

DEPARTMENT OF TRANSPORTATION
ADVISORY COMMITTEE ON HUMAN TRAFFICKING
DRAFT FINAL REPORT

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COMBATING HUMAN TRAFFICKING
IN THE TRANSPORTATION SECTOR

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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.¹ Human Trafficking flourishes as a business as a result of the lucrative profits it generates—approximately \$150 billion annually worldwide.² The pervasiveness and profitability of human trafficking, much of which takes place across municipal and state boundaries, raises daunting challenges for the transportation industry, as the use of transportation and transportation networks figures prominently in United States human trafficking enterprises. Traffickers rely on the transportation industry in every phase of human trafficking: for recruitment, moving and controlling victims, and delivering them to buyers who will complete the victims' exploitation through either commercial sex or forced labor ventures. The limited transportation-related human trafficking data available confirms that victims are being trafficked by airplanes, buses, subways, trains, taxis, rideshares, cruise ships, and private vehicles,^{3,4,5} as indicated by survivor Shamere McKenzie:⁶

“Before I was forced by my trafficker to drive, we would take the Metro-North train from New York to work in strip clubs in Connecticut. At least four of us would take the train. Each dressed in skimpy outfits and stiletto heels around 11 a.m. each day. It was obvious we were not going or coming from a dance club. We were instructed to catch a date on the train (get someone to purchase sex). This was not difficult. Men were enticed by our attire, and all we had to do was solicit the right person.... Sometimes I would work the truck stop if it was a slow day in the strip club. I would walk around soliciting truckers who would help me to get other customers by making an announcement over their radio frequency that a “lot lizard” is available. A lot lizard is a girl that works the truck stops. The truckers would communicate via the frequency to announce police presence. As I got in a truck I would call my trafficker once the money was exchanged and told him how much. Of course the truckers heard these conversations and knew I had a pimp but no one offered to help. Instead they would ask when I would be working again... When my trafficker’s house was raided by the Federal Bureau of Investigation, he decided that we should work in Dallas, Texas. He got us all fake ID’s 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 clear sign to the travel agent that something is wrong. We used our fake ID’s 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.”

¹ International Labour Organization. (2017). *Global Estimates of Modern Slavery: Forced Labour and Forced Marriage*.

² International Labour Organization. (2014). *Profits and Poverty: The Economics of Forced Labour*. Geneva, Switzerland.

³ National Human Trafficking Hotline. (2018). “Human Trafficking Intersections with Transportation.” Washington, DC: Polaris.

⁴ Owens, C., Dank, M., Farrell, A., Breaux, J., Bañuelos, I., Pfeffer, R., Heitsmith, R., Bright, K., & McDevitt, J. (2014). *Understanding the Organization, Operation, and Victimization Process of Labor Trafficking in the United States*. Washington, DC: Urban Institute.

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

⁶ McKenzie, S. (2012). Unpublished speech at Transportation Leaders Against Human Trafficking event. Washington, DC: U.S. Department of Transportation.

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 in response to Congress’s requirement in 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.

For best practices, the Committee recommends that:

- Transportation stakeholders 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.
- Transportation organizations [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.
- Transportation organizations 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** – Implementing public and private partnerships, including industry and labor, for a collective approach.
- **Policies and Protocols** – Organizational adoption of zero-tolerance policies and implementation of protocols for transportation employees to recognize and report human trafficking.

- **Training and Awareness** – Organizational commitment to train employees and raise awareness among the traveling public using survivor-informed materials regarding identifying and responding to human trafficking.
- **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 human trafficking hotlines.
- **Victim and Survivor Support** – Providing transportation service vouchers to NGOs to enable victims to leave their trafficking situations and survivors to reintegrate into society post-trafficking, 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

Secretary of Transportation Elaine L. Chao established and appointed 15 members to the [Department of Transportation Advisory Committee on Human Trafficking](#) (ACHT) on October 3rd, 2018, as mandated by the [Combating Human Trafficking in Commercial Vehicles Act](#). The committee members consist of representatives from trafficking advocacy organizations; law enforcement; and the aviation, trucking, bus, rail, maritime, and port sectors – including industry and labor. The legislation directed the ACHT to make recommendations to Secretary Chao 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 for 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 USDOT, Congress, states, private industry, NGOs, and local transportation authorities. Numerous resources are included within the appendices, including a sample comprehensive strategy and policies, a sample proclamation, modal quick implementation guides, a chart of human trafficking indicators, reporting hotlines, sample training and awareness materials, federal and state legislation, and transportation stakeholder counter-trafficking initiatives.

3. BACKGROUND

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

The exact scope of human trafficking is difficult to ascertain. As an enterprise, trafficking flourishes within illicit markets, making it inherently difficult to collect data regarding the crime or to measure it with precision. The U.S. Federal Government most recently estimated that 14,500 to 17,500 persons are trafficked into the United States every year.¹⁰ 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. Although there is limited research regarding the ways in which transportation is being used to support human trafficking enterprises, a few recent studies 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.¹¹ Of the survivors in 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.¹²

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

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

⁹ Blue Lightning Initiative. (2018). *A Guide for Aviation Personnel to Recognize and Report Suspected Human Trafficking*. U.S. Department of Transportation and Department of Homeland Security.

¹⁰ 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. (2004). *Assessment of U.S. Government Efforts to Combat Trafficking in Persons*. This statistic is the most recent U.S. government estimate of persons trafficked into the United States.

¹¹ Owens, C., Dank, M., Farrell, A., Breaux, J., Bañuelos, I., Pfeffer, R., Heitsmith, R., Bright, K., & McDevitt, J. (2014). *Understanding the Organization, Operation, and Victimization Process of Labor Trafficking in the United States*. Washington, DC: Urban Institute.

¹² Polaris. (2018). *On-Ramps, Intersections, and Exit Routes: A Roadmap for Systems and Industries to Prevent and Disrupt Human Trafficking*.

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.¹³ Their subsequent isolation from family and support systems is often achieved by physically moving them long distances from home.¹⁴ During the course of their exploitation, many victims are taken by their traffickers on “circuits” through a host of cities or states, kept forever reliant on their traffickers, and typically moved before they can establish relationships that might result in their identification.¹⁵ When finally seizing opportunities to escape, many trafficking victims are left utterly dependent upon transportation systems that they can access and afford.¹⁶ 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 stakeholders can play as the “eyes and ears” on the frontlines:

“On January 6, 2015, truck driver Kevin Johnson¹⁷ 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 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

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

¹⁴ Polaris. (2018). *On-Ramps, Intersections, and Exit Routes: A Roadmap for Systems and Industries to Prevent and Disrupt Human Trafficking.*

¹⁵ Add source

¹⁶ Polaris. (2018). *On-Ramps, Intersections, and Exit Routes: A Roadmap for Systems and Industries to Prevent and Disrupt Human Trafficking.*

¹⁷ The name has been changed to protect their privacy.

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, and therefore have a particular role to play.¹⁸ 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.

Towards that end, 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 sections includes 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.

¹⁸ Polaris. (2018). *Human Trafficking in Illicit Massage Businesses*. Washington, DC.

3.1. FEDERAL

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

3.1.1. OVERARCHING 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 for victim services, and prosecution through new federal crimes. The TVPA establishes several methods of prosecuting traffickers, preventing human trafficking, and protecting victims and survivors of trafficking. The TVPA also establishes human trafficking and related offenses as federal crimes, and attaches severe penalties to them. Additionally, the TVPA also 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 anti-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. Member organizations 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 world's most comprehensive resource of governmental anti-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 anti-trafficking reforms and to combat trafficking and to 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 report, and of the USG's anti-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 anti-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 the human trafficking affecting the 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 to maximize their collective impact in combating human trafficking. TLAHT calls on all transportation leaders — representing aviation, buses, ports, rail, transit, and trucking, among others — to commit to employee education and raising public awareness about human trafficking. 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.

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.

To foster its mission, 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 anti-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 community 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 human trafficking incidents.

Advocating for employee training to recognize and report human trafficking has been a key focus for USDOT. The Department has made it a requirement to train all 55,000 USDOT employees every 3 years, 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/DHS initiative tailored for the aviation industry, is an example of such a training initiative.

Raising public awareness is another key focus at USDOT, and it works with multimodal transportation 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.

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. 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 in fiscal year 2018. 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 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) of the to spotlight human trafficking through ministerial declarations, recommended practices, and pilot programs.

3.1.3.1. LEGISLATION SPECIFIC TO USDOT

On the legislative front, the Department has been given additional 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." One of the most recent actions is the [Combating Human Trafficking in Commercial Vehicles Act of 2018](#), which required the establishment of the [Department of Transportation Advisory Committee on Human Trafficking](#), 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

Following in federal footsteps, states are 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 legislation](#) (see Appendix 7.8.3) is a promising practice that has emerged as part of the U.S. anti-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 business 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.¹⁹

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 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.

¹⁹ Constante, Agnes. (2015, October 2). "New California Laws Target Human Trafficking with Transit, Hotel Workers." *NBC News*.

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 happened 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, and local coalitions and task forces. A majority of initiatives specifically involve state DOTs and/or Departments of Motor Vehicle (DMVs) participation, as nearly every mode of transportation moving through a state touches upon human trafficking.

While the authority to interdict ultimately lies with law enforcement, anti-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 can 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, like the Iowa DOT's Motor Vehicle Enforcement division.

3.2.3. STATE 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 front-line deterrents but also as multipliers by helping to spread awareness to the public at-large. 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. 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.²⁰

²⁰ Commonwealth of Massachusetts, Human Resources Division. (2018, April 17). "Zero Tolerance Policy for Human Trafficking and Related Activities." Retrieved from <https://www.mass.gov/service-details/zero-tolerance-policy-for-human-trafficking-and-related-activities>

State DOTs are also leveraging their physical infrastructure towards anti-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 combating human trafficking.

Examples of state DOT efforts to combat human trafficking are included in [Appendix 7.9.4.2](#).

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.²¹ 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 to be displayed on 25,000 trucks,²² an FMCSA grant awarded to a state Department of Driver Services to fund a multi-pronged strategy to combat human trafficking,²³ connecting law enforcement and trucking coalition building meetings,²⁴ and a Motor Vehicle Enforcement office partnering 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.²⁵

²¹ U.S. Department of Transportation, Federal Motor Carrier Safety Administration. (2018). *Pocket Guide to Large Truck and Bus Statistics*.

²² Arizona Attorney General Mark Brnovich. (2018 January). "AG Brnovich Teams Up with Truckers to Save Victims of Human Trafficking."

²³ Georgia Department of Driver Services. (2018, October 9). "GA Driver Services Commissioner Announces New Grant Funding Dedicated to Reducing Human Trafficking in Transportation Industry."

²⁴ Office of the Attorney General. (2018 December). *Report to the Texas Legislature Human Trafficking Prevention Task Force*.

²⁵ The Iowa Department of Transportation's Motor Vehicle Enforcement Office (Iowa MVE) has 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 has 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 what procedures to be followed should they suspect a trafficking victim.

3.3. LAW ENFORCEMENT

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.²⁶ While the majority of federal, state, and local officers are not currently required to receive anti-human trafficking training, there are a host of training resources available (see [Appendix 7.7.2.6](#)). Training law enforcement agencies and state patrol officers are also key components 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 anti-human trafficking organizations.²⁷ These collaborative relationships²⁸ 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.

Private companies routinely employ security personnel in urban transit centers and terminals. All security personnel should receive comprehensive human trafficking awareness training. These onsite staff may be the first point of contact for a victim in need or a concerned community member. Some major terminals have found success identifying hundreds of trafficked and vulnerable youth by hosting police officers, with specialized training, to address vulnerable populations.²⁹

²⁶ Add source

²⁷ 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.

²⁸ 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.

²⁹ Source

3.4. DATA

Data collection, analysis, and information-sharing is critical to properly 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.³⁰ And 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.³¹

In addition to the few transportation-specific studies mentioned in the [Introduction](#) to this report, 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.³²

While the International Labor Organization estimates that 24.9 million people are trafficked annually across the globe, no comparable national studies exist that measure the reality of 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 reporting hotlines. These 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).

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](#), a non-profit organization 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

³⁰ Owens, C., Dank, M., Farrell, A., Breaux, J., Bañuelos, I., Pfeffer, R., Heitsmith, R., Bright, K., & McDevitt, J. (2014). *Understanding the Organization, Operation, and Victimization Process of Labor Trafficking in the United States*. Washington, DC: Urban Institute.

³¹ Polaris. (2018). *On-Ramps, Intersections, and Exit Routes: A Roadmap for Systems and Industries to Prevent and Disrupt Human Trafficking*.

³² The National Academies of the Sciences, Engineering, and Medicine. (2018). "NCHRP 20-121 [Active]: State DOT Contributions to the Study, Investigation, and Interdiction of Human Trafficking."

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.³³

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.³⁴ 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. NCMEC is also able to pull transportation data 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 United States. HSI is the principal investigative arm of the U.S. Department of Homeland Security. DHS is a lead federal law enforcement agency responsible for investigating human trafficking, HSI leverages their global operational apparatus of over 200 domestic offices and 67 international offices in 50 countries. Their global footprint allows them to be strategically situated to work with law enforcement partners, as well as non-governmental organizations, which bring human trafficking tips and leads to HSI special agents worldwide. HSI receives 50 reports per year to its Tip Line from the aviation industry as the designated reporting protocol for the USDOT/DHS [Blue Lightning Initiative](#) training for aviation personnel.

³³ National Human Trafficking Hotline. (2018). "Human Trafficking Intersections with Transportation." Retrieved from <https://humantraffickinghotline.org/resources/human-trafficking-intersections-transportation>

³⁴ A partnership between NCMEC, the FBI, and the Committee on Earth Observation Satellites.

State hotlines,³⁵ 911, 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 variances at the local level. Examples of transportation hotlines include Amtrak and airlines such as Allegiant, Delta, Hawaiian, JetBlue, and United. These airlines employ a protocol to report human trafficking incidents through a corporate command center, where the incident is reported, documented, and then relayed to local authorities and/or a hotline.

Importantly, 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.

CHALLENGES

Reported numbers regarding human trafficking are estimated to be small because of low victim identification,³⁶ definitional issues of trafficking,³⁷ and a great number of methodological challenges and limitations to estimating the extent of human trafficking.³⁸ Data that exists can be inaccurate, missing, or false, and simply enhancing data collection techniques and methodologies is often insufficient.³⁹ As a result, the difficulty in accessing data presents a barrier to conducting quantitative studies and analysis.⁴⁰

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

OPPORTUNITIES

³⁵ Such as the Colorado Network to End Human Trafficking, and other?

³⁶ Larsen, J. J., & Durgana, D. P. (2017, October 3). "Measuring Vulnerability and Estimating Prevalence of Modern Slavery." *CHANCE*, 30(3), 21-29.

³⁷ Musto, J. L. (2009, June 17). 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.

³⁸ Fedina, L., & DeForge, B. R. (2017, February 22). Estimating the trafficked population: Public-health research methodologies may be the answer. *Journal of Human Trafficking*, 3(1), 21-38.

³⁹ U.S. Department of State. (2012, December 1). *Promising Practices: A Review of U.S. Government-Funded Anti-Trafficking in Persons Programs*.

⁴⁰ Martin, L. (2013, May 30). Sampling and sex trading: Lessons on research design from the street. *Action Research Journal*, 11(3), 218-233.

Following are several opportunities transportation stakeholders can take advantage of to improve data collection, analysis, and information-sharing efforts:

- Individual transportation organizations can develop reporting and documentation protocols, and track 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 successes. For example, Truckers Against Trafficking (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.⁴¹ These calls reported a total of 612 cases of potential human trafficking, involving 1,133 potential victims.⁴² 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 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, precision, and resolutions that promote data-sharing and/or provide alternative opportunities to gather pertinent data are needed. 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 hotlines were to consistently provide human trafficking data intersecting with transportation, 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, impacting both internal and external data-sharing.
- Focus groups with survivors, transportation industry and labor leaders and staff, government agencies, law enforcement, and anti-trafficking organizations can

⁴¹ Truckers Against Trafficking. (2018.) *2018 Annual Report*.

⁴² 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.

expand qualitative understanding of the intersection of human trafficking and the transportation industry.

- Surveys can also 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, how to identify it, and where to report it. With the information garnered from the survey, trainings, public awareness campaigns, and other targeted initiatives could be expanded to address cross-industry knowledge gaps about trafficking and reporting mechanisms.
- 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 for stakeholders across transportation to address.

MEASURING PROGRESS

Combating human trafficking within the transportation industry is a long-term process requiring collaboration and standardization across 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 on what to look for and how to respond to and report potential situations of 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.
- An increase in the number of reports of trafficking by transportation personnel to hotlines.
- Data-driven and survivor-centered training modules and public awareness materials that have been created in collaboration with anti-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 rideshare information placards.

- Transportation industry stakeholders have survivor-centered and trauma-informed response protocols.
- 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 survivors of trafficking.

DRAFT

3.5. EVOLVING TECHNOLOGIES

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 to identify human trafficking hotspots and provide awareness information to the public. Tools such as facial recognition and automated license plate readers 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 for how these evolving technologies have been or can be applied across three groups of stakeholders: transportation professionals, law enforcement, and the general public.

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 as part of Intelligent Transportation Systems (ITS) for monitoring traffic congestion, responding to crashes, and operating smart tolling systems.⁴³ 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.^{44,45}

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.⁴⁶ Data collected on the transportation network, such as information about specific vehicles or overall traffic patterns, can be shared with law enforcement to identify suspects of human trafficking.

Maps and other spatial data can also be developed as resources to help transportation departments and other organizations identify hotspots where trafficking may occur, and/or to get a comprehensive view of victim services in a particular geographic area. 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.

⁴³ Connell, E., Jones, S., & Williams, J. (2018). Human Trafficking and the Transportation Profession: How Can We Be Part of the Solution? *ITE Journal*, 88(7), 45-49.

⁴⁴ University of Maryland Center for Advanced Transportation Technology. (2008, September 17). Bluetooth Traffic Monitoring Technology: Concept of Operations & Deployment Guidelines.

⁴⁵ [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.

⁴⁶ 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. Connell, E. (2018). Human Trafficking and the Transportation Profession: How Can We Be Part of the Solution? *Institute of Transportation Engineers. ITE Journal*, 88(7), 45-49.

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 a transit system. VMS can 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).⁴⁷ 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).

LAW ENFORCEMENT

Law enforcement can use technology to identify suspected cases of human trafficking through interactions within the transportation sector. Tools such as facial recognition biometric technology have been used by law enforcement at airports to confirm that travelers are who they claim to be. The system uses algorithms to match distinctive facial characteristics via photographs or video recordings. For example, at George Bush Intercontinental Airport in Houston, U.S. Customs and Border Protection (CBP) deployed facial recognition biometric exit technology for a daily flight from Houston to Tokyo. 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 identifying 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.

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.⁴⁸ The

⁴⁷ 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.

⁴⁸ Holger, D. (2018, November 1). How 'free' Wi-Fi hotspots can track your location even when you aren't connected. *PC World*. Retrieved from <https://www.peworld.com/article/3315197/free-wi-fi-hotspots-can-track-your-location-even-when-you-arent-connected.html>

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.⁴⁹

TRAVELING PUBLIC

Crowdsourcing tools can allow the public 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 transit passengers to send photographs, video recordings, or descriptions of a safety concern via their cellular devices. The transit 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 transit system.⁵⁰ While this system is set up to allow users to report a variety of safety concerns, combining it or a similar app with education around human trafficking indicators can enable transit 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 making the NHTH hotline number available to users in creative ways not involving direct communication with the driver.⁵¹

⁴⁹ Godlewski, N. (2017). What Is Thorn Spotlight? Ashton Kutcher-Owned Software Aims To Help End Human Trafficking. (International Business Times)

⁵⁰ ELERTS Corporation. (2019). Retrieved from <https://elerts.com>

⁵¹ Polaris. (2018). *On-Ramps, Intersections, and Exit Routes: A Roadmap for Systems and Industries to Prevent and Disrupt Human Trafficking*.

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,⁵² 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.

The development of the [Sample Comprehensive Strategy](#) in Appendix 7.6.1 was informed by USDOT's [TLAHT strategy](#) (see Appendix 7.7.1.1.), the [Port of Seattle policy](#) (see Appendix 7.7.1.2), [ECPAT protocols](#) (see Appendix 7.7.1.3.), and the Airports Council International handbook. Following are the elements that comprise a comprehensive strategy, including policies and protocols, for transportation organizations to combat human trafficking:

LEADERSHIP

Counter human trafficking policies based upon a zero-tolerance approach require leadership support to be successful. Decisions to obligate resources, sign pledges, publish statements, establish comprehensive strategies and policies, implement programs in support of employee training and industry education, engage in public awareness and outreach campaigns, measure and share impact, and collaborate with stakeholders can only be executed by leadership.

DEFINITION

The most widely accepted definition of human trafficking in the United States is derived from the Trafficking Victims Protection Act of 2000, as amended. Policy implementation and enforcement is dependent upon an agreed upon definition. See the [Federal Legal Definitions of Human Trafficking](#) in Appendix 7.8.1 for additional human trafficking-related definitions.

INDICATORS

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

⁵² American Bar Association, McCain Institute for International Leadership, Arizona State University, & Arizona State University. (2014). *How Do Fortune 100 Corporations Address Potential Links to Human Rights Violations in a Global Integrated Economy?*

LEGAL COMPLIANCE

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

SOCIAL RESPONSIBILITY

Transportation organizations must clarify their standpoint on promoting zero-tolerance, responsibility, and transparency in combating human trafficking within their businesses and properties. This includes procurement, supply chains, and external partnerships.

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 7.7.2 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 7.7.3 includes [Sample Public Awareness Materials](#) by mode of transportation.

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.

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. 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

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.⁵³ In addition, during recovery survivors may have no means of transportation to access work, court appearances, counseling and doctors appointments, school, or even the grocery store.

Transportation providers have an ability to support victims and survivors by donating transportation access to NGOs that help survivors.

COLLABORATION

Transportation organizations should engage and form partnerships with public and private agencies and organizations, 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.

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⁵³ Polaris. (2018 July). *On-Ramps, Intersections, and Exit Routes: A Roadmap for Systems and Industries to Prevent and Disrupt Human Trafficking*.

4.2. TRAINING AND AWARENESS

Employee training and raising 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, which highlights the minimum standards that should be used to determine 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,⁵⁴ and scenario-based to avoid promoting [common misconceptions](#).⁵⁵ Understanding that human trafficking can occur anywhere and to anyone should be a key message for 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 steps for implementation.

⁵⁴ The five general principles of trauma-informed care are: safety, trustworthiness, choice, collaboration, and empowerment. Office for Victims of Crime Training and Technical Assistance Center. Using a Trauma Informed Approach.

⁵⁵ United States Department of State. (2017). Engaging Survivors of Human Trafficking.

COST-SENSITIVITY

Production and distribution of training and 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, Truckers Against Trafficking, and A21's Can You See Me? Campaign offer a plethora of multimodal training and awareness materials that have been adopted by transportation stakeholders throughout the United States.

CALL TO ACTION

A call to action is the central component of training and awareness materials, and offers transportation employees and the 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 stakeholders. 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.⁵⁶

4.2.1. TRAINING

The Committee found that most modes of transportation within the United States 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 industry employees should receive human trafficking training as a component of 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. Organizations reviewed by the ACHT have found success in using scenario-based trainings to educate their employees.

⁵⁶ Polaris. (2018). *On-Ramps, Intersections, and Exit Routes: A Roadmap for Systems and Industries to Prevent and Disrupt Human Trafficking*.

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.

FORMAT

Training resources should be available in formats that transportation providers can support within their existing training infrastructure, such as computer-based training, 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 state private sector stakeholders of laws associated with sex-buying and the potential risks to their employment.⁵⁷

4.2.2. AWARENESS

The Committee 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 public awareness on a massive scale to ensure that travelers can help identify and appropriately report suspected incidents of human trafficking. 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 imaging 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 found success in using scenario-based materials to raise awareness.

⁵⁷ 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.

UNIFORMITY OF MESSAGING

Public awareness materials to be displayed in a variety of transportation sectors 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, 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 the posting of 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 50 states.

4.2.2.1. MAJOR PUBLIC EVENTS

Studies and experiential discussions have shown that sex trafficking generally increases at large gatherings, although the rate of increase is unclear.⁵⁸ This includes major sporting events, trade shows, stock shows, and conventions, and can involve both labor and sex trafficking.⁵⁹ Service providers for labor trafficking survivors “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.”⁶⁰ Similarly, a 2015 study describes how the hospitality and tourism industry plays an unintentional role in sex trafficking through accommodations and transportation.⁶¹

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

⁵⁸ Miller, K., Kennedy, E. & Dubrawski, A. (2016). *Do Public Events Affect Sex Trafficking Activity?* Auton Lab, Carnegie Mellon University.

⁵⁹ Zwang, A. (2016, December 5). Sex Trafficking Increases Around the Super Bowl. Truth Or Myth? *Huffington Post*.

⁶⁰ Zwang, A. (2016, December 5). Sex Trafficking Increases Around the Super Bowl. Truth Or Myth? *Huffington Post*.

⁶¹ Carolin, L., Lindsay, A., & Victor, W. (2015). Sex trafficking in the tourism industry. *Journal of Tourism & Hospitality*, 4(4), 1-6.

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)⁶²

Major public events present key opportunities not only for victims to be identified and perpetrators investigated, but for public awareness to be maximized for a captive audience. For example, “the Super Bowl is one of the most-watched sporting events in the world” with millions of viewership.⁶³ Entities interested in curbing 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.⁶⁴

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.

Major public events are split between events specific to human trafficking and events where human trafficking may be prevalent [e.g. major sporting events]. Both types of events offer opportunities to establish partnerships that extend before, during, and after the event. Events which are nationally or globally recognized are more likely to receive buy-in from transportation stakeholders. Key major awareness events that focus solely on and/or include 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

⁶² Calea, (2014). Survivor Focus Group.: Health and Human Trafficking. Honolulu, Hawaii: Laura J. Lederer; 2014

⁶³ History.com Editors (2019). Super Bowl History. A&E Television Networks.

⁶⁴ Miller, K., Kennedy, E., & Dubrawski, A. (2016). Do Public Events Affect Sex Trafficking Activity? Auton Lab, 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.

To leverage such events proposals 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. Events specific to human trafficking awareness 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 across materials
 - Consistent number to contact for assistance
 - Short message – e.g., 30 or 60 second video
 - Unity of organizations supporting the message illustrated by logos
 - Compelling messaging and captivating survivor-sensitive images
 - Survivor approved
- **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 can be repeated include:
 - Taxis/Ground Transportation: A short informational video bulletin (with the NHTH number) can be added to the video chain
 - Shuttles, Long-Haul Buses, and Bus Terminals: Print advertisements
 - Airlines/Airports: Videos, advertisements, in-flight magazines
 - Rail: Train terminals/onboard trains
 - Transit: City subways and buses
 - Restrooms

- **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 followers.
- **POST-EVENT ACTION PLAN:** Any action plans subsequent to the event to effectuate change. With the 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. But impactful public awareness campaigns encourage transportation stakeholders to continue campaigns even after the initial major event has concluded.
- **TIMELINE:** Timeline coordinating all partners, training, and materials to be distributed before, during, and after the event.

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5. RECOMMENDATIONS

The following recommendations are directed toward, USDOT; the U.S. Congress; States; and private industry, NGOs, and local transportation authorities. While not reflective of every best practice and recommendation included within this report, these recommendations are central to the transportation sector's collective impact in combating human trafficking. Within each category, recommendations are grouped by funding, leadership, partnerships, policies and protocols, training and awareness, data and information-sharing, and survivor support.

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

FUNDING

1. **Continue Funding Available for Counter-Trafficking Activities:** To the extent consistent 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 United States.

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 Modal Reporting Policies and Protocols:** Develop survivor-informed, mode-specific, model reporting protocols in coordination with appropriate federal agencies; including who to call when reporting human trafficking indicators. Reporting protocols should include the elements outlined within the sample comprehensive strategy (see [Section 7.6.1](#)).

TRAINING AND AWARENESS

5. **Continue to Train USDOT Employees:** Train USDOT employees with niche-specific, 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.
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 TLAHT’s partner NGO’s niche-specific trainings to targeted audiences, particularly state DOTs.
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.⁶⁵

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 transportation is included. 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.
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; and can benefit tip line.
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.

⁶⁵ Examples of recognition programs within other industries 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.
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 revising 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 that can be applied to counter-trafficking activities, including infrastructure and operational improvements, training, and educational initiatives for transportation employees and the public.⁶⁶
2. **Fund DOT's Counter-Trafficking Initiatives:** Appropriate ongoing dedicated federal funding for USDOT counter-trafficking initiatives, including the provision of permanent staff and related infrastructure. 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 Training:** Appropriate federal funding to create a suite of comprehensive, mode-specific transportation industry human trafficking trainings. The training should be provided to new and existing employees, address awareness and reporting options, be mode-specific, and may include computer-based or virtual training. Trainings should be regularly updated to reflect evolving trafficker tactics, survivor input and stories, promising counter-trafficking practices, and any relevant legislative changes.

⁶⁶ 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 data collection related to human trafficking and transportation as the NHTH shares the most comprehensive data set related to the intersection of human trafficking and transportation.

SURVIVOR SUPPORT

5. **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.
6. **Facilitate Survivor Legal Identification Documents:** Enact legislation to facilitate the reestablishment of proper legal identification documents for survivors.

5.3. RECOMMENDATIONS FOR STATES

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 TLAHT pledge and issue a public leader's statement committing their DOT to combat human trafficking and proactively outlining the steps they are taking.

PARTNERSHIPS

3. **Create a State Human Trafficking Task Force:** States should convene state agency stakeholders to form state-level Human Trafficking Commissions/Councils/Task Forces (see examples from Ohio, Iowa, Colorado, Florida, etc.), including their respective state DOTs and state DMVs.

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.⁶⁷
5. **Institute Policies and Protocols:** State DOTs should implement survivor-informed, mode-specific policies with a reporting protocol, including who to call when reporting human trafficking indicators. See sample comprehensive strategy with policies and a reporting protocol for states within [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, accessing additional information, identifying human trafficking victims, and the appropriate reporting protocol. 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 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.⁶⁸

⁶⁷ For example, see the Massachusetts' Zero Tolerance Policy. Human Resources Division, Commonwealth of Massachusetts. (2018, April 17). Zero Tolerance Policy for Human Trafficking and Related Activities. Retrieved from <https://www.mass.gov/service-details/zero-tolerance-policy-for-human-trafficking-and-related-activities>

⁶⁸ 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 anti-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.⁶⁹
9. **Adopt Voluntary CDL Training:** State DOTs should adopt voluntary human trafficking training for Commercial Driver's License holders.⁷⁰

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, and develop corrective actions as necessary to ensure accurate data collection.
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.⁷¹

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 law enforcement presence in transportation-related areas known to be frequented by potential traffickers and/or victims.

⁶⁹ The Department of Transportation's TLAHT training materials are available at: <https://www.transportation.gov/TLAHT>

⁷⁰ Many states use Truckers Against Trafficking training for this purpose.

⁷¹ 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:** Expand funding available for counter-human trafficking activities.

LEADERSHIP

2. **Show a Top-Level Commitment to Counter-Trafficking:** Organization heads should sign the TLAHT pledge and issue a public leader's statement committing their company 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 TLAHT initiative. When feasible, ensure the collaboration of the public sector, industry and labor, and counter-trafficking organizations.

POLICIES AND PROTOCOLS

4. **Institute a Reporting Protocol:** Implement survivor-informed, mode-specific policies with a reporting protocol, including who to call when indicators of human trafficking are identified. See sample model policy and protocol within the [Appendix 7.6.1](#).
5. **Adopt a Zero-Tolerance Policy:** Adopt zero-tolerance policies against human trafficking that reflect the private company or NGO culture. Policies should identify who is required to follow the policy, include the definition of human trafficking, reference the company'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.
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 human trafficking trainings for employees and tip line postings within transportation hubs and private sector businesses that operate in transportation venues. Private industry entities should report their training and public awareness related data to TLAHT.

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

DATA AND INFORMATION-SHARING

9. **Transportation Stakeholder Survey:** A third party 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, how to identify it, and where to report it. With the information garnered from the survey, trainings and other targeted initiatives should be established to address cross-industry knowledge gaps about trafficking and reporting mechanisms.
10. **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 TLAHT.
11. **State Law Analysis:** NGOs should survey, compile, and analyze state laws requiring the transportation industry to combat human trafficking and update them regularly.
12. **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 identify, communicate, and respond appropriately. Engage large multinational technology companies to assist in this development, data mining, and monitoring.
13. **Technologies Clearinghouse:** Leading transportation research institutions should analyze existing technologies and how they intersect with the transportation industry, and develop a clearinghouse for recommended/successful technology applications (Examples include the use of artificial intelligence, facial recognition in airports/train stations, large transit agencies, GPS tracking, heat sensing devices, license plate recognition, etc.).

SURVIVOR SUPPORT

14. **Support 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.
15. **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.

6. CONCLUSION

This report outlines the ACHT's analyses, findings, best practices, and recommendations to initiate review and action by USDOT, Congress, states, private industry, NGOs, and local transportation authorities. The Committee hopes that transportation stakeholders across the country will utilize the best practices and sample materials provided, as well as review existing initiatives (see Appendix 7.9) 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.

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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 sample 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 SUBCOMMITTEES

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 anti-trafficking targeted awareness campaigns and niche-specific trainings to members of the transportation sector, recognizing and reporting victims of human trafficking they come into contact with, and conducting public awareness campaigns. In addition, local municipalities could replicate many of the recommendations given to states.
- *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 an instance of suspected human trafficking.
- *Collective Impact*: Results from 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 designed by transportation organizations to combat human trafficking.
- *Commercial Drivers 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 that can help to combat human trafficking.
- *Crowdsourcing*: The practice of obtaining information or input 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 datasource.
- *Debt Servitude*: 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.
- *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 innovated applications of current technologies, that assist in counter-trafficking efforts.
- *Forced Labor*: Individuals perform labor or services through the use of force, fraud, or coercion.
- *Frontline Employees*: Staff who 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*: Entities that are involved in the transportation sector.

- *Information-Sharing*: Making human trafficking data, research, policies, and training and awareness materials related to the transportation sector 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.
- *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 as well as spur the general public to report suspected incidents of human trafficking, and/or to encourage victims of human trafficking to seek help. Components include an anti-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 well being of a person who was previously a victim of human trafficking.
- *Survivor-Informed Practice*: 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. ⁷²
- *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.

⁷² National Human Trafficking Training and Technical Assistance Center. (2017). *Survivor-Informed Practice*.

- *Trafficker*: An individual who recruitments, 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 employees of the transportation sector and the general public about the nature of the crime of 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 Approach*: A victim-centered approach seeks to minimize retraumatization 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.⁷³

⁷³ Office for Victims of Crime. Victim-Centered Approach.

7.4. INDICATORS OF HUMAN TRAFFICKING

Victims of human trafficking can be of any age, race, gender, sexual orientation, 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 mean that a person is being trafficked, or actively being targeted and recruited.

Indicator	Both/ Sex/ Labor	Aviation	Bus School	Bus Comm.	Ports/ Maritime	Rail	Taxi/ Ride- share	Tran- sit	Truck -ing
1. Does not know the person who purchased their ticket/ride or is picking them up or is traveling with them	Both	x	x	x	x	x	x	x	x
2. Traveling to obtain a job with no specific information, such as who will be meeting them	Both	x		x	x	x	x	x	
3. No control of travel identification or documents or money	Both	x		x	x	x	x	x	x
4. Lies about identity and/or age	Both	x	x	x	x	x	x	x	x
5. Has no logical means of reaching, or lacks knowledge of, final destination	Both	x		x	x	x	x	x	
6. Does not know what city they are in or where they have been	Both	x		x	x	x	x	x	x
7. Does not know their home/work address	Both	x		x	x	x	x	x	x
8. Appears to have lost sense of time	Both	x	x	x	x	x	x	x	x
9. Traveling on a last-minute booking paid by someone else in cash	Both	x		x	x	x	x	x	
10. Controlled or unusually submissive to a traveling companion	Both	x		x	x	x	x	x	x
11. No freedom of movement or social interaction	Both	x		x	x	x		x	x
12. Not allowed to speak for themselves (a third party may insist on speaking for them)	Both	x		x	x	x	x	x	x
13. Behavioral dependence on traveling companion such as looking to companion before answering questions, looking down, fear of companion									
14. Avoids eye contact, interaction with others, or is watchful to the point of paranoia	Both	x	x	x	x	x	x	x	x
15. Appears fearful, anxious, depressed, submissive, tense, or nervous/paranoid	Both	x	x	x	x	x	x	x	x

Indicator	Sex/ Labor / Both	Aviation	Bus - School	Bus – Comm.	Ports/ Maritime	Rail	Taxi/ Ride- share	Tran sit	Truck ing
16. Exhibits evidence of verbal threats, emotional abuse, and/or being treated in a demeaning way	Both	x	x	x	x	x	x	x	x
17. Sounds scripted or provides inconsistent stories	Both	x	x	x	x	x	x	x	x
18. Seems coached when talking to authority or law enforcement	Both	x	x	x	x	x		x	x
19. Afraid of uniformed security	Both	x	x	x	x	x	x	x	x
20. Is threatened with deportation or law enforcement action	Both	x		x	x	x	x	x	
21. Signs of criminal indicators present, such as drugs, stolen property, etc.	Both	x	x	x	x	x	x	x	x
22. Traveling with little or no personal items such as luggage or bags	Both	x		x	x	x		x	
23. Traveling with minimal personal items but carrying condoms, hotel key cards, gift cards	Both	x		x	x	x	x	x	x
24. Uses prepaid credit cards and gift cards, such as Green Dot, Vanilla, etc.	Both	x	x	x	x	x	x	x	x
25. Branding tattoo that indicates ownership (e.g., barcode, prostitution related language)	Sex	x	x	x	x	x	x	x	x
26. Wounds, whip marks or bruises at various stages of healing	Both	x	x	x	x	x	x	x	x
27. Appears drugged or disoriented	Both	x	x	x	x	x	x	x	x
28. Indicates they are being held against their will	Both	x	x	x	x	x	x	x	x
29. Any acknowledgement that they have a pimp or is making a quota	Sex	x	x	x	x	x	x	x	x
30. Does not know what city they are in or where they have been	Sex	x	x	x	x	x	x	x	x
31. Offers to exchange sex for a ride/meal	Sex			x		x	x	x	x
32. CB chatter about “commercial company” or flashing lights signaling “buyer” location	Sex								x
33. A van or RV that seems out of place out by trucks	Sex								x
34. A vehicle dropping someone off at a truck and picking them up 15-20 minutes later	Sex								x
35. May go from truck to truck or appear to be operating multiple trucks at once	Sex								x

Indicator	Sex/ Labor / Both	Aviation	Bus - School	Bus – Comm.	Ports/ Maritime	Rail	Taxi/ Ride- share	Tran sit	Truck ing
36. 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
37. A highly controlled and/or hazardous, unsafe work setting (may contain sub-standard, unsafe and closely monitored housing)	Labor								x
38. A work site that has heavy or excessive security measures that seem out of place	Labor								x
39. Signs of bedding in odd locations (i.e., backroom of a store)	Both			x	x	x	x	x	x
40. Works excessively long hours and is provided few or no breaks and/or who has indicated their employer is withholding pay	Labor		x	x		x	x	x	x
41. Minor does not appear to be accompanied by their legitimate parent or guardian	Both	x	x	x	x	x	x	x	
42. Minors traveling without adult supervision	Both	x		x	x	x	x	x	x
43. Minors traveling during the school day	Both			x	x	x	x	x	x
44. Minors seeking to obtain an ID or an individual seeking to obtain an ID in a different name	Both	x	x	x	x	x	x	x	x
45. 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						
46. Students experiencing mood swings, including signs of irritability, panic or shame that weren't there before	Both		x						
47. Changes in physical appearance, such as students who show signs of physical trauma, malnourishment, branding/tattooing, or drug use	Both		x						
48. Any comments by students that suggest they are exchanging sex for money, material items, shelter, etc.	Sex		x						
49. Students who suddenly have new gadgets, designer clothes, other types of material items they didn't have before	Sex		x						

Indicator	Both/ Sex/ Labor	Aviation	Bus School	Bus Comm.	Ports/ Maritime	Rail	Taxi/ Ride- share	Tran- sit	Truck- ing
50. Does not know the person who purchased their ticket/ride or is picking them up or is traveling with them	Both	x	x	x	x	x	x	x	x
51. May speak of a "modeling" or labor job without knowing who will be meeting them	Both	x		x	x	x	x	x	
52. No control of travel identification or documents (or money)	Both	x		x	x	x	x	x	x
53. Lies about identity and/or age	Both	x	x	x	x	x	x	x	x
54. Has no logical means of reaching, or lacks knowledge of, final destination	Both	x		x	x	x	x	x	
55. Does not know what city they are in or where they have been	Both	x		x	x	x	x	x	x
56. Does not know their home/work address	Both	x		x	x	x	x	x	x
57. Appears to have lost sense of time	Both	x	x	x	x	x	x	x	x
58. Traveling on a last-minute booking paid by someone else in cash	Both	x		x	x	x	x	x	
59. Controlled or unusually submissive to a traveling companion	Both	x		x	x	x	x	x	x
60. No freedom of movement or social interaction	Both	x		x	x	x		x	x
61. Not allowed to speak for themselves (a third party may insist on speaking for them)	Both	x		x	x	x	x	x	x
62. Avoids eye contact, interaction with others, or is watchful to the point of paranoia	Both	x	x	x	x	x	x	x	x
63. Appears fearful, anxious, depressed, submissive, tense, or nervous/paranoid	Both	x	x	x	x	x	x	x	x
64. Exhibits evidence of verbal threats, emotional abuse, and/or being treated in a demeaning way	Both	x	x	x	x	x	x	x	x
65. Sounds scripted or provides inconsistent stories	Both	x	x	x	x	x	x	x	x
66. Seems coached when talking to authority or law enforcement	Both	x	x	x	x	x		x	x
67. Afraid of uniformed security	Both	x	x	x	x	x	x	x	x
68. Is threatened with deportation or law enforcement action	Both	x		x	x	x	x	x	
69. Traveling with little or no personal items such as luggage or bags	Both	x		x	x	x		x	
70. Branding tattoo that indicates ownership (e.g., barcode, prostitution related language)	Sex	x	x	x	x	x	x	x	x

Indicator	Sex/ Labor / Both	Aviation	Bus - School	Bus – Comm.	Ports/ Maritime	Rail	Taxi/ Ride- share	Tran sit	Truck ing
71. Wounds, whip marks or bruises at various stages of healing	Both	x	x	x	x	x	x	x	x
72. Appears drugged or disoriented	Both	x	x	x	x	x	x	x	x
73. Indicates they are being held against their will	Both	x	x	x	x	x	x	x	x
74. Any acknowledgement that they have a pimp or is making a quota	Sex	x	x	x	x	x	x	x	x
75. Offers to exchange sex for a ride/meal	Sex			x		x	x	x	x
76. CB chatter about “commercial company” or flashing lights signaling “buyer” location	Sex								x
77. A van or RV that seems out of place out by trucks	Sex								x
78. A vehicle dropping someone off at a truck and picking them up 15-20 minutes later	Sex								x
79. May go from truck to truck or appear to be operating multiple trucks at once	Sex								x
80. 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
81. A highly controlled and/or hazardous, unsafe work setting (may contain sub-standard, unsafe and closely monitored housing)	Labor								x
82. A work site that has heavy or excessive security measures that seem out of place	Labor								x
83. Signs of bedding in odd locations (i.e., backroom of a store)	Both			x	x	x	x	x	x
84. Works excessively long hours and is provided few or no breaks and/or who has indicated their employer is withholding pay	Labor		x	x		x	x	x	x
85. Minor does not appear to be accompanied by their legitimate parent or guardian	Both	x	x	x	x	x	x	x	
86. Minors traveling without adult supervision	Both	x		x	x	x	x	x	x
87. Minors traveling during the school day	Both			x	x	x	x	x	x
88. Students experiencing mood swings, including signs of irritability, panic or shame that weren't there before	Both		x						

Indicator	Sex/ Labor / Both	Aviation	Bus - School	Bus – Comm.	Ports/ Maritime	Rail	Taxi/ Ride- share	Tran sit	Truck ing
89. 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						
90. Changes in physical appearance, such as students who show signs of physical trauma, malnourishment, branding/tattooing, or drug use	Both		x						
91. Any comments by students that suggest they are exchanging sex for money, material items, shelter, etc.	Sex		x						

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7.5. REPORTING HOTLINES

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

	911	NHTH	NCMEC	HSI
Phone Number	911	1-888-373-7888	1-800-THE-LOST (1-800-843-5678)	1-866-DHS-2-ICE (1-866-341-2489)
TTY	-	771		802-872-6196
24/7	Yes	Yes	Yes	Yes
Connect with Law Enforcement	Yes	Yes	Yes	Yes
Provides Victim Services	Emergency services	Yes	Yes	Yes
Multilingual	Spanish*	Spanish and more than 200 additional languages	Spanish	Spanish
Texting Capabilities	Dependent on local emergency call center ⁷⁴	BeFREE (233733)	-	-
Anonymous Online Reporting Form	-	humantraffickinghotline.org/report-traffic	report.cybertip.org	www.ice.gov/webform/hsi-tip-form
Shares Human Trafficking TIP Data Publicly	-	Yes ⁷⁵	Yes ⁷⁶	Limited
Shares Human Trafficking TIP Data Publicly on the Intersection of Transportation	-	Yes	Limited	Limited
Receives U.S. Government Funding	Yes	Yes	Yes	Yes

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

⁷⁴ Federal Communications Commission. (2018, April 16). Text to 911: What You Need to Know.

⁷⁵ National Human Trafficking Hotline. (2017).. "Hotline Statistics".

⁷⁶ National Center for Missing and Exploited Children. (2017). *The Online Enticement of Children: An In-Depth Analysis of CyberTipline Reports*.

7.6. SAMPLE TOOLS

The sample strategy, policies, reporting protocol, and proclamation below offer transportation organizations templates that they can tailor, adopt, and implement as a comprehensive approach to combating human trafficking.

7.6.1. SAMPLE COMPREHENSIVE STRATEGY

The following sample strategy was created as a tool for transportation stakeholders to adapt and implement within their organizations. The strategy includes policies on establishing comprehensive strategies and policies, implementing programs in support of employee training and industry education, engaging in public awareness and outreach campaigns, measuring and sharing impact, and collaborating with stakeholders. The development of this strategy was informed by USDOT's [TLAHT strategy](#) (see Appendix 7.7.1.1.), the [Port of Seattle policy](#) (see Appendix 7.7.1.2), [ECPAT protocols](#) (see Appendix 7.7.1.3.), 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 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 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 of [Indicators of Human Trafficking](#) chart (in Appendix 7.3), including those that intersect with the transportation sector, for a more comprehensive list.

POLICIES

The ORGANIZATION’s leadership endorses and supports the following counter-human trafficking policies and initiatives, including assigning the necessary funds to support their implementation:

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.

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 [best practices](#) in Section 4.2 and [sample materials](#) in Appendix 7.7.2.

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 anti-human trafficking message. See [best practices](#) in Section 4.2 and [sample materials](#) in Appendix 7.7.3.

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

- 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 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.

DATA COLLECTION & INFORMATION-SHARING

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

VICTIM AND SURVIVOR SUPPORT

The ORGANIZATION donates transportation service vouchers to a victim services organization to support victims in their escape and survivors in their recovery.

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 contributes to the transportation industry's collective impact on human trafficking. The ORGANIZATION leverages existing resources and partnerships both to reduce duplication and to maximize the impact of counter-human trafficking efforts by transportation industry stakeholders.

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7.6.2. SAMPLE PROCLAMATION

Below is a sample proclamation organizations can adopt to demonstrate their commitment to combating human trafficking.

ORGANIZATION HUMAN TRAFFICKING PROCLAMATION (DATE)

WHEREAS, Every year, nearly 25 million men, women, and children are trafficked and deprived of their freedom, human rights, and dignity.⁷⁷

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 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.⁷⁸

WHEREAS, Human trafficking is among the fastest growing criminal industries in the world, second only to drug trafficking,⁷⁹

WHEREAS, the State of (state in which the ORGANIZATION is based, if they have done the following) has enacted comprehensive anti-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 to our communities, our states, and the nation; and recognizes that bringing a greater awareness to this problem will help victims further;

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 this form of 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,

⁷⁷ International Labour Organization & Walk Free Foundation. (2017). *Global Estimates of Modern Slavery: Forced Labour and Forced Marriage*.

⁷⁸ Trafficking Victims Protection Act of 2000, Pub. Law 106-386, 114 Stat. 1464 (2000).

⁷⁹ Add source

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

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 efforts in measuring collective impact.

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

Adopted by the ORGANIZATION _____, DATE

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7.7. QUICK IMPLEMENTATION GUIDES FOR TRANSPORTATION STAKEHOLDERS

These guides provide actionable “next steps” for state and private transportation industry stakeholders seeking to implement a robust, organization-wide comprehensive strategy to combatting human trafficking, which in addition to these Quick Implementation Guides can be supplemented with Sample Materials in Appendix 7.8.

7.7.1. AIRLINES

According to the [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, 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 mean that a person is being trafficked, or actively being targeted and recruited. See [chart](#) in Appendix 7.4 for additional indicators of human trafficking.

- Has no logical means of reaching, or lacks knowledge of, final destination
- No control of travel identification or documents (or money)
- Does not know the person who purchased their airline ticket or is picking them up or is traveling with them
- Not allowed to speak for themselves (a third party may insist on speaking for them)
- No freedom of movement or social interaction, such as inability to use restroom freely
- 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
- Indicates they are being held against their will

Recommended Comprehensive Strategy:

- **Ensure leadership buy-in:** The CEO and senior leaders of airlines should visibly support an anti-trafficking initiative. Union leadership should also be engaged. Establishing a Human Trafficking Working Group with select departments within the organization would bring forth a collaborative approach and meaningful impact to a program.
- **Establish the necessary partnerships:** The Blue Lightning Initiative (BLI), a DOT and DHS program, 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 a company 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, reporting protocol (both internal and external), and how training materials will be presented to employees (ex. computer based training, in-person), as well as the frequency of the training.
- ***Adopt anti-trafficking in persons policy:*** See Appendix 7.6.1 for sample language.
- ***Institute victim-assistance procedures:*** Consider travel support for human trafficking victims via travel vouchers or donation of passenger frequent traveler miles programs.
- ***Participate in public and targeted awareness campaigns:*** There are a number of options from various organizations involved in human trafficking awareness for posters to display in break rooms or other visible locations as well as written materials for employee or passenger distribution. Airlines with video media onboard their aircraft can consider a video of human trafficking aimed at awareness for passengers and/or victims. A21's, *Can You See Me* campaign meets best practice standards and their materials are readily available.
- ***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:

To learn more about counter-trafficking initiatives, training, or to contact for more information, click on:

- [Transportation Leaders Against Human Trafficking: trafficking@dot.gov](mailto:trafficking@dot.gov)
- [Blue Lightning Initiative: bluecampaign@hq.dhs.gov](mailto:bluecampaign@hq.dhs.gov)
- [A21: cysm@a21.org](mailto:cysm@a21.org)
- [Airline Ambassadors: \(866\) ANGEL-86](tel:(866)ANGEL-86)
- [Polaris: \(888\) 373-7888](tel:(888)373-7888)

7.7.2. AIRPORTS

Passenger facing airport employees are in a position to contribute to the efforts to identify and report potential instances of human trafficking. Some examples of these passenger facing airport employees 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, 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 mean that a person is being trafficked, or actively being targeted and recruited. See [chart](#) in Appendix 7.4 for additional indicators of human trafficking.

- Has no logical means of reaching, or lacks knowledge of, final destination
- No control of travel identification or documents (or money)
- Does not know the person who purchased their airline ticket or is picking them up or is traveling with them
- Not allowed to speak for themselves (a third party may insist on speaking for them)
- No freedom of movement or social interaction, such as inability to use restroom freely
- 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
- Indicates they are being held against their will

Recommended Comprehensive Strategy:

- ***Ensure leadership buy-in:*** The senior leaders of the Airport Authority should visibly support an anti-trafficking initiative. When applicable, union leadership should also be engaged on the issue. Establishing a Human Trafficking Working Group with select departments within the organization would bring forth a collaborative approach and meaningful impact to a program.
- ***Establish the necessary partnerships:*** The Blue Lightning Initiative (BLI), a DOT and CBP program, 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 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, reporting protocol (both internal and external), and how training materials will be presented to employees (ex. computer based training, in-person), as well

as the frequency of the training. Consider including human trafficking training during the required SIDA training for airport employees.

- ***Adopt anti-trafficking in persons policy:*** See Appendix 7.6.1 for sample language.
- ***Institute victim-assistance procedures:*** Collaboration with local and/or airport law enforcement on victim-centered approach when interaction occurs is recommended.
- ***Participate in public and targeted awareness campaigns:***
 - There are a number of options from various organizations involved in human trafficking awareness for posters to display in break rooms or other visible locations in the airport environment, as well as written 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 awareness for passengers and/or victims.
- ***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:

To learn more about counter-trafficking initiatives, training, or to contact for more information, click on:

- [Transportation Leaders Against Human Trafficking: trafficking@dot.gov](mailto:trafficking@dot.gov)
- [Blue Lightning Initiative: bluecampaign@hq.dhs.gov](mailto:bluecampaign@hq.dhs.gov)
- [A21: cysm@a21.org](mailto:cysm@a21.org)
- [Airline Ambassadors: \(866\) ANGEL-86](tel:866-ANGEL-86)
- [Polaris: \(888\) 373-7888](tel:888-373-7888)

7.7.3. BUSES (COMMERCIAL)

Red Flag Indicators:

Victims of human trafficking can be of any age, race, gender, sexual orientation, 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 mean that a person is being trafficked, or actively being targeted and recruited. See [chart](#) in Appendix 7.4 for additional indicators of human trafficking.

- Not allowed to speak for themselves (a third party may insist on speaking for them)
- No control of travel identification or documents or bus pass and 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
- Indicates they are being held against their will
- Branding tattoo that indicates ownership (e.g., barcode, prostitution related language)
- Works excessively long hours and are provided few or no breaks and/or who have indicated their employer is withholding pay

Recommended Comprehensive Strategy:

- **Ensure leadership buy-in:** The GM, Operations Director and Safety Director should visibly support an anti-trafficking initiative. When applicable, union leadership and the board of directors should also be engaged on the initiative.
- **Establish the necessary partnerships:** Busing on the Lookout (BOTL), a program of Truckers Against Trafficking, has industry specific training materials (including a 30-minute training video, wallet cards, an app, dash stickers and victim-centered posters), makes all of its materials free of charge 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, busing-industry associations may also assist in establishing and promoting policies and internal reporting protocols. Include local and/or agency law enforcement, along with a local victims service providers in training.
- **Determine training rollout:** In conjunction with BOTL and other identified partners, establish a training rollout plan, 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.
- **Adopt anti-trafficking in persons policy:** See Appendix 7.6.1 for sample language.
- **Institute victim-assistance procedures:** Transit agencies should donate passes for survivors to access. BOTL can facilitate the negotiations between the company or transit agency and the appropriate survivor-services entity to ensure verification and accounting requirements are met. BOTL training includes tips on how to take a victim-centered approach.

- ***Participate in public and targeted awareness campaigns:*** BOTL has a series of bilingual, victim-centered posters to be hung in bus terminals or on buses (print or digital). The verbiage was written in consultation with survivors and based upon reports of how buses intersect with human trafficking in the US. BOTL’s red flag recap video for operators can be played on a loop in breakrooms. BOTL can work with your company on developing other passenger-oriented messaging, such as adding information on human trafficking to the safety videos played on buses and trains.
- ***Create Second Chance Employment Programs:*** Public transportation agencies can help break the cycle by partnering with survivor-services to match survivors with transit jobs. Transit agencies should work with survivor-services to provide empathy training for manager.

How to get started:

To learn more about counter-trafficking initiatives, training, or to contact for more information, click on:

- [Transportation Leaders Against Human Trafficking: trafficking@dot.gov](mailto:trafficking@dot.gov)
- [Busing on the Lookout: \(612\) 888-2050](tel:(612)888-2050)
- [Truckers Against Trafficking: tat.truckers@gmail.com](mailto:tat.truckers@gmail.com)

7.7.4. BUS/RAIL, PUBLIC AGENCIES

Red Flag Indicators:

Victims of human trafficking can be of any age, race, gender, sexual orientation, 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 mean that a person is being trafficked, or actively being targeted and recruited. See [chart](#) in Appendix 7.4 for additional indicators of human trafficking.

- Not allowed to speak for themselves (a third party may insist on speaking for them)
- No control of travel identification or documents or bus pass and 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 meeting them at the destination
- Any acknowledgement of having a pimp or needing to make a quota
- Indicates they are being held against their will
- Branding tattoo that indicates ownership (e.g., barcode, prostitution related language)
- Works excessively long hours and are provided few or no breaks and/or who have indicated their employer is withholding pay
- Signs of bedding in odd locations (i.e. back room of a convenience store)

Recommended Comprehensive Strategy:

- ***Ensure leadership buy-in:*** The CEO, GM, Operations Director and Safety Director should visibly support an anti-trafficking initiative. When applicable, union leadership and the board of directors should also be engaged in the initiative.
- ***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. Busing on the Lookout (BOTL), a program of Truckers Against Trafficking, has bus industry specific training materials (including a 30-minute training video, wallet cards, an app, dash stickers and victim-centered posters), makes all of its materials free of charge and provides step-by-step implementation support. Include local and/or agency law enforcement, along with a local victims service provider in 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, 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. The Federal Transit Administration has training forthcoming.
- ***Adopt anti-trafficking in persons policy:*** See Appendix 7.6.1 for sample language.
- ***Institute victim-assistance procedures:*** Transit agencies should donate passes for survivors to access. BOTL can facilitate the negotiations between the company or transit

agency and the appropriate survivor-services entity to ensure verification and accounting requirements are met. BOTL training includes tips on how to take a victim-centered approach.

- ***Participate in public and targeted awareness campaigns:*** BOTL has a series of bilingual, victim-centered posters to be hung in bus terminals or on buses (print or digital). The verbiage was written in consultation with survivors and based upon reports of how buses intersect with human trafficking in the US. BOTL's red flag recap video for operators can be played on a loop in breakrooms. BOTL can work with your company on developing other passenger-oriented messaging, such as adding information on human trafficking to the safety videos played on buses and trains.
- ***Create Second Chance Employment Programs:*** Public transportation agencies can help break the cycle by partnering with survivor-services to match survivors with transit jobs. Transit agencies should work with survivor-services to provide empathy training for manager.

How to get started:

To learn more about counter-trafficking initiatives, training, or to contact for more information, click on:

- [Transportation Leaders Against Human Trafficking: trafficking@dot.gov](mailto:trafficking@dot.gov)
- [Busing on the Lookout: \(612\) 888-2050](tel:(612)888-2050)
- [Truckers Against Trafficking: tat.truckers@gmail.com](mailto:tat.truckers@gmail.com)
- [American Public Transportation Association](#)
- Federal Transit Administration's [Human Trafficking Awareness and Public Safety Initiative](#)

7.7.5. LAW ENFORCEMENT

Red Flag Indicators:

Victims of human trafficking can be of any age, race, gender, sexual orientation, 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 mean that a person is being trafficked, or actively being targeted and recruited. See [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 or 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 or is picking them up or is traveling with them

Recommended Comprehensive Strategy:

- **Ensure leadership buy-in:** Leadership of state patrols/DOT enforcement and MVE/CVE commands should visibly support an anti-trafficking initiative including 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. 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 both a 38-minute training DVD that serves as an introductory or supplementary training tool and is free of charge. TAT also offers a 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 would need to determine which course of training will be adopted and schedule in-person or digital trainings accordingly for existing officers. All training academies should also be outfitted with anti-trafficking training for all incoming officers.

- ***Institute victim-assistance procedures***
 - Both IPC and TAT training cover how to take a victim-centered approach when interaction occurs.
 - Locate and form partnerships with victim advocates and service providers in your region to establish an on-going positive relationship to ensure victim safety and possible participation in prosecution of traffickers.
- ***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 anti-trafficking materials, and help ensure all school bus drivers in their state become trained.

How to get started:

To learn more about counter-trafficking initiatives, training, or to contact for more information, click on:

- [Transportation Leaders Against Human Trafficking: trafficking@dot.gov](mailto:trafficking@dot.gov)
- [Truckers Against Trafficking: tat.truckers@gmail.com](mailto:tat.truckers@gmail.com)
- Texas Department of Public Safety's [Interdiction for the Protection of Children](#)

7.7.6. LICENSING AGENCIES (DMV, DOR, DOL)

Red Flag Indicators:

Victims of human trafficking can be of any age, race, gender, sexual orientation, 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 mean that a person is being trafficked, or actively being targeted and recruited. See [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 or 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:

- ***Ensure leadership buy-in:*** Executive management should visibly support counter-trafficking initiatives. They must decide which departments, and at what levels, will participate in an anti-trafficking initiative. Union leadership should also be engaged when applicable.
- ***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 Iowa Motor Vehicle Enforcement will serve as good 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. In addition, local agencies who provide victim advocacy and assistance will need to be identified and contacted.
- ***Determine training rollout:*** In conjunction with TAT and other identified partners, establish training rollout timeline, 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).
- ***Adopt anti-trafficking in persons policy:*** See Appendix 7.6.1 for sample language.
- ***Institute victim-assistance procedures:***
 - [The 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 identification documents.
 - Consider offering employment opportunities to survivors of human trafficking and what that program might look like.

- ***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 Truckers Against Trafficking 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.). In particular, DMVs can show anti-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 anti-trafficking initiatives.

How to get started:

To learn more about counter-trafficking initiatives, training, or to contact for more information, click on:

- [Transportation Leaders Against Human Trafficking: trafficking@dot.gov](mailto:trafficking@dot.gov)
- [Truckers Against Trafficking: tat.truckers@gmail.com](mailto:tat.truckers@gmail.com)
- [Busing on the Lookout: \(612\) 888-2050](tel:(612)888-2050)
- [*Combating Human Trafficking Through Your Agency*](#)

7.7.7. MASS TRANSIT & PASSENGER RAIL

Red Flag Indicators:

Victims of human trafficking can be of any age, race, gender, sexual orientation, 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 mean that a person is being trafficked, or actively being targeted and recruited. See [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 or documents (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:

- ***Ensure leadership buy-in:*** The CEO, GM, Operations Director, Safety Director, and local authorities should visibly support an anti-trafficking initiative. When applicable, union leadership and the board of directors should also be engaged in the initiative.
- ***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 Department of Homeland Security's Blue Campaign also offers training materials. Polaris, A21, rail, and industry specific associations have requisite resources to support establishing policies, internal reporting protocols, distributing awareness materials. Local transit police and law enforcement partnerships are also key in training.
- ***Determine training rollout:*** When a transit police agency is present, training should include two separate programs specific to (1.) law enforcement and (2.) frontline employees. Further, reporting protocols should include the transit police agency based on their availability for rapid response at stations/facilities and onboard trains.
- ***Adopt anti-trafficking in persons policy:*** See Appendix 7.6.1 for sample language.
- ***Institute victim-assistance procedures:*** Provide travel waivers for victims of human trafficking in the process of escaping traffickers.
- ***Create Second Chance Employment Programs:*** Public transportation agencies can help break the cycle by partnering with survivor-services to match survivors with transit jobs. Transit agencies should work with survivor-services to provide empathy training for manager.
- ***Participate in public and targeted awareness campaigns: 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 transit vehicles. BOTL has a series of bilingual, victim-centered posters to be hung in transit terminals. BOTL's red flag recap video for operators can be played on a loop in breakrooms. BOTL can work with your company on developing other passenger-oriented messaging, such as adding information on human trafficking to the safety videos played on buses and trains.

How to get started:

To learn more about counter-trafficking initiatives, training, or to contact for more information, click on:

- [Transportation Leaders Against Human Trafficking: trafficking@dot.gov](mailto:trafficking@dot.gov)
- [Blue Campaign: bluecampaign@hq.dhs.gov](mailto:bluecampaign@hq.dhs.gov)
- Amtrak Police Department [Training](#): Contact James Lewis, Lead Communications Specialist (lewisj@amtrak.com)
- [Busing on the Lookout: \(612\) 888-2050](tel:(612)888-2050)
- [A21: cysm@a21.org](mailto:cysm@a21.org)

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7.7.8. PORTS/MARITIME

Red Flag Indicators:

Victims of human trafficking can be of any age, race, gender, sexual orientation, 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 mean that a person is being trafficked, or actively being targeted and recruited. See [chart](#) in Appendix 7.4 for additional indicators of human trafficking.

- Wounds, whip marks or bruises at various stages of healing
- 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
- Exhibits evidence of verbal threats, emotional abuse, and/or being treated in a demeaning way
- No control of travel identification or documents 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 or is picking them up or is traveling with them

Recommended Comprehensive Strategy:

- ***Ensure leadership buy-in:*** Executive leadership of ports should visibly support an anti-trafficking initiative. It is strongly encouraged to establish an Anti-Human Trafficking Implementation Working Group with key employees from across all departments within ports. 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.
- ***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 NGOs such as Businesses Ending Slavery and Trafficking (BEST), Polaris, A21, Truckers Against Trafficking (TAT), associations, and local community-based human trafficking advocacy organizations will be critical to success. For example, the Port of Seattle partnered with BEST, who has been instrumental in providing direct guidance and support in the development of the Port of Seattle's Comprehensive Port-wide Anti-Human Trafficking Strategy, their

Executive Director's Anti-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 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, reporting protocol (both internal and external), and how training materials will be presented to employees (ex. computer-based training, in-person), as well as the frequency of the training. BEST is in the process of developing seaport/maritime specific human trafficking awareness training and is anticipated to be available by the end of 2019.
- **Adopt anti-trafficking in persons policy:** See Appendix 7.6.1 for sample language
- **Institute victim-centered 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, local and state laws
- **Participate in public and targeted awareness campaigns:** In regards to public awareness materials, there are a number of options from various organizations such as A21 and their *Can You See Me* campaign and the USDOT's Transportation Leaders Against Human Trafficking Initiative. 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 organizations Public Affairs/Community Engagement Department conduct outreach with major public and private sector partners to bring together a coalition to garner significant awareness.
- **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:

To learn more about partnerships, policies, training, targeted campaigns, and survivor employment programs click on:

- [Transportation Leaders Against Human Trafficking: trafficking@dot.gov](mailto:trafficking@dot.gov)
- [Businesses Ending Slavery and Trafficking: info@bestalliance.org](mailto:info@bestalliance.org)
- [Truckers Against Trafficking: tat.truckers@gmail.com](mailto:tat.truckers@gmail.com)
- [Polaris: \(888\) 373-7888](tel:(888)373-7888)
- [A21: cysm@a21.org](mailto:cysm@a21.org)
- American Association of Port Authorities: (Insert webpage Link)

7.7.9. STATE DEPARTMENTS OF EDUCATION (SCHOOL BUS DRIVERS)

Red Flag Indicators:

Victims of human trafficking can be of any age, race, gender, sexual orientation, 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 mean that a person is being trafficked, or actively being targeted and recruited. See [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 (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:

- ***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 an anti-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 an anti-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.
- ***Establish the necessary partnerships:*** Busing on the Lookout (BOTL), a program of Truckers Against Trafficking, has bus 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). The materials are all of its materials free of charge and provides step-by-step implementation support. In supplement, busing 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, 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 on protocols on reporting suspected abuse and neglect. For maximum impact, ensure that anti-trafficking training is occurring at all levels within the school reporting hierarchy.

How to get started: To learn more about counter-trafficking initiatives, training, or to contact for more information, click on:

- [Transportation Leaders Against Human Trafficking: trafficking@dot.gov](mailto:trafficking@dot.gov)
- [Busing on the Lookout Training: \(612\) 888-2050](tel:(612)888-2050)
- [Truckers Against Trafficking: tat.truckers@gmail.com](mailto:tat.truckers@gmail.com)

7.7.10.STATE DEPARTMENTS OF TRANSPORTATION

Personnel interacting with the travel public are in a position to contribute to efforts to identify and report potential instances of human Trafficking. Some examples of these personnel 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, emergency management coordinators. In addition, state-owned infrastructure and assets can be leveraged to raise public awareness. For example, public awareness materials could be distributed in state-run buildings and transportation hubs. Also, counter-trafficking signage could 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, 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 mean that a person is being trafficked, or actively being targeted and recruited. See [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 or documents or bus pass and 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 or are prevented from speaking to you
- Individuals that work excessively long hours and are provided few or no breaks

Recommended Comprehensive Strategy:

- ***Ensure leadership buy-in:*** Executive management must decide which departments, and at what level, will participate in an anti-trafficking initiative. Within individual state DOTs, executive management should be visibly supportive of an anti-trafficking initiative. In addition, union leadership should 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. Truckers Against Trafficking (TAT) and Iowa Motor Vehicle Enforcement may serve as good training partners. TAT can also assist with public and targeted awareness campaigns. In addition, industry-specific associations and local agencies, who provide victim advocacy and assistance, may need to be identified and contacted to support policy and reporting protocol development.

- **Determine training rollout:** In conjunction with TAT establish training rollout timeline, 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).
- **Adopt anti-trafficking in persons policy:** See Appendix 7.6.1 for sample language.
- **Institute victim-assistance procedures:**
 - *The 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.
- **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, any kind of licensing agency provides an excellent 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, 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 anti-trafficking training.

How to get started:

To learn more about counter-trafficking initiatives, training, or to contact for more information, click on:

- [Transportation Leaders Against Human Trafficking: trafficking@dot.gov](mailto:trafficking@dot.gov)
- [Blue Campaign: bluecampaign@hq.dhs.gov](mailto:bluecampaign@hq.dhs.gov)
- Amtrak Police Department [Training](#): Contact James Lewis, Lead Communications Specialist (lewisj@amtrak.com)
- [Combating Human Trafficking Through Your Agency](#)
- [Truckers Against Trafficking: tat.truckers@gmail.com](mailto:tat.truckers@gmail.com)
- [Blue Lightning Initiative: bluecampaign@hq.dhs.gov](mailto:bluecampaign@hq.dhs.gov)
- [Polaris: \(888\) 373-7888](tel:(888)373-7888)
- [Busing on the Lookout: \(612\) 888-2050](tel:(612)888-2050)
- [A21: cysm@a21.org](mailto:cysm@a21.org)

7.7.11. TRUCKING

Red Flag Indicators:

Victims of human trafficking can be of any age, race, gender, sexual orientation, 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 mean that a person is being trafficked, or actively being targeted and recruited. See [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 or documents or bus pass and 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:

- ***Ensure leadership buy-in:*** Both the CEO and the Safety Director of a company should visibly be in support an anti-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.
- ***Determine training rollout:*** In conjunction with TAT and other identified partners, establish training rollout timeline, reporting protocol (as truckers are mobile, the National Human Trafficking Hotline 1-888-373-7888 will be used), and how training materials will be presented to drivers (learning management system, hard copy, TAT’s online educational portal), as well as how to register as TAT trained and how to receive necessary documentation in states where legislative training requirements exist.
- ***Adopt anti-trafficking in persons policy:*** See Appendix 7.6.1 for sample language.
- ***Institute victim-assistance procedures***
 - TAT training covers how to take a victim-centered approach when interaction occurs.
 - Consider offering employment opportunities to survivors of human trafficking and what that program might look like.

- ***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.

How to get started:

To learn more about partnerships, policies, training, targeted campaigns, and survivor employment programs click on:

- [Transportation Leaders Against Human Trafficking: trafficking@dot.gov](mailto:trafficking@dot.gov)
- [Businesses Ending Slavery and Trafficking: info@bestalliance.org](mailto:info@bestalliance.org)
- [Truckers Against Trafficking: tat.truckers@gmail.com](mailto:tat.truckers@gmail.com)

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7.7.12. TRUCKSTOPS & TRAVEL CENTERS

Red Flag Indicators:

Victims of human trafficking can be of any age, race, gender, sexual orientation, 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 mean that a person is being trafficked, or actively being targeted and recruited. See [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 or documents or bus pass and 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:

- ***Ensure leadership buy-in:*** Truckstop owners and operators are encouraged to visibly support an anti-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.
- ***Establish the necessary partnerships:*** NATSO, the trade association representing the truckstop and travel plaza industry, provides free, online training for truckstop owners, operators and their employees as well as a toolkit to help truckstops and travel centers implement a comprehensive anti-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 format. 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). Truckstop 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 truckstop 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 truckstops and travel centers meet state law requirements for posting anti-human trafficking public awareness materials. The NATSO Foundation offers a state-by-state chart to help truckstops and travel centers determine state poster requirements for all of their profit centers, i.e. restaurants, hotels, convenience stores. Many truckstops also utilize posters developed by Truckers Against Trafficking that target awareness specifically to truck drivers.

- **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. Truckstops also are encouraged to establish relationships with local law enforcement. The NATSO Foundation collaborates with Truckers Against Trafficking to support participation in regional anti-human trafficking coalition meetings. Coalition meetings bring together State Attorneys General as well as state and local law enforcement to educate trucking, truckstops, travel centers and other members of the business community on regional human trafficking trends.

How to get started:

To learn more about partnerships, policies, training, targeted campaigns, and survivor employment programs click on:

- [Transportation Leaders Against Human Trafficking: trafficking@dot.gov](mailto:trafficking@dot.gov)
- [NATSO](mailto:twlazlowski@natso.com) : Tiffany Wlazlowski Neuman, NATSO Vice President, Public Affairs at twlazlowski@natso.com
- [Truckers Against Trafficking: tat.truckers@gmail.com](mailto:tat.truckers@gmail.com)

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.

7.8.1.1. MODAL COMPREHENSIVE STRATEGY

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 anti-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

This anti-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) EX-21 as of 10/01/18

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 XXX.

7.8.1.3. CORPORATE STRATEGY, POLICIES, AND PROTOCOLS

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

ECPAT 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 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 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 NHTH.

7.8.2. SAMPLE TRAINING MATERIALS

Following are existing training programs that transportation organizations can utilize to train their employees in recognizing and responding to human trafficking.

7.8.2.1. AVIATION



Blue Lightning Initiative

The [Blue Lightning Initiative](#) (BLI) is a joint USDOT/DHS initiative that trains aviation personnel to identify potential human trafficking victims and to notify federal authorities. BLI provides participating partners with a training

module that was 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, and explains how aviation employees can immediately report potential victims and their traffickers to law enforcement. The module includes aviation-based scenarios that allow users to practice recognizing human trafficking indicators. A three-minute preview is available for viewing. Users can 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 BLI training module is rounded out with supplemental educational materials including a poster, pocket guide, and indicator card.

7.8.2.2. BUSES



Busing on the Lookout (BOTL)

Busing on the Lookout (BOTL) is a training program developed by the non-governmental organization Truckers Against Trafficking. The BOTL training is designed specifically for 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 developed 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.

7.8.2.3. RAIL



Amtrak

In 2012, Amtrak began 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 (FLETC) 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 on 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 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

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. This 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 Trucker's Against Trafficking created Combating Human Trafficking Through Your Agency, a webinar-based training for personnel in the following state agencies that intersect with transportation: Department of

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



Pennsylvania DOT Training

The Pennsylvania DOT recently launched an interactive, 10-minute, web-based training focused on combating human trafficking. The training, which is focused primarily on the trucking industry and uses TAT materials, is available to all employees, and is mandated for all

driver license center employees. In addition to the training, the Pennsylvania DOT has instituted a number of additional 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 Department of Public Safety

The Texas Department of Public Safety's Interdiction for the Protection of Children (IPC) program is a multidisciplinary collaborative approach that partners child protective services, local prosecutors, police officers, and nonprofit organizations to recover victims and support their recovery.

The program includes a two-day training designed for long-term success by connecting law enforcement officers with a team from the community to assist with ongoing efforts to combat the crime in their community. Through the training, law enforcement officers learn about resources in their community, and trainees from other disciplines understand how officers identify and rescue children.



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



Truckers Against Trafficking (TAT)

Truckers Against Trafficking (TAT) delivers its own training program, which includes a 30-minute industry-specific training DVD, for the trucking industry. In order to enhance the credibility and effectiveness to the training program, TAT employs survivor leaders as field trainers of their national programs. In addition, all of TAT's materials are provided free of charge and in multiple formats making it accessible to any business large or small, and TAT provides step-by-step implementation support. In 2018, TAT launched its Man-to-Man campaign to explicitly address the issue of demand, and has recently released a "conversation starter" video that men can use to discuss the root issues behind the purchase of sex and its connection to the crime of sex trafficking. It also offers "next step" resources located on its Demand webpage. In addition to the training DVD, TAT provides a wallet card, available in both paper and app form, industry-specific posters to hang in truck stops, rest areas, company break rooms, etc. and multiple brochures and decals that contain the National Human Trafficking Hotline (NHTH) phone and text number for truck windows. One of the brochures published by TAT provides tips for drivers in identifying potential trafficking victims, and another brochure provides truck stop personnel with red flag indicators for their specific locations as well as tips for responding with a victim-centered approach.

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.

7.8.3.1. MULTIMODAL



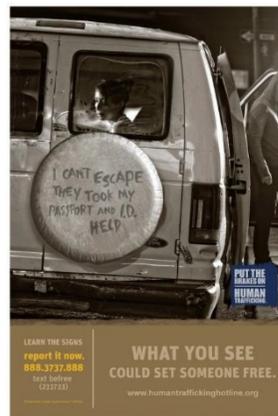
USDOT's Transportation Leaders Against Human Trafficking

The 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 TLAHT 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 Flyers



TLAHT Put the Brakes on Human Trafficking Posters



A21's Can You See Me?

The “Can You See Me?” (CYSM) campaign is a global anti-human 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 a 30- and 60-second video. At the end of the video, 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? Posters

7.8.3.2. AVIATION

Blue Lightning Initiative

HUMAN TRAFFICKING
involves the use of force, fraud, or coercion to obtain some type of labor or commercial sex act.

Under federal law, any **minor** engaged in commercial sex is a victim of human trafficking.

INDICATORS

- No control of travel identification/documents
- Difficulty articulating reasonable/logical travel plans
- No freedom of movement/ social interaction
- A non-genuine relationship, particularly parent/guardian-child

Each indicator alone may not necessarily mean a person is being trafficked.

dhs.gov/bluecampaign/indicators

Blue Lightning Initiative

The Blue Lightning Initiative (BLI) is a joint USDOT/DHS 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.

7.8.3.3. BUSES

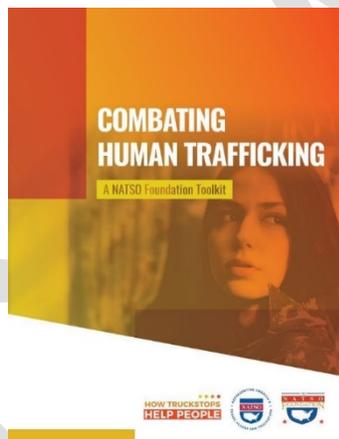


Busing on the Lookout (BOTL)

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

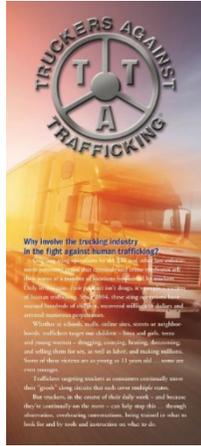
signage, the campaign materials also include BOTL wallet cards, available in both paper and app form, an informational brochure, and BOTL specific decals with the National Human Trafficking Hotline (NHTH) number to place on buses.

7.8.3.4. TRUCKSTOPS



National Association of Truck Stop Operators

The “Combating Human Trafficking” toolkit offers truckstops and travel centers a roadmap for implementing an anti-human 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 truckstops and travel centers as many state laws reference businesses that provide services and amenities which many truckstop and travel plazas offer, such as overnight truck parking, food, fuel and lodging.



Truckers Against Trafficking

Since 2012, Trucker 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 (CDL) issued or renewed, includes a TAT wallet card. Finally, for several years state troopers from MI, OH, IN and IL 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 your 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.



Wallet Card – Front



Posters



Truck Decal

What is labor trafficking?
A crime involving the exploitation of someone for the purpose of compelled labor through force, fraud, or coercion. It involves the denial of a person's rights to freedom and basic dignity. Labor trafficking is a crime under federal and international law. It is also a crime in every state in the United States.

Human Trafficking vs. Human Smuggling

Human Trafficking	Human Smuggling
• Force against a person	• A person's willing consent
• Exploitation based on sex	• Transportation based on sex
• Requires the element of "force, fraud or coercion"	• People who are smuggled are free to leave, change jobs, etc.
• Exploitation is the result of a person's from one country to another	• Facilitates legal entry into a country
• Does not require crossing an international border	• Requires the crossing of an international border

Individuals who are smuggled into a country are very vulnerable to human trafficking, and there are situations in which a human smuggler can easily become a human trafficker. For example, the smuggler may be trafficking for after the individual arrives to the country (initially) and then require some form of compelled labor to pay it.

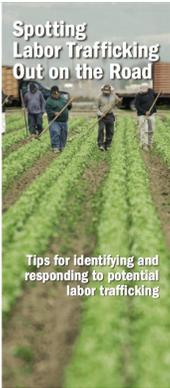


1-888-3737-888 (US)
1-800-222-TIPS (Canada)
truckersagainstrafficking.org



truckersagainstrafficking.org
coloweb.com/ta

Spotting Labor Trafficking Out on the Road



Tips for Identifying and responding to potential labor trafficking

What is human trafficking?
Human trafficking is a worldwide, \$83 billion annual industry involving hundreds of thousands of victims each year who are sold, forced, coerced, and exploited through force, fraud or coercion. In the country, between 100,000-300,000 American children are estimated to be at risk of being trafficked annually.

Because of this, there depends on the opportunity and cost involved in the industry, traffickers regularly transport and sell their victims to various markets, including restaurants, hotels, and the sex industry. Traffickers often have made their victims work long and hard hours for very little pay. Truck stops and travel agencies have become one of the hotspots where victims are trafficked to and trafficking has been reported from the greatest of locations, from farm to home.

AA Council:

1. Does the individual show up or are you introducing the person to a job?
2. Have you observed them and their work as well as their work, mostly around, coming to the work location before or going home with a truck on the job?
3. Have you ever seen a job pull over for work on the side and a number of people take things from the car and back home to preparing to work?
4. Have you ever seen an individual carrying a suitcase or a bag of clothes?
5. Do you ever see a person who is coming to work the shipping off of their job and is not wearing the car seat belt?

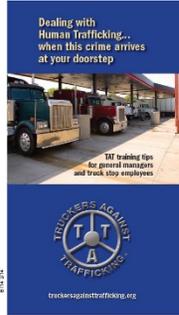
If you can answer any of these questions, you may have human trafficking taking place on your premises. Please contact your local law enforcement, state attorney or state legislator for further information. Please contact your state attorney or state legislator for further information. Please contact your state attorney or state legislator for further information. Please contact your state attorney or state legislator for further information.

Make the Call. Save Lives.
1-888-3737-888

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



Dealing with Human Trafficking... when this crime arrives at your doorstep



TAT training tips for general managers and truck stop employees



truckersagainstrafficking.org

Labor Trafficking Brochure – Outside

Truck Stop Brochure – Outside

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7.9. HUMAN TRAFFICKING LEGISLATION

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

7.9.1. FEDERAL LEGAL DEFINITIONS OF HUMAN TRAFFICKING

TERM	DEFINITION
Human Trafficking	(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). <i>Source: The Combating Human Trafficking in Commercial Vehicles Act (Pub. L. No. 115-99).</i>
Coercion	(A) Threats of serious harm to or physical restraint against any person; (B) any scheme, plan, or pattern intended to cause a person to believe that failure to perform an act would result in serious harm to or physical restraint against any person; or (C) the abuse or threatened abuse of the legal process. <i>Source: Trafficking Victims Protection Act (TVPA) of 2000, as amended, 22 U.S.C. 7102(3)</i>
Commercial Sex Act	Any sex act on account of which anything of value is given to or received by any person. <i>Source: Trafficking Victims Protection Act (TVPA) of 2000, as amended, 22 U.S.C. 7102(4)</i>
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. <i>Source: Trafficking Victims Protection Act (TVPA) of 2000, as amended, 22 U.S.C. 7102(12)</i>
Involuntary Servitude	(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. <i>Source: Trafficking Victims Protection Act (TVPA) of 2000, as amended, 22 U.S.C. 7102(8)</i>
Debt Bondage	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. <i>Source: Trafficking Victims Protection Act (TVPA) of 2000, as amended, 22 U.S.C. 7102(5)</i>

Severe Forms of Trafficking in Persons	<p>(A) sex trafficking in which a commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such act has not attained 18 years of age; or</p> <p>(B) the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery.</p> <p><i>Source: Trafficking Victims Protection Act (TVPA) of 2000, as amended, 22 U.S.C. 7102(11)</i></p>
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7.9.2. FEDERAL HUMAN TRAFFICKING LAWS INTERSECTING WITH TRANSPORTATION

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

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

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

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

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

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

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

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

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

Sec. 2. HUMAN TRAFFICKING PREVENTION COORDINATOR.

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

SEC. 3. EXPANSION OF OUTREACH AND EDUCATION PROGRAM.

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

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

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

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

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

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

(b) Membership.—

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

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

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

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

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

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

(d) Duties.—

(1) Recommendations for the department of transportation.—

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

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

(2) Best practices and recommendations.—

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

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

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

(i) Sample training materials.

(ii) Strategies to identify victims.

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

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

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

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

SEC 1.SHORT TITLE:

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

SEC. 2. LIFETIME DISQUALIFICATION WITHOUT REINSTATEMENT.

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

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

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

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

“§ 44738. Training on human trafficking for certain staff

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

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

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

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

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

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

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

TITLE V—MOTOR CARRIER SAFETY Subtitle A—Motor Carrier Safety Grant Consolidation SEC. 5101. GRANTS TO STATES.

USE OF GRANTS TO ENFORCE OTHER LAWS.—When approved as part of a State’s plan under subsection (c), the State may use motor carrier safety assistance program funds received under this section—

“(1) if the activities are carried out in conjunction with an appropriate inspection of a commercial motor vehicle to enforce Federal or State commercial motor vehicle safety regulations, for— “(A) enforcement of commercial motor vehicle size and weight limitations at locations, excluding fixed-weight facilities, such as near steep grades or mountainous terrains, where the weight of a commercial motor vehicle can significantly affect the safe operation of the vehicle, or at ports where intermodal shipping containers enter and leave the United States; and “(B) detection of and enforcement actions taken as a result of criminal activity, including the trafficking of human beings, in a commercial motor vehicle or by any occupant, including the operator, of the commercial motor vehicle; and

“(2) for documented enforcement of State traffic laws and regulations designed to promote the safe operation of commercial motor vehicles, including documented enforcement of such laws and regulations relating to noncommercial motor vehicles when necessary to promote the safe operation of commercial motor vehicles, if— “(A) the number of motor carrier safety activities, including roadside safety inspections, conducted in the State is maintained at a level at least equal to the average level of such activities conducted in the State in fiscal years 2004 and 2005; and

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

7.9.3. STATE HUMAN TRAFFICKING LAWS INTERSECTING WITH TRANSPORTATION

This chart highlights transportation-related state legislation related to human trafficking, including training requirements, the posting of the National Human Trafficking Hotline number, and data collection.⁸⁰

STATE	TRAINING		POST HOTLINE INFORMATION AT					DATA COLLE- 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>		
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								

⁸⁰ U.S. Department of Transportation. (2018). *Human Trafficking Resources for Transportation*. Unpublished paper.

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								

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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 resources being used by transportation sector stakeholders in the United States to combat human trafficking. 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,⁸¹ 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.⁸² 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 United States working to combat human trafficking with the transportation sector.

7.10.1. AVIATION

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

⁸¹ U.S. Department of Transportation. (2018). *Human Trafficking Resources for Transportation*. Unpublished paper.

⁸² As publicized in advance through Federal Register Notices.

- [Airports Council International \(ACI\)](#): ACI adopted a [resolution](#) on human trafficking. They also developed a toolkit aimed at raising awareness and combating human trafficking for their members. Further, they have published [Combating Human Trafficking Handbook](#) to draw on experience of airports to provide guidance on counter-trafficking steps.
- [Association of Flight Attendants \(AFA\)](#): AFA believes in being a ‘force multiplier’ in the flight against human trafficking. The association ensures their members have access to Blue Lightning Initiative training and public awareness resources.
- [Blue Lightning Initiative \(BLI\)](#): Initiative led by USDOT, DHS, and CBP to train aviation industry personnel to identify potential traffickers and human trafficking victims, and to report their suspicions to federal law enforcement. Over 100,000 personnel have been trained through the initiative.
- [Columbus Airport](#): Trained all 400 employees in 2016.
- [Delta Airlines](#): Partnered with Polaris through a \$1M sponsorship, including supporting the National Human Trafficking Hotline; trained 80,000 employees to recognize signs of human trafficking; supports anti-trafficking legislation in the United States. Allows customers to donate miles to Polaris through the SkyWish program 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 trafficking victim.
- [End Human Trafficking ATL](#): Partnership between City of Atlanta, Atlanta International Airport, and other local stakeholders. Initiative included policy roundtables in fall 2018 and a daylong Summit in January 2019. The Summit will include presentations by airport and government representatives, nonprofits, human trafficking survivors, and other community leaders.
- [Houston Airport System](#): Leading up to the Super Bowl LII, worked with ICE to conduct employee training at two airports and airline and tenant employees. Over 200 employees attended the training. Worked with nonprofits to develop exhibits and an [art installation](#) to raise awareness.
- [International Air Transport Association \(IATA\)](#): Adopted a resolution to highlight industry’s commitment to counter trafficking. Developed training resources for airlines, including a free online tutorial for airline staff, a one page summary of the signs of human trafficking, guidance for airlines, [video](#), and a 2-day classroom training. Works with governments and law enforcement to compile inflight reporting mechanism for member airlines.
- [International Civil Aviation Organization \(ICAO\) Circular 352](#): Provides guidelines for training aviation cabin crew on identifying and responding to human trafficking.

- [JetBlue Airways](#): Signed the BLI MOU in 2013, and by 2014 incorporated human trafficking awareness into initial and annual recurrent training for pilots, flight attendants and customer service agents; totalling about 75% of their workforce. Online training was also made available to all other support employees throughout the company. In 2018, “JetBlue’s Work to End Human Trafficking” statement was posted on the corporate website homepage with links for additional information; serving to raise awareness among customers regarding human trafficking.
- [Minneapolis-St. Paul Airport](#): Developed posters to raise awareness of human trafficking around the Super Bowl LI.
- [National Air Carrier Association](#): Raised awareness within its membership and encouraged them to sign the BLI MOU and disseminated tools and materials for training and awareness.
- [United Airlines](#): In 2017, trained all flight attendants to identify and report suspected human trafficking. In 2018 plan to continue to train flight attendants annually and expand training to other all customer-facing employees (54,000 employees).

7.10.2. BUSES

- [Busing on the Lookout](#) (BOTL): Developed public awareness posters in multiple languages for display in bus stations and on buses. Posters include Hotline information and are available in English and Spanish. Partners with [American Bus Association](#) to provide training on recognizing the signs of human trafficking for commercial and school bus drivers.
- [Coach USA](#): Partnered with Megabus and BOTL to provide ticket vouchers, through the NHTH, to victims who need assistance. Trained workers to spot the signs of human trafficking and provided information about national tip line to employees.
- [Western Massachusetts Businesses Against Human Trafficking](#): Coalition of hotels, transportation providers (including Peter Pan bus lines), and other companies. Member companies pledge to train their employees to recognize trafficking, to block access to websites that market trafficked people and to work with law enforcement and volunteer groups to help with victim and survivor services.

7.10.3. MOTOR VEHICLES

- [American Association of Motor Vehicle Administrators](#) (AAMVA): Developed model programs in motor vehicle administration, law enforcement and highway safety. Partners with TAT in its CDL manual and distributes to all 51 jurisdictions. 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 \(CVSA\)](#): Partners with TAT to raise public awareness through conferences, encouraging their members to distribute TAT materials at all weigh stations, ports of entry, rest stops, bus terminals. Conducts campaigns that ensure material distribution during roadside inspections. Trains law enforcement.

7.10.4. MULTIMODAL

- [A21](#): Provides media kits, training, and public awareness materials. Partnered with USDOT through the “Put the Breaks 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 NHTH number. They also partnered with the [It’s a Penalty](#) NGO on a global campaign harnessing the power of sports to raise awareness.
- [Department of Homeland Security \(DHS\) Blue Campaign](#): Provides [toolkits](#), posters and other printed materials at no cost. Awareness materials are designed to help educate the public to recognize indicators of trafficking and report suspected incidents to law enforcement. Website also includes [awareness videos](#) that are available for download.

7.10.4.1. LAW ENFORCEMENT

- [Federal Law Enforcement Training Centers \(FLETC\)](#): Teaches law enforcement officers how to recognize human trafficking encountered during routine duties, how to protect victims, and how to initiate human trafficking investigations.
- [Florida Coalition Against Human Trafficking \(FCAHT\)](#): Statewide coalition that 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 United States and internationally.
- [Iowa Motor Vehicle Enforcement](#): Worked with [Truckers Against Trafficking](#) and Iowa Attorney General’s Office on a multi-faceted approach, including 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 agency; and assisting in investigations. Other states using the “Iowa MVE Model” include: CA, MI, OH, and WA; many other states have adopted in part.

- [Quad State Coalition](#): Coalition of law enforcement at every level and management from the trucking/travel plaza industry in the states of Iowa, Nebraska, South Dakota and Minnesota, in partnership with Truckers Against Trafficking.
- [State Police in Michigan, Ohio, Illinois, and Indiana](#): Partnered with Truckers Against Trafficking to raise awareness about human trafficking. Goal of the 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: In January 2016, Attorney General Paxton formally announced the creation of the Human Trafficking and Transnational/Organized Crime (HTTOC) Section. The section was mandated by House Bill 11 (omnibus Border Security legislation) in the 2015 legislative session. No additional funds were allocated to the OAG for this purpose as the bill required the OAG to establish the division with existing resources. The HTTOC Section in the Criminal Prosecutions Division has a total of 7 employees dedicated to the prosecution of human trafficking crimes. HTTOC is currently composed of three prosecutors, a program specialist, a crime analyst, a victim advocate, and a legal assistant. Additionally, four investigators in the Criminal Investigations Division are assigned to investigate human trafficking cases. The prosecution arm of the HTTOC has accomplished an incredible amount since its inception.⁸³ The OAG human trafficking training film, "[Be the One in the Fight Against Human Trafficking](#)," premiered in January 2018 and 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.

⁸³ 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. Backpage.com 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; they have 25 trafficking cases pending in 9 counties; they ensured 327 years in prison sentences were given for human traffickers; they conducted 7 coalition builds with Truckers Against Trafficking and the Texas Trucking Association including 2 targeted builds with the oil and gas industries; they conducted 1 Human Trafficking for Prosecutors Conference in November 2017, with an additional conference planned for Spring 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; made 150+ assists to LE, state and local agencies, district attorneys, members of the public, and 35+ direct assists provided 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, HTTOC has seen a 500% increase in its average annual caseload.

7.10.4.2. STATE DOTs

- [Arizona DOT](#): Placed bumper stickers aimed at directing those who need help to call a hotline or go to the [EndSexTrafficking.AZ.gov](#) website on enforcement vehicles.
- [Arkansas DOT](#): Employees participated in Truckers Against Trafficking trainings in order to receive their commercial driver's licenses.
- [Colorado Department of Transportation](#) (CDOT): Part of [Colorado Human Trafficking Council](#), [House Bill 14-1273](#). Council represents range of state agencies, law enforcement, prosecutors, NGOs, regional coalitions and task forces, legal services, victim service providers, academia, and faith-based organizations. Designed to bring together leadership from state and community based agencies, build and enhance collaboration within the state communities, establish and improve comprehensive victim and survivor services, assist in the successful prosecution of traffickers, and help prevent human trafficking in Colorado. Council set forth their [guiding principles](#), which has guided their [work](#) focusing on the statutory mandates outlined in HB 14-1273, which include making recommendations to the Judiciary Committees of the House of Representatives and Senate.
- [Indiana DOT](#): Collaborated with the Indiana Protection for Abused and Trafficked Humans Task Force (IPATH) and the Indiana Motor Truck Association, posted awareness information and hotline number at 18 rest areas. IPATH also put information on 35 billboards and gave fact sheets to taxi drivers, and on IndyGo buses in Indianapolis.
- [Minnesota DOT](#): Adopted a resolution, educating employees, raising awareness for the traveling public, and tracking and collecting key data. Partners include Minnesota Human Trafficking Task Force, the Minnesota Department of Health, the Minnesota Department of Public Safety, and TLAHT.
- [Mississippi DOT](#): Trained officers to identify and police human trafficking on state highways and at weigh stations.
- [Missouri DOT](#): Employees receive specialized training about indicators of human trafficking and how to report suspected cases. MoDOT has committed to training 5,000 employees.
- [Pennsylvania DOT](#): Web-based training for all employees; distributes TAT wallet cards at all Driver License Centers; public service announcements on social media and TV (Motor Vehicle Network); partners with other transportation entities to spread awareness.

- [Wisconsin DOT](#): Education of the public using variable message signs and social media; trained Wisconsin DMV staff; added training to CDL manual. Used dynamic message signs along the highway as well as social media to raise awareness. Partnered with the Wisconsin Department of Children and Families and Wisconsin Department of Justice on messaging.

7.10.5. PORTS/MARITIME

- [American Association of Port Authorities](#): Hosted webinar to educate and support the port industry's anti-trafficking efforts. Training highlights steps to prevent trafficking in supply and transportation networks. Webinar adopted as part of 'toolkit' by Port of Tampa Bay.
- [Port Authority, New York City](#): Hosts police department youth division onsite that focuses on working specifically with vulnerable populations and to identify victims.
- [Port of Seattle](#): Comprehensive port-wide strategy to combat trafficking through its facilities, including several ports and Seattle-Tacoma International Airport, and throughout the region. Strategy includes internal policies and procedures, public awareness and education, employee training, and community partnerships. Plans to hold trainings for approximately 2,000 port employees and police officers; 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 has 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](#): Port of Seattle, King County, City of Seattle, Sound Transit, Delta Airlines, and Alaska Airlines partnered on a unified public awareness campaign. Awareness signs with hotline information are posted at signs at airports, buses, trains, health clinics, libraries, law enforcement offices, public defender offices, community centers, and elsewhere throughout the region.

7.10.6. RAIL

- [Amtrak](#) and the [Amtrak Police Department partner](#) with the DHS and USDOT to combat human trafficking to provide Blue Campaign trainings to crews and employees. The Amtrak Police Department developed and distributed the training video [Hiding in Plain Sight](#). 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.

7.10.7. RIDESHARING

- [Uber](#): Provided 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, held [in-person training](#) for 70 drivers.

7.10.8. TAXIS

- [City of Houston, Mayors Office](#): Offers a Taxi Industry Initiative [Toolkit](#) with e-mail and text messages templates that can be sent by taxi services to their drivers, to alert them to the warning signs of human trafficking.
- [New York City](#): Enacted anti-trafficking legislation in the taxi industry in 2012, imposing \$10,000 penalties on taxi drivers who knowingly transport victims of sex trafficking. The law also requires taxi and limousine drivers to watch a training [video](#) on sex trafficking awareness, and certify completion of the requirement, before proceeding with new or renewal license applications.
- [Taxicab, Limousine & Paratransit Association](#): Created an online driver education program about a decade ago.

7.10.9. TRANSIT

- [Bay Area Rapid Transit \(BART\)](#): Trains patrol officers to recognize signs of human trafficking and posts signage with hotline information in all BART stations.
- [Capital Area Transit](#): Trains all bus drivers and employees to recognize the signs of human trafficking.

- [Dallas Area Rapid Transit \(DART\)](#): Trained more than 3,500 employees to recognize and respond to human trafficking since 2013. Partnered with over 27 organization to form the [Human Trafficking Transportation and Community Partners groups](#). Coordinated the Human Trafficking Awareness Bus Tour providing civic leaders with tours of the places in Texas where reported cases of human trafficking and child exploitation are taking place. Displays Blue Campaign awareness materials. 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](#): Trained 2,100 employees, including 100 transit police, to recognize signs of human trafficking; placed posters in transit stations and on vehicles to raise awareness; hosted public education and awareness events at transit stations.
- [Kansas Public Transit Association](#): Created a Human Trafficking Proclamation with the support of the Kansas Attorney General.
- [King County \(Seattle, WA\)](#): Launched the "Help Stop Human Trafficking" campaign in 2013 to raise awareness and placed signage on 200 Metro buses.
- [Los Angeles Metro](#): Trained 10,000 employees; used 3,000 bus and rail ads to raise awareness; developed public-facing [awareness website](#), including a training and quiz about recognizing the signs of human trafficking.
- [Metropolitan Atlanta Rapid Transit Authority \(MARTA\)](#): Trained employees to recognize signs of human trafficking through awareness materials on employee website, Authority-wide email, employee information brochures and pocket guides, signs posted in employee restrooms.
- [Orange County Transportation Authority](#): Launched "Be the One" program to educate OCTA bus riders to be proactive and look out for one another. Uses messaging on buses, bus stops, social media, and ads to raise awareness of the problem and actions the public can take to combat it.
- [Santa Clara Valley Transportation Authority \(VTA\)](#): Over 2,200 VTA current employees participated in awareness training, in partnership with the Santa Clara County Human Trafficking Commission. Counter-trafficking training also included in new employee training. Program became the model for a state law (AB 2034), passed in 2018, that makes it mandatory for transit agencies in California to provide human trafficking training for employees.
- [South West Transit Association](#): 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 meetings and national transit associations.

- [Southeastern Pennsylvania Transportation Authority](#): All SEPTA Transit Police Officers are trained on indicators of human trafficking. Created training video and awareness materials for employees in collaboration with regional partners.
- USDOT's [Federal Transit Administration \(FTA\)](#): Launched a [Human Trafficking Awareness and Public Safety Initiative](#) in 2019 in support of USDOT's Transportation Leaders Against Human Trafficking. FTA Published two [Notices of Funding Opportunity](#) and is leading the development of a training for the transit industry that will highlight indicators of human trafficking and best practices for prevention.

7.10.10. TRUCKING

- [Garner Trucking](#): Garner Trucking has incorporated Truckers Against Trafficking (TAT) into their company's existing policies and procedures. Garner Trucking also partners with TAT to support 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 \(NATSO\)](#): Developed an [online course](#) designed to help teach truckstop owners, operators and employees how to respond if they suspect human trafficking. Released a "[Combating Human Trafficking](#)" toolkit to offer truck stops and travel centers a roadmap for implementing an education and awareness program. Provides DHS Blue Campaign's training and awareness materials to the nation's truckstops and travel plazas.
- [Truckers Against Trafficking \(TAT\)](#): 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, truck stop industry, shippers, manufacturers, and state and national trucking associations on training. TAT advocates for anti-trafficking state and federal policy. Works with trucking companies to establish internal counter-trafficking policies and protocols; 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 anti-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 anti-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. [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](#): Uses its TED@UPS forum, with TED Talks by UPS employees, to further the conversation about human trafficking. Partnered with TAT on employee training and awareness campaign for all U.S. driving operations, including delivery providers and over the road semi-tractor trailer drivers. UPS estimates that they will reach 90,000 drivers and supervisors through this effort.

7.10.11. OTHER

- [Convince Stores Against Trafficking](#): Equips convenience stores with training on human trafficking for their employees and provides life- saving materials to post in stores.
- [ECPAT-USA](#): Policy organization that advocates for anti-trafficking federal and state legislation, promotes corporate responsibility, educates first responders and ordinary citizens on human-trafficking.
- [Global Fund to End Modern Slavery](#): A public-private partnership that seeks to catalyze and coordinate a coherent global strategy to end modern slavery.

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