trafficking Hotline in the restrooms of aircraft, airports, over-the-road buses, bus stations, passenger trains, passenger railroad stations, and commercial vessels operating within the United States.<sup>156</sup> Congress can also require all governmental transportation agencies to play pre-departure public service announcements messaged for both travelers and individuals subjected to human trafficking.

USDOT should expand the Department’s multimodal, survivor-informed counter-trafficking training and awareness campaign to encompass new ACHT recommendations and emerging best practices and encourage transportation entities and law enforcement to provide person-centered, trauma-informed, and culturally responsive training and awareness materials to all frontline employees. USDOT should also create modal awareness toolkits, trafficker indicators, materials for displaced populations, and evaluation tools to measure efficacy.

States should strongly recommend that transportation entities and law enforcement train all employees, contractors, and transportation license holders to recognize and report sex and labor trafficking, including certified positions such as commercial motor vehicle drivers, pilots, for-

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<sup>152</sup> Shawn Balcomb. 2024. “Not Alone Campaign Increases Awareness and Empowers Seaports to Aid Human Trafficking Victims.” Press Release. Washington, D.C.: American Association of Port Authorities. <https://www.aapa-ports.org/advocating/PRDetail.aspx?ItemNumber=22981>.

<sup>153</sup> Port of Seattle. n.d. “Combating Human Trafficking.” Accessed June 27, 2024. <https://www.portseattle.org/programs/combating-human-trafficking>.

<sup>154</sup> San Diego Harbor Police Foundation. n.d. “Human Trafficking Awareness and Education.” Accessed August 2, 2024. <https://www.sdharpolicefoundation.org/help-stop-human-trafficking>.

<sup>155</sup> Pipe Line Contractors Association and TAT. n.d. “Pipeliners On Watch: Raising Awareness and Taking Steps to Knock Out Human Trafficking.” Training Toolkit. Accessed June 27, 2024. [https://truckersagainstrafficking.org/wp-content/uploads/2023/03/POW\\_Toolkit\\_11-16\\_final2.pdf](https://truckersagainstrafficking.org/wp-content/uploads/2023/03/POW_Toolkit_11-16_final2.pdf).

<sup>156</sup> While the Act requires DOT to seek to coordinate with transportation owners and operators to post the National Human Trafficking Hotline contact information, the Act does not require owners and operators to comply.

hire drivers, transit operators, and police officers. States should also continue and expand multimodal counter-trafficking public awareness campaigns to encompass recent best practices, including person-centered, trauma-informed, and culturally responsive signage and resources. States can also distribute pocket cards to all frontline transportation employees that include modal indicators to facilitate recognizing and reporting the crime, raise public awareness through roadway billboard signs, encourage increased awareness surrounding major events, and encourage schools to share transport-related awareness materials with students and faculty.

Private and local transportation entities and law enforcement should implement mandatory initial and annual training and regular awareness campaigns with person-centered, trauma-informed, and culturally responsive materials. They should distribute pocket cards to all frontline employees with modal indicators to facilitate employee reporting, post the National Human Trafficking Hotline in and around all public and commercial transportation hubs and facilities, and increase awareness surrounding major events.

Effective outreach efforts are bolstered by modal research and measuring the impact of training and awareness programs to evaluate efficacy, track progress, and share the information to increase the transportation sector's collective impact in preventing human trafficking.

## 7. RESEARCH, DATA & INFORMATION-SHARING

While there is varied and growing data related to the intersection of human trafficking and the transportation sector, gaps exist with respect to how data is collected and reported, modal specificities, the types of trafficking and trafficking experiences, and the efficacy of existing programs. Improved data collection and ready access to it by law enforcement, transportation providers, scholars, and the public would provide a greater understanding of the magnitude of human trafficking, including how and where it manifests within each mode of transport and across the greater transportation sector.

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 primary source of data collection for incidents of human trafficking is voluntary reporting. Similarly, industry data is generally voluntarily reported through ad hoc surveys. Although tracking cases and reports of human trafficking is critical, centralized data collection is missing,<sup>157</sup> and there is a gap in offense codes and other crime incident information currently collected that systematically addresses the use of transportation in facilitating human trafficking.

There is also a need for integrating evaluation of transportation-related counter-trafficking programs, training, and awareness campaigns to ensure relevancy, applicability, and efficacy. For example, DHS Science and Technology documented its research with the Harvard School of Public Health to evaluate DHS' Blue Campaign, identify gaps in public awareness campaigns, reframe current approaches, and provide recommendations for future campaign efforts.<sup>158</sup> Improving data collection processes and procedures will help with research and aid in assisting the overall transportation industry to better understand the scope and depth of human trafficking, creating stronger efforts to combat the crime.

Since the ACHT's 2019 report, transport-related research on human trafficking has increased; most notably, as introduced in section one, through the 2020 International Organization for Migration's Counter Trafficking Data Collaborative data and the 2021 National Outreach Survey for Transportation. The 2020 International Organization for Migration's Counter Trafficking Data Collaborative data addresses the types of transportation utilized by over 80,000 individuals who were subjected to human trafficking from 171 countries at international points of entry, and the 2021 National Outreach Survey for Transportation surveyed 3,896 frontline transportation employees, survivors of human trafficking, and service providers (*with varying levels of respondents to each question*). According to the 2021 National Outreach Survey for Transportation, more than 95% of all respondents from State DOTs, law enforcement, transit, and aviation agencies indicated that it was essential to better understand the complexities of human trafficking exploitation and its intersection with transportation.<sup>159</sup>

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<sup>157</sup> See associated recommendation in Section 9 under "For Other Federal Agencies" for DOJ to undertake a feasibility study.

<sup>158</sup> Savoia, Elena, Rachael Piltch-Loeb, Daisy Muibu, Amy Leffler, Diana Hughes, and Alberto Montrond. "Reframing Human Trafficking Awareness Campaigns in the United States: Goals, Audience, and Content." *Frontiers in Public Health* 11 (August 4, 2023). <https://doi.org/10.3389/fpubh.2023.1195005>.

<sup>159</sup> Wagle, Christi and Christine Baglin, et al. 2023. *National Outreach Survey for Transportation: Combating Human Trafficking by Listening to Experiences, Challenges, and Recommendations of Frontline Workers and Those with Lived Experience (2021)*. Morristown: United Against Slavery.

USDOT's 2024 Transport-Specific Human Trafficking State and Territory Laws: Data Collection, Hotline Posting, and Training chart highlights data gaps in transport-related human trafficking legislation (see *State Human Trafficking Laws Intersecting with Transportation in Appendix 11.8*).<sup>160</sup> In 2022, the first edition of the chart, Minnesota was the only State requiring transport-related human trafficking data collection and analysis. That has now expanded to include Mississippi, New York, Pennsylvania, Rhode Island, and South Carolina as well as Guam. Yet, there is a significant gap in the availability of transport-related human trafficking data to ensure proper policies and procedures are developed on a wider scale.

The aforementioned Human Trafficking Prevention Act of 2022 requires USDOT to seek to coordinate with transportation owners and operators to post the National Human Trafficking Hotline in the restrooms of aircraft, airports, over-the-road buses, bus stations, passenger trains, and passenger railroad stations within the U.S. In response, USDOT developed person-centered, multimodal Transportation Leaders Against Human Trafficking [signage](#) to disseminate to modal stakeholders.<sup>161</sup> Prominent placement of signage in response should also help to address awareness of the Hotline, generate more engagements, and facilitate more accurate reporting data.

While law enforcement and security agencies are also key partners in counter-trafficking efforts, as previously noted in this report, jurisdictional silos often impede effective collaboration. Expanded cooperation mechanisms, proactive intelligence gathering, predictive analytics,<sup>162</sup> data analysis, and data-sharing can help to identify high-risk routes and trafficking hotspots to allow for more targeted enforcement. Technology can also play a major role in helping to identify and assist individuals subjected to human trafficking, build cases against traffickers, and prevent human trafficking. Leveraging technology and digital platforms in human trafficking investigations and prosecutions can enhance surveillance capabilities and facilitate information sharing. Relatedly, evolving research on automated technologies and potential intersections with human trafficking should also continue to be tracked.<sup>163</sup>

Although the Federal Bureau of Investigation National Incident-Based Reporting System's data collected from law enforcement is governed by standardized definitions to which reporting agencies are supposed to adhere, statutes across States include definitions that vary. Criminal justice offense codes also typically fall short of conveying the complexity often associated with human trafficking cases, including whether there were transportation connections. When these data points are collected, there are inconsistencies in how they are collected, and their intersections with transportation, let alone modal specificity, are infrequently captured. With data tracked across more than 18,000 law enforcement agencies nationwide, there are inconsistencies in how and whether human trafficking-related data is tracked in the Federal Bureau of Investigation's National Incident-Based Reporting System and through other DOJ-funded

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<sup>160</sup> U.S. Department of Transportation. 2024. "Transport-Specific Human Trafficking State and Territory Laws: Data Collection, Hotline Posting, and Training." Put the Brakes on Human Trafficking. Washington, D.C. [https://www.transportation.gov/sites/dot.gov/files/2024-07/USDOT%20TLAHT%20HT%20Laws%20Compendium%20-%202024%20Edition\\_0.pdf](https://www.transportation.gov/sites/dot.gov/files/2024-07/USDOT%20TLAHT%20HT%20Laws%20Compendium%20-%202024%20Edition_0.pdf).

<sup>161</sup> U.S. Department of Transportation. n.d. "Transportation Leaders Against Human Trafficking Multimodal Signs."

<https://www.transportation.gov/mission/office-secretary/office-policy/international-policy-and-trade/against-human-trafficking-41>.

<sup>162</sup> Yagci Sokat, Kezban, Melissa Chi, and Jonathan Hudlow. 2024. "Transit monitoring capacity expansion: Analytics for combating human trafficking." *Transportation Research Interdisciplinary Perspectives*, Volume 24. <https://doi.org/10.1016/j.trip.2024.101032>.

<sup>163</sup> Hockstad, Trayce, Abhay Lidbe, Sunday Okafor, Silvana Croom, and Steven Jones. 2024. "Unintended Consequences at the Intersection of Human Trafficking and Autonomous Vehicles:" A Transportation Research Need. *Journal of Legal Affairs and Dispute Resolution in Engineering and Construction*, 16 (2). <https://ascelibrary.org/doi/full/10.1061/JLADAH.LADR-1009>.



surveys. Similarly, there might not be a way to record that a human trafficking offense involved the use of a commercial vehicle within a particular jurisdiction and/or prosecutors might choose to charge a different or related offense instead of human trafficking, which leads to underreporting. It would be beneficial for DOJ's Bureau of Justice Statistics to formally work with the U.S. Bureau of Transportation Statistics and other government experts to add elements related to the use of transportation in facilitating human trafficking, to supplement the offense and other crime incident information currently collected by the Federal Bureau of Investigation.

Based on recent research, additional gaps were identified at the intersection of human trafficking and transportation resulting in the following recommendations:

- The counter-trafficking efforts of public and private transportation sector entities should be tracked through a central database, including tips reported, policies, training, public awareness, and partnerships.
- Federal and State counter-trafficking laws should be researched and analyzed to determine how they can be harmonized to enhance cross-border cooperation, including domestic and transnational threats of technology-facilitated trafficking.
- To facilitate increased and more uniform data collection, transportation employees should utilize digital devices to assess potential trafficking situations by referencing indicator checklists and a reporting link.
- The Transportation Research Board should increase research on the scope, scale, and nature of human trafficking and its modal intersections with human trafficking via its rigorous peer review process and develop a report of recommendations. Recommendations should include the impact on underrepresented and understudied industries, how existing data collection mechanisms within the sector can be utilized to better understand trafficking trends and risk factors, and how to align and harmonize research to avoid duplication and streamline progress.
- A feasibility study should be undertaken to a) determine how best to support the integration of transportation-related human trafficking convictions (including the addition of elements related to the use of transportation in facilitating human trafficking to supplement the offense and other crime incident information currently collected), and to b) support the tracking of transport-related human trafficking crimes (including the Commercial Driver's License lifetime disqualification rule).
- Public transportation agencies should report transport-related human trafficking data through established transport-related data collection efforts and require transport-related data collection efforts to integrate the data into their analyses, reports, and recommendations.

- Law enforcement agencies and fusion centers<sup>164</sup> should track all human trafficking cases, including transport-related connections, and consistently report non-duplicative information through existing data collection avenues.
- The National Human Trafficking Hotline should expand intake questions to include how individuals subjected to human trafficking were or are being transported.
- The National Center for Missing and Exploited Children should expand on the types of transportation used during episodes among missing children who were likely subjected to human trafficking.
- Existing counter-trafficking mapping tools<sup>165</sup> should include large-scale information analysis to address the domestic and global scope of transportation-related human trafficking and facilitate support for investigations.
- Because training efficacy has a significant impact on whether or how an employee responds to suspected human trafficking, required training and employee comfort levels in identifying and reporting potential human trafficking situations should be researched.
- Unregulated transportation should be explored as it hinders the ability of law enforcement to track and identify possible individuals being subjected to human trafficking.
- Data should be gathered surrounding major events – beyond the Super Bowl, including conventions, trade shows, and events like the Olympics and NASCAR Races – that may have the potential for increased human trafficking, and how the various transportation sectors are utilized.
- Clear analysis should be conducted on how bus terminals are used for human trafficking recruitment, including the number and evaluation of trained security at each station monitoring loitering and potential human trafficking recruitment.
- Research the frequency, scope, and efficacy of transportation-related counter-trafficking policies, trainings, and awareness efforts, including safety, guidance on discreet reporting, and proper documentation.
- Assessment and analysis of surveillance information and documented observations by workforce in unpatrolled transport-related areas should be explored as it may produce actionable information or corroborating evidence to support prosecutions.

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<sup>164</sup> A fusion center is a collaborative effort between federal, state, local, and tribal law enforcement agencies to share resources, expertise, and information in order to detect criminal activity. Fusion centers aim to exchange information and intelligence, maximize resources, streamline operations, and improve the ability to fight crime by merging data from a variety of sources.

<sup>165</sup> Examples of such tools include mapping geographic routes and hotspots, and supply chain risks.

As data continues to increase on the intersection of human trafficking and transportation, including modal specificity, the research will help to improve support for individuals being subjected to human trafficking and survivors of the crime.

## 8. VICTIM & SURVIVOR SUPPORT

Like those who experience other forms of violence, individuals who have been subjected to sex and/or labor trafficking often require long-term, specialized services to address the emotional, physical, psychological, and economic effects of trauma associated with their exploitation. Many advocacy NGOs provide emergency, transitional, and long-term services to individuals subjected to human trafficking and survivors to support their independence, wellbeing, and financial security. These include, but are not limited to, crisis intervention, legal and immigration services, shelter and housing, health and mental health services, counseling, vocational training and skills development, employment services, access to public benefits, and transportation assistance.

According to the 2021 National Outreach Survey for Transportation, 81% of 107 survivors reported that transportation was used during their recruitment and 76% indicated that it was used during their exploitation.<sup>166</sup> A survivor-informed, trauma-informed, person-centered, and culturally responsive approach by law enforcement is critical to ensure that first responders are sensitive to the effects of trauma on potential individuals subjected to human trafficking and the services that they may require. Yet while 42% of 156 survivors indicated that law enforcement engaged with the vehicle they were in during their exploitation, and 25% of 64 survivors indicated that they were arrested, only 32% of 66 law enforcement respondents stated that they were trained in trauma-informed and person-centered interview techniques. Relatedly, the National Human Trafficking Hotline's analysis of trends of calls received in 2021 found that 90% of 163 survivors with a criminal record reported that some or all their records were related directly to their exploitation.<sup>167</sup> Increased federal funding for expungement and vacatur efforts for convictions related to individual trafficking situations could help to address this challenge. Prioritizing safety for individuals being subjected to human trafficking and security avoids re-traumatization and facilitates more effective interdictions, fosters a safe and supportive environment for individuals being subjected to human trafficking seeking assistance from law enforcement, and increases trust, which can support their willingness to serve as witnesses for investigations and prosecutions.<sup>168</sup>

Beyond traffickers utilizing transportation systems as means of facilitating their crimes, transportation systems are used as a resource by individuals being subjected to human trafficking for escaping their trafficking situation. In the 2021 National Outreach Survey for Transportation, while 52% of 159 survivors reported that transportation was used to help facilitate their escape from trafficking, 23% of 145 survivors indicated that a lack of transportation prevented them from exiting their trafficking situation, highlighting the need for accessible transportation.

Technology companies can also help to facilitate identification and escape by clearly blocking their platforms from being used to recruit or facilitate human trafficking through significant improvements to algorithms, guidelines, reporting protocols (for individuals, pages, sites, etc.),

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<sup>166</sup> Wagle, Christi and Christine Baglin, et al. 2023. National Outreach Survey for Transportation: Combating Human Trafficking by Listening to Experiences, Challenges, and Recommendations of Frontline Workers and Those with Lived Experience (2021). Morristown: United Against Slavery.

<sup>167</sup> Woldehanna, Sara, and Lara Powers. 2023. "In Harm's Way: How Systems Fail Human Trafficking Survivors." Survey Results from the First National Survivor Study. Washington, D.C.: Polaris. <https://polarisproject.org/wp-content/uploads/2023/06/In-Harms-Way-How-Systems-Fail-Human-Trafficking-Survivors-by-Polaris.pdf>.

<sup>168</sup> Global Programme Against Trafficking in Human Beings. 2006. "Toolkit to Combat Trafficking in Persons." 92-1-133751-8. Vienna: United Nations Office on Drugs and Crime.

and responsiveness to reports.

Survivors face a difficult process when trying to rebuild their lives, as traffickers often confiscate their personal documents and earnings. Survivors often lack the proper identification or necessary funds to purchase bus, train, and plane tickets, among other expenses, and sometimes feel forced to return to the life they were attempting to escape in lieu of alternatives. The U.S. Department of Health and Human Services and DOJ support human trafficking survivors with their emergency needs when other resources are unavailable, including covering their costs of transportation. The National Center for Missing and Exploited Children facilitates transportation support to help reunite exploited children with their families.<sup>169</sup>

The National Human Trafficking Hotline's analysis of trends of calls received in 2021 found that 43% of 416 survivors were making under \$25,000 per year upon exiting their trafficking situation, compared to 26% of the general US population.<sup>170</sup> Of 457 survivors, 69% were seeking a stable, living-wage job while 65% needed education or job training.

Transportation also facilitates access to fundamental needs such as food, health care, education, employment, and social support,<sup>171</sup> thereby serving as a social determinant of health, well-being and quality of life.<sup>172</sup> Transportation organizations can support individuals being subjected to human trafficking, including those who may be unaware that they are being subjected to the crime, through the provision of awareness materials, avenues for self-reporting, support on their path to healing, and workplace opportunities as they rebuild their lives.

Federal, state, local, and private transportation entities can also support survivors by considering policies that could reduce barriers to employment, by increasing survivor employment opportunities through paid internships, fellowships, and the dissemination of job postings to survivor networks, and by supporting their professional development.

A21 provides repatriation services for foreign national survivors wishing to return to their home country, which often involves purchasing airline tickets. They also relocate survivors to their desired destination in the U.S., which may be their home State, a place removed from their trafficker's location, or to one of A21's direct service sites. A21 also transports survivors to court hearings and to access services once they enter the NGO's Aftercare Program. Transportation varies from A21's private vehicles to taxis, rideshares, buses, trains, and flights.

TAT provides survivor-informed and person-centered training and resources for law enforcement that covers what to expect when first encountering an individual being subjected to human trafficking, best practices for building rapport, approaches to avoid, and strategies to put in place when working with individuals being subjected to human trafficking that will assist in conducting investigations. Their trainings also explore the long-term impact that criminal records

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<sup>169</sup> National Center for Missing and Exploited Children. n.d. "Victim, Survivor & Family Support." <https://www.missingkids.org/support>

<sup>170</sup> Woldehanna, Sara, and Lara Powers. 2023. "In Harm's Way: How Systems Fail Human Trafficking Survivors." Survey Results from the First National Survivor Study. Washington, D.C.: Polaris. <https://polarisproject.org/wp-content/uploads/2023/06/In-Harms-Way-How-Systems-Fail-Human-Trafficking-Survivors-by-Polaris.pdf>.

<sup>171</sup> U.S. Department of Transportation. 2023. "Equity Action Plan 2023 Update." Washington, DC.

<https://www.transportation.gov/sites/dot.gov/files/2023-12/2023%20update%20to%20the%20DOT%20Equity%20Action%20Plan.pdf>

<sup>172</sup> Office of Disease Prevention and Health Promotion. 2024. "Social Determinants of Health - Healthy People 2030." U.S. Department of Health and Human Services. June 27, 2024. <https://health.gov/healthypeople/priority-areas/social-determinants-health>.

can have on individuals being subjected to human trafficking and detail how law enforcement can make a positive difference in the lives of individuals being subjected to human trafficking, even if the officer is unsure of the outcome of the interaction.

In the aviation sector, Delta Air Lines offers survivor apprenticeships to support professional development and provide career re-entry skills, donated over 6 million frequent flyer miles for over 100 flights for trafficking survivors to return to safety or receive critical services through their Sky Wish program, contributed \$3 million to the National Human Trafficking Hotline, donated \$1 million to Wellspring Living and provides volunteer opportunities in 16 cities for employees to give time and service to counter-trafficking organizations in local communities. Southwest also provides flight vouchers and point donations to the National Human Trafficking Hotline to assist survivors in their efforts to relocate. Donated miles can cover the airfare of survivors to return home or relocate after escaping, receive critical services, reunite with children or families, travel to testify against their traffickers in court, or engage in survivor leadership opportunities. American Airlines hired a survivor as a flight attendant and training consultant who contributed to the development of their human trafficking training and reporting protocol. Houston Airport System held three awareness events for public and private stakeholders and directed the proceeds to support three counter-trafficking NGOs within the greater Houston area. Airline Ambassadors International conducted outreach to transportation industry Chief Executive Officers (CEOs) encouraging them to adopt language in their workforce development policies specifically focused on training and employment opportunities for human trafficking survivors.

On roadways, United Parcel Service partnered with the United Way Worldwide's Center on Human Trafficking and Slavery, Wellspring Living, and Businesses Ending Slavery and Trafficking to encourage survivor employment. Coach USA partnered with Megabus and TAT to provide ticket vouchers through the National Human Trafficking Hotline to individuals being subjected to human trafficking in need of assistance. The American Association of Motor Vehicle Administrators assists TAT in making key contacts at State motor vehicle offices across the nation to assist survivors in obtaining drivers licenses.

On rail, to prevent runaway youth from possibly entering an encounter with a trafficker or returning them home to their trafficker, the Amtrak Police Department developed a runaway interview checklist to assist officers in determining the best response when encountering a juvenile who may be potentially running away. The 16 questions cover their destination, points of contact since leaving home, the context for leaving home, ticket purchasing methods, and safety inquiries to help police officers determine the reason for running away from home and the proper response.

In the maritime sector, the Port of Seattle partnered with Businesses Ending Slavery and Trafficking to offer the Safe Jobs Collaborative, which provides employment readiness training and creates job opportunities for trafficking survivors and at-risk populations.<sup>173</sup> Client Services Coordinators also provide resume reviews, interview coaching, and transition support.

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<sup>173</sup> Drawhorn, Omie. 2022. "Connecting Human Trafficking Survivors to Careers." Port of Seattle. January 6, 2022. <https://www.portseattle.org/blog/connecting-human-trafficking-survivors-careers>.

To support individuals being subjected to human trafficking in escaping their trafficking situations and survivors in reestablishing their lives, at the federal and State level, Congress and State legislatures should enact legislation to safeguard individuals being subjected to human trafficking and survivors of human trafficking from incarceration, debt, fines, or penalties for unlawful acts committed as a direct result of being subjected to trafficking. Congress should also establish a unique human trafficking offense code that all prosecutors must include among their charges when seeking convictions for crimes related to human trafficking. USDOT should expand public awareness materials to include person-centered messaging for individuals who may be unaware that they are being subjected to human trafficking.

States, private and local transportation entities, and law enforcement should engage with survivors and service providers to inform counter-trafficking policies and awareness materials, hire trauma-informed advocates trained on the unique needs of individuals subjected to human trafficking, and provide workforce development opportunities.

Private and local transportation entities should also implement safe haven protocols and harbor programs, including designated vehicles and support mechanisms, across modes and local regions to facilitate successful exit attempts. They can also donate credits, points, and vouchers to organizations that directly serve survivors of trafficking and encourage customers to do the same. Phones should also be installed in private areas within facilities, such as restroom stalls and showers for individuals being subjected to human trafficking to discreetly connect with law enforcement when they are alone. Service providers can also increase transport-related support by providing survivors with instructions and guidance on procedures for obtaining modal transportation vouchers.

## 9. RECOMMENDATIONS

The Committee makes the following recommendations for USDOT, the U.S. Congress, States, private industry and local transportation organizations, law enforcement, NGOs, and technology companies. Recommendations are grouped by leadership and funding; policies and reporting; training and awareness; research, data, and information-sharing; and victim and survivor support.

### FOR THE U.S. CONGRESS

#### LEADERSHIP & FUNDING

- **Update Existing Legislation:** Review and amend existing counter-trafficking legislation to ensure it can effectively address the challenges posed by evolving trafficking trends and technologies while incorporating counter-trafficking best practices.
- **Increase Funding:** Increase funding for USDOT's counter-trafficking efforts, including support for modal grants, modal initiatives, training, public awareness, research, victim and survivor support, and global cooperation.

#### POLICIES & REPORTING

- **Expand Counter-Trafficking Policies:** Require all USG contractors and subcontractors to establish zero-tolerance counter-trafficking policies inclusive of mandatory survivor-informed employee training and reporting protocols in addition to existing counter-trafficking prohibitions and notification requirements currently required under the Federal Acquisition Regulation.
- **Protect Employees:** Enact legislation that protects employees from retaliation for reporting suspected human trafficking activities.
- **Expand Ban:** Expand the Commercial Driver's License ban across all modes of transportation and all licensed positions for individuals convicted of human trafficking.
- **Fund Technology-Based Solutions to Support Prevention, Identification, and Reporting Efforts:** Increase funding for technology-based solutions to enhance awareness efforts, identify individuals being subjected to human trafficking, and facilitate reporting of suspicions.

#### TRAINING & AWARENESS

- **Facilitate Reporting:** Enact legislation to close the loophole in the 2022 Human Trafficking Prevention Act by requiring transportation owners and operators to place the National



Human Trafficking Hotline in the restrooms of aircraft, airports, over-the-road buses, bus stations, passenger trains, passenger railroad stations, and commercial vessels operating within the United States.

- **Increase Awareness:** Enact legislation requiring all governmental transportation agencies to play pre-departure public service announcements messages for individuals potentially being subjected to human trafficking.

## RESEARCH, DATA, AND INFORMATION-SHARING

- **Collect Data:** Fund USDOT to track the counter-trafficking efforts of transportation organizations that are Transportation Leaders Against Human Trafficking signatories, including tips reported, policies, training, public awareness, and partnerships through a central database.
- **Facilitate Cross-Border Cooperation:** Authorize and fund the DOJ to develop a report of recommendations on how to harmonize federal and State laws to combat human trafficking and enhance cross-border cooperation, including transnational threats of technology-facilitated trafficking.
- **Facilitate Identification and Tracking of Transport-Related Human Trafficking:** Congress should specifically allocate funding for DOJ to undertake a feasibility study to determine how best to support the integration of transportation-related trafficking convictions to support the tracking of transport-related human trafficking crimes across existing federal data collection platforms. The study should include interagency collaboration and consideration of developing uniform data elements and a data dictionary for transportation-related trafficking convictions, including the implementation and tracking of the CDL lifetime disqualification rule.
- **Increase Tracking of Human Trafficking Crimes:** Enact legislation that requires prosecutors to track when human trafficking is prosecuted under non-human trafficking statutes.
- **Improve Data Collection:** Enact legislation requiring public agencies to report non-duplicative transport-related human trafficking data through established data collection efforts and require data collection efforts to integrate the data into their analyses, reports, and recommendations.

## VICTIM AND SURVIVOR SUPPORT

- **Safeguard Victims and Survivors:** Enact legislation to safeguard individuals being subjected to human trafficking and survivors of human trafficking from incarceration, fines, or penalties for unlawful acts committed as a direct result of being subjected to trafficking.
- **Establish Unique Human Trafficking Offense Code:** Enact legislation establishing a unique human trafficking offense code that all prosecutors must include among their charges when seeking convictions against perpetrators for crimes related to human trafficking.

## FOR USDOT

### LEADERSHIP & FUNDING

- **Increase Funding:** Pending congressional appropriations, increase funding for transportation stakeholder efforts across all of the Operating Administrations, including training, public awareness, research, and victim and survivor support.
- **Increase Award:** Continue funding for the Combating Human Trafficking in Transportation Impact Award, increase funding for the top prize, and fund the second and third place prizes to support innovative and shareable counter-trafficking solutions in transport.
- **Continue and Strengthen Secretarial and OA-Level Leadership:** Ensure senior leadership engagement on the relevance of counter-trafficking for both the Department and industry.
- **Continue and Expand Efforts Across USDOT:** Continue and expand the Office of the Secretary's provision of strategic oversight and coordination across the Department to ensure alignment with best practices and fulfillment of strategic actions identified by the U.S. National Action Plan to Combat Human Trafficking, the President's Interagency Task Force to Monitor and Combat Trafficking in Persons, the U.S. Advisory Council on Human Trafficking, and the ACHT.
- **Increase Sectoral Leadership:** Encourage State DOT and local transportation leaders to develop comprehensive counter-trafficking programs.

### POLICIES & REPORTING

- **Develop Modal Counter-Trafficking Policies and Best Practices:** Develop mode-specific counter-trafficking policies that include partnerships, reporting protocols, training, public awareness, research and information-sharing, and victim and survivor support.
- **Develop Due Diligence Tool:** Develop a multimodal due diligence tool that includes mandatory due diligence laws, resources, sample policies, and tools to support the prevention and mitigation of forced labor in supply chains for goods and services across the transportation industry.
- **Encourage Counter-Trafficking Policies:** Provide a counter-trafficking policy template for transportation organizations to adopt and post on their websites inclusive of a zero-tolerance approach.
- **International Maritime Advocacy:** Advocate for the International Maritime Organization to adopt modal counter-trafficking guidelines.

- **Encourage Vigilance During Crises:** Urge transportation stakeholders to strengthen existing policies during times of natural disaster, economic crises, and major national health emergencies and not to divert resources from counter-trafficking initiatives because incidents rise as human traffickers exploit vulnerabilities.

## PARTNERSHIPS

- **Increase TLAHT/BLI Partnerships:** Continue to foster Transportation Leaders Against Human Trafficking and USDOT/DHS Blue Lightning Initiative partnerships with private and local transportation organizations, law enforcement, NGOs, technology companies, and labor unions.
- **Foster Public-Private Partnerships:** Expand coalitions between government agencies, private and local transportation organizations, law enforcement, NGOs, academia, and technology companies to facilitate stronger, more coordinated counter-trafficking efforts and reporting.
- **Recognize Outstanding TLAHT Partners:** Consider recognizing outstanding Transportation Leaders Against Human Trafficking partner efforts to highlight promising practices and incentivize an increase in pledge signatories.
- **Expand Modal Initiatives:** Pending congressional appropriations, build off the success of the aviation-specific USDOT/DHS Blue Lightning Initiative by creating similar mode-specific partnerships for other sectors.
- **Expand Global Cooperation:** Pending congressional appropriations, increase international counter-trafficking engagement with transport ministries and transportation stakeholders to further cooperation and foster a coordinated response across the global transportation sector.

## TRAINING & AWARENESS

- **Share ACHT Findings:** Share the ACHT findings with transportation stakeholders to increase and bolster sectoral counter-trafficking efforts.
- **Encourage Training:** Encourage transportation organizations and law enforcement to provide survivor-informed human trafficking training for all frontline employees, including certified positions such as commercial motor vehicle drivers, pilots, for-hire drivers, transit operators, and police officers.
- **Expand Engagement with Indigenous Communities:** Increase resources for tribal transportation organizations and encourage survivor-informed public awareness campaigns.

- **Encourage Increased Public Awareness:** Encourage transportation organizations to conduct public awareness campaigns.
- **Encourage Increased Awareness Surrounding Major Events:** Encourage augmented and extended public awareness campaigns throughout and along vulnerable routes, cities, and locations during major events including conventions, trade shows, sporting events and concerts.
- **Conduct Joint FTA/FRA Awareness Raising:** USDOT’s Federal Railroad Administration and Federal Transit Administration should campaign together on human trafficking across the transit and rail sectors, including commuter rail and freight lines.
- **Expand Training:** Expand USDOT’s multimodal, survivor-informed counter-trafficking trainings to encompass ACHT recommendations and emerging best practices, and, pending congressional appropriations, develop mode-specific survivor-informed trainings similar to the USDOT/DHS Blue Lightning Initiative.
- **Continue/Expand Awareness Materials:** Continue and expand USDOT’s multimodal counter-trafficking public awareness campaign to encompass recent best practices, including survivor-informed, person-centered, trauma-informed, and culturally responsive signage and resources while addressing potential technological barriers to identification and reporting. Develop print and digital modal pocket cards and toolkits. Develop multilingual prevention-focused awareness materials for displaced and vulnerable populations. Expand mode-specific indicators of human trafficking beyond individuals being subjected to human trafficking to include suspected traffickers. Establish standardized checklists with indicators of human trafficking, including modal indicators, for each mode of transportation.
- **Update State Law Compendium:** Periodically update the survey of State and territory counter-trafficking awareness laws and provide a summary report to help businesses comply.
- **Create Evaluation Tools:** Develop evaluation tools for transportation stakeholders to utilize to ensure that survivor-informed training objectives are met and to measure public awareness campaigns by measuring outputs and outcomes.
- **Periodically Assess Best Practices:** Periodically review domestic and international counter-trafficking survivor-informed trainings and awareness campaigns to identify best practices and optimize the use of evolving technologies.

## RESEARCH, DATA, AND INFORMATION-SHARING

- **Encourage Digital Devices for Assessment:** Encourage transportation organizations to provide digital devices for their employees to assess potential trafficking situations by

referencing indicator checklists and including a reporting link to facilitate increased and more uniform data collection.

- **Expand TRB Engagement:** Continue and support engagement with the Transportation Research Board on counter-trafficking research efforts, including the Human Trafficking in Transportation Common Interest Group Steering Committee and the National Cooperative Highway Research Program (20-121A) project on Countering Human Trafficking: A Toolkit for State DOTs. Fund prevalence studies and multimodal research projects.

## VICTIM AND SURVIVOR SUPPORT

- **Develop Person-Centered Materials:** Expand public awareness materials to include person-centered messaging for individuals who may be unaware that they are being subjected to human trafficking.

## FOR OTHER FEDERAL AGENCIES

### LEADERSHIP & FUNDING

- **Expand Transportation Intersections:** Given the intersection of the transportation across many USG agencies, counter-trafficking efforts by the President's Interagency Task Force to Monitor and Combat Trafficking in Persons should prioritize transportation intersections in their response to crises disasters.

### TRAINING & AWARENESS

- **Increase Coordination Between HHS and DOT:** Ensure public awareness and training efforts in the transportation sector reflect best practices in counter-trafficking communications, build public-private partnerships to connect individuals being subjected to human trafficking and survivors with transportation assistance, and pursue community-based partnerships at the local level to enhance prevention, identification, and reporting efforts.

### RESEARCH, DATA, AND INFORMATION-SHARING

- **Facilitate Identification and Tracking of Transport-Related Human Trafficking:** The DOJ should undertake a feasibility study to determine how best to support the integration of transportation-related trafficking convictions to support the tracking of transport-related human trafficking crimes across existing federal data collection platforms. The study should include interagency collaboration and consideration of developing uniform data elements and a data dictionary for transportation-related trafficking convictions, including the implementation and tracking of the CDL lifetime disqualification rule.
- **Expand Transportation Intersections in State Department Materials:** The Department of State should enhance attention to the transportation sector in their annual TIP Report, including USDOT and country efforts, to the extent that those efforts are related to the government's progress in meeting the TVPA's minimum standards (22 USC 7106).

## FOR STATES

### LEADERSHIP & FUNDING

*(See Section 3 for leadership and funding examples; Appendix 11.12 for a Model Comprehensive Strategy, Organizational Proclamation, and Leadership Statement; and Appendix 11.13 for Quick Implementation Guides.)*

- **Increase Funding:** Increase multiyear funding for State DOT counter-trafficking efforts, including support for modal grants, modal initiatives, training, public awareness, research, and victim and survivor support.
- **Hire Counter-Trafficking Staff:** Fund and staff positions dedicated to combating human trafficking to establish and expand counter-trafficking programming, including trauma-informed advocates trained on the unique needs of individuals subjected to human trafficking.
- **Leverage Available Funding:** State DOTs should leverage the Federal Motor Carrier Safety Administration's Motor Carrier Safety Assistance Program grant to bolster and expand their counter-trafficking prevention efforts.
- **Expand Leadership Efforts:** Increase and expand State leadership on the issue of human trafficking, including speeches by governors and mayors, public roundtables, editorial media engagement, and encouraging State agencies, universities, and businesses to take a stand an active stance against the crime.
- **Increase State DOT Leadership:** Establish and expand comprehensive counter-trafficking programs with dedicated staff.
- **Recognize Exemplary Advocates:** Recognize outstanding partner and advocacy efforts to highlight promising practices and inspire an increase in transport-related efforts.

### POLICIES & REPORTING

*(See Section 5 for policy and reporting examples, Appendix 11.9 for Reporting Hotlines, and Appendix 11.12 for a Model Comprehensive Strategy.)*

- **Expand Counter-Trafficking Policies:** Establish and expand zero-tolerance counter-trafficking policies at State DOTs and Departments of Motor Vehicles with mandatory survivor-informed employee training and clear reporting protocols. Ensure employees are aware that reporting may be anonymous to assuage reporting concerns.
- **Ensure Clean Supply Chains:** Ensure organizational procurement policies enforce prohibitions of human trafficking, and require vendors, suppliers, contractors, and subcontractors to sign a Code of Conduct on ethical business practices.



- **Encourage Vigilance During Crises:** Urge transportation stakeholders to strengthen existing policies during times of natural disaster, economic crises, and major national health emergencies and not to divert resources from counter-trafficking initiatives because incidents rise as human traffickers exploit vulnerabilities.
- **Incorporate Technology-Based Solutions to Support Prevention, Identification, and Reporting Efforts:** Increase support for technology-based solutions to enhance awareness efforts, identify individuals being subjected to human trafficking, and facilitate reporting of suspicions.

## PARTNERSHIPS

*(See Section 4 for Partnership examples and Appendix 11.9 for State Human Trafficking Task Forces Intersecting with Transportation.)*

- **Expand Counter-Trafficking Task Forces:** Establish and increase funding for counter-trafficking task forces to expand survivor-informed training, awareness, reporting, and data collection on the intersection of human trafficking and transportation. Participants should include survivor, service provider, State DOT, State motor vehicle departments, law enforcement, and prosecutor representation.
- **Foster Public-Private Partnerships:** Increase and expand coalitions with federal, State, and local agencies, private and local transportation organizations, law enforcement, NGOs, academia, and technology companies to facilitate stronger, more coordinated counter-trafficking efforts and reporting.

## TRAINING & AWARENESS

*(See Section 6 for training and awareness examples, Appendix 11.8 for State human trafficking training and awareness laws intersecting with transportation, Appendix 11.11 for general and modal indicators, and Appendix 11.14 for free sample training and awareness materials.)*

- **Require Counter-Trafficking Training:** Strongly recommend that transportation organizations and law enforcement train all employees, contractors, and transportation license holders to recognize and report sex and labor trafficking, including certified positions such as commercial motor vehicle drivers, pilots, for-hire drivers, transit operators, and police officers.
- **Continue/Expand Awareness Campaigns:** Continue and expand multimodal counter-trafficking public awareness campaigns to encompass recent best practices, including person-centered, trauma-informed, and culturally responsive signage and resources.
- **Facilitate Employee Reporting:** Distribute pocket cards for all frontline transportation employees that include modal indicators to facilitate recognizing and reporting the crime.

- **Facilitate Reporting:** Enact and expand legislation requiring the posting of the National Human Trafficking Hotline in and around all public and commercial transportation hubs and facilities.
- **Raise Public Awareness:** Raise public awareness through roadway billboard signs with the USDOT Transportation Leaders Against Human Trafficking QR code (*that links to an overview on the intersection between human trafficking and transportation, highlights reporting methods, and includes indicators for each mode of transportation*), 911 in the event of an emergency, and the National Human Trafficking Hotline; utilize radio airtime for commercials; and post reporting information on websites, including hiring and weather web pages.
- **Leverage Materials:** Leverage free, transport-related, survivor-informed counter-trafficking training and public awareness materials that are multilingual and include the USDOT Transportation Leaders Against Human Trafficking QR code and the National Human Trafficking Hotline.
- **Encourage Increased Public Awareness:** Encourage transportation organizations to conduct public awareness campaigns.
- **Encourage Increased Awareness Surrounding Major Events:** Encourage augmented and extended public awareness campaigns throughout and along vulnerable routes, cities, and locations during major events including sporting events and concerts.

#### RESEARCH, DATA, AND INFORMATION-SHARING

*(See Section 7 for research, data, and information-sharing examples and Appendix 11.8 for State human trafficking data laws intersecting with transportation.)*

- **Enhance Information-Sharing:** Increase information-sharing efforts with law enforcement about trends in the transportation sector to support the investigation and prosecution of human trafficking cases.

#### VICTIM AND SURVIVOR SUPPORT

*(See Section 8 for victim and survivor support examples.)*

- **Safeguard Victims and Survivors:** Enact legislation to safeguard individuals being subjected to human trafficking and survivors of human trafficking from incarceration, fines, or penalties for unlawful acts committed as a direct result of being subjected to trafficking.

- **Engage Survivors and Victim Service Providers:** Engage with survivors and service providers to inform counter-trafficking policies and awareness materials and hire trauma-informed advocates trained on the unique needs of individuals subjected to human trafficking.
- **Provide Workforce Development Opportunities:** Partner with State human service departments and local NGOs to provide paid internship opportunities for survivors and collaborate on workforce development opportunities while reducing unnecessary bureaucratic processes, such as minimum qualifications. This will provide survivors with opportunities. Additional resources such as mentoring and coaching can be provided to the survivors during their paid internships through State DOT human resource departments.

## FOR PRIVATE AND LOCAL TRANSPORTATION ENTITIES

### LEADERSHIP & FUNDING

*(See Section 3 for leadership and funding examples; Appendix 11.12 for a Model Comprehensive Strategy, Organizational Proclamation, and Leadership Statement; and Appendix 11.13 for Quick Implementation Guides.)*

- **Increase Funding:** Establish and expand sustainable counter-trafficking programs with funded counter-trafficking experts, including trauma-informed survivors and advocates, that include partnerships, policies, training, public awareness, data tracking, and victim and survivor support.
- **Leverage Available Funding:** Public transportation organizations should leverage USDOT grant and award funding to bolster and expand their counter-trafficking prevention efforts.
- **Increase Leadership Efforts:** Increase organizational leadership on the issue of human trafficking.

### POLICIES & REPORTING

*(See Section 5 for policy and reporting examples, Appendix 11.9 for Reporting Hotlines, and Appendix 11.12 for a Model Comprehensive Strategy.)*

- **Expand Counter-Trafficking Policies:** Establish and expand zero-tolerance counter-trafficking policies with mandatory survivor-informed employee training on identifying and reporting sex and labor trafficking, how to respond if approached by an individual being subjected to human trafficking, points of contact for employees to report violations without retaliation, and clear reporting protocols. Ensure employees are aware that reporting may be anonymous to assuage reporting concerns. Policies should prohibit employees who report suspected incidents of human trafficking from sharing sensitive or detailed information outside of management or law enforcement. Policies should also encourage the reporting of loopholes and/or loose standards of procedure in current operating practices that make online forms of trafficking difficult to track.
- **Implement Due Diligence Policies and Tools to Ensure Clean Supply Chains:** Ensure organizational procurement policies prohibit human trafficking, and require vendors, suppliers, contractors, and subcontractors to sign a Code of Conduct on ethical business practices.
- **Review and Refresh Policies:** Counter-trafficking policies and programs should undergo regular reviews to update protocols, procedures, and relevant technologies to ensure accuracy and efficacy.

- **Maintain Vigilance During Crises:** Strengthen existing policies during times of natural disaster, economic crises, and major national health emergencies so as not to divert resources from counter-trafficking initiatives, because incidents rise as human traffickers exploit vulnerabilities.
- **Incorporate Technology-Based Solutions to Support Prevention, Identification, and Reporting Efforts:** Increase support for technology-based solutions to enhance awareness efforts, identify individuals being subjected to human trafficking, and facilitate reporting of suspicions. These efforts must be culturally and gender responsive and facilitate easy reporting for potential individuals subjected to human trafficking.
- **Implement Policies to Address the Misuse of Technology Platforms:** Ensure that new initiatives in the anti-trafficking field do not duplicate existing efforts related to technology and address the misuse of technology in the facilitation of human trafficking.

## PARTNERSHIPS

*(See Section 4 for partnership examples and Appendix 11.9 for State Human Trafficking Task Forces Intersecting with Transportation.)*

- **Increase Partnerships:** Increase and expand coalitions with federal, State, and local agencies, private and local transportation organizations, law enforcement, and NGOs, to facilitate stronger, more coordinated counter-trafficking efforts and reporting; including signing the Transportation Leaders Against Human Trafficking pledge.
- **Recognize Exemplary Employees:** Recognize employees who report suspicions of human trafficking to promote an organizational culture of caring and mitigate misidentification concerns.

## TRAINING & AWARENESS

*(See Section 6 for training and awareness examples, Appendix 11.8 for State human trafficking training and awareness laws intersecting with transportation, Appendix 11.11 for general and modal indicators, and Appendix 11.14 for free sample training and awareness materials.)*

- **Require Counter-Trafficking Training:** Implement mandatory initial and annual survivor-informed counter-trafficking training for all employees to learn how to recognize and report sex and labor trafficking, evaluate pre and post training knowledge, and provide a certificate of completion.
- **Continue/Expand Awareness Materials:** Continue and expand multimodal counter-trafficking public awareness campaign to encompass recent best practices, including person-centered, trauma-informed, and culturally responsive signage and resources.

- **Facilitate Employee Reporting:** Distribute pocket cards for all frontline employees that include modal indicators to facilitate recognizing and reporting the crime.
- **Facilitate Reporting:** Post the National Human Trafficking Hotline in vehicles, trains, vessels, aircraft, and in and around all public and commercial transportation hubs and facilities.
- **Leverage Materials:** Utilize transport-related, survivor-informed counter-trafficking training and public awareness materials that are multilingual and include the USDOT QR code (*that links to an overview on the intersection between human trafficking and transportation, highlights reporting methods, and includes indicators for each mode of transportation*), 911 in the event of an emergency, and the National Human Trafficking Hotline.
- **Increase Awareness Surrounding Major Events:** Augment and extend public awareness campaigns throughout and along vulnerable routes, cities, and locations during major events including sporting events and concerts.
- **Increase Passenger Awareness:** Leverage digital displays and in-app platforms in and around vehicles, trains, vessels, aircrafts, and facilities to show passengers and individuals being subjected to human trafficking their rights and provide a seamless connection to authorities.

#### RESEARCH, DATA, AND INFORMATION-SHARING

*(See Section 7 for research, data, and information-sharing examples and Appendix 11.8 for State human trafficking data laws intersecting with transportation.)*

- **Improve Data Collection:** Report transport-related human trafficking data that includes tips reported, policies in place, the number and types of employees trained, public awareness efforts, and partnership engagements annually to USDOT.
- **Enhance Information-Sharing:** Increase information-sharing efforts with law enforcement about trends in the transportation sector to support the investigation and prosecution of human trafficking cases.

#### VICTIM AND SURVIVOR SUPPORT

*(See Section 8 for victim and survivor support examples.)*

- **Engage Survivors and Service Providers:** Engage with survivors and service providers to inform counter-trafficking policies and awareness materials and hire trauma-informed advocates trained on the unique needs of individuals being subjected to human trafficking.
- **Provide Workforce Development Opportunities:** Partner with State human service departments and local NGOs to provide paid internship opportunities for survivors and collaborate on workforce development opportunities while reducing unnecessary

bureaucratic processes, such as minimum qualifications. Additional resources such as mentoring and coaching can be provided to the survivors during their paid internships. Aviation sector employment readiness training models can be adapted to other modes.

- **Facilitate Means of Exit:** Implement safe haven protocols and harbor programs, including designated vehicles and support mechanisms, across modes and local regions to ensure successful exit attempts.
- **Facilitate Access to Transportation:** Donate credits, points, and vouchers to organizations that directly serve survivors of trafficking and encourage customers to do the same.
- **Increase Access:** Install call button in private areas within facilities such as restroom stalls and showers for individuals being subjected to human trafficking to discreetly connect with law enforcement when they are alone.

## FOR LAW ENFORCEMENT

### LEADERSHIP & FUNDING

*(See Section 3 for leadership and funding examples; Appendix 11.12 for a Model Comprehensive Strategy, Organizational Proclamation, and Leadership Statement; and Appendix 11.13 for Quick Implementation Guides.)*

- **Increase Leadership Efforts:** Police chiefs, sheriffs, prosecutors, and other law enforcement leaders should consider human trafficking as a priority and devote the resources and attention needed to combat it.
- **Increase Funding:** Establish and expand counter-trafficking programs with funded counter-trafficking experts, including trauma-informed survivors and advocates, that include partnerships, policies, training, public awareness, data tracking, and victim and survivor support.

### POLICIES & REPORTING

*(See Section 5 for policy and reporting examples, Appendix 11.9 for Reporting Hotlines, and Appendix 11.12 for a Model Comprehensive Strategy.)*

- **Expand Counter-Trafficking Policies:** Establish and expand zero-tolerance counter-trafficking policies with mandatory survivor-informed employee training on identifying and reporting sex and labor trafficking, points of contact for employees to report violations without retaliation, and clear reporting protocols. Policies should prohibit employees who report suspected incidents of human trafficking from sharing sensitive or detailed information outside of management or law enforcement. Policies should also encourage the reporting of loopholes and/or loose standards of procedure in current operating practices that make online forms of trafficking difficult to track.
- **Ensure Clean Supply Chains:** Ensure organizational procurement policies prohibit human trafficking, and require vendors, suppliers, contractors, and subcontractors to sign a Code of Conduct on ethical business practices.
- **Review and Refresh Policies:** Counter-trafficking policies and programs should undergo regular reviews to update protocols, procedures, and relevant technologies to ensure accuracy and efficacy.
- **Maintain Vigilance During Crises:** Strengthen existing policies during times of natural disaster, economic crises, and major national health emergencies so as not to divert resources from counter-trafficking initiatives, because incidents rise as human traffickers exploit vulnerabilities.



## PARTNERSHIPS

*(See Section 4 for partnership examples and Appendix 11.9 for State Human Trafficking Task Forces Intersecting with Transportation.)*

- **Increase Partnerships:** Increase and expand coalitions with federal, State, and local agencies, private and local transportation organizations, NGOs, and local service providers to facilitate stronger, more coordinated counter-trafficking efforts and reporting.

## TRAINING & AWARENESS

*(See Section 6 for training and awareness examples, Appendix 11.8 for State human trafficking training and awareness laws intersecting with transportation, Appendix 11.11 for general and modal indicators, and Appendix 11.14 for free sample training and awareness materials.)*

- **Require Counter-Trafficking Training:** Implement mandatory initial and annual survivor-informed counter-trafficking training for all employees to learn how to recognize and report sex and labor trafficking, evaluate pre and post training knowledge, and provide a certificate of completion. Trainings should include how to successfully build cases against traffickers, even when individuals being subjected to human trafficking cannot participate.
- **Continue/Expand Awareness Materials:** Continue and expand multimodal counter-trafficking public awareness campaign to encompass recent best practices, including person-centered, trauma-informed, and culturally responsive signage and resources.
- **Facilitate Employee Reporting:** Distribute pocket cards for all frontline employees that include modal indicators to facilitate recognizing and reporting the crime.
- **Leverage Materials:** Utilize transport-related counter-trafficking training and public awareness materials that are multilingual and include USDOT QR code *(that links to an overview on the intersection between human trafficking and transportation, highlights reporting methods, and includes indicators for each mode of transportation)*, 911 in the event of an emergency, and the National Human Trafficking Hotline.
- **Increase Awareness Surrounding Major Events:** Augment and extend public awareness campaigns throughout and along vulnerable routes, cities, and locations during major events including conventions, trade shows, sporting events and concerts.

## RESEARCH, DATA, AND INFORMATION-SHARING

*(See Section 7 for research, data, and information-sharing examples and Appendix 11.8 for State human trafficking data laws intersecting with transportation.)*

- **Improve Data Collection:** Law enforcement agencies and fusion centers should track all human trafficking cases, including transport-related connections, and consistently report non-duplicative information through existing data collection avenues, including the federal Uniform Crime Reporting program.
- **Increase Cooperation Mechanisms:** Expand cooperation mechanisms with other law enforcement agencies for more proactive intelligence gathering and sharing, and data analysis that can help to identify high-risk routes and trafficking hotspots to allow for more targeted enforcement.

## VICTIM AND SURVIVOR SUPPORT

*(See Section 8 for victim and survivor support examples.)*

- **Engage Survivors and Victim Service Providers:** Engage with survivors and service providers to inform counter-trafficking policies and awareness materials and hire trauma-informed advocates trained on the unique needs of individuals being subjected to human trafficking.

## FOR ASSOCIATIONS AND NGOS

### PARTNERSHIPS

*(See Section 5 for Partnership examples.)*

- **Facilitate Increased State Efforts:** Transportation industry associations should facilitate coordinated counter-trafficking efforts through bi-annual convenings and encourage collective raising of awareness during January to commemorate National Human Trafficking Prevention Month and during July to mark United Nations World Day Against Trafficking in Persons.

### TRAINING & AWARENESS

*(See Section 6 for training and awareness examples, Appendix 11.8 for State human trafficking training and awareness laws intersecting with transportation, Appendix 11.11 for general and modal indicators, and Appendix 11.14 for free sample training and awareness materials.)*

- **Provide Counter-Trafficking Training and Awareness:** Transportation industry associations should provide survivor-informed training and awareness materials for members to learn how to recognize and report sex and labor trafficking, evaluate pre and post training knowledge, and provide a certificate of completion.

### RESEARCH, DATA, AND INFORMATION-SHARING

*(See Section 7 for research, data, and information-sharing examples and Appendix 11.8 for State human trafficking data laws intersecting with transportation.)*

- **Expand Research:** The Transportation Research Board should increase survivor-informed modal research on the scope, scale, and nature of human trafficking, including its impact on underrepresented and understudied industries (e.g., maritime, pipelines, etc.), and develop a report of survivor-informed recommendations on how existing data collection mechanisms within the sector can be utilized to better understand trafficking trends and risk factors, and how to align and harmonize research to avoid duplication and streamline progress.
- **Collect Transport Data:** The National Human Trafficking Hotline should expand intake questions to include how the individual being subjected to human trafficking was or is being transported, and the National Center for Missing and Exploited Children should track the types of transportation used during episodes among missing children who were likely subjected to human trafficking.
- **Enhance Information-Sharing:** Increase information-sharing efforts with law enforcement about trends in the transportation sector to support the investigation and prosecution of human trafficking cases.

## VICTIM AND SURVIVOR SUPPORT

*(See Section 8 for victim and survivor support examples.)*

- **Expand Access to Transportation:** Victim service providers should provide survivors with instructions and guidance on procedures for obtaining modal transportation vouchers.

## FOR TECHNOLOGY COMPANIES

Effectively combating human trafficking requires a coordinated response inclusive of technology companies, as technology cuts across most sectors and can serve to both facilitate human trafficking and counter the crime by supporting efforts to prevent, identify, report, and respond to the crime.

### LEADERSHIP

*(See Section 3 for leadership examples and Appendix 11.12 for a Model Comprehensive Strategy.)*

- **Increase Funding:** Increase funding for trust and safety teams to build out their platforms (websites and applications) to prevent, identify, report, and respond to human trafficking.

### POLICIES & REPORTING

- **Improve Counter-Trafficking Policies:** Establish and expand survivor-informed policy and operational solutions to address the misuse of technology platforms, including websites and platforms that facilitate human trafficking.
- **Avoid Duplicative Efforts:** Ensure that new counter-trafficking initiatives do not duplicate existing efforts related to technology.

### RESEARCH, DATA, AND INFORMATION-SHARING

*(See Section 7 for research, data, and information-sharing examples and Appendix 11.8 for State human trafficking data laws intersecting with transportation.)*

- **Increase Data-Mapping and Information-Sharing:** Build on existing counter-trafficking mapping tools to increase solutions that address the global scope of the crime with data aggregation tools that facilitate large-scale information analysis in support of human trafficking investigations.

### VICTIM AND SURVIVOR SUPPORT

*(See Section 8 for victim and survivor support examples.)*

- **Block Access:** Algorithms, guidelines, reporting protocols, and responsiveness should clearly aim to block technology platforms from being used to recruit or facilitate human trafficking. Improved algorithms should automatically disable accounts, report account holders, and safeguard individuals who are potentially being subjected to human trafficking when human trafficking indicator language is detected.

## **10. CONCLUSION**

Preventing and addressing human trafficking across the transportation sector requires a coordinated response comprised of legislative reform, unwavering leadership commitment, sustained investment in resources, clear policies and reporting protocols, enhanced collaboration, heightened awareness, expanded research and data collection, and increased support for victims and survivors. By implementing the recommendations outlined in this report, the U.S. Department of Transportation, U.S. Congress, other federal agencies, States, private and local transportation entities, law enforcement, associations, NGOs, and technology companies can improve efforts to safeguard vulnerable populations, mitigate the risk of forced labor in transportation-related supply chains, and contribute to a safer and more secure global transportation system in alignment with national counter-trafficking efforts in adjacent fields. Human trafficking in the transportation sector is unacceptable, and we have a collective responsibility to integrate comprehensive counter-trafficking programs and policies at all levels. Together we can fortify the transportation sector into a formidable barrier against human trafficking and bolster our commitment to human rights for all.

## 11. APPENDICES

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

### 11.1. ACHT COMMITTEE MEMBERSHIP

The ACHT was re-chartered on July 29, 2022, using the Department's Bipartisan Infrastructure Law authorities. The ACHT is comprised of 15 members appointed by the Secretary of Transportation to serve for the life of the committee. The members of the ACHT include a cross-section of stakeholders from both industry and labor, including representatives from the aviation, bus, law enforcement, maritime, port, rail, and trucking sectors. While the Federal Register Notice to solicit nominations for membership closed on October 7, 2022, the Department continues to accept nominations under the notice to fill any vacancies that may arise.

- Chairperson: Rabbi David Saperstein, Special Government Employee; Director Emeritus and Senior Advisor for Policy and Strategy, Religious Action Center on Reform Judaism
- Vice Chair: Esther Goetsch, Executive Director, TAT (formerly Truckers Against Trafficking)
- Earlyne Alexander, Supplier Diversity Compliance Manager, Port Authority of NY & NJ
- Sam Cho, Commissioner, Port of Seattle
- Mary Dirksen, Senior HR Policy Analyst, Oregon Department of Transportation
- 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, Special Government Employee; Survivor Advocate Expert
- Michael Krumm, Lieutenant Colonel, Michigan State Police
- James Lewis, Communications Manager, Amtrak Police Department
- Shamere McKenzie, Special Government Employee; CEO, Sun Gate Foundation
- 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

*\*Special Government Employees contribute to the ACHT as subject matter experts rather than as representatives of their organizations*

## **11.2. ACHT SUBCOMMITTEE MEMBERSHIP**

### **POLICIES AND PARTNERSHIPS SUBCOMMITTEE**

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

### **RESEARCH & DATA SUBCOMMITTEE**

- Chairperson: Leslie Richards, Chief Executive Officer, Southeastern Pennsylvania Transportation Authority
- Earlyne Alexander, Supplier Diversity Compliance Manager, Port Authority of NY & NJ
- Lori Ann Chaussinand, Southeast Regional Account Manager, Pilot Flying J
- Erin DiCesare, Associate Professor of Interdisciplinary Studies, Johnson C. Smith University
- Shamere McKenzie, Special Government Employee; Chief Executive Officer, Sun Gate Foundation
- Kezban Yagci Sokat, Assistant Professor of Business Analytics, San Jose State University

### **TRAINING & AWARENESS SUBCOMMITTEE**

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

*\*Special Government Employees contribute to the ACHT as subject matter experts rather than as representatives of their organizations*



### **11.3. ACRONYMS LIST**

3Ps	Prevention, Protection, and Prosecution
ACHT	Advisory Committee on Human Trafficking
COVID-19	Coronavirus Disease
DHS	U.S. Department of Homeland Security
DOJ	U.S. Department of Justice
DOT	Department of Transportation
FAA	Federal Aviation Administration
NGOs	Non-Governmental Organizations
QR	Quick Response
State	U.S. Department of State
TIP	Trafficking in Persons
TLAHT	Transportation Leaders Against Human Trafficking
TVPA	U.S. Trafficking Victims Protection Act
U.S.	United States
USDOT	U.S. Department of Transportation
USG	U.S. Government

## 11.4. DEFINITIONS OF TERMS USED IN THIS REPORT

Terms used in this report include:

- *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 human trafficking, and conducting public awareness campaigns.
- *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.
- *Commercial Driver’s License (CDL)*: 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 Vehicle (CMV)*: 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 Strategy*: 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.
- *Culturally Responsive*: The ability of an individual or organization to interact effectively with people of different cultures. This includes drawing on knowledge of culturally based values, traditions, customs, language, and behavior to plan, implement, and evaluate service activities. Some organizations use the terms “culturally appropriate,” “culturally competent,” or “cultural accountability.”<sup>174 175 176</sup>
- *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.
- *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*: The recruitment, harboring, transportation, provision, or obtaining of a person for labor or services through force, fraud, or coercion for the purposes of subjection to involuntary servitude, peonage, debt bondage, or slavery.
- *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 individuals being subjected to human trafficking.
- *Indicators of Human Trafficking*: Objective signs that may indicate potential human trafficking activity.

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<sup>174</sup> The White House. 2021. “National Action Plan to Combat Human Trafficking.” Washington, D.C. <https://www.whitehouse.gov/wp-content/uploads/2021/12/National-Action-Plan-to-Combat-Human-Trafficking.pdf>.

<sup>175</sup> Office of Justice Programs. “Office for Victims of Crime Model Standards.” U.S. Department of Justice. Accessed August 5, 2024. <https://ovc.ojp.gov/sites/g/files/xyckuh226/files/model-standards/6/glossary.html>.

<sup>176</sup> Office of Minority Health. “National Standards for Culturally and Linguistically Appropriate Services (CLAS) in Health and Health Care.” Think Cultural Health. Washington, D.C.: U.S. Department of Health and Human Services, n.d.

- *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 using technology to enable users to be better informed and make safer, more coordinated, and 'smarter' use of transport networks.
- *Modal*: A single mode of transportation.
- *Multimodal*: Two or more different modes of transportation.
- *Niche-Specific*: Public awareness materials targeting an industry-specific audience or individuals being subjected to human trafficking.
- *Person-Centered*: By placing individual needs and interests at the center of messaging, imagery, and strategies, a person-centered approach is non-judgmental, supports informed decision-making and self-determination, prioritizes feelings of safety and security, and avoids re-traumatization. A person-centered approach seeks to minimize re-traumatization associated with the criminal justice process by providing the support of 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.
- *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 traveling public to report suspected incidents of human trafficking, and/or to encourage individuals being subjected to 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 to establish facts and reach new conclusions.
- *Survivor*: A person who was previously subjected to human trafficking.
- *Survivor-Centered*: An approach that prioritizes the health and wellbeing of a person who was previously subjected to 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. <sup>177</sup>
- *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 force, fraud, or coercion, or a minor for sex services under any circumstances, 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 traveling 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.

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<sup>177</sup> Administration for Children & Families. 2022. "Responding to Human Trafficking among Children and Youth in Foster Care and Missing from Foster Care." Government. U.S. Department of Health and Human Services. December 1, 2022. <https://www.acf.hhs.gov/policy-guidance/responding-human-trafficking-among-children-and-youth-foster-care-and-missing>.

- *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.
- *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.<sup>178</sup>

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<sup>178</sup> Office for Victims of Crime. 2024. “Human Trafficking Task Force E-Guide.” Government. U.S. Department of Justice Office of Justice Programs. June 18, 2024. <https://www.ovcttac.gov/taskforceguide/eguide/>.

## 11.5. FEDERAL LEGAL DEFINITIONS OF HUMAN TRAFFICKING

TERM	DEFINITION
<b>Coercion</b>	<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>
<b>Commercial Sex Act</b>	<p>Any sex act on account of which anything of value is given to or received by any person.</p> <p><i>Source: TVPA of 2000, as amended, 22 U.S.C. 7102(4)</i></p>
<b>Debt Bondage</b>	<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: TVPA of 2000, as amended, 22 U.S.C. 7102(7)</i></p>
<b>Forced Labor</b>	<p>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>(22 U.S.C. § 7102(11)(B))</i></p>
<b>Involuntary Servitude</b>	<p>Includes a condition of servitude induced by means of-</p> <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: TVPA of 2000, as amended, 22 U.S.C. 7102(8)</i></p>

<b>Sex Trafficking</b>	<p>The recruitment, harboring, transportation, provision, obtaining, patronizing, or soliciting of a person for the purpose of a commercial sex act 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.</p> <p><i>Source: TVPA of 2000, as amended, 22 U.S.C. 7102(12)</i></p>
<b>Severe Forms of Trafficking in Persons</b>	<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 (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: TVPA of 2000, as amended, 22 U.S.C. 7102(11)</i></p>



## **11.6. 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.

(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. 2113. ENHANCED TRAINING FOR FLIGHT ATTENDANTS.

Section 44734(a) of title 49, United States Code, is amended—

- (1) in paragraph (2) by striking “and” at the end;
- (2) in paragraph (3) by striking the period at the end and inserting “; and”; and
- (3) by adding at the end the following: “(4) recognizing and responding to potential human trafficking victims.”.

### [Pub. Law 114-94](#) – FIXING AMERICA’S SURFACE TRANSPORTATION ACT (DEC. 4, 2015)

SEC. 5101. GRANTS TO STATES.

(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 mot

or vehicles unless the Secretary determines that a higher percentage will result in significant increases in commercial motor vehicle safety.

## [Pub. Law 117-58](#) – **INFRASTRUCTURE INVESTMENT AND JOBS ACT (NOV. 15, 2021)**

### SEC. 23003. COMBATING HUMAN TRAFFICKING

Section 31102(1) of title 49, United States Code, is amended— (1) in paragraph (2)—

(H) support, through the use of funds otherwise available for such purposes—

- (i) the recognition, prevention, and reporting of human trafficking, including the trafficking of human beings—
  - (I) in a commercial motor vehicle;
  - or
  - (II) by any occupant, including the operator, of a commercial motor vehicle;
- (ii) the detection of criminal activity or any other violation of law relating to human trafficking; and
- (iii) enforcement of laws relating to human trafficking;
  - (I) otherwise support the recognition, prevention, and reporting of human trafficking;

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

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 AG 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.

#### [Pub. Law 117-301](#) – **HUMAN TRAFFICKING PREVENTION ACT OF 2022 (DEC. 27, 2022)**

Section 107(b)(1)(B)(ii) of the Trafficking Victims Protection Act of 2000 (enacted as division A of the Victims of Trafficking and Violence Protection Act of 2000 (22 U.S.C. 7105(b)(1)(B)(ii))) is amended by—

- (1) striking the third sentence; and
- (2) inserting after the period at the end the following:

The contact information of the national human trafficking hotline (including options to reach out to the hotline such as through phone, text, or TTY) shall be posted as follows:

- (I) In a visible place in all Federal buildings.
- (II) The Secretary of Transportation, in consultation with the Secretary of Health and Human Services, shall seek to coordinate with the owners and operators of aircraft, airports, over-the road buses, bus stations, passenger trains, and passenger railroad stations to place the contact information of the national human trafficking hotline in the restrooms of each such aircraft, airport, over-the-road bus, bus station, passenger train, and passenger railroad station operating within the United States.

(III) The Secretary of Homeland Security, in consultation with the Secretary of Health and Human Services and in coordination with the heads of such other Federal agencies as may be appropriate, shall place the contact information of the national human trafficking hotline at each port of entry.

**Pub. Law 117-348 – TRAFFICKING VICTIMS PREVENTION AND PROTECTION  
REAUTHORIZATION ACT OF 2022 (JAN. 5, 2023)**

**SEC. 122. ENSURING ANTI-TRAFFICKING-IN-PERSONS TRAININGS AND  
PROVISIONS INTO CODES OF CONDUCT OF ALL FEDERAL DEPARTMENTS AND  
EXECUTIVE AGENCIES**

(a) FINDINGS. — Congress finds the following:

....  
(b) SENSE OF CONGRESS ON IMPLEMENTATION OF ANTI-TRAFFICKING-IN-PERSONS POLICIES. — It is the sense of Congress that—

....  
(c) POLICY FOR EXECUTIVE BRANCH EMPLOYEES. — The President shall take such steps as may be necessary to ensure that each officer and employee (including temporary employees, persons stationed abroad while working for the United States, and detailees from other agencies of the Federal Government) of an agency in the executive branch of the Federal Government is subject to a policy with a minimum standard that contains--

- ....
- (1) a prohibition from engaging in human trafficking while employed by the Government in a full-time or part-time capacity;
  - (2) a requirement that all Federal personnel, without regard to whether the person is stationed abroad, be sensitized to human trafficking and the ethical conduct requirements that prohibit the procurement of trafficking in persons;
  - (3) a requirement that all such personnel be equipped with the necessary knowledge and tools to prevent, recognize, report, and address human trafficking offenses through a training for new personnel and through regular refresher courses offered every 2 years; and
  - (4) a requirement that all such personnel report to the applicable inspector general and agency trafficking in persons point of contact any suspected cases of misconduct, waste, fraud, or abuse relating to trafficking in persons.

(d) TIMING. — The policy described in subsection (c)—

- (1) shall be established or integrated into all applicable employee codes of conduct not later than 18 months after the date of the enactment of this Act;
- (2) may not replace any preexisting code of conduct that contains more robust requirements than the requirements described in subsection (c); and
- (3) shall be signed by all personnel described in subsection

[Public Law 118-63](#) – FAA REAUTHORIZATION ACT OF 2024 (MAY 16, 2024)

SEC. 774A. AIRPORT HUMAN TRAFFICKING PREVENTION GRANTS.

(a) IN GENERAL. — The Secretary shall establish a grant program to provide grants to airports described in subsection (b)(1) to address human trafficking awareness, education, and prevention efforts, including by—

(1) coordinating human trafficking prevention efforts across multimodal transportation operations within a community; and

(2) accomplishing the best practices and recommendations provided by the Department of Transportation Advisory Committee on Human Trafficking.

(b) DISTRIBUTION. —

(1) IN GENERAL. — The Secretary shall distribute amounts made available for grants under this section to—

(A) the 75 airports in the United States with the highest number of passenger enplanements annually, based on the most recent data available; and

(B) as the Secretary determines to be appropriate, an airport not described in subparagraph (A) that serves an area with a high prevalence of human trafficking, on application of the airport.

(2) PRIORITY; CONSIDERATIONS. — In distributing amounts made available for grants under this section, the Secretary shall—

(A) give priority in grant amounts to airports referred to in paragraph (1) that serve regions with a higher prevalence of human trafficking; and

(B) take into consideration the effect the amounts would have on surrounding areas.

(3) CONSULTATION. — In distributing amounts made available for grants under this section, the Secretary shall consult with the Department of Transportation Advisory Committee on Human Trafficking in determining the amounts to be distributed to each grant recipient to ensure the best use of the funds.

(c) AUTHORIZATION OF APPROPRIATIONS. — There is authorized to be appropriated to the Secretary to carry out this section \$10,000,000 for each of fiscal years 2025 through 2028.





<b>Kansas</b>		<u>X</u>					<u>X</u>		<u>X</u>
<b>Kentucky</b>					<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>
<b>Louisiana</b>					<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	
<b>Maine</b>		<u>X</u>					<u>X</u>		
<b>Maryland</b>		<u>X</u>				<u>X</u>	<u>X</u>		<u>X</u>
<b>*Massachusetts</b>									
<b>Michigan</b>					<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	
<b>Minnesota</b>	<u>X</u>								
<b>Mississippi</b>	<u>X</u>								
<b>Missouri</b>					<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>
<b>Montana</b>							<u>X</u>		
<b>Nebraska</b>					<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	
<b>*Nevada</b>									
<b>*New Hampshire</b>									
<b>New Jersey</b>					<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>
<b>New Mexico</b>							<u>X</u>		
<b>New York</b>	<u>X</u>				<u>X</u>	<u>X</u>	<u>X</u>		<u>X</u>
<b>North Carolina</b>						<u>X</u>	<u>X</u>	<u>X</u>	
<b>North Dakota</b>						<u>X</u>	<u>X</u>	<u>X</u>	
<b>Ohio</b>		<u>X</u>							<u>X</u>
<b>Oklahoma</b>		<u>X</u>							
<b>Oregon</b>							<u>X</u>		
<b>Pennsylvania</b>	<u>X</u>				<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>
<b>Rhode Island</b>	<u>X</u>					<u>X</u>	<u>X</u>	<u>X</u>	
<b>South Carolina</b>	<u>X</u>				<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>
<b>*South Dakota</b>									
<b>Tennessee</b>					<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>
<b>Texas</b>		<u>X</u>		<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>

<b>*Utah</b>									
<b>*Vermont</b>									
<b>Virginia</b>							<u>x</u>		<u>x</u>
<b>Washington</b>							<u>x</u>		
<b>West Virginia</b>					<u>x</u>	<u>x</u>	<u>x</u>	<u>x</u>	<u>x</u>
<b>Wisconsin</b>		<u>x</u>				<u>x</u>	<u>x</u>	<u>x</u>	
<b>*Wyoming</b>									
<b>*American Samoa</b>									
<b>Guam</b>	<u>x</u>								
<b>*Northern Mariana Islands</b>									
<b>*Puerto Rico</b>									
<b>U.S. Virgin Islands</b>					<u>x</u>		<u>x</u>		

# 11.8. STATE HUMAN TRAFFICKING TASK FORCES

STATE	HUMAN TRAFFICKING TASK FORCE	TRANSPORT REPRESENTATIVES	TRANSPORT-RELATED EFFORTS
Alabama			
Alaska			
Arizona	<u>X</u>	<u>X</u>	
Arkansas			
California			
Colorado	<u>X</u>		<u>X</u>
Connecticut	<u>X</u>		
Delaware	<u>X</u>		
District of Columbia	<u>X</u>		
Florida	<u>X</u>		
Georgia	<u>X</u>		
Hawaii			
Idaho			
Illinois			
Indiana	<u>X</u>		
Iowa			
Kansas	<u>X</u>		
Kentucky			
Louisiana			
Maine			
Maryland	<u>X</u>		
Massachusetts	<u>X</u>		
Michigan	<u>X</u>		
Minnesota			
Mississippi	<u>X</u>		
Missouri	<u>X</u>	<u>X</u>	
Montana			
Nebraska	<u>X</u>		
Nevada			
New Hampshire	<u>X</u>		
New Jersey	<u>X</u>		
New Mexico			
New York	<u>X</u>		
North Carolina			
North Dakota	<u>X</u>		
Ohio	<u>X</u>	<u>X</u>	

<b>Oklahoma</b>	<u>X</u>		
<b>Oregon</b>	<u>X</u>	<u>X</u>	
<b>Pennsylvania</b>			
<b>Puerto Rico</b>			
<b>Rhode Island</b>			
<b>South Carolina</b>	<u>X</u>		
<b>South Dakota</b>			
<b>Tennessee</b>			
<b>Texas</b>	<u>X</u>	<u>X</u>	
<b>Utah</b>	<u>X</u>		
<b>Vermont</b>	<u>X</u>		
<b>Virginia</b>			
<b>Washington</b>	<u>X</u>		
<b>West Virginia</b>	<u>X</u>		
<b>Wisconsin</b>			
<b>Wyoming</b>	<u>X</u>		

## 11.9. REPORTING HOTLINES

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

Hotline Functionality	911	National Human Trafficking Hotline	National Center for Missing and Exploited Children	Homeland Security Investigations	StrongHearts Native Tipline
Phone Number	911	1-888-373-7888	1-800-THE-LOST (1-800-843-5678)	1-866-DHS-2-ICE (1-866-341-2489)	1-844-7NATIVE (1-844-762-8483)
TTY	-	771		802-872-6196	-
24/7	Yes	Yes	Yes	Yes	Yes
Connect with Law Enforcement	Yes	Yes	Yes	Yes	No
Provides Victim Services	Emergency Services	Yes	Yes	Yes	Yes
Multilingual	Spanish*	Spanish and 200+ additional languages	Spanish	Spanish	Spanish, and other languages via LanguageLine
Texting Capabilities	Dependent on local emergency call center <sup>179</sup>	BeFREE (233733)	-	-	Yes 1-844-7NATIVE (1-844-762-8483)
Anonymous Online Reporting Form	-	humantraffickinghotline.org/report-traffic	report.cybertip.org	https://www.ice.gov/webform/ice-tip-form	-
Shares Human Trafficking TIP Data Publicly	-	Yes <sup>180</sup>	Yes <sup>181</sup>	Limited	Limited
Shares Human Trafficking TIP Data Publicly on the Intersection of Transportation	-	Yes	Limited	Limited	-
Receives U.S. Government (USG) Funding	Yes	Yes	Yes	Yes	No

<sup>179</sup> Consumer and Governmental Affairs Bureau. 2020. "Text to 911: What You Need To Know." Consumer Guide. Washington, D.C.: Federal Communications Commission. <https://www.fcc.gov/consumers/guides/what-you-need-know-about-text-911>.

<sup>180</sup> National Human Trafficking Hotline. 2017. "Human Trafficking Intersections with Transportation: United States Cases 1/1/2011 - 3/31/2017." Washington, D.C. <https://humantraffickinghotline.org/sites/default/files/Transportation%20Topical.pdf>.

<sup>181</sup> National Center for Missing & Exploited Children. 2017. "The Online Enticement of Children: An In-Depth Analysis of CyberTipline Reports." <https://www.missingkids.org/content/dam/missingkids/pdfs/nmec-analysis/Online%20Enticement%20Pre-Travel.pdf>.

## 11.10. SUCCESSFUL FEDERAL MODAL CONVICTIONS

Successful federal mode-specific human trafficking convictions include the following:

### MULTIMODAL

- In 2015, three brothers were found guilty of sex trafficking and sentenced to prison for between 15 to 17.5 years for illegally transporting females from Mexico to the U.S. and forcing them to work in the commercial sex industry in New York City. The traffickers transported the individuals via passenger train and personal vehicle, and used threats, assault, and psychological coercion to force them into prostitution.<sup>182</sup>
- In 2021, one man was sentenced to 25 years in prison and another man was sentenced to 30 years in prison for sex trafficking through force and coercion, sex trafficking of a minor through force and coercion, and transportation of a person for sexual activity. The traffickers transported two women and a 17-year-old girl for commercial sex by boat, train, and passenger vehicle, and emotionally, psychologically, and financially coerced the individuals into soliciting customers and having sex with them in exchange for money.<sup>183</sup>
- In 2023, a man was sentenced to over 10 years in prison for second-degree human trafficking sex crimes, for his involvement in transporting a minor from Oregon to Spokane using Uber and Amtrak.<sup>184</sup>

### AVIATION

- In 2010, a man was sentenced to over 3 years in prison and three years of supervised release for unlawful conduct regarding documents in furtherance of forced labor after trafficking a Chinese national into the U.S. via a commercial flight.<sup>185</sup> The trafficker confiscated the individual's identification and documents, forced her to work without pay as a live-in domestic servant, maintained control through physical abuse, restricted her from leaving the home, and threatened to report her to law enforcement.
- In 2022, a woman was sentenced to 20 years in prison for her role in a scheme to sexually exploit and abuse multiple minor girls over the course of a decade.<sup>186</sup> One of the trafficker's roles in the scheme was to arrange for minors to be transported to residences via plane.

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<sup>182</sup> Eastern District of New York. 2015. "Three Mexican Brothers Sentenced for Sex Trafficking." Press Release. Brooklyn, NY: U.S. Department of Justice. <https://www.justice.gov/usao-edny/pr/three-mexican-brothers-sentenced-sex-trafficking-0>.

<sup>183</sup> Southern District of Florida. 2022. "Man Sentenced to 25 Years in Prison for Sex-Trafficking During Miami Super Bowl." Press Release. Miami, FL: U.S. Department of Justice. <https://www.justice.gov/usao-sdfl/pr/man-sentenced-25-years-prison-sex-trafficking-during-miami-super-bowl>.

<sup>184</sup> Cabeza, Garrett. 2023. "Man Sentenced to Almost 11 Years in Prison for Sex Trafficking | The Spokesman-Review." The Spokesman-Review, April 28, 2023. <https://www.spokesman.com/stories/2023/apr/28/man-sentenced-to-almost-11-years-in-prison-for-sex/>.

<sup>185</sup> Sharing Electronic Resources and Laws on Crime. n.d. "United States v. Fang Ping Ding." United Nations Office on Drugs and Crime. Accessed June 28, 2024. [//sherloc.unodc.org/cld/en/case-law-doc/traffickingpersonscrimetype/usa/2010/united\\_states\\_v\\_fang\\_ping\\_ding.html](https://sherloc.unodc.org/cld/en/case-law-doc/traffickingpersonscrimetype/usa/2010/united_states_v_fang_ping_ding.html).

<sup>186</sup> Southern District of New York. 2022. "Ghislaine Maxwell Sentenced to 20 Years in Prison for Conspiring with Jeffrey Epstein to Sexually Abuse Minors." Press Release. New York, NY: U.S. Department of Justice. <https://www.justice.gov/usao-sdny/pr/ghislaine-maxwell-sentenced-20-years-prison-conspiring-jeffrey-epstein-sexually-abuse>.

- Also in 2022, a man was sentenced to 12 years in prison with 10 years of community supervision to follow and was ordered to pay \$50,000 in restitution to each of his victims for the crime of sex trafficking minors.<sup>187</sup> The trafficker was arrested for this crime when he was driving to the Sea-Tac Airport arrivals area to pick up an undercover agent who he believed to be a 17-year-old minor to work as a prostitute. The trafficker used threats and violence to control minors whom he sold for sex in Seattle through text messages and financial account information.

## **MOTOR COACH**

- In 2021, a man was sentenced to 10 years and 10 months, plus a 10-year term of supervised release and registering as a sex offender, for conspiring to recruit a minor to travel to Florida from Colorado with a one-way bus ticket to exploit her for commercial sex.<sup>188</sup> The trafficker used a social networking site to recruit young women to engage in commercial sex.
- In 2023, a man was sentenced to over 3 years in prison and ordered to pay over \$11,000 in restitution with three years of supervision following his release and a woman was sentenced to two months and ordered to pay over \$500,000 in restitution with three years of supervised release and 100 hours of community service for exploiting 55 Mexican nationals who traveled to South Carolina via bus for agricultural labor.<sup>189</sup> The traffickers used force and coercion to keep workers from leaving, including threatening deportation, confiscating passports and visas, brandishing and discharging firearms, failing to provide medical care, placing locks on the outside of the facility where the workers slept, and by posting armed guards at the camp facility.

## **PASSENGER VEHICLES**

- In 2012, a man was sentenced to 14 years in prison for crimes related to sex trafficking a 15-year-old girl via car to meet individuals who responded to ads for commercial sex he posted online.<sup>190</sup>

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<sup>187</sup> Western District of Washington. 2022. "Seattle Man Who Trafficked Young Juveniles Sentenced to Ten Years in Prison." Press Release. Seattle, WA: U.S. Department of Justice. <https://www.justice.gov/usao-wdwa/pr/seattle-man-who-trafficked-young-juveniles-sentenced-ten-years-prison>.

<sup>188</sup> Middle District of Florida. 2021. "New York Man Sentenced To More Than 10 Years In Federal Prison For Conspiring And Attempting To Engage In Sex Trafficking Of A Minor." Press Release. Tampa, FL: U.S. Department of Justice. <https://www.justice.gov/usao-mdfl/pr/new-york-man-sentenced-more-10-years-federal-prison-conspiring-and-attempting-engage>.

<sup>189</sup> District of South Carolina. 2023. "Three Lexington County Defendants Sentenced in Federal Court for Labor Trafficking and Fraud in Foreign Labor Contracting." Press Release. South Carolina: U.S. Department of Justice. <https://www.justice.gov/usao-sc/pr/three-lexington-county-defendants-sentenced-federal-court-labor-trafficking-and-fraud>.

<sup>190</sup> Western District of Tennessee Memphis Division. 2012. "Tennessee Man Sentenced to 168 Months for Child Sex Trafficking Conspiracy." Press Release. Memphis, TN: U.S. Department of Justice. <https://www.fbi.gov/memphis/press-releases/2012/tennessee-man-sentenced-to-168-months-for-child-sex-trafficking-conspiracy>.



- In 2019, a man was sentenced to 30 years in prison, followed by 20 years of supervised release, for crimes related to sex trafficking, including transporting a girl from Florida to Georgia in a passenger vehicle for the purpose of commercial sex.<sup>191</sup>
- In 2022, a man was sentenced to 24 years and four months for sex trafficking through force, fraud, and coercion and the possession of ammunition as a convicted felon and was ordered to pay over \$87,000 in restitution.<sup>192</sup> The trafficker transported the individuals in his personal vehicle to appointments that he had made for them to engage in commercial sex. He used threats of violence to control the individuals.
- In 2022, a man was sentenced to 10 years in prison for the sex trafficking of a minor.<sup>193</sup> The trafficker transported the minor via passenger vehicle to Los Angeles where she was told to perform commercial sex acts.

## TRUCKING AND TRUCK STOPS

- In 2015, a man and a woman were sentenced to over 41 years and 41 years respectively for luring an individual under false pretenses to their RV where they kidnapped her, took away her phone, forced her to drink alcohol and ingest marijuana, sexually assaulted her, then forced her into sex work as they drove from North Carolina to Virginia. The traffickers sexually exploited the individual at various truck stops.<sup>194</sup>
- In 2021, two men were sentenced to 20 years and 12 years respectively for sex trafficking a minor.<sup>195</sup> The two traffickers recruited the minor via social media and subjected her to commercial sexual exploitation at truck stops and motel rooms.

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<sup>191</sup> Northern District of Georgia. 2023. "Five Individuals Sentenced for Their Role in Sex Trafficking Scheme." Press Release. Atlanta, GA: U.S. Department of Justice. <https://www.justice.gov/usao-ndga/pr/five-individuals-sentenced-their-role-sex-trafficking-scheme>.

<sup>192</sup> Middle District of Florida. 2022. "Orlando Man Sentenced To Over 24 Years For Sex Trafficking By Force, Fraud, And Coercion." Press Release. Tampa, FL: U.S. Department of Justice. <https://www.justice.gov/usao-mdfl/pr/orlando-man-sentenced-over-24-years-sex-trafficking-force-fraud-and-coercion>.

<sup>193</sup> District of Arizona. 2022. "California Man Sentenced to 120 Months for Sex Trafficking of a Minor." Press Release. Phoenix, AZ: U.S. Department of Justice. <https://www.justice.gov/usao-az/pr/california-man-sentenced-120-months-sex-trafficking-minor>.

<sup>194</sup> Eastern District of Virginia. 2015. "Iowa Couple Sentenced to 40 Years for Kidnapping, Sex Trafficking, and Torturing a Young Woman." Press Release. Richmond, VA: U.S. Department of Justice. <https://www.fbi.gov/contact-us/field-offices/richmond/news/press-releases/iowa-couple-sentenced-to-40-years-for-kidnapping-sex-trafficking-and-torturing-a-young-woman>.

<sup>195</sup> Southern District of Texas. 2021. "Two Men Sent to Prison for Trafficking Troubled Teenager." Press Release. Houston, TX: U.S. Department of Justice. <https://www.justice.gov/usao-sdtx/pr/two-men-sent-prison-trafficking-troubled-teenager>.

## 11.11. INDICATORS

*(adapted from USDOT's Transportation Leaders Against Human Trafficking [Awareness Campaign](#))*

Individuals being subjected to human trafficking are often overlooked because people do not recognize the signs of the crime. When travelers and transportation employees know what to look for, they can serve as a community's eyes, ears, and voice. Recognizing the indicators of human trafficking is the first step in identifying potential individuals being subjected to human trafficking.

Individuals being subjected to human trafficking can be of any age, gender, race, ethnicity, disability, sexual orientation, socioeconomic background, religion, national origin, education level, or citizenship status. Human trafficking indicators identify objective signs that could 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 subjected to the crime, or actively being targeted and recruited.

No matter how many indicators are present, it is not proof of human trafficking. Whether or not to act on a tip is up to law enforcement, and their response may not be visibly apparent.

While every situation is unique, there are four categories of indicators regarding possible human trafficking activity that you may encounter. These include individuals appearing to be controlled, avoidant, abused, or unaware.

- **Control:** Traffickers use force, fraud, or coercion – or a combination – to control individuals. One form of control is to ensure that individuals don't leave the trafficker's side; but a trafficker does not always have to be present to exert control. Some traffickers maintain control of the identification, travel documents, tickets, boarding passes, money, and phone of the individual they are subjecting to human trafficking. If you notice that a traveler lacks control of his or her own documents, ask yourself, "Why?" Is it for convenience and safekeeping? Or are the documents being used as a control mechanism to restrict a person's freedom? Another control indicator is a person who is unusually submissive towards their traveling companion. As a result of being coerced, an individual being subjected to human trafficking may defer questions to a trafficker out of fear of being punished for speaking. The trafficker might even interrupt questions, answering on behalf of the individual being subjected to human trafficking before they have a chance to fully respond.
- **Avoidant/Abused:** As a result of their treatment, individuals being subjected to human trafficking may show indicators of abuse, neglect, paranoia, fear, and stress. They may seem unusually silent, intimidated, mentally shut down, and possibly drugged. In addition to behavioral changes, indicators of physical abuse like bruises, cuts, and broken bones might be evident. Other indicators of physical abuse are malnourishment, exhaustion, fatigue, and poor hygiene.
- **Unaware:** Another indicator is when an individual is logistically unaware of where they are, where they are going, or how they might arrive at their final destination. For

transportation employees, in the course of your regular interactions, you may notice that something seems not quite right. If a passenger happens to share their travel plans with you, are they logical or even possible? Do they know the contact information for the person who will be meeting them or the address of their final destination? If a passenger happens to mention anticipated employment, do they have unrealistic information, such as the amount of money they'll be earning? Do they have very limited information about the specifics of the position? These may be possible indicators of human trafficking.

## GENERAL

When you see indicators of human trafficking, especially several, report your suspicions. Note that all indicators listed below are not present in every human trafficking situation, and the presence or absence of any of the indicators is not necessarily proof of human trafficking. If you notice something, don't dismiss the feeling. Trust your instincts. Following are general indicators of human trafficking.

- Traveling with few or no belongings (e.g., no purse or wallet), especially for long distance travel.
- Logistically unaware of where they are, where they are going, or where they have been.
- No control of identification, documents, and/or money.
- Minors traveling without adult supervision.
- Minors traveling during the school day.
- A minor who does not appear to be accompanied by their legitimate parent or guardian.
- A child/person within a family appearing particularly unkempt and uncared for.
- Controlled or unusually submissive to a traveling companion.
- Not allowed to speak for themselves (a third party may insist on speaking for them).
- Answers may sound scripted or inconsistent; provides inconsistent stories in contrast with travel companion(s).
- Appears to be with a noticeably older romantic partner.
- Appears to be with a group of girls traveling with an older, unrelated adult.
- References frequent travel to other cities or towns.
- Has a language barrier with their travel companion.
- Signs of verbal threats, physical and emotional abuse, and/or being treated in a demeaning way.
- Signs of burns, tattoos, or branding to denote ownership.
- Signs of malnourishment, poor hygiene, fatigue, sleep deprivation, untreated illness, injuries, and/or unusual behavior
- Exhibits fearful, anxious, depressed, nervous, hypervigilant, or submissive behavior.
- Exhibits signs of self-harm/suicidal ideation.
- May appear drugged, disassociated, disoriented, or to have lost sense of time or location.
- Engages in survival strategies, such as offering sex in exchange for transportation, food, shelter, or assistance.
- Improper clothing and inadequate workplace equipment for job, weather, age, or travel route.
- Works excessively long hours, is provided few or no breaks, and/or has indicated their employer is withholding pay.

- Did not receive a work contract or did not receive a work contract in their native language.
- Feels pressured, manipulated, or forced to work beyond their existing work contact without their consent.
- Pays exorbitant recruitment fees necessitating having taken on a debt to a third party.
- Misrepresents identity and/or age.
- Minors seeking to obtain an ID or individuals seeking to obtain an ID in a different name.
- Uses prepaid credit cards and gift cards.
- Deposits large amounts of money multiple times in one day.
- Avoids and distrusts authority figures, including law enforcement, and may be combative.
- Indicates that they have been threatened with deportation or law enforcement action.
- Indicates they are being held against their will.
- Shows signs of criminal indicators, such as possession of drugs, stolen property, etc.
- Acknowledges that they are controlled by a third party or are making a quota.

## MODAL

### AVIATION

- Does not know the person who purchased their ticket, is picking them up, and/or is traveling with them.
- Traveling on a one-way, last-minute, or same-day booking paid by someone else in cash.
- Traveling to obtain a job with no specific information, such as who will be meeting them.
- Logistically unaware of where they are, where they are going, or where they have been.
- A minor who does not appear to be accompanied by their legitimate parent or guardian.
- A child/person within a family appearing particularly unkempt and uncared for.
- Using false identity or travel documents.
- Not allowed to speak for themselves (a third party may insist on speaking for them).
- Answers may sound scripted or inconsistent.
- Recruited for different work than currently doing.
- Improper clothing for job, weather, or travel route.
- Did not receive a work contract or did not receive a work contract in their native language.
- Feels pressured, manipulated, or forced to work beyond their existing work contact without their consent.
- Works excessively long hours, is provided few or no breaks, and/or has indicated their employer is withholding pay.
- Pays exorbitant recruitment fees necessitating having taken on a debt to a third party.
- Misrepresents about identity and/or age.
- Traveling with little or no money or personal items, such as luggage or carry-on bags.
- Does not know their home or work address.
- Does not know what city they are in or where they have been.
- Has no logical means of reaching, or lacks knowledge of, final destination.
- No freedom of movement or social interaction (e.g., using the lavatory unaccompanied).

- Comes from a location or State known as a source or destination for trafficking in persons.
- Seems unaware of what items are in their checked baggage.

### **BUS (COMMERCIAL)**

- Does not know the person who purchased their ticket/ride, is picking them up, and/or is traveling with them.
- Traveling on a one-way, last-minute, or same-day booking paid by someone else in cash.
- Traveling to obtain a job with no specific information, such as who will be meeting them.
- Traveling with few or no belongings.
- Logistically unaware of where they are, where they are going, or where they have been.
- No control of identification, documents, and/or money.
- Minors traveling without adult supervision.
- Minors traveling during the school day.
- A minor who does not appear to be accompanied by their legitimate parent or guardian.
- A child/person within a family appearing particularly unkempt and uncared for.
- Controlled or unusually submissive to a traveling companion.
- Not allowed to speak for themselves (a third party may insist on speaking for them).
- Signs of verbal threats, emotional abuse, and/or being treated in a demeaning way.
- Signs of burns, tattoos, or branding to denote ownership.
- Exhibits fearful, anxious, or submissive behavior.
- Works excessively long hours, is provided few or no breaks, and/or has indicated their employer is withholding pay.
- Engages in survival strategies, such as offering sex in exchange for a ride, food, shelter, or assistance.
- Misrepresents about identity and/or age.
- Signs of bedding in odd locations (i.e., backroom of a store).

### **BUS (SCHOOL)**

- A child dropping off and picking up children at the bus stop.
- Changes in patterns, such as attendance, personal hygiene, academic performance, or people waiting to pick them up.
- Changes in attire, behavior, relationships, or materials possessions (e.g., expensive items)
- Signs of fatigue, substance use, irritability, mood swings, panic, or shame that weren't there before.
- Signs of neglect, physical and emotional abuse, malnourishment, and/or being treated in a demeaning way.
- Signs of burns, tattoos, or branding to denote ownership.
- Exhibits fearful, anxious, or submissive behavior.
- Not allowed to speak for themselves (a third party may insist on speaking for them).
- Answers may sound scripted or inconsistent.
- Minors seeking to obtain an ID or individuals seeking to obtain an ID in a different name.
- Works excessively long hours, is provided few or no breaks, and/or has indicated their employer is withholding pay.
- Mentions owing a large debt and being unable to pay it off.

- Any comments by students that suggest they are exchanging sex for money, material items, shelter, etc.

### MARITIME/PORTS

- Does not know the person who purchased their ticket/ride, is picking them up, and/or is traveling with them.
- Traveling on a one-way, last-minute, or same-day booking paid by someone else in cash.
- Traveling to obtain a job with no specific information, such as who will be meeting them.
- May travel with few or no belongings.
- Logistically unaware of where they are, where they are going, or where they have been.
- No control of identification, documents, and/or money.
- Not allowed to speak for themselves (a third party may insist on speaking for them).
- Answers may sound scripted or inconsistent.
- Signs of verbal threats, emotional abuse, and/or being treated in a demeaning way.
- Signs of burns, tattoos, or branding to denote ownership.
- Exhibits fearful, anxious, or submissive behavior.
- Recruited for different work than currently doing.
- Improper clothing and inadequate workplace equipment for job, weather, or travel route.
- Did not receive a work contract or did not receive a work contract in their native language.
- Feels pressured, manipulated, or forced to work beyond their existing work contact without their consent.
- Works excessively long hours, is provided few or no breaks, and/or has indicated their employer is withholding pay.
- Pays exorbitant recruitment fees necessitating having taken on a debt to a third party.
- Misrepresents about identity and/or age.
- Uses prepaid credit cards and gift cards.

### RAIL

- Does not know the person who purchased their ticket, is picking them up, and/or is traveling with them.
- Traveling on a one-way, last-minute, or same-day booking paid by someone else in cash.
- Traveling to obtain a job with no specific information, such as who will be meeting them.
- Traveling with few or no belongings.
- Logistically unaware of where they are, where they are going, or where they have been.
- No control of identification, documents, and/or money.
- Minors traveling without adult supervision.
- Minors traveling during the school day.
- A minor who does not appear to be accompanied by their legitimate parent or guardian.
- A child/person within a family appearing particularly unkempt and uncared for.
- Controlled or unusually submissive to a traveling companion.
- Not allowed to speak for themselves (a third party may insist on speaking for them).
- Signs of verbal threats, emotional abuse, and/or being treated in a demeaning way.
- Signs of burns, tattoos, or branding to denote ownership.

- Exhibits fearful, anxious, or submissive behavior.
- Works excessively long hours, is provided few or no breaks, and/or has indicated their employer is withholding pay.
- Engages in survival strategies, such as offering sex in exchange for transportation, food, shelter, or assistance.
- Improper clothing and inadequate workplace equipment for job, weather, or travel route.
- Did not receive a work contract or did not receive a work contract in their native language.
- Feels pressured, manipulated, or forced to work beyond their existing work contact without their consent.
- Pays exorbitant recruitment fees necessitating having taken on a debt to a third party.
- Misrepresents about identity and/or age.
- Uses prepaid credit cards and gift cards.

### **RIDESHARE, TAXI & LIMOUSINE**

- Does not know the person who purchased their ride, is meeting them, and/or is traveling with them.
- Traveling to obtain a job with no specific information, such as who will be meeting them.
- A minor who does not appear to be accompanied by their legitimate parent or guardian.
- Controlled or unusually submissive to a traveling companion.
- Not allowed to speak for themselves (a third party may insist on speaking for them).
- Signs of verbal threats, emotional abuse, and/or being treated in a demeaning way.
- Signs of burns, tattoos, or branding to denote ownership.
- Exhibits fearful, anxious, or submissive behavior.
- Works excessively long hours, is provided few or no breaks, and/or has indicated their employer is withholding pay.
- Engages in survival strategies, such as offering sex in exchange for transportation, food, shelter, or assistance.
- Improper clothing and inadequate workplace equipment for job, weather, or travel route.
- Did not receive a work contract or did not receive a work contract in their native language.
- Feels pressured, manipulated, or forced to work beyond their existing work contact without their consent.
- Pays exorbitant recruitment fees necessitating having taken on a debt to a third party.
- Misrepresents about identity and/or age.
- Signs of bedding in odd locations (i.e., backroom of a store).

### **TRANSIT**

- A minor who does not appear to be accompanied by their legitimate parent or guardian.
- Controlled or unusually submissive to a traveling companion.
- Not allowed to speak for themselves (a third party may insist on speaking for them).
- Signs of verbal threats, emotional abuse, and/or being treated in a demeaning way.
- Signs of burns, tattoos, or branding to denote ownership.
- Exhibits fearful, anxious, or submissive behavior.



- Works excessively long hours, is provided few or no breaks, and/or has indicated their employer is withholding pay.
- Minors seeking to obtain an ID or individuals seeking to obtain an ID in a different name.
- Engages in survival strategies, such as offering sex in exchange for transportation, food, shelter, or assistance.
- Improper clothing and inadequate workplace equipment for job, weather, or travel route.
- Did not receive a work contract or did not receive a work contract in their native language.
- Feels pressured, manipulated, or forced to work beyond their existing work contract without their consent.
- Pays exorbitant recruitment fees necessitating having taken on a debt to a third party.
- Misrepresents about identity and/or age.
- Uses prepaid credit cards and gift cards.

### TRUCKING

- Citizens band (CB) radio chatter about “commercial company” or flashing lights signaling “buyer” location.
- A work site that has heavy or excessive security measures that seem out of place.
- A van or RV out by trucks that seems out of place.
- A vehicle dropping someone off at a truck and picking them up 15-20 minutes later.
- May go from truck to truck or appear to be operating multiple trucks at once.
- Spends excessive amounts of time near or in the truck stop showers and bathrooms.
- A highly controlled and/or hazardous, unsafe work setting (may contain sub-standard, unsafe and closely monitored housing).
- Traveling to obtain a job with no specific information, such as who will be meeting them.
- Traveling with few or no belongings.
- Logistically unaware of where they are, where they are going, or where they have been.
- No control of identification, documents, and/or money.
- Minors traveling without adult supervision.
- Minors traveling during the school day.
- A minor who does not appear to be accompanied by their legitimate parent or guardian.
- A child/person within a family appearing particularly unkempt and uncared for.
- Controlled or unusually submissive to a traveling companion.
- Not allowed to speak for themselves (a third party may insist on speaking for them).
- Signs of verbal threats, emotional abuse, and/or being treated in a demeaning way.
- Signs of burns, tattoos, or branding to denote ownership.
- Exhibits fearful, anxious, or submissive behavior.
- Works excessively long hours, is provided few or no breaks, and/or has indicated their employer is withholding pay.
- Minors seeking to obtain an ID or individuals seeking to obtain an ID in a different name.
- Engages in survival strategies, such as offering sex in exchange for transportation, food, shelter, or assistance.
- Improper clothing and inadequate workplace equipment for job, weather, or travel route.



- Did not receive a work contract or did not receive a work contract in their native language.
- Feels pressured, manipulated, or forced to work beyond their existing work contract without their consent.
- Pays exorbitant recruitment fees necessitating having taken on a debt to a third party.
- Misrepresents about identity and/or age.
- Uses prepaid credit cards and gift cards.

## 11.12. MODEL TOOLS

### MODEL COMPREHENSIVE STRATEGY

The following model comprehensive strategy was created as a tool for transportation stakeholders to adapt and implement within their organizations.<sup>196</sup> 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. 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 U.S. Department of Transportation’s 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 individuals 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, Legal Permanent Residents 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 (11)(A) and (12)).

**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)).

**Forced Labor:** 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 (22 USC 7102(11)(B)).

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<sup>196</sup> This updated Model Comprehensive Strategy was originally created by the ACHT as part of the 2019 report.

See the Indicators of Human Trafficking chart (in Appendix 11.11) 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 AND DUE DILIGENCE**

The ORGANIZATION has zero-tolerance for human trafficking. We are committed to ensuring that human trafficking is not part of our organization or supply chains, and to helping to reduce the probability that our properties will be used as a transit point for traffickers and the individuals they are subjecting to human trafficking. All entities we engage with in partnerships and contractually, including subcontractors, must comply with our values, counter-trafficking contract provisions, 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 (including forced labor and commercial sexual exploitation) 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.
- Destroy, conceal, confiscate, or otherwise deny access to employee or contractor identity or immigration documents.
- Use misleading or fraudulent practices during the recruitment of candidates or when offering employment or contract positions.
- 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.

All employees have a responsibility to ensure 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 individual being subjected to human trafficking.
- 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 an individual potentially being subjected to human trafficking, call 911.
- If there is no immediate danger to an individual potentially being subjected to human trafficking, call the National Human Trafficking Hotline at 888-373-7888.
- When an employee has human trafficking suspicions, they should note the following:
  - Date, time, and location of the suspected incident.
  - Description of those involved (include tattoos, physical identifiers, hair color, hair style, approximate age, any names or nicknames overheard, etc.).
  - A summary of the situation that prompted the report.

- Vehicle information (overall description and details such as license plate number).
- Share the reporting of your tip with ORGANIZATION POC.
- For further questions or information, please contact ORGANIZATION 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 an individual potentially being subjected to human trafficking, call the National Human Trafficking Hotline at 888-373-7888.
- Ensure that the individual potentially being subjected to human trafficking feels safe throughout the process until the appropriate responder arrives.
- Share the reporting of your tip with ORGANIZATION POC.
- For further questions or information, please contact ORGANIZATION 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 will receive initial and annual training. *See training best practices in Section 6 and free sample trainings in Appendix 11.14.*

#### **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 6 and free sample public awareness materials in Appendix 11.14.*

#### **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 individuals potentially being subjected to human trafficking (*see Section 11.14 for sample language*), donates transportation service vouchers to a victim services organization to support individuals being subjected to human trafficking in their escape and survivors in their recovery, has established workforce development opportunities for survivors, and created a survivor-informed “second chance” employment program.

## ORGANIZATIONAL PROCLAMATION

Below is a model proclamation that transportation authorities and organizations can adopt to demonstrate their commitment to combating human trafficking.

### **[ORGANIZATION NAME] PROCLAMATION TO COMBAT HUMAN TRAFFICKING**

[Date]

WHEREAS, Every year, nearly 27.6 million men, women, and children are subjected to human trafficking and deprived of their freedom, human rights, and dignity;<sup>197</sup>

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 forced labor, which is 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.<sup>198</sup>

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 support for individuals being subjected to human trafficking;

WHEREAS, [Organization Name] recognizes the considerable moral and economic harm of human trafficking in our communities 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 [Organization's Sphere of Influence] sector, we bring hope to individuals being subjected to human trafficking, and the natural born freedoms all human beings should enjoy;

WHEREAS, [Organization Name] recognizes that increased public awareness and education within our organizations will provide more opportunities to recognize and aid in the fight against human trafficking;

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 traveling public, about human trafficking.

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<sup>197</sup> International Labor Organization (ILO) and Walk Free Foundation. 2017. Global Estimates of Modern Slavery: Forced Labour and Forced Marriage. Geneva: International Labour Office.

[https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed\\_norm/@ipecc/documents/publication/wcms\\_854733.pdf](https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed_norm/@ipecc/documents/publication/wcms_854733.pdf).

<sup>198</sup> Trafficking Victims Protection Act of 2000, Pub. L. No: 106-386.

[Organization Name] will establish reporting mechanisms through which staff can report human trafficking and ensure that all employees are trained on reporting protocols.

[Organization Name] supports increased public awareness, stronger counter-trafficking laws, and the promotion of justice to reduce the exploitation of all peoples.

[Organization Name] will track and share key data points with the U.S. Department of Transportation to support measuring the collective impact of transport-related counter-trafficking efforts.

[Organization Name] supports the inclusion of zero-tolerance clauses within procurement contracts with private businesses regarding contractors engaging in any form of human trafficking.

Adopted by [Organization Name] on [Date]

## LEADERSHIP STATEMENT

The model statement below can be used by transportation industry leaders to take a stand against human trafficking as an example for their employees and stakeholders:

### **[ORGANIZATION NAME] PUBLIC LEADERSHIP STATEMENT AGAINST HUMAN TRAFFICKING**

[Date]

Human trafficking is one of the greatest atrocities of the 21st century. With as many as 27.6 million men, women and children subjected to sex trafficking and forced labor in dark corners around the globe, it may seem like a problem beyond our borders. But the truth is, it's happening right here in our communities across the United States.

Those committing this terrible crime are using U.S. transportation systems to transport individuals for the purpose of human trafficking. We cannot allow our transportation systems to be an enabler in such awful acts.

[Organization Name] is joining with our partners across the transportation industry to stop the flow of human trafficking. [Organization Name] is committed not only to preparing our own employees to recognize and report suspected instances, but also to raising awareness among the traveling public. Our message is that human trafficking will not be tolerated.

In addition to joining the transportation sector effort, [Organization Name] is taking the following measures:

\* **[Insert activity/commitment]**

\* **[Insert activity/commitment]**

We invite you to join us in the fight to end human trafficking. Learn the basic indicators of human trafficking and be alert when you travel in and around transportation systems. Your simple act of calling in a tip could help someone escape their trafficking situation and help us move closer to a world without human trafficking.



## 11.13. QUICK IMPLEMENTATION GUIDES

These quick implementation guides provide actionable “next steps” for State, local, 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 free sample materials in Appendix 11.14.

### AIRLINES & AIRPORTS

#### INDICATORS

Victims of human trafficking can be of any age, race, gender, sexual orientation, religion, ethnicity, socioeconomic background, citizenship (including U.S.), or immigration status. Human trafficking indicators identify objective signs that could 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 subjected to human trafficking, or actively being targeted and recruited.

- Does not know the person who purchased their ticket, is picking them up, and/or is traveling with them.
- Traveling on a one-way, last-minute, or same-day booking paid by someone else in cash.
- Traveling to obtain a job with no specific information, such as who will be meeting them.
- Logistically unaware of where they are, where they are going, or where they have been.
- A minor who does not appear to be accompanied by their legitimate parent or guardian.
- A child/person within a family appearing particularly unkempt and uncared for.
- Using false identity or travel documents.
- Not allowed to speak for themselves (a third party may insist on speaking for them).
- Answers may sound scripted or inconsistent.
- Recruited for different work than currently doing.
- Improper clothing for job, weather, or travel route.
- Did not receive a work contract or did not receive a work contract in their native language.
- Feels pressured, manipulated, or forced to work beyond their existing work contact without their consent.
- Works excessively long hours, is provided few or no breaks, and/or has indicated their employer is withholding pay.
- Pays exorbitant recruitment fees necessitating having taken on a debt to a third party.
- Misrepresents about identity and/or age.
- Traveling with little or no money or personal items, such as luggage or carry-on bags.
- Does not know their home or work address.
- Does not know what city they are in or where they have been.
- Has no logical means of reaching, or lacks knowledge of, final destination.
- No freedom of movement or social interaction (e.g., using the lavatory unaccompanied).
- Comes from a location or State known as a source or destination for trafficking in persons.
- Seems unaware of what items are in their checked baggage.

## 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 CEOs 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. *(See Section 3 for additional guidance and Appendix 11.12 for a sample leadership statement and organizational proclamation.)*
- **Adopt Counter-Trafficking Policy:** See Appendix 11.12 for model language.
- **Implement Due Diligence Standards:** By implementing due diligence and risk mapping tools, standards, and programs, transportation companies are better positioned to prevent, identify, and address forced labor and human trafficking risks within their own operations and supply chain(s). *(See Section 4 for additional guidance and Appendix 11.12 for a model comprehensive strategy.)*
- **Establish the Necessary Partnerships:** The USDOT/DHS Blue Lightning Initiative is a computer-based training with supplemental awareness materials that includes aviation-specific training and resources on human trafficking. The U.S. Department of Transportation's 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 other counter-trafficking 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. *(See Section 5 for additional guidance.)*
- **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. *(See Section 6 for additional guidance and Appendix 11.14 for free sample training materials.)*
- **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 individuals potentially being subjected to human trafficking. A21s, "Can You See Me?" campaign meets best practice standards, and their materials are readily available. *(See Section 6 for additional guidance, Appendix 11.11 for indicators, and Appendix 11.14 for free sample awareness materials.)*
- **Institute Victim-Assistance and Survivor Support Procedures:** Consider travel support for human trafficking individuals being subjected to human trafficking via travel vouchers

or donation of passenger frequent traveler miles programs and implement workforce development opportunities for survivors (*See Section 8 for additional guidance.*)

## **HOW TO GET STARTED**

The following organizations provide additional counter-trafficking information:

- **USDOT/DHS Blue Lightning Initiative (BLI):**  
*<https://www.transportation.gov/stophumantrafficking/BLI>, [trafficking@dot.gov](mailto:trafficking@dot.gov)*
- **USDOT Transportation Leaders Against Human Trafficking (TLAHT):**  
*<https://www.transportation.gov/TLAHT>, [trafficking@dot.gov](mailto:trafficking@dot.gov)*
- **A21:** *[www.a21.org/canyouseeme](http://www.a21.org/canyouseeme), [cysm@a21.org](mailto:cysm@a21.org)*
- **Polaris:** *[www.polarisproject.org](http://www.polarisproject.org), [info@polarisproject.org](mailto:info@polarisproject.org)*
- **TRB:** Also see the Transportation Research Board's Airport Cooperative Research Program's 2023 Research Report on [Developing an Airport Program to Address Human Trafficking: A Guide](#), including a toolkit with resources for airports.

## BUSES/MOTOR COACHES

### INDICATORS

Victims of human trafficking can be of any age, race, gender, sexual orientation, religion, ethnicity, socioeconomic background, citizenship (including U.S.), or immigration status. Human trafficking indicators identify objective signs that could 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 subjected to human trafficking, or actively being targeted and recruited.

- Does not know the person who purchased their ticket/ride, is picking them up, and/or is traveling with them.
- Traveling on a one-way, last-minute, or same-day booking paid by someone else in cash.
- Traveling to obtain a job with no specific information, such as who will be meeting them.
- Traveling with few or no belongings.
- Logistically unaware of where they are, where they are going, or where they have been.
- No control of identification, documents, and/or money.
- Minors traveling without adult supervision.
- Minors traveling during the school day.
- A minor who does not appear to be accompanied by their legitimate parent or guardian.
- A child/person within a family appearing particularly unkempt and uncared for.
- Controlled or unusually submissive to a traveling companion.
- Not allowed to speak for themselves (a third party may insist on speaking for them).
- Signs of verbal threats, emotional abuse, and/or being treated in a demeaning way.
- Signs of burns, tattoos, or branding to denote ownership.
- Exhibits fearful, anxious, or submissive behavior.
- Works excessively long hours, is provided few or no breaks, and/or has indicated their employer is withholding pay.
- Engages in survival strategies, such as offering sex in exchange for transportation, food, shelter, or assistance.
- Misrepresents about identity and/or age.
- Signs of bedding in odd locations (i.e., backroom of a 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 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. *(See Section 3*

*for additional guidance and Appendix 11.12 for a sample leadership statement and organizational proclamation.)*

- **Adopt Counter-Trafficking Policy:** See Appendix 11.12 for model language.
- **Implement Due Diligence Standards:** By implementing due diligence and risk mapping tools, standards, and programs, transportation companies are better positioned to prevent, identify, and address forced labor and human trafficking risks within their own operations and supply chain(s). *(See Section 4 for additional guidance and Appendix 11.12 for a model comprehensive strategy.)*
- **Establish the Necessary Partnerships:** TAT (formerly Truckers Against Trafficking) provides industry-specific free training materials (including a 30-minute training video, wallet cards, an app, dash stickers and person-centered posters), and provides step-by-step implementation support. The U.S. Department of Transportation’s 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. *(See Section 5 for additional guidance.)*
- **Determine Training Rollout:** In conjunction with TAT and other identified partners, establish a training rollout plan, internal/external reporting protocol, how training materials will be presented to operators (LMS, 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. *(See Section 6 for additional guidance and Appendix 11.14 for free sample training materials.)*
- **Participate in Public and Targeted Awareness Campaigns:** TAT has a series of print/digital, bilingual, person-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. TAT’s indicator recap video for operators can be played on a loop in breakrooms. TAT 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. *(See Section 6 for additional guidance, Appendix 11.11 for indicators, and Appendix 11.14 for free sample awareness materials.)*
- **Institute Victim-Assistance Procedures:** Organizations should donate passes for survivors to access. TAT can facilitate the negotiations between the organization and the appropriate survivor-services entity to ensure verification and accounting requirements are met. The TAT training includes tips on how to take a person-centered approach. *(See Section 8 for additional guidance.)*
- **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:

- **USDOT Transportation Leaders Against Human Trafficking (TLAHT):**  
*www.transportation.gov/stophumantrafficking, trafficking@dot.gov*
- **TAT:** *tatnonprofit.org/bus-training, info@tatnonprofit.org*
- **A21:** *www.a21.org/canyouseeme, cysm@a21.org*
- **Polaris:** *www.polarisproject.org, info@polarisproject.org*
- **PACT (formerly ECPAT-USA):** *https://www.wearepact.org/for-professionals, info@wearepact.org*

## LOCAL COMMERCIAL DRIVERS

### INDICATORS

Victims of human trafficking can be of any age, race, gender, sexual orientation, religion, ethnicity, socioeconomic background, citizenship (including U.S.), or immigration status. Human trafficking indicators identify objective signs that could 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 subjected to human trafficking, or actively being targeted and recruited.

- Does not know the person who purchased their ride, is meeting them, and/or is traveling with them.
- Traveling to obtain a job with no specific information, such as who will be meeting them.
- A minor who does not appear to be accompanied by their legitimate parent or guardian.
- Controlled or unusually submissive to a traveling companion.
- Not allowed to speak for themselves (a third party may insist on speaking for them).
- Signs of verbal threats, emotional abuse, and/or being treated in a demeaning way.
- Signs of burns, tattoos, or branding to denote ownership.
- Exhibits fearful, anxious, or submissive behavior.
- Works excessively long hours, is provided few or no breaks, and/or has indicated their employer is withholding pay.
- Engages in survival strategies, such as offering sex in exchange for transportation, food, shelter, or assistance.
- Improper clothing and inadequate workplace equipment for job, weather, or travel route.
- Did not receive a work contract or did not receive a work contract in their native language.
- Feels pressured, manipulated, or forced to work beyond their existing work contact without their consent.
- Pays exorbitant recruitment fees necessitating having taken on a debt to a third party.
- Misrepresents about identity and/or age.
- Signs of bedding in odd locations (i.e., backroom of a 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 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. *(See Section 3 for additional guidance and Appendix 11.12 for a sample leadership statement and organizational proclamation.)*
- **Adopt Counter-Trafficking Policy:** See Appendix 11.12 for model language.
- **Implement Due Diligence Standards:** By implementing due diligence and risk mapping tools, standards, and programs, transportation companies are better positioned to prevent, identify, and address forced labor and human trafficking risks within their own operations

and supply chain(s). *(See Section 4 for additional guidance and Appendix 11.12 for a model comprehensive strategy.)*

- **Establish the Necessary Partnerships:** TAT (formerly Truckers Against Trafficking) provides industry-specific free training materials (including a 30-minute training video, wallet cards, an app, dash stickers and person-centered posters), and provides step-by-step implementation support. The U.S. Department of Transportation's 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. *(See Section 5 for additional guidance.)*
- **Determine Training Rollout:** In conjunction with TAT and other identified partners, establish a training rollout plan, internal/external reporting protocol, how training materials will be presented to operators (LMS, 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. *(See Section 6 for additional guidance and Appendix 11.14 for free sample training materials.)*
- **Participate in Public and Targeted Awareness Campaigns:** TAT has a series of print/digital, bilingual, person-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. TAT's indicator recap video for operators can be played on a loop in breakrooms. TAT 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. *(See Section 6 for additional guidance, Appendix 11.11 for indicators, and Appendix 11.14 for free sample materials.)*
- **Institute Victim-Assistance Procedures:** Organizations should donate passes for survivors to access. TAT can facilitate the negotiations between the organization and the appropriate survivor-services entity to ensure verification and accounting requirements are met. The TAT training includes tips on how to take a person-centered approach. *(See Section 8 for additional guidance.)*
- **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:

- **USDOT Transportation Leaders Against Human Trafficking (TLAHT):** [www.transportation.gov/stophumantrafficking](http://www.transportation.gov/stophumantrafficking), [trafficking@dot.gov](mailto:trafficking@dot.gov)
- **TAT:** [tatnonprofit.org/bus-training](http://tatnonprofit.org/bus-training), [info@tatnonprofit.org](mailto:info@tatnonprofit.org)
- **A21:** [www.a21.org/canyouseeme](http://www.a21.org/canyouseeme), [cysm@a21.org](mailto:cysm@a21.org)
- **Polaris:** [www.polarisproject.org](http://www.polarisproject.org), [info@polarisproject.org](mailto:info@polarisproject.org)



- **PACT (formerly ECPAT-USA):** <https://www.wearepact.org/for-professionals>,  
info@wearepact.org

## LAW ENFORCEMENT (COUNTER-TRAFFICKING INTERDICTION)

### INDICATORS

Victims of human trafficking can be of any age, race, gender, sexual orientation, religion, ethnicity, socioeconomic background, citizenship (including U.S.), or immigration status. Human trafficking indicators identify objective signs that could 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 subjected to human trafficking, or actively being targeted and recruited.

- Does not know what city they are in or where they have been.
- No control of identification, documents, and/or money.
- Not allowed to speak for themselves (a third party may insist on speaking for them).
- Shows signs of criminal indicators, such as possession of drugs, stolen property, etc.
- Signs of burns, tattoos, or branding to denote ownership.
- Traveling with few or no belongings (e.g., no purse or wallet), especially for long distance travel.
- 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.
- Signs of malnourishment, poor hygiene, fatigue, sleep deprivation, untreated illness, injuries, and/or unusual behavior.
- Exhibits fearful, anxious, depressed, nervous, hypervigilant, or submissive behavior.
- 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 law enforcement agencies, departments of transportation enforcement, motor vehicle enforcement, and commercial vehicle enforcement should visibly support a person-centered and survivor-informed counter-trafficking initiative that includes in-depth training for officers. When applicable, union leadership should also be engaged. *(See Section 3 for additional guidance and Appendix 11.12 for a sample leadership statement and organizational proclamation.)*
- **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 individuals. In addition, 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 person-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. *(See Section 5 for additional guidance.)*

- **Determine Training Rollout:** Executive leadership must determine which course of training to adopt and schedule person-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. *(See Section 6 for additional guidance and Appendix 11.14 for free sample training materials.)*
- **Institute Victim-Assistance Procedures:**
  - o Both IPC and TAT trainings cover how to take a person-centered approach when interactions occur. Response teams should include a survivor-advocate or social worker when available.
  - o Locate and form partnerships with advocates and service providers in your region to establish on-going positive relationships to ensure safety, and for possible participation in trafficker prosecutions.
  - o *(See Section 8 for additional guidance.)*
- **Participate in Public and Targeted Awareness Campaigns:** Law enforcement officers, particularly motor vehicle enforcement and commercial vehicle enforcement 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 commercial driver's license 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. *(See Section 6 for additional guidance, Appendix 11.11 for indicators, and Appendix 11.14 for free sample awareness materials.)*

## HOW TO GET STARTED

The following organizations provide additional counter-trafficking information:

- **USDOT Transportation Leaders Against Human Trafficking (TLAHT):**  
[www.transportation.gov/stophumantrafficking](http://www.transportation.gov/stophumantrafficking), [trafficking@dot.gov](mailto:trafficking@dot.gov)
- **TAT:** [tatnonprofit.org/bus-training](http://tatnonprofit.org/bus-training), [info@tatnonprofit.org](mailto:info@tatnonprofit.org)
- **Texas Department of Public Safety's Interdiction for the Protection of Children:**  
<https://vimeo.com/244718411>
- **A21:** [www.a21.org/canyouseeme](http://www.a21.org/canyouseeme), [cysm@a21.org](mailto:cysm@a21.org)

## PORTS/MARITIME

### INDICATORS

Victims of human trafficking can be of any age, race, gender, sexual orientation, religion, ethnicity, socioeconomic background, citizenship (including U.S.), or immigration status. Human trafficking indicators identify objective signs that could 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 subjected to human trafficking, or actively being targeted and recruited.

- Does not know the person who purchased their ticket/ride, is picking them up, and/or is traveling with them.
- Traveling on a one-way, last-minute, or same-day booking paid by someone else in cash.
- Traveling to obtain a job with no specific information, such as who will be meeting them.
- May travel with few or no belongings.
- Logistically unaware of where they are, where they are going, or where they have been.
- No control of identification, documents, and/or money.
- Not allowed to speak for themselves (a third party may insist on speaking for them).
- Answers may sound scripted or inconsistent.
- Signs of verbal threats, emotional abuse, and/or being treated in a demeaning way.
- Signs of burns, tattoos, or branding to denote ownership.
- Exhibits fearful, anxious, or submissive behavior.
- Recruited for different work than currently doing.
- Improper clothing and inadequate workplace equipment for job, weather, or travel route.
- Did not receive a work contract or did not receive a work contract in their native language.
- Feels pressured, manipulated, or forced to work beyond their existing work contract without their consent.
- Works excessively long hours, is provided few or no breaks, and/or has indicated their employer is withholding pay.
- Pays exorbitant recruitment fees necessitating having taken on a debt to a third party.
- Misrepresents about identity and/or age.
- Uses prepaid credit cards and gift cards.

### 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. *(See Section 3 for additional guidance and Appendix 11.12 for a sample leadership statement*

*and organizational proclamation.*)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 11.12 for model language.
- **Implement Due Diligence Standards:** By implementing due diligence and risk mapping tools, standards, and programs, transportation companies are better positioned to prevent, identify, and address forced labor and human trafficking risks within their own operations and supply chain(s). *(See Section 4 for additional guidance and Appendix 11.12 for a model comprehensive strategy.)*
- **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 Polaris, A21, associations, and local community-based human trafficking advocacy organizations are critical to success. *(See Section 5 for additional guidance.)*
- **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. *(See Section 6 for additional guidance and Appendix 11.14 for free sample training materials.)*
- **Participate in Public and Targeted Awareness Campaigns:** A21’s “Can You See Me?” campaign and the USDOT’s Transportation Leaders Against Human Trafficking Initiative offers 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 commercial driver’s license holders your agency comes into contact with. Further, it is encouraged that the organizational Public Affairs/Community Engagement Department conduct outreach to major public and private sector partners to bring together a coalition to garner significant awareness. *(See Section 6 for additional guidance, Appendix 11.1 for indicators, and Appendix 11.14 for free sample awareness materials.)*
- **Institute Victim-Assistance/Crisis Response Procedures:**
  - o Work with non-governmental organizations and community-based human trafficking advocacy organizations to develop a person-centered approach when interaction occurs.
  - o Ensure response procedures consider and highlight safety for the employee and individual subjected to human trafficking, as traffickers can be violent if confronted.
  - o 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.
  - o *(See Section 8 for additional guidance.)*
- **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.

- **USDOT Transportation Leaders Against Human Trafficking (TLAHT):**  
*www.transportation.gov/stophumantrafficking, trafficking@dot.gov*
- **A21:** *www.a21.org/canyouseeme, cysm@a21.org*
- **Polaris:** *www.polarisproject.org, info@polarisproject.org*
- **TAT:** *tatnonprofit.org/training-library, info@tatnonprofit.org*

## RAIL (PASSENGER)

### 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. Human trafficking indicators identify objective signs that could 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 subjected to human trafficking, or actively being targeted and recruited.

- Does not know the person who purchased their ticket, is picking them up, and/or is traveling with them.
- Traveling on a one-way, last-minute, or same-day booking paid by someone else in cash.
- Traveling to obtain a job with no specific information, such as who will be meeting them.
- Traveling with few or no belongings.
- Logistically unaware of where they are, where they are going, or where they have been.
- No control of identification, documents, and/or money.
- Minors traveling without adult supervision.
- Minors traveling during the school day.
- A minor who does not appear to be accompanied by their legitimate parent or guardian.
- A child/person within a family appearing particularly unkempt and uncared for.
- Controlled or unusually submissive to a traveling companion.
- Not allowed to speak for themselves (a third party may insist on speaking for them).
- Signs of verbal threats, emotional abuse, and/or being treated in a demeaning way.
- Signs of burns, tattoos, or branding to denote ownership.
- Exhibits fearful, anxious, or submissive behavior.
- Works excessively long hours, is provided few or no breaks, and/or has indicated their employer is withholding pay.
- Engages in survival strategies, such as offering sex in exchange for transportation, food, shelter, or assistance.
- Improper clothing and inadequate workplace equipment for job, weather, or travel route.
- Did not receive a work contract or did not receive a work contract in their native language.
- Feels pressured, manipulated, or forced to work beyond their existing work contract without their consent.
- Pays exorbitant recruitment fees necessitating having taken on a debt to a third party.
- Misrepresents about identity and/or age.
- Uses prepaid credit cards and gift cards.

### 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, General Manager, 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 11.12 for model language. *(See Section 3 for additional guidance and Appendix 11.12 for a sample leadership statement and organizational proclamation.)*
- **Implement Due Diligence Standards:** By implementing due diligence and risk mapping tools, standards, and programs, transportation companies are better positioned to prevent, identify, and address forced labor and human trafficking risks within their own operations and supply chain(s). *(See Section 4 for additional guidance and Appendix 11.12 for a model comprehensive strategy.)*
- **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. In addition, the DHS' 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. *(See Section 5 for additional guidance.)*
- **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. *(See Section 6 for additional guidance and Appendix 11.14 for free sample training materials.)*
- **Participate in Public and Targeted Awareness Campaigns:** Transportation Leaders Against Human Trafficking, the Blue Campaign, and NGOs like A21 and TAT offer public awareness materials that can be posted on rail vehicles. TAT has a series of bilingual, person-centered posters to be hung in rail terminals. TAT's indicator recap video for operators can be played on a loop in breakrooms. TAT 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. *(See Section 6 for additional guidance, Appendix 11.11 for indicators, and Appendix 11.14 for free sample awareness materials.)*
- **Institute Victim-Assistance Procedures:** Provide travel waivers for individuals subjected to human trafficking who are in the process of escaping traffickers. *(See Section 8 for additional guidance.)*
- **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:** [www.youtube.com/watch?v=Nsg5zgs1T5M](http://www.youtube.com/watch?v=Nsg5zgs1T5M), [AmtrakPoliceInfoCtr@amtrak.com](mailto:AmtrakPoliceInfoCtr@amtrak.com).
- **USDOT Transportation Leaders Against Human Trafficking (TLAHT):** [www.transportation.gov/stophumantrafficking](http://www.transportation.gov/stophumantrafficking), [trafficking@dot.gov](mailto:trafficking@dot.gov)
- **TAT:** [tatnonprofit.org/bus-training](http://tatnonprofit.org/bus-training), [info@tatnonprofit.org](mailto:info@tatnonprofit.org)
- **A21:** [www.a21.org/canyouseeme](http://www.a21.org/canyouseeme), [cysm@a21.org](mailto:cysm@a21.org)

## STATE DEPARTMENTS OF EDUCATION

### 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. Human trafficking indicators identify objective signs that could 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 subjected to human trafficking, or actively being targeted and recruited. =

- A child dropping off and picking up children at the bus stop.
- Changes in patterns, such as attendance, personal hygiene, academic performance, or people waiting to pick them up.
- Changes in attire, behavior, relationships, or materials possessions (e.g., expensive items)
- Signs of fatigue, substance use, irritability, mood swings, panic, or shame that weren't there before.
- Signs of neglect, physical and emotional abuse, malnourishment, and/or being treated in a demeaning way.
- Signs of burns, tattoos, or branding to denote ownership.
- Exhibits fearful, anxious, or submissive behavior.
- Not allowed to speak for themselves (a third party may insist on speaking for them).
- Answers may sound scripted or inconsistent.
- Minors seeking to obtain an ID or individuals seeking to obtain an ID in a different name.
- Works excessively long hours, is provided few or no breaks, and/or has indicated their employer is withholding pay.
- Mentions owing a large debt and being unable to pay it off.
- Any comments by students that suggest they are exchanging sex for money, material items, shelter, etc.

### 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.

*(See Section 3 for additional guidance and Appendix 11.12 for a sample leadership statement and organizational proclamation.)*

- **Adopt Counter-Trafficking Policy:** See Appendix 11.12 for model language
- **Establish the Necessary Partnerships:** TAT 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 person-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. *(See Section 5 for additional guidance.)*
- **Determine Training Rollout:** In conjunction with TAT 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, TAT’s online educational portal). Also consider how to register as TAT-trained and how to receive necessary documentation in States where legislative training requirements exist. *(See Section 6 for additional guidance and Appendix 11.14 for free sample training materials.)*
- **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. *(See Section 8 for additional guidance.)*

## **HOW TO GET STARTED**

The following organizations provide additional counter-trafficking information:

- **USDOT Transportation Leaders Against Human Trafficking (TLAHT):**  
*www.transportation.gov/stophumantrafficking, trafficking@dot.gov*
- **TAT:** *tatnonprofit.org/bus-training, info@tatnonprofit.org*

## 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.

### 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. Human trafficking indicators identify objective signs that could 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 subjected to human trafficking, or actively being targeted and recruited.

- 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
- Acknowledges that they are controlled by a third party or are 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
- Signs of burns, tattoos, or branding to denote ownership.
- 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. *(See Section 3 for additional guidance and Appendix 11.12 for a sample leadership statement and organizational proclamation.)*

- **Adopt Counter-Trafficking Policy:** See Appendix 11.12 for model language.
- **Implement Due Diligence Standards:** By implementing due diligence and risk mapping tools, standards, and programs, transportation companies are better positioned to prevent, identify, and address forced labor and human trafficking risks within their own operations and supply chain(s). *(See Section 4 for additional guidance and Appendix 11.12 for a model comprehensive strategy.)*
- **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. 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 advocacy and assistance, may need to be identified and contacted to support policy and reporting protocol development. *(See Section 5 for additional guidance.)*
- **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). *(See Section 6 for additional guidance and Appendix 11.14 for free sample training materials.)*
- **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. *(See Section 6 for additional guidance, Appendix 11.11 for indicators, and Appendix 11.14 for free sample awareness materials.)*
- **Institute Victim-Assistance Procedures:**
  - o TAT's Combating Human Trafficking Through Your Agency webinar includes how to take a person-centered approach when interaction occurs. More in-depth training on this issue can be made available.
  - o Establish a point of contact within the licensing agency to assist survivors with obtaining an ID.

- o Consider offering employment opportunities to survivors of human trafficking and what that program might look like.
- o *(See Section 8 for additional guidance.)*

## **HOW TO GET STARTED**

The following organizations provide additional counter-trafficking information:

- **USDOT Transportation Leaders Against Human Trafficking (TLAHT):**  
*www.transportation.gov/stophumantrafficking, trafficking@dot.gov*
- **A21:** *www.a21.org/canyouseeme, cysm@a21.org*
- **Polaris:** *www.polarisproject.org, info@polarisproject.org*
- **TAT:** *tatnonprofit.org/bus-training, info@tatnonprofit.org*

## STATE LICENSING AGENCIES

### 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. Human trafficking indicators identify objective signs that could 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 subjected to human trafficking, or actively being targeted and recruited.

- 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)
- Acknowledges that they are controlled by a third party or are 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. *(See Section 3 for additional guidance and Appendix 11.12 for a sample leadership statement and organizational proclamation.)*
- **Adopt Counter-Trafficking Policy:** See Appendix 11.12 for model language.
- **Implement Due Diligence Standards:** By implementing due diligence and risk mapping tools, standards, and programs, transportation companies are better positioned to prevent, identify, and address forced labor and human trafficking risks within their own operations and supply chain(s). *(See Section 4 for additional guidance and Appendix 11.12 for a model comprehensive strategy.)*
- **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. 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 advocacy and assistance. *(See Section 5 for additional guidance.)*

- **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). *(See Section 6 for additional guidance and Appendix 11.14 for free sample training materials.)*
- **Participate in Public and Targeted Awareness Campaigns:** Licensing agencies are ideal candidates for targeted awareness campaigns, particularly to Commercial Driver’s License holders, as they can distribute a TAT wallet card to every Commercial Driver’s License 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.). Departments of Motor Vehicles 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. Transportation Leaders Against Human Trafficking also has print/digital, person-centered posters with the National Human Trafficking Hotline hotline for transportation stakeholders to utilize. *(See Section 6 for additional guidance, Appendix 11.11 for indicators, and Appendix 11.14 for free sample awareness materials.)*
- **Institute Victim-Assistance Procedures:**
  - o TAT’s The Combating Human Trafficking Through Your Agency webinar includes how to take a person-centered approach when interactions occur with individuals being subjected to human trafficking. More in-depth training on this issue can be made available.
  - o Establish a point of contact within the licensing agency to assist survivors with obtaining identification documents.
  - o Consider offering employment opportunities to survivors of human trafficking and what that program might look like.
  - o *(See Section 8 for additional guidance.)*

## HOW TO GET STARTED

The following organizations provide additional counter-trafficking information:

- **USDOT Transportation Leaders Against Human Trafficking (TLAHT):**  
*www.transportation.gov/stophumantrafficking, trafficking@dot.gov*
- **TAT:** *tatnonprofit.org/bus-training, info@tatnonprofit.org*



## TRANSIT (BUS/RAIL)

### 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. Human trafficking indicators identify objective signs that could 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 subjected to human trafficking, or actively being targeted and recruited.

- A minor who does not appear to be accompanied by their legitimate parent or guardian.
- Controlled or unusually submissive to a traveling companion.
- Not allowed to speak for themselves (a third party may insist on speaking for them).
- Signs of verbal threats, emotional abuse, and/or being treated in a demeaning way.
- Signs of burns, tattoos, or branding to denote ownership.
- Exhibits fearful, anxious, or submissive behavior.
- Works excessively long hours, is provided few or no breaks, and/or has indicated their employer is withholding pay.
- Minors seeking to obtain an ID or individuals seeking to obtain an ID in a different name.
- Engages in survival strategies, such as offering sex in exchange for transportation, food, shelter, or assistance.
- Improper clothing and inadequate workplace equipment for job, weather, or travel route.
- Did not receive a work contract or did not receive a work contract in their native language.
- Feels pressured, manipulated, or forced to work beyond their existing work contract without their consent.
- Pays exorbitant recruitment fees necessitating having taken on a debt to a third party.
- Misrepresents about identity and/or age.
- Uses prepaid credit cards and gift cards.

### 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. *(See Section 3 for additional guidance and Appendix 11.12 for a sample leadership statement and organizational proclamation.)*
- **Adopt Counter-Trafficking Policy:** See Appendix 11.12 for model language.
- **Implement Due Diligence Standards:** By implementing due diligence and risk mapping tools, standards, and programs, transportation companies are better positioned to prevent, identify, and address forced labor and human trafficking risks within their own operations

and supply chain(s). *(See Section 4 for additional guidance and Appendix 11.12 for a model comprehensive strategy.)*

- **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. TAT has free industry-specific training materials (including a 30-minute training video, wallet cards, an app, dash stickers and person-centered posters), and provides step-by-step implementation support. Include local and/or agency law enforcement, along with a local services provider for training. Industry specific associations often offer support in establishing tailored policies and internal reporting protocols. *(See Section 5 for additional guidance.)*
- **Determine Training Rollout:** In conjunction with TAT, establish a training rollout plan, internal/external reporting protocol, and how training materials will be presented to operators (LMS, hard copy, TAT's online educational portal), as well as how to register as TAT-trained, and how to receive necessary documentation in States where legislative training requirements exist. *(See Section 6 for additional guidance and Appendix 11.14 for free sample training materials.)*
- **Participate in Public and Targeted Awareness Campaigns:** TAT has a series of print/digital, bilingual, person-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. TAT's indicator recap video for operators can be played on a loop in breakrooms. TAT 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. Transportation Leaders Against Human Trafficking also has transit-related, print/digital, person-centered posters with the National Human Trafficking Hotline hotline for transportation stakeholders to utilize. *(See Section 6 for additional guidance, Appendix 11.11 for indicators, and Appendix 11.14 for free sample awareness materials.)*
- **Institute Victim-Assistance Procedures:** Transit agencies should donate passes for survivors to access. TAT 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 TAT training includes tips on how to take a person-centered approach. *(See Section 8 for additional guidance.)*
- **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:

- **USDOT Transportation Leaders Against Human Trafficking (TLAHT):**  
[www.transportation.gov/stophumantrafficking](http://www.transportation.gov/stophumantrafficking), [trafficking@dot.gov](mailto:trafficking@dot.gov)

- **TAT:** [tatnonprofit.org/bus-training](http://tatnonprofit.org/bus-training), [info@tatnonprofit.org](mailto:info@tatnonprofit.org)
- **American Public Transportation Association:** [www.apta.com/research-technical-resources/safety-security/human-trafficking/](http://www.apta.com/research-technical-resources/safety-security/human-trafficking/), (202) 496-4800

## TRUCK STOPS AND TRAVEL CENTERS

### 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. Human trafficking indicators identify objective signs that could 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 subjected to human trafficking, or actively being targeted and recruited.

- 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
- Traveling with few or no belongings (e.g., no purse or wallet), especially for long distance travel.
- Minors traveling without adult supervision.
- Minors traveling during the school day.
- Controlled or unusually submissive to a traveling companion.
- Does not know their home or work address.
- CB chatter about “commercial company” or flashing lights signaling “buyer” location.
- Spends excessive amounts of time near or in the truck stop showers and bathrooms.
- Signs of bedding in odd locations (i.e., backroom of a 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:** 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. *(See Section 3 for additional guidance and Appendix 11.12 for a sample leadership statement and organizational proclamation.)*
- **Adopt Counter-Trafficking Policy:** See Appendix 11.12 for model language.
- **Implement Due Diligence Standards:** By implementing due diligence and risk mapping tools, standards, and programs, transportation companies are better positioned to prevent, identify, and address forced labor and human trafficking risks within their own operations

and supply chain(s). *(See Section 4 for additional guidance and Appendix 11.12 for a model comprehensive strategy.)*

- **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. *(See Section 5 for additional guidance.)*
- **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. *(See Section 6 for additional guidance and Appendix 11.14 for free sample training materials.)*
- **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 TAT that target awareness specifically to truck drivers. *(See Section 6 for additional guidance, Appendix 11.11 for indicators, and Appendix 11.14 for free sample awareness materials.)*
- **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 Investigation 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:

- **USDOT Transportation Leaders Against Human Trafficking (TLAHT):**  
*www.transportation.gov/stophumantrafficking, trafficking@dot.gov*
- **TAT:** *tatnonprofit.org/bus-training, info@tatnonprofit.org*
- **NATSO:** *www.natso.com, twlazlowski@natso.com*

## TRUCKING

### 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. Human trafficking indicators identify objective signs that could 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 subjected to human trafficking, or actively being targeted and recruited.

- Citizens band (CB) radio chatter about “commercial company” or flashing lights signaling “buyer” location.
- A work site that has heavy or excessive security measures that seem out of place.
- A van or RV out by trucks that seems out of place.
- A vehicle dropping someone off at a truck and picking them up 15-20 minutes later.
- May go from truck to truck or appear to be operating multiple trucks at once.
- Spends excessive amounts of time near or in the truck stop showers and bathrooms.
- A highly controlled and/or hazardous, unsafe work setting (may contain sub-standard, unsafe and closely monitored housing).
- Traveling to obtain a job with no specific information, such as who will be meeting them.
- Traveling with few or no belongings.
- Logistically unaware of where they are, where they are going, or where they have been.
- No control of identification, documents, and/or money.
- Minors traveling without adult supervision.
- Minors traveling during the school day.
- A minor who does not appear to be accompanied by their legitimate parent or guardian.
- A child/person within a family appearing particularly unkempt and uncared for.
- Controlled or unusually submissive to a traveling companion.
- Not allowed to speak for themselves (a third party may insist on speaking for them).
- Signs of verbal threats, emotional abuse, and/or being treated in a demeaning way.
- Signs of burns, tattoos, or branding to denote ownership.
- Exhibits fearful, anxious, or submissive behavior.
- Works excessively long hours, is provided few or no breaks, and/or has indicated their employer is withholding pay.
- Minors seeking to obtain an ID or individuals seeking to obtain an ID in a different name.
- Engages in survival strategies, such as offering sex in exchange for transportation, food, shelter, or assistance.
- Improper clothing and inadequate workplace equipment for job, weather, or travel route.
- Did not receive a work contract or did not receive a work contract in their native language.
- Feels pressured, manipulated, or forced to work beyond their existing work contact without their consent.
- Pays exorbitant recruitment fees necessitating having taken on a debt to a third party.

- Misrepresents about identity and/or age.
- Uses prepaid credit cards and gift cards.
- A highly controlled and/or hazardous, unsafe work setting (may contain sub-standard, unsafe and closely monitored housing).
- Signs of bedding in odd locations (i.e., backroom of a 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:** 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. *(See Section 3 for additional guidance and Appendix 11.12 for a sample leadership statement and organizational proclamation.)*
- **Adopt Counter-Trafficking Policy:** See Appendix 11.12 for model language.
- **Establish the Necessary Partnerships:** 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. *(See Section 5 for additional guidance.)*
- **Implement Due Diligence Standards:** By implementing due diligence and risk mapping tools, standards, and programs, transportation companies are better positioned to prevent, identify, and address forced labor and human trafficking risks within their own operations and supply chain(s). *(See Section 4 for additional guidance and Appendix 11.12 for a model comprehensive strategy.)*
- **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. *(See Section 6 for additional guidance and Appendix 11.14 for free sample training materials.)*
- **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. *(See Section 6 for additional guidance, Appendix 11.11 for indicators, and Appendix 11.14 for free sample awareness materials.)*



- **Institute Victim-Assistance Procedures:** The TAT training covers how to take a person-centered approach when interactions occur with individuals being subjected to human trafficking. *(See Section 8 for additional guidance.)*  
**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:

- **USDOT Transportation Leaders Against Human Trafficking (TLAHT):**  
*www.transportation.gov/stophumantrafficking, trafficking@dot.gov*
- **TAT:** *tatnonprofit.org/bus-training, info@tatnonprofit.org*

## 11.14. SAMPLE MATERIALS

### SAMPLE TRAINING MATERIALS

Following is a non-exhaustive compilation of existing training materials that transportation organizations can utilize to train their employees in recognizing and responding to human trafficking. Training materials are organized by mode of transportation, and include computer-based trainings, videos, webinars, and supplemental materials.

### MULTIMODAL

#### U.S. Department of Transportation



USDOT’s Transportation Leaders Against Human Trafficking free, bilingual, multimodal “Combating Human Trafficking in the Transportation Sector Awareness Training” for transportation personnel and travelers is available in [English](#) and [Spanish](#), and underscores the intersection of human trafficking and transportation, provides general and transport-specific indicators of human trafficking, and how to report a tip.

USDOT’s Transportation Leaders Against Human Trafficking free, bilingual, multimodal “Combating Human Trafficking in the Transportation Sector Awareness Training” for transportation personnel and travelers is available in [English](#) and [Spanish](#), and underscores the intersection of human trafficking and transportation, provides general and transport-specific

#### USDOT/DHS Blue Lightning Initiative

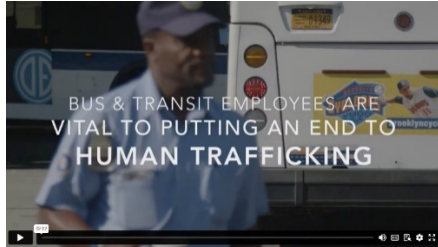


The [Blue Lightning Initiative](#) (BLI) is a joint USDOT/DHS initiative that trains aviation personnel to identify potential human trafficking situations and to notify federal authorities. BLI provides participating partners with a training module developed with input from survivor advocates, law enforcement, and aviation experts. The interactive module outlines common indicators of human trafficking that aviation personnel may encounter, explains how aviation employees can immediately report individuals potentially being subjected to human trafficking along with 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.

The [Blue Lightning Initiative](#) (BLI) is a joint USDOT/DHS initiative that trains aviation personnel to identify potential human trafficking situations 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

## BUS

### TAT Motorcoach Training



[TAT's Motorcoach Training](#) program is designed specifically to educate industry personnel on how to recognize and report suspected human trafficking. The free courses provide information applicable to all segments of the bus industry, including long distance, school buses, public transit, and others, in both English and Spanish.

## LAW ENFORCEMENT

### TAT Law Enforcement Training

TAT's free, on-demand [law enforcement training](#) modules accompanying e-toolkit are for command staff, law enforcement personnel, and civilian employees to learn more about the crime of human trafficking. The e-toolkit contains information on law enforcement resources, policies to implement, tech tools, best practices for dispatch/911 intake, intelligence analysts, a national directory for service providers, survivor well-being, and problem-solving courts. The modules cover Human Trafficking 101; Engaging Trafficking Victims: Best Practices; Human Trafficking Indicators Interdiction Stops with Case Studies; Unlikely Allies: The Importance of the Commercial Vehicle Industry in Combating Human Trafficking; and Addressing Demand: No Buyer = No Victim.

### International Association of Chiefs of Police

The International Association of Chiefs of Police holds [training sessions](#) at their annual conference, and they provide human trafficking training and awareness through a series of online trainings and roll call videos. These sessions are available online in three segments: Defining the Crime; Identifying and Responding; and Investigating and Interviewing. The aim of the trainings is to provide law enforcement and their partners with the information they need to effectively identify and respond to human trafficking crimes.

## LOCAL COMMERCIAL DRIVERS

### New York City Taxi and Limousine Commission



The New York City Taxi and Limousine Commission operates under a city ordinance and provides a 10-minute Sex Trafficking Training for Taxi and Limousine Commission (TLC) licensed drivers. The narrated PowerPoint presentation is available in English and Spanish on the [TLC Website](#) and [YouTube](#) and can be viewed by the general public. The training describes what human trafficking is and how to identify it, why it is important for taxi and

limousine drivers to know, as well as an overview of laws and penalties associated with the crime.

### Uber



Uber developed a human trafficking training for its drivers in partnership with Polaris to empower them to act as the eyes and ears on the ground, and to help identify and recover individuals being subjected to human trafficking. Uber promotes the training to new and existing drivers through in-app communication and several other channels.

## RAIL (PASSENGER)

### Amtrak



Amtrak Police Department's [Human Trafficking Awareness](#) employee training video is six-minutes in length and provides details on the indicators of human trafficking in the rail environment.

## STATE DOTs

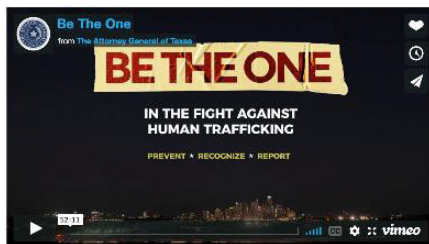
### North Carolina DOT Training

#### Combatting Human Trafficking Training



The North Carolina Department of Transportation’s [online public training](#) teaches transit drivers, travelers, and others how to properly identify and handle suspected cases of human trafficking. The 40-minute online training course will be required for all public transit drivers in North Carolina.

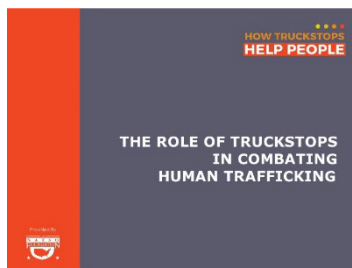
### Texas Office of the Attorney General



The Texas OAG Office of the Attorney General’s human trafficking training film, [Be the One in the Fight Against Human Trafficking](#) focuses on preventing, recognizing, and reporting instances of human trafficking.

## TRUCKING & TRUCK STOPS

### NATSO Foundation



The NATSO Foundation’s online 30-minute course on [The Role of Truckstops in Combating Human Trafficking](#) is free to any member of the truck stop and travel plaza community and teaches truck stop owners, operators, and employees how to identify and respond to suspected incidents of human trafficking.

## TAT



TAT’s [training program](#) for the trucking industry provides multiple modules for different categories of trucking employees, including over-the-road drivers, local drivers, movers, in-home delivery professionals, and school transportation professionals. 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 27-minute “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 phone/text numbers for truck windows. TAT brochures include tips for drivers to identify potential individuals being subjected to human trafficking, indicators for truck stop personnel, and tips for person-centered responses.

## OTHER

### In Our Backyard

In Our Backyard’s free [Convenience Stores Against Trafficking](#) and [C-Stores Stop Human Trafficking](#) trainings educate convenience store employees on how to recognize and respond to human trafficking in their stores and communities.

### Protect All Children from Trafficking



PACT’s free 25-minute [online training](#) is tailored for employees in the travel management industry, corporate travel management, and the meetings and events industry. It is available in English, Spanish, Portuguese and French.

## SAMPLE AWARENESS MATERIALS

Following is a non-exhaustive compilation of existing public awareness materials that transportation stakeholders can utilize to raise awareness among their employees and the traveling public. The materials are organized by mode, and include flyers, indicators, brochures, postcards, wallet cards, decals, and a toolkit. Posters should be placed where they can be seen by the general public and potential individuals being subjected to human trafficking, 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 individuals being subjected to human trafficking.

## MULTIMODAL

### USDOT's Transportation Leaders Against Human Trafficking



USDOT's Transportation Leaders Against Human Trafficking (TLAHT) [Awareness Campaign](#) aims to educate and empower travelers and employees across all modes of transportation to recognize and report suspected instances of human trafficking.

Bilingual multimodal signs, modal posters, pocket cards, modal graphics, visor cards, and social media graphics are tailored for use in airplanes and airports, buses and bus stations, trains and rail stations, rest areas and travel centers, ports, and other places where human trafficking may occur. Campaign materials include a QR code that links to the TLAHT awareness campaign page with mode-specific indicators and reporting methods.



## A21's Can You See Me?



A21's “[Can You See Me?](#)” (CYSM) is a global counter-trafficking public awareness campaign that serves as a tool for identification, awareness, and education for the general public and transportation industry employees. CYSM provides common scenarios of human trafficking

and features the use of transportation in the commission of the crime.

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 their organizational protocol.

## TAT

**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.

**When calling law enforcement:** In order to open an investigation on your tip, they need “actionable information.” This would include:

- Descriptions of cars or trucks (make, model, color, license plate, truck and/or USDOT number, etc.) and people (height, weight, hair color, eye color, age, etc.) Take a picture if you can.
- Specific times and dates (When did you see the event in question take place? What day was it?)
- Addresses and locations where suspicious activity took place
- When you contact law enforcement, **tell them you suspect human trafficking, not prostitution.**

**Note:** Human trafficking is a crime under federal law in both the U.S. and Canada. In the U.S., there is a lifetime ban on a CDL for any individual who uses their CMV to commit a felony involving human trafficking. Some states punish sex purchasers the same as sex traffickers, and most 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.



[TAT awareness materials](#) are customized across multiple modes, including trucking, local drivers, truck stops, dealerships, shipping & logistics, motorcoach, transit, school transportation, and law enforcement. In conjunction with 18 State agencies, TAT works to ensure that every Commercial

Driver’s License issued or renewed includes a TAT wallet card.

## AVIATION

### USDOT/DHS Blue Lightning Initiative



The [Blue Lightning Initiative](#) (BLI) is a joint USDOT/DHS effort that trains aviation personnel to identify potential individuals being subjected to human trafficking and to notify federal authorities. BLI training material is rounded out with supplemental awareness resources including posters for airports, pocket guide, and an indicator card.



## International Air Transport Association



The [International Air Transport Association \(IATA\)](#) offers a range of airline staff resources, including Awareness Campaign materials. These include an [infographic](#) as part of IATA's #eyesopen campaign, along with an associated #eyesopen [informational video](#). The #eyesopen campaign is designed to raise awareness among passengers, airlines, and governments.

## BUSES/MOTOR COACHES/TRANSIT

### TAT's Youth on Transportation



TAT's [Youth on Transportation \(YOT\)](#) initiative offers resources for parents, school employees, and a series of youth-oriented materials including videos, posters, and social media graphics. YOT focuses on public transit, school transportation and the overlap between the two to train professionals and raise awareness about ways to protect youth from human trafficking and exploitation. Over 2,100 school districts use TAT material for their training to identify and report signs of grooming, exploitation and trafficking.

## MARITIME/PORTS

### Not Alone Campaign



Developed by the American Association of Port Authorities and Businesses Ending Slavery and Trafficking, the [Not Alone Campaign](#) includes multilingual human trafficking awareness signs at over 80 U.S. ports about the prevalence of human trafficking in the maritime industry through indicators of human trafficking and informing individuals being subjected to human trafficking of who to contact for help.

## STATE DEPARTMENTS OF TRANSPORTATION

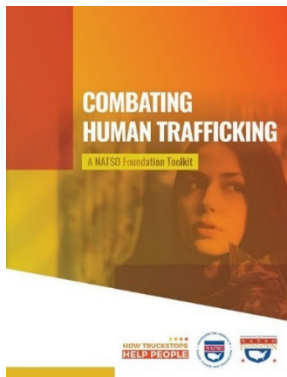
### North Carolina Department of Transportation



The North Carolina Department of Transportation's posters and vehicle cards, in both English and Spanish, raise awareness about human trafficking. The [print materials](#) can also be requested in other languages. Posters direct viewers to call the National Human Trafficking Hotline.

## TRUCKING & TRUCK STOPS

### 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.

### OTHER

### In Our Backyard



In Our Backyard provides trafficking awareness partnerships with convenience store associations and media outlets, including its [Freedom Stickers](#) campaign. The stickers contain the National Human Trafficking Hotline number and a bilingual English/Spanish message for individuals being subjected to human trafficking. They are strategically posted on public restrooms nationwide,

especially in convenience stores and gas stations.

## 11.15. TRANSPORTATION STAKEHOLDER COUNTER-TRAFFICKING EFFORTS

Public and private transportation stakeholders are continuing to take action to combat human trafficking within their respective modes of transportation, increasingly in alignment with the ACHT's comprehensive approach. Following are select examples of transportation-related efforts based upon the individual and collective expertise of ACHT committee members, subcommittee members, and USDOT staff. 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.

### MULTIMODAL

- [A21](#): A21 provides counter-trafficking media kits, training, and public awareness materials. Their “[Can You See Me?](#)” public awareness campaign won [USDOT’s Combating Human Trafficking in Transportation Impact Award](#) in 2021, and involved a partnership with Lamar Advertising to create a billboard campaign shown in 48 States. As part of awareness efforts at the Super Bowl 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.
- [TAT](#): TAT develops educational materials and industry training for trucking, bus, and law enforcement, including videos, wallet cards, indicators, and questions to ask potential individuals being subjected to human trafficking. 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 Commercial Driver’s License holders. Their mobile [Freedom Drivers Project](#) exhibit educates members of the trucking industry and the general public about human trafficking. TAT’s [Man to Man Campaign](#) explicitly addresses the issue of demand for commercial sex.

### AVIATION

- [Airline Ambassadors International \(AAI\)](#): 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. Since beginning this work in 2009, AAI provided 130 trainings to 7,000 front line personnel at airports across the U.S., as well as at Interpol and the United Nations.

- [Airlines for America \(A4A\)](#): A4A partners with DHS and USDOT to [facilitate adoption of the Blue Lightning Initiative](#) training by carriers. They update members quarterly on the International Civil Aviation Organization’s Guidelines for Training Cabin Crew on Identifying and Responding to Trafficking in Persons, and any related human trafficking topics.
- [Airports Council International \(ACI\)](#): 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 [Combatting Human Trafficking Handbook](#), which draws on the experience of airports to provide guidance on counter-trafficking steps. The Handbook is available in English, French, and Spanish.
- [American Airlines](#): A Transportation Leaders Against Human Trafficking member, American Airlines trains over 70,000 team members annually through a mandatory counter-trafficking training. In addition to signing ECPAT-USA’s Tourism Child-Protection Code of Conduct, American Airlines partners with Texas Businesses Against Trafficking (TBAT), the U.S. Department of Homeland Security’s Blue Campaign, New Friends New Life (NFNL), and others to deepen their counter-trafficking efforts and support individuals who have experienced human trafficking.
- [Association of Flight Attendants \(AFA-CWA\)](#): AFA-CWA believes in being a ‘force multiplier’ in the fight against human trafficking. The association ensures their members have access to the USDOT/DHS Blue Lightning Initiative training and counter-trafficking public awareness resources.
- [Blue Lightning Initiative \(BLI\)](#): Led by USDOT and DHS, BLI’s over 140 partners have trained more than 350,000 aviation industry personnel through the initiative to identify potential traffickers and human trafficking individuals being subjected to human trafficking and to report their suspicions through in-flight and on the ground methods.
- [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. 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 Blue Lightning Initiative partner and an ECPAT-USA Code signatory.

- [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. The airport also partnered with city and State officials as part of the [Not in My County](#) collaborative to bring dedicated resources to fighting human trafficking region-wide.
- [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 within the Houston Metro Area. Since then, Houston continues to train its employees, and trained 2,800 regular and contract employees in cooperation with local and federal law enforcement. Additionally, the Houston Airport System held two public-private events in 2022, and the proceeds of those events went directly to support three NGOs within the greater Houston area.
- [International Air Transport Association \(IATA\)](#): 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 cheat sheet one page summary, guidance for airlines, a [video](#), and a 2-day classroom training. IATA's awareness materials include an infographic, and some materials are available in English, Spanish, and Portuguese. IATA also works with governments and law enforcement to compile inflight reporting mechanisms for member airlines.
- [International Civil Aviation Organization \(ICAO\)](#): ICAO has implemented a training program, which was developed in cooperation with the United Nations Office of the High Commissioner for Human Rights, and educates its members and affiliates on human trafficking, vulnerabilities in the aviation sector, existing ICAO counter-trafficking resources and guidelines, reporting methods, and provides airline case examples. In addition to its comprehensive strategy, ICAO continues to publish circulars with counter-trafficking guidelines on reporting and training cabin crew, and a forthcoming circular on mitigating risk for human trafficking within air operator supply chains.
- [JetBlue Airways](#): JetBlue makes online training available to all support employees throughout the company. JetBlue posted a [Work to End Human Trafficking](#) statement on its corporate website homepage with links for additional information to raise awareness among customers regarding human trafficking. JetBlue is a USDOT/DHS Blue Lightning Initiative partner and incorporated human trafficking awareness into initial and annual recurrent training for all crewmembers in direct contact with customers.
- [National Air Carrier Association \(NACA\)](#): NACA raises human trafficking awareness among its membership and encourages members to join the USDOT/DHS Blue Lightning Initiative.

- [San Francisco Airport \(SFO\)](#): SFO worked with the Bay Area Anti-Trafficking Coalition from October of 2019 through September of 2021 to conduct training for all customer-facing employees.
- [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 successfully identified and reported instances of trafficking using these methods, and regularly updates its training.
- [United Airlines](#): United Airlines issued an Anti-Slavery and Anti-Human Trafficking Statement and implemented targeted internal counter-trafficking policies and procedures. Since 2016, they have provided mandatory human trafficking awareness and reporting procedure training to its flight attendants, and in 2019, the training was expanded to include frontline agents, who provide customer service at various stages of the check-in and boarding process. Since 2018, nearly 75,000 United employees have received this training.

## **BUSES/MOTOR COACHES**

- [American Bus Association \(ABA\)](#): ABA commits to promoting awareness of human trafficking by educating motorcoach companies, in partnership with TAT, as well as government agencies and companies, such as Coach USA.
- [Coach USA](#): Coach USA partnered with Megabus, a Coach USA subsidiary, and TAT to provide ticket vouchers through the National Human Trafficking Hotline to individuals being subjected to human trafficking who need assistance. They also trained workers to spot the signs of human trafficking, through an online course and a companywide social media campaign.

## **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 individuals being subjected to human trafficking, and how to initiate human trafficking investigations.
- [Florida Coalition Against Human Trafficking \(FCAHT\)](#): FCAHT is a statewide coalition that provides training to local law enforcement and community organizations. FCAHT has conducted trainings since the 1990s and worked with several dozen cities in Florida as well as other cities in the U.S. and internationally.



- [International Association of Police Chiefs \(IACP\)](#): The IACP maintains an online document library that includes a plethora of training programs, articles, and policies regarding human trafficking awareness and mitigations, including the [Enhanced Collaborative Model \(ECM\) to Combat Human Trafficking](#), the [Multidisciplinary Collaborative Model for Anti-Human Trafficking Task Forces](#), and the [Human Trafficking Task Force Protocol Development Training Video Series](#).
- [Iowa Motor Vehicle Enforcement \(Iowa MVE\)](#): The Iowa MVE partnered with TAT and the Iowa AG's Office on a multi-faceted approach to address human trafficking. This approach includes training law enforcement; using weigh stations, rest areas, and Commercial Driver's License 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 the model in part.
- [Michigan State Police](#): The Michigan State Police have partnered with TAT, the CVSA, the Michigan Secretary of State, Michigan DOT, and prosecutors to train 170 law enforcement officers on human trafficking statewide, in addition to improved tracking subsequent rides-along, community presentations, and intervention efforts.
- [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.
- [Texas Office of the Attorney General \(OAG\)](#): The Texas OAG human trafficking training film, Be the One in the Fight Against Human Trafficking, has been viewed in 48 States and 131 countries and reached more than 84,000 people online. HTTOC also chairs Texas' Human Trafficking Prevention Task Force, which is made up of numerous State and local entities, among them Texas DOT. The Task Force collects data, provides training, and develops and reports to the legislature on recommendations that could enhance the State's efforts to combat human trafficking. OAG's Human Trafficking Prevention Training program provided law enforcement officers and prosecutors quarterly a 1 ½ day training program about Human Trafficking

## LOCAL COMMERCIAL DRIVERS

- [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 individuals being subjected to 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.

## MARITIME/PORTS

- [American Association of Port Authorities \(AAPA\)](#): 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. AAPA also partnered with Businesses Ending Slavery and Trafficking to roll out the [Not Alone](#) awareness campaign to over 70 seaports across the U.S.
- [Carnival Corporation](#): The Carnival Corporation committed to tackling human trafficking via a public statement in [April of 2023](#) that reaffirmed its commitment to upholding the highest standards of ethical behavior. It committed to preventative measures, including training and capacity building. Carnival requires its business partners to also commit to its various pledges regarding human trafficking.
- [International Labor Organization](#): The International Labour Organization's maritime-related human trafficking work includes its [GAPfish](#) – Global Action Program against forced labor and trafficking of fishers at sea – program. The program is a crosscutting global program that will have regional and national impacts to promote and protect fishers' human and labor rights.
- [Port Authority of New York and New Jersey \(PANYNJ\)](#): PANYNJ offers a free training program on human trafficking and partnered with the U.S. Department of Transportation and the U.S. Department of Homeland Security to co-brand and offer digital pocket guides tailored to the various ports of entry under their jurisdiction. The PANYNJ also hosts a police department youth division onsite that focuses on working specifically with vulnerable populations, including children on transportation, and identifying individuals being subjected to human trafficking.
- [Port of Seattle](#): The Port of Seattle counter-trafficking strategy includes internal policies and procedures, public awareness and education, employee training, and community partnerships. The Port of Seattle holds trainings for approximately 2,000 port employees and police officers, and it also makes its training program available to all signatories of its [Port Allies Against Human Trafficking](#) pledge. The pledge program includes partners, tenants, and major cruise lines. The Port of Seattle's training program was created in partnership with Businesses Ending Slavery and Trafficking's [Ports to Freedom](#) program.
- [Port of Tampa Bay \(PTB\)](#): Port Tampa Bay 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 to host their 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 TAT 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.

- [Royal Caribbean Group](#): Royal Caribbean Group released a counter-trafficking statement pursuant to the United Kingdom's Modern Slavery Act of 2015.

## MOTOR VEHICLES

- [American Association of Motor Vehicle Administrators](#) (AAMVA): AAMVA developed model counter-trafficking programs in motor vehicle administration, law enforcement, and highway safety. They partner with TAT on their Commercial Driver's License manual, which is distributed to all 51 jurisdictions, as well as handouts for States to consider in bringing awareness to human trafficking. AAMVA also assists TAT in making key contacts at a host of Department of Motor Vehicle offices across the nation to have points of contact to assist survivors in obtaining drivers licenses. AAMVA received a Federal Motor Carrier Safety Administration grant to create information modules for Department of Motor Vehicle front counter employees.
- [Commercial Vehicle Safety Alliance \(CVSA\)](#): In addition to a Human Trafficking Awareness Initiative, CVSA received grant funding from the Federal Motor Carrier Administration to develop and air public service announcements. The CVSA also developed an awareness video for dissemination to trucking companies and law enforcement in North America. The [30-second video](#) features a human trafficking survivor, a truck driver, and a commercial vehicle enforcement officer encouraging the public to be aware of possible human trafficking and to make a call if they suspect human trafficking. The CVSA also displays a video on the [hand signal](#) for human trafficking as well as a "[best practices](#)" document that can be accessed for innovative ideas in promoting human trafficking awareness.

## RAIL (PASSENGER)

- [Amtrak](#): Amtrak and [the Amtrak Police Department](#) (APD) [partnered](#) with USDOT and DHS 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 major stations, as well as in border crossing areas. In 2020, in response to a Federal Railroad Administration grant, APD

formed the Human Trafficking – Security Assurance Working Group, which focuses on key mitigation efforts and goals.

## RIDESHARE

- [Lyft](#): Lyft engaged in training and public awareness. In January 2020, during Human Trafficking Awareness Month, in partnership with Businesses Ending Slavery and Trafficking and the Dressemer Foundation, Lyft offered trafficking awareness sessions in English and Spanish in Miami and at its Las Vegas Driver Hub.
- [Uber](#): Uber provides educational materials to its drivers on recognizing the signs of human trafficking and the National Human Trafficking Hotline, in partnership with Polaris, National Center for Missing and Exploited Children, Protect All Children from Trafficking, and the McCain Institute. Uber provides these materials [online](#), in English, Spanish, and Chinese. In advance of the 2022 Super Bowl, Uber partnered with It's a Penalty to distribute 2,500 hang tags for Uber drivers' cars with the national and local human trafficking hotline numbers.

## STATE AGENCIES

- [Arizona DOT](#): The Arizona DOT placed bumper stickers aimed at individuals being subjected to human trafficking to call a hotline or visit the [EndSexTrafficking.AZ.gov](http://EndSexTrafficking.AZ.gov) website on enforcement vehicles.
- [Arkansas DOT](#): The Arkansas DOT requires employees to participate in TAT trainings in order to receive their Commercial Driver's Licenses. Arkansas Highway Police also have to take human trafficking training, provided through a three-hour course in the Criminal Justice Institute.
- [Colorado Department of Transportation \(CDOT\)](#): CDOT 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. In 2019, the Council also created an advanced workshop to help service providers navigate providing trauma-informed, survivor-driven direct care. The half-day workshop is rooted in Colorado solutions with regional context.
- [Florida Highway Safety and Motor Vehicles \(FLHSMV\)](#): Florida's Department of Highway Safety and Motor Vehicles teamed up with the Florida AG to enlist Florida's Commercial Driver License holders to join the Highway Heroes initiative. They teamed up with TAT to send letters to Florida Commercial Driver's License holders about how to become certified in spotting and reporting trafficking.

- [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.
- [Louisiana Department of Transportation and Development \(LA DOTD\)](#): As a Transportation Leaders Against Human Trafficking member, LA DOTD provides public information for those seeking assistance, including variable messages and flyers at rest areas across the State on human trafficking. In addition to employee training, they have also partnered with other State entities to train Commercial Driver's License holders.
- [Maryland Department of Transportation \(MDOT\)](#): MDOT has a simple display of the National Human Trafficking Hotline on its website, including a link to get more information. The announcement is present directly on the homepage of MDOT's website.
- [Minnesota DOT](#): The Minnesota DOT adopted a resolution and committed to educating employees, raising awareness among the traveling public, and tracking/collecting key data. In addition to being a USDOT Transportation Leaders Against Human Trafficking member, Minnesota DOT partners with the Minnesota Human Trafficking Task Force, and the Departments of Health and Public Safety to ensure coordination and sustainability of counter-trafficking efforts at all levels.
- [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 committed to training 5,000 employees.
- [North Carolina DOT](#): North Carolina DOT created [posters](#) and a [30-second public service announcement](#) aimed at transit workers and travelers to raise awareness about human trafficking.
- [Oregon Department of Motor Vehicles \(DMV\)](#): Since 2022, the Oregon DMV has distributed TAT wallet cards with every Commercial Driver's License issuance. These materials are supplied to the DMV in partnership with the Commerce and Compliance Division.
- [Oregon DOT \(ODOT\)](#): ODOT's Transit Division has an integrated approach to its counter-trafficking efforts by partnering with TAT, the U.S. Department of Homeland Security, and OTA to deliver targeting training and awareness materials to all employees, inspectors, law enforcement, and community-based partners across local transit districts and federally recognized tribes. ODOT has developed and implemented a new online counter-trafficking training for its employees and partnered with Oregon State Police, ports of entry, transit hubs, and tribal casinos statewide to further raise awareness. ODOT also works in partnership with local transit districts to provide human trafficking

training to staff.

- [Pennsylvania DOT](#): The Pennsylvania DOT (PennDOT) 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. PennDOT continually trains approximately 1,400 driver license center employees, and all staff at the State's Welcome Centers. As of July 2018, all transit agency employees also receive PennDOT's training, covering roughly 15 thousand people.
- [Wisconsin DOT](#): Wisconsin DOT uses variable message signs and social media to educate the public and raise public awareness. The DOT trains Department of Motor Vehicle staff and added counter-trafficking training to their Commercial Driver's License manual. They also partnered with the Wisconsin Department of Children and Families and the Wisconsin Department of Justice on messaging.

## TRANSIT

- [Alexandria Transit Company \(DASH\)](#): DASH partnered with Protect All Children from Trafficking and CapMetro on an awareness campaign to educate public transportation staff and riders about how to identify potential instances of child sex trafficking and how to safely report the crime.
- [American Public Transportation Association \(APTA\)](#): APTA's "Human Trafficking: Awareness to Action" virtual presentation provides an overview of counter-trafficking resources available to transit agencies. Their website includes transit-related counter-trafficking awareness materials, including transit agency campaigns.
- [Bay Area Rapid Transit \(BART\)](#): 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 \(CATA\)](#): CATA trains all bus drivers and employees to recognize the signs of human trafficking. CATA works in partnership with the Lansing Police Department and the Department of Homeland Security.
- [Capital District Transportation Authority \(CDTA\)](#): CDTA partnered with Protect All Children from Trafficking on an awareness campaign to educate bus operators and passengers on how to recognize and report suspected instances of human trafficking.
- [Capital Metropolitan Transportation Authority \(CapMetro\)](#): CapMetro partnered with Protect All Children from Trafficking and the Alexandria Transit Company on an awareness campaign to educate public transportation staff and riders about how to identify potential instances of child sex trafficking and how to safely report the crime.

- [Dallas Area Rapid Transit \(DART\)](#): 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 2,300 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. Additionally, in 2019, [RTA joined the Polaris Project](#), and it also began using a database called Thorn's Spotlight, an anti-human trafficking website that is used by law enforcement.
- [Kansas Public Transit Association](#): The Kansas Public Transit Association created a Human Trafficking Proclamation with the support of the Kansas Attorney General.
- [King County](#): King County of Seattle, Washington, 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 \(MARTA\)](#): 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. In January 2020, [MARTA also signed](#) the Transportation Leaders Against Human Trafficking pledge.
- [Orange County Transportation Authority \(OCTA\)](#): OCTA launched the Be the One (BT1) 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. OCTA also participates in the [Orange County Human Trafficking Task Force](#), a regional collaborative that provides services for individuals being subjected to human trafficking and support to law enforcement in Orange County.
- [Regional Transportation Commission of Southern Nevada \(RTC\)](#): RTC launched a human trafficking awareness campaign on its busses in January of 2020, as part of National Slavery and Human Trafficking Prevention Month. Supported by \$160,000 Federal Transit Administration grant, the campaign featured wrap-around messaging ads on RTC's buses, in

addition to signs at bus stations, transit stops, digital billboards, and on social media. The campaign asks viewers “What does human trafficking look like?” with examples, to highlight that the answer could be surprising.

- [Rio Metro](#): In 2024, Rio Metro partnered with Protecting All Children from Trafficking as part of its Transit Against Child Trafficking campaign, and incorporated surveys of ridership, data analysis of trafficking patterns along transit routes, and interviews with survivors. Rio Metro became a Transportation Leaders Against Human Trafficking member in 2024.
- [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): 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. Further, in January 2023, SEPTA announced a [partnership with Enon Tabernacle Baptist Church and the Salvation Army Eastern Pennsylvania and Delaware](#) to raise awareness of human trafficking. Under this partnership, SEPTA will display the National Human Trafficking Hotline across all digital screens on its system.
- [SunLine Transit Agency](#): SunLine Transit Agency launched a Human Trafficking Awareness Campaign to educate the public about the signs of human trafficking and how to report a suspicious situation. It worked in partnership with the Coachella Valley Coalition Against Human Trafficking and News Channel 3.
- [Trinity Metro](#): Trinity Metro became a Transportation Leaders Against Human Trafficking member in 2022 and is working with local law enforcement, municipal government, NGOs, and survivor-led coalitions to raise awareness and train frontline transit workers serving nearly 200 bus and rail routes in the Dallas Fort Worth Area on how to identify and respond to suspected human trafficking.



## TRUCK STOPS & TRUCKING

- [American Trucking Associations](#) (ATA): Since 2012, ATA encouraged and worked with its members to help combat human trafficking. It worked with TAT, the Blue Campaign, and the State trucking associations in the States to distribute training programs for drivers and professional staff.
- [Arizona Trucking Association](#): The Arizona Trucking Association partners with TAT and USA-IT as part of its United to Safeguard America from Illegal Trade, which is a public education initiative to combat black market trade.
- [Garner Trucking](#): Garner Trucking incorporated TAT into their company's existing policies and procedures, and 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.
- [NATSO](#): 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 and was one of the first industry associations to join Transportation Leaders Against Human Trafficking.
- [Pilot Company](#): In partnership with TAT, Pilot Company implemented an e-learning module on human trafficking that is required of all new employees at their travel centers across North America.
- [Truckload Carriers Association](#): In 2020, the Truckload Carriers Association (TCA) signed DOT's pledge to help fight human trafficking. It also partnered with TAT to educate truckload carriers on human trafficking.
- [United Parcel Service \(UPS\)](#): UPS published their Anti-Trafficking in Persons Policy company-wide on the Compliance & Ethics website for global access. In 2016, UPS joined forces with 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 in 2017, to cover all driving operations. The awareness campaign 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. Additionally, among others, UPS is supporting the United Way Worldwide's Center on Human Trafficking and Slavery, Wellspring Living and Businesses Ending Slavery and Trafficking to further counter-trafficking education, hire survivors and promote recognition and response efforts in local communities. 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](#).

- [Werner Enterprises](#): Werner Enterprises became a Transportation Leaders Against Human Trafficking member in 2020 and dedicates over 15,000 hours of training annually, in partnership with TAT, at all levels across the organizations – from its C-suite to more than 10,000 professional drivers. These employees are trained on how to prevent, identify, and reporting human trafficking and its intersection with the trucking sector. They also established the Driver Werner Pro App through which drivers can report suspicious and connect with the National Human Trafficking Hotline.
- [Women in Trucking](#): Women in Trucking (WIT) partnered with TAT with its “lip balm” project. WIT trained female drivers to spot potential individuals being subjected to human trafficking in truck stop rest rooms and hand them a lip balm that contained information on how to seek help and resources.

#### OTHER

- [Convenience Stores Against Trafficking](#): Convenience Stores Against Trafficking (CSAT) equips convenience stores with counter-trafficking employee training and provides life-saving materials to post in stores, including Freedom Stickers that can be posted in convenience stores. CSAT was formed out of a partnership between Our Backyard and the National Association of Convenience Stores.
- [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.
- [Polaris](#): Polaris is a nonprofit organization that operates the HHS-funded National Human Trafficking Hotline. In addition to providing information to callers, the National Human Trafficking Hotline maintains a National Referral Directory of vetted anti-trafficking organizations and law enforcement partners who are poised to provide emergency, transitional, and long-term assistance to individuals who have experienced human trafficking. The National Human Trafficking Hotline also produces annual reports and analyzes call/case-based trends based on trafficking typologies, locations, and anonymized information for individuals being subjected to human trafficking that informs national counter-trafficking efforts. In 2023, Polaris also created the [Polaris Resilience Fund](#), which is a basic income pilot for survivors.
- [Protect All Children from Trafficking](#): Offers free, multilingual [resources for hospitality and travel professionals](#) to advance policy and practice at both the community and private industry levels that protects the right of every child to grow up free from sexual exploitation and trafficking in the United States