

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

**FINAL REPORT**

**JULY 2019**

**COMBATING HUMAN TRAFFICKING**  
**IN THE TRANSPORTATION SECTOR**



July 2, 2019

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

Dear Secretary Chao,

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

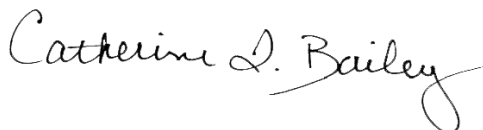
The AHT was established in 2018 as required by the Combating Human Trafficking in Commercial Vehicles Act (Pub.L.No.115-99). Its fifteen members were asked to provide recommendations to the U.S. Department of Transportation (DOT) that identify and address successful counter-trafficking strategies, best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

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

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

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

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

A handwritten signature in black ink that reads "Catherine T. Bailey". The signature is written in a cursive style with a large, looping initial "C".

Catherine T Bailey  
Chair  
Advisory Committee on Human Trafficking



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# 1. EXECUTIVE SUMMARY

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

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

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

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

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

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

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

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



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

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

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

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

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

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

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

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

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

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

## 2. INTRODUCTION

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

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

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

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

### 3. BACKGROUND

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

The exact scope of human trafficking is difficult to ascertain. As an enterprise, trafficking flourishes within illicit markets, making it inherently difficult to collect data regarding the crime or to measure it with precision. The U.S. Federal Government has estimated that 14,500 to 17,500<sup>10</sup> persons are trafficked into the United States every year.<sup>11</sup> This approximation does not include U.S. citizens believed to be trafficked domestically for forced sex or forced labor. Nor does it include the thousands of U.S. citizen minors victimized every year through commercial sexual exploitation.

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

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

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

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

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

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

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

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

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

*“On January 6, 2015, truck driver Kevin Johnson<sup>18</sup> pulled into a truck stop in Virginia, and was doing paperwork when he noticed a man going back and forth from an RV to the convenience store. He also noticed a different man knocking on the door of the RV, entering, and then the RV begin to rock. A few minutes later he saw a young woman try to stick her head out of the window only to have it violently snapped back, a black curtain pulled in its place, and a commotion ensue inside. Kevin made a phone call that resulted in state troopers coming out and separating the young woman from the other occupants. According to the incident report, officers were called to the scene at 3:20 p.m. and were allowed inside the RV by the occupants, a couple in their 30s, who said they were in the area on vacation. The officers, however, observed that the alleged victim appeared*

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

<sup>14</sup> Ibid.

<sup>15</sup> Ibid.

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

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

<sup>18</sup> The name has been changed to protect their privacy.

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

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

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

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<sup>19</sup> Polaris. 2018. *Human Trafficking in Illicit Massage Businesses*. Washington: Polaris.

## 3.1. FEDERAL

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

### 3.1.1. OVERARCHING HUMAN TRAFFICKING LEGISLATION

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

### 3.1.2. TASK FORCES

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

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

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

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

### **3.1.3. U.S. DEPARTMENT OF TRANSPORTATION**

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

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



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

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

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

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

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

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<sup>21</sup> Section 4.2.2 includes suggested locations for posting public awareness materials.

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

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

### **3.1.4. HUMAN TRAFFICKING LEGISLATION SPECIFIC TO USDOT**

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

## 3.2. STATE

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

### 3.2.1. LEGISLATION

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

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

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

### 3.2.2. TASK FORCES

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

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

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

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

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

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

### **3.2.3. DEPARTMENTS OF TRANSPORTATION**

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

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

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

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

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

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

### 3.2.4. COMMERCIAL MOTOR VEHICLE INITIATIVES

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

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

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

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

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

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

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

### 3.3. LAW ENFORCEMENT (HUMAN TRAFFICKING-RELATED INTERDICTION)

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

Collaboration across disciplines, particularly among a variety of entities such as child protective services, local prosecutors, law enforcement officers, and nonprofit organizations, is essential for a comprehensive approach to targeting human traffickers. Working together across organizational siloes allows for law enforcement officers to learn about resources in their communities, for trainees from other disciplines to understand how officers identify and rescue children, and for survivors to be supported during their recovery. On the policy front, law enforcement agencies from across state lines are immersed in partnerships with industry and counter-human trafficking organizations.<sup>30</sup> These collaborative relationships<sup>31</sup> allow for the sharing of information and best practices, and provide a forum for networking and engagement on the issue of human trafficking, which is frequently an interstate crime.

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

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

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

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

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

### 3.4. DATA

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

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

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

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

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

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

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

### 3.4.1. THE HOTLINES

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

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

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

<sup>36</sup> A partnership between NCMEC, the FBI, and the Committee on Earth Observation Satellites.

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



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

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

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

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

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

<sup>40</sup> Such as the Colorado Network to End Human Trafficking.

### 3.4.2. CHALLENGES

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

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

### 3.4.3. OPPORTUNITIES

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

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

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

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

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

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

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

<sup>46</sup> Truckers Against Trafficking. 2018. *2018 Annual Report*. Englewood: Truckers Against Trafficking.

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

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

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

### 3.4.4. MEASURING PROGRESS

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

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

## 3.5. EVOLVING TECHNOLOGIES

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

### 3.5.1. TRANSPORTATION PROFESSIONALS

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

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

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

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

<sup>49</sup> University of Maryland Center for Advanced Transportation Technology. 2008. "Bluetooth Traffic Monitoring Technology: Concept of Operations & Deployment Guidelines." *Center for Advanced Transportation Technology*. September 17. Accessed June 5, 2019. [http://www.catt.umd.edu/sites/default/files/documents/UMD-BT-Brochure\\_REV3.pdf](http://www.catt.umd.edu/sites/default/files/documents/UMD-BT-Brochure_REV3.pdf).

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

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

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

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

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

### 3.5.2. LAW ENFORCEMENT

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

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

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

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

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

### 3.5.3. TRAVELING PUBLIC

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

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

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

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

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

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

## 4. BEST PRACTICES

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

### 4.1. COMPREHENSIVE STRATEGIES

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

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

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

#### **DEFINITION AND INDICATORS**

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

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

#### **LEADERSHIP AND FUNDING**

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

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



## **PARTNERSHIPS**

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

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

## **LEGAL COMPLIANCE**

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

## **SOCIAL RESPONSIBILITY**

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

## **EMPLOYEE RESPONSIBILITIES**

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

## **EMPLOYEE REPORTING PROTOCOL**

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

## **EDUCATION AND TRAINING**

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

## **PUBLIC AWARENESS AND OUTREACH**

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

## **DATA COLLECTION & INFORMATION-SHARING**

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

## **VICTIM AND SURVIVOR SUPPORT**

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

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

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

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

## 4.2. TRAINING AND AWARENESS

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

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

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

### **SURVIVOR-INFORMED**

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

### **ACCESSIBLE FORMAT**

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

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

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

<sup>63</sup> U.S. Department of State Office to Monitor and Combat Trafficking in Persons. 2017. *Engaging Survivors of Human Trafficking*. June 27. Accessed April 6, 2019. <https://www.state.gov/j/tip/rls/fs/2017/272009.htm>.

## **COST-SENSITIVE**

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

## **INDICATORS**

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

## **CALL TO ACTION**

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

## **LABOR AND SEX TRAFFICKING**

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

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

## 4.2.1. TRAINING

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

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

### **INDUSTRY-SPECIFIC**

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

### **FORMAT**

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

### **DEMAND**

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

### **AWARENESS CAMPAIGN TOOLS**

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

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

## 4.2.2. PUBLIC AWARENESS

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

### **BROAD REACH**

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

### **NICHE-SPECIFIC**

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

### **LOCATIONS**

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

### **UNIFORMITY OF MESSAGING**

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

### **STATE LAW POSTINGS**

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

### 4.2.3. MAJOR PUBLIC EVENTS

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

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

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

*-Calea (name changed)<sup>70</sup>*

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

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

<sup>67</sup> Zwang, Ariel. 2016. “Sex Trafficking Increases Around the Super Bowl. Truth Or Myth?” *HuffPost*. February 5. Accessed June 5, 2019. [https://www.huffpost.com/entry/sex-trafficking-increases\\_b\\_9163046](https://www.huffpost.com/entry/sex-trafficking-increases_b_9163046).

<sup>68</sup> *Ibid.*

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

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

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

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

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

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

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

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

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

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



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

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

## 5. RECOMMENDATIONS

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

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

#### FUNDING

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

#### LEADERSHIP

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

#### PARTNERSHIPS

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

#### POLICIES AND PROTOCOLS

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

## TRAINING AND AWARENESS

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

## DATA AND INFORMATION-SHARING

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

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

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

## 5.2. RECOMMENDATIONS FOR THE U.S. CONGRESS

### FUNDING

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

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

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

#### **SURVIVOR SUPPORT**

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

### **5.3. RECOMMENDATIONS FOR THE STATES<sup>75</sup>**

#### **FUNDING**

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

#### **LEADERSHIP**

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

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<sup>75</sup> Local municipalities could replicate many of the state recommendations..

## PARTNERSHIPS

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

## POLICIES AND PROTOCOLS

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

## TRAINING AND AWARENESS

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

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

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

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

#### DATA AND INFORMATION-SHARING

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

#### VICTIM AND SURVIVOR SUPPORT

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

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

<sup>79</sup> Many states use the TAT training for this purpose.

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

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

### FUNDING

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

### LEADERSHIP

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

### PARTNERSHIPS

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

### POLICIES AND PROTOCOLS

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

### TRAINING AND AWARENESS

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



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

#### DATA AND INFORMATION-SHARING

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

#### VICTIM AND SURVIVOR SUPPORT

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

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

## 6. CONCLUSION

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

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

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

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

## 7. APPENDICES

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

### 7.1. ACHT COMMITTEE MEMBERSHIP

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

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

## 7.2. ACHT SUBCOMMITTEE MEMBERSHIP

### RESEARCH, ANALYSIS, AND INFORMATION SHARING SUBCOMMITTEE

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

### TRAINING AND AWARENESS SUBCOMMITTEE

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

## **PROTOCOLS AND POLICY DEVELOPMENT SUBCOMMITTEE**

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

### 7.3. DEFINITION OF TERMS USED IN THIS REPORT

The terms used in this report are:

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

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



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

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<sup>81</sup> Human Trafficking Leadership Academy. 2017. "Survivor-Informed Practice: Definition, Best Practices, and Recommendations." U.S. Department of Health and Human Services. November 1. Accessed June 5, 2019. [https://www.acf.hhs.gov/sites/default/files/otip/definition\\_and\\_recommendations.pdf](https://www.acf.hhs.gov/sites/default/files/otip/definition_and_recommendations.pdf).

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

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

## 7.4. INDICATORS OF HUMAN TRAFFICKING

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

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

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

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

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

## 7.5. REPORTING HOTLINES

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

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

\*Other languages may be available depending on the locality

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

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

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

## 7.6. MODEL TOOLS

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

### 7.6.1. MODEL COMPREHENSIVE STRATEGY

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

#### **ORGANIZATION COMPREHENSIVE STRATEGY TO COMBAT HUMAN TRAFFICKING (DATE)**

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

#### **DEFINITION**

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

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

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

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

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

## **POLICIES**

### **LEADERSHIP AND FUNDING**

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

### **PARTNERSHIPS**

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

### **LEGAL COMPLIANCE**

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

### **SOCIAL RESPONSIBILITY**

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

### **EMPLOYEE RESPONSIBILITIES**

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



No employee may:

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

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

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

#### **EMPLOYEE REPORTING PROTOCOL – SUSPECTED HUMAN TRAFFICKING**

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

#### **EMPLOYEE REPORTING PROTOCOL – IF APPROACHED BY A VICTIM**

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

#### **EDUCATION AND TRAINING**

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

#### **PUBLIC AWARENESS AND OUTREACH**

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

#### **DATA COLLECTION & INFORMATION-SHARING**

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

#### **VICTIM AND SURVIVOR SUPPORT**

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

## 7.6.2. MODEL PROCLAMATION

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

### **ORGANIZATION PROCLAMATION TO COMBAT HUMAN TRAFFICKING (DATE)**

WHEREAS, Every year, nearly 25 million men, women, and children are trafficked and deprived of their freedom, human rights, and dignity.<sup>86</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 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>87</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 victim support;

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

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

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

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

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

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

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

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

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

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

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

Adopted by the ORGANIZATION \_\_\_\_\_, DATE

## 7.7. QUICK IMPLEMENTATION GUIDES FOR TRANSPORTATION STAKEHOLDERS

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

### 7.7.1. AIRLINES

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

#### RED FLAG INDICATORS

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

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

## RECOMMENDED COMPREHENSIVE STRATEGY

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

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

## HOW TO GET STARTED

The following organizations provide additional counter-trafficking information:

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

## 7.7.2. AIRPORTS

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

### RED FLAG INDICATORS

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

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

### RECOMMENDED COMPREHENSIVE STRATEGY

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

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

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

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

## HOW TO GET STARTED

The following organizations provide additional counter-trafficking information:

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



### 7.7.3. BUSES/MOTOR COACHES

#### RED FLAG INDICATORS

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

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

#### RECOMMENDED COMPREHENSIVE STRATEGY

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

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

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

## HOW TO GET STARTED

The following organizations provide additional counter-trafficking information:

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

## 7.7.4. LAW ENFORCEMENT (HUMAN TRAFFICKING-RELATED INTERDICTION)

### RED FLAG INDICATORS

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

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

### RECOMMENDED COMPREHENSIVE STRATEGY

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

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

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

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

## HOW TO GET STARTED

The following organizations provide additional counter-trafficking information:

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

## 7.7.5. MASS TRANSIT (BUS/RAIL)

### RED FLAG INDICATORS

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

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

### RECOMMENDED COMPREHENSIVE STRATEGY

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

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

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

## HOW TO GET STARTED

The following organizations provide additional counter-trafficking information:

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

## 7.7.6. PORTS/MARITIME

### RED FLAG INDICATORS

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

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

### RECOMMENDED COMPREHENSIVE STRATEGY

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

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

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

## HOW TO GET STARTED

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

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



## 7.7.7. RAIL (PASSENGER)

### RED FLAG INDICATORS

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

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

### RECOMMENDED COMPREHENSIVE STRATEGY

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

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

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

## HOW TO GET STARTED

The following organizations provide additional counter-trafficking information:

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

## 7.7.8. STATE DEPARTMENTS OF EDUCATION (SCHOOL BUS DRIVERS)

### RED FLAG INDICATORS

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

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

### RECOMMENDED COMPREHENSIVE STRATEGY

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

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

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

## HOW TO GET STARTED

The following organizations provide additional counter-trafficking information:

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

## 7.7.9. STATE DEPARTMENTS OF TRANSPORTATION

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

### RED FLAG INDICATORS

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

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

### RECOMMENDED COMPREHENSIVE STRATEGY

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

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

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

## HOW TO GET STARTED

The following organizations provide additional counter-trafficking information:

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

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

### RED FLAG INDICATORS

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

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

### RECOMMENDED COMPREHENSIVE STRATEGY

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

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

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

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

## **HOW TO GET STARTED**

The following organizations provide additional counter-trafficking information:

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



## 7.7.11. TRUCK STOPS & TRAVEL CENTERS

### RED FLAG INDICATORS

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

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

### RECOMMENDED COMPREHENSIVE STRATEGY

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

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

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

## HOW TO GET STARTED

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

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

## 7.7.12. TRUCKING

### RED FLAG INDICATORS

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

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

### RECOMMENDED COMPREHENSIVE STRATEGY

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

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

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

## HOW TO GET STARTED

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

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

## 7.8. SAMPLE MATERIALS

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

### 7.8.1. SAMPLE STRATEGIES AND POLICIES

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

#### 7.8.1.1. MODAL COMPREHENSIVE STRATEGY EXAMPLE

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

##### **Leadership**

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

##### **Industry Education and Training**

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

##### **Policy Development**

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

**Public Awareness and Outreach**

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

**Information-Sharing and Analysis**

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

## 7.8.1.2. MODAL POLICY EXAMPLE

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

### **ANTI-HUMAN TRAFFICKING POLICY (Port of Seattle)**

#### **BACKGROUND AND POLICY STATEMENT**

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

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

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

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

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

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

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

## DETAILS

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

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

## PROCEDURES FOR NOTICE

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

## VIOLATIONS

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

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

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

For further information contact:



### 7.8.1.3. CORPORATE STRATEGY, POLICIES, AND PROTOCOLS EXAMPLE

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

#### ECPAT-USA CORPORATE SECTOR POLICY AND PROTOCOLS

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

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

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

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

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

#### **ECPAT-USA FRONT-LINE PROTOCOL**

A sample protocol can include the following:

Frontline Protocol--

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

Management Protocol--

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

## 7.8.2. SAMPLE TRAINING MATERIALS

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

### 7.8.2.1. AVIATION



#### **Blue Lightning Initiative**

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

### 7.8.2.2. BUSES/MOTOR COACHES



#### **Busing on the Lookout**

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

### 7.8.2.3. RAIL

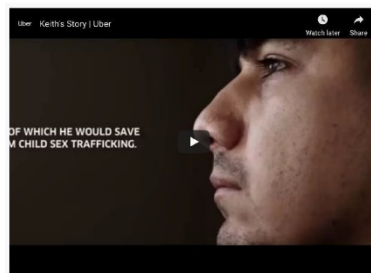


#### Amtrak

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

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

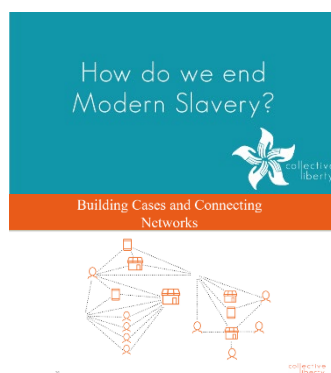
### 7.8.2.4. RIDESHARE



#### Uber

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

### 7.8.2.5. STATE AGENCIES/LAW ENFORCEMENT



#### Collective Liberty

[Collective Liberty's](#) training institutes include 2-4 day and 2 and 4 hour, scenario-based trainings for criminal and civil enforcement agencies that utilize offender-focused, victim-centered best practices. Their approach applies an evidence-based focused deterrence approach, in addition to providing services for the victim. Their support utilizes insights from psychologists, social workers, and experienced law enforcement on how trauma affects the brain - and consequently how it will likely manifest in the actions

and behaviors of human trafficking victims. The training draws on survivor-insights regarding how culture can affect everything from initial interview methods to how traffickers can twist cultural norms to increase levels of force, fraud, and coercion.

## Colorado Human Trafficking Council

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



## Iowa Motor Vehicle Enforcement

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

Transportation, Licensing, Motor Vehicles, Revenue, Public Safety, and Education.



## Pennsylvania DOT Training

The [Pennsylvania DOT](#) recently launched the interactive, 10-minute, [Combating Human Trafficking](#) web-based training. The training, focused primarily on the trucking industry and utilizing Truckers Against Trafficking (TAT) materials, is available to all employees, and is

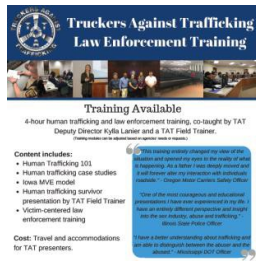
mandated for all driver license center employees. In addition to the training, the Pennsylvania DOT instituted a number of initiatives to combat human trafficking, including distributing TAT wallet cards at all driver license centers, and featuring public service announcements on social media platforms and the televised Motor Vehicle Network.



## Texas Office of the Attorney General

The [Texas Office of the Attorney General's](#) (OAG) human trafficking training film, "[Be the One in the Fight Against Human Trafficking](#)," has been viewed in 48 states and 131 countries. They have reached over 84,000 views on Vimeo in addition to distributing several thousand DVDs. The Texas

Governor's Office is currently conducting a survey of state agencies to determine how many state employees have been trained since the Governor asked all state agencies to train employees with the film. The prosecution arm of the Human Trafficking and Transnational Organized Crime Section of the OAG has also been active in its counter-trafficking efforts.

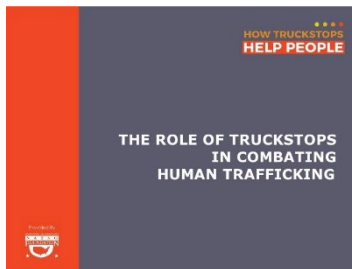


## Truckers Against Trafficking Law Enforcement Training [Truckers Against Trafficking](#)

(TAT) offers a free-of-charge 38-minute [law enforcement training](#) DVD designed to help educate all levels of law enforcement across the nation to recognize, investigate,

and prosecute human trafficking. TAT also provides a 4-hour in-depth law enforcement training delivered by its deputy director and a survivor-leader, designed to train law enforcement officers to understand human trafficking and ways it overlaps with prostitution, recognize trafficking indicators at inspection and interdiction stops, and implement a victim-centered approach in interactions with potential victims.

### 7.8.2.6. TRUCKING & TRUCK STOPS



#### NATSO Foundation

The [NATSO Foundation](#) offers an online education course titled, “[The Role of Truckstops in Combating Human Trafficking](#).” The program is designed to strengthen the nation’s truck stop and travel plaza industry by delivering comprehensive online educational and safety training materials to truck stop owners, operators, and employees. The course,

free to any member of the truck stop and travel plaza community, teaches truck stop owners, operators, and employees how to identify and respond to suspected incidents of human trafficking.



#### Truckers Against Trafficking (TAT)

The [Truckers Against Trafficking](#) (TAT) [training program](#) for the trucking industry includes a 30-minute industry-specific training DVD. TAT employs survivor leaders as field trainers for their national programs. TAT’s materials are free of charge, in multiple formats, and include implementation support. Additionally, TAT’s Man-to-Man campaign, which addresses the issue of demand, includes a “conversation starter” video for men to discuss

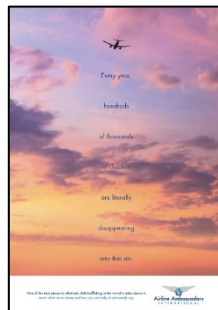
the root issues behind the purchase of sex, and its connection to the crime of sex trafficking. TAT also offers “next step” resources located on its Demand webpage. TAT materials include a wallet card (print/app); brochures; posters to hang in truck stops, rest areas, and company break rooms; and decals with the National Human Trafficking Hotline (NHTH) phone/text numbers for truck windows. TAT brochures include tips for drivers to identify potential trafficking victims, red flag indicators for truck stop personnel, and tips for victim-centered responses.

### 7.8.3. SAMPLE PUBLIC AWARENESS MATERIALS

Following are existing public awareness materials that transportation stakeholders can utilize to raise awareness among their employees and the traveling public. While not exhaustive, these resources represent some notable public awareness materials developed by stakeholders to combat human trafficking within transportation. The materials are organized by mode, and include flyers, indicators, brochures, postcards, wallet cards, decals, and a toolkit.

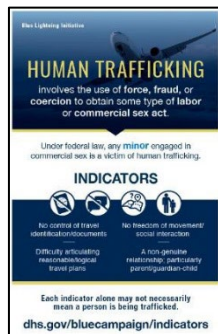
Posters should be placed where the general public and potential victims can see them, including airports and airplanes, buses and bus stations, trains and train stations, ships and ports, and truck stops and rest areas. Placement within the restrooms and individual stalls of transportation-related facilities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

#### 7.8.3.1. AVIATION



##### Airline Ambassadors International

[Airline Ambassadors International](#) leverages partnerships with the airline industry to help vulnerable children. They also provide counter-trafficking trainings for aviation personnel. This ad is available to aviation organizations for usage in airports and inflight materials.



##### Blue Lightning Initiative

The [Blue Lightning Initiative](#) (BLI) is a joint USDOT/DHS/CBP initiative that trains aviation personnel to identify potential human trafficking victims and to notify federal authorities. The BLI training module is rounded out with supplemental educational materials including a poster, pocket guide, and indicator card.



##### ECPAT-USA

[ECPAT-USA](#)'s magazine ad can be placed in airports and inflight materials. The ad provides an overview of human trafficking, includes indicators of human trafficking for travelers, and offers a reporting protocol. American Airlines added ECPAT-USA's awareness ad to their inflight magazine.

### 7.8.3.2. BUSES/MOTOR COACHES



#### Busing on the Lookout (BOTL)

[Busing on the Lookout](#) (BOTL) is an awareness campaign that specifically targets victims and potential victims using signage for the insides of buses and bus terminals. The posters’ design and language, which were developed with the help of a survivor leader and survivor consultants, deliver a brief and effective victim-centered message

that is visually captivating. In addition to the signage, the campaign materials also include BOTL wallet cards, available in both paper and app form, an informational brochure, and BOTL-specific decals with the National Human Trafficking Hotline (NHTH) number to place on buses.

### 7.8.3.3. MULTIMODAL



#### USDOT’s Transportation Leaders Against Human Trafficking

The U.S. Department of [Transportation’s Transportation Leaders Against Human Trafficking](#) (TLAHT) initiative is comprised of transportation and travel industry stakeholders working jointly to maximize their collective impact in combating human trafficking. To date, TLAHT has engaged with over 200 organizations from across the transportation

industry. The partnership connects transportation stakeholders to available resources in five key areas: industry leadership, industry training and education, policy development, public awareness, and information sharing and analysis.” As part of this initiative, TLAHT provides resources for transportation stakeholders to take action against human trafficking by issuing leadership statements, signing the TLAHT pledge, developing reporting protocols, training their employees, and conducting public awareness campaigns. The initiative also provides [awareness posters](#) with the TLAHT “What You See Could Set Someone Free” counter-trafficking tagline, and [multimodal logos](#) with the TLAHT “Put the Brakes on Human Trafficking” tagline.

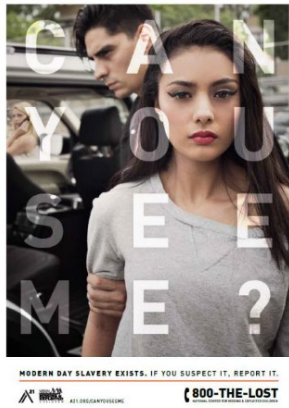


*TLAHT Informational and Indicator Flyers*





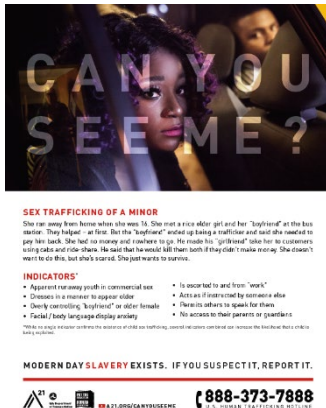
TLAHT “Put the Brakes on Human Trafficking” Posters



**A21’s Can You See Me?**

“Can You See Me?” (CYSM) is a global counter-trafficking public awareness campaign produced by A21, an NGO. The campaign serves as a tool for victim identification, awareness, and education for the general public and transportation industry employees; as well as a tool for victims to self-identify. CYSM provides common scenarios of human trafficking in the United States, and features the use of transportation in the commission of the crime. Their materials include transportation links to aviation, buses, taxis, and cars. A21 provides transportation organizations with visually captivating posters and 30- and 60-second videos. At the end of videos, viewers are directed to call the

National Human Trafficking Hotline to report possible human trafficking, or to follow the organizational protocol.



“Can You See Me?” Indicator Flyers and Poster

## 7.8.3.4. TRUCKING, TRUCK STOPS & TRAVEL CENTERS

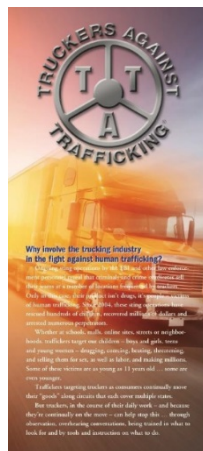


### National Association of Truck Stop Operators (NATSO)

NATSO's "[Combating Human Trafficking](#)" toolkit offers truck stops and travel centers a roadmap for implementing a counter-trafficking education and awareness program at their individual locations. The toolkit includes a 50-state chart of human trafficking awareness poster laws. The chart is designed to help members understand how to comply with state laws on human trafficking awareness.

This is an important tool for truck stops and travel centers, as many state laws reference businesses providing services

and amenities that many truck stop and travel plazas offer; such as overnight truck parking, food, fuel, and lodging.



### Truckers Against Trafficking

Since 2012, Truckers Against Trafficking (TAT) has enlisted law enforcement assistance in reaching the trucking industry via a targeted awareness campaign. Currently, TAT works with ten law enforcement and state agencies to distribute TAT materials during interdiction stops. TAT also collaborates with many other partners to distribute [TAT materials](#) at truck stops, weigh stations, ports of entry, and rest areas. In conjunction with 18 state agencies, TAT works to ensure that every commercial driver's license issued or renewed includes a TAT wallet card. For several years, state troopers from Michigan, Ohio, Indiana, and Illinois have utilized TAT materials to form a multi-state initiative in educating motorists about the signs of human trafficking, and to enforce laws that crack down on traffickers.

**Immediately:**

If you're watching a crime in progress, call 911 and then call the hotline. If you're at a truck stop/travel plaza or any other place of business, please notify the manager-on-duty of the suspicious activity; she/he needs to be aware of what is taking place on the lot and assist in ending it.

**Warning:**

Please do not approach traffickers. Allow law enforcement to deal with traffickers and recover victims. Approaching traffickers is not only dangerous for you and their victims but could lead to problems in the eventual prosecution of traffickers.

**Note:**

There is now a lifetime ban on a CDL for any individual who uses their CMV to commit a felony involving a severe form of human trafficking. All 50 states and DC have a law criminalizing sex trafficking. Some states punish sex purchasers the same as sex traffickers, generally with felony level crimes, and 31 states have a buyer-applicable trafficking law that prohibits a mistake-of-age defense in prosecutions for buying a commercial sex act with any minor under 18.



TAT Wallet Card – Front



TAT Poster



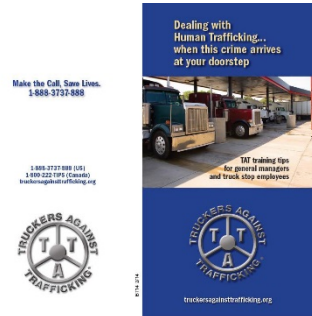
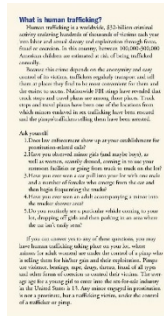
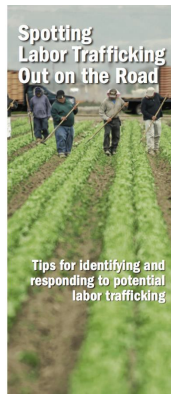
TAT Truck Decal



1-888-3737-888 (US)  
1-800-222-7195 (Canada)  
truckersagainstrafficking.org



truckersagainstrafficking.org



TAT Labor Trafficking Brochure (Outside)

TAT Truck Stop Brochure (Outside)

## 7.9. HUMAN TRAFFICKING LEGISLATION

This appendix includes federal definitions of human trafficking, and federal and state counter-trafficking legislation that intersects with transportation.

### 7.9.1. FEDERAL LEGAL DEFINITIONS OF HUMAN TRAFFICKING

| TERM                         | DEFINITION   |
|------------------------------|--|
| <b>Human Trafficking</b>     | (2) Human trafficking.--The term ``human trafficking" means an act or practice described in paragraph (9) or paragraph (10) of section 103 of the Trafficking Victims Protection Act of 2000 (22 U.S.C. 7102).<br><br><i>Source: The Combating Human Trafficking in Commercial Vehicles Act (Pub. L. No. 115-99).</i>  |
| <b>Coercion</b>              | (A) Threats of serious harm to or physical restraint against any person;<br>(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.<br><br><i>Source: Trafficking Victims Protection Act (TVPA) of 2000, as amended, 22 U.S.C. 7102(3)</i>  |
| <b>Commercial Sex Act</b>    | Any sex act on account of which anything of value is given to or received by any person.<br><br><i>Source: Trafficking Victims Protection Act (TVPA) of 2000, as amended, 22 U.S.C. 7102(4)</i>  |
| <b>Sex Trafficking</b>       | The term “sex trafficking” means the recruitment, harboring, transportation, provision, obtaining, patronizing, or soliciting of a person for the purpose of a commercial sex act.<br><br><i>Source: Trafficking Victims Protection Act (TVPA) of 2000, as amended, 22 U.S.C. 7102(12)</i>   |
| <b>Involuntary Servitude</b> | (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.<br><br><i>Source: Trafficking Victims Protection Act (TVPA) of 2000, as amended, 22 U.S.C. 7102(8)</i>  |
| <b>Debt Bondage</b>          | 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.<br><br><i>Source: Trafficking Victims Protection Act (TVPA) of 2000, as amended, 22 U.S.C. 7102(5)</i> |

|   |  |
|---|--|
| <b>Severe Forms of Trafficking in Persons</b> | (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<br>(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.<br><br><i>Source: Trafficking Victims Protection Act (TVPA) of 2000, as amended, 22 U.S.C. 7102(11)</i> |
|---|--|

## **7.9.2. FEDERAL HUMAN TRAFFICKING LAWS INTERSECTING WITH TRANSPORTATION**

### **PUB. LAW 115-425 - FREDERICK DOUGLASS TRAFFICKING VICTIMS PREVENTION AND PROTECTION REAUTHORIZATION ACT OF 2018 (JAN. 8, 2019)**

#### **SEC. 111. REQUIRED TRAINING TO PREVENT HUMAN TRAFFICKING FOR CERTAIN CONTRACTING AIR CARRIERS.**

TRAINING REQUIREMENTS.—The Administrator of General Services shall ensure that any contract entered into for provision of air transportation with a domestic carrier under this section requires that the contracting air carrier submits to the Administrator of General Services, the Secretary of Transportation, the Administrator of the Transportation Security Administration, the Secretary of Labor and the Commissioner of U.S. Customs and Border Protection an annual report regarding—

“(1) the number of personnel trained in the detection and reporting of potential human trafficking (as described in paragraphs (9) and (10) of section 103 of the Trafficking Victims Protection Act of 2000 (22 U.S.C. 7102)), including the training required under section 44734(a)(4);

“(2) the number of notifications of potential human trafficking victims received from staff or other passengers; and

“(3) whether the air carrier notified the National Human Trafficking Hotline or law enforcement at the relevant airport of the potential human trafficking victim for each such notification of potential human trafficking, and if so, when the notification was made.”.

APPLICABILITY.—The amendment made by subsection (a) shall apply to any contract entered into after the date of enactment of this Act except for contracts entered into by the Secretary of Defense.

### **PUB. LAW 115-99 - COMBATING HUMAN TRAFFICKING IN COMMERCIAL VEHICLES ACT (JAN. 3, 2018)**

Sec 1. SHORT TITLE. This Act may be cited as the “Combating Human Trafficking in Commercial Vehicles Act”.

#### **Sec. 2. HUMAN TRAFFICKING PREVENTION COORDINATOR.**

The Secretary of Transportation shall designate an official within the Department of Transportation who shall-- (1) coordinate human trafficking prevention efforts across modal administrations in the Department of Transportation and with other departments and agencies of the Federal Government; and (2) in coordinating such efforts, take into account the unique challenges of combating human trafficking within different transportation modes.

SEC. 3. EXPANSION OF OUTREACH AND EDUCATION PROGRAM.

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

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

Section 31313(a)(3) of title 49, United States Code, is amended-- (1) in subparagraph (D), by striking ``or" at the end; (2) by redesignating subparagraph (E) as subparagraph (F); and

(3) by inserting after subparagraph (D) the following: ``(E) support, in addition to funds otherwise available for such purposes, the recognition, prevention, and reporting of human trafficking; or" .

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

(a) Establishment.--The Secretary shall establish an advisory committee on human trafficking.

(b) Membership.—

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

(2) <<NOTE: Appointments.>> Selection.--The Secretary shall appoint the external stakeholder members to the Committee, including representatives from—(A) trafficking advocacy organizations; (B) law enforcement; and (C) trucking, bus, rail, aviation, maritime, and port sectors, including industry and labor.

(3) Periods of appointment.--Members shall be appointed for the life of the Committee.

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

(5) Compensation.--Committee members shall serve without compensation.

(c) <<NOTE: Deadline.>> Authority.--Not later than 9 months after the date of enactment of this Act, the Secretary shall establish and appoint all members of the Committee.

(d) Duties.—

(1) Recommendations for the department of transportation.—

Not later <<NOTE: Deadline.>> than 18 months after the date of enactment of this Act, the Committee shall make recommendations to the Secretary on actions the Department can take to help combat human trafficking, including the development and implementation of—

- (A) <<NOTE: Strategies.>> successful strategies for identifying and reporting instances of human trafficking; and
- (B) recommendations for administrative or legislative changes necessary to use programs, properties, or other resources owned, operated, or funded by the Department to combat human trafficking.

(2) Best practices and recommendations.—

(A) In general.--The Committee shall develop recommended best practices for States and State and local transportation stakeholders to follow in combating human trafficking.

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

(C) <<NOTE: Strategies.>> Content.--The best practices shall be user-friendly, incorporate the most up-to-date technology, and include the following:

(i) Sample training materials.

(ii) Strategies to identify victims.

(iii) Sample protocols and recommendations, including—(I) strategies to collect, document, and share data across systems and agencies; (II) strategies to help agencies better understand the types of trafficking involved, the scope of the problem, and the degree of victim interaction with multiple systems; and (III) strategies to identify effective pathways for State agencies to utilize their position in educating critical stakeholder groups and assisting victims.

(D) Informing states of best practices.--The Secretary shall ensure that State Governors and State departments of transportation are notified of the best practices and recommendations.

(E) Reports.--Not later than 2 years after the date of enactment of this Act, the Secretary shall--(1) submit a report on the actions of the Committee described in subsection (d) to--(A) the Committee on Commerce, Science, and Transportation of the Senate; and (B) the Committee on Transportation and Infrastructure of the House of Representatives; and (2) <<NOTE: Public information. Web posting.>> make the report under paragraph (1) publicly available both physically and online.

**PUB. LAW 115-106 - NO HUMAN TRAFFICKING ON OUR ROADS ACT (JAN. 8, 2018)**

SEC 1.SHORT TITLE:

This Act may be cited as the No Human Trafficking on Our Roads Act.

SEC. 2. LIFETIME DISQUALIFICATION WITHOUT REINSTATEMENT.

Section 31310(d) of title 49, United States Code, is amended-- `` (2) Human trafficking violations.--The Secretary shall disqualify from operating a commercial motor vehicle for life an individual who uses a commercial motor vehicle in committing a felony involving an act or practice described in paragraph (9) of section 103 of the Trafficking Victims Protection Act of 2000 (22 U.S.C. 7102(9)).".



**PUB. LAW 115-254 - FAA REAUTHORIZATION ACT OF 2018 (OCT. 5, 2018)**

**SEC. 408. TRAINING ON HUMAN TRAFFICKING FOR CERTAIN STAFF.**

(a) IN GENERAL.—Chapter 447 of title 49, United States Code, as amended by this Act, is further amended by adding at the end the following:

**“§ 44738. Training on human trafficking for certain staff**

“In addition to other training requirements, each air carrier shall provide training to ticket counter agents, gate agents, and other air carrier workers whose jobs require regular interaction with passengers on recognizing and responding to potential human trafficking victims.”.

(b) CLERICAL AMENDMENT.—The analysis for chapter 447 of title 49, United States Code, as amended by this Act, is further amended by adding at the end the following:

“44738. Training on human trafficking for certain staff.”.

**PUB. LAW 114-190 - FAA EXTENSION, SAFETY, AND SECURITY ACT OF 2016 (JUL. 15, 2016)**

**SEC. 41725. TRAINING TO COMBAT HUMAN TRAFFICKING FOR CERTAIN AIR CARRIER EMPLOYEES.**

- (a) In general: Each air carrier providing passenger air transportation shall provide flight attendants who are employees or contractors of the air carrier with training to combat human trafficking in the course of carrying out their duties as employees or contractors of the air carrier.
- (b) Elements of training: The training an air carrier is required to provide under subsection (a) to flight attendants shall include training with respect to—
  - (1) common indicators of human trafficking; and
  - (2) best practices for reporting suspected human trafficking to law enforcement officers.
- (c) Materials: An air carrier may provide the training required by subsection (a) using modules and materials developed by the Department of Transportation and the Department of Homeland Security, including the training module and associated materials of the Blue Lightning Initiative and modules and materials subsequently developed and recommended by such Departments with respect to combating human trafficking.
- (d) Interagency coordination: The Administrator of the Federal Aviation Administration shall coordinate with the Secretary of Homeland Security to ensure that appropriate training modules and materials are available for air carriers to conduct the training required by subsection (a).
- (e) Human trafficking defined: In this section, the term *human trafficking* means 1 or more severe forms of trafficking in persons (as defined in section 103 of the Trafficking Victims Protection Act of 2000 (22 U.S.C. 7102)).

**PUB. LAW 114-94 – FIXING AMERICA’S SURFACE TRANSPORTATION ACT (DEC. 4, 2015)**

(a) Motor Carrier Safety Assistance Program.--Section 31102 of title 49, United States Code, is amended to read as follows:

Sec. 31102. Motor carrier safety assistance program

(a) In General.--The Secretary of Transportation shall administer a motor carrier safety assistance program funded under section 31104

.....

(c) State Plans.—

(1) In general.—

In carrying out the program, the Secretary shall prescribe procedures for a State to submit a multiple-year plan, and annual updates thereto, under which the State agrees to assume responsibility for improving motor carrier safety by adopting and enforcing State regulations, standards, and orders that are compatible with the regulations, standards, and orders of the Federal Government on commercial motor vehicle safety and hazardous materials transportation safety.

.....

(h) Use of Grants To Enforce Other Laws.—When approved as part of a State’s plan under subsection (c), the State may use motor carrier safety assistance program funds received under this section—

(1) if the activities are carried out in conjunction with an appropriate inspection of a commercial motor vehicle to enforce Federal or State commercial motor vehicle safety regulations, for—

(A) enforcement of commercial motor vehicle size and weight limitations at locations, excluding fixed-weight facilities, such as near steep grades or mountainous terrains, where the weight of a commercial motor vehicle can significantly affect the safe operation of the vehicle, or at ports where intermodal shipping containers enter and leave the United States; and

(B) detection of and enforcement actions taken as a result of criminal activity, including the trafficking of human beings, in a commercial motor vehicle or by any occupant, including the operator, of the commercial motor vehicle; and

(2) for documented enforcement of State traffic laws and regulations designed to promote the safe operation of commercial motor vehicles, including documented enforcement of such laws and regulations relating to noncommercial motor vehicles when necessary to promote the safe operation of commercial motor vehicles, if—

(A) the number of motor carrier safety activities, including roadside safety inspections, conducted in the State is maintained at a level at least equal to the average level of such activities conducted in the State in fiscal years 2004 and 2005; and

(B) the State does not use more than 10 percent of the basic amount the State receives under a grant awarded under section 31104(a)(1) for enforcement activities relating to noncommercial motor vehicles necessary to promote the safe operation of commercial motor vehicles unless the Secretary determines that a higher percentage will result in significant increases in commercial motor vehicle safety.

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### 7.9.3. STATE HUMAN TRAFFICKING LAWS INTERSECTING WITH TRANSPORTATION

This chart highlights transportation-related state legislation related to human trafficking as of February 2019, including training requirements, the posting of the National Human Trafficking Hotline number, and data collection.<sup>88</sup>

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

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

| STATE                | TRAINING     |                           | POST HOTLINE INFORMATION AT |              |            |                |             | DATA COLLE-<br>CTION |
|----------------------|--------------|---------------------------|-----------------------------|--------------|------------|----------------|-------------|----------------------|
|                      | CDL Training | Transit Employee Training | Airports                    | Bus Stations | Rest Areas | Train Stations | Truck-stops |                      |
| Alabama              |              |                           | <u>x</u>                    | <u>x</u>     |            | <u>x</u>       |             |                      |
| Alaska               |              |                           |                             |              |            |                |             |                      |
| Arizona              |              |                           |                             |              |            |                |             |                      |
| Arkansas             | <u>x</u>     |                           | <u>x</u>                    | <u>x</u>     |            | <u>x</u>       | <u>x</u>    |                      |
| California           |              | <u>x</u>                  | <u>x</u>                    | <u>x</u>     | <u>x</u>   | <u>x</u>       | <u>x</u>    |                      |
| Colorado             | <u>x</u>     |                           |                             |              |            |                |             |                      |
| Connecticut          |              |                           |                             |              | <u>x</u>   |                | <u>x</u>    |                      |
| Delaware             |              |                           |                             |              |            |                |             |                      |
| District of Columbia |              |                           |                             | <u>x</u>     |            | <u>x</u>       |             |                      |
| Florida              |              |                           | <u>x</u>                    |              | <u>x</u>   | <u>x</u>       |             |                      |
| Georgia              |              |                           | <u>x</u>                    | <u>x</u>     | <u>x</u>   | <u>x</u>       | <u>x</u>    |                      |
| Hawaii               |              |                           |                             |              |            |                |             |                      |
| Idaho                |              |                           |                             |              |            |                |             |                      |
| Illinois             | <u>x</u>     |                           | <u>x</u>                    | <u>x</u>     | <u>x</u>   | <u>x</u>       | <u>x</u>    |                      |
| Indiana              |              |                           |                             |              |            |                |             |                      |
| Iowa                 |              |                           |                             |              |            |                |             |                      |
| Kansas               | <u>x</u>     |                           |                             |              |            |                |             |                      |
| Kentucky             |              |                           |                             |              | <u>x</u>   |                |             |                      |
| Louisiana            |              |                           |                             |              | <u>x</u>   |                | <u>x</u>    |                      |
| Maine                | <u>x</u>     |                           |                             |              | <u>x</u>   |                |             |                      |
| Maryland             |              |                           | x                           | <u>x</u>     | <u>x</u>   |                | <u>x</u>    |                      |
| Massachusetts        |              |                           |                             |              |            |                |             |                      |
| Michigan             |              |                           | <u>x</u>                    | <u>x</u>     | <u>x</u>   | <u>x</u>       |             |                      |

<sup>88</sup> U.S. Department of Transportation. 2018. "Human Trafficking Resources for Transportation." *Unpublished Paper*. Washington: U.S. Department of Transportation.

|                |          |  |          |          |          |          |          |          |
|----------------|----------|--|----------|----------|----------|----------|----------|----------|
| Minnesota      |          |  |          |          |          |          |          | <u>x</u> |
| Mississippi    |          |  |          |          |          |          |          |          |
| Missouri       |          |  | <u>x</u> | <u>x</u> | <u>x</u> | <u>x</u> | <u>x</u> |          |
| Montana        |          |  |          |          | x        |          |          |          |
| Nebraska       |          |  |          |          | <u>x</u> |          |          |          |
| Nevada         |          |  |          |          |          |          |          |          |
| New Hampshire  |          |  |          |          |          |          |          |          |
| New Jersey     |          |  |          |          |          |          |          |          |
| New Mexico     |          |  |          |          | <u>x</u> |          |          |          |
| New York       |          |  | <u>x</u> | <u>x</u> | <u>x</u> |          | <u>x</u> |          |
| North Carolina |          |  |          |          |          |          |          |          |
| North Dakota   |          |  |          |          |          |          |          |          |
| Ohio           | <u>x</u> |  |          |          |          |          | <u>x</u> |          |
| Oklahoma       | <u>x</u> |  |          |          |          |          |          |          |
| Oregon         |          |  |          |          |          |          |          |          |
| Pennsylvania   |          |  | <u>x</u> | <u>x</u> | <u>x</u> | <u>x</u> | <u>x</u> |          |
| Rhode Island   |          |  |          |          |          |          |          |          |
| South Carolina |          |  | <u>x</u> | <u>x</u> | <u>x</u> | <u>x</u> | <u>x</u> |          |
| South Dakota   |          |  |          |          |          |          |          |          |
| Tennessee      |          |  |          |          |          |          |          |          |
| Texas          | <u>x</u> |  |          |          |          |          |          |          |
| Utah           |          |  |          |          |          |          |          |          |
| Vermont        |          |  |          |          |          |          |          |          |
| Virginia       |          |  |          |          |          |          | <u>x</u> |          |
| Washington     | x        |  |          |          | <u>x</u> |          |          |          |
| West Virginia  |          |  |          |          |          |          |          |          |
| Wisconsin      |          |  |          | <u>x</u> | <u>x</u> | <u>x</u> | <u>x</u> |          |
| Wyoming        |          |  |          |          |          |          |          |          |

## 7.10. TRANSPORTATION STAKEHOLDER COUNTER-TRAFFICKING INITIATIVES

All modes of transportation intersect with human trafficking, and can take action to combat trafficking through strategic efforts. As the issue of human trafficking gained increased public attention in recent decades, many private, municipal, state, and federal agency stakeholders have taken innovative and varying approaches to combating human trafficking by leveraging employees and contractors, customers, vendors, supply chain partners, and coalition members. With diverse business models and unique touchpoints to the public, transportation stakeholders are adapting initiatives that most effectively align with their operations. While approaches differ, several components to a successful strategy stand out as exceedingly effective across all modes of transportation: leadership engagement, coalition-building, public awareness and transportation employee education, developing internal policies and procedures, and engaging up and down supply chains.

This report does not comprehensively include all current counter-trafficking transportation sector resources in the U.S. Rather, it is a compilation of resources based upon the individual and collective expertise of ACHT Committee and subcommittee members, in addition to those obtained through USDOT staff,<sup>89</sup> online research, general inquiries with key stakeholders, and first-hand interviews to ascertain best practice examples and a general overview of transportation stakeholder initiatives. Members of the public were also encouraged to submit additional resources for consideration and inclusion at ACHT public meetings.<sup>90</sup> ACHT members acknowledge that due to the time constraints of the report, the members were not able to conduct comprehensive research.

The following analysis of efforts is not exhaustive, but references several notable activities being undertaken by stakeholders across the U.S. working to combat human trafficking within the transportation sector.

### 7.10.1. AVIATION

- [Airline Ambassadors International](#) (AAI): The AAI penned a letter to CEOs within the transportation industry encouraging them to adopt language in their workforce development policies specifically focused on training and employment opportunities for human trafficking survivors. They also partnered with Classroom 24-7 and Counter Human Trafficking Compliance Solutions to deliver the *Recognize It – Report It* human trafficking awareness training program.
- [Airlines for America](#) (A4A): The A4A partners with DHS, USDOT, and CBP to facilitate adoption of the Blue Lighting Initiative training by carriers. They update members quarterly on the International Civil Aviation Organization (ICAO) Guidelines for Training Cabin Crew on Identifying and Responding to Trafficking in Persons, and any related human trafficking topics.

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<sup>89</sup> U.S. Department of Transportation. 2018. "Human Trafficking Resources for Transportation." *Unpublished Paper*. Washington: U.S. Department of Transportation.

<sup>90</sup> As publicized in advance through Federal Register Notices.

- [Airports Council International](#) (ACI): The ACI adopted a [resolution](#) on human trafficking and developed a toolkit aimed at raising awareness and combating human trafficking for their members. They also published the [Combating Human Trafficking Handbook](#), which draws on the experience of airports to provide guidance on counter-trafficking steps.
- [American Airlines](#): In honor of National Slavery and Human Trafficking Prevention Month, American Airlines partnered with ECPAT-USA to join the Tourism Child-Protection Code of Conduct. Since then, an American gate agent prevented two underage girls from boarding a flight from California to New York City to meet with a man they met on social media who they wrongfully believed would help them become models. American also included an awareness ad by ECPAT-USA in their inflight magazine.
- [Association of Flight Attendants-CWA](#) (AFA): The AFA believes in being a ‘force multiplier’ in the fight against human trafficking. The association ensures their members have access to the USDOT/DHS/CBP Blue Lightning Initiative training and counter-trafficking public awareness resources.
- [Blue Lightning Initiative](#) (BLI): The BLI is an initiative led by USDOT, DHS, and CBP that focuses on training aviation industry personnel to identify potential traffickers and human trafficking victims. The training directs staff to report their suspicions through inflight and on-the-ground methods. Over 100,000 personnel have been trained through the initiative.
- [Columbus Airport](#): The Columbus Airport trained all 400 employees in 2016.
- [Delta Air Lines](#): Delta’s SkyWish Program allows customers to donate miles for use by survivors to seek a safe place, return home, or get medical or legal care. They recently created an inflight video highlighting indicators through the eyes of a young male human trafficking victim. In addition, Delta partnered with Polaris through a \$1 million sponsorship that includes supporting the National Human Trafficking Hotline. Delta also trained 80,000 employees to recognize signs of human trafficking, and supports counter-trafficking legislation in the U.S. Delta is a USDOT/DHS/CBP Blue Lightning Initiative partner and an ECPAT-USA Code signatory.
- [End Human Trafficking ATL](#): End Human Trafficking ATL is a partnership between the City of Atlanta, Atlanta International Airport, and other local stakeholders. The initiative included policy roundtables in 2018 and a daylong Summit in 2019 with presentations by airport and government representatives, nonprofits, human trafficking survivors, and other community leaders.
- [Hartsfield-Jackson Atlanta International Airport](#): The Hartsfield-Jackson Atlanta International Airport posts awareness signage in various locations, makes public service announcements, and engages in public awareness events in the Atlanta area. They are also an ECPAT-USA Code signatory.
- [Houston Airport System](#): Leading up to the Super Bowl LII, the Houston Airport System worked with Immigration and Customs Enforcement to conduct employee training at two airports, and for airline and tenant employees. Over 200 employees attended the training. They also worked with nonprofits to develop exhibits and an [art installation](#) to raise awareness.

- [International Air Transport Association \(IATA\)](#): The IATA adopted a resolution to highlight the industry’s commitment to counter-trafficking. In support of their commitment, IATA developed training resources for airlines, including a free online tutorial for airline staff, a one-page summary of human trafficking signs, guidance for airlines, a [video](#), and a 2-day classroom training. IATA also works with governments and law enforcement to compile inflight reporting mechanisms for member airlines.
- [International Civil Aviation Organization \(ICAO\) Circular 352](#): The ICAO provides international guidelines for training aviation cabin crew on identifying and responding to human trafficking.
- [JetBlue Airways](#): At JetBlue Airways, online training is made available to all support employees throughout the company. JetBlue has a [“Work to End Human Trafficking”](#) statement posted on its corporate website homepage with links for additional information to raise awareness among customers regarding human trafficking. JetBlue is a USDOT/DHS/CBP Blue Lightning Initiative partner, and has incorporated human trafficking awareness into initial and annual recurrent training for pilots, flight attendants, and customer service agents. This totals approximately 75% of their workforce.
- [Minneapolis-St. Paul Airport](#): The Minneapolis-St. Paul Airport developed counter-trafficking awareness posters in anticipation of hosting Super Bowl LI.
- [National Air Carrier Association](#): The National Air Carrier Association raised human trafficking awareness among its membership and encouraged members to join the USDOT/DHS/CBP Blue Lightning Initiative. They also disseminated training and awareness tools and materials.
- [Spirit Airlines](#): Spirit Airlines developed a Human Trafficking Curriculum that includes coursework, instructor-led training, and e-learning which it uses for initial and recurrent training of pilots, flight attendants, and airport service employees to identify indicators of trafficking on flights and at airports. Spirit trains personnel to notify the Captain of observed suspicious behaviors and then the Captain will notify the OCC (Operation Cross Country, a nationwide law enforcement initiative to recover minors who are commercially sexually exploited) and/or law enforcement. Spirit has successfully identified and reported instances of trafficking using these methods, and regularly updates its training.
- [United Airlines](#): In 2017, United Airlines trained all flight attendants to identify and report suspected human trafficking. In 2018, they continued to train flight attendants annually and worked to expand training to all customer-facing employees (54,000 employees).

## 7.10.2. BUSES/MOTOR COACHES

- [Busing on the Lookout](#) (BOTL): The BOTL developed public awareness posters in multiple languages for display in bus stations and on buses. Posters include the National Human Trafficking Hotline number, and are available in English and Spanish. They also partner with the [American Bus Association](#) to provide training on recognizing the signs of human trafficking for commercial and school bus drivers.
- [Coach USA](#): Coach USA partnered with Megabus and BOTL to provide ticket vouchers through the National Human Trafficking Hotline (NHTH) to victims who need assistance. They also trained workers to spot the signs of human trafficking, and provided information about the NHTH to employees.
- [Western Massachusetts Businesses Against Human Trafficking](#): This coalition of hotels, transportation providers (including Peter Pan Bus Lines), and other companies pledged to train their employees to recognize trafficking. Members block access to websites that market trafficked people, and work with law enforcement and volunteer groups to support victim and survivor services.

## 7.10.3. MASS TRANSIT

- [Bay Area Rapid Transit](#) (BART): The BART trains patrol officers to recognize signs of human trafficking and posts signage with the National Human Trafficking Hotline number in all BART stations.
- [Capital Area Transit](#): Capital Area Transit trains all bus drivers and employees to recognize the signs of human trafficking.
- [Dallas Area Rapid Transit](#) (DART): The DART trained over 3,500 employees to recognize and respond to human trafficking, and partnered with over 27 organizations to form the [Human Trafficking Transportation and Community Partners group](#). DART also coordinated the Human Trafficking Awareness Bus Tour, that provided civic leaders with tours of the places in Texas where reported cases of human trafficking and child exploitation are taking place. Additionally, DART displays Blue Campaign awareness materials, and participates in [Safe Place](#), a national youth outreach and prevention program for young people in need of immediate help and safety.
- [Greater Cleveland Regional Transit Authority](#): The Greater Cleveland Regional Transit Authority trained 2,100 employees, including 100 transit police, to recognize signs of human trafficking. They also placed posters in transit stations and on vehicles to raise awareness, and hosted public education and awareness events at transit stations.
- [Kansas Public Transit Association](#): The Kansas Public Transit Association created a Human Trafficking Proclamation with the support of the Kansas Attorney General.
- [King County \(Seattle, WA\)](#): King County launched the "Help Stop Human Trafficking" campaign in 2013 to raise awareness, and placed signage on 200 Metro buses.



- [Los Angeles Metro](#): Los Angeles Metro trained 10,000 employees, used 3,000 bus and rail ads to raise awareness, and developed a public-facing [awareness website](#). The website includes a training and quiz regarding recognizing the signs of human trafficking.
- [Metropolitan Atlanta Rapid Transit Authority](#) (MARTA): The MARTA trained employees to recognize signs of human trafficking through awareness materials on their employee website. At the launch of its counter-human trafficking program, MARTA emailed an Authority-wide commitment message. MARTA provides employee information brochures and pocket guides, and posts signs in employee restrooms.
- [Orange County Transportation Authority](#) (OCTA): The OCTA launched the “Be the One” program to educate OCTA bus riders to be proactive and look out for one another. They use messaging on buses, bus stops, social media, and ads to raise awareness regarding human trafficking and actions the public can take to combat the crime.
- [Santa Clara Valley Transportation Authority](#) (VTA): Over 2,200 current VTA employees participated in awareness training in partnership with the Santa Clara County Human Trafficking Commission. The counter-trafficking training is included in new employee training, and became the model for a 2018 state law (AB 2034) that makes it mandatory for transit agencies in California to provide human trafficking employee training.
- [South West Transit Association](#) (SWTA): The SWTA provides awareness training and resources for public transit employees, board members, and DOT staff through public transportation association meetings in the member states of Arizona, Arkansas, Colorado, Kansas, Louisiana, New Mexico, Oklahoma, and Texas. SWTA also provides trainings at non-member state association and national transit association meetings.
- [Southeastern Pennsylvania Transportation Authority](#) (SEPTA): All SEPTA Transit Police Officers are trained on indicators of human trafficking. SEPTA also developed a training video and awareness materials for employees in collaboration with regional partners.
- USDOT’s [Federal Transit Administration](#) (FTA): The FTA launched a [Human Trafficking Awareness and Public Safety Initiative](#) in 2019 in support of USDOT’s Transportation Leaders Against Human Trafficking. The initiative includes two Notices of Funding Opportunity (NOFOs) totaling \$4 million towards preventing human trafficking and other crimes that may occur on buses, trains, and other forms of public transportation. The Department’s Federal Motor Carrier Safety Administration (FMCSA) expanded its [Commercial Driver’s License Program Implementation Grant](#) (CDLPI) to prioritize grant applications that support the recognition, prevention, and reporting of human trafficking.

## 7.10.4. MOTOR VEHICLES

- [American Association of Motor Vehicle Administrators](#) (AAMVA): The AAMVA developed model counter-trafficking programs in motor vehicle administration, law enforcement, and highway safety. They partner with Truckers Against Trafficking (TAT) on their CDL manual, which is distributed to all 51 jurisdictions. AAMVA also assists TAT in making key contacts at a host of DMV offices across the nation in order to have points of contact to assist survivors in obtaining drivers licenses.
- [Commercial Vehicle Safety Alliance](#) (CVSA): In addition to training law enforcement, CVSA partners with TAT to raise public awareness through conferences, and encourages their members to distribute TAT awareness materials at all weigh stations, ports of entry, rest stops, bus terminals. They also conduct campaigns that ensure material distribution during roadside inspections.

## 7.10.5. MULTIMODAL

- [A21](#): The A21 provides counter-trafficking media kits, training, and public awareness materials. They partnered with USDOT through the “Put the Brakes on Human Trafficking” initiative on the “[Can You See Me?](#)” international public awareness campaign. As part of awareness efforts at the Superbowl LII, A21 partnered with Save Our Adolescents from Prostitution to distribute bags of soap containing the National Human Trafficking Hotline number. They are also a founding partner of the [It’s a Penalty](#) NGO, which is a global campaign harnessing the power of sports to raise awareness.
- [U.S. Department of Homeland Security Blue Campaign](#): The Blue Campaign provides [toolkits](#), posters, and other printed materials that are designed to help educate the public to recognize indicators of trafficking and report suspected incidents to law enforcement. Their website also includes [awareness videos](#) that are available for download.

### 7.10.5.1. LAW ENFORCEMENT

- [Federal Law Enforcement Training Centers](#) (FLETC): FLETC trains law enforcement officers on indicators of human trafficking encountered during routine duties, how to protect victims, and how to initiate human trafficking investigations.
- [Florida Coalition Against Human Trafficking](#) (FCAHT): This statewide coalition provides training to local law enforcement and community organizations. FCAHT has been conducting trainings since the 1990s and has worked with several dozen cities in Florida as well as other cities in the U.S. and internationally.

- [Iowa Motor Vehicle Enforcement](#) (Iowa MVE): The Iowa MVE partnered with Truckers Against Trafficking and the Iowa Attorney General’s Office on a multi-faceted approach to address human trafficking. This approach includes training law enforcement; using weigh stations, rest areas, and CDL renewal to raise awareness; posting awareness materials at truck stops and bus terminals; training as part of mandatory safety meetings for truck and bus companies; coordinating with school bus drivers through appropriate agencies; and assisting in investigations. States using the “Iowa MVE Model” include California, Michigan, Ohio, and Washington. Several other states have adopted in part.
- [Quad State Coalition](#): Iowa, Nebraska, South Dakota and Minnesota are hosting coalition builds. These events are aimed at providing human trafficking training, connecting members of the trucking industry and law enforcement with local resources in their area, and facilitating dialogues regarding human trafficking in the areas. They also address challenges that exist in investigations and prosecutions of cases.
- [State Police in Michigan, Ohio, Illinois, and Indiana](#): These state police partnered with Truckers Against Trafficking to raise awareness about human trafficking. The goal of their week-long effort was to educate motorists about the signs of human trafficking, and to enforce laws that crack down on traffickers.
- [Texas Office of the Attorney General](#) (OAG): Attorney General Paxton formally created the Human Trafficking and Transnational/Organized Crime (HTTOC) Section. The OAG human trafficking training film, “[Be the One in the Fight Against Human Trafficking](#),” has been viewed in 48 states and 131 countries. On Vimeo, they have reached more than 84,000 people in addition to the distribution of several thousand DVDs. The Texas Governor’s Office is currently conducting a survey of state agencies to determine how many state employees have been trained since the Governor asked all state agencies to train employees with the film. The prosecution arm of the HTTOC has also been active its counter-trafficking efforts.<sup>91</sup>

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<sup>91</sup> Prosecutors have conducted 300 plus in-person trainings on human trafficking for 20,000 plus people. Backpage.com, the single largest purveyor of escort ads in the U.S., and a major facilitator of sex trafficking, was shut down in 92 countries and pled guilty to human trafficking and engaging in organized criminal activity in Texas. Their CEO pled guilty to money laundering and agreed to cooperate against co-defendants. In addition, the HTTOC prosecution arm resolved 23 cases with pleas or trial; has 25 trafficking cases pending in 9 counties; ensured traffickers received 327 years in prison sentences; conducted 7 coalition builds with Truckers Against Trafficking and the Texas Trucking Association including 2 targeted builds with the oil and gas industries; and conducted a Human Trafficking for Prosecutors Conference with an additional conference planned for 2020. Moreover, they conducted 4 McCain/Buffett Labor Trafficking Initiative 2-Day Law Enforcement (LE) and Prosecutor Trainings in Edinburg, Lubbock, Laredo, and Pecos, with 2 additional trainings planned for 2019 in Amarillo and Brownsville; and made 150+ assists to LE, state and local agencies, district attorneys, members of the public, and 35+ direct assists to victims of trafficking. They continue work with human trafficking researchers around the country, as well as participate in and help lead regional coalitions, and the Texas Human Trafficking Prevention Task Force leadership and legislative agenda management. Since its inception in January 2016, the HTTOC has seen a 500% increase in its average annual caseload.

## 7.10.5.2. STATE DEPARTMENTS OF TRANSPORTATION

- [Arizona DOT](#): Arizona DOT placed bumper stickers aimed at human trafficking victims to call a hotline or visit the [EndSexTrafficking.AZ.gov](http://EndSexTrafficking.AZ.gov) website on enforcement vehicles.
- [Arkansas DOT](#): The Arkansas DOT requires employees to participate in Truckers Against Trafficking trainings in order to receive their commercial driver's licenses. Arkansas DOT also included a human trafficking awareness article in its July/August Arkansas Highway Magazine.
- [Colorado Department of Transportation \(CDOT\)](#): The Colorado Department of Transportation delivered the [Colorado Human Trafficking Council's](#) training program to over 200 employees including maintenance crews, engineers, right of way, survey, environmental and administrative personnel. The training is available for any region throughout the state and can be delivered by a member of the council or through one of 7 human trafficking task forces throughout the state.
- [Indiana DOT](#): The Indiana DOT collaborated with the Indiana Protection for Abused and Trafficked Humans Task Force (IPATH) and the Indiana Motor Truck Association by posting awareness information and a hotline number at 18 rest areas. IPATH also placed awareness messages on 35 billboards and IndyGo buses in Indianapolis, and distributed fact sheets to taxi drivers.
- [Minnesota DOT](#): The Minnesota DOT adopted a resolution and has committed to educating employees, raising awareness among the traveling public, and tracking/collecting key data. In addition to being a Transportation Leaders Against Human Trafficking member, state partners include the Minnesota Human Trafficking Task Force, and the Departments of Health and Public Safety.
- [Mississippi DOT](#): Mississippi DOT trained officers to identify and police human trafficking on state highways and at weigh stations.
- [Missouri DOT](#): Missouri DOT employees are trained to recognize and report human trafficking, and the DOT has committed to training 5,000 employees.
- [Pennsylvania DOT](#): The Pennsylvania DOT instituted web-based training for all employees, distributes TAT wallet cards at all Driver License Centers, places public service announcements on social media and the Motor Vehicle Network, and partners with other transportation entities to spread awareness.
- [Wisconsin DOT](#): Wisconsin DOT uses variable message signs and social media to educate the public and raise public awareness. The DOT trains DMV staff and has added counter-trafficking training to their CDL manual. They also partnered with the Wisconsin Department of Children and Families and the Wisconsin Department of Justice on messaging.

## 7.10.6. PORTS/MARITIME

- [American Association of Port Authorities](#) (AAPA): The AAPA hosted a webinar to educate and support the port industry’s counter-trafficking efforts. The webinar highlighted steps to prevent trafficking in supply and transportation networks, and was adopted as part of a ‘toolkit’ by the Port of Tampa Bay.
- [Port Authority, New York City](#): The Port Authority of New York City hosts a police department youth division onsite that focuses on working specifically with vulnerable populations and identifying victims.
- [Port of Seattle](#): The Port of Seattle uses a comprehensive port-wide strategy to combat trafficking through its facilities, including several ports, the Seattle-Tacoma International Airport, and throughout the region. The strategy includes internal policies and procedures, public awareness and education, employee training, and community partnerships. The Port of Seattle plans to hold trainings for approximately 2,000 port employees and police officers. It is currently exploring how to bring training to the 25,000 individuals who work at ports.
- [Port of Tampa Bay](#): Port Tampa Bay (PTB) adopted a resolution recognizing January as National Slavery and Human Trafficking Prevention Month, increasing awareness among the board members as well as the Port’s leadership team. They also worked with the American Association of Port Authorities (AAPA) to host the AAPA Security Directors conference, and developed a Human Trafficking Tool Kit, which can assist America’s port authorities in developing a formal human trafficking program. PTB and Tampa International Airport host an annual Safety Summit, which focused on awareness and prevention of human trafficking in 2019. PTB also joined with Truckers Against Trafficking to focus on informing and educating the trucker community, in addition to raising awareness among stakeholders, tenants, and maritime related transportation companies – all to increase PTB’s intermodal efforts to prevent human trafficking.
- [Seattle Region Partners](#): As part of a partnership, Port of Seattle, King County, City of Seattle, Sound Transit, Delta Air Lines, and Alaska Airlines partnered on a unified public awareness campaign. Awareness signs with hotline information were posted at airports, buses, trains, health clinics, libraries, law enforcement offices, public defender offices, community centers, and elsewhere throughout the region.

## 7.10.7. RAIL (PASSENGER)

- [Amtrak](#): Amtrak and the [Amtrak Police Department](#) partnered with DHS and USDOT to combat human trafficking by providing counter-trafficking training to crews and employees. The Amtrak Police Department developed and distributed the [Hiding in Plain Sight](#) training video. Nationally, Amtrak displays A21’s “Can You See Me?” and DHS Blue Campaign public service announcements in 29 major stations, as well as in border crossing areas. There are also awareness materials posted in every Amtrak station.

### 7.10.8. RIDESHARE

- [Uber](#): Uber provides educational materials to its drivers on recognizing the signs of human trafficking and the NHTH, in partnership with Polaris, NCMEC, ECPAT-USA, and the McCain Institute. In advance of Super Bowl LII in Atlanta, Uber held [in-person training](#) for 70 drivers.

### 7.10.9. TAXIS AND LIMOUSINES

- [City of Houston, Mayors Office](#): The City of Houston offers a Taxi Industry Initiative [Toolkit](#) with e-mail and text message templates that can be sent by taxi services to their drivers to alert them regarding human trafficking indicators.
- [Empire CLS](#): Empire CLS provides its employees with counter-trafficking training. They are an ECPAT-USA Code signatory.
- [New York City](#): New York City enacted legislation in 2012 by imposing \$10,000 penalties on taxi drivers who knowingly transport victims of sex trafficking. Taxi and limousine drivers are also required to watch a training [video](#) on sex trafficking awareness, and to certify completion before proceeding with new/renewal license applications.
- [Taxicab, Limousine & Paratransit Association](#): This association created an online driver education program about a decade ago.

### 7.10.10. TRUCKING & TRUCK STOPS

- [Federal Motor Carrier Administration \(FMCSA\)](#): The FMCSA expanded its [Commercial Driver's License Program Implementation Grant \(CDLPI\)](#) to prioritize grant applications that support the recognition, prevention, and reporting of human trafficking. Under the CDLPI, FMCSA reimburses 90% of total project costs, and \$430,000 in grants supporting human trafficking were awarded during the 2018 fiscal year. FMCSA also expanded its [Motor Carrier Safety Assistance Program \(MCSAP\)](#) grant to allow funds to be used for detection of and enforcement actions taken as a result of criminal activity; including human trafficking in a commercial motor vehicle or by any occupant of the commercial motor vehicle when conducted in conjunction with a roadside inspection.
- [Garner Trucking](#): Garner Trucking incorporated Truckers Against Trafficking (TAT) into their company's existing policies and procedures, and also partners with TAT to support their public awareness campaigns. Truck drivers are trained to be vigilant about human trafficking as they operate their trucks in communities throughout the country.
- [National Association of Truck Stop Operators \(NATSO\)](#): The NATSO developed an [online course](#) designed to help teach truck stop owners, operators and employees how to respond if they suspect human trafficking. They also released a "[Combating Human Trafficking](#)" [toolkit](#) to offer truck stops and travel centers a roadmap for implementing an education and awareness program. NATSO also provides DHS Blue Campaign's training and awareness materials to the nation's truck stops and travel plazas.

- [Truckers Against Trafficking](#) (TAT): The TAT develops educational materials and industry training for trucking, bus, and law enforcement, including videos, wallet cards, indicators, and questions to ask potential victims. TAT supports coalition-building and state-based initiatives. They partner with trucking schools, motor carriers, the truck stop industry, shippers, manufacturers, and state and national trucking associations on training. TAT advocates for state and federal counter-trafficking policies. They partner with trucking companies to establish internal counter-trafficking policies and protocols. In addition, TAT presents at major trucking industry events to raise awareness. All major national trucking and busing associations, along with the 50 state trucking associations, have officially partnered with TAT on a comprehensive counter-trafficking strategy. Through the partnerships, members are able to utilize TAT training resources and display awareness materials at weigh stations, ports, and other locations, participate in coalition builds, and advocate legislatively on behalf of relevant counter-trafficking bills that intersect with CDL holders. Their mobile [Freedom Drivers Project](#) exhibit educates members of the trucking industry and the general public about human trafficking. The exhibit has traveled to 122 events in 37 states since 2014. TAT's [Man to Man Campaign](#) explicitly addresses the issue of demand for commercial sex. The TAT Coalition Build program gathers stakeholders and decision-makers to establish effective and sustainable working relationships in the trucking and busing industries and law enforcement statewide. Coalition builds have taken place in approximately 28 states since 2012.
- [UPS](#): As a global transportation leader, UPS is committed to combating human trafficking through policy development, employee awareness initiatives, and strategic philanthropic partnerships. UPS's Anti-Trafficking in Persons Policy has been published company-wide for global access. This policy strictly prohibits the use of any UPS assets or resources for any purpose that would enable the trafficking of persons and governs the UPS enterprise as a whole, its employees, suppliers, consultants, third party representatives, and subcontractors. In 2016, UPS joined forces with Truckers Against Trafficking (TAT) to teach truck drivers how to recognize the signs of sex trafficking. Following a pilot project between TAT and UPS Freight across 10 states, UPS expanded the TAT pilot project nationwide. The awareness campaign has reached more than 97,000 drivers and supervisors. UPS also supports TAT with quarterly in-kind transportation of TAT's Freedom Drivers Project (FDP), which uses a semi-tractor trailer equipped with educational resources to serve as a mobile educational exhibit on human trafficking. The FDP has been hauled more than 131,000 miles, receiving 3.9 million impressions. In addition to the enhanced policy and nationwide education, UPS is leveraging the power of corporate philanthropy to invest in organizations that raise awareness and provide direct services. Among others, UPS is supporting the United Way Worldwide's Center on Human Trafficking and Slavery, Wellspring Living and Businesses Ending Slavery and Trafficking (BEST) to further counter-trafficking education, hire survivors and promote recognition and response efforts in local communities. In May, 2019, UPS received the [United Way Worldwide Gamechangers Award](#) for its partnership and innovative efforts to build stronger communities through counter-trafficking engagement. UPS also sparked an international conversation by partnering with TED to produce the TED Talks "[How A Truck Driver Sees and Saves People on America's Highway](#)" and "[3 Ways Businesses Can Fight Sex Trafficking](#)".

## 7.10.11. OTHER

- [Convenience Stores Against Trafficking](#): Convenience Stores Against Trafficking equips convenience stores with counter-trafficking employee training and provides life-saving materials to post in stores.
- [ECPAT-USA](#): ECPAT-USA is a leading counter-trafficking organization in the U.S. seeking to end the commercial, sexual exploitation of children through awareness, advocacy, policy, and legislation. Their [resources for travel professionals](#) are available for download.
- [Global Fund to End Modern Slavery](#): The Global Fund to End Modern Slavery is a public-private partnership that seeks to catalyze and coordinate a coherent global strategy to end modern slavery.