

DOT Advisory Committee on Human Trafficking
Protocols and Policy Development Subcommittee
Final Report 3.31.19

1A. Introduction Problem Statement

The United States Government, state governments, law enforcement, non-governmental organizations (NGO) and the private sector have acknowledged the rise in incidents of human trafficking across our nation. Human trafficking dehumanizes its victims, causes devastating physical and mental health issues, and greatly impacts community health and wellbeing in both urban and rural settings alike.

There are many organizations, public, private and non-profit, committed to making every person within the transportation sector aware that they play a key role in combating human trafficking in all of its forms. The Department of Transportation's Transportation Leaders Against Human Trafficking (TLAHT) provided a framework for all transportation partners to engage in awareness training, dialogue and commitment to ending modern day slavery in all of its forms. From their own website we read, *"The transportation industry is taking a united stand to stop the flow of human trafficking through America's transportation system. Having a set of core themes interwoven throughout TLAHT partner initiatives helps to send a clear and consistent message to transportation employees and the traveling public... to maximize our collective impact against human trafficking in the transportation industry."*

On Ramps, Intersections and Exit Routes, A Roadmap for Systems and Industries to Prevent and Disrupt Human Trafficking, 2018 report from Polaris is a survivor-based research project that strives to know more about the business plans of human trafficking, to better prevent and disrupt the crime and help survivors find freedom. This landmark research found that *human trafficking depends on transportation systems to operate* and that transportation intersects with 16 of the 25 types of human trafficking (Anthony, 2018).

However, gaps in combating human trafficking exist due to inconsistent training, confusing reporting protocols, a lack of clear expectations for businesses and contractors, communication breakdowns, ineffective use of technology and laws that impede victims being able to start over again. Through improvements and working together, utilizing nationally accepted written policy and following specified protocols, we can turn the tide.

This Subcommittee has developed four main themes with additional recommendations flowing out of these themes.

The first is to develop an informed national policy on Zero Tolerance at every level of public and private business. This is good business and will make us stronger as a nation. It is right to collectively agree that there is no place where labor, sex or any form of human trafficking can or should be tolerated.

The second is to develop policies and protocols on reporting, data collection and information dissemination. It is recognized that there is no one size fits all and there are local reasons for using local reporting, especially 911 if a trafficking incident is imminent. However, in the event of no local

protocol, the National Human Trafficking Hotline - 888-373-7888 - should be used. And at the very least, a recommendation of consistent, measured reporting from all sources to the National Human Trafficking Hotline.

Third, survivors of human trafficking need a baseline of support to make their transition successful. From the initial urgent care when they self-identify or are identified by law enforcement or service providers and throughout their aftercare, transportation can and does play a vital role in restoration. Key roles for transportation are: awareness education for employees and the public with a way to report incidents, participation in moving identified victims out of harm's way, reliable transportation for consistent access to jobs, education, and healthcare services, and finally aggressive outreach and empathetic access to jobs in transportation.

Finally, to assist all transportation modes in their holistic efforts to combat human trafficking, staff, under the Department of Transportation and within the office of the Secretary as well as the modal administrations, should be funded to combat human trafficking in coordination with non-profit modal associations. Resources could be created that would help with the development of one-page information sheets and diverse training materials, by mode. This concept could be a clearinghouse for emerging ideas and information-sharing. Properly funded, we could enhance national effectiveness.

We hope the policies and protocols proposed will embolden the transportation sector, public and private, to accept the responsibility not just of doing enough, but instead doing more, to **Be The Solution**.

1B. Definitions

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.

Civil Society Organization: A group of people which operates in the community, in a way that is distinct from both government and business.

Industry: Non-government entities that are involved in the transportation business.

Mapping: An operation that associates each element of a given data set (the domain) with one or more elements of a second set (the range).

Multi stakeholder initiatives: May facilitate dialogue across stakeholder groups (State and Federal Government and Non-Government representation) to promote cross-section learning or develop standards for corporate conduct.

Policy: A definite course or method of action selected from among alternatives in light of given conditions to guide and determine present and future decisions.

Protocols: The official procedure or system of rules governing affairs of state or diplomatic occasions.

Public Private Partnerships: A cooperative arrangement between two or more public and private sectors.

Strategies: Plans of action or policy designed to achieve a major or overall aim.

Survivor Informed: An approach to problem-solving that seeks to engage the expertise and experience of the person who has survived a trauma. For the purposes of this report, this includes all forms of human trafficking. This approach empowers survivors as engaged participants in the process, provides survivors an opportunity to play a role in seeing their traffickers brought to justice and includes an understanding of the physical, social, and emotional impact of trauma on the individual, as well as on the professionals who help them.

Trade Associations: Businesses that operate in a specific industry; an association of people or companies in a particular business or trade, organized to promote their common interests.

Transportation Industry or Sector: A group consists of several industries including air freight and logistics, airlines, marine, trucking, bus, road and rail, and transportation infrastructure.

Transportation Infrastructure: The framework that supports our transport system. This includes roads, railways, ports and airports.

1C. Scope

Human trafficking is a multi-billion-dollar enterprise that affects nearly every country in the international community. It has been recognized as the world's fastest growing crime and has been characterized as the dark underside of globalization. Human trafficking manifests in a variety of contemporary slave-like practices: forced labor, debt servitude, the commercial sexual exploitation of adults induced through force, fraud, or coercion, or the commercial sexual exploitation of children under any circumstances. Victims of human trafficking are lured by false promises of employment, of educational opportunities, of a stable conflict-free environment, or even of a loving romantic relationship.

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. State Department estimates that 14,500 to 17,500 persons are trafficked into the United States every year (U.S. State Department, 2004, *Trafficking in Persons Report*, section: Estimates of Trafficking Victims). This approximation does not include U.S. citizens believed to be trafficked domestically for forced sex or forced labor. Neither does it include the thousands of U.S. citizen minors victimized every year through commercial sexual exploitation. 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. Trafficking flourishes as a business as a result of the lucrative profits it generates—approximately \$150 billion annually worldwide (International Labour Organization, 2014, *Profits and Poverty: The Economics of Forced Labour*, pg 22).

For reason of both its pervasiveness and its profitability, human trafficking raises daunting challenges for the transportation industry. Movement is not a required element of trafficking (unlike smuggling,

which by definition is a movement-based crime, and very specifically requires cross-border movement). However, the use of transportation and transportation networks nonetheless figures prominently in U.S. human trafficking enterprises, many of which cross municipal and state boundaries. Traffickers rely on the transportation industry in every phase of this segmented crime: for recruiting victims, for moving and controlling them, and for delivering them to the buyers who will complete the victims' exploitation in either commercial sex or forced labor ventures.

Conversely, trafficking victims likewise intersect with the transportation industry at crucial moments during their ordeals. Many victims, especially minors, are initially recruited in transportation hubs such as bus depots and train stations. Their subsequent isolation from family and support systems is often achieved by physically moving them—using a variety of transportation networks—long distances from home. In 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 rescue. Some are exploited in transportation venues such as truck stops. And when finally seizing opportunities to escape, many trafficking victims are left utterly dependent on transportation systems that they can access and afford. Much of the movement involved in human trafficking ventures “hides in plain sight.”

Ongoing research continues to identify the numerous stakeholders in the transportation industry that knowingly or unknowingly may be used human trafficking enterprises. A recent U.S. study found that over 70% of the labor trafficking victims interviewed had first arrived to the United States by airplane (Owens et al, 2014, p. 59). Another study determined that almost half of the trafficking victims interviewed had been moved in taxis or rental vehicles (Anthony, 2018, p. 25), a third had been moved by their traffickers in public buses (Anthony, 2018, p. 28), and the use of rideshare services such as Uber and Lyft by traffickers was greatly increasing (Anthony, 2018, p. 26). 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 in the course of their victimization from one job site to another (Anthony, 2018, p. 25).

Contemporary research has also underscored how important transportation networks are to trafficking victims seeking escape or rescue (Anthony, 2018, p. 32). Over a quarter of the survivors interviewed in one study noted that public and mass transportation systems were vital to their eventual escape (Anthony, 2018, p. 32). 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 (Anthony, 2018, p. 34).

Other crucial “rescuers” have been flight attendants and counter attendants, alert taxi and rideshare drivers, and professional truck and bus drivers. In addition to their roles as escape facilitators, transportation stakeholders also have the important potential to reduce the demand for trafficking, and for sex trafficking in particular. Taxi and rideshare drivers, inasmuch as they are often called upon to deliver victims or clients to venues of commercial sexual exploitation, have a particular role of deterrence to play. And because the transportation industry interfaces with so much of the U.S. public, its capabilities for public messaging regarding the social harms of human trafficking are also critically important.

Efforts by the transportation industry to combat contemporary forms of slavery are manifold and growing. Prospects for continued success depend heavily upon the implementation of policies and protocols that will institutionalize the core American values that reject the commodification and commercial exploitation of fellow humans. Evolving policies and protocols must promote zero tolerance for human trafficking at all levels, must continue to explore ways in which the transportation industry can be more responsive to victim needs, and must contribute to national efforts to diminish the demand for forced labor and for commercial sexual exploitation.

2. Background

Human Trafficking Resources in the Transportation Industry. The following is a review of multifaceted strategies by mode and through partnerships, being used with the transportation industry to educate the public and employees about human trafficking and to use all resources within transportation to combat it.

2A. By Mode

Whether moving people or freight, it is clear through victim testimony and law enforcement reports that 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 adapt policies and practices that most effectively align with their operations. While the approaches differ, several overarching strategies stand out as exceedingly effective across all modes, which include: engaging employees, building coalitions of like-minded groups, empowering customers to understand the issue and take action when appropriate, developing internal policies and procedures, and engaging up and down supply chains. The following analysis of stakeholder efforts by mode is not exhaustive, but references several notable activities being undertaken by interested parties across the United States.

Aviation (Airports)

The aviation sector, including airlines and airports, takes a creative and comprehensive approach to combating human trafficking. In 2017, in advance of Super Bowl LI, the [Houston Airport System](#) worked with Immigration and Customs Enforcement to conduct training of more than 200 employees at two airports as well as airline and tenant employees. The system also worked with nonprofits to develop exhibits and an [art installation](#) to raise awareness. ([Houston Airport System](#))

On the airline side, [Delta Air Lines](#) provides a useful example of strategically allocating resources to train employees and support the National Human Trafficking Hotline. Delta Air Lines, through a \$1 million sponsorship of Polaris, trained 80,000 employees to recognize signs of human trafficking and support anti-trafficking legislation in the U.S. The company also allows customers to donate miles to Polaris through the SkyWish program to be used by survivors of trafficking to seek a safe place, return home or get medical or legal care. ([Delta Air Lines](#))

The [Port of Seattle](#), a county-wide special purpose government serving the citizens of King County, Washington, uses a comprehensive port-wide strategy to combat human trafficking throughout its facilities, which include several ports and the Seattle-Tacoma International Airport. The port's strategy ties together internal policies and procedures, employee training, public awareness and education campaigns and local community partnerships. For large, multimodal organizations that interact with diverse groups of customers and employ large workforces, the port's comprehensive strategy is a strong model.

Bus and Motorcoach

On a national level, the bus and motorcoach sector criss-crosses the United States moving travelers from community to community. Buses also operate within communities to take students to school or show tourists local attractions. Because of the industry's sheer volume of human to human interactions, the bus and motorcoach sector is uniquely positioned to serve as an extra set of eyes on the nation's transportation network.

The [Western Massachusetts Businesses Against Human Trafficking](#) group is a coalition of hotels, transportation providers (including Peter Pan bus lines), and other companies. Member companies pledge to train their employees to recognize trafficking, block access to websites that market trafficked people and work with law enforcement and volunteer groups to help with victim and survivor services. These are internal policies that aid in demand reduction while also taking a proactive approach to recognizing instances of human trafficking. Regions and metro areas would do well to form coalitions, especially among existing groups, to combat human trafficking as business communities.

[Busing on the Lookout](#), a bus-focused division of Truckers Against Trafficking, was recently launched in order to raise awareness, provide training resources, and establish protocols among motorcoach operators, tour operators, and tourism-related organizations.

Law Enforcement

Law enforcement officers are on the front lines of the fight against human traffickers. Training law enforcement officers to recognize the signs of human trafficking and key indicators has been a major emphasis along with leveraging law enforcement facilities to post awareness messages. 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, 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 agencies; and assisting in investigations. Other states using the "Iowa MVE Model" include: CA, MI, OH, and WA; many other states have adopted in part.

Iowa is also involved in the [Quad State Coalition](#), which is a coalition of law enforcement at every level as well as management from the trucking/travel plaza industry in the states of Iowa, Nebraska, South Dakota and Minnesota, in partnership with Truckers Against Trafficking. The coalition began in 2015. Human trafficking is frequently an interstate crime, so the coalition seeks to share information and best practices across state boundaries while gathering key stakeholders to provide a forum for additional engagement on the issue.

Maritime (Seaports)

Because the [Port of Seattle](#) operates an airport and serves the maritime industry, their aforementioned strategies apply to many port users. Maritime strategies includes internal demand reduction education and policies, public awareness, employee training, and community alliances.

Rail

The subcommittee on policies and protocols did not find research on freight rail activities surrounding the issue of human trafficking. In 2012, Amtrak [announced](#) its more than 20,000 employees would be trained to identify signs of human trafficking and work with the Amtrak Police Department and the Department of Homeland Security to combat human trafficking. Amtrak Police Department works with A21 on their awareness campaigns and uses Blue Lightning resources to assist in their training efforts.

Ride Sharing

In 2016, Uber announced a partnership with ECPAT-USA, NCMEC, and The McCain Institute to share human trafficking indicators and training to their drivers (Christoff, 1016). In addition, they worked with external stakeholders, including legislators to host roundtables about the issue across the United States. Uber uses their business infrastructure coupled with their sphere of influence to address the issue (Kovaleski, 2018).

State Departments of Transportation

Minnesota takes a coalition-building approach to combating human trafficking. The [state department of transportation](#) works with the Minnesota Human Trafficking Task Force, the Minnesota Department of Health, the Minnesota Department of Public Safety and the U.S. Department of Transportation's Transportation Leaders Against Human Trafficking initiative to educate employees, raise awareness among the traveling public, and track and collect key data on trafficking.

Minnesota's neighbor, Wisconsin, uses variable message signs along the highway, as well as social media, to educate the motoring public on human trafficking. Wisconsin Department of Motor Vehicle staff is trained on the issue and the training was also incorporated into the Commercial Driver's License manual.

Using employees and facilities to combat human trafficking is also an approach taken by the [Pennsylvania Department of Transportation](#). The state DOT offers a web-based training for employees, distributes Truckers Against Trafficking wallet cards at all Driver License Centers and uses the state Motor Vehicle Network (TVs at DMV offices) to amplify public service announcements.

Transit

Transit agencies are uniquely positioned to engage employees, coalesce with other local community groups and empower customers to appropriately react and respond to instances of human trafficking. For instance, the [Greater Cleveland Regional Transit Authority](#) trained 2,100 employees (including 100 transit police officers) to recognize signs of human trafficking; used posters in transit stations and on vehicles to raise awareness; and held four public education and awareness events at transit stations from 2013-2016. The [LA Metro](#), along with robust training, developed a public-facing [awareness website](#),

which includes a training and quiz about recognizing the signs of human trafficking in order to empower transit users.

The South West Transit Association (https://www.swta.org/news_events/details/human_trafficking) provides awareness training and resources for public transit employees, board members and DOT employees through public transportation association meetings in the member states of Arizona, Arkansas, Colorado, Kansas, Louisiana, New Mexico, Oklahoma, Texas. The training is survivor-informed and in concert with local victim-survivor organizations and/or law enforcement in each city where the presentation takes place, so that the transit agency and DOT can form local partnerships to continue the education effort. SWTA has also provided training at other state association meetings (California, Pennsylvania, North Carolina, Washington, West Virginia) at national transit association meetings, including the American Public Transportation Association (APTA), Community Transportation Association of America (CTAA) and the National Tribal Transit Conference.

The Kansas Public Transit Association, in 2017, created the Human Trafficking Proclamation urging all Kansas transit agencies to become educated about human trafficking and modern day slavery, (*2017 Human Trafficking Proclamation*, <http://kstransit.org/>). They worked in concert with Kansas Attorney General, Derek Schmidt. The final two lines of the Proclamation reads:

Be it resolved by the Kansas Public Transit Association: That, in keeping with our state's proud abolitionist history, we urge all Kansas transits to educate all operators, customer service personnel and other staff about human trafficking and forced labor and to work toward purging these criminal practices within the State of Kansas.

Be it further resolved: That the Kansas Public Transit Association supports increased education, stronger laws and the promotion of justice to reduce the exploitation of all people within this state.

There is a sample Proclamation in the Reference & Samples section for others to adopt.

Trucking

[Truckers Against Trafficking](#), or TAT, is the leading non-profit trucking affiliated organization working in the human trafficking awareness space. TAT developed educational materials and industry training for truck drivers and trucking industry employees, performs coalition building and state-based initiatives, and advocates for state and federal policy on the subject of human trafficking. The organization recently launched its Demand Campaign in an effort to reduce demand for human trafficking-linked services among trucking industry professionals. TAT also works with trucking companies on establishing internal human trafficking policies and protocols, exhibits and speaks at major trucking industry events, and forges partnerships with law enforcement officials throughout the United States.

Notably, UPS has a [comprehensive approach](#) to combating human trafficking. The company trained more than 96,000 employees on the signs of human trafficking, has a very strong corporate policy that “strictly prohibits the use of any UPS assets or resources for any purpose that would enable the trafficking of persons”, and used its TED@UPS forum to further the conversation about human trafficking with TED Talks by UPS employees.

2B. Partnerships

Helen Keller once said, “Alone we can do so little; together we can do so much.” This is true for partnerships that include transportation stakeholders.

The best examples of partnerships that have the most impact on the curbing human trafficking are those that go outside of their immediate circle of influence and look for ways to involve as many different sectors within the community working on the issue. The best of the best include survivors and/or those serving the survivor community. It is only with the voice of the survivor that we can truly see into this dark world.

Engaging partners in experiential learning is the best practice of the [North Texas Human Trafficking Transportation and Community Partners Coalition](#), founded by Dallas Area Rapid Transit (DART), engages transportation providers, survivor services organizations and law enforcement. Their goal is to “Increase awareness of human trafficking and raise the consciousness of society by working collaboratively to educate the public and empower both survivors and the community.” This is an ongoing coalition that meets quarterly, leveraging the individual resources of each partner. The group has coordinated the *Human Trafficking Awareness Bus Tour* providing civic leaders an up close and personal tour of the places in north Texas where reported cases of human trafficking and child exploitation are taking place. DART supplies the bus, Children At Risk provides the path of travel, while law enforcement, Mosaic and other partners provide outreach information tables along the path.

Education and stakeholder building events are a good way to engage a cross section of interested partners. The best of the best provides a forum to initiate the group, then encourages local stakeholders to take responsibility for the continuation. [Truckers Against Trafficking \(TAT\) Coalition Build](#) is one example. They gather stakeholders to establish an effective and sustainable working relationship between key leaders in the trucking and busing industries and law enforcement statewide. While TAT plays a substantial role in spearheading the initial coalition, and will always make its resources available, it is the Office of the Attorney General (or statewide task force) and the State Trucking Association (along with a handful of other agencies, potentially including the State Bus Association and/or State Pupil Transportation Association) who assume the lead moving forward, insofar as they are local agencies capable of galvanizing the necessary stakeholders on both sides. These efforts are intended to result in the coordination and implementation of effective strategies and actions, in partnership with one another that will close loopholes to traffickers who so easily exploit both victims and legitimate businesses for criminal gain. They have held coalition builds in approximately 28 states since 2012.

Policy-making forums are a great way to engage government policy partners. The [End Human Trafficking ATL](#) is a partnership between City of Atlanta, Atlanta International Airport, and other local stakeholders. The initiative includes policy roundtables in the fall followed by a daylong Summit in January. The Summit will include presentations by airport and government representatives, nonprofits, human trafficking survivors, and other community leaders.

Marketing and awareness campaign partnerships leverage the collective reach of the partners while drawing on their expertise for unified public awareness saturation. The best of the best utilize survivor informed messaging and utilize as many partners as possible. The [Seattle Region Partners](#),

Port of Seattle, King County, City of Seattle, Sound Transit, Delta Airlines, Alaska Airlines, Uber and Lyft partnered on a unified public awareness campaign that is on a regional scale with additional public, private, and nonprofit partners sharing resource awareness signs with hotline information posted at airports, buses, trains, health clinics, libraries, law enforcement offices, public defender offices, community centers, and elsewhere throughout the region.

3. Government Initiatives

3A. Task Forces - Federal

At the Federal level the [President's Interagency Task Force to Monitor and Combat Trafficking in Persons \(PITF\)](#) was formed in 2000 through the Trafficking Victims Protection Act (TVPA). This Task Force brought together 15 cabinet-level agencies who coordinate the government-wide efforts to combat trafficking in persons. The Task Force meets annually to report on the progress and initiatives for each department in a variety of priority areas such as victim services, rule of law, procurement and supply chains and public awareness and outreach. Then in 2003, the TVPA was amended to establish the [Senior Policy Operating Group \(SPOG\)](#).

The SPOG is comprised of senior officials representing the PITF agencies where they can address all aspects of the human trafficking at an operational level. The SPOG is broken down into five standing committees that meet on a regular basis to advance the substantive areas of the SPOG's work in research & data, grantmaking, public awareness & outreach, victim services, and procurement & supply chains. In September 2017, the SPOG 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. In December 2017, the SPOG released the [Report on U.S. Government Efforts to Combat Trafficking in Persons](#), which outlines the shared and individual agency accomplishments and strategic objectives in Combating Human Trafficking across the U.S.. Then in October 2018, the working group created a [Resource Guide on U.S. Government Entities Combating Human Trafficking in American Indian and Alaska Native Communities](#) for policy makers and tribes. This resource guide outlines the federal anti-trafficking efforts focused on Native American Communities to increase the understanding of the U.S. Government's response and enhance the coordination of agencies and tribal engagement.

To further and increase efforts to stop human trafficking across the United States in the transportation industry the [U.S. Department of Transportation](#) (DOT) formed the [Transportation Leaders Against Human Trafficking \(TLAHT\)](#) initiative in 2012. This initiative is specifically focused on the transportation and travel industry stakeholders to maximize the transportation industry collective impact on human trafficking. TLAHT's [focus areas](#) are leadership, training and education, policy development, public awareness, and information sharing and analysis. Partners [take action](#) to combat human trafficking by issuing leadership [statements](#), signing [pledges](#), developing reporting protocols, [training](#) their employees, and conducting [public awareness](#) campaigns. These core themes are interwoven throughout the TLAHT partner initiatives, which sends a clear and consistent message to transportation employee and the traveling public. To, date TLAHT has engaged over 200 organizations from across the transportation industry.

Task Forces - State

At the State-level anti-human trafficking initiatives are imperative to the efforts to stop human trafficking, as they are closer to the “boots on the ground” level of local awareness, prevention and interdiction. The majority of State-level initiatives involve the State DOT and/or DMV participation, as nearly every mode of the transportation industry moving through a State touches human trafficking in one way or another. The following summary of State-level efforts is not exhaustive by any means, but references several notable and active Task Forces, Councils, Committees and /or Commissions ongoing by many States, all of which includes the significant involvement of State DOTs and/or DMVs.

The [Arizona Human Trafficking Council](#) (AHTC) was originally established in 2014 to address human trafficking in Arizona through strategic and targeted prevention and awareness efforts. The AHTC is charged with developing comprehensive and coordinated victims’ service plans; evaluate and report to the governor on statewide human trafficking data; promote greater collaboration with law enforcement, state agencies; the community at large and raise public awareness about victims’ services, restitution and prevention. The State of Arizona reinvigorated its efforts in 2015 when the AHTC was renewed by the governor under [Executive Order 2015-12](#) permanently.

The [Colorado Human Trafficking Council](#) (CHTC), was established during the 2014 legislative session under [House Bill 14-1273](#). The legislation established a 31-person council that represents a wide range of state agencies, law enforcement, prosecutors, NGOs, regional coalitions and task forces, legal services, victim service providers, academia, and faith-based organizations. The Council is housed under the Colorado Department of Public Safety, Division of Criminal Justice, Office for Victims Programs and is 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. To help accomplish its legislative mandates, the 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.

The [Indiana Protection for Abused and Trafficked Persons Task Force](#) (IPATH) is comprised of law enforcement, advocacy group, service providers, worker organizers and community leaders to facilitate a coordinated multi-disciplinary state response to more effectively address human trafficking throughout Indiana. In 2015, IPATH also conducted outreach for the Indianapolis 500 and Brickyard 400. IPATH reached more than 40 hotels and 18 rest areas in addition to distributing awareness material to over 160 locations in and around the city from May to July. Specific materials aimed at reaching and providing resources to victims were distributed at truck stops, rest areas and taxi cab services, in addition to local restaurants, bars and other tourism hot spots. The Indiana Motor Truck Association and Indiana Department of Transportation facilitated the distribution of materials to truck stops and rest areas across the state. IPATH also worked to train area hotel staffs on spotting the red flags associated with trafficked victims. During the Brickyard 400 outreach, Clear Channel Outdoor donated digital billboard space to again display the Not Buying It Campaign at 12 locations around Indianapolis. The OAG also has an ongoing partnership with IndyGo buses resulting in materials being displayed on 10 buses in the city of Indianapolis.

The Missouri Attorney General (AG) has made fighting human trafficking and exploitation one of his office’s top priorities by launching a number of initiatives, one of which is the [Missouri Human](#)

[Trafficking Task Force](#). The AG convened this permanent, standing task force that includes experienced leaders from law enforcement, not-for-profit organizations, victims' advocacy groups and the Missouri DOT to help establish a unified statewide anti-trafficking effort and to coordinate new approaches in the fight against trafficking and exploitation in Missouri.

The [Ohio Human Trafficking Commission](#) was reconvened by the Ohio Attorney General in August 2011 to combat and end the horrendous abuse of human trafficking in the state of Ohio. This built upon the former work of the Trafficking in Persons Study Commission convened under previous Attorney General Richard Cordray, which released a report and recommendations for how to combat this crime. The Commission includes elected and appointed officials, members of local, state, and federal law enforcement, public and private social agencies, religious groups, schools, and transportation who meet regularly to understand the extent of the problem in Ohio, find ways to help victims, and discover how to investigate and prosecute traffickers.

The [Oregon Trafficking Intervention Advisory Committee](#) advises and supports the Attorney General's work developing a coordinated statewide response to child and youth sex trafficking. A coordinated statewide response begins with communities building partnerships between law enforcement, victim service providers, child welfare and public health to identify trafficking within their communities and to develop local services for these victims. The Mission of the Advisory Committee is to provide guidance, support and resources to these communities, as well as the state's Trafficking Intervention Coordinator, in order to build a strong response to child sex trafficking and to provide meaningful access to services for all survivors of trafficking in Oregon.

3B. State Commercial Motor Vehicle Initiatives

There are several state generated motor vehicle initiatives being conducted throughout the country. The key element that makes each effort 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's Department of Motor Vehicles.

The Arizona Attorney General's Office donated funds for rescue stickers placed on more than 25K semi-trucks traveling across the state. The stickers display the message (Do You Need Help?) and list the National Human Trafficking Hotline number. They have also partnered with the Arizona Trucking Association and Truckers Against Trafficking (TAT).

The Georgia Department of Driver Services (DDS) was awarded a \$312,576.00 grant in 2018 to fund a multi-pronged strategy employing Public Awareness, Education and Training among the DDS examiners, trucking companies, drivers and other organizations.

The Texas Attorney General's Office hosted five law enforcement and trucking coalition building meetings.

The Iowa Department of Transportation's Motor Vehicle Enforcement Office (MVE) has partnered with several of their states largest trucking companies to provide human trafficking awareness training to all new employees utilizing the TAT training materials. MVE has also partnered with the Iowa Department

of Education to provide human trafficking awareness training for all 9K public school bus drivers in their state, along with what procedures to be followed should they suspect a trafficking victim.

3C. State Legislation

Transportation-related state legislation is one of the new “promising practices” that has emerged as part of the U.S. anti-trafficking response. To date, most of these new state laws are intended to heighten the awareness regarding human trafficking either of transportation industry stakeholders or of the U.S. public as it interfaces with the transportation industry. Nine states currently include human trafficking training as part of their Commercial Driver’s License training requirements.

One state, California, requires, beginning January 1, 2021, 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. It also provides reimbursement for costs related to this training effort. (Assembly Bill 2034).

An increasing number of states now require public postings of the National Human Trafficking Hotline Number (1-888-3737-888) in public transportation venues. 10 states require postings in airports, 13 require them in bus stations, and 19 require postings rest areas. 8 states require postings in train stations, while 14 require hotline postings in truck stops.

Given the level of contact that trafficking survivors report they had with transportation venues in the course of their recruitment, their exploitation, or their eventual escapes, this new wave of state legislation should be vigorously promoted and expanded nationwide, which is included in the recommendations section of this report (U.S. Department of Transportation, 2014).

3D. Funding Opportunities

The Federal Motor Carrier Safety Administration offers a number of funding opportunities for stakeholders in the transportation industry to enhance their anti-trafficking efforts. Examples of these funding opportunities include:

- **FMCSA Commercial Driver’ License Program Implementation (CDLPI):** In FY2018 the grant program awarded approximately \$430,000 in grants supporting human trafficking education, outreach, and training. These grants were awarded to the Georgia Dept. of Driver Services and the Louisiana Dept. of Public Safety. Beginning in FY2019 FMCSA will prioritize grant applications that support the recognition, prevention, and reporting of human trafficking.

The Federal Transit Administration, as part of the Human Trafficking Awareness and Public Safety Initiative, on March 29, 2019 published two Notices of Funding Opportunity (NOFOs), each with \$2 million available in competitive grant funding. Proposals must be submitted electronically through Grants.gov by midnight EDT on May 28, 2019. (Human Trafficking Awareness and Public Safety Initiative, <https://www.transit.dot.gov/regulations-and-guidance/safety/human-trafficking-awareness-and-public-safety-initiative>)

- [Crime Prevention and Public Safety Awareness](#) supports the development and facilitation of effective public safety awareness campaigns.
- [Innovations in Transit Public Safety](#) supports research for solutions to address public safety in transit systems.

4E. Evolving Technologies

In the United States, there are evolving technologies being used to prevent human trafficking from occurring, including the web-based Spotlight tool, 4D virtual globe, facial recognition biometric technology, wi-fi hotspots, ELERTS system app, Bluetooth monitoring, and iCognitive Technology. Thorn, the company that developed Spotlight, collects data generated from online sources that advertise sex. “The software makes tracking down traffickers easier and faster for law enforcement, which can cut down on the amount of time it takes to find victims.” (Godlewski, 2017). The rapid advancement of the company was propelled by the ability to survey various victims of this horrendous crime. The synopsis showed that over half of underage female victims were being trafficked via online sources. The following are examples of promising evolving technologies:

- **4D Virtual Globe:** 4D Virtual Globe, an application developed by the Center for Advanced Technology Laboratory, allows prodigious data processing and reporting. The analysis gathered continuously permits real time geospatial data to be shared globally. “This visualization tool has been developed to provide incident management personnel, emergency management personnel, and the general public with the means to achieve situational awareness in as close to a real world setting as possible” (CATT Lab, 2019). Animations are developed due to the continual interactivity between the system and various traffic databases. “This effort employed a combination of advance computer graphic, 3D modeling, server, network, and various optimization techniques to develop a scalable, highly interactive Virtual Glove using available GIS and transportation infrastructure data in conjunction with thousands of real time traffic sensors, transit, and accident data” (CATT Lab, 2019).
- **Facial Recognition Biometric Technology:** Real time facial recognition has the potential to prevent the mass amounts of human trafficking occurrences. The system uses algorithms, which can match distinctive facial characteristics via photographs or video recordings. George Bush Intercontinental Airport in Houston has been especially active in employing the new technology, where U.S. Customs and Border Protection (CBP) deployed facial recognition biometric exit technology for a daily flight operated by United Airlines from Houston to Tokyo. This state-of-the-art technology detects the exit of foreign nationals from the United States. Using the flight manifest, Customs and Border Protection (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. Additionally, there are several legislative mandates that direct the Department of Homeland Security to record the arrival and departure of non-U.S. citizens by collecting biometrics (U.S. Customs and Border Protection, 2018). CBP first established biometric screening procedures based on digital fingerprints for certain non-U.S. citizens in 2004 to secure the borders and ensure that foreign travelers who present themselves for admission to the United States are who they claim to be. Facial recognition systems can be set in airports globally in assorted concealed areas. The system can then scan suspects’ faces in massive crowds that are attempting trafficking through air transport (Gates, 2011).
- **Free Hotspots:** Free hotspots are in businesses and public locations throughout the United States and globally. Airports, hospitals, shopping malls, schools, churches and restaurants all provide

free Wi-Fi connection to accommodate customers, since technology is continually growing. The advantage that airports possess regarding this incentive is the location tracking setting option. “When you connect to public Wifi, you’ll usually be greeted with a sign-in form, also known as a captive portal. This is where you provide personal information and consent to terms of service to get online” (Holger, 2018). The personal information provided could include, email address, phone number, social media access, etc. Allowing this system to be an option to use at airports will limit the amount of trafficking occurring in air transport. Recognizing the ways a trafficker exploits technology can assist law enforcement in investigative efforts, can assist in detecting criminal activity, and can potentially create grounds for prosecution.

- **ELERTS System:** ELERTS Corporation, developed by Ed English, is a new cutting-edge approach to limiting human trafficking via public transportation. ELERTS system gives passengers the ability to send photographs, video recordings, or description analysis of a safety concern via their cellular devices live. The Transit Agency receives crowd sourced 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 agencies. Incidents can be mapped over time to visualize a system-wide perspective of safety and security on the transit system” (ELERTS Corporation, 2019). Allowing passengers to be aware of and communicate safety concerns makes for a positive, helpful change in the operations sector of public transportation.
- **Bluetooth Traffic Monitoring:** The University of Maryland, with support from the Maryland State Highway Administration, developed an anonymous probe technique to monitor the travel time on highways and arterials based on signals available from the point-to-point networking protocol commonly referred to as Bluetooth. Many consumer electronic devices produced today come equipped with Bluetooth wireless capability to communicate with other devices in close proximity. For example, many digital cameras use Bluetooth for downloading pictures to a laptop computer. It is also the primary means to enable hands-free use of cell phones. Bluetooth enabled devices can communicate with other Bluetooth enabled devices anywhere from 1 meter to about 100 meters, depending on the power rating of the Bluetooth sub-systems in the devices. The Bluetooth protocol uses an electronic identifier, or tag, in each device called a Media Access Control address, or MAC address for short. The MAC address serves as an electronic nickname so that electronic devices can keep track of who’s who during data communications. It is these MAC addresses that are used as the basis for obtaining traffic information (Young, 2008).
- **iCognitive Technology:** Modern headlines unfortunately feature with regularity the enormous risk that technologies and social media pose to gullible underage kids being manipulated by criminals online. However, the advancements of technology can be used to save kids too. iCognitive is a forensic security technology developed by Brainwave Science for agencies looking to enhance or upgrade from traditional investigative practices. In cases where investigations have been carried out, iCognitive can help solve the problem. Unlike time-consuming interrogation techniques and false tips from informants, iCognitive guarantees a high success rate in generating quality leads at an unprecedented faster rate. The advanced system is rooted in cognitive psycho-physiology, measuring patterns of a specific brain response called P300.

The iCognitive solution enables Federal investigators or a local investigations officer to distinguish between innocents and suspects and to gather valuable information from an accurate source: the human brain. A 45-minute test, with 99.9% proven accuracy can be obtained from the criminal’s brain. Using investigation details such as a picture of the child, location details of

child's home, places the child claims he was taken, reason for human bites on his body, types of tortures the accused used, threats etc. all details can be used as stimuli to conduct an iCognitive test on a criminal. The iCognitive test is completely safe and non-invasive; it respects privacy and supports human rights. Once the test is completed the local police will see the results with over 99.9% accuracy. If the account presented by the criminal matches the account of the child, they can work alongside FBI to solve the case. iCognitive offers a state-of-the-art automated cloud-based technology experience that law enforcement and national intelligence departments urgently needs. The information obtained through an iCognitive test enables authorities to reach new suspects, aiding their mission to dismantle the whole trafficking network of criminals working actively to seduce and exploit young minds. (Brainwave Science, 2018)

Evolving Technologies in Universities

Additionally, according to Borgen Magazine, U.S. universities are testing new types of databases and software specifically designed to fight human trafficking and even detect potential sex trafficking cases online. Private sector titans such as Google and Microsoft are also heavily involved in the anti-trafficking fight. Enhanced banking technologies allow banks to participate in strategies that detect patterns and expose financial transactions in human trafficking organizations. Knowledge is power and advances in social media capabilities also help immensely in the battle to alleviate human trafficking (Harris, 2017).

In summary, we recognize that technology is constantly evolving; awareness and utilization of emerging trends can make a difference in the life of a victim. Numerous forms of technology are being successfully used to combat human trafficking. Databases, mobile apps and banking are some of the constantly evolving approaches. From big business to small nonprofits, all organizations now have the technological tools available to them to actively fight human trafficking. Evolving technology and successful training being used within airport systems will improve the productivity of reducing the quantity of human trafficking that occurs through air transport.

3. Analysis and 4. Recommendations

Zero Tolerance Policies

Overview: Company/agency policies against human trafficking and child exploitation are key to signal to employees and external stakeholders that the entity, whether a private sector business or government agency, is engaged and committed to the issue. While there is clear movement in the transportation sector to develop and adopt policies on responding to human trafficking, there is still work to be done.

Gap Analysis: The transportation industry has taken steps to combat human trafficking, including adopting agency/corporate policies against human trafficking. A 2014 study entitled "How Do Fortune 100 Corporates Address Potential Links to Human Rights Violations in a Global Integrated Economy" by the American Bar Association, the McCain Institute, and Arizona State University (2014) found that 54% of Fortune 100 companies have publicly available policies about human trafficking. 66% had publicly available policies on forced labor. Although some transportation entities have developed policies (i.e. the trucking and bussing industries), there is no holistic approach to adopt industry-wide as well as mode-specific policies.

Recommendations

1. Private companies/Non-Governmental Organizations (NGO) adopt zero tolerance policies against human trafficking that reflects the company's culture. NGO's have partnered with companies to develop such policies. See ECPAT-USA Sample policy in the Appendices section.

A policy should:

- Identify people within the organization that are required to follow the policy
 - Include the definition of human trafficking
 - Reference the company's resources to assist employees in identifying human trafficking
 - Outline the procedure for employees to follow if they witness human trafficking indicators. (Private Stakeholders)
2. Private companies/NGOs include zero tolerance clauses in contractual agreements with companies, agencies and other stakeholders. (Private Stakeholders)
 3. Encourage state and local transportation agencies to adopt zero tolerance policies for human trafficking and include zero tolerance clauses in contractual agreements with companies, agencies and other stakeholders. (State, Local Agencies)

Reporting Protocols

Overview: Zero-tolerance policies are not sufficient to ensure employees will have enough information to react to human trafficking indicators. If left without a company reporting protocol, employees may feel confused or unsure of how to react to suspicious activity. To complement human trafficking policies, entities must also develop protocols for how employees are expected to respond to suspicious activity.

Gap Analysis: Currently, there is no common industry accepted protocol for transportation agencies, corporations, and stakeholders to adopt in response to human trafficking indicators in the transportation industry. In some ways this is a strength because stakeholders can implement protocols that fit their culture and structure. There is no one-size fits all answer for developing a response protocol for human trafficking in the transportation industry. Stakeholders need guidance to assist them in developing and adopting such protocols. Additionally, stakeholders note that there are many different ways (hotlines, emergency service numbers, local NGOs) to report cases of human trafficking. This causes a lack of true data on how many instances were reported in the transportation sector.

Recommendations

1. Human Trafficking Protocols should contain the following elements (see models in the references section below): (federal and state and local agencies and private sector)
 - Overview of entity commitment to combat human trafficking
 - Overview of human trafficking
 - Entity policy on human trafficking, including activities/actions that are prohibited.
 - Requirement that employees must report suspected cases of human trafficking.
 - Information regarding identifying instances of human trafficking
 - Actions to take if human trafficking is suspected.
 - Include the National Human Trafficking Hotline in protocols for all modes, unless there is a local protocol to contact modal law enforcement (i.e. Amtrak)
 - Resources available regarding human trafficking
 - Contact to obtain additional information

2. USDOT, in coordination with other appropriate federal agencies, including the US Department of Justice and the National Association of Attorney Generals, should assist each USDOT modal administration to develop/adopt a model mode specific reporting protocol, including guidance on how to respond to suspected human trafficking. Model reporting protocols should be survivor-informed, include mode-specific protocols and should include a fast-responding phone number to report suspected instances of human trafficking. (Federal)
3. Encourage members of the private sector to coordinate with civil society organizations and local human trafficking service providers to assess their business structure and develop an employee reporting protocol when indicators of human trafficking are identified. (Private sector)
4. USDOT should analyze the existing reporting hotlines (Department of Homeland Security's Tip Line, the National Human Trafficking Hotline, and National Center for Missing and Exploited Children's CyberTipline) and update the transportation sector reporting protocol as needed. (Federal)
5. Tiplines should (see relevant tiplines in Appendices Section):
 - Analyze data on the number of human trafficking cases reported in each mode and provide the data to USDOT.
 - Gather information about any intersections with tipline reports/calls and the transportation industry and provide this data to USDOT.
 - USDOT will use this data to produce an annual report on mode-specific trends and intersections. (federal)

Assisting Victims/Survivors to Gain Employment

Introduction: Rebecca Bender, a survivor of human trafficking in the United States and co-founder and CEO of Rebecca Bender Initiative recounts the difficulty in overcoming her past and gaining employment. "But I can tell you that running was not the hard part. The hard part was choosing poverty. The hard part was starting over at age 26, with an eight-year-old girl, being homeless. The hard part was having a criminal record, a huge gap in job history, and more trauma than any person should live with. The hard part was, 'What now?'" (BEST, 2019)

In 2017, Airline Ambassadors International wrote a letter to 32 CEO's 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. The language the CEO's were asked to consider was simple "Recognizing the need for long-term financial stability of human trafficking victims to gain self esteem and provide for themselves and their children, our company commits to provide training and employment opportunities to survivors without discrimination and ensure confidentiality to avoid stigmatization in the workplace." Sadly, of the 32 CEO's that received the letter only one responded. The letter is available in the Appendice section.

Survivors of trafficking are often charged with crimes related to trafficking that prevent them from obtaining employment, especially in some sectors of the transportation industry that require background checks. The 2018 US Department of State's Trafficking in Persons Report (U.S. Department of State, 2018) discussed the negative impacts of criminal records on a survivor's life. The report notes that survivors of sex trafficking may be unable to rent an apartment due to a prostitution conviction. They may have been forced by a gang to steal and sell drugs resulting in an arrest—rendering them unable to enroll in school, obtain gainful employment, or secure professional licenses. Further, many survivors do not possess proper legal identification documents due to their traffickers taking and/or destroying the

documents to conceal who their victims are and exert further control over the survivor. Like their criminal record, not having proper identification poses one more challenge to a survivor re-establishing a normal life. There is a movement across the United States for states to pass laws that offer a pathway for survivors to vacate criminal offenses they incurred during their time being trafficked (American Bar Association, 2016). Anti-trafficking organization Polaris' 2019 report found that while some states try to help survivors, the laws are not adequate. Only three states Nebraska, Wyoming, and Florida ranked higher than a D with scores over 70% (Marsh, Anthony, Emerson, 2019).

Gap Analysis: Current federal regulation excludes individuals from employment opportunities if they have a disqualifying criminal offenses (for example CFR 49 Part 1542.209, Airport Security). Current requirements also make it difficult for survivors to obtain legal identification documents due to the materials needed to obtain such documentation. (Real ID Act of 2005, Pub.L. 109–13, 119 Stat. 302).

Recommendations

1. Enact legislation that requires appropriate federal, state and local 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. The legislation should allow individual agencies to create a waiver process and identify the criminal offenses they are willing to consider for the employment waiver. 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.(Federal, State, local)
2. Support the American Bar Association's efforts to enact state legislation that vacates human trafficking related convictions from survivor's records. (Federal & State)
3. Support Airline Ambassadors International efforts by highly encouraging all transportation industry leaders to adopt language within their workforce development policies for fair and equitable employment and training for survivors of human trafficking. (Federal & State)
4. Encourage the transportation sector to initiate "second chance" employment programs to include survivor informed empathy training of management and supervisors. (Private Sector)
5. Enact legislation that requires appropriate federal agencies to review regulations and policies and modify as necessary to assist and facilitate survivors in re-establishing proper legal identification documents. (Federal)

Assisting Victims/Survivors Exiting and Transitioning

Introduction: Access to reliable, safe transportation is foundational for victims and survivors to get out of the trafficking life, and obtain health services, education, and job opportunities in order to transition to a restored life. According to the survivor informed report by Polaris, "Overall, 26 percent of Polaris survivor survey respondents stated that public and mass transportation played a role in at least one of their exit attempts." One survivor explains the economic connection, "I don't drive so I relied on public transportation when I left my trafficker and having access to it where I lived helped economically with me leaving the situation." (Anthony, 2018)

Gaps: Survivors often cannot afford a monthly metro pass, Amtrak or airline tickets to assist in escape or access to sustainable life activities. "Survivors are coming into the most significant contact with transit systems during attempts to leave, only to be faced with a lack of access to safe and affordable

transportation. Many victims may need to use a bus or rideshare vehicle to leave their trafficker and unfortunately they may not be able to afford one or company policies such as needing an ID to access a ticket may prevent them from escaping their trafficker.” (Anthony, 2018)

Recommendations:

1. We recommend that transportation providers assist in making transportation services available free of charge to someone who is a potential victim of human trafficking and seeking help or seeking to return home but who may not be in a position to purchase such transportation. For example, some airlines have donated miles for this very cause, and recently Megabus donated bus vouchers for victims seeking to escape their trafficking situation, or to assist them in getting to and from court appointments, etc. (Local stakeholders)
2. We recommend all modes adopt policies that assist victims and survivors of human trafficking who need to access to daily life services like employment, healthcare and education. This could include a monthly transit pass and access to on-demand services in both urban and rural areas. (Local stakeholders)

Training and Resources

Overview: One size cannot fit all. Mode-specific training to combat human trafficking is crucial, as those being educated need to understand examples of human trafficking within the context of a familiar mode environment and then be prepared to respond appropriately to human trafficking indicators. Truckers Against Trafficking (TAT) expanded their mandate to develop mode-specific trafficking awareness training for transit and school bus operators (Buses on the Lookout (BOTL)).

Gap Analysis: While some modes have significant tools and resources (trucking and airline) others lack needed tools and resources (ground transportation, local DOTs).

Recommendations

1. Through legislation and/or existing federal funding, provide funding for:
 - The development of comprehensive, mode-specific transportation industry human trafficking training. Training will address awareness and reporting options, be mode-specific and may include virtual, mobile training. Training should be used to train new employee as well as existing employees. Training should be updated on a regular basis to reflect the evolving tactics of traffickers, include survivor input and stories, highlight promising practices in combating trafficking, and include any legislative changes related to human trafficking. (federal funding)
 - Conducting human trafficking awareness training (HTAT) for transportation agencies at the federal, state and local level as well as for contractors and industry stakeholders. (federal funding for these activities).
2. Through legislation and/or existing federal funding, provide funding for modal trade associations to develop mode-specific, centralized, online information and resources for combating human trafficking. The Associations will provide information and links to existing resources as well as develop new needed resources. Examples of such resources include:
 - An overview of the various forms of trafficking
 - Federal laws related to human trafficking
 - Information on how trafficking intersects with the specific mode/industry
 - Examples of agency/industry leadership to combat human trafficking

- Agency and industry education and training materials
 - Existing agency and industry policies, as well as mode-specific model policies
 - Existing and model mode specific agency and industry pledges, strategic plans, performance measures, PSAs, innovations, best practices and research.
 - Links to other federal, state and private industry human trafficking websites sites. (federal funding, non-profit modal associations).
3. USDOT should collect and publish a comprehensive list of website links related to private sector, federal and state agency, and transportation stakeholder training, including State and US Attorney's Offices, business and professional regulations offices, child welfare agencies, and health departments. (Federal)
 4. USDOT should consider establishing a model system/process for transportation industry employers to report their training activities to the Transportation Leaders Against Human Trafficking (TLAHT). (Federal)
 5. USDOT should consider establishing an awards program to recognize human trafficking efforts within the transportation industry (see examples of other industry awards programs in the references section). (Federal)
 6. Encourage the private sector to continue highlighting best practices through awards and recognition (see ECPAT's awards Program highlighted in references section). (Private sector)
 7. Expand the Trafficking Victim Protection Act's language (modeled after ECPAT-USA's Code of Conduct for the travel industry) to encourage transportation industry professionals to give preference to hotels with policies and training to combat human trafficking. (Federal)
 8. Encourage private sector business to show preference during employee travel to companies in the transportation sector that have policies and training to combat human trafficking and child exploitation. (Private sector).
 9. Encourage NGOs to survey and analyze state laws requiring the transportation industry to combat human trafficking and update regularly. (NGO's).

Evolving Technologies

Overview: In the U.S., a variety of public and private organizations are working to develop and leverage technological solutions to combat human trafficking, some privately funded foundations and some with government support.

Gap Analysis: Worldwide, countries, agencies and organizations are developing and utilizing variety of technologies and reporting mechanisms to combat human trafficking. However, multiple reporting technologies and agencies leads to confusion, and data is lost or misdirected. This criminal activity is using very sophisticated methods to accomplish their end game. There needs to be a way to access the devices and the information being used. A review of evolving technologies (see section 2E), revealed the following gaps:

- 4D evolving technology has the potential to become problematic in ways where passengers find it difficult to interact with other systems. The system's design flaw will need additional improvement for all key connections to proactively work together to attain situational awareness in real-world form.
- Although there has been tremendous advancement in facial technology recognition, there is concern of police misunderstanding one individual for the next. Civilians feel the advancement of the technology has additional work to be done before being used by police. "This new type of

facial recognition technology has deepened concerns about mass surveillance, mistaken identifications and the unfair targeting of minorities” (Schuppe, 2018).

- Since the 1960s, a significant effort has been underway to program computers to “see” the human face—to develop automated systems for identifying faces and distinguishing them from one another—commonly known as Facial Recognition Technology. While computer scientists are developing FRT in order to design more intelligent and interactive machines, businesses and states agencies view the technology as uniquely suited for “smart” surveillance—systems that automate the labor of monitoring in order to increase their efficacy and spread their reach.
- There is a confusing mixture of reporting technologies, agencies to report to, training programs, reporting formats, which increases the odds of misdirected or inadequate resources. Citizens trying to report suspected suspicious behavior may have different reporting agencies based on if they are in Houston or LA, or in a big city or a small town or in a rural environment.
- Two evolving technologies that will currently be the most beneficial in air transport is the ELERTS System app and Facial Recognition Biometric Technology. Both systems need improvements, but with the suggested modifications human trafficking can substantially be reduced.

Recommendations

1. Encourage leading transportation research institutions to develop a platform for analyzing big data and mapping criminal activity. This will illustrate better the instances of human trafficking - where it happens - to help law enforcement, transportation and service providers identify, communicate and respond appropriately. Engage companies such as Google, Apple, Microsoft and other large multinational technology companies to assist in this development, data mining, and monitoring. (Federal, State, Local, Private Stakeholders)
2. Encourage leading transportation research institutions to analyze existing technologies and how they intersect with the transportation industry, and develop a clearinghouse for recommended/successful technologies. (Examples: AI, Face recognition - in airports/train stations, large transit agencies, GPS tracking, heat sensing devices, tag recognition). (Federal, State, Local and Private Stakeholders)
3. Utilize existing organizations (example: President’s Interagency Task Force to Monitor and Combat Trafficking in Persons, or PITF) or create a new agency to bring all existing and developing technologies, databases, reporting options etc. under one umbrella . (Federal)
4. Unify a secure database and make it accessible to law enforcement agencies. (Federal)
5. Create national standardized reporting format (in the form of a checklist), allowing citizens to be more knowledgeable on what to look for and so that law officers can quickly ask pertinent questions to reporting citizens. (Federal)

Public-Private Partnerships

Overview: The issue of human trafficking and child exploitation, if taken alone, can be daunting. But by working in tandem with the NGO’s, the private sector, government agencies, and industry stakeholders, we can create cross-sector solutions and collaboration that leverage the full range of talent, ingenuity, and commitment to action through creative partnerships. Strong partnerships also ensure that groups move away from a siloed approach to addressing this issue.

Partnerships provide the capacity to achieve what may not otherwise be achieved. Effective partnerships draw together different organizations with complementary and reinforcing strengths, allowing each

partner to focus on its central capacities and assets to produce outcomes with greater impact than can be achieved independently. As awareness has increased about human trafficking, so has the desire to do more to make lasting changes across the country and in all sectors.

Gap Analysis: The intersection of human trafficking and the transportation industry is an emerging issue as awareness increases. The 2018 eye opening report from Polaris, *On Ramps, Intersections and Exit Routes*, illustrates through data and interviews, the intersections between the patterns of trafficking behaviors and public, private and government entities in the transportation sector. By igniting and strengthening public and private partnerships within the transportation industry through awareness, training, technology, and opportunities to collaborate on creative problem-solving, we will begin to shut off access to the supply chain of vulnerable people – children, women, men – while shutting down demand of services. *On Ramps, Intersections and Exit Routes* identifies the need for the transportation sector to take an active part in combating human trafficking. Polaris reports that, “Bus and train stations can be recruitment hotspots for homeless youth seeking shelter. Taxis, ride sharing services, rental cars, are all vital to running escort services, while foreign workers trafficked on temporary U.S. work visas are often fraudulently made to pay for plane tickets. Mass transportation hubs like airports are key points for victim identification, and public awareness. Survivors often need transportation to leave their situation, but can’t afford or find good, safe options.” We are all a part of the problem. But we can all be part of the solution, together. More research is needed regarding best practices. Opportunities to collaborate and share ideas are needed to create game-changing solutions.

Recommendations

1. Conduct comprehensive research of current public-private partnerships and make recommendations to enhance multi stakeholder approaches to combat human trafficking in the transportation industry. Make legislative and administrative changes to implement priority recommendations. (Federal)
2. Extend and expand the Advisory Committee on Human Trafficking (ACHT) and the sub-committees to further explore collaborative solutions. (Federal)
3. Adopt model performance measures to measure growth of awareness within the transportation sector. (Federal, state, private, NGO stakeholder groups)
4. Establish a public private partnerships model that comprehensively addresses the issue through collaboration between the private sector and civil society organizations. The policy will include establishment of a policy, training employees, zero-tolerance contract clauses, awareness information for the transported public, prevention protocols and reporting to the national hotline. (An example of good policy and protocol is provided in the EXAMPLES section of this report.) (Federal, state, private, NGO stakeholder groups)

Federal Funding for Programs and Projects to Combat Human Trafficking

Overview: Combating human trafficking will require an *all hands on deck* approach for the transportation industry. Although federal funds may be used for some activities related to combating human trafficking, this eligibility/flexibility should be added to additional appropriate funding sources for all modes of transportation. In addition, research shows that prevention education is far less expensive and more effective to prevent trafficking before it occurs by addressing underlying risks. (Preventing Human Trafficking, page 1) Awareness about human trafficking and the factors that make individuals and communities vulnerable has increased, but prevention efforts designed to proactively address known risk factors are lacking.

Gap Analysis: Currently, there are only three areas of funding available to the transportation sector. First, the Combating Human Trafficking in Commercial Vehicles Act requires USDOT to authorize that certain Federal Motor Carriers Association grant monies be used for human trafficking prevention, and expanding educations and outreach programs. Second, FTA's Human Trafficking Awareness and Prevention Program, provides \$2 million dollars for research and \$2 million for technical assistance related to combating human trafficking. Third is the FMCSA Commercial Driver' License Program Implementation (CDLPI), provides grants to support human trafficking education, outreach, and training. Other modes of transportation, at their discretion, should have the same flexibility to use federal funding for activities related to combating human trafficking.

Additionally, there are only two recent research projects that are focused on the transportation sector and human trafficking. Those are the Polaris Report (*On-Ramps, Intersections, and Exit Routes*) and the National Academies of Science, Engineering and Medicine contracted, but not released study, National Cooperative Highway Research Project 20-121 (*State DOT Contributions to the Study, Investigation, and Interdiction of Human Trafficking*) "Awareness about human trafficking and the factors that make individuals and communities vulnerable has increased, but prevention efforts designed to proactively address known risk factors are lacking." (*Preventing Human Trafficking, page 1*) Research can provide information about patterns and provide insights into prevention, which is far less expensive in the long term for the taxpayer.

Recommendations

1. Enact legislation to add eligibilities to federal transportation funding for all modes for activities related to combating human trafficking. (Reference the Combating Human Trafficking in Commercial Vehicles Act (S.1536)). Activities may include infrastructure and operational improvements as well as training and educational initiatives for transportation employees and the public. (Federal)
2. Enact legislation to aid eligibility to fund all efforts for all transportation modes related to combating human trafficking. There are currently a number of protocols and strategies occurring throughout the country by various states and organizations, such as the Arizona Attorney General's Office, Iowa Department of Transportation's Motor Vehicle Enforcement Office, Georgia Department of Driver Services, the Texas Attorney General's Office and the Port of Seattle. These programs and strategies need sustainable funding streams in order to remain active and continue their efforts to battle human trafficking. Fighting this crime is not a one event and done. These type of programs need to maintain continued efforts to interrupt and apprehend traffickers along with providing resources to victims and up to date training for front line personnel. (Federal)
3. Encourage and support the expansion of existing grants such as MCSAP and CDLPI by giving the grant recipients options to fund and bill against human trafficking efforts within the structure of the grants. (Federal)
4. Provide funding for continued research on best practices that can be used by DOT's, law enforcement and their multi-modal partners. This research should be comprehensive and provide examples of ways to educate employees and the traveling public with a focus on community prevention strategies. (Federal)

State Human Trafficking Efforts

Overview: Federal, State and local government must work together on eradicating human trafficking. While it was federal law—the Trafficking Victims Protection Act—that launched the U.S. anti-trafficking movement, officials at the state level play equally important roles in addressing this crime. State government officials and state agencies are crucial for introducing key anti-trafficking laws and policies regarding transportation at the local level. It is incumbent upon states to encourage human trafficking trainings as part of their Commercial Drivers’ License trainings, and posting of the National Human Trafficking Hotline in state transportation venues.

Numerous states now also convene anti-trafficking task forces at the state government level, often mandating that leaders of various state agencies participate in these state-level entities. (*See review of State Task Forces in Introduction Section*) States should be encouraged to always include their Department of Transportation in these policymaking bodies. State Highway Patrol Agencies often operate under the aegis of a state DOT, and the cooperation of the transportation industry with this vital transportation arm of transportation law enforcement is crucial for reporting human trafficking incidents. Most states also have a Department of Business and Professional Regulation responsible for licensing and inspection of businesses within that state. Because numerous private sector businesses—restaurants, hotels, gas stations, and convenience stores—operate in transportation venues, states should also encourage human trafficking trainings and hotline postings as part of their respective licensing regimes.

Gap Analysis: Although there has been progress on the federal level, efforts at the state level for both mandating human trafficking trainings for transportation employees and of heightening public awareness in state transportation venues are still at a nascent stage. Such efforts should be widely and vigorously supported so as to construct more comprehensive approaches to combating human trafficking in public and private sector transportation venues. Efforts should also be made to create pathways for the employment of trafficking survivors in each state’s transportation industry.

Recommendations:

State Government leaders have the ability to convene key decision makers in their states to assist in the development of improved anti-trafficking laws and policies. This subcommittee recommends that State Governments:

1. Convene key state agency stakeholders to form state-level Human Trafficking Commissions or Councils (see examples from Ohio, Iowa, Florida, etc.), including their respective state Departments of Transportation in these policymaking bodies. (State and NGO Stakeholder Groups).
2. Encourage states to adopt voluntary human trafficking training for CDL holders (Truckers Against Trafficking). (State)
3. Encourage human trafficking trainings for employees and hotline postings in the private sector businesses that operate in transportation venues (hotels, restaurants, gas stations, and convenience stores) (State and Private).
4. Formulate a workforce development opportunity in the transportation industry for survivors of human trafficking. (Private and NGO Stakeholder Groups).
5. Continue to pass legislation combating human trafficking within the transportation infrastructure (U.S. Department of Transportation, 2014). (State Legislation)

5. Appendices

Sub Committee Members

Chair:

Kristen Joyner, Executive Director, South West Transit Association (SWTA)

Vice Chair:

Shannon Eggleston, Program Director, Environment at the American Association of State Highways and Transportation Officials (AASHTO)

Secretary:

Michelle Guelbart, Director of Private Sector Engagement, ECPAT-USA

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Saba Abashawl, Chief External Affairs Officer, City of Houston, Houston Airport System
Terry Coonan, Executive Director, Florida State University Center for the Advancement of Human Rights and Associate Professor, Florida State University
Sherri Garner Brumbaugh, President & CEO, Garner Trucking and Vice-Chair, American Trucking Associations

David Lorenzen, Chief, Iowa Motor Vehicle Enforcement, Iowa DOT

Chad Aldridge, Policy and Outreach Manager, Port of Seattle

Eric Smith, Vice President & Chief Commercial Officer, Hendry Marine Industries, Inc.

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Sample Protocols, Policies and Comprehensive Strategy Materials

1. Sample Proclamation

ORGANIZATION NAME

(DATE) Human Trafficking Proclamation

Urging all members of the (ORG NAME) to become educated about human trafficking and slavery

WHEREAS, Human trafficking is the fastest growing criminal industry in the world, second only to drug trafficking;

WHEREAS, Each year, thousands of men, women and children are victims of modern-day slavery and deprived of their freedom, their human rights and their dignity. The International Labor Organization estimates that 20.9 million persons are victimized, with only 0.2% of victims identified. Trafficking takes the form of forced labor, sex trafficking, child soldiers and involuntary domestic servitude;

WHEREAS, Victims of human trafficking are lured, forced, or coerced for the purpose of commercial sex, debt bondage or forced labor;

WHEREAS, Labor trafficking is the recruitment, harboring, transportation, provision or obtaining of a person for labor or services, through the use of force, fraud or coercion for the purpose of subjecting the person to involuntary servitude or forced labor;

WHEREAS, Aggravated human trafficking is the recruiting, harboring, transporting, providing or obtaining, by any means a child knowing that the child, with or without force, fraud, threat or coercion, will be used to engage in forced labor, involuntary servitude or sexual gratification;

WHEREAS, The (ORG NAME) recognizes the considerable moral and economic harm of forced labor and human trafficking to our communities, our states and the nation, and recognizes that bringing a greater awareness of this problem will further help victims;

WHEREAS, (ORG NAME's STATES OF INFLUENCE) have enacted comprehensive anti-human trafficking laws, with a focus on criminal prosecution and victim support;

WHEREAS, By bringing awareness to forced labor and human trafficking within (ORG NAME'S SEPHRE OF INFLUENCE), we bring the victims hope and the promise of the American dream and the natural born freedoms we should all enjoy as American citizens;

WHEREAS, (ORG NAME) recognizes that increased public awareness and education within our member organizations will provide more opportunities to recognize and aid in the fight against this form of slavery:

NOW, THEREFORE

Be it resolved by the (ORG NAME): That, in keeping with our mission, morals and ideals, we urge all transit members of the (ORG NAME) to educate Management, Boards of Directors, and all staff, with an emphasis on those who interact with the general public about human trafficking and forced labor and to work toward purging these criminal practices within (ORG NAME), and we urge all states within the SWTA Nation to enact comprehensive anti-human trafficking laws, with a focus on criminal prosecution and victim support.

Be it further resolved: That the (ORG NAME) supports increased education, stronger laws and the promotion of justice to reduce the exploitation of all peoples within the states in the (ORG NAME).

Be it further resolved: That the (ORG NAME) 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 (ORG NAME) _____, (DATE)

2. Examples of Awards Programs in Other Industries

- EPA's SmartWay program helps companies advance supply chain sustainability by measuring, benchmarking, and improving freight transportation efficiency.
- LEED, or Leadership in Energy and Environmental Design, is the most widely used green building rating system in the world. Available for virtually all building, community and home project types, LEED provides a framework to create healthy, highly efficient and cost-saving green buildings. LEED certification is a globally recognized symbol of sustainability achievement.

2. Sample Policy Language from ECPAT-USA

<https://static1.squarespace.com/static/594970e91b631b3571be12e2/t/5c1bea220e2e72ab2b42d446/1545333289541/ECPAT+USA+Sample+Anti-Trafficking+Policies.pdf>

- ECPAT's Code of Conduct:** is a set of guidelines that helps travel companies put in place policies and protocols to comprehensively address human trafficking and child exploitation: www.ecpatusa.org/code. The Code helps companies understand how the issue intersects with their industry and gives structure for companies to develop policies and protocols. Due to their advocacy efforts most major hotel chains based in the United States are members of The Code and have comprehensive policies to address the issue. Airlines have begun to follow suit. Members of The Code including Marriott International, Wyndham Hotels & Resorts, Hilton, Hyatt International, Delta Air Lines, and American Airlines. Importantly, companies must report to ECPAT-USA about their engagement on the issue, which ensures there is oversight on their engagement. Other modes of transit can use The Code as a model to comprehensively engage on the issue. The steps are as follows:
 - Establish a policy and procedures against sexual exploitation of children.
 - Train employees in children's rights, the prevention of sexual exploitation and how to report suspected cases.
 - Include a clause in contracts throughout the value chain stating a common repudiation and zero tolerance policy of sexual exploitation of children.

- Provide information to travelers on children's rights, the prevention of sexual exploitation of children and how to report suspected cases.
- Support, collaborate and engage stakeholders in the prevention of sexual exploitation of children.
- Report annually on their implementation of Code related activities.

4. **Examples of Modal Policies and Protocols**

Example A: State Department of Transportation Protocol to Combat Human Trafficking

Overview

The purpose of this document is to outline the STATE Department of Transportation (DOT) protocol to combat human trafficking and prepare STATE DOT 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

The STATE Department of Transportation (DOT) is joining with our partners across the transportation industry to stop the flow of human trafficking. The STATE DOT condemns all forms of human trafficking and the exploitation of human beings. THE STATE DOT upholds the principles of human rights and supports every person's right to safety and security. THE STATE DOT will strictly comply with all applicable laws and regulations regarding the prevention of human trafficking and the exploitation of human beings and will cooperate with law enforcement authorities to address any such instances of exploitation of which THE STATE DOT or its employees have witnessed or become a party to. No employee may:

- Use or allow the use of any of THE STATE DOT's facilities, resources or equipment to support human trafficking and/or the exploitation of human beings; or
- Enter into, on behalf of THE STATE DOT, or otherwise, any business relationships or any other arrangement with any organization which the employee has reason to believe participates in any way in human trafficking or the exploitation of human beings.

All employees must be vigilant and immediately report, as appropriate, all situations that come to their attention in THE STATE DOT's premises or businesses where human trafficking and/or exploitation is suspected or appears to be intended.

Under no circumstances may THE STATE DOT's funds, property or personnel be used to further or support activities that participate in human trafficking and/or human exploitation.

Identifying Trafficking Victims

Victims of human trafficking may exhibit any of the following:

- Evidence of being controlled either physically or psychologically
- Inability to speak for oneself or appears afraid to speak
- Information is provided by someone accompanying the individual
- Loss of control of one's own identification documents (ID or passport)
- Have few or no personal possessions
- Loss of sense of time or space, not knowing where they are or what city or state they are in
- Exhibits fear, anxiety, PTSD, submission, or tension
- Shows signs of malnourishment, physical injury/abuse, medical neglect, or torture

Protocol: What to Do If You Suspect a Human Trafficking Situation

- Become well-versed in signs of human trafficking. STATE DOT resources include (agency zero tolerance policy, website, training, etc.) [NHTH indicator cards:
<https://humantraffickinghotline.org/sites/default/files/General%20Human%20Trafficking%20Indicator%20Cards.pdf>]
- 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.
- If you suspect there is a threat of immediate harm to a victim, call 911.
- If there is no immediate danger to victims, call the national human trafficking hotline: 888-3737-888.
- 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, and vehicle information – overall description and details such as license plate number.
- Employees should NEVER get directly involved in a suspected trafficking situation.

For further questions or information, please contact XXXXXXXX.

Example B: Private Sector Corporate Comprehensive Engagement Protocol (source: ECPAT-USA's Tourism Child-Protection Code of Conduct)

Overview

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 transit companies in the United States follow suit and adopt the 6 steps of The Code, the transit industry may catch up. The Code can be adopted to the transportation industry in the following way:

- Establish a policy and procedures [protocol] against sexual exploitation of children.
 - Companies can announce the policy to staff.
 - Include in employee Code of Conduct.
 - Include section in Human Rights Policy.
- Train employees in children's rights, the prevention of sexual exploitation and how to report suspected cases.
 - Mandate training to all direct employees.
 - Recommend training to all contracted employees.
 - Share training with partner companies and partners in the company's sphere of influence.
- Include a clause in contracts throughout the value chain stating a common repudiation and zero tolerance policy of sexual exploitation of children.
 - Include this clause on human trafficking including labor trafficking and child exploitation through vendor contracts with goods and services.
- Provide information to travelers on children's rights, the prevention of sexual exploitation of children and how to report suspected cases.
 - Raise awareness about human trafficking and child exploitation in areas that are frequented by employees and travelers.
 - Produce an awareness campaign for the general public on the issue.
 - Alert the customers that are using their services about the issue, how they can get involved, and how they can report cases of exploitation.
 - Use itineraries, marketing materials, and media.
- Support, collaborate and engage stakeholders in the prevention of sexual exploitation of children.
 - Outreach to legislators, outreach to law enforcement, working with service providers or non-profits focused on the issue, discussions with associations about getting involved, and/or discussions with peers about joining the fight to end human trafficking.
- Report annually on their implementation.

Example C: Sample Private Sector Front-Line Protocol by ECPAT-USA: 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.

5. TipLines: The three most prominent hotlines in the United States are the Department of Homeland Security's Tip Line, the National Human Trafficking Hotline, and National Center for Missing and Exploited Children's CyberTipline. These numbers can be integrated into human trafficking response protocols, when appropriate. In addition, many private and public transportation companies including calling emergency service numbers in cases of emergencies. <https://www.dhs.gov/blue-campaign/identify-victim>, <https://polarisproject.org/get-assistance/national-human-trafficking-hotline>, <http://www.missingkids.com/gethelpnow/cybertipline>

6. Example of Airline Ambassador's Letter to CEO's:

Dear Travel Industry Colleagues

As a leading advocate of human trafficking awareness in the travel industry, and an ECOSOC NGO affiliated with the United Nations Department of Public Information and Economic and Social Council, Airline Ambassadors International is committed to assisting businesses to partner with government, and NGOs in implementation of the United Nations Sustainable Development Goals

We urge all companies concerned with modern day slavery to adopt an anti-human trafficking policy that includes the following clause:

“Recognizing the need for long-term financial stability of human trafficking victims to gain self esteem and provide for themselves and their children, our company commits to provide training and employment opportunities to survivors without discrimination and ensure confidentiality to

avoid stigmatization in the workplace.”

Implementing this clause is a concrete action that will have global significance and will support the UN Sustainable Development Goal 8: Decent Work and Economic Growth and specifically Target 8.7, “taking immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking...”.

Many survivors have a criminal record, although they were actually victims of a terrible crime. This makes it especially difficult to get a job and turn their lives around. By providing a fair chance to these individuals, corporations demonstrate social responsibility, help save lives, and gain valuable employees.

In the words of President Barack Obama in September 2012: “This fight ought to concern every person, because it is a debasement of our common humanity. It ought to concern every community, because it tears at our social fabric. It ought to concern every business, because it distorts markets. It ought to concern every nation, because it endangers public health and fuels violence and organized crime. I’m talking about the injustice, the outrage, of human trafficking, which must be called by its true name - modern slavery.”

Let’s have the travel industry take the lead to combat the greatest human rights issue of our time. Airline Ambassadors International is advocating the U.S. Congress provide legal and tax incentives for U.S. companies that implement policies to train and hire survivors of human trafficking. We invite your participation.

We will announce your commitment to provide training and employment opportunities to survivors at our NGO-Led Briefing at the United Nations in fall 2017. Please contact us if you have and further questions and/or to share a copy of your policy at angels@airlineamb.org. Thank you for your commitment to combatting Human Slavery!

In shared dedication.

Nancy Rivard

President

7. Relevant Legislation:

Frederick Douglass Trafficking Victims Prevention and Protection Reauthorization Act of 2018
Section 112: PRIORITY FOR ACCOMMODATION IN PLACES WITH CERTAIN POLICIES RELATING TO CHILD SEXUAL EXPLOITATION.

(a) In General.--Subchapter I of chapter 57 of title 5, United States Code, is amended by adding at the end the following:

“Sec. 5712. Priority for accommodation in places with certain policies relating to child sexual exploitation.

“(a) In General.--For the purpose of making payments under this chapter for lodging expenses, each agency shall ensure, to the extent practicable, that commercial-lodging room nights in the United States for employees of that agency are booked in a preferred place of accommodation.

“(b) Eligibility as a Preferred Place of Accommodation.--A hotel, motel, or another place of public accommodation shall be considered a preferred place of accommodation if it--

“(1) enforces a zero-tolerance policy regarding the sexual exploitation of children exploitation of children (as described in section 103(9)(A) of the Trafficking Victims Protection Act of 2000 (22 U.S.C. 7102(9)(A))) developed by the Administrator of General Services under subsection (c)(1), or a similar zero-tolerance policy developed by the place of accommodation, which shall be demonstrated by--

`` (A) attesting through the General Services Administration's website of the use of such zero-tolerance policy Administration's website of the use of such zero-tolerance policy;
 `` (B) posting such policy in a nonpublic space within the place of accommodation that is accessible by all employees; or place of accommodation that is accessible by all employees;
 or
 `` (C) including such policy in the employee handbook;
 `` (2) has procedures in place for employees to identify and report any such exploitation to the appropriate law enforcement authorities and hotel management report any such exploitation to the appropriate law enforcement authorities and hotel management;
 `` (3) posts the informational materials developed under subsection (c)(3) in an appropriate nonpublic space within the place of accommodation that is accessible by all employees subsection (c)(3) in an appropriate nonpublic space within the place of accommodation that is accessible by all employees;
 `` (4) requires each employee who is physically located at the place of accommodation and is likely to interact with guests, including security, front desk, housekeeping, room service, and bell staff, to complete the training described in subsection the place of accommodation and is likely to interact with guests, including security, front desk, housekeeping, room service, and bell staff, to complete the training described in subsection (c)(2), (c)(3), or (d), which shall--
 `` (A) take place--
 `` (i) not later than 180 days after the starting date of the employee; or
 `` (ii) in the case of an employee starting employment before the effective date of this section, not later than 180 days after the date of the enactment of this section;
 `` (B) include training on--
 `` (i) the identification of possible cases of sexual exploitation of children; and
 `` (ii) procedures to report suspected abuse to the appropriate authorities;
 `` (5) includes a notice to all independent contractors in any agreement negotiated or renewed on or after the date of the enactment of this section that states `Federal law prohibits the trafficking of humans under the Trafficking Victims Protection Act (22 U.S.C. 7101 et seq.)';
 `` (6) ensures that the place of accommodation does not retaliate against employees for reporting suspected cases of such exploitation if reported according to the protocol identified in the employee training; and
 `` (7) keeps records, to the extent permissible by law and on an individual hotel property basis, of each suspected case of such exploitation that is reported to accommodation management or law enforcement, including the date and approximate time of such report, and the name of the accommodation manager or law enforcement agency to which the report was made.
 `` (c) GSA Requirements.--The Administrator of General Services shall--
 `` (1) develop, and make available on the General Services Administration publicly accessible website, a zero-tolerance policy for places of accommodation regarding the sexual exploitation of children (as described in section 103(9)(A) of the Trafficking Victims Protection Act of 2000 (22 U.S.C. 7102(9)(A))), including informational materials regarding such policy that could be posted in places of accommodation in nonpublic spaces;

FAA Reauthorization 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.”.

8. Waiver or Employment and Security Clearance for Survivors

Existing Restrictions in CFR 49 Part 1542.209

§1542.209 Fingerprint-based criminal history records checks (CHRC).

(a) Scope. The following persons are within the scope of this section—

- (1) Each airport operator and airport user.
- (2) Each individual currently having unescorted access to a SIDA, and each individual with authority to authorize others to have unescorted access to a SIDA (referred to as unescorted access authority).
- (3) Each individual seeking unescorted access authority.
- (4) Each airport user and aircraft operator making a certification to an airport operator pursuant to paragraph (n) of this section, or 14 CFR 108.31(n) in effect prior to November 14, 2001 (see 14 CFR Parts 60 to 139 revised as of January 1, 2001).

An airport user, for the purposes of this section only, is any person other than an aircraft operator subject to §1544.229 of this chapter making a certification under this section.

(b) Individuals seeking unescorted access authority. Except as provided in paragraph (m) of this section, each airport operator must ensure that no individual is granted unescorted access authority unless the individual has undergone a fingerprint-based CHRC that does not disclose that he or she has a disqualifying criminal offense, as described in paragraph (d) of this section.

(c) Individuals who have not had a CHRC. (1) Except as provided in paragraph (m) of this section, each airport operator must ensure that after December 6, 2002, no individual retains unescorted access authority, unless the airport operator has obtained and submitted a fingerprint under this part.

(2) When a CHRC discloses a disqualifying criminal offense for which the conviction or finding of not guilty by reason of insanity was on or after December 6, 1991, the airport operator must immediately suspend that individual's authority.

(d) Disqualifying criminal offenses. An individual has a disqualifying criminal offense if the individual has been convicted, or found not guilty of by reason of insanity, of any of the disqualifying crimes listed in this paragraph (d) in any jurisdiction during the 10 years before the date of the individual's application for unescorted access authority, or while the individual has unescorted access authority. The disqualifying criminal offenses are as follows—

- (1) Forgery of certificates, false marking of aircraft, and other aircraft registration violation; 49 U.S.C. 46306.
- (2) Interference with air navigation; 49 U.S.C. 46308.
- (3) Improper transportation of a hazardous material; 49 U.S.C. 46312.
- (4) Aircraft piracy; 49 U.S.C. 46502.
- (5) Interference with flight crew members or flight attendants; 49 U.S.C. 46504.
- (6) Commission of certain crimes aboard aircraft in flight; 49 U.S.C. 46506.

- (7) Carrying a weapon or explosive aboard aircraft; 49 U.S.C. 46505.
- (8) Conveying false information and threats; 49 U.S.C. 46507.
- (9) Aircraft piracy outside the special aircraft jurisdiction of the United States; 49 U.S.C. 46502(b).
- (10) Lighting violations involving transporting controlled substances; 49 U.S.C. 46315.
- (11) Unlawful entry into an aircraft or airport area that serves air carriers or foreign air carriers contrary to established security requirements; 49 U.S.C. 46314.
- (12) Destruction of an aircraft or aircraft facility; 18 U.S.C. 32.
- (13) Murder.
- (14) Assault with intent to murder.
- (15) Espionage.
- (16) Sedition.
- (17) Kidnapping or hostage taking.
- (18) Treason.
- (19) Rape or aggravated sexual abuse.
- (20) Unlawful possession, use, sale, distribution, or manufacture of an explosive or weapon.
- (21) Extortion.
- (22) Armed or felony unarmed robbery.
- (23) Distribution of, or intent to distribute, a controlled substance.
- (24) Felony arson.
- (25) Felony involving a threat.
- (26) Felony involving—
 - (i) Willful destruction of property;
 - (ii) Importation or manufacture of a controlled substance;
 - (iii) Burglary;
 - (iv) Theft;
 - (v) Dishonesty, fraud, or misrepresentation;
 - (vi) Possession or distribution of stolen property;
 - (vii) Aggravated assault;
 - (viii) Bribery; or
 - (ix) Illegal possession of a controlled substance punishable by a maximum term of imprisonment of more than 1 year.
- (27) Violence at international airports; 18 U.S.C. 37.
- (28) Conspiracy or attempt to commit any of the criminal acts listed in this paragraph (d).