

## ACHT SUBCOMMITTEE ON TRAINING AND AWARENESS FINAL REPORT

**Disclaimer:** This report does not comprehensively provide all current training and awareness materials being used by the transportation sector stakeholders in the United States. Rather, it is a compilation of such training and awareness materials currently known to the Training and Awareness Subcommittee members, highlighted by the broader USDOT ACHT Committee members, or obtained through research by the subcommittee members. At the public hearing, audience participants were encouraged to submit any additional information on training and awareness not delineated in the draft report for consideration and inclusion. The Training and Awareness Subcommittee members acknowledge that due to the time constraints of the report, the members were not able to conduct comprehensive research. This report therefore purports to set forth a representative sample of the current training and awareness materials within the United States, as well as knowledge gaps, and recommendations with the aforementioned restrictions.

### INTRODUCTION

In 2012, The Department of Transportation (DOT) created a transportation industry stakeholder group called Transportation Leaders Against Human Trafficking (TLAHT). TLAHT called on all transportation sector leaders — including trucking, airlines, buses, truck stops, railroads and ports — to commit to employee education and raising public awareness about human trafficking, much of which takes place along the nation's transportation networks. In response, leaders in these various industries pledged to work together to fight human trafficking through training employees to recognize and report signs of human trafficking, and raising awareness of human trafficking issues among the traveling public. To fulfill its mission, TLAHT launched a major human trafficking awareness campaign, titled “Put the Brakes on Human Trafficking.” For some transportation stakeholders, this public awareness campaign served to enhance existing anti-human trafficking initiatives that they were already employing. For others, it functioned as a catalyst, paving the way for them to mobilize their members and associates as well as launch their own targeted education and public awareness programs. Perhaps most notably, the “Put the Brakes on Human Trafficking” campaign represents the first collective effort within the transportation community to combat human trafficking. Millions of transportation employees and customers have joined together to serve as a force multiplier to enhance law enforcement's ability to detect and deter human trafficking incidents.

Today, the transportation sector is a leader in the fight against human trafficking, as evidenced by the abundance of public awareness and education programs spanning the transportation industry referenced in this report. The transportation sector serves as a model for other industries as to how they can help combat human trafficking. The Commissioner at the Pasco County Commission on Human Trafficking in Florida recently said that he “would challenge the convenience store industry to come together in a multi-state approach (much like the transportation industry has) to share information, and put systems in place so we can make the net a little bigger.” As more people begin to understand that human trafficking is prevalent in the United States, public awareness and education are critical to ensuring adequate prevention and assistance to trafficked persons.

Human trafficking is conceptually a crime that involves the movement of individuals for purposes of exploitation, and by its base nature necessitates the use of some form of transportation.<sup>1</sup> Potential victims of trafficking might use buses, for example, as a budgetary form for travel. Victims also utilize various modes of transportation in seeking help. Some truck drivers, for example, have encountered trafficking victims seeking help at truck stops. Consequently, these frontline professionals are in a unique position to potentially come into contact or to assist potential victims of trafficking during the course of the exploitation.

Whereas the topic of training and public awareness of human trafficking in the transportation sector in the United States is fairly broad, the Department of Transportation's Advisory Committee on Human Trafficking's Subcommittee on Training and Awareness (hereinafter "TA Subcommittee") focused on discovering best practices within the following four main categories: (1) current existing training and awareness materials and their effectiveness; (2) displaying public awareness materials within the transportation sector; (3) the creation of effective training and public awareness materials; and (4) leveraging major public events to build public awareness. Some of the biggest challenges facing the transportation sector as it seeks to combat human trafficking center on a lack of uniform standards and practices for public awareness initiatives (due partly to a patchwork of different state requirements related to education and training), as well as limited resources for implementation and training.

As the number of anti-human trafficking initiatives has grown in the past decade, the variety of programs and messaging limits their value and usefulness, fostering confusion and disagreement about the most effective methods for promoting human trafficking awareness and education. Different groups have different strategies for achieving the same objective, and it can undermine the collective goal. Frequently, decisions regarding available human trafficking awareness programs are made based on limited or variable resources, such as costs of implementation, costs incurred from employee training, and internal education policies. Limited resources coupled with differing policies and procedures across the transportation modes and the numerous agencies and organizations that serve them lead to a less effective outcome than otherwise could be achieved through a comprehensive, uniform approach. Such challenges are compounded by differences in state human trafficking public awareness requirements. Many states, for example, require certain businesses to post human trafficking awareness posters and materials that are visible to customers. Some states also mandate employee training for employees in certain transportation sectors, such as truck drivers. All of these requirements are designed to help educate the public to recognize indicators of human trafficking and report suspected incidents to law enforcement and the requirements differ from state to state. This can make it difficult for national companies and organizations to implement training programs.

This report takes the view that a concerted effort is needed to assist state governments, state departments of transportation, and industry stakeholders in adopting a set of practices and

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<sup>1</sup> This blanket statement sets forth the general concept of human trafficking, recognizing that the actual crime of human trafficking is a legal definition which may or may not require transportation as an element of the offense. Moreover, with the development of technology and advancement of the internet, offenses carrying the spirit of human trafficking may be committed without necessitating movement.

engaging private industry to ensure that anti-trafficking initiatives are more effective and that funds and other available resources allocated to stopping trafficking are used most effectively.

The subcommittee was not able to conduct a comprehensive survey of the actions of each state agency or transportation stakeholder to address human trafficking training and awareness. This report primarily draws from a list of resources compiled by USDOT staff, and from the individual and collective expertise of subcommittee members, web and report-based research, general inquiries with key stakeholders, and first-hand interviews, to ascertain best practice examples and a general overview of what agencies and modes are doing in relation to training and public awareness.

The TA Subcommittee undertook the following tasks to explore this topic and make its recommendations to the full committee:

1. Review of existing human trafficking training and awareness programs utilized within the transportation sector and applicable state agencies, with a specific focus on their benefits and limitations;
2. Evaluation of those elements of existing human trafficking public awareness campaigns and training programs that the transportation community, and applicable state agencies could coalesce around to unify or standardize initiatives and therefore maximize impact;
3. Assessment of key challenges faced by various modes in the transportation sectors and applicable state agencies that need to be addressed to implement anti-trafficking training and public awareness campaigns;<sup>2</sup>
4. Review of common messaging utilized in existing training and public awareness campaigns to identify any significant knowledge or information gaps considered key to overall message comprehension and retention by members of the transportation community, the general public or potential victims;
5. Analysis of whether major public events could be more effectively leveraged by the transportation community and applicable state agencies, to foster public awareness;
6. A review of the Transportation Leaders Against Human Trafficking's call to action with applicable recommendations.

The terms used in this report are:

*Human trafficking:* While the specific legal definition of “human trafficking” varies by State, the general definition of “human trafficking” in the United States, and as codified under federal law,

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<sup>2</sup> The Subcommittee explored these challenges with the purpose of developing comprehensive strategies and practical recommendations aimed at alleviating them.

focuses on the use force, fraud, or coercion to compel a person into commercial sex acts or labor or services, or involving a child under 18 years of age for a commercial sex act.<sup>3</sup>

- *Transportation sector*: For the purposes of this report, the term “transportation sector” refers to representatives of trucking, bus, rail, aviation, truck stops, travel plazas, taxis, rideshare, maritime and port sectors, including industry and labor.
- *Applicable state agencies*: For the purposes of this report, the term “applicable state agencies” refer to any state agency who conduct some type of business/intersect with the transportation sector. Specifically, these types of agencies which include, but are not limited to, Department of Transportation, Department of Motor Vehicles, Department of Public Safety, Department of Revenue, Department of Licensing, Department of Education, Port Authorities, Airport Authorities, Agriculture Extension Offices, Public Transit Administrations, Victim Assistance, the Governor’s Office, the Office of the Attorney General, as well as federal, state and local law enforcement, could play a role in becoming trained on the issue themselves, engage in anti-trafficking targeted awareness campaigns and niche-specific trainings to members of the transportation sector, recognize and report victims of human trafficking they come into contact with, as well as conduct public awareness campaigns. In addition, local municipalities could replicate many of the recommendations given to states.
- *Public Awareness*: A comprehensive public outreach effort including multiple components that contain an anti-human trafficking message and a call to action (such as reporting signs of human trafficking to a national hotline or contacting law enforcement) and is designed to increase awareness about the crime of human trafficking as well as spur the general public to report suspected incidents of human trafficking or encourage victims of human trafficking to seek help.
- *Training*: For the purposes of this report, training refers to a comprehensive instructional effort designed to train employees of the transportation sector and the general public about the nature of the crime of human trafficking.

## BACKGROUND

Based on the experiential knowledge of the TA Subcommittee members and research conducted by the members, more specifically delineated above, most transportation modes within the United States offer some type of basic training related to human trafficking education. Awareness materials are less common, although some industries are forging ahead. The TA Subcommittee specifically sought out the training and awareness materials being used, if any, by airlines, airports, seaports, trains, buses, and ground transportation and discovered the following to be the most commonly used:

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<sup>3</sup> See generally Title 18, United States Code, Chapter 77 – Peonage, Slavery, and Trafficking in Persons; see also U.S. Department of Justice, Human Trafficking Prosecution Unit, <https://www.justice.gov/crt/human-trafficking-prosecution-unit-htpu> (last visited Mar. 21, 2019).



## I. Existing Training Materials

The TA Subcommittee determined that the most widely used mode-specific training were The Blue Lightning Initiative (BLI) for airlines, Airline Ambassadors International (AAI) for airlines and airports, Truckers Against Trafficking (TAT) for ground transportation, The National Association of Truck Stop Operators (NATSO) “Combating Human Trafficking” toolkit for truck stops, and TAT’s Busing on the Lookout (BOTL) for buses and motor coach.<sup>4</sup> While the training

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<sup>4</sup> **BLI – Mode-specific to Airlines:** BLI is a collaborative initiative between the Department of Homeland (DHS) Security Blue Campaign, U.S. Customs and Border Protection, and the Department of Transportation, to train airline personnel to identify potential human trafficking victims and perpetrators. The BLI training is available to any U.S. airlines, although DHS and DOT are considering expansion into foreign airlines. The BLI is a 17-minute video training and encourages airline employees to report suspected human trafficking through their specific airline’s in-flight reporting protocol or by calling the Immigration and Customs Enforcement Homeland Security Investigations Tip Line. U.S. Customs and Border Protection – Human Trafficking – Blue Lightning Initiative, <https://www.cbp.gov/border-security/human-trafficking/blue-lightning> (last visited Mar. 21, 2019). Additional BLI materials include a poster, pocket guide, and an indicator card.

**AAI – Mode Specific to Airlines and Airports:** AAI is a nongovernmental organization (NGO) comprised of in part former airline employees that provides humanitarian assistance, as well as anti-human trafficking efforts in the airline industry. Airline Ambassadors International, <https://airlineamb.org/> (last visited Mar. 21, 2019). AAI provides mode specific training tailored to identifying possible victims of human trafficking to frontline professionals in airports and airlines. Specifically, “AAI provides seminars with a team of three to four trainers (including survivors of human trafficking) via a power-point presentation and handout materials...tailored to airline / airport personnel, hotel employees, law enforcement and ground transportation.” *Id.* at <https://airlineamb.org/human-trafficking/>.

**TAT – Mode Specific to Ground Transportation:** TAT provides a 30-minute industry-specific training DVD, a TAT wallet card, available in both paper and app form, industry specific posters to hang in truck stops, rest areas, company break rooms, state agencies, etc., an informational brochure, and decals for truck windows, which contain the National Human Trafficking Hotline (NHTH) phone and text number. This program meets all the Mode-Specific Training Standards and has trained over 700,000 members of the trucking industry with its industry-specific materials (as noted from the TAT Trained registration website), resulting in over 2200 calls into the national hotline, generating over 600 likely cases of trafficking, involving over 1100 victims, pursuant to data provided by the National Human Trafficking Hotline from December 2007-July 31, 2018. The preceding only represents a partial data result as no one is tracking calls into local sheriff’s offices or 911 on a national basis. TAT conducted its own survey of over 1500 drivers and truck stop employees in 2016 and found that an additional 500 victims of human trafficking had been identified and reported, with only 3 percent of those calls going to the hotline. In addition, it provides all of its materials free of charge, in multiple formats; provides step-by-step implementation support; hires survivors as TAT field trainers; and has extensive relationships with law enforcement and state agencies across the nation who serve as distribution points for the information, partner with trucking on undercover operations and trainings and work to employ a victim-centered approach.

**NATSO – Mode Specific to Truck stops:** The NATSO Foundation in 2016 launched an online learning tool designed to help teach truck stop owners, operators and employees how to respond if they suspect human trafficking. The course is available free of charge to any member of the truck stop and travel plaza community. The NATSO Foundation released a “Combating Human Trafficking” toolkit in 2018 to offer truck stops and travel centers a roadmap for implementing an anti-human trafficking education and awareness program at their individual locations. In releasing the toolkit, the NATSO Foundation also introduced a 50-state chart of human trafficking awareness poster laws. The chart is designed to help members understand how to comply with state laws on human trafficking awareness. This is an important tool for truck stops and travel centers, as many state laws reference businesses that provide services and amenities which many truck stop and travel plazas offer, such as overnight truck parking, food, fuel and lodging. In addition, they make a Blue Campaign fact sheet and its posters available to truck stops and travel plazas via digital download.

materials provide some basic human trafficking information, the training is also uniquely transportation-mode specific, recognizing the differences in transportation which necessitate training that incorporates such mode-specific considerations.

## II. Existing Public Awareness Materials

Unlike the training materials, which are more often than not, mode-specific, the TA Subcommittee discovered that existing human trafficking public awareness materials specific to transportation are primarily general in nature and can be applied to any mode of transportation. The most widely used transportation-focused public awareness campaigns used nationally in the United States are: The Department of Homeland Security (DHS) Blue Campaign, A21's "Can You See Me?" (CYSM) campaign, and the Department of Transportation's Leaders Against Human Trafficking (TLAHT) initiative.<sup>5</sup> Finally, A21's "It's a Penalty"(IAP) campaign, oriented towards

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**Busing on the Lookout (BOTL) – Mode Specific to Bus and Motor coach:** BOTL is a training program of NGO Truckers Against Trafficking which provides a 30-min mode-specific training video, with information applicable to all segments of the bus industry, such as long distance, school buses, public transit, etc. BOTL provides step-by-step implementation support to the organizations and companies working with them. In addition to the video, partners are provided with BOTL wallet cards, available in both paper and app form, industry specific, and victim-centered posters to hang in terminals or on buses, an informational brochure, and BOTL specific decals for buses which contain the National Human Trafficking Hotline (NHTH) number. BOTL meets all of the mode-specific training standards, with over 90,000 bus industry employees trained or committed to being trained, and the NHTH is already receiving an uptick in calls from bus drivers. In addition to over 60 private companies, BOTL is working with transit partners in 10 states and student transportation partners in 19 states to ensure their bus drivers also become trained to recognize and report suspected human trafficking. While the BOTL training is designed specifically for industry personnel, coordination with bus industry partners has created opportunities for public awareness campaigns and victim-oriented education and services.

<sup>5</sup> **The Blue Campaign – General awareness campaign:** The Blue Campaign represents the combined efforts of the U.S. Department of Homeland Security's (DHS) efforts to combat human trafficking. Part of the work of The Blue Campaign focuses on raising awareness, through partnerships to educate the public to recognize human trafficking and report suspected instances of human trafficking. The Department of Homeland Security – Blue Campaign, <https://www.dhs.gov/blue-campaign/about-blue-campaign> (last visited Mar. 21, 2019). The Blue Campaign promotes the ICE hotline to report suspected human trafficking and the National Human Trafficking Hotline (NHTH) for survivor resources.

**"Can You See Me?" – General Awareness Program:** The "Can You See Me?" (CYSM) campaign is a global anti-human trafficking public awareness campaign of NGO A21. The concept behind CYSM focuses on the "hidden but in plain sight" reality that underlies modern-day slavery. This campaign seeks to educate the public with the subtle indicators of human trafficking in order to expose a seemingly innocuous situation with the reality of the human trafficking that is occurring. As the campaign is country-specific, CYSM requires collaboration with the government and local NGOs to ascertain the specific type of human trafficking that is most prevalent in that particular country. In the United States, CYSM has collaborated with the USDOT through the "Put the Brakes on Human Trafficking" initiative to highlight both the use of transportation in facilitating the crime of human trafficking, as well as the use of the transportation sector as a platform to the millions of passengers that cross race, gender, age, and socio-economic status. In each country, CYSM has a call to action, and provides the relevant hotline in each country. CYSM materials are provided free of charge in multiple formats, and customization where possible, to include additional logos and an immediate call to action to the local transportation specific security.

Best Practices from A21's *Can You See Me?* Public Awareness Campaign are as follows:

- Dual purpose – (1) as a tool for victim identification; and (2) general awareness and education tool
- Broad target audience – (1) Victim of trafficking; (2) general public; and (3) industry employees

raising public awareness at major sporting events globally, provides awareness films and materials that are shown and used by airlines during the particular event.<sup>6</sup>

The foregoing is not comprehensive and does not include training or public awareness materials that are strictly state specific. To that end, certain modes and state agencies utilize state specific human trafficking and public awareness materials. Still, other modes of transportation and state agencies utilize their own in-house training.

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- Specific to the local issues – (1) tailored to the prevalent human trafficking issues in the country/locality; and (2) industry specific
  - Time Sensitive to Transportation: most transport entities only have 30 or 60 seconds to get a message across. Within that allotted time, the videos seek to include:
    - The current seemingly “normal” situation where the victim of trafficking is being exploited
    - The backstory that led up to that situation
    - A call to action on part of the viewer
    - A united front from all the partners to the campaign (NGOs, hotlines, governments, transportation industry, etc.).

CYSM focuses on raising public awareness in areas with limited available time, such as in the transportation sector, and thereby short 30 and 60-second video clips are highly usable in such a space. However, the full version of each CYSM scenario is approximately 1-2 minutes in length and are accompanied with training materials, which include the backstory of the depicted human trafficking scenario, indicators of human trafficking for that particular scenario, and the relevant federal law. In addition to various members of the transportation sector, the US Department of Justice has made these materials available to all specialized human trafficking federal prosecutors in the United States for use as training materials. An investor brochure explaining the basic concept of CYSM is provided to all prospective partners and interested entities. *See Appendix A – CYSM Investor Brochure.*

DOT’s Transportation Leaders Against Human Trafficking: “The Department of Transportation’s Transportation Leaders Against Human Trafficking (TLAHT) initiative is comprised of transportation and travel industry stakeholders working jointly to maximize their collective impact in combating human trafficking. To date, TLAHT has engaged with over 200 organizations from across the transportation industry. The partnership focuses on five key areas and connects transportation stakeholders to available resources on: industry leadership, industry training and education, policy development, public awareness, and information sharing and analysis.” U.S. Department of Transportation – Office of Policy – Human Trafficking, <https://www.transportation.gov/TLAHT> (last visited Mar. 22, 2019). As part of this initiative, TLAHT provides:

- Resources for transportation stakeholders, including Blue Campaign materials, to take action against human trafficking by issuing leadership statements, signing the TLAHT pledge, developing reporting protocols, training their employees, and conducting public awareness campaigns.
- The Indicators of Human Trafficking in the Transportation Industry flyer includes several indicators.
- The site also includes awareness posters with the TLAHT “What You See Could Set Someone Free” counter trafficking tagline, and multimodal logos with the TLAHT “Put the Brakes on Human Trafficking” tagline.

<sup>6</sup> A21 is a founding partner of the “It’s a Penalty” (IAP) campaign, which is a global public awareness campaign that harnesses the power of sports to raise awareness about child exploitation and human trafficking. Understanding that human trafficking and child exploitation necessarily crosses borders, IAP raises awareness globally and has run campaigns for the World Cup, Olympics, Ruby Sevens, Commonwealth Games, and the Super Bowl. For purposes of this report, only IAP’s involvement in major U.S. sporting events is discussed. At the 2019 Super Bowl, IAP enlisted high-profile NFL players as well as USA soccer players— all of whom feature in a 30 second film shown in-flight by American Airlines and British Airways with a potential to educate 39.2 million people worldwide.

### III. Current Training & Awareness Materials by Transportation Mode

The following represent the current training and awareness materials being utilized if any for the following transportation sectors:

- Airlines and Airports – Airlines and airports are utilizing training and/or awareness materials provided by BLI, Airline Ambassadors International, Polaris, Blue Campaign, A21, or self-created. Many are implementing a protocol to respond to suspicions of human trafficking.
- Rail – In the rail industry, Amtrak has taken the forefront in both their human trafficking training and awareness programs and have collaborated in and utilized materials provided by DOT’s TLAHT, DHS, Federal Law Enforcement Training Center (FLETC), Blue Campaign, A21, as well as creating their own materials. Amtrak’s awareness materials are provided in every train station nationally. *See Appendix B – Amtrak Stations by Location.* Other known rail industry stakeholders use TAT and Blue Campaign materials, as well as create their own materials in partnerships with local NGOs.
- Taxi – Overall, there was a dearth of information about the anti-human trafficking training and awareness efforts in the taxi industry. The limited information discovered by the TA Subcommittee insinuated that relevant training and awareness materials appeared to be spearheaded by the government on a municipal level.
- Rideshare – Uber has partnered with a number of anti-human trafficking NGOs to provide educational tips to drivers to identify and report trafficking victims. Additionally, during major public events, and in particular Super Bowl 2019, drivers for rideshare companies successfully participated in anti-human trafficking training provided by a local anti-human trafficking NGO as an event specific training and awareness effort.
- Seaports – While human trafficking is a fairly new issue to seaports, the Port of Seattle has spearheaded training and awareness efforts. In January 2019, in recognition of National Human Trafficking Awareness Month, the American Association of Port Authorities hosted a webinar to educate and support the port industry’s anti-trafficking efforts. The webinar highlighted local, national, and global initiatives and encouraged stakeholders to help raise awareness and take steps to prevent human trafficking in the transportation and supply networks. This training webinar has been incorporated as part of a recently created “toolkit” by Port Tampa Bay, in conjunction with the Port of Seattle and NGO partners.
- Commercial Trucks and Truck Stops – TAT and NATSO are the predominant source of training and public awareness for this particular mode of transportation which provide nice-specific materials, although some entities also use Blue Campaign materials.
- Buses – The majority of commercial bus companies and school districts who have implemented anti-trafficking training policies and protocols are partners of Busing on the Lookout (BOTL), a program of TAT, while others implement the Blue Campaign’s 5-minute video reenactment of a labor trafficking scenario taking place on a bus.

More in-depth information regarding the types of training and awareness materials being used by these industries can be found in Appendix C. *See Appendix C – Mode Specific Training & Awareness Materials.* The rise of interest in human trafficking prevention and awareness has resulted in the emergence of various transportation industries being involved in anti-human trafficking efforts as well as training and awareness efforts that might exist but not yet be prevalent enough to be known to the TA Subcommittee.

#### **IV. Other Training and Awareness Materials**

This section provides a sampling of training and awareness materials used by other relevant entities not specific to a particular mode, but which intersect with or implicate transportation in some manner.

- Mode-Specific Associations – Associations play a critical role in helping to reach members of the transportation sector and applicable state agencies, as they are major conveners of both groups, provide their members with the latest regulatory updates, and are typically the ones who advocate for legislative change on behalf of their particular industry. Airline associations, such as the National Air Carrier Association, Airlines for America and the International Air Transport Association (IATA), have raised awareness with their members, encouraged them to sign the BLI MOU, disseminated the necessary tools and materials for training and awareness, and, in the case of IATA, passed a resolution highlighting the industry’s commitment to the issue. All major national trucking, and now busing associations, along with the 50 state trucking associations have officially partnered with Truckers Against Trafficking. *See Appendix D – Transportation Associations.*
- Law Enforcement – A significant number of law enforcement while conducting their normal course of activities encounter human trafficking activities in the transportation sector such as on highways. While the majority of federal, state, and local officers are not currently required to receive anti-human trafficking training, there are a host of training resources available. Law enforcement officers are uniquely positioned as first responders to suspicious activity, and can be utilized strategically in transportation related offenses to identify human trafficking. Engaging law enforcement in targeted awareness campaigns to specific sectors within transportation and industries that touch upon transportation can also be quite effective. Appendix E contains additional information relevant to the intersection between law enforcement and awareness campaigns. *See Appendix E – Law Enforcement & State Agencies Training and Awareness.*
- State Agency Training – In addition to training law enforcement officers, state agency employees who intersect with members of the transportation sector, as well as with potential victims of human trafficking, lack anti-trafficking training, but very few resources exist. *Appendix E* sets forth some examples where human trafficking training, was addressed successfully by transportation specific state agencies.

## ANALYSIS

### I. Knowledge Gaps

Upon review of existing anti-trafficking training and awareness materials, the TA Subcommittee ascertained the following to be areas of knowledge gaps:

#### A. Labor Trafficking

Most training materials focus on sex trafficking with less emphasis on labor trafficking. The TA subcommittee notes there is a gap in the provision of more contextualized, detailed information about labor trafficking. More labor-trafficking-specific materials in general are needed, with a better understanding of how labor trafficking intersects with various modes of transportation, and how agencies and industry can help address this issue. Transportation and agency personnel need to understand where labor trafficking occurs, its specific indicators, as well as how the transportation sector can best combat this issue.

Hand-in-hand with labor trafficking are the various forms of labor trafficking and the immigration implications. While research suggest that many labor trafficking victims enter the United States legally, the under reporting of labor trafficking generally, makes it difficult to reach many conclusions about labor trafficking within the United States as a whole. Notably, research conducted by the Urban Institute found that,

Victims' journeys most often originated in Asia and Latin America. Most traveled to the United States on flights, or by car or on foot if crossing the US-Mexico border. Victims frequently obtained legal visas (usually H-2A for agricultural work or H-2B for hospitality, construction, and restaurant work), and experienced routine, uneventful interactions with embassy and border officials. In some cases, officials unknowingly interviewed victims along with their traffickers.<sup>7</sup>

The above suggests that proper human trafficking training of certain frontline professionals, including those in the transportation industry may result in the identification of victims or potential victims of trafficking.

#### B. Trafficking vs. Smuggling

All too often people confuse human trafficking with alien smuggling. Unfortunately, many current training materials do not address the difference between the two. It is imperative that this knowledge gap be addressed and the distinction between the two be highlighted.

#### C. Foreign National Trafficking Victims

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<sup>7</sup> Colleen Owens, et. al., *Understanding the Organization, Operation, and Victimization Process of Labor Trafficking in the United States*, <https://www.urban.org/research/publication/understanding-organization-operation-and-victimization-process-labor-trafficking-united-states> (last visited Mar. 28, 2019).

Many foreign nationals, both documented and undocumented, are victims of trafficking, in the United States, and are often overlooked as possible trafficking victims for a number of reasons. Many traffickers threaten foreign nationals with immigration consequences, and victims are often not cognizant of the various visas under the U.S. immigration regulations which permit legal status for victims of trafficking who are foreign nationals.<sup>8</sup> This knowledge gap likely overlaps with labor trafficking, as the vast majority of labor trafficking victims in the United States are foreign nationals.<sup>9</sup>

Research has shown the use of informal bus routes in the facilitation of both sex and labor trafficking of foreign nationals.. Among the Chinese immigrant communities in the United States, there is a system of informal buses that operate to this demographic, locally known as “Chinatown buses.”<sup>10</sup> This industry was incepted in 1997 in New York City to cater to the Chinese immigrant restaurant workers.<sup>11</sup> It became a vessel for traffickers to transport victims along the west and east coasts for labor as well as sexual exploitation.<sup>12</sup>

According to a report conducted by an investigative journalist, it was found that these networks of buses are linked to various illicit massage businesses where traffickers or recruiters fraudulently distribute business cards to low-earning Chinese women and lure them into better financial prospects in massage parlors.<sup>13</sup> A good example is *United States of America v Susan Lee Gross*, where traffickers transported victims by bus from New York City’s Chinatown to Washington DC’s Chinatown to such a “massage parlor.”<sup>14</sup>

These buses are also used to facilitate labor exploitation. There are over 40,000 Chinese restaurants linked to various underground recruitment agencies that use informal buses such as the “Chinatown bus” to help job seekers (potential victims) find jobs at restaurants.<sup>15</sup> These recruitment agencies will often give potential victims minimal bus information, and no additional information about the actual job.<sup>16</sup> Upon arrival, their new employers will force the workers to work in such restaurants for minimal or no wages and more than 12 hour work days.<sup>17</sup> Since 2007, the National Hotline has reported 595 similar cases of potential labor trafficking.<sup>18</sup>

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<sup>8</sup> See generally *Hidden in Plain Sight How Corporate Secrecy Facilitates Human Trafficking in Illicit Massage Parlors*, Polaris (<http://polarisproject.org/sites/default/files/Polaris%20-%20Beneficial%20Ownership%20-%20April%202018.pdf>).

<sup>9</sup> See Owens, *supra* note 7.

<sup>10</sup> Rochelle Keyhan, *Human Trafficking in Illicit Massage Businesses*, (Polaris Project Report, 2018) at 40.

<sup>11</sup> New York City Department of City Planning, Transportation Division. *Chinatown Bus Study*. Accessed through: [http://www.nyc.gov/html/mancb3/downloads/cb3docs/chinatown\\_final\\_report.pdf](http://www.nyc.gov/html/mancb3/downloads/cb3docs/chinatown_final_report.pdf), (2009).

<sup>12</sup> See Keyhan, *supra* note 10.

<sup>13</sup> Amelia Pang, *The Secret Cost of Chinese Buffets: An Investigative Report, Par 2*, <https://www.truthdig.com/articles/the-secret-cost-of-chinese-buffets-part-2/> (last visited Mar. 28, 2019); see also Keyhan, *supra* note 10 at 40.

<sup>14</sup> *United States v. Susan Lee Gross*, Criminal No. : 1 : 1 2-CR-435-CMH (EDVA 2012); see generally Keyhan, *supra* note 10.

<sup>15</sup> See Keyhan, *supra* note 10; see also Brittany Anthony, *On-Ramps, Intersections, and Exit Routes: A Roadmap for Systems and Industries to Prevent and Disrupt Human Trafficking - Transportation Industry*, (Polaris Project, July 2018) at 19.

<sup>16</sup> Anthony, *supra* note 15; Pang, *supra* note 13.

<sup>17</sup> Pan, *supra* note 13, Anthony, *supra* note 15.

<sup>18</sup> Anthony, *supra* note 15.

The legality of the complete operation of these buses afford protections to those who may be utilizing them to facilitate exploitation. Requiring training and public awareness for those who monitor the operations of these buses are absolutely necessary to reach this marginalized group of victims and potential victims of trafficking.

#### D. Law Enforcement Training

The majority of local, state and federal officers are not required to receive anti-human trafficking training. On a national level, more information is needed on which and how many law enforcement agencies are actually conducting anti-trafficking training and what existing training programs are being used. Do the trainings being utilized emphasize a victim-centered approach? What is the broader need? Are these agencies aware of the training being provided or available to members of the various transportation entities they interact with and is there a way to build coalitions between law enforcement and these groups so they're actively seeking to build private-public partnerships?

#### E. Demand

At the end of the day if no one purchased commercial sex, the crime of sex trafficking wouldn't exist. Therefore, it is imperative that training materials address the issue of demand in order to create a culture where the buying and selling of human beings for another's sexual gratification is not looked upon as normal behavior. Many existing training materials do not explicitly address this topic. Training materials should also inform state agency employees and private sector modes of any relevant laws associated with sex-buying and potential risks to their employment,<sup>19</sup> as taking a risk management approach with organizations can be an effective tool in helping them adopt the training company/department wide.

## II. **Efficacy of Existing Training and Awareness Materials**

Drawing on the knowledge of each member's expertise in both the transportation industry and the human trafficking field, the committee established standards and best practices for mode-specific training programs, state agency training programs, public awareness campaigns, and targeted awareness campaigns (campaigns that specifically target victims or a particular transportation sector). Committee members then conducted independent research of existing materials in specific transportation sectors to determine which programs met the established minimum standards. Programs which meet all or most of these standards are considered strong. Others that meet only a few of the standards will have a benchmark to strive for improvement of their programs.

The following table indicates the minimum standards used to determine the efficacy of existing training and awareness materials:

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<sup>19</sup> One such law is the *No Human Trafficking on Our Roads Act* which directs the Department of Transportation to disqualify from operating a commercial motor vehicle for life an individual who uses such a vehicle in committing a felony involving a severe form of human trafficking.



<b>Mode-Specific Training</b>	<b>Public Awareness</b>	<b>Targeted Awareness</b>
1. Industry specific (scenario based)	1. Broad reach (universal)	1. Niche-Specific
2. Increase calls/reports	2. Uniformity of messaging	2. Uniformity of messaging
3. Captivating visually	3. Captivating visually	3. Captivating visually
4. Clear call to action	4. Clear call to action	4. Clear call to action
5. Efficient (time/cost implementation)	5. Increase calls/reports	5. Increase calls/reports
6. Accessible format	6. Accessible format	6. Accessible format
7. Support implementation provided	7. Free of charge	7. Free of charge
8. Provides tools for implementation of public/targeted awareness campaign	8. Multi-lingual options (Spanish)	8. Multi-lingual options (Spanish)
9. Survivor informed	9. Survivor informed	9. Survivor informed
	10. Meet state law posting requirements	10. Meet state law posting requirements

Using the standards outlined by the committee, the following examples of programs were found to meet all or most of the required standards:

#### A. Mode-Specific Training

Truckers Against Trafficking (TAT) delivers its own training program for the trucking industry which meets all mode-specific best practice standards. TAT provides a 30-minute industry-specific training DVD, a TAT wallet card, available in both paper and app form, industry specific posters to hang in truck stops, rest areas, company break rooms, state agencies, etc., multiple brochures and decals for truck windows, containing the National Human Trafficking Hotline (NHTH) phone and text number. For example, one of the brochures published by TAT provides tips for drivers in identifying potential trafficking victims, and another brochure provides truck stop personnel with red flag indicators for their specific locations and tips for responding with a victim centered approach. Moreover, TAT launched its Man to Man campaign in January of 2018 to explicitly address the issue of demand, and has recently released a “conversation starter” video that men can use to discuss the root issues behind the purchase of sex and its connection to the crime of sex trafficking, as well as “next step” resources located on their Demand webpage.

TAT has trained over 700,000 members of the trucking industry<sup>20</sup> with its industry-specific materials, resulting in over 2200 calls into the national hotline, generating over 600 likely cases of trafficking, involving over 1100 victims.<sup>21</sup> Adding credibility and effectiveness to the training

<sup>20</sup> Numbers are provided from the TAT Trained registration webpage.

<sup>21</sup> Case specific data provided by the National Human Trafficking Hotline from December 2007-July 31, 2018. It is important to note that this is only one slice of the data pie as no one is tracking human trafficking calls into local sheriff’s offices or 911 on a national basis. TAT conducted its own survey of over 1500 drivers and truck stop

program, TAT employs survivor leaders as field trainers of their national programs. In addition, all of TAT's materials are provided free of charge and in multiple formats making it accessible to any business large or small, and TAT provides step-by-step implementation support. Lastly, TAT has partnered with law enforcement and state agencies across the nation to educate, equip, empower and mobilize the trucking and busing industries to combat human trafficking as part of their everyday jobs.

#### B. State Agency Training

Texas Department of Public Safety-Interdiction for the Protection of Children (IPC) is a multidisciplinary collaboration with child protective services, local prosecutors, law enforcement officers, and nonprofit organizations to rescue victims and support their recovery. Law enforcement officers learn about resources in their community, and trainees from other disciplines understand how officers identify and rescue children. The two-day training is designed for long term success by connecting officers with a team from the community to assist with ongoing efforts to combat the crime in their community.

Officers have recovered 351 missing, exploited, and at-risk children and opened 158 criminal investigations since the IPC program was implemented in 2009. Nationwide, they have trained over 7,800 students in 14 states and Ontario, Canada.

#### C. Public Awareness Campaign

"Can You See Me?" (CYSM) is a global public awareness campaign developed by A21. The campaign serves as a tool for both victim identification, and awareness and education for the general public and industry employees, as well as a tool for victims to self-identify. CYSM effectively combats human trafficking through public engagement using familiar, everyday scenes, specific to local issues where trafficking exists, and asking the audience to act by calling a confidential hotline. Though created by A21, the campaign gains traction by partnering at a global and local level with government bodies, public and private institutions and businesses. It is through these targeted partnerships that the campaign is able to access the necessary range of channels and territories (both international and domestic) to extend the reach and deliver the impact necessary to fulfill its goals. The program's 30-60 second videos are designed to deliver an impactful message with a clear call to action for the traveler.

#### D. Targeted Awareness Campaign

Busing on the Lookout (BOTL), a Truckers Against Trafficking program, developed an awareness campaign that specifically targets victims and potential victims using signage for the insides of buses and bus terminals. With the help of a survivor leader and survivor consultants, the poster's design and language delivers a brief and effective victim-centered message that is visually captivating. The posters target the victim by asking a simple, relatable question, a brief explanation and then a call to action. The posters are newly launched and therefore no impact data is available regarding the number of calls and reports. However, these posters do meet all other targeted

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employees in 2016 and found that an additional 500 victims of human trafficking had been identified and reported, with only 3 percent of those calls going to the hotline.

awareness best practice standards. Atlanta Megabus displayed these posters on all buses during the weeks prior to Super Bowl 53, and BOTL has secured additional distribution points. Further, BOTL has partnered with Coach USA/Megabus to provide ticket vouchers through the National Human Trafficking Hotline to victims who need assistance escaping their trafficker, and to survivors who need transportation to and from court, etc.

#### E. Measuring Effectiveness

Tracking the impact around of public awareness campaigns is extremely difficult, even in partnership with local or national hotlines and law enforcement agencies. However, it is clear that awareness efforts can result in the discovery and recovery of victims of human trafficking. As part of A21's "It's a Penalty" (IAP) public awareness campaign efforts at the Atlanta Super Bowl, IAP partnered with NGO Save Our Adolescents from Prostitution (SOAP) and hundreds of volunteers to distribute bags of soap which contained the National Human Trafficking Hotline number. In addition, they distributed human trafficking awareness materials, including a list of missing children from the Atlanta area provided by the National Center for Missing & Exploited Children (NCMEC) to hotels and motels in the Atlanta area. During these distribution efforts, employees from four hotels recognized missing girls. One hotel indicated that a girl on the poster had been in there the week before with another teen, and paid \$1000 in cash for the rooms. Another hotel recognized that a teen from the missing poster was occupying a room right at that moment. The hotel clerk identified the room, and the police were alerted.

The subcommittee found that impact and effectiveness can be more easily measured around a one-time event such as the Super Bowl or major sporting event, where a start and end date is determined in advance, and all entities are prepared to roll out awareness materials in a concerted uniform effort in a particular location. *See Appendix F – "It's a Penalty" Impact Report.*

### **III. Challenges and Opportunities in Displaying Human Trafficking Public Awareness Materials Within the Transportation Section**

#### A. Opportunities

Businesses operating within the transportation sector operate in almost every community in the United States serving millions of customers on a daily basis. As such, the transportation sector has a unique opportunity to raise public awareness on a massive scale to ensure that customers/travelers can help identify and appropriately report suspected incidents of human trafficking. Because many victims of human trafficking are moved across state lines and through all modes of transportation, the transportation sector can play a key role in targeting public awareness to potential victims who may be in need of help or support but unsure of where to call. Many private businesses operating within the transportation space also intersect with a number of other industries, such as restaurants, coffee shops, convenience stores, and hotels. The intersection of these industries allows for large-scale cross-pollination of public awareness efforts between the various industries. For example, airline passengers frequently stop at a restaurant, coffee shop or other store located within the airport terminal on the way to their gate. Similarly, travelers frequent myriad restaurants, coffee shops, and in some cases, shopping centers, to reach their train gate. Truck stops and travel plazas generally operate multiple profit centers in a single location,

including restaurants (both quick-serve and sit-down), convenience stores, travel stores, truck washes and repair shops as well as hotels.

## B. Challenges

### 1. Basic understanding

The most common knowledge gap of transportation personnel is the lack of understanding of human trafficking at the most basic level, and the myth that it does not exist in the United States or in their community. Understanding how human trafficking presents in the United States is also important, to counter the myth of kidnapping. For example, a statewide study in Colorado found that 98% of residents surveyed are aware of human trafficking but do not believe it is affecting their state, community or family. Some airlines report that information on human trafficking is not contained in their Flight Operations Manual, Flight Attendant Manual and/or Station Operations Manual (or similar manuals) that might provide a basic understanding or guidance on how to respond to a human trafficking allegation.

### 2. Public perception

Business owners serving the transportation industry (including transit rail, trucking, airlines, truck stops and bus) expressed concerns about posting certain types of human trafficking awareness materials at their location. The general apprehension is that displaying posters or other public awareness materials could incite fear in customers by creating a false idea that there is an existing human trafficking problem related to their business. For example, businesses that serve the traveling public, including families, frequently express concerns about posting graphic images or language on posters, particularly in restrooms.

In the creation of awareness materials, some business owners expressed concern that the use of their business, facility, or property somehow translated that they were supporting human trafficking. Still others were in disbelief that certain human trafficking situations occurred in the United States, and needed empirical evidence in support of its existence. An increase in the basic understanding across the board will assist in persuading both direct transportation stakeholders as well as tangential entities of the need for everyone to be involved.

Businesses want to avoid giving customers and employees the impression that they are in an unsafe environment. Business owners have a vested financial interest in their businesses and an innate desire to help vulnerable people. They also know that crime is bad for business and are highly focused on crime prevention.

### 3. Inaccurate View that Businesses Don't Care

According to NATSO, businesses operating across the transportation sector, specifically private businesses, often struggle against inaccurate public perceptions when they engage in human trafficking awareness initiatives. Although thousands of proactive business owners across the transportation sector devote substantial resources to combating human trafficking, some are discouraged from doing so due to concerns about public perception and the media. The reality is

that beyond business owners' innate desire to help vulnerable people, they all have a vested financial interest in their business and are highly focused on crime prevention for any type of crime.

#### *4. Patchwork of State Laws*

A growing number of states are passing human trafficking public awareness laws that establish human trafficking awareness poster mandates. These poster mandates vary significantly from state to state. While some contain specific language about content and the type of business in which they must be placed, others are vague and unclear. Because the transportation sector operates in all 50 states, differing state requirements make it extremely difficult for businesses to comply. This is especially true of those businesses that are national brands and seeking uniformity across all of their locations.

### **IV. Major Public Events**

Major public events, if leveraged strategically, can facilitate unique opportunities to provide training and awareness to industries that normally would not be engaged, including transportation sectors. Many events and forums in the United States tend to be state specific. However, major public events tend to bring the issue to a national level. To have as much coverage as possible, the targeted audience should consist of both the general public, as well as potential victims. In referencing major public events, there is a split between: (1) events specific to human trafficking; and (2) events where human trafficking may be prevalent [major sporting events]. Both types of events should ideally include a proposal to create awareness and provide a call to action; partnerships with the national hotline, various modes of transportation and local businesses to leverage timing and distribution of materials before, during and after the event; uniform, repetitive and ubiquitous messaging; and private advertisement.

The strategy and approach will vary depending on the focus of the event, if it is specific to human trafficking, or if it is where exploitation may potentially increase as a result of the event. Major public events can be truly leveraged to start best practices for the transportation section because of the finite nature of the event. The beginning and end nature of the event is appealing to the transportation sector which may have competing interests for manpower and advertisement space. With the plethora of various philanthropic causes flooding the public arena, each "good cause" often competes for advertisement space, especially when seeking free or low-cost space.

When a particular event such as the National Human Trafficking month has been firmly promoted by the Government, and accepted by the country, it likely is the best opportunity to advertise and highlight the issue, and educate the public. At times, transportation sectors may continue the public awareness campaign even after the major event has concluded, especially if they are able to witness tangible success during the event specific time period. As noted in later sections, even if there is some general increase in human trafficking at a particular event, human trafficking is occurring around us every day and not just at a particular event. For the transportation industry where competing interests are constant, the proper use of a major public event to highlight human trafficking, might be the best way to introduce the need for training and public awareness into this very important issue.

### A. Human Trafficking Awareness Specific Events

The concept of human trafficking and how it manifests in modern times has become magnified in the last two decades. In 2000, the United States passed the Trafficking in Victims Protection Act, which criminalized certain human trafficking violations under the federal law, and also established the Office to Monitor and Combat Trafficking in Persons, within the U.S. State Department. The understanding of the crime of human trafficking, or modern-day slavery, has expanded globally with key days, months, and events specifically created to raise awareness about this crime. Key events include but are not limited to the following:

- National Slavery and Human Trafficking Prevention month – month of January (USA)
- National Human Trafficking Awareness Day – Jan 11 (USA)
- World Day Against Trafficking in Persons (UN resolution) – July 30
- International Human Rights Day – December 10

Because the concept of human trafficking is multi-faceted, complex, and often overwhelming, it is important to approach transportation sectors with a simple, and doable strategy in the role that they can play in combatting and curtailing this crime. Ownership and responsibility of the transportation sector must also be emphasized as the transportation sector is educated that they unwittingly may be facilitating the crime through acts of omissions and sheer ignorance. The key however must focus on the practical and the feasible. Events which are nationally, or globally recognized, as an officially commemorated event, are more likely to be recognized by industry as well, especially U.S. specific events such as National Slavery and Human Trafficking Prevention month and National Human Trafficking Awareness Day. Transportation stakeholders are more willing to invest resources as participants of those events.

Human trafficking specific events will necessarily delve more deeply into the substantive information about human trafficking, and therefore, public awareness segments should also provide substantive depth. In order to truly leverage such events to build public awareness, and create training opportunities, a strategic plan should be created in advance and include: (1) proposal (such as a webinar or training opportunity); and (2) timing of approach to ensure that the proposal can be realized on the anticipated date. Because of the event specific nature of such training and awareness opportunity, timing and coordination is key.

### B. Events where Human Trafficking May be Prevalent

In recent years, there has been an increase in concerted training and public awareness for human trafficking at the Super Bowl. While studies have shown that sex trafficking likely does increase at the Super Bowl, there is no study to suggest that this is the largest event where sex trafficking occurs. Rather, one can surmise that this is the largest national sporting event where most anti-human trafficking efforts are focused on by both law enforcement and non-governmental organizations (NGOs), and consequently private entities as well.

Studies and experiential discussions have shown that sex trafficking increases in general, although the rate of increase is unclear, at any large gathering, including but not limited to major

sporting events, trade shows, stock shows, and conventions. There is suggestion that sporting events may also attract labor trafficking because of new construction since “[o]ften times around a big sporting event, there is new construction or an increase in demand for hotel services.”<sup>22</sup> Service providers for labor trafficking survivors “hear from survivors every day what it is like to be a human link in a cruel and profiteering business supply chain that allows us to have a clean hotel room on vacation, at a sporting event or get food at a restaurant.”<sup>23</sup>

Major public events, including events where human trafficking may be prevalent, present key opportunities not only for victims to be identified and perpetrators investigated, but for public awareness to be maximized to a captive audience who may not otherwise be available for the messaging. There are debates over the use of funds concentrated at major sporting events, when human trafficking occurs on a daily basis without major public events. Using such events to highlight the occurrence of human trafficking can be assurance that funds are being maximized to not only increase the likelihood of the discovery of human trafficking victims, but also to use the opportunity to raise awareness to large groups of people. While the Super Bowl for example may not be the largest one-time sex trafficking event in the United States, “the Super Bowl is one of the most-watched sporting events in the world” with millions of viewership.<sup>24</sup> Thus, entities interested in curbing human trafficking, and in particular sex trafficking, have leveraged the Super Bowl fairly effectively for training and public awareness. Similar efforts however, are still needed to reach other events where human trafficking occurs, and especially where studies have shown a correlation between the likely increase of sex trafficking and a public event such as the Consumer Electronics Show, or Memorial Day weekend at Myrtle Beach,<sup>25</sup> or events where survivors have specifically testified based on first-hand experience, such as boxing matches.

Major public events involving the increase of human trafficking is especially relevant for the transportation sector, because of the travel required for both participants, perpetrators, and victims. The suggested increase in “new-to-town” sexual solicitations online suggest that victims have traveled/been transported for the event in question. Events such as major sporting events, or conventions, necessarily mandate travel by the participants and therefore, advertisement in key modes of transportation present a key opportunity to both educate generally and potentially identify victims.

In the types of major public events which are not human trafficking specific, the strategy must carefully consider how to highlight the issue of human trafficking without distracting from the actual event to obtain partnerships with the stakeholders. Unlike the first type of events where the central focus is the human trafficking issue, the main issue here is the event in question, with human trafficking added as a cautionary note. Therefore, in such events, the public awareness segments may not necessarily contain significant substantive information about human trafficking, but use prominent individuals specific to that major public event as a vehicle of communication to

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<sup>22</sup> Ariel Zwang, *Sex Trafficking Increases Around the Super Bowl. Truth Or Myth?*, Huffington Post (Dec. 5, 2016) [https://www.huffingtonpost.com/ariel-zwang/sex-trafficking-increases\\_b\\_9163046.html](https://www.huffingtonpost.com/ariel-zwang/sex-trafficking-increases_b_9163046.html)

<sup>23</sup> See Zwang, *supra* note 22.

<sup>24</sup> History.com Editors, *Super Bowl History*, A&E Television Networks (May 11, 2018) <https://www.history.com/topics/sports/super-bowl-history>

<sup>25</sup> See generally, Kyle Miller, et. al., *Do Public Events Affect Sex Trafficking Activity?*, Auton Lab, Carnegie Mellon University, arXiv: 1602.05048v1 [stat.AP] (Feb. 15, 2016) (measuring the correlation of increase of online “new-to-town” advertisements to large events).

the general public awareness. The substantive materials can be presented in the form of training to key frontline professionals in the best position to recognize potential victims of trafficking, including those in the transportation service and hospitality industry. In order to truly leverage such events to build public awareness, a strategic plan should be created in advance with a goal in mind. For example, where a sporting event may include an opportunity for human trafficking, the following may apply:

- Proposal – short awareness video created to raise awareness and provide a way for the viewers to report human trafficking
- Partnerships – partnership with hotline, partners with modes of transportation and venues around the particular event to distribute awareness material, and also ensure that materials are distributed for a set time leading up to an event, at the event, and for a set time after the event. These partnerships are also ideal opportunities to provide training and to receive data on the success of the awareness event.
- Training – in-depth training with partners
- Timing – Materials distributed in advance, timing coordinated with all partners, etc.
- Any action plans subsequent to the event to effectuate change.

### C. Messaging during the Major Public Event

The following are considerations for public awareness messaging in major public events.

#### 1. Proposal and Timing

As previously noted, because major public events are time specific, the actual proposal for the particular public awareness campaign must be well coordinated. The proposal should be submitted to the deciding entity well in advance to coordinate efforts. A21's global "It's a Penalty" (IAP) campaign targets specific sporting events around the world, with a prevention and awareness campaign to bring attention to the crime in cities where the incidence of human trafficking has the potential to rise due to the sheer number of people in the surrounding area. At the 2019 Super Bowl, IAP enlisted high-profile NFL players as well as USA soccer players– all of whom feature in a 30 second film shown in-flight by American Airlines and British Airways with a potential to educate 39.2 million people worldwide. Delta has also recently created an inflight video that puts a face and story to modern slavery, depicting an unsuspected trafficking dynamic and highlighting indicators through the eyes of a young boy – the trafficking victim. The campaign, developed with anti-human trafficking experts Polaris, calls customers to #GetOnBoard and shines a light on the estimated 25 million people enslaved today.<sup>26</sup> The leverage here is gained by using an eye-catching quick film delivered by high-profile individuals and distributed to a large targeted audience. The timing of messaging for these events is key for maximizing effectiveness of the campaigns. Materials should be distributed well in advance and coordinated with all partners. A21's IAP campaign was launched during the months of January and February leading up to the Super Bowl and following the event.

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<sup>26</sup> Delta, [https://news.delta.com/delta-reveals-enhanced-anti-human-trafficking-initiatives-rallies-employees-terry-crews-and-ceo-ed?utm\\_source=Delta+News+Hub+Updates&utm\\_campaign=a276bfa460-RSS\\_EMAIL\\_CAMPAIGN&utm\\_medium=email&utm\\_term=0\\_be3f884155-a276bfa460-157669125](https://news.delta.com/delta-reveals-enhanced-anti-human-trafficking-initiatives-rallies-employees-terry-crews-and-ceo-ed?utm_source=Delta+News+Hub+Updates&utm_campaign=a276bfa460-RSS_EMAIL_CAMPAIGN&utm_medium=email&utm_term=0_be3f884155-a276bfa460-157669125)



## 2. Partnerships

Collaborating with the national hotline, local businesses and specific transportation sectors will maximize leverage in public events. Moreover, partnerships provide broader outreach of the message, and use of each entity's network. For instance, A21's IAP Super Bowl campaign partnered with Uber and Lyft Rideshare drivers in the city and trained them to identify and report exploitation and trafficking, and ground transport displayed *It's a Penalty's* materials within them. Events specific to human trafficking awareness provide an opportunity for local businesses to get involved through advertising the event and distributing relevant materials. Further, these events provide a national platform for businesses to not only engage in combating the crime but also add value to the business by illustrating a commitment to support the community. IAP also partnered with local anti-human trafficking NGO the International Human Trafficking Institute, NGO the SOAP Project, and Hilton hotels to provide training and to provide awareness materials to local hotels. As a result of the collaborative effort, and as noted in a prior section, a missing minor was identified in a hotel.

## 3. Uniformity of Messaging

Uniformity of messaging for national public events will be key for the general public to receive a consistent message regardless of the geographical location. Additionally, messaging should be simple and pithy to grab the general public's attention and focus on key points. To that end the following should be considered:

- Similar theme
- Consistent number to contact for assistance
- Short message - 30 or 60 second video
- Unity of organizations supporting the message
- Compelling messaging and captivating images (with sensitivity to survivors)
- Survivors consulted and approved

## 4. Repetition of Messaging/Ubiquitous Messaging/Placement of Messaging

When messages are repeated, a person is more likely to recall the message and be urged to take action. Repetition of messaging has several angles. A video on a video loop creates repetition. Messaging and placement throughout all modes of transportation, creates repetition. Places where messages can be repeated and widespread include:

- Taxis/ground transportation - Many taxis have video screens with ads or even messages from the mayor. A short informational video bulletin on trafficking added to the video chain, and repeated several times during the course of a journey could significantly

increase awareness of trafficking for victim, and the general public. Human trafficking hotlines would of course be included.<sup>27</sup>

- Shuttles to rental cars, parking, or other shuttle service - print advertisement during the event in question, i.e. entire month of January for human trafficking awareness month, or for weeks leading up to and after the sporting event.
- Buses and bus terminals (longer travel)
- Airlines/Airports - in flight magazines and videos; videos and advertisement at the airport
- Train terminals/onboard trains
- City subways and buses - general city subways and buses
- Restrooms
- Companies currently training can send out messaging digitally to drivers who will be in and around the area during a major event

#### 5. Media – Press Conference/Social Media

Press releases provide a strategic opportunity for the main message to be broadly spread in a timely fashion. This will allow the awareness piece to be seen by those in the immediate vicinity via the local paper and television news. This can also lead to a larger audience seeing the message if the press release is picked up by other outlets around the country. Issuing a press release with the support of a coalition or a group strengthens the messaging as it showcases inclusion and collaboration. Issuing a press release in conjunction with social media releases can highlight the

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<sup>27</sup> If there are no restrictions on which hotline must be used (can vary from state, municipality and agency depending upon established reporting protocol), the National Human Trafficking Hotline number at 1-888-373-7888 should be used. The current relevant nationally operated hotlines are:

**National Human Trafficking Hotline: 1-888-373-7888**

“The National Human Trafficking Hotline is a national anti-trafficking hotline serving victims and survivors of human trafficking and the anti-trafficking community in the United States. The toll-free hotline is available to answer calls from anywhere in the country, 24 hours a day, 7 days a week, every day of the year in more than 200 languages.” National Human Trafficking Hotline, <https://humantraffickinghotline.org/>, (last visited Mar. 26, 2019).

**National Center for Missing & Exploited Children: 1-800-THE-LOST/ 1-800-843-5678**

“As the nation's clearinghouse & comprehensive reporting center for all issues related to the prevention of and recovery from child victimization, NCMEC leads the fight against abduction, abuse, and exploitation - because every child deserves a safe childhood.” National Center for Missing & Exploited Children, <http://www.missingkids.org/>, (last visited Mar. 26, 2019)

**Homeland Security Investigations Tip Line: 866-DHS-2-ICE**

“Individuals across the world can report suspicious criminal activity to the ICE Homeland Security Investigations (HSI) Tip Line 24 hours a day, seven days a week. Highly trained specialists take reports from both the public and law enforcement agencies on more than 400 laws enforced by ICE HSI.” U.S. Immigration and Customs Enforcement – Homeland Security Investigations Tip Line, <https://www.ice.gov/tipline>, (last visited Mar. 26, 2019).

In addition, we recommend that all data collected from additional agencies be shared with the National Human Trafficking Hotline on a quarterly basis in order to discover hotspots and routes traffickers use on a national basis.

trafficking issue without detracting from the main purpose of the event. Major social media platforms such as Twitter, Facebook, and Instagram provide a quick way to share a compelling photo and tagline to quickly educate individuals. When done in coalition and partnerships, the message can have a broad reach to all coalition members, each with their own niche of followers.

## **RECOMMENDATIONS**

### **I. GENERAL RECOMMENDATIONS**

Any interaction with individuals who work in public transportation provides an opportunity for identification and assistance, and as such, all personnel would benefit from basic human trafficking training. Even if at the time of interception there is insufficient evidence to suggest the existence of exploitation, employees can distribute cards with relevant numbers to contact should the individual later realize that she or he were actually being trafficked. To that end some of the basic training for transportation employees should include the following areas of understanding:

#### **A. Trafficking vs. Smuggling**

Port employees, along with border patrol agents, should be able to distinguish the difference between smuggling and trafficking, know what questions to ask a potential victim to help determine which crime (or both) has been/is being committed. Further, employees should be equipped with a list of service providers (including legal aid) to aid in victim assistance if the victim participated in the crime of smuggling but was intercepted before trafficking began. Finally, employees should have a clear understanding of how they can work with employees of other modes of transportation to close loopholes relating to both smugglers and traffickers.

#### **B. Reporting Possible Incidents of Human Trafficking.**

Airline personnel have stated there is no written policy on human trafficking in their specific manual. Some airline personnel believe that no action is taken when reporting tips to the BLI hotline unless they can provide enough details or data rich information to fall within the reporting parameters. Additionally, some airline personnel stated there is no feedback on information provided by them from the agencies or tiplines. Many of the airlines, including but not limited to Delta, Hawaiian, United, Allegiant, Jetblue, employ a protocol to report human trafficking incidents through a corporate command center, where the incident is reported, documented, and then notification made to local authorities and/or a hotline.

There appears to be confusion on the particularities of reporting suspected human trafficking. Reporters vary from calling the National Human Trafficking Hotline, NCMEC hotline, ICE hotline, local state hotlines, industry specific security number, and 911. It is also unclear how various hotlines who receive reports of suspected human trafficking, as well as 911 lines, and other reporting entities are working together, if at all, to ensure each report is investigated. Moreover, it is unclear whether non-human trafficking specific hotlines are providing a mechanism to track a human trafficking related report. Finally, it is unclear whether “regular” non-human trafficking calls which ultimately result in a human trafficking violation are being tracked at all. Therefore, it

is recommended that transportation sectors create protocols for consistent reporting when possible. It is also recommended that all hotline numbers share reported information and data..

### C. Niche-specific Training.

Niche-specific training still needs to be created for: maintenance/rest area personnel, toll workers, transit rail employees, port employees and taxi personnel. State agency employees who work at licensing counters or brick and mortar locations also need victim identification training, including human trafficking indicators, evaluation, tip lines, etc. To create the most effective paths of engagement and ensure the training and materials are attentively received, additional input on the various modes of transportation/agency infrastructures and where and how training should be conducted is necessary. The TA Subcommittee notes that the Federal Transit Administration and the Port of Seattle have forthcoming mode-specific trainings,<sup>28</sup> and that Amtrak, *see supra*, has created transit rail specific training.

Ideally, local service providers should be included in these niche-specific trainings to equip each agency or law enforcement department with a contact for help with specific needs, in addition to contacting the NHTH.

## II. **Key Elements and Core Messaging**

Both awareness and training materials will have similar key elements and core messaging. Awareness materials will be broader and more overarching, and training materials will be more specific and detailed. Moreover, the target audience for awareness materials in the transportation sector will vary from the target audience for anti-trafficking training. In the following section, please note that by its title each recommendation will denote if it is applicable for federal, state, local or private industry implementation.

### A. Public Awareness

#### 1. General Application to Federal, State, Local and Private Industry Stakeholders

Public awareness materials in the transportation sector target an audience that is broad, with fleeting attention span, and with the only known commonality as physical presence in the transportation mode. In accordance with this audience, human trafficking public awareness materials should have broad reach for a universal audience. In order to reach the universal audience, and to be as inclusive as possible, materials should be made available in multiple languages and address ADA requirements for deaf and hard-of-hearing. Because materials for the general public are required to be concise, ideally 30 or 60 seconds in length for video messaging, a compelling and clear message must be conveyed ensuring that the audience will likely retain the message. To that end, repetition and visual uniformity of messaging across all forms of transportation would also further this same goal. Uniformity of messaging and materials, almost to the point of “brand recognition” would further this goal, so that even where the messaging is brief, the uniformity and repetition would serve to consistently further the message.

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<sup>28</sup> FTA training: <https://www.transportation.gov/briefing-room/dots-commitment-prevent-human-trafficking>

Awareness materials are important not only as a preventative method for human trafficking, but also for purposes of victim identification. Thus, it is extremely important that awareness materials accurately reflect how human trafficking is facilitated in the United States, to break the stereotypes that are often sensationalized in movies. In order for the public to truly become informed of how human trafficking presents in the United States, realistic scenarios must be shown. In addition, in order to maximize awareness materials, a clear call to action by the public is encouraged. Such a call to action gives the general public a stake in the anti-human trafficking movement, to highlight their part in being a part of the solution. The call to action should provide where and how to report suspected human trafficking (i.e. The National Human Trafficking Hotline, or local law enforcement), as well as a list of the information which should be reported (i.e. description of the events and persons involved).

To have the most comprehensive impact from awareness materials, messaging should resonate with potential victims of trafficking, as well as the general public. Consequently, the messaging should be survivor-informed, which necessarily includes being trauma-informed. The US Department of State (2017) states “[t]he use of graphic language or shocking imagery to depict human trafficking promotes myths and misconceptions about this crime and can re-traumatize survivors.”<sup>29</sup> The idea is to motivate community members to act without inducing fear. Moreover, various types of human trafficking in the United States should be shown, to include both labor and sex trafficking, and the various types of each given the many types of labor and sex trafficking, i.e. pimp controlled, illicit massage parlors, debt bondage, domestic servitude, agricultural, construction, forced begging, etc. Such a breadth serves a dual purpose in that it educates the public about the wide array of human trafficking within the United States, and includes the voices of survivors of the different forms of trafficking. Such diversity also breaks down stereotypes of who can be a victim of human trafficking, including male and female, foreign nationals, U.S. citizens, LGBTQI, various ethnicities, minors and adults.

The profile of a human trafficking victim is not the only stereotype, but also demographically of where human trafficking may be occurring. Understanding that human trafficking can occur anywhere and to anybody should be a key message for any awareness messaging. Consistent with the goal of broad and overarching reach, the awareness materials should engage community at all ages, and be easily understood through imaging and simple language. Finally, awareness materials should take into consideration that business owners would be more amenable to use materials that will not intimidate or offend the core customer base of the business.

Many states require anti-human trafficking awareness posters to fulfill certain signage requirements under the law which differ from state to state. *See Appendix G – NATSO State Awareness Poster Laws; Appendix H – TLHT State Poster Laws*). As previously noted, the element of uniformity is key for successful messaging. However, as most entities would likely want to only use one type of awareness material, awareness posters should maintain uniformity, except where

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<sup>29</sup> United States Department of State, *Engaging Survivors of Human Trafficking*, “Don’ts.” Retrieved from <https://www.state.gov/j/tip/rls/fs/2017/272009.htm>

certain deviations are needed for state law compliance purposes. To the degree possible, States should consider using awareness materials already created by U.S. Federal Agencies.

Therefore, we recommend federal, state, local and private industry stakeholders engage in some type of public or targeted awareness campaign. Federal and state agencies may use their brick and mortar locations to engage in these by hanging applicable signage, and by targeting various sectors of the transportation industry they interact with by distributing mode-specific training materials. In addition, private industry stakeholders can also use their brick and mortar locations (truck stops, bus terminals, airports, break rooms, bathrooms, billboards, etc.) to educate the public on the realities of human trafficking and that they can play a role in recognizing and reporting it. In places where victims frequent (bathroom stalls, bus terminals, etc.), private industry stakeholders can engage in victim-centric targeted awareness campaigns to encourage victims to self-report.<sup>30</sup>

## *2. Public Awareness for Private Stakeholders – The Business Perspective*

Public communications focused on human trafficking and the transportation sector should focus on the positive role that transportation sectors are taking in combatting this crime. Messaging should focus on the transportation community's united stance to combat this crime and key steps the industry has taken in recent years to combat this crime, elevating the transportation sector as a leader in the fight against human trafficking.

Engaging the national and state trade associations representing each mode of transportation is key to engaging the individual members of that mode and elevating a specific public awareness program. Trade association members are more likely to engage in a specific public campaign if they know that the industry's support is behind it.

Businesses that fully understand the safety risks to their employees and customers, as well as the financial and legal exposure associated with human trafficking incidents, may be more likely to engage in this issue. Human trafficking awareness materials must take into account the desire of any member of the transportation business community not to frighten or offend its core customer base. Human trafficking awareness materials must come with a variety of options available to individual businesses for determining which awareness materials will work best for their location. For example, national business operations often prefer a standardized approach to their awareness materials to ensure consistency across all locations. Many regional and local operations prefer materials that take into account the nuances of their state, locality and customer base. Similarly, some transportation-related businesses have the ability to speak to multiple constituencies. Truck stops, for example, frequently will place public awareness materials that speak to truck drivers in a driver lounge or on a loyalty program kiosk but also post different awareness materials that target the general public in other parts of their location.

## *3. Public Awareness for State Legislation*

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<sup>30</sup> Convenience Stores Against Trafficking, a program of NGO *In Our Backyard*, makes their Freedom Stickers available to any brick and mortar location willing to engage in a targeted awareness campaign to victims. Designed to be placed in men's and women's restrooms, these survivor informed stickers are bilingual, contain the NHTH number and ask the questions, "Are you safe?" and "Need freedom?"

States that mandate public awareness poster laws should at a minimum expressly state that existing human trafficking awareness posters developed by U.S. federal agencies (such as the U.S. Department of Transportation's Put the Brakes on Human Trafficking awareness campaign or the U.S. Department of Homeland Security's Blue Campaign) meet any required state or local poster mandate.

State agencies should be discouraged from spending valuable resources to recreate public awareness materials and instead urged to refer to the existing resources and materials available both from the public and private sector.

B. Training: *Applicable to Federal, State, local and private industry stakeholders*

Unlike public awareness materials, where the attention of the targeted audience may only be a few minutes at the most, and where the audience is broad, human trafficking training materials will be for a set time, with a focused agenda, and to employees in the transportation sector. The degree of training will depend on the employee audience.

1. Audience Specific

General transportation employees should be provided with the very fundamentals of human trafficking. The basic level should include the reality of human trafficking within the United States, as well as the various forms of human trafficking, and a summary of the applicable criminal law.<sup>31</sup> If time permits, basic myths and stereotypes should be dispelled. This training can be a component of a general annual training or new employee training, and be presented in a computer module format. While in-person training is always ideal, it may not be feasible for a transportation industry that is providing human trafficking training as one facet of a larger employee training to provide live training from a specialist and/or survivor.

Training for frontline professionals would be much more comprehensive. Frontline professionals are employees in the transportation industry who are likely to come into contact with victims of trafficking in the course of their employment. In the transportation sector, such employees would include airline attendants, railway ticket collectors, truck drivers, bus depot ticket sales, etc.<sup>32</sup> Most often, the frontline professionals would include those with the most contact with the customer or passenger, who may be a trafficker or a potential victim of trafficking.

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<sup>31</sup> The depth of the general trafficking overview will depend on the allotted time, but can include profile of traffickers, profile of victims, trafficking venues, dynamics of human trafficking between victims and perpetrators, potential victims of human trafficking, complexities in disclosing trafficking, understanding human trafficking victimization, and the applicable state and federal law.

<sup>32</sup> In addition to all bus drivers becoming trained, all bus terminal employees should be trained how to recognize and assist potential victims of human trafficking. While employment jurisdiction over the numerous types of terminal employees varies, any company who has adopted anti-trafficking training for their bus drivers should also ensure that any terminal personnel (ticket agents, maintenance staff, ushers/greeters, packaging personnel) they employ, receive the training. In turn, those privately-employed terminal employees could introduce the training to the additional terminal workers in hopes they become trained on the signs to look for as well.

Because human trafficking is a crime that is hidden but in plain sight, in-depth training is required in order to see beyond the obvious superficial layer of what appears to be “normal” passengers in transit.

In addition to the fundamentals of human trafficking, such in-depth training should also include the many types of human trafficking in the United States, along with the indicators of trafficking, both general as well as industry and/or trafficking specific, for frontline professionals. As these frontline professionals may come into contact with a trafficking victim, training should include survivor sensitivity, as well as trauma informed approach,<sup>33</sup> by taking into account cultural, ethnic, gender and other classifications when engaging with a potential victim. Victims of human trafficking, may also not *appear* to want assistance, at least initially. Complexities of victim identification in human trafficking cases, and the layered dynamics between the trafficker and victim should be explained, to increase understanding of the victim, as well as increased identification. Such understanding is consistent with a trauma informed approach when interacting with a human trafficking victim.

Moreover, training should address the issue of the demand for commercial sex and creating a culture where the buying and selling of human beings for another’s sexual gratification is not looked upon as normal behavior and fuels the crime of sex trafficking. Companies and departments can use any anti-trafficking in persons policies with a demand reduction focus that they have adopted as training points, and point out that the purchase of sex in most areas is an illegal act.

In order to provide accurate training, scenario-based training using actual cases of human trafficking that were identified/thwarted on that specific form of transportation is encouraged so that the frontline professional can better understand how a trafficking situation may present itself during employment. This scenario-based training, should be survivor sensitive with the main focus on the transportation situation, in which indicators were noticed, without the gratuitous need to go into the personal story of the survivor.

Training for transportation security personnel may be more in-depth than frontline professionals, considering security protocols in place.

## 2. Transportation Industry Specific

Human trafficking training in the transportation sector must extend beyond understanding human trafficking generally, and must also provide employees with the proper response tools once a possible situation has been identified. The protocols and procedures will vary from the specific transportation industry as well the modes of transportation. Response to a possible human trafficking situation on an air flight will vary vastly from what a taxi driver may encounter. Safety considerations will differ for the potential victim and the reporting employee, depending on the mode and industry involved.

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<sup>33</sup> The five general principles of trauma-informed care are: safety, trustworthiness, choice, collaboration, and empowerment (<https://www.ovcttac.gov/taskforceguide/eguide/4-supporting-victims/41-using-a-trauma-informed-approach/>) citing Harris, M. & Fallot, R. (2001). *Using trauma theory to design service systems. New directions in mental health services*, Jossey-Bass, 89, Spring.



Likewise, transportation hubs will have different standard operating procedure and response from the modes of transportation. This portion of the training should involve industry specific personnel who have established a protocol in order to ensure that the matter is further investigated, taking into consideration safety concerns of both the potential victim and employee(s) involved, available, victim resources, privacy concerns, and legal considerations stemming from the investigation.

### 3. Law Enforcement Based

It is imperative that all law enforcement officers, (whether federal, state or local, independent of specialized task forces), receive proper anti-trafficking training to equip them with the ability to recognize human trafficking cases (in the field, roadside, during an interview, etc.) and respond with a victim-centered approach. Interdiction officers in particular, must receive this training as they intersect with the various road-based transportation modes on a continual basis, are mobile themselves and often come into contact with human trafficking victims during interdiction stops.

### 4. Format

Ideally, training for frontline professionals will be in person and conducted by: (1) a human trafficking expert and/or survivor consultant; and (2) an industry specific expert with knowledge of protocols. While this type of dual expert knowledge training would be the ideal standard, realistically, time and resources may require alternate delivery formats, such as video or computer based training. In such a situation, it is recommended that at least one part of the training be conducted in-person. Where training cannot be conducted in-person, it should be available to be implemented in a format that the transportation providers can support within their existing technology infrastructure, such as computer-based training, video, print, train the trainer, mobile devices or apps, etc.<sup>34</sup> Further, tech companies can partner with anti-trafficking NGO's, as well as private stakeholders and applicable agencies to incorporate red flag indicators and other key training components into existing technologies to keep the information relevant and at the forefront of the frontline professional.<sup>35</sup>

### 5. Reporting

Training should provide practical guidance on how to respond to situations that are not necessarily industry specific, i.e. "a simple phone call - can be anonymous, no follow up required." In addition, a clear list of what to report, such as a description of victim(s), trafficker(s), and any

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<sup>34</sup> Notably, a survey of the trainings conducted at the Colorado Department of Transportation (CDOT), found in the discovery that one hour of training is best received. The 1 hour module was slightly modified to specifically address situations that maintenance and traffic personnel may encounter, such as viewing suspicious activity on traffic cameras, or coming to the aid of a stranded motorist.

<sup>35</sup> For example, Truckers Against Trafficking and fleets could work with technology companies to equip the federally mandated electronic logging devices in trucks with targeted messaging that briefs truckers any time they park.

vehicles involved along with instructions not to intervene, and the best place to report the situation. It is important to note that these reporting guidelines fall under general training, and industry specific training would likely provide a set protocol. For example, it is important that airline customer facing employees receive information on policy and procedure for reporting in their respective manuals such as Flight Attendant Manual (FAM), Flight Operations Manual (FOM) or Station Operations Manual (SOM) or similar manual. Airports have thousands of employees that interface with passengers each day, including but not limited to wheel chair attendants, cleaners, restaurant employees, that would benefit from human trafficking training. Most of these employees require training for the Security Identification Display Area (SIDA). Inclusion of additional training in human trafficking to receive and subsequently maintain the SIDA is a recommendation that would add thousands of “eyes and ears” to help combat human trafficking.”

Therefore, we recommend that all modes of transportation, as well as all applicable state agencies, law enforcement personnel and all members of the USDOT receive niche-specific, situation-based, anti-trafficking training in order to recognize and report potential trafficking situations. In particular:

- Applicable state agency employees and law enforcement personnel should receive niche-specific training in order to knowledgably instruct/converse with both targeted audiences and the general public about the materials on display in their locations or being distributed, and how interested parties can access more information.
- Private industry stakeholders, especially frontline personnel who intersect with victims on a frequent basis, receive mode-specific training, situation based training with a clear call to action and effective reporting protocol.
- When possible, include a pre and post training survey or test to evaluate the effectiveness of the training is also recommended.
- Training on the demand for commercial sex, implementing a policy against the purchase of sex on company work time or with company property, that it is an illegal act in most every area, and that it fuels the crime of sex trafficking.<sup>36</sup>

C. Transportation Leaders Against Human Trafficking  
(Applicable to the USDOT)

In regards to training and awareness, we recommend that TLAHT make its public awareness campaign posters and training indicators readily available to all state, local and private industry stakeholders by securing relevant partnerships with anti-trafficking NGOs who are currently working with those sectors and will agree to promote them. Similarly, TLAHT can promote their partner NGO’s niche-specific trainings to key audiences, particularly to state DOTs.

### **III. Types of Print and Digital Material for Transportation Stakeholders**

While the previous section focused on the substance of the training and awareness materials, this section addresses the creation of the materials in the way to best showcase them.

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<sup>36</sup> If time constrains exist, addressing the demand for commercial sex would fit nicely within the already mandated sexual harassment training almost every company and department already engage in, as sexual harassment, the act of sex-buying, and sex trafficking are all interrelated through the sexual objectification of a human being.

While not exhaustive, the following represents the key points that the TA Subcommittee in its experience has determined should be considered in the creation of training and awareness materials:

- Comprehensive and Industry Specific
- Multimodal (Public Awareness Material)
- Visually Captivating and Survivor Informed
- Accessible
- Uniform
- Cost Sensitive

The recommendation to create multimodal materials extends beyond being cost-effective or uniform.

A. Comprehensive and Industry Specific

The aim of both training and awareness programs is to educate audiences about the realities of human trafficking. Such education needs to include both general understanding of how human trafficking may present in the United States, as well as in the specific transportation industry. The foundation of training materials should be comprehensive, showcasing how human trafficking presents generally with or without the transportation element, or regardless of which transportation mode is presented. A base training module should contain the core messaging recommended above, with additional slides specific to each mode of transportation added as a supplement. This would ensure a comprehensive and industry specific training is being provided to transportation industry employees.

B. Multimodal (Public Awareness Materials)

Public awareness materials that are to be used within a variety of transportation sectors should be multimodal insofar as they provide general education to the wide array of passengers and consumers utilizing the various transportation sectors in the United States.

C. Visually Captivating and Survivor Informed

Due to the wide audience spectrum available in the transportation sector, many advertisements are posted. In order to capture the attention of passengers and foot traffic in these areas, visually captivating awareness materials are key. Moreover, individuals receiving training are more likely to be engaged and retain information when the information is presented in a captivating manner. Simultaneously, the materials should be survivor sensitive and not sensationalized. Therefore, the balance between captivating, but not sensational, is ideal and can be obtained through survivor input. Ideally, awareness materials should appeal to both the general public and potential victims of trafficking. Survivor input is key to attain this goal.

D. Cost Sensitive

Training, public and targeted awareness materials should be cost-effective in order to make mass implementation possible. Agencies and companies will be required to pay for employee training time, thus materials which are provided at no cost to these sectors will be most appealing.

E. Accessible

Making materials accessible, in multiple languages, and Americans with Disability Act (ADA) compliant will incentivize industry and applicable state agencies to easily adopt such training and awareness materials. Providing materials in either digital or print format, with implementation support within existing training platforms is key.

F. Uniformity (Public Awareness Campaigns)

Uniformity of messaging sends a message that is easy to adopt and can be easily associated with human trafficking. For example, the slogan “see something, say something” is now associated with possible terrorist or danger activity. Likewise, “hidden in plain sight” is quickly becoming the understanding for human trafficking. Uniformity is key and repetition makes an issue easily recognizable.

A21’s CYSM campaign provides guidelines for creating materials in a manner which is visually captivating and compelling, as well as victim-centered, and is an example of best practice. *See Appendix I – A21’s “Can You See Me?” Campaign Guidelines.*

#### **IV. Display of Public Awareness Materials by State and Local Authorities**

Applicable state agencies can display public (and targeted) awareness materials wherever they have jurisdiction over a brick and mortar location. For example, Division of Motor Vehicles (DMV), or any kind of licensing agency, provide an excellent space to not only display targeted awareness materials (to commercial drivers), but also to the general public (at counters, on walls, via monitors, etc.). Rest areas along our nation’s highways, weigh stations, any kind of terminal (bus or rail) a state or local agency has purview over,<sup>37</sup> ports of entry (office buildings, inspection hubs, airports), all provide spaces for targeted and/or public awareness materials to be hung. Public transit buses and trains can be used to share information via interior and exterior signage, passenger safety announcements and on tickets and schedule-related apps. In addition, state and local authorities can use their websites, apps, newsletters, email communications/blasts, etc., to further

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<sup>37</sup> Greyhound owns over 200 bus stations throughout the United States. Other than Greyhound stations, buses in major cities may use established transportation terminals combined with airports or train services. These transit terminals could be privately owned, such as Union Station in Washington DC or South Station in Boston which are both owned by Ashkenazy Acquisition, a private equity firm; or publically owned, such as the Port Authority Bus Terminal in New York owned by the Port Authority of New York and New Jersey or Union Station in Denver owned by the Regional Transportation District; or a hybrid, such as the Salesforce Transit Center in San Francisco that serves as the city’s primary bus terminal and is owned by the Transbay Joint Powers Authority, a public-private partnership established to design, build, operate and maintain the Bay Area’s transit system. Whether owned privately or publicly or a combination of both, most of these stations lease space to other businesses, such as restaurants and shops, that could also post signage. Beyond stations or terminals, many intercity buses operate on a curbside pick-up/drop off model.

distribute this information electronically, and highlight industry members/companies in their state who have implemented anti-trafficking training.

Many states have passed legislation mandating the posting or distribution of public awareness materials in major transportation hubs, and some have mandated training for CDL holders. From the state of Colorado requiring anti-trafficking training in all of its CDL schools, to Rhode Island who requires any public or quasi-public transportation agency to display a public awareness sign that contains the state and national human trafficking hotline information, many states already have a solid understanding of the role transportation sectors can play in raising awareness of this crime. *See Appendix J – Summary of State Human Trafficking Signage Laws.*

Moreover, applicable state agency employees should receive niche-specific training in order to knowledgeably instruct/converse with both targeted audiences and the general public about the materials on display or being distributed, how they can access more information, how to identify victims of human trafficking they may intersect with and the appropriate reporting protocol.

## **V. Leveraging of Federal and State Financial Resources to Expand Public Awareness and Training**

Federal financial resources should be used to incentivize state agencies, NGOs or private industry (i.e. CDL schools, etc.) to implement existing training programs (and protocols) with a proven track record, or create niche-specific training where training gaps still exist (maintenance/rest area personnel, toll workers, transit rail employees, taxis and Rideshare drivers, and victim identification training for state agency employees who work at licensing counters, or brick and mortar locations). For example, the Combating Human Trafficking in Commercial Vehicles Act incentivizes CDL schools to implement anti-trafficking training into their programs via grant monies distributed through the Federal Motor Carriers Safety Administration. Most public transit systems have a funding relationship with the Federal Transit Administration (FTA), whether they receive funds directly from the FTA or indirectly as a pass through from state departments of transportation. The FTA should evaluate its grant, compliance and technical assistance programs to determine where incentives can be built into current structures to encourage or help facilitate transit agencies throughout the country to train their employees.<sup>38</sup> These incentives could include allowing agencies to bill anti-human trafficking training time or related costs to their grants, adding anti-human trafficking curriculum to pre-existing training programs or indicating that anti-human trafficking training will be viewed as a positive indicator on certain

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<sup>38</sup> For example, in order to leverage federal resources to effectuate some additional channels for reaching ground based transportation assets and their driver/terminal infrastructure, modifications to the FTA circular 9040.1F could be made. This formal document provides the basis for grant guidance for 5311 and 5311(f) grantees, ranging from providing operating subsidies to coordination between service providers, equipment acquisitions and even terminal facility upgrades. <https://www.transit.dot.gov/sites/fta.dot.gov/files/docs/C9040-1F.pdf>  
In addition, another route to reach facilities is through grantees to the FTA's 5339 program for bus and bus-facilities. There is a separate set of guidance documents (FTA 5100) and safety training, planning and certification requirements (page 98).  
[https://www.transit.dot.gov/sites/fta.dot.gov/files/docs/Final\\_FTA\\_C\\_5100\\_4-16-15.pdf](https://www.transit.dot.gov/sites/fta.dot.gov/files/docs/Final_FTA_C_5100_4-16-15.pdf)

grant applications. Wherever a federal agency exists with mode-specific oversight, something similar could be done.

Federal and state grants to applicable state agencies and private industry stakeholders, could also help cover the costs associated with public information and awareness campaigns, including bolstering the necessary technology where applicable, and providing the required infrastructure to develop a holistic response protocol, such as training the entire staff, printing materials, etc. If no federal or state funds exist for these purposes, Congress should appropriate funds to the USDOT for these specific initiatives, and/or allow existing monies dedicated to other programs be used for such things.

Moreover, it is imperative that all law enforcement officers, (whether federal, state or local, and not just specialized task forces), receive proper anti-trafficking training to equip them with the ability to recognize human trafficking cases (in the field, roadside, during an interview, etc.) and respond with a victim-centered approach. Federal funds should be made available to ensure all sectors of law enforcement have access to such training. In the case of transit centers and terminals in urban areas, private companies may be staffing security guards on site who could be the first point of contact for a victim in need or a concerned community member. Some major terminals, such as Port Authority in New York City, have a police department on site with a specialized youth division, working specifically with missing and runaway youth who may be hanging out or traveling through the terminal (and has identified hundreds of youth being trafficked or at risk of being trafficked as a result)<sup>39</sup>, most do not have that level or sophistication of staffing. They do all have some type of security and those employees should receive training. If no federal or state funds exist for these purposes, Congress should appropriate funds to the USDOT for this specific initiative, and/or allow existing monies currently dedicated to other programs be used for such things.

In addition, federal funds should be made available to form and support the ongoing work of local coalitions between law enforcement, industry stakeholders, victim advocates and service providers, so that no law enforcement officer is in doubt regarding the protocol his or her agency employs on how to respond with a victim-centered approach, has access to the means necessary to assist recovered victims, and is able to help close existing loopholes that traffickers routinely exploit. This could be especially important in urban areas that have designated transit police departments. If no federal or state funds exist for these purposes, Congress should appropriate funds to the USDOT for these specific initiatives, and/or allow existing monies currently dedicated to other programs be used for such things.

Furthermore, the entity who runs the National Human Trafficking Hotline (NHTH) should receive greater federal assistance to do so. The current grantee receives \$1.75 million to operate the NHTH, less than half of the actual annual cost of operating the NHTH at current volumes. Not only would additional funding ensure that anyone who contacts the Hotline receives a timely and effective response, it would also support the expansion of Hotline services, which offer survivors

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<sup>39</sup> ABC News, "How Young Women Become Sex Trafficking Victims," available at <https://abcnews.go.com/US/lured-off-streets-young-women-sex-trafficking-victims/story?id=28428792> (January 2015).

greater opportunities to access assistance. The data collected through the Hotline is continually and efficiently evaluated and appropriately shared, so that hotspots, routes and networks traffickers use, are routinely detected and disrupted. If no federal or state funds exist for these purposes, Congress should appropriate funds to the USDOT for this specific initiative, and/or allow existing monies currently dedicated to other programs be used for such things.

## V. Overview of Recommended Training and Public Awareness Materials

### A. Airlines and Airports

#### **The Blue Lightning Initiative (BLI): (Training and Public Awareness)**

BLI is a collaborative initiative between the Department of Homeland (DHS) Security Blue Campaign, U.S. Customs and Border Protection, and the Department of Transportation, to train airline personnel, including TSA agents, to identify potential human trafficking victims and perpetrators. The BLI training is available to any U.S. airlines, although DHS and DOT are considering expansion into foreign airlines. The BLI is a 17-minute video training, and also includes a poster, pocket guide and indicator card, which encourages airline employees to report suspected human trafficking through their specific airline's in-flight reporting protocol or by calling the Immigration and Customs Enforcement Homeland Security Investigations Tip Line.<sup>40</sup> The Department of Homeland Security reports that the ICE Tip Line receives 50 reports per year from the aviation industry.<sup>41</sup> In addition, multiple airports use Blue Campaign posters in their public awareness campaigns on the issue.

#### **Polaris: (Training)**

NGO Polaris, not only operates the National Human Trafficking Hotline, but also develops industry specific training for airline personnel (among others), basing it on the needs of the company and customizing the trainings to incorporate relevant survivors while taking into account company-specific tone and messaging.<sup>42</sup> In 2018, the National Human Trafficking Hotline received approximately 64 substantive signals from Airline/Airport Personnel.<sup>43</sup>

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<sup>40</sup> <https://www.cbp.gov/border-security/human-trafficking/blue-lightning>

<sup>41</sup> Data provided by Homeland Security Investigations Assistant Director, Gregory C. Nevano's, in his presentation to the Advisory Committee on Human Trafficking entitled: *HSI's Efforts to Combat Human Trafficking*, on March 12, 2019 at USDOT headquarters.

<sup>42</sup> For Delta Airlines, Polaris created a total of four trainings that were disseminated throughout their learning management system on a quarterly basis. The first training was approximately 30 minutes (varied based on interactive elements) and made available to all Delta employees. This training included a 10 minute video depicting potential human trafficking situations and appropriate employee responses. The script was informed by a survivor of human trafficking. Polaris worked with Delta and a survivor of human trafficking to create the three remaining trainings. These trainings were only delivered to flight attendants and went into more depth about specific types of potential trafficking situations that flight attendants are likely to encounter within the context of their jobs. Each of the three trainings was approximately 15 minutes in length.

<sup>43</sup> Of the 64 signals, some were general information queries, or reporting situations that were determined not to be trafficking. However, 12 of those signals were regarding trafficking situations. *\*Note that 2018 Hotline data is still in the process of being cleaned and is subject to change. Data provided by Bekah Meyerowitz, Director of Corporate Partnerships, Polaris*

### **A21: Can You See Me?: (Public Awareness)**

The “*Can You See Me?*” (CYSM) campaign is a global anti-human trafficking public awareness campaign of NGO A21. The concept behind CYSM focuses on the “hidden but in plain sight” reality that underlies modern-day slavery. This campaign seeks to educate the public with the subtle indicators of human trafficking in order to expose a seemingly innocuous situation with the reality of the human trafficking that is occurring. CYSM provides scenarios of common human trafficking in the United States, and features the use of transportation in the commission of the crime. Airports are provided with visually captivating posters, and 30 and 60-second video versions of the film to be played on CNN monitors, baggage claim carousels, or anywhere else the airport decides to feature the films. At the end of the film, viewers are directed to call the National Human Trafficking Hotline to report possible human trafficking, or the airport provided emergency line to report a situation which requires immediate attention.

#### **B. Trucking and Truck stops**

### **Truckers Against Trafficking (TAT)**

NGO Truckers Against Trafficking (TAT) delivers its own training program for the trucking industry which meets all mode-specific best practice standards. TAT provides a 30-minute industry-specific training DVD, a TAT wallet card, available in both paper and app form, industry specific posters to hang in truck stops, rest areas, company break rooms, state agencies, etc. multiple brochures (including one that focuses in on how drivers can spot potential labor-trafficking situations, and another which specifically trains truck stop personnel on red-flag indicators for their locations, as well as how to respond with a victim-centered approach), and decals for truck windows, which contain the National Human Trafficking Hotline (NHTH) phone and text number.<sup>44</sup> Moreover, TAT launched its Man to Man campaign in January of 2018 to explicitly address the issue of demand, and has recently released a “conversation starter” video that men can use to discuss the root issues behind the purchase of sex and its connection to the crime of sex trafficking, as well as “next step” resources located on their Demand webpage. TAT has trained over 700,000 members of the trucking industry<sup>45</sup> with its industry-specific materials, resulting in over 2200 calls into the national hotline, generating over 600 likely cases of trafficking, involving over 1100 victims.<sup>46</sup> Adding credibility and effectiveness to the training program, TAT employs survivor leaders as field trainers of their national programs. In addition, all of TAT’s materials are provided free of charge and in multiple formats making it accessible to any business large or small, and TAT provides step-by-step implementation support. Lastly, TAT has partnered with law enforcement and state agencies across the nation to educate, equip, empower and mobilize the trucking and busing industries to combat human trafficking as part of their everyday jobs.

### **NATSO**

The NATSO Foundation launched an online learning tool designed to help teach truck stop owners, operators and employees how to respond if they suspect human trafficking. The course is

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<sup>44</sup> <https://truckersagainstrafficking.org/industry-training-program/>

<sup>45</sup> Numbers are provided from the TAT Trained registration webpage.

<sup>46</sup> Case specific data provided by the National Human Trafficking Hotline from December 2007-July 31, 2018. It is important to note that this is only one slice of the data pie as no one is tracking human trafficking calls into local sheriff’s offices or 911 on a national basis. TAT conducted its own survey of over 1500 drivers and truck stop employees in 2016 and found that an additional 500 victims of human trafficking had been identified and reported, with only 3 percent of those calls going to the hotline.



available free of charge to any member of the truck stop and travel plaza community.<sup>47</sup> The NATSO Foundation released a “Combating Human Trafficking” toolkit to offer truck stops and travel centers a roadmap for implementing an anti-human trafficking education and awareness program at their individual locations. In releasing the toolkit, the NATSO Foundation also introduced a 50-state chart of human trafficking awareness poster laws. The chart is designed to help members understand how to comply with state laws on human trafficking awareness. This is an important tool for truck stops and travel centers, as many state laws reference businesses that provide services and amenities which many truck stop and travel plazas offer, such as overnight truck parking, food, fuel and lodging. In addition, they make a Blue Campaign fact sheet and its posters available to truck stops and travel plazas via digital download.

### C. Busing

#### ***Busing on the Lookout (BOTL)***

BOTL is a training program of NGO Truckers Against Trafficking which provides a 30-min mode-specific training video, with information applicable to all segments of the bus industry, such as long distance, school buses, public transit, etc. BOTL provides step-by-step implementation support to the organizations and companies working with them.<sup>48</sup> In addition to the video, partners are provided with BOTL wallet cards, available in both paper and app form, industry specific, and victim-centered posters to hang in terminals or on buses, an informational brochure, and BOTL specific decals for buses which contain the National Human Trafficking Hotline (NHTH) number. BOTL meets all of the mode-specific training best practice standards, with over 100,000 bus industry employees trained or committed to being trained, and is having its impact already felt in the field.<sup>49</sup> In addition to over 60 private companies, BOTL is working with transit partners in 10 states and student transportation partners in 20 states to ensure their bus drivers also become trained to recognize and report suspected human trafficking.<sup>50</sup> While the BOTL training is designed specifically for industry personnel, coordination with bus industry partners has created opportunities for public awareness campaigns and victim-oriented education and services.

### D. Rail

#### ***Amtrak***

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<sup>47</sup> <https://www.natso.com/human-trafficking>

<sup>48</sup> <https://truckersagainstrafficking.org/bus-training/>

<sup>49</sup> On February 4, 2019, the Lakefront Lines Bus Team, who had recently completed the Busing on the Lookout (BOTL) training, was notified that a female passenger on one of their buses was allegedly being held against her will and forced into prostitution by a male passenger on the same bus, they immediately sprang into action. As the driver calmly stopped the bus, he reassured the other passengers while being as inconspicuous as possible about the reasons for the delay. He notified dispatch and triggered an internal response system within the Lakefront Lines Safety Team that swiftly communicated with law enforcement and ensured that police were on the scene as quickly as possible. Before the bus got back on the road—and safely got the other passengers to their destination—the suspect was arrested, the alleged victim was recovered, and the case was referred for further investigation. Cleveland 19 News, “Lakefront Bus Lines driver calls Westlake police after passenger says she was forced into prostitution,” <http://www.cleveland19.com/2019/02/08/lakefront-bus-lines-driver-calls-westlake-police-after-passenger-says-she-was-forced-into-prostitution/> (February 8, 2019).

<sup>50</sup> Records on file with BOTL program director, Annie Sovcik.

Human trafficking awareness training for frontline employees and law enforcement officers began at Amtrak in 2012, utilizing the initial DHS human trafficking awareness computer-based training and FLETC (Federal Law Enforcement Training Center) training for law enforcement officers. The computer-aided dispatch (CAD) system utilized by the Amtrak Police Department does not allow for marking the initial nature of calls specifically as human trafficking. Calls would likely be identified as “suspicious condition,” a catch-all category for numerous reported conditions, which makes it difficult to gauge the impact of both employee training and public awareness, based on reported incidents. However, a search of the Amtrak Police Department records management system located three incidents of human trafficking between 2011-present. Two incidents occurred in 2015 (May and June) and one in 2016 (December). One incident was reported in Washington, D.C., one in Baltimore, MD, and one in Anaheim, CA. In two of the three incidents, the officers noted that they suspected the reporting party to be a potential victim of human trafficking based upon the training they had received. In 2018, The Amtrak Police Department developed and distributed a human trafficking awareness employee training video *Hiding in Plain Sight* <https://www.youtube.com/watch?v=JXIFBFyZbPs>. The approximately 12-minute long video is distributed to employees via the Amtrak Intranet-based electronic learning management system. Content of the program includes signs and indicators of trafficking, scenarios based on actual encounters between Amtrak Police Officers and victims of human trafficking, and instructions on reporting suspected trafficking to law enforcement. The video garnered a Gold Telly Award in the “General-Safety” Non-Broadcast category and a Bronze Award in the “General-Employee Communications” Non-Broadcast category and would serve as an example for other transportation providers to emulate as they develop a human trafficking awareness training program.

#### E. Seaports

##### *Sea-Tac*

The Port of Seattle implemented its anti-trafficking strategy in January 2018, containing four key areas of focus: 1) training 2) communications and infrastructure 3) partnerships 4) policies and protocols. Moreover, they have developed a three-tier engagement plan that includes developing a training alongside its NGO anti-trafficking partner, Businesses Ending Slavery and Trafficking (BEST),<sup>51</sup> joining statewide advisory committees centered around the topic, conducting public awareness campaigns, and adopting policies, protocols and codes of conduct that will pertain to all employees port-wide.

In addition, Port Tampa Bay, in conjunction with the Port of Seattle and NGO partners, recently created a “toolkit” which includes a training webinar: <http://aapa.files.cms-plus.com/AAPAPresentations/AAPA%20Combat%20Human%20Trafficking%20Webinar%202>

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<sup>51</sup> The training is due to be completed in September 2019. BEST envisions our Ports becoming hubs for connecting potential victims of human trafficking with robust services that will help them to escape their exploiters. BEST's online, video-based training is designed to deliver core information that will be relevant for people working at aviation and maritime properties, including employees, tenants, and contractors. This core information includes: (a) What human trafficking is; (b) Laws and policies relevant to human trafficking; (c) How to identify human trafficking on Port properties; (d) How to report human trafficking, and; (e) How to prevent human trafficking.

[019-01-23.mp4](#), as well as a robust anti-trafficking in persons policy. *See Appendix K – Port of Seattle Anti-Human Trafficking Policy.*

F. Rideshare

**Uber**

Uber has partnered with a number of anti-human trafficking NGOs to provide educational tips to drivers to identify and report trafficking victims. This company began educating their drivers on human trafficking in 2017. In 2018, educational information was sent to all drivers and riders during national human trafficking awareness month via the app and in email. Targeted information was also sent to drivers in Minneapolis around the Super Bowl and for the Super Bowl in Atlanta. Uber drivers attended Atlanta's National Human Trafficking Institute, a partner of A21's "It's A Penalty" campaign, to be specially trained on human trafficking. This information is also provided to drivers who come to green light hub locations in select cities across the United States. The educational materials Uber developed with their partners for drivers is on their human trafficking landing page. The training is pushed widely to new and existing drivers, and the drivers are strongly encouraged through in-app communication and several other channels to take it, as it empowers them to act as the eyes and ears on the ground to help identify and recover victims.

Uber encourages all drivers to take the training but does not track the number of drivers who enroll in and complete the course. Drivers are encouraged and empowered to report any suspicious incidents to the police, and to provide law enforcement with any information they have. If drivers believe someone is in immediate danger they are advised to call 911 immediately. If drivers need guidance or help on what to do, they can also reach out to either the National Human Trafficking Hotline (NHTH) or to the NCMEC hotlines. Uber requests that drivers report any suspicious incidents to them through the in-app help. They have an incident response team that is available 24/7 and is trained to deal with serious safety incidents and provide drivers with guidance in such situations.

G. Office of the Attorney General (OAG)

**Texas Office of the Attorney General**

In January 2016, Attorney General Paxton formally announced the creation of the Human Trafficking and Transnational/Organized Crime (HTTOC) Section. The section was mandated by House Bill 11 (omnibus Border Security legislation) in the 2015 legislative session. No additional funds were allocated to the OAG for this purpose as the bill required the OAG to establish the division with existing resources.

The HTTOC Section in the Criminal Prosecutions Division has a total of 7 employees dedicated to the prosecution of human trafficking crimes. HTTOC is currently composed of three prosecutors, a program specialist, a crime analyst, a victim advocate, and a legal assistant. Additionally, four investigators in the Criminal Investigations Division are assigned to investigate

human trafficking cases. The prosecution arm of the HTTOC has accomplished an incredible amount since its inception.<sup>52</sup>

The OAG human trafficking training film, “Be the One in the Fight Against Human Trafficking,”<sup>53</sup> premiered in January 2018 and has been viewed in 48 states and 131 countries. On Vimeo, they have reached more than 84,000 people in addition to the distribution of several thousand DVDs. The Texas Governor’s Office is currently conducting a survey of state agencies to determine how many state employees have been trained since the Governor asked all state agencies to train employees with the film.

#### H. Department of Transportation and Applicable State Agencies

##### **Pennsylvania DOT**

Pennsylvania DOT recently launched the following initiatives to combat human trafficking through their agency.

- Interactive, 10-minute, web-based training available to all employees<sup>54</sup>
- Distributing TAT wallet cards at all driver license centers
- Public Service Announcements (PSA) on all social media channels and the televised Motor Vehicle Network
- Act 105 of 2014: Pennsylvania’s comprehensive anti-trafficking legislation
- Partnering with other transportation entities to spread awareness
- Trained over 15,000 employees by July 2018

##### **Combating Human Trafficking Through Your Agency**

Iowa Motor Vehicle Enforcement, in partnership with Truckers Against Trafficking created a webinar-based training for personnel in the following state agencies that intersect with transportation: Department of Transportation, Department of Licensing, Department of Motor Vehicles, Department of Revenue, Department of Public Safety and Department of Education. (Provide link to training webinar ... will have available early May.)

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<sup>52</sup> Prosecutors have conducted 300 plus in-person trainings on human trafficking for 20,000 plus people; Backpage.com, the single largest purveyor of escort ads in the U.S., and a major facilitator of sex trafficking, was shut down in 92 countries and pled guilty to human trafficking and engaging in organized criminal activity in Texas. Backpage.com CEO pled guilty to money laundering and agreed to cooperate against co-defendants. In addition, the HTTOC prosecution arm resolved 23 cases with pleas or trial; they have 25 trafficking cases pending in 9 counties; they ensured 327 years in prison sentences were given for human traffickers; they conducted 7 coalition builds with Truckers Against Trafficking and the Texas Trucking Association including 2 targeted builds with the oil and gas industries; they conducted 1 Human Trafficking for Prosecutors Conference in November 2017, with an additional conference planned for Spring 2020. Moreover, they conducted 4 McCain/Buffett Labor Trafficking Initiative 2-Day Law Enforcement (LE) and Prosecutor Trainings in Edinburg, Lubbock, Laredo, and Pecos, with 2 additional trainings planned for 2019 in Amarillo and Brownsville; made 150+ assists to LE, state and local agencies, district attorneys, members of the public, and 35+ direct assists provided to victims of trafficking. They continue work with human trafficking researchers around the country, as well as participate in and help lead regional coalitions, and the Texas Human Trafficking Prevention Task Force leadership and legislative agenda management. Since its inception in January 2016, HTTOC has seen a 500% increase in its average annual caseload.

<sup>53</sup> <https://www.texasattorneygeneral.gov/initiatives/human-trafficking>

<sup>54</sup> <https://www.penndot.gov/about-us/media/human-trafficking/Pages/default.aspx>

## I. Law Enforcement

### **Texas Department of Public Safety-Interdiction for the Protection of Children (IPC)**

Texas Department of Public Safety-Interdiction for the Protection of Children (IPC) is a multidisciplinary collaboration with child protective services, local prosecutors, law enforcement officers, and nonprofit organizations to rescue victims and support their recovery. Law enforcement officers learn about resources in their community, and trainees from other disciplines understand how officers identify and rescue children. The two-day training is designed for long term success by connecting officers with a team from the community to assist with ongoing efforts to combat the crime in their community. Officers have recovered 351 missing, exploited, and at-risk children and opened 158 criminal investigations since the IPC program was implemented in 2009. Nationwide, they have trained over 7,800 students in 14 states and Ontario, Canada.<sup>55</sup>

### **Truckers Against Trafficking Law Enforcement Training DVD and In-Person Training Module**

Truckers Against Trafficking (TAT) offers a free of charge 38-minute law enforcement training DVD in an effort to help educate all levels of law enforcement across the nation to recognize, investigate, and prosecute human trafficking.<sup>56</sup> TAT also provides a 4-hour in-depth law enforcement training delivered by its deputy director and a survivor-leader, in order to train law enforcement officers to understand human trafficking and ways it overlaps with prostitution; recognize trafficking indicators at inspection and interdiction stops; and implement a victim-centered approach in interactions with potential victims. Case impact is already evident, particularly within interdiction units, as well as the launch of targeted awareness campaigns to CDL holders.<sup>57</sup>

## J. Public Awareness Campaigns

### **A21's: Can You See Me (CYSM)**

The “Can You See Me?” (CYSM) campaign is a global anti-human trafficking public awareness campaign of NGO A21. The concept behind CYSM focuses on the “hidden but in plain sight” reality that underlies modern-day slavery. This campaign seeks to educate the public with the subtle indicators of human trafficking in order to expose a seemingly innocuous situation with the reality of the human trafficking that is occurring. The campaign is country-specific, and requires collaboration with the government and local NGOs to ascertain the specific type of human trafficking that is most prevalent in that particular country. In the United States, CYSM has collaborated with the USDOT through the “Put the Brakes on Human Trafficking” initiative to highlight both the use of transportation in facilitating the crime of human trafficking, and the use of the transportation sector as a platform to the millions of passengers that cross race, gender, age, and socio-economic status. In each country, CYSM has a call to action, and provides the relevant hotline in each country. CYSM materials are provided free of charge in multiple formats, and

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<sup>55</sup> [https://cops.usdoj.gov/html/dispatch/05-2018/protecting\\_children.html](https://cops.usdoj.gov/html/dispatch/05-2018/protecting_children.html)

<sup>56</sup> <https://truckersagainsttrafficking.org/law-enforcement-training/>

<sup>57</sup> <https://truckersagainsttrafficking.org/wp-content/uploads/2018/12/LE-Report-1-condensed-for-website.pdf>

customization where possible, to include additional logos and an immediate call to action to the local transportation specific security.

Best Practices from A21's *Can You See Me?* Public Awareness Campaign are as follows:

- Dual purpose – (1) as a tool for victim identification; and (2) general awareness and education tool
- Broad target audience – (1) Victim of trafficking; (2) general public; and (3) industry employees
- Specific to the local issues – (1) tailored to the prevalent human trafficking issues in the country/locality; and (2) industry specific
- Time Sensitive to Transportation: most transport entities only have 30 or 60 seconds to get a message across. Within that allotted time, the videos seek to include:
  - The current seemingly “normal” situation where the victim of trafficking is being exploited
  - The backstory that led up to that situation
  - A call to action on part of the viewer
  - A united front from all the partners to the campaign (NGOs, hotlines, governments, transportation industry, etc.).

#### **USDOT's Transportation Leaders Against Human Trafficking (TLAHT)**

The Department of Transportation's Transportation Leaders Against Human Trafficking (TLAHT) initiative is comprised of transportation and travel industry stakeholders working jointly to maximize their collective impact in combating human trafficking. To date, TLAHT has engaged with over 200 organizations from across the transportation industry. The partnership focuses on five key areas and connects transportation stakeholders to available resources on: industry leadership, industry training and education, policy development, public awareness, and information sharing and analysis.”<sup>58</sup> As part of this initiative, TLAHT provides:

- Resources for transportation stakeholders to take action against human trafficking by issuing leadership statements, signing the TLAHT pledge, developing reporting protocols, training their employees, and conducting public awareness campaigns.
- The Indicators of Human Trafficking in the Transportation Industry flyer includes several indicators.
- The site also includes awareness posters with the TLAHT “What You See Could Set Someone Free” counter trafficking tagline, and multimodal logos with the TLAHT “Put the Brakes on Human Trafficking” tagline.

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<sup>58</sup> <https://www.transportation.gov/TLAHT>

# Sample Training and Awareness Materials

## A. Airlines and Airports

### *The Blue Lightning Initiative (BLI): (Training and Public Awareness)*



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

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

**INDICATORS**

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

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

[dhs.gov/bluecampaign/indicators](https://dhs.gov/bluecampaign/indicators)

BLI-IC-2017-ENG

**REPORT CRITICAL DETAILS**

Are they preparing to board or in-flight?

What are the **airline**, **flight number(s)**, **seat number(s)**, **arrival city**, **landing time**, and **connecting flight(s)**, if known?

What are their **identities** (e.g., names, citizenship)?

What are their **physical descriptions**?

What **indicator(s)** did you see/hear?

**REPORT A TIP**

In an emergency call **911** or contact **local authorities**.

**On the Ground: ICE/HSI 24hr Tip Line**

- U.S./Canada: 1 866-347-2423 (toll-free)
- International: +1 802-872-6199

**In-Flight**

- Airline Reporting Protocol
- Flight-Deck Communications: Aircraft Communications Addressing and Reporting System or Domestic Event Network

**Federal Air Marshal (FAM) Service**  
Without compromising their anonymity, contact a FAM on your flight. This is a **LAST RESORT**.

Indicator Card – Front and Back

### *A21: Can You See Me?: (Public Awareness)*



**CAN YOU SEE ME?**

MODERN DAY SLAVERY EXISTS. IF YOU SUSPECT IT, REPORT IT.

   [A21.ORG/CANYOUSEEME](https://a21.org/canyouseeme) **888-373-7888**  
U.S. HUMAN TRAFFICKING HOTLINE



**CAN YOU SEE ME?**

MODERN DAY SLAVERY EXISTS. IF YOU SUSPECT IT, REPORT IT.

   [A21.ORG/CANYOUSEEME](https://a21.org/canyouseeme) **888-373-7888**  
U.S. HUMAN TRAFFICKING HOTLINE

Poster series – Domestic Servitude





#### DOMESTIC SERVITUDE LABOR TRAFFICKING

This woman met her traffickers in the Philippines through a job agency. The couple seemed nice and were looking for a housekeeper from their home country. They promised her an airline ticket, housing, and a good salary. At her traffickers' house in the U.S., her passport and cell phone are taken. She is abused, not paid, and threatened. In a foreign country with no money and no ID, she wants to leave but how?

#### INDICATORS\*

- Lives with a family and rarely leaves the house
- Not in control of identification documents
- Is not free to leave or come and go
- Works excessive hours for little to no pay
- Is subjected to abuse, threats, or violence
- Has few personal possessions
- Sleeps in an inappropriate space
- Shows signs of movements being controlled

\*The indicators listed here are not exhaustive and represents only a selection of possible indicators present in domestic servitude labor trafficking.

MODERN DAY **SLAVERY** EXISTS. IF YOU SUSPECT IT, REPORT IT.



**888-373-7888**  
U.S. HUMAN TRAFFICKING HOTLINE

## Indicators Flier

### B. Trucking and Truckstops

#### Truckers Against Trafficking (TAT)



## Training DVD

#### Immediately:

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

#### Warning:

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

#### Note:

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

4.18 B102

**Make the Call,  
Save Lives.**

**1-888-3737-888 (US)**  
**1-800-222-TIPS (Canada)**  
**01800-5533-000 (Mexico)**  
**Text INFO or HELP to BeFree (233733)**  
**www.truckersagainstrafficking.org**

## Wallet Card – Front



Human trafficking is modern-day slavery. Traffickers use force, fraud and coercion to control their victims. Any minor engaged in commercial sex is a victim of human trafficking. While the initial purchase of victims may occur online, the real-time sale of victims can happen in many locations, including truck stops, restaurants, rest areas, hotels/motels, strip clubs, private homes, etc. Truckers are the eyes and the ears of our nation's highways. If you see a minor working any of those areas or suspect that the person selling sex is under someone else's control in order to make a quota, call the National Hotline and report your tip:

**1-888-3737-888 (US) ■ 1-800-222-TIPS (Canada)**

**01800-5533-000 (Mexico) ■ Text INFO or HELP to BeFree (233733)**

For law enforcement to open an investigation on your tip, they need "actionable information." This would include:

- Descriptions of cars (make, model, color, license plate number, etc.) and people (height, weight, hair color, eye color, age, etc.) Take a picture if you can.
- Specific times and dates (When did you see the event in question take place? What day was it?)
- Addresses and locations where suspicious activity took place

#### Questions to Ask:

- Do you keep your own money? If not, who does?
- Do your parents/siblings/relatives know where you are? If not, why not?
- When was the last time you saw your family?
- Are you physically or sexually abused? Are you or your family threatened?
- What is the nature of the threats?

#### Trafficking Red Flags to Look For:

- Lack of knowledge of their whereabouts; not in control of ID/passport
- Restricted or controlled communication – not allowed to speak for self
- CB chatter about "commercial company" or flashing lights signaling "buyer" location
- Acknowledgement of a pimp and making a quota
- Signs of branding or tattooing of trafficker's name (often on the neck)
- A van or RV that seems out of place out by trucks; a vehicle dropping someone off at a truck and picking them up 15-20 minutes later



## Wallet Card – Back

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

# Everyday Heroes Needed



Truckers are the eyes and ears of our nation's highways. Young girls forced into sexual slavery need your help. If you see a minor working the lot or suspect pimp control, call 1-888-3737-888 and report what you know.



[www.truckersagainstrafficking.org](http://www.truckersagainstrafficking.org)

**Make the Call, Save Lives.**

You might be looking at sex trafficking if you see ...

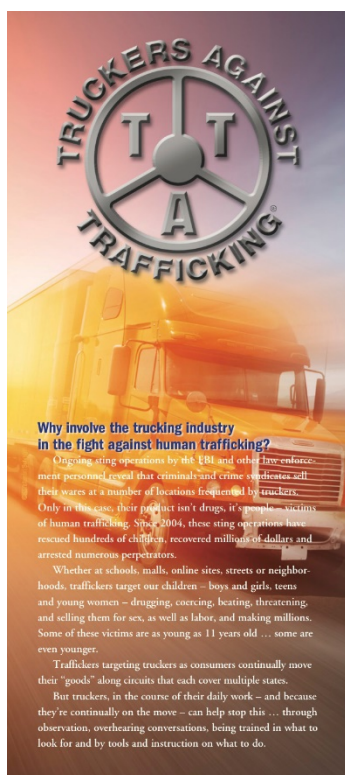
- Signs that prostitution is taking place
- Women or children looking fearful, disheveled or crying
- Multiple cars and different men continually going in and out of a residence
- Someone (typically older male) being controlling, threatening or even violent with an individual (typically younger female)
- Extraordinary security measures for a business or home

**Call the National Human Trafficking Hotline at 1-888-3737-888**  
**Text the BeFree Text Line at 233733**




<http://www.truckersagainstrafficking.org>

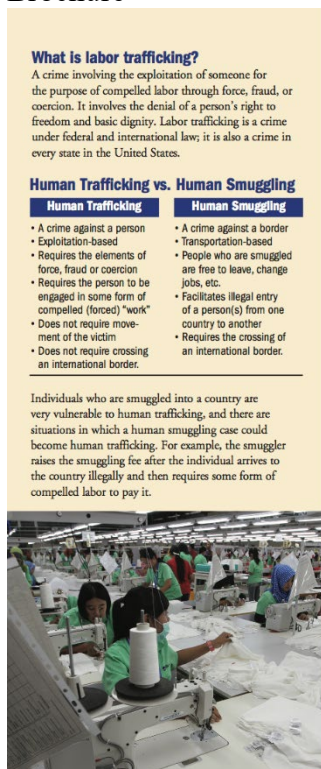
## Posters



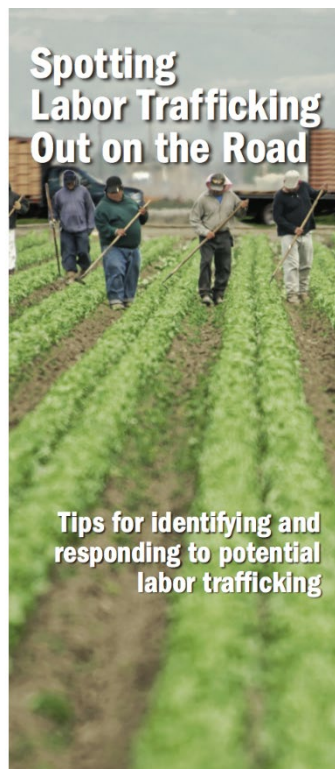
Brochure



Truck Decal



Labor Trafficking Brochure – Outside





**Truckers Against Trafficking (TAT)** is a 501(c)(3) that works to educate, equip, empower and mobilize members of the trucking and travel plaza industry to combat human trafficking. TAT accomplishes this by saturating trucking and related industries with our materials; partnering with law enforcement and government agencies to facilitate the investigation of human trafficking; and by marshaling the resources of our partners to combat this crime.

The **Colorado Human Trafficking Council**, which was established through legislation in 2014, is a 31-member council that represents a wide-range of sectors, including state agencies, law enforcement, prosecutors, NGOs, regional coalitions and task forces, legal services, victim service providers, academia, etc. in order to build and enhance collaboration to address human trafficking across the state.

#### Sectors/Places Where You May Encounter Labor Trafficking

- Agriculture, forestry, logging
- Leisure/hospitality
- Personal/domestic care
- Manufacturing
- Construction
- Janitorial services
- Traveling sales crews/forced panhandling
- Landscaping
- Illicit drug production/sales



#### Labor Trafficking Indicators

Victims of labor trafficking can be of any gender, children, or adults. Victims can be U.S. citizens or foreign nationals. Because you are out on the road and in a number of communities every day, you can play a vital role in identifying potential cases of labor trafficking and alerting authorities. Here is what to look for when you are visiting drop-off/pick-up locations or while on the road:

- A highly controlled and/or hazardous, unsafe work setting
- A work site that has heavy or excessive security measures that seem out of place
- A work site where worker housing is provided on-site and appears sub-standard, unsafe, and closely monitored
- Workers at drop-off/pick up locations that avoid or are prevented from speaking to you
- If workers speak with you, they exhibit abnormal or concerning behavior including, but not limited to:
  - o Being fearful, anxious, submissive, nervous or tense
  - o Avoiding eye contact, speaking softly
  - o Giving you responses that seem scripted or rehearsed
  - o Expressing a fear of law enforcement
- Individuals you encounter are in poor physical health, appear malnourished, and show signs of abuse or lack of medical care
- Individuals you encounter have little knowledge of where they are working and/or do not have a sense of time
- If an individual speaks to you and mentions:
  - o They work excessively long hours and are provided few or no breaks
  - o Fees or deductions are made from their paychecks for housing, food, work-related equipment, etc.
  - o Withholding of identification documents (e.g. passport, driver's license, etc.)
  - o Threats of, or actual verbal, physical or sexual abuse by an employer

#### How You Can Help

**1. Educate yourself and others** about labor trafficking. Share this brochure and other materials about labor trafficking with your colleagues and others in the transportation industry.

**2. See it, report it.** If you believe you have encountered a situation of labor trafficking, report the information to the National Human Trafficking Hotline (1-888-3737-888). Trust your gut; you don't have to be 100 percent certain - leave that to the experts.

**3. Start by believing.** *If in doubt of yours or the potential victim's safety call the hotline or law enforcement. Do not put anyone in harm's way.* If you find yourself able to safely engage in conversation with a potential trafficking victim, you may want to ask a few questions to gauge the situation. For example,

- Do you feel safe at your workplace?
- Is the job different from what you expected or were promised?
- Do you owe a debt to your employer?
- Do you feel you can leave your job if you wanted to?
- Are you in possession of your own legal documents or identification?

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



## Labor Trafficking Brochure – Inside

#### What is human trafficking?

Human trafficking is a worldwide, \$32-billion criminal activity enslaving hundreds of thousands of victims each year into labor and sexual slavery and exploitation through force, fraud or coercion. In this country, between 100,000-300,000 American children are estimated at risk of being trafficked annually.

Because this crime depends on the anonymity and easy control of its victims, traffickers regularly transport and sell them at places they find to be most convenient for them and the easiest to access. Nationwide FBI stings have revealed that truck stops and travel plazas are among those places. Truck stops and travel plazas have been one of the locations from which minors enslaved in sex trafficking have been rescued and the pimps/traffickers selling them have been arrested.

Ask yourself:

1. Does law enforcement show up at your establishment for prostitution-related calls?
2. Have you observed minor girls (and maybe boys), as well as women, scantily dressed, coming in to use your restroom facilities or going from truck to truck on the lot?
3. Have you ever seen a car pull into your lot with one male and a number of females who emerge from the car and then begin frequenting the trucks?
4. Have you ever seen an adult accompanying a minor into the trucker shower area?
5. Do you routinely see a particular vehicle coming to your lot, dropping off girls and then parking in an area where the car isn't easily seen?

If you can answer yes to any of these questions, you may have human trafficking taking place on your lot, where minors (or adult women) are under the control of a pimp who is selling them for his/her gain and their exploitation. Pimps use violence, beatings, rape, drugs, threats, fraud of all types and other forms of coercion to control their victims. The average age for a young girl to enter into the sex-for-sale industry in the United States is 13. Any minor engaged in prostitution is not a prostitute, but a trafficking victim, under the control of a trafficker or pimp.

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

1-888-3737-888 (US)  
1-800-222-TIPS (Canada)  
[truckersagainstrafficking.org](http://truckersagainstrafficking.org)



BT14 2/14

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



**TAT training tips  
for general managers  
and truck stop employees**



[truckersagainstrafficking.org](http://truckersagainstrafficking.org)

## Truck Stop Brochure – Outside

## Truckers Against Trafficking

Truckers Against Trafficking (TAT) is a non-profit organization committed to educating, equipping, empowering and mobilizing members of the trucking industry to fight human trafficking in the course of their everyday work. Given the training and the tools, members of the trucking industry can play a significant role in closing the loopholes to traffickers who seek to exploit the trucking businesses in your community for criminal gain.

We have a free training DVD you can access by going to [www.truckersagainstrafficking.org](http://www.truckersagainstrafficking.org) or by writing [tat.truckers@gmail.com](mailto:tat.truckers@gmail.com) for a personal or staff copy. We also have free wallet cards available, as well as posters, for use and to hand out to trucking customers. These cards have red flags to look for, questions to ask, information to report and the national human trafficking hotline number of 1-888-3737-888. Additionally, we can provide half-day conferences in your area between law enforcement and truck stop/travel plaza general managers to build coalitions for greater cooperation, understanding and effective activity in apprehending traffickers and stopping their operations in your locale. Please contact [tat.truckers@gmail.com](mailto:tat.truckers@gmail.com) if you'd like more information about having one of these coalition builds scheduled.

## Key things to remember for truck stop/travel plaza staff

Because travel plaza/truck stop personnel are *critical* to the successful arrest of perpetrators and rescue of trafficking victims, here are some training tips for you and the rest of your staff:

1. *If you're the general manager of a travel plaza/truck stop*, please educate your staff about human trafficking. Have them watch the TAT training DVD. Give them the TAT wallet cards, and share the following with them, instructing them that, in addition to making the needed calls, they should inform you or the manager-on-duty if any of the following occur, or they notice any of the following, in the course of their work.
2. *TAT tells members of the trucking industry, especially drivers*, that if they encounter human trafficking at a truck stop or travel plaza, they need to not only call the national human trafficking hotline number (1-888-3737-888) themselves, but to go inside the well-lit safety of the building and report this lot activity to the manager-on-duty. Because drivers are

not attached to your community, it is important local staff make a report to your community law enforcement as well. Traffickers can be dangerous people. We don't want you or a driver to engage them and attempt to run them off or rescue victims. Involve local law enforcement from the start.

3. *If you see an adult and a minor heading to the trucker shower area*, restroom or other secluded spot at your establishment ... particularly if this is a man with a young girl ... call the national human trafficking hotline number (1-888-3737-888) and your local law enforcement to report it.
4. *Pay attention to customers, especially minors*, who come in to use the restroom or buy something to eat or drink, who may look frightened, depressed, beaten or uncomfortable with their situation or who are scantily and/or inappropriately dressed. Try to engage them in conversation to see if they know where they are, if they need assistance, if they seem under stress. You might even ask them how they are and if everything is okay. It makes a world of difference to be noticed by someone who cares and is interested in their well-being and safety, especially if it is a minor under duress. She/he may give you some indication help is needed or give you enough suspicion that you need to make a call.
5. *Pay attention to conversations you may overhear from customers* talking about purchasing sex. If this is going to happen on your lot, make the call to the national human trafficking hotline number (1-888-3737-888) and local law enforcement.
6. *Also pay attention to any flashing lights between trucks or the use of any other equipment* that appears to be signaling between trucks parked on your lot. If you see this in conjunction with minors walking the lot, call the national human trafficking hotline number (1-888-3737-888) and local law enforcement to report it.
7. *Take down the license plate number, the make, color and model of any car* that routinely frequents your lot, dropping off girls. Call the national human trafficking hotline number (1-888-3737-888) and your local law enforcement to report this.

8. *If you suspect a human trafficking situation*, even if you're not completely sure, contact the national human trafficking hotline number (1-888-3737-888) and your local police. It's okay to be wrong, and that's better than doing nothing and letting a trafficker leave with a victim who may have no other chance at rescue.

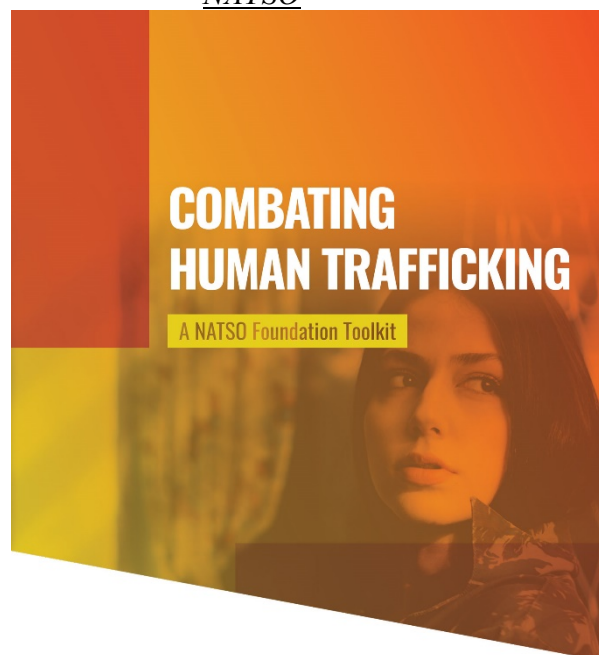
9. *If you have business neighbors – a hotel/motel or a restaurant or any similar operation* – please take the time to talk to them about human trafficking; share the TAT training DVD with them and the wallet cards; expand the reach of those who can potentially help with the rescue of victims and the arrest of trafficking perpetrators. Reduce the access, the convenience, and, therefore, the financial viability of traffickers, and you'll have helped protect our children and stop this most egregious crime.

10. *Increase the possibility of recovering a missing child at high risk for child sex trafficking*. The National Center for Missing & Exploited Children (NCMEC) has developed a High-Risk Child Poster Listserve to increase the visibility of missing children at high risk for sex trafficking. You are encouraged to register to receive these posters by visiting [truckersagainstrafficking.org](http://truckersagainstrafficking.org) and clicking on the NCMEC logo. You can choose to share these posters with your staff or hang the posters in a location visible to customers – either way you could help save a life!

Keep human trafficking on the radar screen of all staff at the truck stop/travel plaza. Make sure all staff, anyone newly hired, sees the TAT training DVD. Keep TAT wallet cards and other materials well stocked in driver lounges and other places drivers frequent to spread the word. Maybe this isn't happening on your lot today ... but it may be happening next month. Maybe this isn't happening on your lot today ... but it may be happening at the next lot a driver frequents. Traffickers may work individually or they may be part of large prostitution rings working their victims on particular circuits. Your observations and actions, and those of your staff, could result not only in the rescue of victims but in the disruption and dissolution of major human trafficking activity.

## Truck Stop Brochure – Inside

### NATSO



HOW TRUCKSTOPS  
HELP PEOPLE



## Toolkit Cover



## KEY COMPONENTS

### of a Comprehensive Anti-Human Trafficking Initiative

Whether your truckstop or travel center is just beginning to engage in the fight against human trafficking or whether you are renewing an existing commitment, here are five key components of any anti-human trafficking program.



#### 1 EDUCATION

Train your employees: Learn the indicators of human trafficking using the NATSO Foundation's online course "The Role of Truckstops in Combating Human Trafficking" to ensure that you and your employees are prepared to recognize and respond to suspected incidents of human trafficking. The online learning module is free to anyone in the truckstop and travel center community and is available at <https://www.natso.com/onlinelearning>. Learn more about the NATSO Foundation's online learning tool on page 8.



#### 2 AWARENESS

Post anti-human trafficking awareness materials in your location: A growing number of states require businesses, including truckstops, to hang human trafficking awareness posters in their locations. Through its alliance with the Department of Homeland Security's Blue Campaign, the NATSO Foundation provides the DHS Blue Campaign's anti-human trafficking training and awareness materials—including posters, handouts and other materials—to the nation's truckstops and travel centers. These materials list one of two hotline numbers that people can call to report tips or seek help. Find out if your state mandates human trafficking awareness posters and learn how to access posters that meet the requirements on page 10.



#### 3 BE WELL INFORMED

Participate in a regional coalition meeting with law enforcement and other business owners and operators: Regional coalition meetings hosted by Truckers Against Trafficking and co-sponsored by the NATSO Foundation provide an opportunity to educate members of the business community, transportation and law enforcement about human trafficking. They also serve as an open forum to discuss human trafficking trends in regional areas and to explore collective ways to combat this crime. All truckstops and travel centers, regardless of NATSO membership, are invited to attend these private coalition meetings. [Learn more on page 13.](#)



#### 4 ADVOCATE

Meeting with local, state and federal representatives is one of the best ways to let them know that you care about human trafficking and are making a difference. TravelCenters of America and NATSO, Inc. in 2017 hosted Rep. Ann Wagner (R-Mo.) at TA's Foristell, Mo., location as part of a congressional site visit designed to discuss the industry's anti-human trafficking education campaign. Rep. Wagner visited with TA employees and toured the facility to learn more about how TA educates and trains its employees to identify and report suspected incidents of human trafficking. [Learn more about how to host your own Congressional site visit on page 14.](#)



#### 5 POWER OF PARTNERSHIP

The NATSO Foundation works with myriad federal, state and other organizations to learn the most up-to-date information about human trafficking and share it with the truckstop and travel plaza community. To date, the NATSO Foundation has partnered with: The Department of Homeland Security, the Department of Transportation, the National Center for Missing and Exploited Children, Polaris Project, Truckers Against Trafficking and others. [Learn more about these partnerships and how you can utilize these resources on page 18.](#)

## Toolkit Page 2-3

### WHAT IS

### Human Trafficking?

Often described as modern-day slavery, human trafficking involves the use of force, fraud or coercion to obtain some type of labor or commercial sex act.

Although exact numbers are unknown, the Department of Homeland Security estimates that approximately 18,000 persons are trafficked into the United States from more than 50 countries every year. More than 300,000 children are trafficked within the United States annually, with homeless children and runaways representing one of the most at-risk groups. Human trafficking victims come from all walks of life and all ethnic backgrounds.

It's important to understand that human trafficking is not the same as human smuggling. Human trafficking is the recruiting, transporting, harboring or receiving of a person through force to exploit him or her. Human smuggling is the transport of an individual from one destination to another, for example across a border, and includes his or her consent.

Runaway and homeless youth who lack a strong support network are particularly at risk of human trafficking. Runaway youth are often approached by traffickers at transportation hubs, shelters or other public spaces. More than 300,000 boys and girls are trafficked within the United States annually, according to estimates.

#### THERE ARE DIFFERENT TYPES OF HUMAN TRAFFICKING:

**Sex Trafficking:** is when traffickers use force, fraud or coercion to compel an individual to engage in commercial sex. Anyone under the age of 18 engaging in commercial sex is considered to be a victim of human trafficking.

**Forced Labor:** Forced labor is defined as situations in which persons are coerced to work through the use of violence or intimidation, or by accumulated debt, retention of identity papers or threats of denunciation to immigration authorities.

**Domestic Servitude:** Involuntary servitude is a United States legal and constitutional term for a person laboring against that person's will to benefit another. Victims often are forced to work under the threat of violence. Victims of domestic servitude in the United States are most often foreign national women with or without documentation living in the home of their employer. They often have their identification taken from them by their traffickers.

**Debt Bondage:** Bonded labor occurs when traffickers or recruiters unlawfully exploit an initial debt a worker assumed as part of the terms of employment. Debt bondage, also known as peonage, can be made to look like an employment agreement. However the worker starts with a debt to repay only to find that repayment of the loan is impossible.

Whether you live in rural America or a big city, human trafficking is taking place in neighborhoods and communities across the United States. Human trafficking occurs across all forms of transportation and in many legitimate businesses that are unknowingly used for this illicit activity.

The internet has been identified as the No. 1 platform that traffickers use for buying and selling women and children for sex in the United States. Victims are commonly marketed on websites.

While many people associate human trafficking with street-based prostitution, human trafficking can occur in all types of legitimate businesses including hotels and motels, casinos and at major sporting events.

Truckstops and travel plazas that encounter human trafficking most likely would confront it in the form of commercial sex trafficking.

The Department of Homeland Security estimates that approximately **18,000 persons** are trafficked into the United States from more than **50 countries** every year.

## Toolkit Page 4-5



# HUMAN TRAFFICKING IN AMERICA IS MODERN DAY SLAVERY

FORCED LABOR | SEX TRAFFICKING | DOMESTIC SERVITUDE

IT'S HAPPENING IN OUR COMMUNITY  
**GET INFORMED**  
DHS.GOV/BLUECAMPAIGN



REPORT SUSPECTED TRAFFICKING  
**1-866-DHS-2-ICE**  
1-866-347-2423

VICTIM SUPPORT CALL  
**1-888-373-7888**

OR  
TEXT  
INFO or HELP  
to BeFree (233733)

DHS-NATSO Foundation Posters





DHS-NATSO Foundation Posters

C. Busing

*Busing on the Lookout (BOTL)*



Training DVD



National Hotline: 1-888-3737-888 (Multi-Lingual)  
1-800-222-TIPS (Canada)  
01800-5533-000 (Mexico)  
Text INFO or HELP to BeFree (233733)

Report by Email: [help@humantraffickinghotline.org](mailto:help@humantraffickinghotline.org)

**Warning:** Please do not approach traffickers. Call the hotline, and if instructed, the local police (911). Allow law enforcement to deal with traffickers and recover victims. Approaching traffickers is not only dangerous for you and their victims but could lead to problems in the eventual prosecution of traffickers. Also, please notify dispatch or your manager of the suspicious activity.

For more information on combating human trafficking,  
go to [truckersagainstrafficking.org](http://truckersagainstrafficking.org).



2718 BDDCA

**Make the Call,  
Save Lives.**

1-888-3737-888 (US)  
1-800-222-TIPS (Canada)  
01800-5533-000 (Mexico)  
Text INFO or HELP to BeFree (233733)

[www.truckersagainstrafficking.org](http://www.truckersagainstrafficking.org)

## Wallet Card – Front

Human trafficking is modern-day slavery. Traffickers use force, fraud and coercion to control their victims. Any minor engaged in commercial sex is a victim of human trafficking. Trafficking can occur in many locations, including bus terminals, restaurants, hotels/motels, strip clubs, casinos, private homes, truck stops, etc. Moreover, traffickers utilize bus terminals to recruit victims out of, as well as the bus itself to transport their victims. Whether you work behind a ticket counter, conduct bus maintenance, or are a professional driver, members of the bus industry are in a position to spot potential human trafficking situations and save a life. To report a tip or to help a victim access services, call the National Hotline at:

**1-888-3737-888 (US) • 1-800-222-TIPS (Canada)  
01800-5533-000 (Mexico) • Text INFO or HELP to BeFree (233733)**

For law enforcement to open an investigation on your tip, they need "actionable information," and as many details as you can provide. Specific tips helpful when reporting to the hotline would include:

- Descriptions of cars (make, model, color, license plate number, etc.) and people (height, weight, hair color, eye color, age, etc.) Take a picture if you can.
- Specific times and dates (When did you see the event in question take place? What day was it?)
- Addresses and locations where suspicious activity took place

## Make the Call, Save Lives.

### Questions to Ask:

- Do you know the person who is picking you up?
- Do you feel safe with the person you're travelling with?
- Do your parents/siblings/relatives know where you are? If not, why not?
- Are you free to come and go as you please?
- Are you or your family being threatened? What is the nature of the threats?

### Trafficking Red Flags to Look For:

- Restricted or controlled communication-not allowed to speak for self
- Disheveled appearance, unkempt, alone, scared/crying
- Minors traveling without adult supervision
- Offers to exchange sex for a ride, meal, etc.
- Does not know the person who is picking them up
- Any acknowledgement that she/he has a pimp and is making a quota
- Signs of branding or tattooing (often of trafficker's name)
- Is not in possession of own ticket or ID

## Wallet Card – Back



### ***BUSING ON THE LOOKOUT (B.O.T.L.)***

When building an army to fight a crime like human trafficking, the bus industry — commercial and school — has a key role to fill, primarily due to the actions of human traffickers themselves:

- Human traffickers use bus terminals and bus stops as recruiting areas when they're looking for vulnerable people, primarily minors and young adults, to exploit.
- Human traffickers use buses to transport their victims, whether by using a bus to bring victims to them or to take their victims to locations where they'll be sold.
- When victims are able to get out, some rely on bus transportation to escape.
- Human traffickers recruit out of schools, and some victims continue to attend school during the day — and ride the school bus — while they are being trafficked or groomed at night.

Human traffickers are counting on people not paying attention and not knowing the signs to look for or the questions to ask. *If every bus driver and bus station employee* could be trained to identify the signs of human trafficking and how to report it effectively, imagine how many victims could be recovered and, potentially, how many traffickers could be arrested!

Brochure



Dash Stickers

# LOVE DOESN'T HURT. TRICKS AND PIMPS DO.

Lisa was 16 years old and living on the streets when Scott, a handsome 25 year old, promised her love, financial security, and a place to call home. She thought she had it all until Scott told her she must sell herself to keep it. If somebody is asking you to sell your body or putting you in harm's way, that's not love.



**Call the National Human Trafficking Hotline.**  
**888-3737-888 or text the BeFree Text Line at 233733**  
**Anonymous | Confidential | Toll-Free | 24/7**

If you or someone you know is being forced to engage in any activity and cannot leave, whether it is commercial sex, housework, farm work, construction, factory, retail or restaurant work, or any other activity, call the National Human Trafficking Hotline at 888-3737-888 to access help and services.

# NOT SURE WHAT YOU'RE WALKING INTO?

Thousands of girls, boys, women and men are forced into prostitution each year, as sex traffickers lure them into the life with promises of work opportunities and romance. You are not alone. You have other options.



**Call the National Human Trafficking Hotline.**  
**888-3737-888 or text the BeFree Text Line at 233733**  
**Anonymous | Confidential | Toll-Free | 24/7**

If you or someone you know is being forced to engage in any activity and cannot leave, whether it is commercial sex, housework, farm work, construction, factory, retail or restaurant work, or any other activity, call the National Human Trafficking Hotline at 888-3737-888 to access help and services.



D. Rail

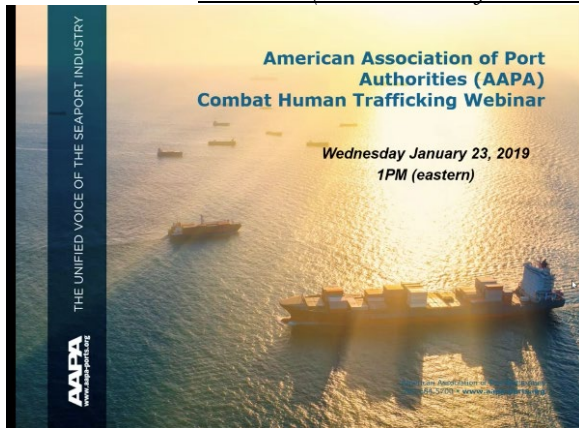
Amtrak



Training Video

E. Seaports

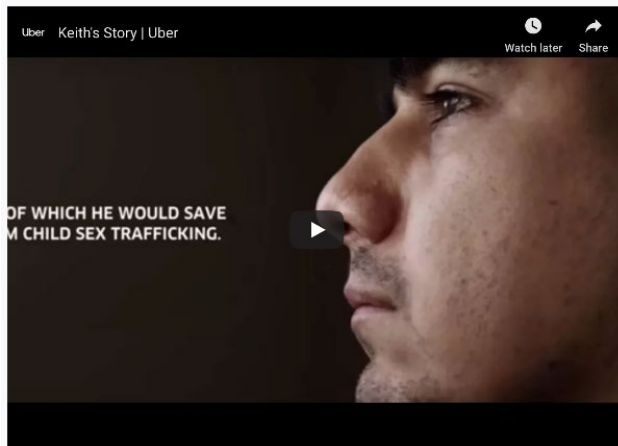
Sea-Tac (need toolkit from Paul and outcomes from Mar)



Training Webinar

F. Rideshare

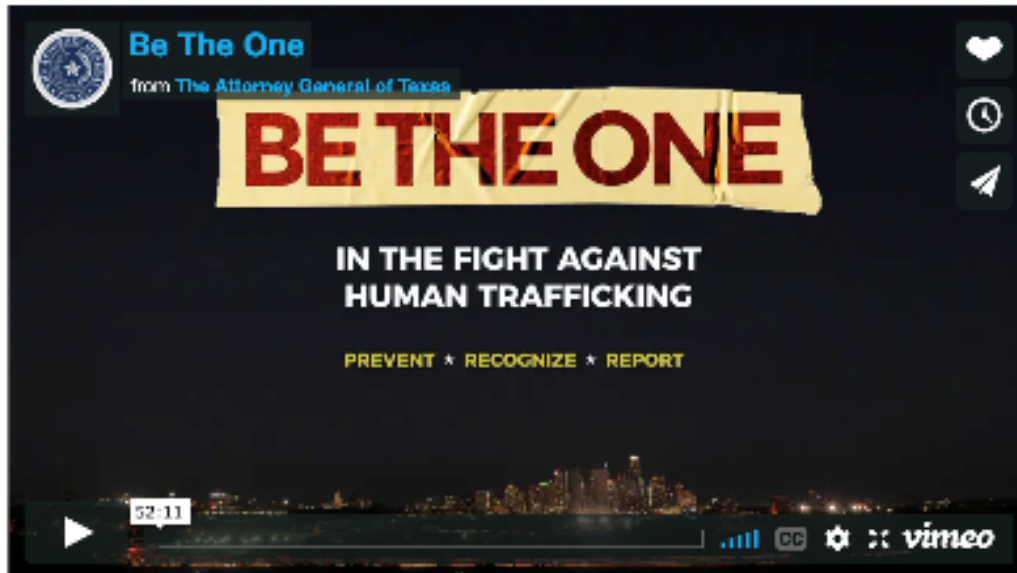
Uber



Training Webinar

G. Office of the Attorney General (OAG)

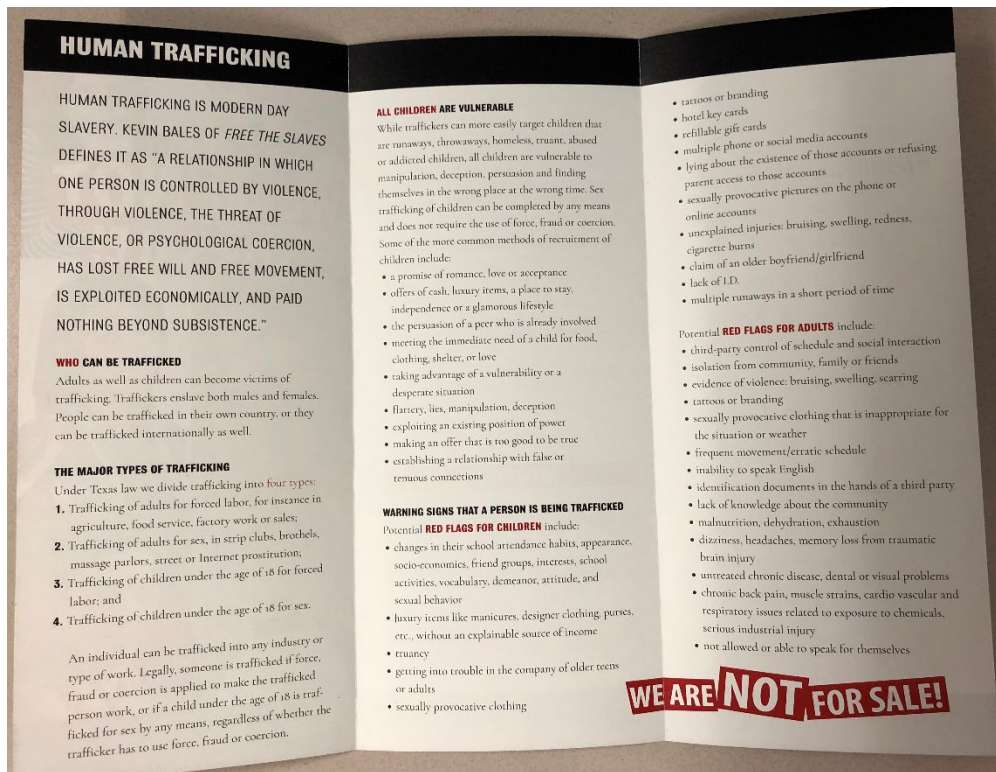
Texas Office of the Attorney General



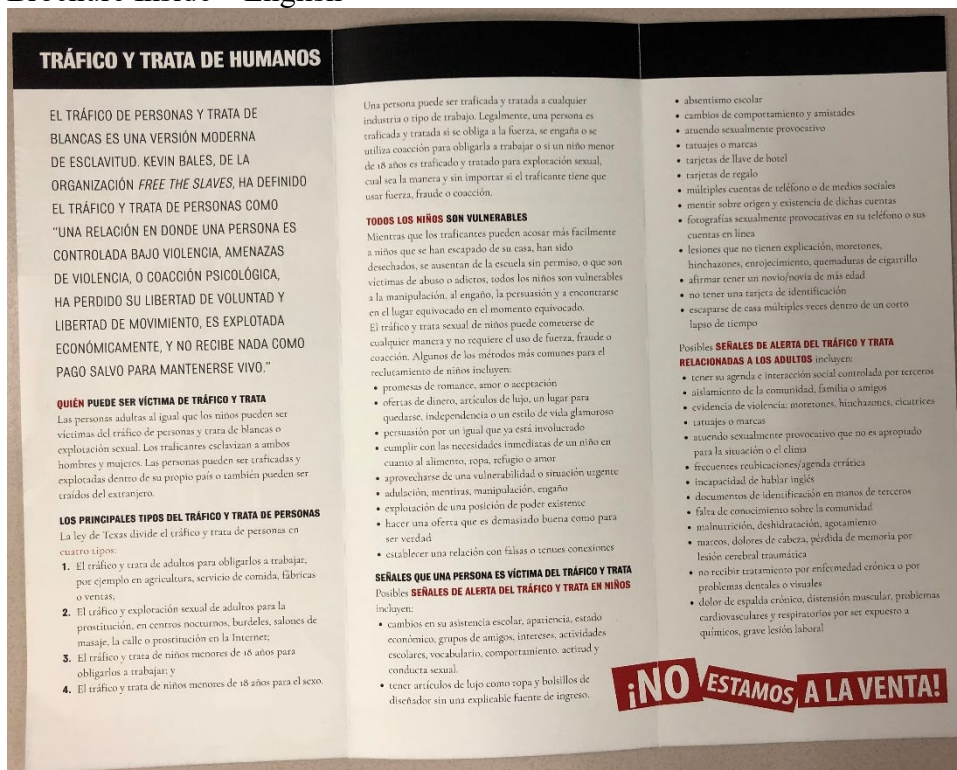
Video



Brochure Covers – English and Spanish



Brochure Inside – English



Brochure Inside –Spanish



## HUMAN TRAFFICKING RED FLAGS

HUMAN TRAFFICKING IS MODERN DAY SLAVERY  
IT IS THE EXPLOITATION OF MEN, WOMEN, AND CHILDREN FOR FORCED  
LABOR OR SEX BY A THIRD PARTY FOR PROFIT OR GAIN.

### RED FLAG FOR MINOR AND ADULT SEX TRAFFICKING

- Visible injuries, bruising, swelling, redness
- Inconsistent stories
- Descriptions of multiple sexual partners in Sexual Assault Nurse Examiner (SANE) exams
- Recently transferred driver's license (DTL)
- Refusal to make eye contact
- Overly sexual online profiles
- Social media posts that mention the phone or online accounts
- Feared by other students for being sexually active or a prostitute
- Background.com ads are linked to a person, business name, or phone number on Google
- Gang signs and/or affiliation
- Branding and tattoos
- Back of neck
- Underscore
- Ankles
- Above the breasts
- Matching tattoos with trafficker
- Multiple cars looking alike: new, shiny, clean, repairs, fresh flowers
- Third-party control of identity documents
- Contents of a suspicious vehicle and/or location
- Hotel receipts
- Credit card receipts
- Luggage
- Condoms
- Female personal hygiene items in a place of business
- New high end clothing recently purchased
- Rules of money
- Prepaid credit cards or gift cards
- Child with multiple runaways within a short period of time
- Child who runs away with older person who is not related to them
- Child appears much older than stated age in appearance
- Child has a rehearsed story, but inconsistent throughout
- Child has in-depth knowledge of life on the streets
- Child thinks that "adult life" and "independence" is the greatest value
- Evidence of controlling relationship
- Situation from friends and family is "significant other"
- Unable to make simple decisions
- Claim of boyfriend or girlfriend
- Relationship with an older individual
- Fake or no identification
- Multiple phone or social media accounts
- Languages
- Background.com
- Escapes
- Family
- Friends
- Inconsistent
- Phone
- Me and key
- Changes in the child's appearance, friend groups, socio-economic status, level of sexualization, activities, or relationship to authority

## HUMAN TRAFFICKING RED FLAGS

### RED FLAG FOR LABOR TRAFFICKING

- Not free to leave or move at will
- Unpaid, paid very little, or paid only through tips
- Work schedule and/or location not as advertised
- Not allowed breaks or suffers under unusual restrictions at work
- Owns a large debt and is unable to pay it off
- High security measures may be required at work
- and/or living locations, e.g., opaque windows, boarded up windows, barred wire, security cameras, etc.
- Malnutrition, dehydration, exhaustion, stunted growth
- Dizziness, headaches, memory loss from traumatic brain injury
- Unrelenting chronic infections
- Dental and/or vision problems
- Chronic back pain, muscle strains, cardiovascular and respiratory issues related to exposure to chemicals, serious industrial injury
- Fearful, anxious, depressed, submissive, tense, or neurotic/paranoid
- Exhibits unusually fearful or anxious behavior after bringing up law enforcement
- Avoids eye contact
- Lack of health care
- Appears malnourished
- Shows signs of physical and/or sexual abuse, physical restraint, confinement, or torture
- Living where they work and in space not zoned for living space
- Transported to and from work by the employer
- Living in squalid conditions
- And too many people in the space with insufficient beds
- Food hygiene and living conditions provided by the employer
- Do not have the proper licensing whether for driving, soliciting, running the equipment, providing the services or even to be a business within city limits
- Claims of just visiting and inability to clarify where he or she is currently residing
- Lack of knowledge of whereabouts and/or do not know what city he or she is in
- Loss of sense of time
- Numerous inconsistencies in his or her story
- Answers appear scripted or rehearsed
- Withdrawn from the community
- Not in control of his or her own money, no financial records, or bank accounts
- Non-English speakers
- Inconsistent or false promises concerning the nature and conditions of his or her work
- Recruitment fees - may be in one or multiple payments
- Multiple modes of payment, e.g., cash, money order, or citizenship
- High fees for substandard living arrangements
- Not in control of his or her own identification documents, i.e., government identification or passport
- Not allowed or able to speak for themselves - a third party may insist on being present and/or translating

## HUMAN TRAFFICKING RED FLAGS

### RED FLAG FOR MASSAGE PARLORS/SPAS

- Permit or license for something other than actual business
- Identify clientele is not only men that receive services at the "spa"
- Location may have a guarded entrance
- Cameras both inside and outside
- Location otherwise may be disguised as a hotel, etc.
- "Employee" may be forced to and from work by the "spa employee" or may live at the location
- Location may be locked and opened only when someone is at the door with a phone
- Men walking through the parking lot talking on their cell phone
- Consistent in the parking lot

### HOW YOU CAN BE THE ONE

1. Pay attention to the people in your community, your surroundings, and report red flag behaviors.
2. Don't wait to call. Make your report timely. Those moments matter.
3. Don't approach traffickers yourself. That can place you, the victim and any future prosecution in danger.
4. If the conduct you observe is an emergency, call 911 and tell them you believe that you have observed human trafficking. Don't worry about being wrong. Your call may be the one that saves a life.
5. If it is not an emergency or you need to remain anonymous, call the National Human Trafficking Hotline at 1-888-373-7865.
6. Provide "actionable information":
  - Descriptions of cars, make, model, color, license plate
  - Descriptions of people, height, weight, hair color, age, eye color
  - Specific times, dates and locations when and where you saw the conduct
  - Take a picture if you can safely do so.

THOSE DETAILS MAKE THE DIFFERENCE!

## Red Flags – English

### SEÑALES DE ALERTA DE TRATA DE PERSONAS

LA TRATA Y TRÁFICO DE PERSONAS ES ESCLAVITUD MODERNA.  
ES LA EXPLOTACIÓN DE HOMBRES, MUJERES Y NIÑOS POR ALGUIEN QUIEN SE LUCRA  
O BENEFICIA AL FORZAR A VÍCTIMAS A TRABAJAR O A TENER ACTIVIDAD SEXUAL.

#### PARA MENORES O ADULTOS EXPLOTADOS SEXUALMENTE

- Lesiones visibles, moretones, inflamación, eritema
- Historias inconsistentes
- Duración anómala de Exámenes Examinadores de Abuso Sexual (SANE) se menciona que hay múltiples parejas sexuales
- Eritematoso, venenoso, eritema
- No hacer contacto visual
- Perfil en internet muy sexualmente provocativo
- Fotografía muy provocativa sexual en sitios sociales o en internet móvil
- Control de bonos de estudiantes por actividad sexual o prostitución
- Anuncios en sitios como Background.com que se conectan con un individuo, negocio o número de teléfono en Google
- Signos de pandillas y/o afiliación
- Tatuajes en el cuello
- En las amarras
- Tatuajes
- Arriba de senos
- Arriba de brazos y/o
- Tatuajes que coinciden con el del traficante
- Tarjetas personales de negocio que no tienen domicilio, florista, zapatería, reparaciones, taller
- Documentos de identidad que son controlados por terceros personas
- Anuncios sospechosos de vehículos o sitios
- Recibos de farmacia
- Recibo de hotel
- Condiciones/presenancia
- Artículos de higiene femenina en un sitio de negocio
- Libros/revistas de cuentas de hotel
- Rollos de dinero
- Recibo de tarjeta de crédito de negocio
- Mejor calidad de servicio de hotel
- Mejor casa en un corto tiempo
- Menor relación con una persona mayor que no es su familiar
- Menor que en apariencia se ve mucho mayor que su edad
- Menor que tiene explicaciones ya escuchadas pero que parecen inconsistentes
- Menor que tiene y muestra ser muy condescendiente de la vida en la calle
- Menor que piensa que "ser independiente" o "ser adulto" es la más importante
- Evidencia de que hay una relación de control
- Actividades planificadas ya discutidas por alguien más
- Alimento de amigos y familiares
- Recibo de tarjeta de crédito sin la tarjeta
- Descripción de "mi vida pasada"
- Dice que tiene novio o pareja que es mayor en edad
- Identificación falsa o no tiene identificación
- Múltiples cuentas en redes sociales o en teléfonos
- Territorio
- Background.com
- Escapes
- Familia
- Friends
- Inconsistent
- Phone
- Me and key
- Cambios en la apariencia del o de la menor, cambios en grupo de amigos, en estado económico, actividad sexual, actividades, o cambios en su relación con autoridades.

### SEÑALES DE ALERTA DE TRATA DE PERSONAS

#### DE TRATA DE TRABAJADORES

- No reciben pago, les pagan muy poco o solo por gratia
- Trabajan horarios excesivos y/o inusuales
- No les permiten descansar o laboran bajo condiciones inusuales
- Debe grandes cantidades de dinero que no puede pagar
- Cuentan altas medidas de seguridad en el sitio de trabajo y/o en la vivienda tal como ventanas opacas, ventanas
- Clausuras, ventanas bloqueadas con barras, alarmas de pánico, cámaras de seguridad, etc.
- Señales de malnutrición, deshidratación, fatiga y crecimiento retrasado
- Heridas, dolores de cabeza, pérdida de memoria por golpes o trauma en la cabeza
- Infecciones crónicas que no son atendidas
- Problemas crónicos de la piel
- Efectos de estar expuesto a químicos o lesiones por trabajo pesado como dolor de espalda crónico, tendinitis o problemas respiratorios o cardiovasculares
- Temores, con ansiedad, depresión, tensión o nerviosismo o paranoia
- Muestra comportamiento muy temeroso o ansioso frente a agentes de la ley
- Evade contacto visual
- No tiene seguro médico
- Apariencia de malnutrición
- Muestra señales de abuso físico y/o sexual, de estar restringido físicamente, confinado, o torturado
- Vive en su sitio de trabajo o en lugares donde no hay residencias
- Es transportado por empleado al sitio de trabajo
- Vivienda deficiente con muchas personas habitando en el mismo sitio con camas inflables
- Alimentos, productos de higiene y habitación, todo es provisto por empleador
- No cuenta con licencia de conducir o cualquier otro licencia para el trabajo que desempeña en la localidad donde trabaja
- Dice que solo está de visita y no puede decir con claridad donde vive actualmente
- Permite que alguien más le tome fotos
- Perdida del sentido del tiempo
- Numerosas inconsistencias en sus relatos de los hechos/historia
- Respuestas parecen ensayadas o preparadas
- No sabe de la comunidad
- Poca o ninguna pertenencia
- No tiene control de su dinero, no tiene records financieros, o cuentas bancarias
- Ha huido antes
- Han sido controlados para trabajar con falsas promesas sobre la naturaleza y condiciones de trabajo
- Hay varios intermediarios cuando se les contrata
- Tiene que pagar cuotas para obtener empleo en ocasiones varios pagos
- Promesas de obtener documentos de residencia permanente como tarjetas verdes o ciudadanía
- Cuentas de alquiler altas por vivienda deficiente
- No control de sus documentos de identificación
- Personal identificación del gobierno o pasaporte
- No se le permite hablar por sí mismo, una tercera persona insiste en estar presente y/o traducir

### SEÑALES DE ALERTA DE TRATA DE PERSONAS

#### PARA SALAS DE MASAJE/SPA

- Permitir o licencia para algo más que los negocios de masaje
- Identifique la clientela, ¿son solamente los hombres que reciben servicios en el "spa"?
- El lugar tiene la entrada vigilada
- Tienen cámaras por dentro y por fuera
- El frente de la ubicación puede estar enmascarado, bloqueado, etc.
- "Empleado" pueden ser transportados del trabajo a casa por los "empleados del spa" o pueden vivir en el lugar
- El lugar se abre o cierra solo cuando alguien está en la puerta con un teléfono
- Hay hombres caminando por el establecimiento hablando en sus teléfonos celulares
- Hay promesas en el establecimiento

### CÓMO USTED PUEDE AYUDAR

1. Preste atención a las personas en su comunidad, sus alrededores y reporte condiciones que son señales de alerta.
2. No espere para llamar. Haga su informe puntualmente. Esos momentos cuentan.
3. No se dirija a los traficantes usted mismo. Esto puede poner en peligro tanto a usted como a la víctima y también a cualquier proceso penal en el futuro.
4. Si la conducta que usted observa es una emergencia, llame al 911 y diga que cree haber observado la trata de personas. No se preocupe de estar equivocado. Su llamada puede ser la que rescata a una vida.
5. Si no es una emergencia o necesita permanecer anónimo, llame a la línea Nacional de Trata y Tráfico de Personas al 1-888-737-7865.
6. Reporte información que puede ser investigada:
  - Descripción de vehículos marca, modelo, color, matrícula
  - Descripción de personas, estatura, peso, color de pelo, edad, color de ojos
  - Lugares, fechas y horarios específicos cuando y dónde vio la situación
  - Tome una fotografía si lo puede hacer con seguridad

¡ESOS DETALLES HACEN LA DIFERENCIA!

## Red Flags – Spanish

H. Department of Transportation and Applicable State Agencies

Pennsylvania DOT

# Combating Human Trafficking



Training Webinar

## Combating Human Trafficking Through Your Agency



Training Webinar

### I. Law Enforcement

## Truckers Against Trafficking Law Enforcement Training DVD and In-Person Training Module



Training DVD

**Truckers Against Trafficking Law Enforcement Training**

**Training Available**  
4-hour human trafficking and law enforcement training, co-taught by TAT Deputy Director Kylla Lanier and a TAT Field Trainer.  
(Training modules can be adjusted based on agency needs or interests)

**Content includes:**

- Human Trafficking 101
- Human trafficking case studies
- Iowa MVE model
- Human trafficking survivor presentation by TAT Field Trainer
- Victim-centered law enforcement training

**Cost:** Travel and accommodations for TAT presenters.

**Who we have trained:**

<b>State Police:</b>	<b>Highway Patrol:</b>	<b>Department of Transportation:</b>	<b>Other:</b>
• Maine	• Missouri	• Kansas	• Iowa: Chief of Police, Sheriffs, and Command Staff
• Illinois	• Tennessee	• Mississippi	• Illinois: Mason County Sheriff's Office
• Michigan	• California		• California: Yuba County Sheriff's Office
• Minnesota			
• Oregon			

**Testimonials:**

"This training entirely changed my view of the situation and opened my eyes to the reality of what is happening. As a father I was deeply moved and it will forever alter my interaction with individuals roadside." - Oregon Motor Carriers Safety Officer

"One of the most courageous and educational presentations I have ever experienced in my life. I have an entirely different perspective and insight into the sex industry, abuse and trafficking." - Illinois State Police Officer

"I have a better understanding about trafficking and am able to distinguish between the abuser and the abused." - Mississippi DOT Officer

In-person Training Flier



J. Public Awareness Campaigns

*A21's: Can You See Me (CYSM)*



MODERN DAY SLAVERY EXISTS. IF YOU SUSPECT IT, REPORT IT.



888-373-7888  
U.S. HUMAN TRAFFICKING HOTLINE



MODERN DAY SLAVERY EXISTS. IF YOU SUSPECT IT, REPORT IT.



888-373-7888  
U.S. HUMAN TRAFFICKING HOTLINE

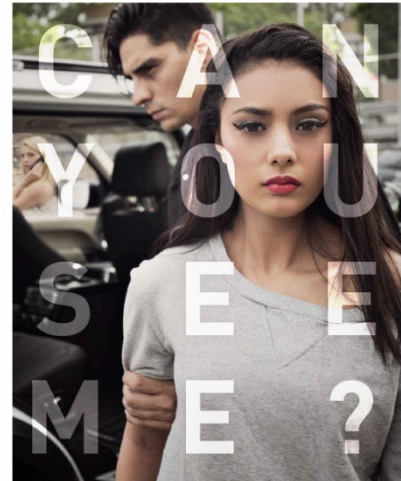
Poster Set



MODERN DAY SLAVERY EXISTS. IF YOU SUSPECT IT, REPORT IT.



800-THE-LOST  
NATIONAL CENTER FOR MISSING & EXPLOITED CHILDREN



MODERN DAY SLAVERY EXISTS. IF YOU SUSPECT IT, REPORT IT.



800-THE-LOST  
NATIONAL CENTER FOR MISSING & EXPLOITED CHILDREN

Poster Set



**MODERN DAY SLAVERY EXISTS. IF YOU SUSPECT IT, REPORT IT.**



**888-373-7888**  
U.S. HUMAN TRAFFICKING HOTLINE



**MODERN DAY SLAVERY EXISTS. IF YOU SUSPECT IT, REPORT IT.**



**888-373-7888**  
U.S. HUMAN TRAFFICKING HOTLINE

Poster Set



#### SEX TRAFFICKING OF A MINOR

She was 15 when she met her trafficker. A cute, attentive, older guy contacted her on social media and suddenly hanging out with her friends was not as fun. He bought her gifts and said he loved her. But one day he said he needed help so he asked her to have sex with a man for money. So she did. But it wasn't just once, and if she refused he would hurt her. She's so confused – he's so different now. She wants to get out, but doesn't know how.

#### INDICATORS\*

- Apparent minor involved in commercial sex
- Under the influence of drugs or alcohol
- Tattoos or brands indicating "ownership"
- Overly controlling "boyfriend" or older female
- Facial / body language display anxiety
- Child is preoccupied with "getting money"
- Child lies about age or identity
- Dresses inconsistent with true age

\*While no single indicator confirms the existence of child sex trafficking, several indicators combined can increase the likelihood that a child is being exploited.

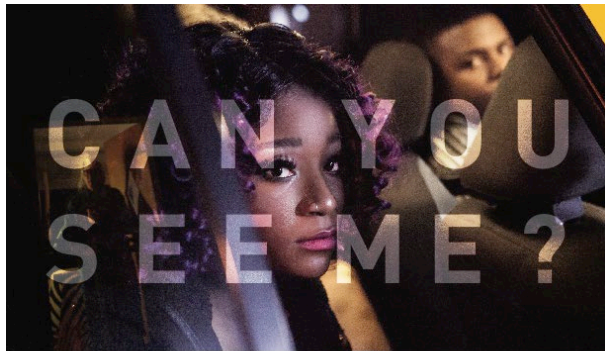
**MODERN DAY SLAVERY EXISTS. IF YOU SUSPECT IT, REPORT IT.**



**800-THE-LOST**  
NATIONAL CENTER FOR MISSING & EXPLOITED CHILDREN

Indicators Flier





#### SEX TRAFFICKING OF A MINOR

She ran away from home when she was 16. She met a nice older girl and her "boyfriend" at the bus station. They helped - at first. But the "boyfriend" ended up being a trafficker and said she needed to pay him back. She had no money and nowhere to go. He made his "girlfriend" take her to customers using cabs and ride-share. He said that he would kill them both if they didn't make money. She doesn't want to do this, but she's scared. She just wants to survive.

#### INDICATORS\*

- Apparent runaway youth in commercial sex
- Dresses in a manner to appear older
- Overly controlling "boyfriend" or older female
- Facial / body language display anxiety
- Is escorted to and from "work"
- Acts as if instructed by someone else
- Permits others to speak for them
- No access to their parents or guardians

\*While no single indicator confirms the existence of child sex trafficking, several indicators combined can increase the likelihood that a child is being exploited.

**MODERN DAY SLAVERY EXISTS. IF YOU SUSPECT IT, REPORT IT.**



[A21.ORG/CANYOUSEEME](https://www.a21.org/canyouseeme)

**(888-373-7888)**  
U.S. HUMAN TRAFFICKING HOTLINE



#### AGRICULTURAL LABOR TRAFFICKING

This brother and sister, while somewhat impoverished, lived happily with their caring parents. One day the parents meet a man who promises good jobs and education for the teens in the U.S. for the right price. The teens cross the border from Mexico into the U.S. and travel to a farm, where they discover they've been deceived. They are forced to work long hours picking fruit and are subject to horrible living conditions and sexual advances. Isolated on a farm in a foreign country, their options seem limited.

#### INDICATORS\*

- Recruited through false promises about the job
- Suffers under unusual restrictions at work
- Evidence of abuse / visible scars or bruises
- Work excessive hours for little to no pay
- Work and live in the same place
- Live in substandard accommodations
- Is fearful, submissive, tense, or nervous
- Unable to move freely

\*While no single indicator confirms the existence of labor trafficking, several indicators combined can increase the likelihood that the individual is being exploited.

**MODERN DAY SLAVERY EXISTS. IF YOU SUSPECT IT, REPORT IT.**



[A21.ORG/CANYOUSEEME](https://www.a21.org/canyouseeme)

**(888-373-7888)**  
U.S. HUMAN TRAFFICKING HOTLINE

Indicator Fliers

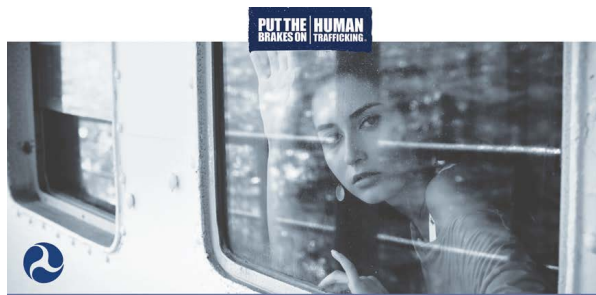
USDOT's Transportation Leaders Against Human Trafficking (TLAHT)



Training



## Posters



For suspected human trafficking incidents, call the National Human Trafficking Hotline (NHTH) at 1-888-373-7888 or

- ✓ **GET HELP**  
Connect with a service provider in your area
- ✓ **REPORT A TIP**  
Regarding potential human trafficking activity
- ✓ **LEARN MORE**  
Request training, technical assistance, or resources

NHTH is a national, toll-free hotline available to answer calls from anywhere in the country, 24/7, 365 days a year. The NHTH is not a law enforcement or immigration authority and is operated by a nongovernmental organization funded by the federal government.

To report an incident to law enforcement, call the Department of Homeland Security's U.S. Immigration and Customs Enforcement at 1-866-347-2423 (866-DHS-2ICE) or 1-802-872-6199 (non-toll free international).



U.S. Department of Transportation



## Transportation Leaders Against Human Trafficking

The Department of Transportation's Transportation Leaders Against Human Trafficking initiative is comprised of transportation and travel industry stakeholders working jointly to maximize their collective impact in combating human trafficking. The partnership focuses on five key areas, and connects transportation stakeholders to available resources on industry leadership, industry training and education, policy development, public awareness, and information sharing and analysis.



**Become a Partner**  
Use our tools and partner with other U.S. stakeholders through this collaborative effort.



**Raise Awareness**  
Display campaign posters and video to reach the traveling public.



**Issue a Leader Statement**  
Make stakeholders aware of your intention/actions, and call your organization to act.



**Train Your Transportation Employees**  
Empower your employees to learn common human trafficking indicators and methods of reporting through one of DOT's human trafficking awareness trainings that are tailored for the transit, motor coach, and aviation industries.

"Solving the human trafficking epidemic... is a priority for my administration."

President Donald J. Trump  
February 23, 2016

transportation.gov/TLAHT

trafficking@dot.gov

transportation.gov/TLAHT

trafficking@dot.gov

Flier

## ADDITIONAL INDICATORS OF HUMAN TRAFFICKING

Being threatened with harm

Not having an ability to freely contact friends or family

Adult engaged in commercial sex who has a manager or pimp

Minor involved in commercial sex

Being told not to speak or appearing coached on what to say

Appearing fearful, anxious, depressed, submissive, tense or nervous/paranoid

Being harmed or deprived of food, water, sleep, medical care, or other life necessities

Being threatened with deportation or law enforcement action

Remember, both victims, and perpetrators of human trafficking can be any gender, race, or socioeconomic class.

### REPORT YOUR TIP

If you see any indicators of human trafficking, report your tip to:

- YOUR COMPANY**  
Follow your company's reporting policy if they have one in place
- NON-GOVERNMENTAL ORGANIZATION**  
National Human Trafficking Hotline  
888-373-7888 (or text BEFREE)
- LOCAL LAW ENFORCEMENT (EMERGENCIES)**  
Call 911 or contact local authorities

WHAT YOU SEE CAN SET SOMEONE FREE

TRANSPORTATION.GOV/TLAHT

## Indicators Page

## INDICATORS OF HUMAN TRAFFICKING IN THE TRANSPORTATION INDUSTRY

Human trafficking is a crime involving the exploitation of someone for the purposes of compelled labor or a commercial sex act through the use of force, fraud, or coercion. Any minor (under the age of 18) engaged in commercial sex is a victim of human trafficking according to Federal law, regardless of whether there is force, fraud, or coercion.

Victims can be anyone from any background, around the world or right next door; women and men, adults and children, citizens and non-citizens alike. Human trafficking victims are often overlooked because we do not recognize indicators of human trafficking.

Red flags, or indicators, can help alert you to a possible incidence of human trafficking. Recognizing these indicators is the first step in identifying potential victims. When you see indicators of human trafficking, report your tip, as it could change someone's life. Following are four common indicators of human trafficking:

Not controlling their own ID or travel documents

Having restricted movement

Lacking knowledge or logical means of reaching final destination

Non-genuine relationship, particularly child/guardian

See additional indicators of human trafficking on reverse.

REPORT YOUR TIP: 888-373-7888 (or text BEFREE)

## **I. Appendices List**

Appendix A – CYSM Investor Brochure  
Appendix B – Amtrak Stations by Location  
Appendix C – Mode Specific Training and Awareness  
Appendix D – Transportation Associations  
Appendix E – Law Enforcement/State Agencies Training and Awareness  
Appendix F – “It’s a Penalty” Impact Report (to be provided in late April)  
Appendix H – A21’s “Can You See Me?” Campaign Guidelines  
Appendix J – Summary of State Human Trafficking Signage Laws  
Appendix K – Port of Seattle Anti-Human Trafficking Policy

## **II. Training and Awareness Subcommittee Members**

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

Sample Training and Awareness Materials

CAN YOU  
SEE ME?





CAN YOU  
SEE?

SLAVERY  
STILL EXISTS.

---

IF YOU SUSPECT IT,  
REPORT IT.

**08000 121 700**  
NATIONAL MODERN SLAVERY HELPLINE

A21.ORG/CANYOUSEE ME  
  



# SLAVERY STILL EXISTS.

In its modern forms, slavery is global, both in scale and geography. Few countries escape its effects either as points of departure, destination, or transit. It's invisibility, complexity, and internationality mean figures are impossible to verify, though independent reports give estimates that are truly staggering.

With victim numbers approaching national populations and generating illegal profits comparative to their GDPs, the incentives for traffickers and challenges for authorities are enormous.

The numbers are as vast as they are unimaginable, and, devoid of any social context, almost meaningless. It's easy to become overwhelmed or inured to such statistics, but behind each and every number is an individual and a tragic human story.





# IF I LOOK AT THE MASS I WILL NEVER ACT."

Mother Teresa

Each story is in itself complex, painful, and unique – yet when seen collectively, within their tangled plots, the patterns are discernable and predictable.

The aim of the **Can You See Me?** campaign is simple:

**TELL THE STORIES,  
BREAK THE PATTERNS.**

It is essential that these stories accurately reflect the reality of how victims are being exploited.

By presenting the human face of a global crisis we engender empathy and create a connection between viewer and victim.

---

A21. **Can You See Me?** Our Solution



Victims of modern slavery are often hidden in plain sight, engaged in seemingly legitimate businesses within our local economies. The control exerted over them can be subtle and financial or psychological as well as brutal and physical; this can keep the crime, the criminal, its victim, and their plight invisible to an unknowing public.

**Can You See Me?** shines a light on modern slavery and human trafficking in an effort to make the invisible visible. It does this through:

#### COMMUNICATION

By talking openly about the problem we give the issue global visibility.

#### INFORMATION

By targeting communities with specific stories we give the issue local relevance.

#### ACTIVATION

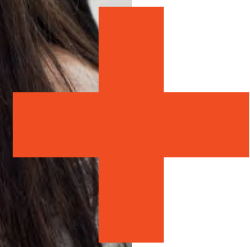
By highlighting potential environments, indicators, and victims we create individual awareness and through that personal responsibility.



I WOULDN'T  
HAVE SEEN IT  
IF I HADN'T  
BELIEVED IT."

Marshall McLuhan  
Media Theorist





C A N  
Y O U  
S E E  
M E ?

**Can You See Me?** is an integrated campaign that uses commissioned photography and film to depict everyday situations where modern slavery exists.

It uses a consistent typographic campaign device to 'cage' the victim and a simple, direct call to action:

**SLAVERY STILL EXISTS.  
IF YOU SUSPECT IT, REPORT IT.**

The call to action asks the viewer to be aware and to report their suspicions. As individual members of a community, we are best placed to spot the unusual in the everyday.

The hotline provides a discrete means of reporting concerns instead of calling the police.

The campaign follows both creative and design templates described in detail in the **Can You See Me?** Guidelines. Designed for consistency and flexibility, the campaign is able to work across all territories and deliver even in the most demanding of media spaces.

While it uses core elements from the **A21** branding, care has been taken to maintain a degree of neutrality to allow partner brands to co-own the media and communication.

---

**A21. Can You See Me?** Our Execution

7





# THINK GLOBALLY, ACT LOCALLY.

Augmenting a small, core team, we work with local talent to generate content specific to that territory. This ensures that the campaign maintains the balance of creative consistency and regional nuance necessary for its effective communication.

A streamlined approach means minimised overheads and a team that's best fit creatively, geographically, and strategically for each execution and agile enough to respond to the changing patterns in human trafficking.

By tapping into a determined, flexible, global network, of advocates we are able to expose and stand against a determined, flexible, global network of traffickers.

---

A21. Can You See Me? Our Production

8



The **Can You See Me?** campaign has successfully gained traction by partnering and collaborating with government bodies, NGOs, public and private institutions, and businesses at a local, regional, national, and global level.


It is through these partnerships and relationships that the campaign is able to cross the range of channels and territories (both international and domestic) and deliver the impact required to fulfill its ambition.

Between them they provide the intelligence, the finance, the authority, and the logistics to connect and engage with the public in a meaningful and culturally appropriate way.

Our partners to date include media owners, governmental agencies, police forces, NGOs, and private businesses as well as transport hubs and networks.

These partnerships provide an effective way of ex-tending the campaign's reach and targeting the victims themselves by mirroring the routes often used by the traffickers.

We are constantly seeking new partners to add resources and resolve in our campaign to eradicate the global trade of human bondage.



**THE MORE WE  
LOOK FOR  
MODERN SLAV-  
ERY, THE MORE  
WE FIND EVI-  
DENCE OF THE  
WIDESPREAD  
ABUSE OF THE  
VULNERABLE."**

Will Kerr  
Director of Vulnerability, UK



We protect children from sex tourism.







Conceived in the UK in late 2016, the **Can You See Me?** campaign was initially launched with a single constabulary partner on the backs of local buses.

Since then, it has grown nationally to include another 15 regional police forces and 4 airports, recently showing on the large digital media spaces at Heathrow and 11,000 of their luggage carts.

Its spread has been equally impressive internationally. Targeted campaigns have reached the US, Mexico, South Africa, Thailand & Myanmar, with new executions in development for Romania, Bulgaria, and Greece.

The campaign's reach is difficult to measure, but if we consider that its most recent airport partners, JFK, La Guardia, Newark, O'Hare, Heathrow, and US national railroad partner, Amtrak, have between them an annual footfall in excess of 275 million, then it's possible to begin to imagine the campaign's ambition of a global audience.

Numbers mean little without uptake and while the metrics are hard to reconcile, as an indication, Kent & Essex Police, our very first campaign partner, recorded an increase in victim identification by the public of 1200% and in reporting of 400% following a modest but strategic media plan.

Every single poster or social link increases the issue's visibility and the campaign's effectiveness, with feedback giving us compelling evidence to corroborate this.

Recently a passenger flying into Heathrow observed a man in the seat in front of him viewing sexually explicit material on his phone: more disturbing still he was travelling with a very young girl.

Immediately concerned for the girl's welfare, they were unsure what to do with what they'd seen. On arrival at Heathrow Airport they were presented with the **A21 Can You See Me?** posters highlighting the Modern Slavery Helpline. They observed it three times in separate locations whilst walking through the terminal, then finally when they reached the taxi rank they decided to call the hotline to report it.

Using the information they provided, Border Force and the police were able to launch an investigation, ultimately ensuring the safety of the girl.



NEVER BELIEVE  
THAT A FEW,  
CARING PEOPLE  
CAN'T CHANGE  
THE WORLD..."

Margaret Mead  
Cultural Anthropologist





CAN YOU  
SEE ME?

**SLAVERY STILL EXISTS. IF YOU SUSPECT IT, REPORT IT.**

---



[A21.ORG/CANYOUSEEME](https://a21.org/canyouseeme)

**08000 121 700**

NATIONAL MODERN SLAVERY HELPLINE

**[A21.org/CanYouSeeMe](https://www.a21.org/CanYouSeeMe)**

## Appendix B – Amtrak Stations by Location

### Amtrak

- Public Awareness

Amtrak displays DHS Blue Campaign human trafficking awareness public service announcements (PSA), and videos provided through a partnership with DOT and A21, on video screens and kiosks located in 29 major stations on a total of 74 video screens. Amtrak also displays a video on border crossing information for customers crossing the border to and from Canada that contains human trafficking awareness information. The Amtrak Police Department has developed and distributed Security and Crime Prevention Tip cards to customers that also contain indicators of human trafficking.

Station	City/State	# ASAN Systems
Penn Station	New York City, NY	5
South Station	Boston, MA	3
30th Street Station	Philadelphia, PA	4
Union Station	Washington, DC	6
Chicago Union Station	Chicago, IL	6
Union Station	Los Angeles, CA	3
Penn Station	Baltimore, MD	3
BWI Rail Station	Linthicum, MD	1
Auto Train Station	Sanford, FL	2
Wilmington Station	Wilmington, DE	2
Auto Train Station	Lorton, VA	3
Harrisburg Transportation Center	Harrisburg, PA	2
Lancaster	Lancaster, PA	2
King Street Station	Seattle, WA	2
Milwaukee Intermodal Station	Milwaukee, WI	3
Sacramento Valley Station	Sacramento, CA	2
Union Station	Portland, OR	3
Santa Fe Depot (Union Station)	San Diego, CA	2
Jack London Square Station	Oakland, CA	2
Union Station	New Haven, CT	1
Intermodal Transportation Center	Fort Worth, TX	1
Union Passenger Terminal	New Orleans, LA	2
Providence Station	Providence, RI	1
Union Station	Dallas, TX	2
Amtrak/MARC/Metro Station	New Carrollton, MD	1
Albany–Rensselaer	Rensselaer, NY	5
Amtrak/Metro-North Station	Stamford, CT	2
San Antonio	San Antonio, TX	1
Miami Station	Miami, FL	2



## Appendix C – Mode Specific Training & Awareness Materials

### Airlines

- Training – Some airlines have signed a Memorandum of Understanding (MOU) with DHS and DOT to utilize the BLI training; others have not signed a formal MOU with DHS, but have incorporated BLI materials; some utilize Airline Ambassadors training; some are trained directly by Polaris; others are developing their own training materials; many are utilizing computer based training and implemented a protocol to respond to suspicions of human trafficking.
- Public Awareness – Airlines using public awareness materials are doing so in their designated space at the airport, such as in their employee breakroom; some airlines are using CYSM materials for their public awareness materials; others are using BLI posters. Some airlines report that the local law enforcement request that they be the initial point of contact vs hotline numbers and this due to the time sensitive nature of the report.

### Airports

- Training – The “Justice for Victims of Trafficking Act of 2015” mandated human trafficking for TSA and CBP employees. Airport Authorities are well positioned to include a significant number of employees in the airport environment as additional resources to identify and report and potential human trafficking. Recommendation has been made for Airport Authorities to consider including human trafficking training for employees.
- Public Awareness – Some Airports have utilized CYSM, Blue Campaign, or other NGO prepared materials specific to their locale.

### Rail

Very few human trafficking training courses exist for rail employees, with the following few exceptions:

- *Amtrak:*
  - Training – As a result of a partnership between Amtrak, DHS, and DOT, human trafficking awareness training for frontline employees and law enforcement officers began at Amtrak in 2012, utilizing the initial DHS human trafficking awareness computer-based training and FLETC (Federal Law Enforcement Training Center) training for law enforcement officers. In 2018, The Amtrak Police Department developed and distributed a human trafficking awareness employee training video Hiding in Plain Sight <https://www.youtube.com/watch?v=JXIFBFyZbPs>. The approximately 12-minute long video is distributed to employees via the Amtrak Intranet-based electronic learning management system. Content of the program includes signs and indicators of trafficking, scenarios based on actual encounters between Amtrak Police Officers and victims of human trafficking, and instructions on reporting suspected trafficking to law enforcement.
  - Public Awareness – Amtrak displays DHS Blue Campaign human trafficking awareness PSAs, and A21’s Can You See Me? videos provided through a partnership with DOT and A21, on video screens and kiosks located in 29 major stations on a total of 74 video screens. Amtrak also displays a video on border crossing information for customers crossing the border to and from Canada that contains human trafficking awareness information. The

Amtrak Police Department has developed and distributed Security and Crime Prevention Tip cards to customers that also contain indicators of human trafficking. *See Appendix B* (Amtrak stations nationally displaying the public awareness materials)

- *Santa Clara Valley Transportation Authority*: Created an approximately 10-minute video created through a partnership between the South Bay Coalition to End Human Trafficking and the County of Santa Clara Office of Women's Policy.
- *Southeastern Pennsylvania Transportation Authority (SEPTA)*: SEPTA Police created human trafficking awareness training for all SEPTA frontline employees and distributed TAT and Blue Campaign print materials. It is important to note that the Federal Railroad Administration (FRA) has expressed interest in developing human trafficking awareness training for rail/transit/freight and will be meeting with the Amtrak Police Department to discuss content and review existing training materials. DHS' Blue Campaign has also requested participation in the process of developing new training material for transportation partners.

### **Taxi**

The TA Subcommittee's research efforts on the current status of anti-human trafficking training within the taxi industry was inconclusive. To the TA Subcommittee's knowledge, no such industry specific training exists on a regional or national level, thereby indicating a significant training gap in this transportation sector. Notwithstanding the dearth of information in this area, the TA Subcommittee obtained pieces of information to provide a glimpse of the current state of human trafficking and awareness in the taxi industry.

The Taxicab, Limousine & Paratransit Association has created an online driver education program about a decade ago. However, due to funding, the Association has not updated the software and the content of the program.

Taxicab drivers are typically licensed at the municipal level of government and receive training and are tested on the training before being granted a license. It is uncertain which municipalities have included human trafficking into their programs, but New York City and the City of Houston are examples that could be emulated.

- **New York City**: To comply with New York City Local Law 36 of 2012, every TLC licensed driver must watch a training video on Sex Trafficking Awareness before they can proceed with their new or renewal license application. Once they have finished watching this instructional training video, their signature on the license application confirms that they have completed this training and are aware of and understand the penalties should they be convicted of a violation of these laws. New York City Taxi & Limousine Commission, <https://www1.nyc.gov/site/tlc/drivers/sex-trafficking-prevention-video.page> (last visited Mar. 22, 2019).
- **Houston**: The City of Houston, Mayor's Office offers free toolkits that contain resources, tools, and information that can be easily adopted and used in human trafficking awareness campaigns and initiatives. Included in Taxi Industry Initiative Toolkit are templates for e-mail and text messages that can be sent by taxi services to its drivers to alert them about the warning signs of human trafficking. Both English- and Spanish-language versions are available. City of Houston Anti-Human Trafficking,

<https://humantraffickinghouston.org/toolkits/taxi-industry-initiative-toolkit/> (last visited Mar. 22, 2019).

### Rideshare

Rideshare company Uber has partnered with a number of anti-human trafficking NGOs to provide educational tips to drivers to identify and report trafficking victims. Uber began educating their drivers on human trafficking in 2017. In 2018, educational information was sent to all drivers and riders during national human trafficking awareness month via the app and in email. Targeted information was also sent to drivers in Minneapolis around the Super Bowl and for the Super Bowl in Atlanta. Over 70 of this rideshare drivers attend Atlanta's National Human Trafficking Institute, a partner of A21's "It's a Penalty" (IAP) campaign, to be specially trained on human trafficking. This information is also provided to drivers who come to green light hub locations in select cities across the United States. The educational materials this company developed with their partners for drivers is on their human trafficking landing page. The training is pushed widely to new and existing drivers, and the drivers are strongly encouraged through in-app communication and several other channels to take it, as it empowers them to act as our eyes and ears on the ground to help identify and recover victims.

Uber encourages all drivers to take the training but do not maintain statistics on what percentage do. Drivers are encouraged and empowered to report any suspicious incidents to the police, and to provide law enforcement with any information they have. If drivers believe someone is in immediate danger they are advised to call 911 immediately. If drivers need guidance or help on what to do, they can also reach out to either the National Human Trafficking Hotline (NHTH) or to the National Center for Missing and Exploited Children hotlines. This rideshare also requests that drivers report any suspicious incidents to them through the in-app help. They have an incident response team that is available 24/7 and is trained to deal with serious safety incidents and provide drivers with guidance in such situations. While the other rideshare company did not provide us with information, the TA Subcommittee notes that many drivers work for both companies and therefore training by one company necessarily imparts knowledge about how to report suspected human trafficking. Moreover, drivers for the other rideshare company also attended National Human Trafficking Institute's human trafficking training for Atlanta Super Bowl 2019.

### Seaports

To date, very few seaports are activated around this issue. However, the Port of Seattle is the exception via its January 2018 anti-trafficking strategy containing four key areas of focus: 1) training 2) communications and infrastructure 3) partnerships 4) policies and protocols. Moreover, they have developed a three-tier engagement plan that includes developing a training alongside its NGO anti-trafficking partner, Businesses Ending Slavery and Trafficking (BEST), joining statewide advisory committees centered around the topic, conducting public awareness campaigns, and adopting policies, protocols and codes of conduct that will pertain to all employees port-wide. In addition, Port Tampa Bay, in conjunction with the Port of Seattle and NGO partners, is in the process of creating an anti-trafficking toolkit ports will also be able to utilize.

### Commercial Trucks and Truck Stops

- **Training**-The majority of carriers who have implemented anti-trafficking training policies and protocols are partners of Truckers Against Trafficking (TAT), and use their niche-specific materials. Some in the truck stop industry have also utilized TAT's training, while some use NATSO's webinar-based training.
- **Public Awareness**-TAT has numerous partnerships with manufacturer dealerships to display awareness materials to customers, and some truck stops use their posters as well. Other truck stops have signed MOU's with DHS' Blue Campaign and put their posters on public display. NATSO has also signed an MOU with DHS and promotes Blue Campaign posters to their members via the NATSO website.

### **Buses**

- **Training** – The majority of commercial bus companies and school districts who have implemented anti-trafficking training policies and protocols are partners of Busing on the Lookout (BOTL), a program of TAT. Others implement the Blue Campaign's 5-minute video reenactment of a labor trafficking scenario taking place on a bus.
- **Public Awareness** – While some bus companies have participated in local awareness campaigns by using the outside of the bus to promote an anti-trafficking message, and some bus stops have followed suit ... bus terminals, bus stops, and messaging on the inside of the bus (safety videos, digital banners, posters, decals) are a largely untapped resource to date. In preparation for the Super Bowl in Atlanta in 2019, Megabus Southeast displayed BOTL created, victim-centric posters on the inside of their fleet in the hopes of victim self-identification.

## **Appendix D – Transportation Associations**

### **Airline Associations:**

- **NACA (National Air Carrier Association)**: Blue Lightning Initiative members meet with NACA airline members annually to discuss issues and training methods related to combatting human trafficking. They report Allegiant Airlines, a NACA member, is an industry leader and has been a source of information in this effort. NACA indicated a desire to be more involved, especially on policy efforts in DC.
- **A4A (Airlines for America)**: Many A4A members attend the annual IATA Cabin Ops Safety Conference. While not all have signed the Blue Lightning MOU, human trafficking training is provided to crew and ground staff. Members also receive quarterly updates on the ICAO Guidelines for Training Cabin Crew on Identifying and Responding to Trafficking in Persons and any related topics on human trafficking. A4A has facilitated meetings with representatives from DHS on the Blue Campaign, with CBP on the Blue Lightning Initiative, as well as with DOT on the Transportation Leaders Against Human Trafficking Initiative.
- **IATA (International Air transport Association)**: In June 2018, the IATA membership adopted an Annual General Meeting Resolution (<https://www.iata.org/pressroom/pr/Pages/2018-06-05-03.aspx>) which highlights the industry's commitment to the issue of Human Trafficking. The IATA goal is to ensure that all members have access to tools and materials needed to allow them to meet the commitments of the resolution. These include: a video (<https://youtu.be/QWTNYRaPXnc>) which highlights in multiple languages the ways traffickers misuse airline services; extensive guidance materials and training (<https://www.iata.org/policy/consumer-pax-rights/Documents/human-trafficking-guidelines-v1.pdf> and [https://www.iata.org/iata/Human\\_Trafficking/index.html](https://www.iata.org/iata/Human_Trafficking/index.html)) as well as advocacy and inflight reporting mechanisms that begin to address the need for discrete and simple reporting mechanisms inflight so that traffickers are not aware law enforcement has been notified. IATA reports it is working with governments and law enforcement to determine how and to whom these tip offs should be reported and is communicating these to member airlines.

### **Trucking Associations:**

All major national trucking, and now busing associations, along with the 50 state trucking associations have officially partnered with Truckers Against Trafficking and provide the following:

- Allow TAT to present at their annual conferences
- Actively challenge their members to become TAT trained and registered
- Partner with TAT on their coalition builds
- Are members of anti-trafficking statewide task forces
- Advocate legislatively on behalf of relevant anti-trafficking bills that intersect with CDL holders.



In addition, national associations like, the American Association of Motor Vehicle Administrators (AAMVA)

- Develop model programs in motor vehicle administration, law enforcement and highway safety
- Serves as an information clearinghouse in these areas and acts as the international spokesman for these interests
- Includes information from Truckers Against Trafficking in its model CDL Manual, which is distributed by all 51 jurisdictions
- Assists TAT in making key contacts at a host of DMV offices across the nation in order to have points of contact (POC's) to assist survivors in obtaining drivers licenses
- AAMVA also personally assisted in ensuring two survivors were able to obtain a driver's license after many previous unsuccessful attempts

Likewise, the Commercial Vehicle Safety Alliance (CVSA), a nonprofit association of local, state, provincial, territorial and federal commercial motor vehicle safety officials and industry representatives focuses on improving driver and vehicle safety by providing guidance to organizations that enforce commercial motor vehicle inspections and certify inspectors. In order to combat human trafficking, the CVSA:

- Allows TAT a speaking platform at their conferences
- Has asked its law enforcement members to utilize TAT's 38-minute law enforcement training DVD, and/or their 4-hour in-depth law enforcement training session
- Encourages their members to distribute TAT materials at all weigh stations, ports of entry, rest stops, bus terminals and the like
- Conducts campaigns that ensure material distribution during roadside inspections

## Appendix E – Law Enforcement & State Agencies’ Training and Awareness

The following list of anti-trafficking training resources for law enforcement and applicable state agencies is not exhaustive, but represents a small sampling, including some with an emphasis on transportation.

- The Federal Law Enforcement Training Center is currently updating their anti-trafficking training materials, but had previously offered a four-module, 40-minute, interactive course that DHS officers had utilized.
- The FBI provides an on-line human trafficking awareness training program that is available through their “Virtual Academy.” The program is scenario-based and includes signs and indicators of human trafficking. The FBI also provides instructor-led training in various locations on an ad hoc basis.
- Many states have a human trafficking task force comprised of federal, state, and/or local law enforcement representatives, NGOs, service providers, and other relevant entities. These task forces often offer law enforcement training. For example, the Maryland Human Trafficking Task Force (MHTTF) provides an in-depth training for law enforcement in the United States, consisting of one day of general information on the nature of human trafficking and a second day on human trafficking case management and best practices. The Task Force also hosts a three-day human trafficking investigators seminar where prosecutors and investigators have the opportunity to network and learn from each other.
- The following represent sample general human trafficking training offered to law enforcement with an emphasis on transportation:
  - Truckers Against Trafficking offers a free-of-charge 38-minute law enforcement training DVD in an effort to help educate all levels of law enforcement across the nation to recognize, investigate, and prosecute human trafficking. TAT also provides a 4-hour in-depth law enforcement training delivered by its deputy director and a survivor-leader, in order to train law enforcement officers to understand human trafficking and ways it overlaps with prostitution; recognize trafficking indicators at inspection and interdiction stops; and implement a victim-centered approach in interactions with potential victims.
  - The Texas Department of Public Safety offers its *Interdiction for the Protection of Children (IPC) program*, which is based on a multidisciplinary approach that partners child protective services, local prosecutors, officers, and nonprofit organizations to rescue victims and support their recovery. Law enforcement officers learn about resources in their community, and trainees from other disciplines understand how officers identify and rescue children. At the end of the two-day training, there is a team in the community that will work together for long-term success. Officers have rescued 351 missing, exploited, and at-risk children and opened 158 criminal investigations since the IPC program was implemented in 2009. Nationwide, they have trained over 7,800 students in 14 states and Ontario, Canada.
  - The Colorado Human Trafficking Council (CHTC) developed training standards and curricula on human trafficking for a wide range of sectors, including law enforcement. Subject matter experts representing various law enforcement agencies developed Human Trafficking Investigations: An Introductory Course. This interactive program is designed primarily for patrol officers but is also appropriate for any law enforcement

personnel looking for an introductory course on human trafficking. This training program provides foundational information on identifying and responding to human trafficking, with case studies rooted in the Colorado context. In 2018, the law enforcement training program was launched in Colorado and 18 law enforcement personnel from across the state were trained to facilitate the Law Enforcement program. During this first year, 425 law enforcement personnel were trained.

### **Law Enforcement Targeted Awareness Campaigns**

- Truckers Against Trafficking (TAT) has enlisted law enforcement assistance in reaching the trucking industry via a targeted awareness campaigns since 2012. Currently, TAT is working with 10 law enforcement and state agencies to distribute TAT materials during interdiction stops (Department of Public Safety, Highway Patrol, Department of Transportation, specifically their Motor Vehicle Enforcement unit, State Patrol, and Department of Motor Vehicles). TAT works with 17 law enforcement agencies to visit the truck stops within their states to distribute TAT materials. Thirty-two (32) agencies, including State Patrol, Highway Patrol, Department of Transportation and Department of Public Safety, are currently stocking weigh stations, ports of entry and rest areas with TAT materials. In addition, for several years state troopers from MI, OH, IN and IL have utilized TAT materials to form a multi-state initiative in educating motorists about the signs of human trafficking and to enforce laws that crack down on traffickers. [https://whtc.com/news/articles/2019/jan/09/michigan-state-police-joins-human-trafficking-awareness-effort/?fbclid=IwAR1\\_pUMFinAJ19nvx0tRqL1lWmSbCCvPSWihlhRcjvdt34bn9KT0PVpiXv0](https://whtc.com/news/articles/2019/jan/09/michigan-state-police-joins-human-trafficking-awareness-effort/?fbclid=IwAR1_pUMFinAJ19nvx0tRqL1lWmSbCCvPSWihlhRcjvdt34bn9KT0PVpiXv0)
- TAT works with 18 state agencies to ensure every commercial driver's license (CDL) issued or renewed, includes a TAT wallet card (Department of Motor Vehicles, Department of Revenue, State Police, Department of Public Safety and Department of Licensing). In addition, 11 DMV's currently share an anti-trafficking PSA in their waiting room.

### **State Agency Training**

Only a few trainings exist for transportation-specific state agencies.

*Pennsylvania DOT* recently launched the following initiatives to combat human trafficking through their agency.

- Interactive, 10-minute, web-based training available to all employees (mandated for all driver license center employees and focused primarily on trucking via TAT materials)
- Distributing TAT wallet cards at all driver license centers
- PSAs on all social media channels and the televised Motor Vehicle Network
- Act 105 of 2014: Pennsylvania's comprehensive anti-trafficking legislation
- Partnering with other transportation entities to spread awareness
- Trained over 15,000 employees by July 2018

In addition, Iowa Motor Vehicle Enforcement, in partnership with Truckers Against Trafficking created *Combating Human Trafficking Through Your Agency*, a webinar-based training for personnel in the following state agencies that intersect with transportation: Department of

Transportation, Department of Licensing, Department of Motor Vehicles, Department of Revenue, Department of Public Safety and Department of Education. (Provide link to training webinar ... will have available early May.)



# IT'S A PENALTY

HARNESSING THE POWER OF SPORT TO PREVENT ABUSE,  
EXPLOITATION AND TRAFFICKING GLOBALLY



**Aaron Rodgers**

Professional Football  
Quarterback

## It's a Penalty 2019 Campaign

**IMPACT REPORT**



# Summary

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- 6 Disrupting Human Trafficking Globally
- 7 Our Impact
- 10 How the 2019 It's a Penalty Campaign impacted the general public

## Acknowledgements

We wish to thank the following organizations and individuals for their outstanding support:

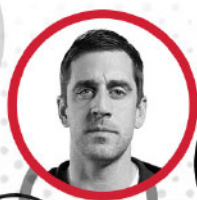
### Our Founding Partner



A21 is a global non-governmental organization combating human trafficking through prevention and awareness, intervention, and aftercare. With offices in 12 countries, A21 aims to combat modern-day slavery through a multi-dimensional operational strategy: Reach, Rescue, and Restore. With that strategy in mind, A21 provides intervention and aftercare services to survivors in six countries, operates national human trafficking hotlines in three countries, and in conjunction with the Royal Thai Police, jointly operates a Child Advocacy Center in Pattaya, Thailand. A21 focuses on raising awareness and educating the public in all locations, coordinates legal services for survivors in A21's care, and provides repatriation services for any survivor of human trafficking. Through partnerships and the efforts of supporters all over the globe, A21 truly believes that human trafficking can be prevented, victims identified, perpetrators prosecuted, and more survivors can step into a life of independence. For more information: [www.a21.org](http://www.a21.org)

### Partner Organisations

**Aaron Rodgers**  
Professional Football  
Quarterback



**Andy Dalton**  
Professional Football  
Quarterback



**Benjamin Watson**  
Professional Football  
Tight End



**Brad Guzan**  
Professional  
Goal Keeper



**Matt Ryan**  
Professional Football  
Quarterback



**Nick Foles**  
Professional Football  
Quarterback



**Roddy White**  
Professional Football  
Wide Receiver



**Ryan Tannehill**  
Professional Football  
Quarterback









### Partners & Supporters

- N2 Publishing and its giving program N2GIVES
- Comic Relief
- The McCain Institute
- Laureus Sport for Good
- Freedom Challenge
- Human Traffick Proof The ATL (HTPI)
- Wellspring Living
- Sysdoc
- Hilton
- The Soap Project
- End It Movement
- Polaris






### Participating Airlines

- British Airways
- American Airlines

## It's a Penalty Board of Directors

-  **Katherine Corich**  
Chair  
Founder and Global CEO of Sysdoc, Katherine provides expertise in setting It's a Penalty's strategy and organisational development. Voted UK New Zealander in 2015, she is a global networker and engages her staff in the work of It's a Penalty.
-  **Christianne Williamson**  
Board Member  
Christianne is a strategic branding and communications expert who previously led a global DFID-funded campaign to end female genital mutilation. Christianne brings expertise in partnership- and resource-leveraging to the It's a Penalty board, having worked in various international development organisations.
-  **Colin McLellan**  
Treasurer  
Colin McLellan is a Chartered Accountant who, prior to retirement, was Finance Director of MJ Gleeson Group plc.
-  **Ewen McAlpine**  
Board Member  
Ewen works for Macaulay Search, an agency which provides executive search services for organisations with strong social, ethical or charitable objectives.
-  **Geoff McDonald**  
Board Member  
Geoff co-founded Minds@Work, a network whose purpose is to inspire and equip individuals to break the stigma of mental ill health in organisations they work in. An invaluable asset, Geoff previously spent 25 years at Unilever, where he honed his skills in global marketing, communications, HR and sustainability.
-  **Jackie Brock-Doyle OBE**  
Board Member  
Jackie has worked in communications and marketing for more than 25 years. She served as Director of Communications and Public Affairs for the London 2012 Olympics & Paralympics Games. Currently, Jackie is Executive Director or Communications for the IAAF, based in Monaco.

## It's a Penalty Campaign Core Team

-  **Sarah de Carvalho MBE**  
CEO
-  **Elizabeth Speller**  
Campaign & Research/Advocacy Coordinator
-  **Giselle Barboza**  
Campaign Director
-  **Chris Nancarrow**  
Accounts Manager
-  **Christian Elliot**  
Global Development Director (A21)

As well as our donors and guardians, without whom our work **would not be possible.**

## Get social with us



Facebook.com/itsapenaltycampaign



Instagram: its\_apenalty



Twitter: its\_apenalty



Website: [www.itsapenalty.org](http://www.itsapenalty.org)

# Welcome Note



**Sarah de Carvalho MBE**  
CEO of It's a Penalty

*"When A21 partnered with the It's a Penalty Campaign for the World Cup in June 2014, we saw a unique opportunity to work alongside major sporting events to educate millions of individuals about human trafficking and child exploitation. By working collaboratively we can provide the best possible public awareness campaign to identify victims, educate the general public, and most importantly increase calls to the hotline and see criminals brought to justice for their crimes. It's a Penalty has shown us that we are truly better together and we look forward to its continued momentum and success in the years to come."*

Nicholas Caine, CEO of A21

Since its launch in 2014, the Campaign has run during seven major world-wide sporting events, including the 2014 FIFA World Cup in Brazil, the 2016 Rio Olympics & Paralympics, the 2018 Super Bowl LII in Minneapolis, the 2018 Winter Olympics in South Korea, the 2018 HBSC/Cathay Pacific Hong Kong Rugby Sevens, the 2018 Gold Coast Commonwealth Games and the 2019 Super Bowl LIII in Atlanta.

This year, we were honored to partner with high profile American Football players like Aaron Rodgers, Andy Dalton, Benjamin Watson, Ryan Tannehill, Matt Ryan, Roddy White and Brad Guzan (Soccer player). They were the voices and faces of our 2019 campaign. Together, they delivered the powerful message of how to identify and report suspected trafficking scenarios in our 30 second campaign video, which was shown in-flight on American Airlines and British Airways, reaching over 39.2 million passengers globally. As the faces of the campaign film, these incredible athletes raised awareness and rallied sporting fans and tourists to join them and stand up against the exploitation and trafficking of vulnerable people.

Additionally, we partnered with the Hilton International hotels who brought together forty hotels in the city of Atlanta. Their management and staff received vital training, educating them on how to spot human trafficking, and what to do if they suspect it. The film was also shown in the hotels where guests received campaign materials featuring indicators of human trafficking and Polaris' National Human Trafficking hotline number. Our partners IHTI (International Human Trafficking Institute) trained 10,000 Super Bowl volunteers as well as Uber and Lyft employees indicators of trafficking, equipping them with the hotline number. Drivers across Atlanta displayed campaign materials inside their cars, including rear-view mirror hanging tags with the Polaris hotline.

It is fantastic to not only see survivors experiencing freedom and traffickers charged, but also offenders being prosecuted for their crimes. We believe by tackling the demand for trafficking and exploitation that real, lasting change can be made. The total impact reach for It's a Penalty Campaign in 2019 is a phenomenal 139+ million people globally!

Because of the incredible support and collaboration of our team and partners, the campaign reached over 139 million people globally. I am so pleased to have been on-the-ground whilst this campaign was implemented and to have worked with our partners first hand and want to give a special thank you to my colleague and friend, Deborah Richardson, Director of the International Human Trafficking Institute in Atlanta. I also want to express my gratitude to our Founding Partner, A21, for going on the journey with us as we grow towards our ultimate goal: helping to eradicate abuse, exploitation and trafficking globally. I would also like to thank our main partners Comic Relief, N2GIVES, McCain Institute, Hilton International, American Airlines and British Airways. We are so proud of all we have been able to accomplish together. We believe that through collaboration and partnership we will continue to protect vulnerable people and children worldwide.

With thanks,

*Sarah de Carvalho*

**Sarah de Carvalho MBE**  
CEO of It's a Penalty

# It's a Penalty 2019 Global Campaign

## Super Bowl LIII in Atlanta

On the 15th January 2019, It's a Penalty launched our seventh campaign around the Super Bowl LIII in Atlanta, in collaboration with our Founding Partner, A21, along with N2 Publishing and its giving program N2GIVES, Comic Relief, the McCain Institute, Laureus Sport for Good, Freedom Challenge, Human Traffick Proof The ATL (IHTI), Wellspring Living, Sysdoc, Hilton and Polaris.

The Super Bowl LIII in Atlanta was one of 2019's major sporting events. The campaign utilised the monumental platform provided by the Super Bowl and harnessed the positive power of sport to reach millions of people in the lead up to and during the Super Bowl to stand up against human trafficking, both in Atlanta and worldwide.

- The trafficking and exploitation of vulnerable people is of huge global concern, with current figures showing there are an estimated 40 million people are trapped in modern day slavery around the world, with one in four victims being children. <sup>1</sup>
- Human trafficking generates an estimated USD \$150.2 billion per year. <sup>3</sup>
- In Georgia, 7,200 men purchase sex from a minor every month, accounting for over 8,000 sex acts. <sup>4</sup>
- 71% of human trafficking victims worldwide are female. <sup>2</sup>
- Human trafficking and exploitation is also a major issue in the 2019 hosting city of Atlanta and the surrounding state.
- Furthermore, Atlanta has the largest underground commercial sex economy out of 14 urban cities examined. <sup>5</sup>



1 - ILO and the Walk Free Foundation (2017). Global Estimates of Modern Slavery: Forced Labour and Forced Marriage, p. 5. Available at [https://www.ilo.org/wcmsp5/groups/public/-/-dgreports/-/-dcomm/documents/publication/wcms\\_575479.pdf](https://www.ilo.org/wcmsp5/groups/public/-/-dgreports/-/-dcomm/documents/publication/wcms_575479.pdf).

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# Disrupting Human Trafficking Globally

Sport brings us together, reconciles our differences and is an authentic expression of humanity's collective spirit. Through sport, lives are changed, nations united and cultural barriers are no longer a limitation. It is a force for good that inspires us every day to come alongside major sporting events, while mobilising partners and supporters, to help disrupt one of the most evil markets in the modern world.

## Human trafficking is global problem.

Over 40 million people are trapped in modern day slavery (human trafficking and exploitation) around the world, with one in four victims being children.<sup>6</sup>

Perpetrators exploit human beings for their own benefit, whether through commercial sexual exploitation or forced labour, such as domestic servitude. Traffickers often take advantage of poverty, lack of prospects, and hope for a better future, by tricking and luring their victims into fake promises.<sup>7</sup>

## The problem is complex, and so is the answer.

We believe that prevention and awareness-raising campaigns are an effective way to curtail offences committed and reduce demand while encouraging individuals, including victims to come forward and make a report.

Last year during our 2018 Campaign around the Super Bowl LII in Minneapolis, PyeongChang Winter Olympics in South Korea, the Gold Coast Commonwealth Games in Australia, and the HSBC/Cathay Pacific Hong Kong Rugby Sevens in Hong Kong, a young boy saw the It's a Penalty Campaign film in-flight on one of our partners airlines and contacted us to report that his swimming coach was abusing him and some of his friends. This demonstrated that it is absolutely vital to equip individuals with reporting mechanisms- encourage them so that they don't feel as though they are alone and ensuring them that there is help available.



To help end human trafficking and exploitation, we:

## EDUCATE

about the issues, penalties for offenders, and how to identify human trafficking and exploitation;

## EQUIP

sporting fans, tourists and the general public with mechanisms to report a crime or abuse, both whilst at home and abroad;

## ENCOURAGE

people and victims, and potential victims of human trafficking to make a report;  
“Learn something, see something, do something!”

6 - ILO and the Walk Free Foundation (2017). Global Estimates of Modern Slavery: Forced Labour and Forced Marriage, p. 5. Available at [https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcom-m/documents/publication/wcms\\_575479.pdf](https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcom-m/documents/publication/wcms_575479.pdf).

7 - U.S. Department of State (2018). Trafficking in Persons Report, June 2018, p. 3. Available at: <https://www.state.gov/documents/organization/282798.pdf>.



# Our Impact

## Super Bowl LIII in Atlanta



### FILM

#### **39.2 million passengers**

reached on American Airlines and British Airways flights by the It's a Penalty campaign film shown in-flight throughout January and February. American Airlines also published a full page ad in their in-flight magazine, American Way, reaching a potential of 32 million passengers.



### MEDIA

#### **93.3 million people**

were reached through media coverage of the It's a Penalty 2019 Campaign, by news outlets such as Fox News, CBS 46, and 100 Huntley Street.



### SOCIAL MEDIA

#### **6.1 million people**

through social media on It's a Penalty platforms as well as posts made by partners, influencers and supporters.



### VOLUNTEERS

#### **10,000 Super Bowl volunteers**

received training to spot human trafficking by our partners IHTI and watched the It's a Penalty campaign film. It's a Penalty wristbands in packaging with the Polaris hotline were also distributed to the volunteers.



### REPORTS

The National Human Trafficking Hotline operated by Polaris

#### **26.3% increase of calls**

during the Super Bowl Atlanta period compared to same time in previous year (1st Jan - 1st March).



**Aaron Rodgers**  
Professional Football  
Quarterback



**Andy Dalton**  
Professional Football  
Quarterback



**Benjamin Watson**  
Professional Football  
Tight End



**Brad Guzan**  
Professional  
Goal Keeper



**Matt Ryan**  
Professional Football  
Quarterback



**Nick Foles**  
Professional Football  
Quarterback



**Roddy White**  
Professional Football  
Wide Receiver



**Ryan Tannehill**  
Professional Football  
Quarterback

The 2019 It's a Penalty Campaign was supported by high profile NFL players, Aaron Rodgers, Nick Foles, Ryan Tannehill, Andy Dalton, Matt Ryan, Benjamin Watson and Roddy White, as well as USA soccer player, Brad Guzan – all of whom featured in our campaign film and on informative campaign materials.



## RIDESHARE / TAXIS

### 6,000 Uber and Lyft drivers

across Atlanta were trained by our partners IHTI to spot and report human trafficking.

**It's a Penalty's informative materials complemented this training** (rear-view mirror hanging tags and wristbands in packaging) with the National Human Trafficking Hotline operated by Polaris inside their taxis.



## HOTELS

### Management and staff at Hilton hotels

across Atlanta were trained to identify and report human trafficking using ECPAT guidelines (End Child Prostitution and Trafficking), and given a presentation on the It's a Penalty Campaign.

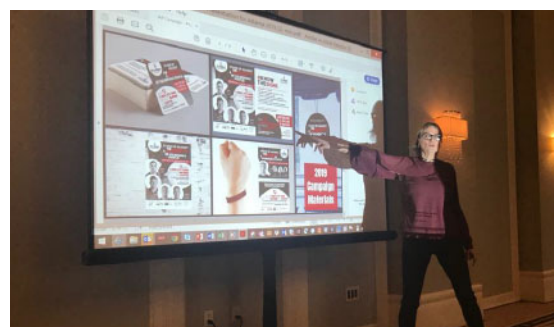
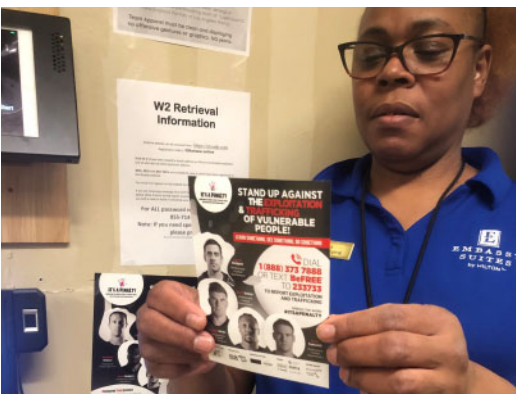
### 40 Hilton hotels

throughout Atlanta showed the It's a Penalty 2019 Campaign film to its guests and distributed informative campaign materials to guests as they checked in. It's a Penalty materials were also displayed in employee areas.

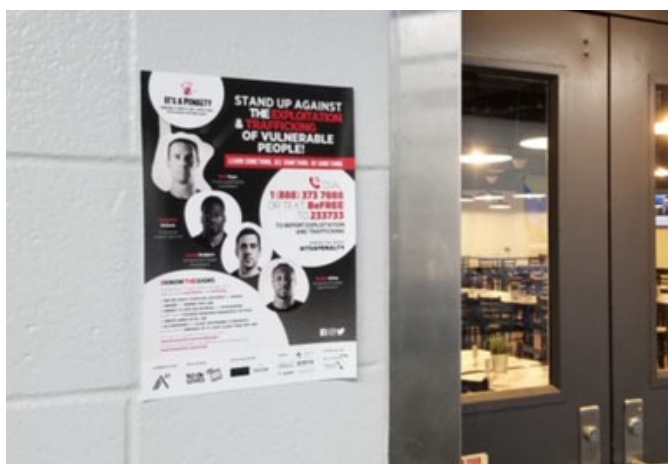
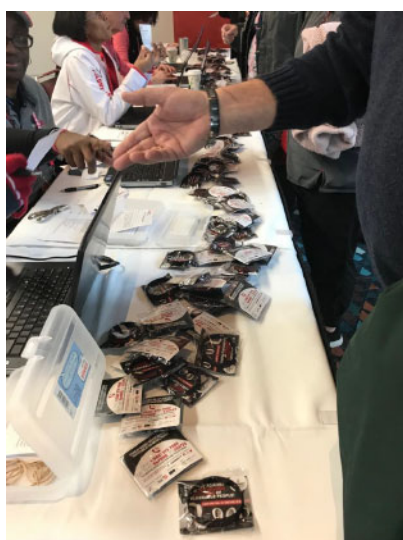
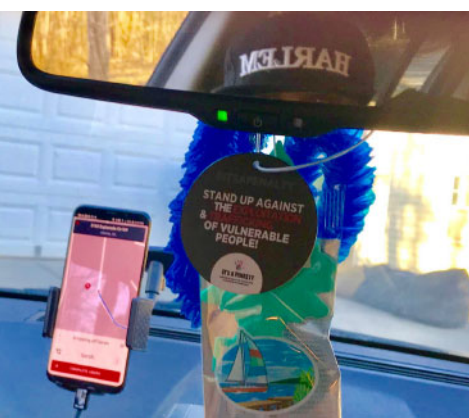
It's a Penalty teamed up with NGO The SOAP Project to distribute educative materials such as soaps, folders, posters, leaflets and wristbands, featuring the National Human Trafficking Hotline number operated by Polaris and texting options, to 300+ hotels and motels in Atlanta. The materials included a list of missing children in Atlanta compiled by NCMEC (National Center for Missing and Exploited Children).

### 4 hotels recognized

teens from the NCMEC list of missing children in Atlanta. One hotel informed that a girl on the poster had been in there the week before with another teen, and paid \$1,000 in cash for the rooms. Another teen from the poster was in a room right then and the hotel called the police.







## Testimonials

As a result of the collective efforts by law enforcement and stakeholders at the Super Bowl, the FBI announced that there were 169 arrests made collectively of traffickers and individuals attempting to engage in sex acts with a minor. Fourteen sex trafficking victims were recovered, including 9 minors, of which the youngest was 14 years old, and 9 adults.

*"The Its a Penalty campaign is so important because our drivers interact with so many members of the community. The training, the awareness and the campaign materials saying what to do if you become suspicious of something are all so important for us at Uber."*

**Ciara, manager at the Atlanta Uber hub.**

*"One time, I picked up the same girl who looked 15 but said she was 21 and dropped her off at different locations one night."*

**Uber Driver**

*"I recently picked up a man in his forties with a young girl and he told her she still owed him \$10. The driver wrote her tel number on a \$10 note and slipped it to the girl as she got out the taxi. The taxi drivers were all grateful for the campaign and for the hotline."*

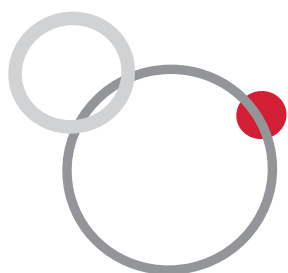
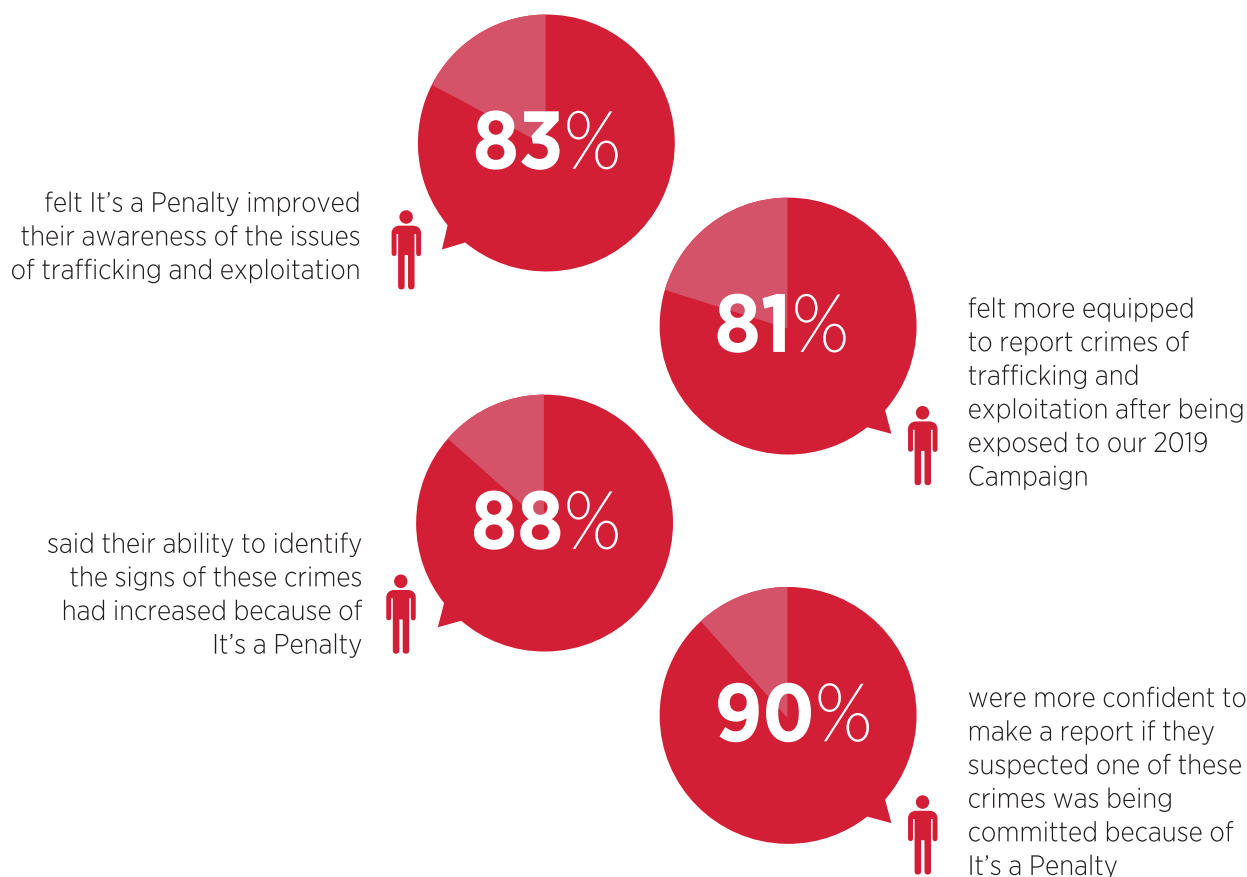
*"The training really has opened my eyes. I've picked up young girls up from hotels and didn't know what to do about it."*

**Lou, Uber driver**

# How the 2019 It's a Penalty Campaign impacted the general public

During the 2019 It's a Penalty Campaign, we asked people to answer a short survey on our website ([www.itsapenalty.org](http://www.itsapenalty.org)) to help us understand and assess the difference that the It's a Penalty campaign made in EDUCATING about global issues of trafficking and exploitation, and the signs to look out for in order to identify a crime. As well as in EQUIPPING them with the mechanisms to report these crimes, and ENCOURAGING them to be confident in making a report.

**In total, we had 162 respondents assist with this monitoring and evaluation for the 2019 Campaign.**



The main goals for the 2019 It's a Penalty Campaign: to **educate** and raise awareness amongst millions of sporting fans and the general public on the issue of human trafficking – **equipping** them with the tools and information to identify exploitation, and how to make a report wherever they are in the world. **Encouraging** people everywhere to “learn something, see something, do something.”

FOUNDING PARTNER



MAIN PARTNERS



SUPPORTING PARTNER



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PARTNER AIRLINES





## It's a Penalty Campaign Core Team



**Sarah de Carvalho MBE**  
CEO



**Giselle Barboza**  
Campaign Director



**Christian Elliot**  
Global Development Director (A21)



**Elizabeth Speller**  
Campaign & Research/Advocacy Coordinator



**Chris Nancarrow**  
Accounts Manager

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[www.itsapenalty.org](http://www.itsapenalty.org)

# HUMAN TRAFFICKING AWARENESS

Poster Obligations By State

HOW TRUCKSTOPS  
HELP PEOPLE



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## EXECUTIVE SUMMARY

Many states require certain businesses—sometimes explicitly including truckstops—to post “Human Trafficking Awareness” posters and materials that are visible to customers. Although all of these requirements are designed to fulfill similar objectives—*i.e.*, to help educate the public to recognize indicators of human trafficking and report suspected incidents to law enforcement—the obligations and types of businesses subject to the requirements differ from state-to-state.

This document provides a brief overview of each state’s requirements. Some of the requirements are quite granular and clear, while others are more ambiguous. For example, some states clearly require “truck stops” to post material; other state laws describe business activities in which truck stops engage without mentioning the term “truck stop”; and still others may not cover travel centers at all.

At present, the following states specifically reference truck stops in their statutes: California, Connecticut, Georgia, Illinois, Maryland, Missouri, New York, Ohio, Pennsylvania, South Carolina, and Virginia.

However, many state laws reference businesses that provide services and amenities which many truckstop and travel plazas offer, such as fuel, food, overnight parking, and lodging.

This document outlines the details of each state’s statute, including applicable establishments, requirements for poster content and format as well as penalties for non-compliance.

NATSO members are encouraged to assess their own state’s statute to determine whether they are required to post human trafficking awareness materials and to confer with legal counsel.

Through its alliance with the Department of Homeland Security’s Blue Campaign, the NATSO Foundation provides awareness materials—including posters—to the nation’s truckstops and travel plazas.

For questions or further assistance, please contact Tiffany Wlazlowski Neuman ([twlazlowski@natso.com](mailto:twlazlowski@natso.com)) with the NATSO Foundation.

**Human Trafficking Awareness: Poster Obligations By State**

State	Applicable Establishments	Poster Content and Format	Miscellaneous	Penalties
ALABAMA  ALA. STAT. § 13A-6-170	<p>Alabama’s statute requires the following establishments to post the National Human Trafficking Resource Hotline:</p> <ul style="list-style-type: none"><li>• All persons owning establishments that require a liquor license/alcoholic beverage license, and that <u>do not</u> also have a food or beverage permit (or both);</li><li>• Any hotel that has been cited as a nuisance under Alabama law;</li><li>• Any massage parlor under certain circumstances;</li><li>• Any airport, train station, or bus station; and</li><li>• Any business that provides entertainment commonly called stripteasing or topless entertaining.</li></ul> <p>Such applicable establishments will receive notice of mandatory compliance from state regulators.</p> <p>The poster obligations do <u>not</u> apply to businesses providing entertainment in theaters, concert halls, art centers, museums, or similar establishments that are devoted primarily to the arts or theatrical performances, when the performances that are presented are expressing matters of serious literary, artistic, scientific, or political value.</p>	<p>Applicable establishments are required to post—in a location conspicuous to the public at the entrance of the business/where such posters are customarily posted—a poster that is at least 8½ x 11 inches in size.</p> <p>The poster must contain the following language:</p> <p>“If you or someone you know is being forced to engage in any activity and cannot leave—whether it is commercial sex, housework, farm work, or any other activity—call the National Human Trafficking Resource Center Hotline at 1-888-373-7888 to access help and services.</p> <p>(1) Victims of human trafficking are protected under U.S. law. (2) The Toll-free Hotline is: a. Available 24 hours a day, 7 days a week. b. Operated by a nonprofit, nongovernmental organization. c. Anonymous and confidential. d. Accessible in 170 languages. e. Able to provide help, referral to services, training, and general information.”</p>	<p>The poster will be available on the internet website of the following regulatory agencies:</p> <ul style="list-style-type: none"><li>• The Alabama Alcoholic Beverage Control Board (where documents associated with obtaining a liquor license or alcoholic beverage license are customarily located).</li><li>• The Alabama Public Service Commission.</li><li>• The Alabama Department of Labor.</li></ul> <p>Owners of the applicable establishments are required to:</p> <ul style="list-style-type: none"><li>• Print the poster from any of the agencies’ websites or ask that a poster be mailed.</li><li>• Obtain the posters in English, Spanish, and any other languages deemed appropriate by the Commissioner of Labor.</li></ul>	<p>A person who violates this provision of law is subject to a warning for the first violation and a fine not to exceed \$50 for each subsequent violation.</p> <p>The violation or non-compliance with this provision of law, and each day’s continuance thereof, constitutes a separate and distinct violation.</p>



ALASKA: NO LAW FOUND

ARIZONA: NO LAW FOUND

ARKANSAS  
ARK. CODE ANN.  
§ 12-19-102

Arkansas’ statute requires the following establishments to post information about the National Human Trafficking Resource Center Hotline:

- A hotel, motel, or other establishment that has been cited as a public nuisance for prostitution under Section 20-27-401;
- A strip club or other sexually oriented business;
- A private club that has a liquor permit for on-premises consumption and does not hold itself out to be a food service establishment;
- An airport;
- A train station that serves passengers;
- A bus station; and
- A privately owned and operated facility that provides food, fuel, shower or other sanitary facilities, and overnight parking.

Applicable establishments are required to post—in a location conspicuous to the public at the entrance of the business/where such posters are customarily posted—a poster that is at least 8½ x 11 inches in size.

The poster must contain the following language:

“If you or someone you know is being forced to engage in any activity and cannot leave - whether it is commercial sex, housework, farm work, or any other activity – call the National Human Trafficking Resource Center Hotline at 1-888-373-7888 to access help and services.

Victims of human trafficking are protected under United States and Arkansas state law.

The Hotline is:

- Available 24 hours a day, 7 days a week
- Toll-free
- Operated by a nonprofit, non-governmental organization
- Anonymous and confidential

The statement shall appear on each poster in English, Spanish, and, for each county, any other language required for voting materials in that county.

The poster shall be available on the websites of all of the following:

- The Alcoholic Beverage Control Board where documents associated with obtaining a liquor license or alcoholic beverage license are customarily located;
- The Department of Labor; and
- The Arkansas Department of Transportation.

To obtain a copy of the poster required to be posted under this section, the owners or operators of an establishment required to post the notice under this section shall:

- Print the poster from any of the internet websites listed above; or
- Request that the poster be mailed for the cost of printing and first-class postage.

If an establishment has failed to post the information required, the owner or operator shall receive:

- For a first violation, a warning; and
- For a second or subsequent violation, a fine not to exceed five hundred dollars (\$500).

The violation of or noncompliance with this section, and each day’s continuance thereof, shall constitute a separate and distinct violation.

		<ul style="list-style-type: none"> <li>• Accessible in 170 languages</li> <li>• Able to provide help, referral to services, training, and general information.”</li> </ul>		
<p>CALIFORNIA</p> <p>CAL. CIV. CODE § 52.6</p>	<p>California’s statute requires the following establishments to post a human trafficking awareness poster:</p> <ul style="list-style-type: none"> <li>• On-sale general public premises licensees under the Alcoholic Beverage Control Act;</li> <li>• Adult or sexually oriented businesses;</li> <li>• Primary airports;</li> <li>• Intercity passenger rail or light rail stations;</li> <li>• Bus stations.</li> <li>• <b>Truck stops (“truck stop” means a privately owned and operated facility that provides food, fuel, shower or other sanitary facilities, and lawful overnight truck parking);</b></li> <li>• Emergency rooms within general acute care hospitals;</li> <li>• Urgent care centers;</li> <li>• Farm labor contractors;</li> <li>• Privately operated job recruitment centers;</li> <li>• Roadside rest areas; and</li> <li>• Businesses or establishments that offer massage or bodywork services for compensation.</li> </ul>	<p>Applicable establishments are required to post—in a location conspicuous to the public at the entrance of the business/in clear view of the public—a poster that is at least 8½ x 11 inches in size.</p> <p>The poster must contain the following language:</p> <p>“If you or someone you know is being forced to engage in any activity and cannot leave—whether it is commercial sex, housework, farm work, construction, factory, retail, or restaurant work, or any other activity—call the National Human Trafficking Resource Center at 1-888-373-7888 or the California Coalition to Abolish Slavery and Trafficking (CAST) at 1-888-KEY-2-FRE(EDOM) or 1-888-539-2373 to access help and services.</p> <p>Victims of slavery and human trafficking are protected under United States and California law.</p> <p>The hotlines are:</p> <ul style="list-style-type: none"> <li>• Available 24 hours a day, 7 days a week.</li> <li>• Toll-free.</li> </ul>	<p>The notice shall be printed in English, Spanish, and in one other language that is the most widely spoken language in the county where the establishment is located.</p> <p>A model notice that complies with California’s requirements is available for download on the California Department of Justice’s website. Please note that an updated notice will be available on or before January 1, 2019.</p>	<p>A business or establishment that fails to comply is liable for a civil penalty of five hundred dollars (\$500) for a first offense and one thousand dollars (\$1,000) for each subsequent offense.</p> <p>Before a civil penalty is levied, the appropriate government must:</p> <ul style="list-style-type: none"> <li>• Provide the business or establishment with reasonable notice of noncompliance; and</li> <li>• Verified that the violation was not corrected within a 30-day period.</li> </ul>

		<ul style="list-style-type: none"><li>• Operated by nonprofit, nongovernmental organizations.</li><li>• Anonymous and confidential.</li><li>• Accessible in more than 160 languages.</li><li>• Able to provide help, referral to services, training, and general information.”</li></ul>		
COLORADO: NO LAW FOUND				
CONNECTICUT  CONN. GEN. STAT. § 54-222, 54-234A	<p>Connecticut’s statute requires the following establishments to post a brochure regarding the rights of victims of human trafficking:</p> <ul style="list-style-type: none"><li>• <b>Each truck stop (“truck stop” means a privately owned and operated facility where food, fuel, lawful overnight truck parking and shower and laundry facilities are offered);</b> and</li><li>• Each person who holds an on-premises consumption permit for the retail sale of alcoholic liquor.</li></ul> <p>This does not apply to:</p> <ul style="list-style-type: none"><li>• A caterer, railroad, boat, airline, military, charitable organization, special club, temporary liquor or temporary beer permit;</li><li>• A restaurant permit, restaurant permit for beer, restaurant permit for wine and beer or cafe permit; or</li></ul>	<p>Connecticut’s Office of the Chief Court Administrator shall develop a concise notice concerning services available to victims of human trafficking.</p> <p>Such notice shall indicate that any person who is forced to engage in any activity and who cannot leave may contact a state or federal anti-trafficking hotline, and shall indicate the toll-free telephone numbers for such hotlines.</p> <p>The office shall make copies of such notice available to persons who are required to post such notice.</p>		There is no penalty provision.

	<ul style="list-style-type: none"><li>• A manufacturer permit for a farm winery, a manufacturer permit for beer, or manufacturer permits for beer and brew pubs.</li></ul>			
DELAWARE: NO LAW FOUND				
DISTRICT OF COLUMBIA  D.C. CODE § 22-1843	<p>The District of Columbia’s statute requires the following establishments to post a human trafficking awareness poster:</p> <ul style="list-style-type: none"><li>• A property found to be a prostitution-related nuisance;</li><li>• An intercity rail or bus station;</li><li>• A nude performance establishment;</li><li>• A massage establishment where human trafficking has occurred; and</li><li>• A hotel where human trafficking has occurred.</li></ul>	<p>Applicable establishments are required to post—in a location conspicuous to all employees and the public—a poster that is at least 8½ x 11 inches in size.</p> <p>The poster must contain the following language:</p> <p>“REPORT HUMAN TRAFFICKING: National Human Trafficking Resource Center--1-888-373-7888. CALL FOR HELP IF YOU OR SOMEONE YOU KNOW:</p> <ul style="list-style-type: none"><li>• Is being forced to have sex without consent;</li><li>• Has had an ID or documents taken away;</li><li>• Is being threatened by or is in debt to an employer; and</li><li>• Wants to leave a job but cannot freely do so.</li></ul>	<p>The notice to be posted shall be available on District government websites, as determined by the Mayor, for an owner or person in control of the premises to print as needed.</p>	<p>Failure of an owner or person in control of the premises of a required establishment shall be subject to a civil fine of no more than \$500 per violation; provided, the Mayor shall provide an establishment with notice of non-compliance and an opportunity to comply before imposing a civil fine.</p> <p>Each day that an establishment covered under this section fails to have a sign posted after the opportunity to comply shall constitute a separate offense.</p>

		TOLL-FREE. 24/7. CONFIDENTIAL. INTERPRETERS AVAILABLE.  This sign is required under District law.”		
FLORIDA: NO LAW FOUND				
GEORGIA  GA. CODE. ANN. § 16-5-47	Georgia’s statute requires the following establishments post a human trafficking hotline notice: <ul style="list-style-type: none"><li>• Adult entertainment establishments;</li><li>• Bars;</li><li>• Primary airports;</li><li>• Passenger rail or light stations;</li><li>• Bus stations;</li><li>• <b>Truck stops (“Truck stop” means a privately owned and operated facility that provides food, fuel, shower or other sanitary facilities, and lawful overnight truck parking.);</b></li><li>• Emergency rooms within general acute care hospitals;</li><li>• Urgent care centers;</li><li>• Farm labor contractors and day haulers;</li><li>• Privately operated job recruitment centers;</li><li>• Safety rest areas located along interstate highways in this state;</li><li>• Hotels;</li><li>• Businesses and establishments that offer massage or bodywork services by</li></ul>	Applicable establishments are required to post—in a location conspicuous to the public at the entrance of the business/where such posters are customarily posted <u>and</u> in each public restroom—a poster that is at least 8½ x 11 inches in size and printed in a 16 point font.  The notice shall provide information giving individuals a method to contact the National Human Trafficking Hotline and the Statewide Georgia Hotline for Domestic Minor Trafficking.	The Georgia Bureau of Investigation shall develop a model notice that is available for download from its Internet website.  The notice should be posted in in English, Spanish, and any other language deemed appropriate by the director of the Georgia Bureau of Investigation.	A law enforcement officer shall notify, in writing, any business or establishment that has failed to comply with this requirements and if it does not correct the violation within 30 days from the date of receipt of the notice, the owner of such business or establishment shall be charged with a violation and upon conviction shall be guilty of the misdemeanor offense of failure to post the National Human Trafficking Resource Center hotline number and may be punished by a fine of not more than \$500.00.  The costs of such prosecution shall not be taxed nor shall any additional penalty, fee, or surcharge to a fine for such offense be assessed against an owner for conviction thereof.  Upon a second or subsequent conviction, the owner shall be guilty of a high and aggravated misdemeanor and shall be punished by a fine not to exceed \$5,000.00.



	<p>a person who is not a massage therapist; and</p> <ul style="list-style-type: none"><li>• Government buildings.</li></ul>			<p>The notice required by this subsection may be hand delivered to the noncomplying business or establishment or mailed to it at the address of such business or establishment.</p>
<p>HAWAII HAW. REV. STAT. § 371-20</p>	<p>Hawaii’s statute requires the following establishments to post the National Human Trafficking Resource Center hotline:</p> <ul style="list-style-type: none"><li>• Holds a class 5 or class 11 liquor license;</li><li>• Maintains a massage therapy establishment that employs five or more people; or</li><li>• Employs one or more erotic or nude massagers or exotic or nude dancers.</li></ul>	<p>Applicable establishments are required to post—in a location readily accessible to employees—a poster that is at least 8½ x 11 inches in size.</p> <p>The poster must contain the following language:</p> <p>“If you or someone you know is being forced to engage in any activity and cannot leave - whether it is commercial sex, housework, farm work, or any other similar activity - call the National Human Trafficking Resource Center Hotline at 1-888-373-7888 to access help and services.</p> <p>Victims of human trafficking are protected under United States and Hawaii law.</p> <p>The hotline is:</p> <ul style="list-style-type: none"><li>• Available twenty-four hours a day, seven days a week;</li><li>• Toll-free;</li><li>• Operated by a nonprofit, nongovernmental organization;</li><li>• Anonymous and confidential;</li></ul>	<p>The poster shall be printed in English and the director may supplement the required information.</p> <p>The department shall make available on its public website an electronic version of the poster for employers to print.</p>	<p>Any employer who willfully and knowingly fails, neglects, or refuses to perform any act required by this section shall be fined not more than \$100 for each separate offense.</p> <p>Each day the violation continues shall constitute a separate offense.</p> <p>Any action taken to impose or collect the penalty provided for in this subsection shall be considered a civil action.</p>

		<ul style="list-style-type: none"> <li>• Accessible in one hundred seventy languages; and</li> <li>• Able to provide help, referral to services, training, and general information.”</li> </ul>		
<p>IDAHO</p> <p>IDAHO CODE § 40-507</p>	<p>The department will allow posters and signs to be placed by nonprofit anti-human trafficking organizations in or around safety rest areas (“safety rest area” means a roadside area with restrooms and other facilities for the use of motorists.)</p>	<p>The posters and signs must be at least eight and one-half by eleven inches (8 ½ " x 11") in size, must be mounted as tamper and vandalism resistant, and must contain toll-free telephone numbers and/or emergency contact numbers for victims of human trafficking, including the number for the “National Human Trafficking Resource Center” and the number for the Idaho state office of crime victims advocacy.</p>	<p>The posters and signs may include text in a variety of languages.</p> <p>The posters and signs will be covered by a permit if the safety rest area or turnout is part of the highway right-of-way.</p> <p>Posters and signs containing the aforementioned contact numbers shall have all costs for the sign, installation, and/or maintenance provided by the aforementioned nonprofit anti-human trafficking organization(s).</p>	<p>There is no penalty provision.</p>
<p>ILLINOIS</p> <p>ILL. COMP. STAT. § 775.50</p>	<p>Illinois’ statute requires the following establishments to post a notice for the National Human Trafficking Resource Center:</p> <ul style="list-style-type: none"> <li>• On premise consumption retailer licensees where the sale of alcoholic liquor is the principal business carried on by the licensee at the premises and primary to the sale of food;</li> <li>• Adult entertainment facilities;</li> <li>• Primary airports;</li> </ul>	<p>Applicable establishments are required to post— near the public entrance of the establishment or in another conspicuous location in clear view of the public/employees —a poster that is at least 8½ x 11 inches in size and written in 16 point font.</p> <p>The poster must contain the following language:</p>	<p>The notice shall be printed in English, Spanish, and in one other language that is the most widely spoken language in the county where the establishment is located.</p> <p>The Illinois Department of Human Services shall:</p> <ul style="list-style-type: none"> <li>• develop a model notice; or</li> <li>• adopt a model notice developed by the Illinois Task Force on Human Trafficking.</li> </ul>	<p>A covered business or establishment that fails to comply with the requirements is liable for a civil penalty of \$500 for a first offense and \$1,000 for each subsequent offense.</p> <p>The Illinois Department of Labor shall, in the course of regulating a business or establishment, monitor and enforce compliance with this Act.</p> <p>Upon discovering a violation, the Illinois Department of Labor shall</p>

	<ul style="list-style-type: none"><li>• Intercity passenger rail or light rail stations;</li><li>• Bus stations;</li><li>• <b>Truck stops. (For purposes of this Act, “truck stop” means a privately-owned and operated facility that provides food, fuel, shower or other sanitary facilities, and lawful overnight truck parking);</b></li><li>• Emergency rooms within general acute care hospitals;</li><li>• Urgent care centers;</li><li>• Farm labor contractors;</li><li>• Privately-operated job recruitment centers;</li><li>• Hotels and motels; and</li><li>• Tattoo and body piercing establishments.</li></ul> <p>The Illinois Department of Transportation shall also post a notice at each roadside rest area.</p> <p>The organizer of a public gathering or special event that is conducted on property open to the public and requires the issuance of a permit from the unit of local government shall post a notice.</p> <p>The administrator of a public or private elementary school or public or private secondary school shall post a printout of the downloadable notice.</p>	<p>“If you or someone you know is being forced to engage in any activity and cannot leave, whether it is commercial sex, housework, farm work, construction, factory, retail, or restaurant work, or any other activity, call the National Human Trafficking Resource Center at 1-888-373-7888 to access help and services.</p> <p>Victims of slavery and human trafficking are protected under United States and Illinois law.</p> <p>The hotline is:</p> <ul style="list-style-type: none"><li>• Available 24 hours a day, 7 days a week;</li><li>• Toll-free;</li><li>• Operated by nonprofit nongovernmental organizations;</li><li>• Anonymous and confidential;</li><li>• Accessible in more than 160 languages; and</li><li>• Able to provide help, referral to services, training, and general information.”</li></ul>	<p>The Illinois Department of Human Services shall make the model notice available for download on the Department’s website.</p> <p>Upon request, the Illinois Department of Human Services shall furnish copies of the model notice without charge to a business or establishment.</p>	<p>provide the business or establishment with reasonable notice of noncompliance that informs the business or establishment that it is subject to a civil penalty if it does not correct the violation within 30 days from the date the notice is sent to the business or establishment.</p> <p>If the Illinois Department of Labor verifies that the violation was not corrected within the 30-day period, the Illinois Attorney General may bring an action to impose a civil penalty</p> <p>A business or establishment that fails to comply with the requirements of this Act within 30 days of receipt of a notice is guilty of a petty offense, and subject to a fine of up to \$500 for each violation.</p>

INDIANA  IND. CODE § 7.1-3-23-20.5	The holder of a retailer’s permit that provides adult entertainment on the licensed premises must display human trafficking awareness posters.	<p>The posters must be displayed in at least two (2) of the following locations on the licensed premises:</p> <ul style="list-style-type: none"><li>• The office of the manager of the licensed premises.</li><li>• The locker room used by performers or other employees.</li><li>• The break room used by performers or other employees.</li></ul> <p>Posters displayed must describe human trafficking, state indicators of human trafficking (such as restricted freedom of movement and signs of physical abuse), set forth hotline telephone numbers for law enforcement, and be approved by the commission.</p>		The commission may revoke, suspend, or refuse to renew the permit issued for the licensed premises if the holder fails to comply.
IOWA: NO LAW FOUND				
KANSAS  KAN. STAT. ANN § 75-759	A notice offering help to victims of human trafficking ... may be posted in a prominent and accessible location in workplaces.	<p>The notice shall provide such information as the attorney general determines appropriate to help and support victims of human trafficking, including, but not limited to, information regarding the national human trafficking hotline as follows:</p> <p>The poster must contain the following language: “If you or someone you know is being forced to engage in any activity and cannot leave—whether it is commercial sex,</p>	<p>The notice described in this section shall be made available in English, Spanish, and, if requested by an employer, another language.</p> <p>A notice offering help to victims of human trafficking shall be accessible on the official website of the attorney general, the official website of the department for children and families and the official website of the department of labor.</p>	

		<p>housework, farm work or any other activity—call the toll-free National Human Trafficking Hotline at 1-888-373-7888 to access help and services.</p> <p>The toll-free hotline is:</p> <ul style="list-style-type: none"> <li>• Available 24 hours a day, 7 days a week</li> <li>• Operated by a nonprofit, nongovernmental organization</li> <li>• Anonymous and confidential</li> <li>• Accessible in 170 languages</li> <li>• Able to provide help, referral to services, training, and general information.”</li> </ul>	<p>The secretary of labor, in consultation with the attorney general, shall develop and implement an education plan to raise awareness among Kansas employers about the problem of human trafficking, about the hotline described in this section, and about other resources that may be available to employers, employees, and potential victims of human trafficking.</p>	
<p>KENTUCKY</p> <p>KY. REV. STAT. § 176.415</p>	<p>Kentucky’s statute requires the Department of Highways to post in every restroom located on the premises of each rest area a sign that displays the human trafficking hotline telephone number.</p>	<p>The Department of Highways is required to post—in a prominent place easily seen by patrons—a printed sign at least 11x 14 inches by in size, with 1 inch high letters.</p> <p>The sign must display the current telephone hotline number of the National Human Trafficking Resource Center or any federally funded successor entity and must be created using gender-neutral language.</p>		<p>There is no penalty provision.</p>
<p>LOUISIANA</p> <p>LA. REV. STAT. §15:541.1</p>	<p>Louisiana’s statute requires the following establishments post National Human Trafficking Resource Center hotline:</p> <ul style="list-style-type: none"> <li>• Every massage parlor, spa, or hotel that has been found to be a public nuisance for prostitution;</li> <li>• Every strip club or other sexually-oriented business;</li> </ul>	<p>Applicable establishments are required to post—in a location conspicuous to the public at the entrance of the business/where such posters are customarily posted—a poster that is at least 8½ x 11 inches and contains boldfaced type of not less than 14-point font.</p>	<p>Such posting shall also comply with any other requirements established by regulations promulgated by the commissioner of the office of alcohol and tobacco control in accordance with the Administrative Procedure Act.</p>	<p>A civil penalty, as outlined in the schedule below, may be assessed for each violation:</p> <ul style="list-style-type: none"> <li>• A first offense, not less than fifty dollars but not more than five hundred dollars.</li> <li>• A second offense, which occurs within three years of the first offense, not less than two hundred</li> </ul>



	<ul style="list-style-type: none"><li>• Every full-service fuel facility adjacent to an interstate highway or highway rest stop;</li><li>• Every outpatient abortion facility;</li><li>• Every hotel, except bed and breakfasts or camp and retreat facilities owned and operated by nonprofit organizations;</li><li>• Every airport; and</li><li>• Every bus terminal.</li></ul>	<p>The poster must contain the following language:</p> <p>“If you or someone you know is being forced to engage in any activity and cannot leave, whether it is commercial sex, housework, farm work, or any other activity, call the National Human Trafficking Resource Center hotline at 1-888-373-7888 to access help and services.”</p>	<p>The language in the posting shall be printed in English, Louisiana French, Spanish, and any other languages that the commissioner of alcohol and tobacco control shall require.</p> <p>The following departments provide each establishment with the required notice and shall post on their websites a sample which shall be accessible for download.</p> <p>The departments are as follows:</p> <ul style="list-style-type: none"><li>• Department of Revenue and the office of alcohol and tobacco control.</li><li>• Department of Transportation and Development.</li><li>• The Louisiana Department of Health.</li></ul>	<p>fifty dollars but not more than one thousand dollars; and</p> <ul style="list-style-type: none"><li>• A third offense, which occurs within three years of the first offense, not less than five hundred dollars but not more than two thousand five hundred dollars.</li></ul>
<p>MAINE</p> <p>ME. REV. STAT.</p> <p>ANN. TIT 26 § 879</p>	<p>Maine’s statute requires the following establishments post a human trafficking awareness poster:</p> <ul style="list-style-type: none"><li>• A Department of Labor career center;</li><li>• An office that provides services under the Governor's Jobs Initiative Program under section 2031;</li><li>• A hospital or facility providing emergency medical services;</li><li>• An eating and lodging place (“Eating and lodging place” means every building or structure or any part thereof kept, used as, maintained as, advertised as or held out to the public</li></ul>	<p>The Department of Labor shall provide the required business or employer with public awareness signs that contain a telephone number for a national human trafficking hotline.</p>		<p>A person who fails to post a sign as required commits a civil violation for which a fine of \$300 per violation must be adjudged.</p>

	<p>to be a place where eating and sleeping accommodations are furnished to the public as a business, such as hotels, motels, guest homes and cottages.);</p> <ul style="list-style-type: none"><li>• An adult entertainment nightclub or bar, adult spa, establishment featuring strippers or erotic dancers or other</li><li>• sexually oriented business;</li><li>• A money transmitter licensed;</li><li>• A check cashing business or foreign currency exchange business;</li><li>• Every transportation center; and</li><li>• Every highway rest area and welcome center.</li></ul>			
<p>MARYLAND</p> <p>MD BUS REG CODE § 15-207;</p> <p>MD TRANSP CODE § 8-655</p>	<p>Maryland’s statutes require the following establishments to post a National Human Trafficking Resource Center Hotline information sign:</p> <ul style="list-style-type: none"><li>• Lodging establishments;</li><li>• Each restroom at a rest area within the right-of-way of an interstate or State highway;</li><li>• Bus stations; and</li><li>• <b>Truck stops (“truck stop means a facility that provides services to long-haul truck drivers; including shower facilities to the truck drivers for a fee or parking for the truck drivers’ vehicles.)</b></li></ul>	<p>Applicable establishments are required to post a sign that is at least 3 x 5 inches and displays the National Human Trafficking Resource Center hotline in bold type.</p> <p>The poster must contain the following language:</p> <p>“REPORT HUMAN TRAFFICKING: National Human Trafficking Resource Center --1-888-373-7888. CALL FOR HELP IF YOU OR SOMEONE YOU KNOW:</p> <ul style="list-style-type: none"><li>• Is being forced to have sex without consent</li><li>• Has had an ID or documents taken away</li><li>• Is being threatened by or is in debt to an employer</li><li>• Wants to leave a job but cannot freely do so.</li></ul>	<p>The Department of Labor shall post the sign on its website.</p>	<p>Violators are subject to a civil penalty not exceeding \$ 1,000.</p> <p><b>For truck stops and bus stations, each restroom that does not have a sign is a separate violation.</b></p>

		<p>TOLL-FREE. 24/7. CONFIDENTIAL. INTERPRETERS AVAILABLE. This sign is required under State law.”</p> <p><b>For truck stops, bus stations and rest areas, the signs must be posted:</b></p> <ul style="list-style-type: none"><li>• <b>On the inside of each stall door in the restroom; or</b></li><li>• <b>On the back of the door at the entrance to the restroom.</b></li></ul>		
MASSACHUSETTS: NO LAW FOUND				
<p>MICHIGAN</p> <p>MICH. COMP. LAWS ANN. § 752.1033-752.1040</p>	<p>Michigan’s statute requires the following establishments post a human trafficking awareness poster:</p> <ul style="list-style-type: none"><li>• Each rest stop and welcome facility in Michigan;</li><li>• Any facility that provides bus or rail transportation services to the public;</li><li>• Any entity that owns property that has been found by a court to constitute a public nuisance due to acts of prostitution or human trafficking;</li><li>• An adult entertainment establishment; and</li><li>• Public airports.</li></ul>	<p>Applicable establishments are required to post a poster of durable construction—in a location conspicuous to the public at the entrance of the business/where such posters are customarily posted—that is at least 8½ x 11 inches and contains boldfaced type of not less than 14-point font.</p> <p>The poster must contain the following language:</p> <p>“If you or someone you know is being forced to engage in any activity and cannot leave, whether the activity is commercial sex, housework, farm work, or any other activity, please contact the National Human Trafficking Resource Center hotline at 1-888-373-7888 or text 233733 to access help and services. The</p>	<p>The notice must be posted in English, Spanish, and any other language determined appropriate by Michigan’s department of transportation.</p>	<p>If the department determines that an entity has failed to comply, the department shall notify the entity that it is in violation and provide the entity with 48 hours to come into compliance.</p> <p>If the entity is subsequently notified a second time of a failure to comply with the requirements of this act within 1 year of the previous notification, the entity may be fined not more than \$250.00.</p> <p>If the same entity is notified a third time of a failure to comply with the requirements of this act within 1 year of the previous 2 notifications, the entity may be fined not more than \$500.00.</p>

		victims of human trafficking are protected under U.S. laws and the laws of this state.”		
MINNESOTA: NO LAW FOUND				
MISSISSIPPI: NO LAW FOUND				
MISSOURI  MO. REV. STAT. § 595.120	Missouri’s statute requires the following establishments to post a human trafficking awareness poster: <ul style="list-style-type: none"><li>Hotels, motels, or other establishments that have been cited as a public nuisance for prostitution under section 567.080;</li><li>Strip clubs or other sexually oriented businesses;</li><li>Private clubs that have a liquor permit for on-premises consumption, do not hold themselves out to be food service establishments, and are not affiliated with any nonprofit fraternal, athletic, religious, or veteran organizations;</li><li>Airports;</li><li>Train stations that serve passengers;</li><li>Emergency rooms within general acute care hospitals;</li><li>Urgent care centers;</li><li>Privately operated job recruitment centers;</li><li>Businesses or establishments that offer massage or body work services for</li></ul>	Applicable establishments are required to post—in a location conspicuous to the public at the entrance of the business/where such posters are customarily posted—a poster that is at least 8½ x 11 inches in size by March 1, 2019.  The poster must contain the following language:  “If you or someone you know is being forced to engage in any activity and cannot leave—whether it is commercial sex, housework, farm work, or any other activity—call the National Human Trafficking Resource Center Hotline at 1-888-373-7888 or text 233733 (BEFREE) or visit the following website: <a href="http://www.traffickingresourcecenter.org">www.traffickingresourcecenter.org</a> to access help and services.  Victims of human trafficking are protected under U.S. and Missouri law. The toll-free hotline is: <ul style="list-style-type: none"><li>Available 24 hours a day, 7 days a week</li></ul>	The department of public safety will design a poster that provides the required information by January 1, 2019.  The department of public safety shall make the poster available for print on its public website.  To obtain a copy of the poster, the owners or operators of an establishment required to post the human trafficking hotline notice may <ul style="list-style-type: none"><li>print the online poster using the online link or</li><li>request that the poster be mailed for the cost of printing and first class postage.</li></ul> The statement shall appear on each poster in English, Spanish, and, for each county, any other language required for voting materials in that county.	Any owner or operator of an establishment required to post the human trafficking hotline notice who fails to comply with the requirement shall receive a written warning for the first violation and may be guilty of an infraction for any subsequent violation.

	<p>compensation by individuals who are not licensed under section 324.265;</p> <ul style="list-style-type: none"> <li>• Women's health centers;</li> <li>• Abortion facilities as defined in section 188.015;</li> <li>• Family planning clinics;</li> <li>• Maternity homes as defined in section 135.600;</li> <li>• Pregnancy resource centers as defined in section 135.630;</li> <li>• Bus stations;</li> <li>• <b>Truck stops. (For the purposes of this section, “truck stops” shall mean privately owned and operated facilities that provide food, fuel, shower or other sanitary facilities, and lawful overnight parking); and</b></li> <li>• Roadside rest areas.</li> </ul>	<ul style="list-style-type: none"> <li>• Operated by a non-profit, non-governmental organization</li> <li>• Anonymous and confidential</li> <li>• Accessible in 170 languages</li> <li>• Able to provide help, referral to services, training, and general information.”</li> </ul>	<p>In addition to the national human trafficking resource center hotline, the statement may contain any additional hotlines regarding human trafficking for access to help and services.</p>	
<p>MONTANA</p> <p>MONT. CODE. ANN. §44-4-1501</p>	<p>Montana’s statute requires the following establishments to post a human trafficking awareness poster:</p> <ul style="list-style-type: none"> <li>• each rest area within the limits of the right-of-way of interstate highways and other state highways; and</li> <li>• other entities as determined by the Department of Justice.</li> </ul>	<p>Applicable establishments are required to post—in a location that is accessible to employees and members of the public—a poster that is at least 8½ x 11 inches and includes a quick response code.</p> <p>The poster must contain the following language:</p> <p>“If you or someone you know is being forced to engage in any activity and cannot leave--whether it is commercial sex, housework, farm work, or any other activity--call the National Human Trafficking Resource Center Hotline at 1-888-373-7888 to access help and services.</p>	<p>The Department of Justice will create the poster. The Department of Justice will provide a copy of the poster to covered entities and post to its website.</p> <p>The statement must appear on each poster in English, Spanish, and any other language that is required for voting materials.</p>	<p>There is no penalty provision.</p>



		<p>Victims of human trafficking are protected under U.S. and Montana law.</p> <p>The toll-free hotline is:</p> <ul style="list-style-type: none"><li>• Available 24 hours a day, 7 days a week;</li><li>• Toll-free;</li><li>• Operated by a nonprofit, nongovernmental organization;</li><li>• Anonymous and confidential;</li><li>• Accessible in 170 languages; and</li><li>• Able to provide help, referral to services, training, and general information.”</li></ul>		
NEBRASKA  NEB. REV. STAT. §81-1430	<p>Nebraska’s statute requires the following establishments to post a human trafficking awareness poster:</p> <ul style="list-style-type: none"><li>• Rest stops; and</li><li>• Strip clubs.</li></ul> <p>The task force will work with businesses to voluntarily place additional signs.</p>	<p>The posters shall include a toll-free telephone number a person may call for assistance, preferably the National Human Trafficking Resource Center Hotline (888)373-7888.</p>	<p>The Department of Labor shall work with the task force to develop posters for placement around the state.</p> <p>The posters shall be in English, Spanish, and any other language deemed appropriate.</p>	<p>There is no penalty provision.</p>
NEVADA: NO LAW FOUND				
NEW HAMPSHIRE: NO LAW FOUND				
NEW JERSEY: NO LAW FOUND				

<p>NEW MEXICO</p> <p>N.M. STAT. ANN. § 30-52-2.1</p>	<p>New Mexico’s statute requires the following establishments to post a human trafficking awareness poster:</p> <ul style="list-style-type: none"><li>• Employer’s subject to the Minimum Wage Act;</li><li>• Health facilities licensed pursuant to the Public Health Act; and</li><li>• A state or local government agency that manages a transportation facility, including a highway rest area.</li></ul>	<p>Applicable establishments are required to post— in a conspicuous manner clearly visible to the public and employees of the employer or licensees—a poster that is at least 8½ x 11 inches.</p> <p>The poster must contain the following language:</p> <p>“NOTICE ON HUMAN TRAFFICKING: OBTAINING FORCED LABOR OR SERVICES IS A CRIME UNDER NEW MEXICO AND FEDERAL LAW. IF YOU OR SOMEONE YOU KNOW IS A VICTIM OF THIS CRIME, CONTACT THE FOLLOWING: IN NEW MEXICO, CALL OR TEXT 505-GET-FREE (505-438-3733); OR CALL THE NATIONAL HUMAN TRAFFICKING RESOURCE CENTER HOTLINE TOLL-FREE AT 1-888-373-7888 FOR HELP. YOU MAY ALSO SEND THE TEXT “HELP” OR “INFO” TO BEFREE (“233733”). YOU MAY REMAIN ANONYMOUS, AND YOUR CALL OR TEXT IS CONFIDENTIAL.”</p>	<p>The statement must appear on each poster in English and Spanish, with the text portions in equal size.</p> <p>The respective Departments shall provide information about the notice and shall provide a version of the notice on its website.</p>	<p>There is no penalty provision.</p>
<p>NEW YORK</p> <p>N.Y. SOS § 483-ff</p>	<p>New York’s statute requires the following establishments to post a human trafficking awareness poster:</p> <ul style="list-style-type: none"><li>• Highway rest stops,</li><li>• Bus stations,</li><li>• <b>Truck stops,</b></li><li>• Airports,</li></ul>	<p>Applicable establishments are required to post— in conspicuous locations near primary public entrances or where similar information is customarily displayed—a poster that is at least 8½ x 11 inches.</p>	<p>The commissioner of temporary and disability assistance shall make the poster available on its website.</p> <p>The poster shall be available for printing in English and all other languages that the National Human Trafficking Resources Center</p>	<p>There is no penalty provision.</p>

	<ul style="list-style-type: none"><li>• Adult or sexually oriented businesses,</li><li>• Hospitals and urgent care centers, and</li><li>• Lodging facilities.</li></ul> <p>The commissioner of temporary and disability assistance may encourage other entities to voluntarily post a notice.</p>	<p>The commissioner of temporary and disability assistance shall create a poster that contains the following language:</p> <p>“If you or someone you know is being forced to engage in any activity and cannot leave--whether it is commercial sex, housework, farm work, or any other similar activity--call the National Human Trafficking Resource Center Hotline at 1-888-373-7888 to access help and services.</p> <p>Victims of human trafficking are eligible for protections and services under United States and New York state law. The hotline is:</p> <ul style="list-style-type: none"><li>• Available twenty-four hours a day, seven days a week;</li><li>• Toll free;</li><li>• Operated by a non-profit, non-governmental organization;</li><li>• Anonymous and confidential;</li><li>• Accessible in one hundred seventy languages; and</li><li>• Able to provide help, referral to services, training, and general information.”</li></ul>	<p>(NHTRC) hotline poster is available in.</p>	
<p>NORTH CAROLINA</p> <p>N.C. GEN. STAT. § 18B-1003</p>	<p>North Carolina’s statute requires establishments that have a permit to sell alcoholic beverages to post a human trafficking awareness poster.</p>	<p>Applicable establishments are required to post— in a conspicuous location visible to employees and the public—a poster that contains the National Human Trafficking Resource hotline information.</p>	<p>The North Carolina Human Trafficking Commission shall create and provide the posters.</p>	<p>There is no penalty provision.</p>

NORTH DAKOTA: NO LAW FOUND				
OHIO  OHIO REV. CODE §5502.63	<p>Ohio’s statute requires the following establishments to post a human trafficking awareness poster:</p> <ul style="list-style-type: none"> <li>• <b>A highway truck stop (“Highway truck stop” means a gas station with a sign that is visible from the highway);</b></li> <li>• A hotel;</li> <li>• An adult entertainment establishment;</li> <li>• A beauty salon;</li> <li>• An agricultural labor camp;</li> <li>• A hospital or urgent care center;</li> <li>• Any place where there is occurring a contest for the championship of a division, conference, or league of a professional athletic association or of a national collegiate athletic association division I intercollegiate sport or where there is occurring an athletic competition at which cash prizes are awarded to individuals or teams;</li> <li>• Any establishment operating as a massage parlor, massage spa, alternative health clinic, or similar entity by persons who do not hold a valid certificate from the state medical board to practice massage therapy; and</li> <li>• A fair.</li> </ul>	<p>Applicable establishments are required to post a poster that is at least 8½ x 11 inches.</p> <p>The poster must contain the following language:</p> <p>“If you or someone you know is being forced to engage in any activity and cannot leave - whether it is commercial sex, housework, farm work, or any other activity - call the National Human Trafficking Resource Center Hotline at 1-888-373-7888 to access help and services. Victims of human trafficking are protected under U.S. and Ohio law.</p> <p>The toll-free Hotline is:</p> <ul style="list-style-type: none"> <li>• Available 24 hours a day, 7 days a week</li> <li>• Operated by a non-profit, non-governmental organization</li> <li>• Anonymous &amp; confidential</li> <li>• Accessible in 170 languages</li> <li>• Able to provide help, referral to services, training, and general information.”</li> </ul>	<p>The statement shall appear on each poster in English, Spanish, and, for each county, any other language required for voting materials in that county.</p> <p>The statement may contain any additional hotlines regarding human trafficking for access to help and services.</p>	There is no penalty provision.

OKLAHOMA  OK STAT § 21-748.2	The Oklahoma Attorney General is authorized to enter into agreements with the county departments of health to require posting of the rights human trafficking victims in locations as directed by the State Department of Health.	N/A		There is no penalty provision.
OREGON: NO LAW FOUND				
PENNSYLVANIA  43 PA. CODE. § 1493	Pennsylvania’s statute requires the following establishments to post a human trafficking awareness poster: <ul style="list-style-type: none"><li>• A personal service establishment;</li><li>• A drinking establishment;</li><li>• An adult entertainment enterprise featuring nude or partially nude dancing or providing live adult entertainment;</li><li>• A hotel or motel found to be a drug-related nuisance;</li><li>• An airport, train station or bus station;</li><li>• A welcome center or rest area operated by the Department of Transportation or the Pennsylvania Turnpike Commission; and</li><li>• <b>A full-service truck stop.</b></li></ul>	Applicable establishments are required to post— in a conspicuous manner clearly visible to the public and employees—a poster that is no smaller than 8.5x11 inches.  The Department of Labor and Industry shall design the sign to include the following information: <ul style="list-style-type: none"><li>• The National Human Trafficking Resource Center Hotline at 1-888-373-7888.</li><li>• Victims of human trafficking are protected under United States and Pennsylvania law.</li></ul>	The telephone number must be in bold and large font.  The sign shall be posted in English, Spanish and any other language mandated by voting laws.  The Department of Labor and Industry shall provide the sign on its Internet website for establishments to print as needed.	A person that violates the posting requirements commits a summary offense and shall, upon conviction, be sentenced to pay a fine of not more than \$100.  A person that violates the posting requirements within one year of being sentenced for a first offence commits a summary offense and shall, upon conviction, be sentenced to pay a fine of not more than \$250.  A person that violates the posting requirements within one year of being sentenced for a second offence commits a misdemeanor and shall, upon conviction, be sentenced to pay a fine of not more than \$500.
RHODE ISLAND: NO LAW FOUND				



<p>SOUTH CAROLINA</p> <p>S.C. CODE 1976 § 16-3-2100</p>	<p>South Carolina’s statute requires the following establishments to post a human trafficking awareness poster:</p> <ul style="list-style-type: none"><li>• An establishment which has been declared a nuisance for prostitution;</li><li>• An adult business, including a nightclub, bar, restaurant, or another similar establishment in which a person appears in a state of sexually explicit nudity;</li><li>• Businesses and establishments that offer massage or bodywork services by any person who is not licensed;</li><li>• Emergency rooms within any hospital;</li><li>• Urgent care centers;</li><li>• Any hotel, motel, room, or accommodation furnished to transients for which fees are charged in this State;</li><li>• All agricultural labor contractors and agricultural labor transporters as defined pursuant to Section 41-27-120; and</li><li>• <b>All airports, train stations, bus stations, rest areas, and truck stops.</b></li></ul>	<p>Applicable establishments are required to post— each public restroom for the business or establishment and a prominent location conspicuous to the public at the entrance of the establishment where posters and notices are customarily posted—a poster that contains the National Human Trafficking Resource hotline information.</p> <p>The poster must contain the following language:</p> <p>“If you or someone you know is being forced to engage in any activity and cannot leave, whether it is commercial sex, housework, farm work, or any other activity, call the National Human Trafficking Resource Center Hotline at 1-888-373-7888 to access help and services.</p> <p>Victims of human trafficking are protected under federal law and the laws of South Carolina.</p> <p>The hotline is:</p> <ul style="list-style-type: none"><li>• available twenty-four hours a day, seven days a week;</li><li>• operated by a nonprofit, nongovernmental organization;</li><li>• anonymous and confidential;</li><li>• accessible in one hundred seventy languages;</li></ul>	<p>The relevant departments will provide each establishment with the notice required to be posted.</p> <p>The departments shall post on the departments' websites a sample of the notice required to be posted which must be accessible for download.</p> <p>The business must download and post the notice in not less than sixteen point font.</p>	<p>The Department of Revenue, the State Law Enforcement Division, or the Department of Transportation, as appropriate, is authorized to issue a written warning to an establishment which fails to post the required notice provided in this section and may assess a fine of not more than fifty dollars for each subsequent violation.</p> <p>Each day that the establishment remains in violation of this section is considered a separate and distinct violation and the establishment may be fined accordingly.</p>
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		<ul style="list-style-type: none"><li>• able to provide help, referral to services, training, and general information.”</li></ul>		
SOUTH DAKOTA: NO LAW FOUND				
TENNESSEE  TENN. CODE ANN. § 39-13-313	<p>Tennessee’s statute requires any governmental entity or business, to post a human trafficking awareness poster, if they offer:</p> <ul style="list-style-type: none"><li>• A place of assembly or entertainment,</li><li>• Transportation,</li><li>• Lodging,</li><li>• Dining, or</li><li>• Educational, medical or leisure activities or services.</li></ul> <p>Businesses engaged in commerce are also encouraged to post the notice.</p>	<p>Applicable establishments are required to post—near the entrance of the establishment or prominently where notices are usually posted—a poster that is at least 8.5 x 11 inches and includes the telephone number and Internet website of the National Human Trafficking Resource Center.</p> <p>The poster must contain the following language:</p> <p>“All calls made to the human trafficking resource center hotline, the content of any conversation thereon and the telephone number from which the call was made is confidential, is not an open record and not available for public inspection except by order of a court of competent jurisdiction when necessary in a pending criminal investigation.”</p> <p>The sign must also display the Tennessee human trafficking resource center hotline (1-855-588-6484).</p> <p>The title of the sign, the Tennessee human trafficking resource center hotline at (1-</p>	<p>The department of labor and workforce development shall provide the sign authorized by this section on its Internet web site for entities or establishments to print as needed.</p>	<p>There is no penalty provision.</p>

		855-588-6484) shall be boldfaced, underlined and no smaller than twenty-eight (28) point font size.		
TEXAS  TEX. PROB. CODE ANN OCC. §1602.408; TEX. PROB. CODE ANN BUS. & COM. § 102.101	Texas’ statute requires the following establishments to post a human trafficking awareness poster: <ul style="list-style-type: none"><li>• Cosmetology facilities; and</li><li>• Sexually oriented businesses.</li></ul>	Applicable establishments are required to post a poster that is at least 11 x 17 inches and includes the telephone number and Internet website of the National Human Trafficking Resource Center.	The signs must be in English and Spanish. Cosmetology facilities must also post the notice in Vietnamese.	There is no penalty provision.
UTAH: NO LAW FOUND				
VERMONT  VT. STAT. ANN. 13 § 2661	Vermont’s statute requires workplaces to post a human trafficking awareness poster.	<p>The poster must contain the following language:</p> <p>“If you or someone you know is being forced to engage in any activity and cannot leave--whether it is commercial sex, housework, farm work, or any other activity—call the toll-free National Human Trafficking Resource Center Hotline at 1-888-373-7888 to access help and services.</p> <p>The toll-free hotline is:</p> <ul style="list-style-type: none"><li>• Available 24 hours a day, 7 days a week</li><li>• Operated by a nonprofit, nongovernmental organization</li><li>• Anonymous and confidential</li></ul>	The notice described in this section should be made available in English, Spanish, and, if requested by an employer, another language.	There is no penalty provision.

		<ul style="list-style-type: none"> <li>• Accessible in 170 languages</li> <li>• Able to provide help, referral to services, training, and general information.”</li> </ul>		
<p>VIRGINIA</p> <p>VA. CODE. ANN. § 40.1-11.3, VA. CODE. ANN § 33.2-267.1; VA. CODE. ANN § 32.1-34.2; VA. CODE. ANN § § 32.1-133.1</p>	<p>Virginia’s statute requires the following establishments to post a human trafficking awareness poster:</p> <ul style="list-style-type: none"> <li>• Businesses that provides entertainment commonly called stripteasing or topless entertaining or entertainment that has employees who are not clad above or below the waist;</li> <li>• Hospitals that includes an emergency department;</li> <li>• Clinics which delivers health care services without charge;</li> <li>• Abortion facilities;</li> <li>• <b>Truck stops (“Truck stop” means a facility that is capable of fueling a qualified highway vehicle that bears an IFTA identification marker); and</b></li> <li>• Rest areas.</li> </ul>	<p>The Department of Labor and Employment shall:</p> <ul style="list-style-type: none"> <li>• Determine the content of the notice which shall include the National Human Trafficking Resource Center Hotline</li> <li>• Determine the size of the notice,</li> <li>• Determine the languages in which the notice is to be posted, and</li> <li>• Publish the notice size and notice languages, and make the notice available in each of those languages, on the website of the Department and by any other means of publication the Department deems appropriate.</li> </ul> <p>An employer is not required to use a notice produced by the Department, provided the notice complies with guidelines established by the Department.</p>	<p>The Department is not otherwise required to produce or distribute the notice.</p>	<p>Any employer who operates a business that provides entertainment commonly called stripteasing or topless entertaining or entertainment that has employees who are not clad above or below the waist and fails display a poster is subject to a civil penalty of \$500.</p> <p><b>Any employer who operates a truck stop and fails to display a poster, which failure is not cured within 72 hours following notification to the employer, is subject to a civil penalty of \$100 per truck stop.</b></p> <p>Civil penalties under this subsection shall be assessed by the Department and paid to the Literary Fund.</p>
<p>WASHINGTON</p> <p>WASH. REV. CODE § 47.38.080</p>	<p>Washington’s statute requires rest areas to post a human trafficking awareness poster.</p>	<p>Applicable establishments are required to post a poster in rest areas and bathroom stalls.</p> <p>The posters must include the number for the national human trafficking resource center at (888)373-7888 and the number</p>	<p>The posters may be in a variety of languages.</p>	<p>There is no penalty provision.</p>

		for the Washington state office of crime victims advocacy at (800)822-1067.		
WEST VIRGINIA  W. VA. CODE § 15-9A-4	<p>West Virginia’s statute requires the following establishments to post a human trafficking awareness poster:</p> <ul style="list-style-type: none"><li>• All locations that permit on-premises consumption of alcoholic beverages;</li><li>• Exotic entertainment facilities, which are facilities featuring live nude dancing, nude service personnel, or live nude entertainment;</li><li>• Primary airports;</li><li>• Passenger rail stations;</li><li>• Bus stations;</li><li>• Locations where gasoline and diesel fuel are sold;</li><li>• Emergency departments within hospitals;</li><li>• Urgent care centers;</li><li>• Locations at which farm labor contractors and day haulers work, if a physical facility is available at those locations upon or in which notice can be posted;</li><li>• Privately operated job recruitment centers;</li><li>• Rest areas located along interstate highways in this state, operated by the Division of Highways;</li><li>• Hotels; and</li><li>• Any other business or establishment that the director determines.</li></ul>	<p>Applicable establishments are required to post—in each public restroom for the business or establishment, and either in a conspicuous place near the public entrance of the business or establishment or in another location in clear view of the public and employees, where similar notices are customarily posted—a poster that provides information regarding the National Human Trafficking Resource Center and display the telephone number for the National Human Trafficking Resource Center hotline.</p>	<p>The notice must be posted in English, Spanish, and any other language determined by legislative rule by the director.</p> <p>A downloadable notice that is 8.5x11 inches will be available on the Division of Justice and Community Services’ website.</p>	<p>A written notice must be delivered to any noncomplying business or establishment by certified mail, with return receipt requested.</p> <p>A business or establishment that does not correct a violation within 30 days from the receipt of the written notice is guilty of a misdemeanor and, upon a first conviction thereof, shall be fined not more than \$250; and upon a second or subsequent conviction, shall be fined not less than \$250 nor more than \$500.</p>

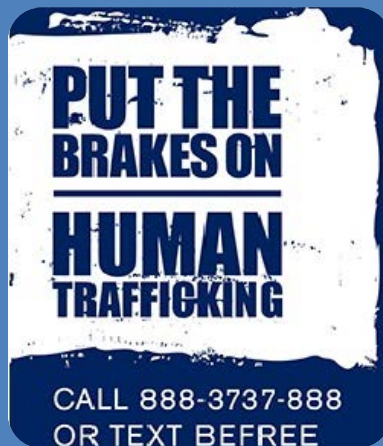


WISCONSIN  WIS. STAT. § 165.71	<p>Wisconsin’s statute requires the following establishments to post a human trafficking awareness poster:</p> <ul style="list-style-type: none"><li>• <b>Gas stations with signs visible from an interstate or state highway that offer amenities to commercial vehicles;</b></li><li>• Hotels;</li><li>• Adult entertainment establishments;</li><li>• Salons at which hair or nail services are provided;</li><li>• Places at which employers engage some employees to perform agricultural labor;</li><li>• Hospitals or other medical centers;</li><li>• Places at which athletic or sporting events occur;</li><li>• Establishments that operate as a massage parlor or spa, alternative health clinic, or similar entity;</li><li>• Expositions conducted by a county or agricultural society;</li><li>• Courthouses;</li><li>• Rest areas maintained by the department of transportation; and</li><li>• Public and private transit stations.</li></ul>	<p>The department of justice shall design a poster, or obtain a predesigned poster, that provides information regarding a human trafficking resource center hotline.</p> <p>The department shall ensure that the size of poster makes it legible and that the poster informs individuals what human trafficking is and provides a phone number that a victim or someone who knows a victim can call or text for help and services.</p>	<p>The poster shall be in English and Spanish, and, for each county, in any other language required for voting materials in that county under federal law.</p>	<p>There is no penalty provision.</p>
WYOMING: NO LAW FOUND				





# COMPENDIUM OF HUMAN TRAFFICKING AWARENESS POSTER STATE LAWS



*A Resource Guide*

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This list was compiled by the U.S. Department of Transportation for the Transportation Leaders Against Human Trafficking on February 10, 2014, and is provided as a resource. Please check individual state laws for further information.

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## Alabama:

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**Ala. Code. § 13A-6-170: Posting of National Human Trafficking Resource Center Hotline in certain establishments.**

(a) All persons owning any establishment that requires a liquor license or alcoholic beverage license, and that does not also have a food or beverage permit, or both; any hotel that has been cited as a nuisance as defined in Sections 13A-12-110 to 13A-12-122, inclusive, of the Code of Alabama 1975; any massage parlor where an employee has been cited with violating Section 45-13-41, or where the establishment has been cited as a nuisance as defined in Section 6-5-140; any airport, train station, or bus station; and any business that provides entertainment commonly called stripteasing or topless entertaining or entertainment that has employees who are not clad both above and below the waist shall post in a location conspicuous to the public at the entrance of the business or where such posters and notices are customarily posted, a poster of no smaller than 8 1/2 by 11 inches in size that states the following: "If you or someone you know is being forced to engage in any activity and cannot leave - whether it is commercial sex, housework, farm work, or any other activity - call the National Human Trafficking Resource Center Hotline at 1-888-373-7888 to access help and services.

"(1) Victims of human trafficking are protected under U.S. law.

"(2) The Toll-free Hotline is:

"a. Available 24 hours a day, 7 days a week.

"b. Operated by a nonprofit, nongovernmental organization.

"c. Anonymous and confidential.

"d. Accessible in 170 languages.

"e. Able to provide help, referral to services, training, and general information." This subsection shall not apply to businesses providing entertainment in theaters, concert halls, art centers, museums, or similar establishments that are devoted primarily to the arts or theatrical performances, when the performances that are presented are expressing matters of serious literary, artistic, scientific, or political value.

(b) The poster shall be available on the Internet website of all of the following:

(1) The Alabama Alcoholic Beverage Control Board where documents associated with obtaining a liquor license or alcoholic beverage license are customarily located.

(2) The Alabama Public Service Commission.

(3) The Alabama Department of Labor.

(c) The owners shall print the poster from any of the Internet websites in subsection (b) or ask that the poster be mailed for the cost of printing and first class postage and post the sign in compliance with subsection (a).

(d) The Alcoholic Beverage Control Board, the Public Service Commission, and the Department of Labor shall post the sign on its Internet site in English, Spanish, and any other language deemed appropriate by the Commissioner of Labor. The owners shall obtain and post the posters in English, Spanish, and any other languages deemed appropriate by the Commissioner of Labor.

(e) The Alcoholic Beverage Control Board, the Public Service Commission, and the Department of Labor shall provide each applicable business or establishment with notice of mandatory compliance

of this section.

(f) A person who violates this section shall be subject to a warning on the first violation and a fine not to exceed fifty dollars (\$50.00) for each subsequent violation. The violation or noncompliance with this section, and each day's continuance thereof, shall constitute a separate and distinct violation.

**Alaska: NO LAW FOUND. CONSULT STATE LAW.**

**Arizona: NO LAW FOUND. CONSULT STATE LAW.**

## Arkansas:

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### **§12-19-102. Posting information about the National Human Trafficking Resource Center Hotline.**

(a) The following establishments shall post in a conspicuous place near the entrance of the establishment, or where posters and notices of this type customarily are posted, a poster described in subsection (b) of this section measuring at least eight and one-half inches by eleven inches (8 1/2" x 11") in size: (1) A hotel, motel, or other establishment that has been cited as a public nuisance for prostitution under Section 20-27-401; (2) A strip club or other sexually oriented business; (3) A private club that has a liquor permit for on-premises consumption and does not hold itself out to be a food service establishment; (4) An airport; (5) A train station that serves passengers; (6) A bus station; and (7) A privately owned and operated facility that provides food, fuel, shower or other sanitary facilities, and overnight parking.

(b) (1) The poster shall read: "If you or someone you know is being forced to engage in any activity and cannot leave - whether it is commercial sex, housework, farm work, or any other activity - call the National Human Trafficking Resource Center Hotline at 1-888-373-7888 to access help and services. Victims of human trafficking are protected under United States and Arkansas state law. The Hotline is: \* Available 24 hours a day, 7 days a week \* Toll-free \* Operated by a nonprofit, non-governmental organization \* Anonymous and confidential \* Accessible in 170 languages \* Able to provide help, referral to services, training, and general information" (2) The poster shall be printed in English, Spanish, and any other language mandated by the Voting Rights Act of 1965, 42 U.S.C. Section 1973, as it existed on January 1, 2013, in the county where the poster

### **23-12-614. Posting information regarding National Human Trafficking Resource Center Hotline.**

A passenger train station governed by this subchapter shall post information about the National Human Trafficking Resource Center Hotline as required under § 12-19-102.

# California

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**California Civil Code § 52.6. Specified businesses to post notice related to slavery and human trafficking; Development of model notice; Manner of notice; Failure to comply**

(a) Each of the following businesses and other establishments shall, upon the availability of the model notice described in subdivision (d), post a notice that complies with the requirements of this section in a conspicuous place near the public entrance of the establishment or in another conspicuous location in clear view of the public and employees where similar notices are customarily posted:

- (1) On-sale general public premises licensees under the Alcoholic Beverage Control Act (Division 9 (commencing with Section 23000) of the Business and Professions Code).
  - (2) Adult or sexually oriented businesses, as defined in subdivision (a) of Section 318.5 of the Penal Code.
  - (3) Primary airports, as defined in Section 47102(16) of Title 49 of the United States Code.
  - (4) Intercity passenger rail or light rail stations.
  - (5) Bus stations.
  - (6) Truck stops. For purposes of this section, "truck stop" means a privately owned and operated facility that provides food, fuel, shower or other sanitary facilities, and lawful overnight truck parking.
  - (7) Emergency rooms within general acute care hospitals.
  - (8) Urgent care centers.
  - (9) Farm labor contractors, as defined in subdivision (b) of Section 1682 of the Labor Code.
  - (10) Privately operated job recruitment centers.
  - (11) Roadside rest areas.
  - (12) Businesses or establishments that offer massage or bodywork services for compensation and are not described in paragraph (1) of subdivision (b) of Section 4612 of the Business and Professions Code.
- (b) The notice to be posted pursuant to subdivision (a) shall be at least eight and one-half inches by 11 inches in size, written in a 16-point font, and shall state the following:
- "If you or someone you know is being forced to engage in any activity and cannot leave whether it is commercial sex, housework, farm work, construction, factory, retail, or restaurant work, or any other activity--call the National Human Trafficking Resource Center at 1-888-373-7888 or the California Coalition to Abolish Slavery and Trafficking (CAST) at 1-888-KEY-2-FRE(EDOM) or 1-888-539-2373 to access help and services. Victims of slavery and human trafficking are protected under United States and California law. The hotlines are:
- Available 24 hours a day, 7 days a week.
- Toll-free.
- Operated by nonprofit, nongovernmental organizations.
- Anonymous and confidential.
- Accessible in more than 160 languages.
- Able to provide help, referral to services, training, and general information."
- (c) The notice to be posted pursuant to subdivision (a) shall be printed in English, Spanish, and in

one other language that is the most widely spoken language in the county where the establishment is located and for which translation is mandated by the federal Voting Rights Act (42 U.S.C. Sec. 1973 et seq.), as applicable. This section does not require a business or other establishment in a county where a language other than English or Spanish is the most widely spoken language to print the notice in more than one language in addition to English and Spanish.

(d) On or before April 1, 2013, the Department of Justice shall develop a model notice that complies with the requirements of this section and make the model notice available for download on the department's Internet Web site.

(e) A business or establishment that fails to comply with the requirements of this section is liable for a civil penalty of five hundred dollars (\$500) for a first offense and one thousand dollars (\$1,000) for each subsequent offense. A government entity identified in Section 17204 of the Business and Professions Code may bring an action to impose a civil penalty pursuant to this subdivision against a business or establishment if a local or state agency with authority to regulate that business or establishment has satisfied both of the following:

(1) Provided the business or establishment with reasonable notice of noncompliance, which informs the business or establishment that it is subject to a civil penalty if it does not correct the violation within 30 days from the date the notice is sent to the business or establishment.

(2) Verified that the violation was not corrected within the 30-day period described in paragraph (1).

**Colorado: NO LAW FOUND. CONSULT STATE LAW.**

## Connecticut

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Conn. Gen. Stat. § 54-222b (2013)

**[Sec. 54-222b.] [NEW: Added by P.A. 13-166, S. 7.] Posting of notice re services available to victims of human trafficking.**

**(a)** On and after the date a notice is developed and made available pursuant to subsection (b) of section 54-222 of the general statutes, as amended by this act, each truck stop and each person who holds an on-premises consumption permit for the retail sale of alcoholic liquor pursuant to title 30 of the general statutes shall post the notice in plain view in a conspicuous location where sales are to be carried on. For the purposes of this section, "truck stop" means a privately-owned and operated facility where food, fuel, lawful overnight truck parking and shower and laundry facilities are offered.

**(b)** The provisions of subsection (a) of this section shall not apply to any person who holds an on-premises consumption permit for the retail sale of alcoholic liquor pursuant to title 30 of the general statutes that consists of only one or more of the following: (1) A caterer, railroad, boat, airline, military, charitable organization, special club, temporary liquor or temporary beer permit, (2) a restaurant permit, restaurant permit for beer, restaurant permit for wine and beer or cafe permit, or (3) a manufacturer permit for a farm winery, a manufacturer permit for beer, manufacturer permits for beer and brew pubs, or any other manufacturer permit issued under title 30 of the general statutes.

**Delaware: NO LAW FOUND. CONSULT STATE LAW.**

**DC: NO LAW FOUND. CONSULT STATE LAW.**

**Florida: NO LAW FOUND. CONSULT STATE LAW.**

## GEORGIA:

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O.C.G.A. § 16-5-47 (2013)

§ 16-5-47. Posting model notice with human trafficking hotline information in businesses and on Internet; termination

(a) As used in this Code section, the term:

(1) "Adult entertainment establishment" means any place of business or commercial establishment wherein:

(A) The entertainment or activity therein consists of nude or substantially nude persons dancing with or without music or engaged in movements of a sexual nature or movements simulating sexual intercourse, oral copulation, sodomy, or masturbation;

(B) The patron directly or indirectly is charged a fee or required to make a purchase in order to view entertainment or activity which consists of persons exhibiting or modeling lingerie or similar undergarments; or

(C) The patron directly or indirectly is charged a fee to engage in personal contact by employees, devices, or equipment, or by personnel provided by the establishment.

Such term shall include, but shall not be limited to, bathhouses, lingerie modeling studios, and related or similar activities. Such term shall not include businesses or commercial establishments which have as their sole purpose the improvement of health and physical fitness through special equipment and facilities, rather than entertainment.

(2) "Agricultural products" means raising, growing, harvesting, or storing of crops; feeding, breeding, or managing livestock, equine, or poultry; producing or storing feed for use in the production of livestock, including, but not limited to, cattle, calves, swine, hogs, goats, sheep, equine, and rabbits, or for use in the production of poultry, including, but not limited to, chickens, hens, ratites, and turkeys; producing plants, trees, Christmas trees, fowl, equine, or animals; or the production of aquacultural, horticultural, viticultural, silvicultural, grass sod, dairy, livestock, poultry, egg, and apiarian products.



## Compendium of Human Trafficking Awareness Poster State Laws

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(3) "Bar" means an establishment that is devoted to the serving of alcoholic beverages for consumption by guests on the premises and in which the serving of food is only incidental to the consumption of those beverages, including, but not limited to, taverns, nightclubs, cocktail lounges, and cabarets.

(4) "Day hauler" means any person who is employed by a farm labor contractor to transport, or who for a fee transports, by motor vehicle, workers to render personal services in connection with the production of any farm products to, for, or under the direction of a third person; provided, however, that such term shall not include a person who produces agricultural products.

(5) "Farm labor contractor" means any person who, for a fee, employs workers to render personal services in connection with the production of any farm products to, for, or under the direction of a third person, or who recruits, solicits, supplies, or hires workers on behalf of an employer engaged in the growing or producing of farm products, and who, for a fee, provides in connection therewith one or more of the following services: furnishes board, lodging, or transportation for those workers; supervises, times, checks, counts, weighs, or otherwise directs or measures their work; or disburses wage payments to such persons; provided, however, that such term shall not include a person who produces agricultural products.

(6) "Hotel" means any hotel, inn, or other establishment which offers overnight accommodations to the public for hire.

(7) "Massage therapist" means a person licensed pursuant to Chapter 24A of Title 43.

(8) "Primary airport" shall have the same meaning as set forth in 49 U.S.C. Section 47102(16).

(9) "Substantially nude" means dressed in a manner so as to display any portion of the female breast below the top of the areola or displaying any portion of any person's pubic hair, anus, cleft of the buttocks, vulva, or genitals.

(10) "Truck stop" means a privately owned and operated facility that provides food, fuel, shower or other sanitary facilities, and lawful overnight truck parking.

(b) Effective September 15, 2013, the following businesses and other establishments shall post the notice described in subsection (c) of this Code section, or a substantially similar notice, in English, Spanish, and any other language deemed appropriate by the director of the Georgia Bureau of Investigation, in each public restroom for the business or establishment and either in a conspicuous place near the public entrance of the business or establishment or in another conspicuous location in clear view of the public and employees where similar notices are customarily posted:

(1) Adult entertainment establishments;

(2) Bars;

(3) Primary airports;

(4) Passenger rail or light rail stations;

- (5) Bus stations;
  - (6) Truck stops;
  - (7) Emergency rooms within general acute care hospitals;
  - (8) Urgent care centers;
  - (9) Farm labor contractors and day haulers;
  - (10) Privately operated job recruitment centers;
  - (11) Safety rest areas located along interstate highways in this state;
  - (12) Hotels; and
  - (13) Businesses and establishments that offer massage or bodywork services by a person who is not a massage therapist.
- (c) On or before August 1, 2013, the Georgia Bureau of Investigation shall develop a model notice that complies with the requirements of this subsection and make the model notice available for download on its Internet website. Such notice shall be at least 8 1/2 inches by 11 inches in size, printed in a 16 point font in English, Spanish, and any other language deemed appropriate by the director of the Georgia Bureau of Investigation, and state the following:
- "Are you or someone you know being sold for sex or made/forced to work for little or no pay and cannot leave? Call the National Human Trafficking Resource Center at 1-888-373-7888 for help. All victims of slavery and human trafficking have rights and are protected by international, federal, and state law.
- The hotline is:
- (1) Anonymous and confidential;
  - (2) Available 24 hours a day, seven days a week;
  - (3) Able to provide help, referral to services, training, and general information;
  - (4) Accessible in 170 languages;
  - (5) Operated by a nonprofit, nongovernmental organization; and
  - (6) Toll free."
- (d) A law enforcement officer shall notify, in writing, any business or establishment that has failed to comply with this Code section that it has failed to comply with the requirements of this Code section and if it does not correct the violation within 30 days from the date of receipt of the notice,

the owner of such business or establishment shall be charged with a violation of this Code section and upon conviction shall be guilty of the misdemeanor offense of failure to post the National Human Trafficking Resource Center hotline number and may be punished by a fine of not more than \$500.00; but the provisions of Chapter 11 of Title 17 and any other provision of law to the contrary notwithstanding, the costs of such prosecution shall not be taxed nor shall any additional penalty, fee, or surcharge to a fine for such offense be assessed against an owner for conviction thereof. Upon a second or subsequent conviction, the owner shall be guilty of a high and aggravated misdemeanor and shall be punished by a fine not to exceed \$5,000.00. The notice required by this subsection may be hand delivered to the noncomplying business or establishment or mailed to it at the address of such business or establishment.

(e) This Code section shall be repealed in its entirety on January 1, 2019, unless extended by an Act of the General Assembly.

## Hawaii:

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HRS § 371-20 (2013)

### **§ 371-20. National Human Trafficking Resource Center hotline; posting requirement; penalty. [Effective January 1, 2014.]**

(a) Every employer specified in subsection (b) shall post and keep posted in a place readily accessible to individuals in the employer's employ a poster no smaller than eight and one-half inches by eleven inches in size that states the following:

"If you or someone you know is being forced to engage in any activity and cannot leave - whether it is commercial sex, housework, farm work, or any other similar activity - call the National Human Trafficking Resource Center Hotline at 1-888-373-7888 to access help and services.

Victims of human trafficking are protected under United States and Hawaii law.

The hotline is:

- (1) Available twenty-four hours a day, seven days a week;
- (2) Toll free;
- (3) Operated by a non-profit, non-governmental organization;
- (4) Anonymous and confidential;
- (5) Accessible in one hundred seventy languages; and
- (6) Able to provide help, referral to services, training, and general information."

(b) For purposes of this section, "employer" means any person that:

- (1) Holds a class 5 or class 11 liquor license pursuant to section 281-31;
  - (2) Maintains a massage therapy establishment that employs five or more people; or
  - (3) Employs one or more erotic or nude massagers or erotic or nude dancers as defined in section 712-1210.
- (c) A poster required under subsection (a) shall be printed in English and the director may supplement the required information.
- (d) The department shall make available on its public website an electronic version of the poster required by subsection (a) for employers to print.
- (e) Any employer who wilfully and knowingly fails, neglects, or refuses to perform any act required by this section shall be fined not more than \$100 for each separate offense. Each day the violation continues shall constitute a separate offense. Any action taken to impose or collect the penalty provided for in this subsection shall be considered a civil action.

**HISTORY:** L 2013, c 245, § 1, effective January 1, 2014. (c) A poster required under subsection (a) shall be printed in English and the director may supplement the required information.

(d) The Department shall make available on its public website an electronic version of the poster required by subsection (A) for employers to print.

(e) Any employer who willfully and knowingly fails, neglects, or refuses to perform any act required by this section shall be fined not more than \$100 for each separate offense. Each day the violation continues shall constitute a separate offense. Any action taken to impose or collect the penalty provided for in this subsection shall be considered a civil action.

**Idaho: NO LAW FOUND. CONSULT STATE LAW.**

**Illinois: NO LAW FOUND. CONSULT STATE LAW.**

**Indiana: NO LAW FOUND. CONSULT STATE LAW.**

**Iowa: NO LAW FOUND. CONSULT STATE LAW.**

## Kansas:

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**Kansas Statutes Annotated 75-759. Notice offering help to victims of human trafficking; coordination with secretary for children and families and secretary of labor; report**

(a) A notice offering help to victims of human trafficking shall be accessible on the official website of the attorney general, the official website of the department for children and families and the official website of the department of labor, and may be posted in a prominent and accessible location in workplaces.

(b) The notice shall provide such information as the attorney general determines appropriate to help and support victims of human trafficking, including, but not limited to, information regarding the national human trafficking resource center (NHTRC) hotline as follows: "If you or someone you know is being forced to engage in any activity and cannot leave -- whether it is commercial sex, housework, farm work or any other activity -- call the toll-free National Human Trafficking Resource Center Hotline at 1-888-373-7888 to access help and services. The toll-free hotline is:

-Available 24 hours a day, 7 days a week

-Operated by a nonprofit, nongovernmental organization

-Anonymous and confidential

-Accessible in 170 languages

-Able to provide help, referral to services, training, and general information.

**Kentucky: NO LAW FOUND. CONSULT STATE LAW.**

## Louisiana:

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### **Louisiana Revised Statutes § 15:541.1. Posting of the National Human Trafficking Resource Center hotline; content; languages; notice; civil penalty**

A. All of the following establishments shall be required to post information regarding the National Human Trafficking Resource Center hotline:

(1) Every massage parlor, spa, or hotel that has been found to be a public nuisance for prostitution as set forth in R.S. 13:4711.

(2) Every strip club or other sexually-oriented business as set forth in R.S. 37:3558(C).

(3) Every highway truck stop or highway rest stop.

B. (1) Such information shall be posted prominently both inside and outside the premises described in Subsection A of this Section.

(2) Such posting shall be no smaller than eight and one-half inches by eleven inches and shall contain the following wording in bold typed print of not less than fourteen-point font:

"If you or someone you know is being forced to engage in any activity and cannot leave, whether it is commercial sex, housework, farm work, or any other activity, call the National Human Trafficking Resource Center hotline at 1-888-373-7888 to access help and services.

The victims of human trafficking are protected under U.S. law and the laws of Louisiana.

The hotline consists of the following services:

(a) Available 24 hours a day, 7 days a week.

(b) Toll-free.

(c) Operated by a non-profit, non-governmental organization.

(d) Anonymous and confidential.

(e) Accessible in 170 languages.

(f) Able to provide help, referral to services, training, and general information".



(3) The posting shall be printed in English, Louisiana French, Spanish, and any other languages that the Department of Public Safety and Corrections shall require.

C. The following departments of the state shall provide each establishment described in Subsection A of this Section over which that department exercises any regulatory control or authority with the notice required by this Section. The departments shall post on their websites a sample of the posting described in Subsection B of this Section which shall be accessible for download. The departments are as follows:

(1) Department of Revenue.

(2) Department of Transportation and Development.

D. A civil penalty of five hundred dollars shall be assessed for each violation of this Section. The departments listed in Subsection C of this Section are charged with the enforcement of this Section and may assess the civil penalty.

**Maine: NO LAW FOUND. CONSULT STATE LAW.**

## Maryland

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### **Md. Business Regulation Code Annotated § 15-207 Posting of sign relating to human trafficking**

15-207. National Human Trafficking Resource Center Hotline information

(a) Signage. --

(1) The Department shall design a sign that states the following:

"REPORT HUMAN TRAFFICKING: National Human Trafficking Resource Center --  
1-888-373-7888. CALL FOR HELP IF YOU OR SOMEONE YOU KNOW:

- Is being forced to have sex without consent
- Has had an ID or documents taken away
- Is being threatened by or is in debt to an employer
- Wants to leave a job but cannot freely do so.

TOLL-FREE. 24/7. CONFIDENTIAL. INTERPRETERS AVAILABLE.

This sign is required under State law."

(2) The sign shall:

- (i) be at least 3 by 5 inches in size;
- (ii) contain the text required under paragraph (1) of this subsection in English, Spanish, and any other languages required by the federal Voting Rights Act;
- (iii) draw attention to the phone number of the National Human Trafficking Resource Center Hotline by showing the phone number in bold type; and
- (iv) be placed on the Department website.

(b) Civil citation requiring lodging establishment to post sign. --

(1) A State, county, or municipal law enforcement agency may issue a civil citation to a lodging establishment requiring it to post prominently in each guest room for 1 year the sign that is identical to the notice required to be placed on the website of the Department under subsection (a) of this

section, if the lodging establishment is located on property where arrests leading to convictions of prostitution, solicitation of a minor, or human trafficking under Title 11, Subtitle 13 of the Criminal Law Article have occurred.

(2) A State, county, or municipal law enforcement agency shall consider any assistance it receives from a lodging establishment in an investigation leading to a conviction under paragraph (1) of this subsection in determining whether to issue a citation under this subsection.

(c) Civil penalty. --

(1) The owner of a lodging establishment that violates subsection (b)(1) of this section is subject to a civil penalty not exceeding \$ 1,000.

(2) Each guest room that does not have a **sign** is not a separate violation.

### **Business Regulation § 19–103.**

(a) In this section, “truck stop” means a facility:

(1) the primary purpose of which is to provide services to long-haul truck drivers; and

(2) that provides:

(i) shower facilities to the truck drivers for a fee; or

(ii) parking for the truck drivers’ vehicles.

(b) (1) The owner of a privately owned bus station or truck stop shall post the National Human Trafficking Resource Center Hotline information sign described in § 15–207 of this article in each restroom of the bus station or truck stop.

(2) A sign required under this section shall be posted:

(i) on the inside of each stall door in the restroom; or

(ii) on the back of the door at the entrance to the restroom.

(c) (1) An agency that enforces this section and determines that a violation of this section has occurred shall notify the business owner of the bus station or truck stop, or the business owner’s agent, of the violation.

(2) If the business owner of the bus station or truck stop does not post signs as required under this section within 24 hours after receiving the notice required under paragraph (1) of this subsection, the business owner is subject to a civil penalty not exceeding \$1,000.

(3) For each restroom in which a business owner fails to post a sign in accordance with this section, the business owner is subject to a separate civil penalty.

Md. TRANSPORTATION Code Ann. § 8-655 (2013)

### **§ 8-655. National Human Trafficking Resource Center Hotline information**

(a) Sign posting requirements. -- The Administration shall post the National Human Trafficking Resource Center Hotline information sign described in § 15-207 of the Business Regulation Article in each restroom at a rest area within the right-of-way of an interstate or State highway.

(b) Locations. -- A sign required under this section shall be posted:

(1) On the inside of each stall door in the restroom; or

(2) On the back of the door at the entrance to the restroom.

**Massachusetts: NO LAW FOUND. CONSULT STATE LAW.**

**Michigan: NO LAW FOUND. CONSULT STATE LAW.**

## Minnesota:

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§ 299A.7957 establishes a hotline, but does not have posting requirements.

## Mississippi:

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**HB 673 (2013) 97-3-54.9. Statewide Human Trafficking Coordinator; duties.**

(1) There is created the position of statewide human trafficking coordinator within the Attorney General's office. The duties of the coordinator shall be as follows:

(e) Promote public awareness about human trafficking, remedies and services for victims, and national hotline information;

**Missouri: NO LAW FOUND. CONSULT STATE LAW.**

## Montana:

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### 44-4-1501, MCA (2013)

#### **44-4-1501 Human trafficking hotline -- creation of poster -- rulemaking.**

(a) The department of justice shall create a poster that provides information regarding the national human trafficking resource center hotline. The poster must be at least 8 1/2 inches by 11 inches in size, must include, if available, a quick response code that is provided by the national human trafficking resource center for access by mobile devices, and must include the following statement:

"If you or someone you know is being forced to engage in any activity and cannot leave--whether it is commercial sex, housework, farm work, or any other activity--call the National Human Trafficking Resource Center Hotline at 1-888-373-7888 to access help and services. Victims of human trafficking are protected under U.S. and Montana law. The toll-free hotline is:

- Available 24 hours a day, 7 days a week;
- Toll-free;
- Operated by a nonprofit, nongovernmental organization;
- Anonymous and confidential;
- Accessible in 170 languages; and
- Able to provide help, referral to services, training, and general information."

b) The statement provided in subsection (1)(a) must appear on each poster in English, Spanish, and any other language that is required for voting materials under the federal Voting Rights Act, 42 U.S.C. 1973aa-1a.

(2) (a) The department of justice shall provide a copy of the poster to persons and entities that the department of justice determines by rule should receive the poster.

(b) The department shall make a copy of the poster available for print on its website.

(3) The department of justice shall request that any person or entity receiving a copy of the poster display the poster in a location that is accessible to employees and members of the public.

#### **Section 2. Human trafficking hotline -- posted notice required at rest areas.**

The department of transportation shall display at each rest area within the limits of the right-of-way of interstate highways and other state highways a poster created by the department of justice pursuant to [section 1] that provides information regarding the national human trafficking resource center hotline.

## Nebraska:

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#### **Nebraska Revised Statutes: §81-1430. Task force; established; members; terms; duties; quorum; report; Department of Labor; posters.**

(3)(a) The Department of Labor shall work with the task force to develop or select informational posters for placement around the state. The posters shall be in English, Spanish, and any other language deemed

appropriate by the task force. The posters shall include a toll-free telephone number a person may call for assistance, preferably the National Human Trafficking Resource Center Hotline (888)373-7888.

(b) Posters shall be placed in rest stops and strip clubs. The task force shall work with local businesses and nonprofit entities associated with the prevention of human trafficking to voluntarily place additional signs in high schools, postsecondary educational institutions, gas stations, hotels, hospitals, health care clinics, urgent care centers, airports, train stations, bus stations, and other locations around the state deemed appropriate by the task force.

**Nevada: NO LAW FOUND. CONSULT STATE LAW.**

## New Jersey:

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### **2C:13-11 Coordination of State's involvement with national, 24-hour toll-free hotline service on human trafficking.**

18. The Attorney General shall, in consultation with the Commission on Human Trafficking established by section 1 of P.L.2013, c.51 (C.52:17B-237), coordinate the State's involvement with the national, 24-hour toll-free hotline telephone service on human trafficking that is operating pursuant to the National Human Trafficking Hotline, Training, and Technical Assistance Program authorized by 22 U.S.C. ss.7104(b) and 7105(b)(1)(B), 8 U.S.C. s.1522(c)(1)(A), or any successor federal law.

### **52:17B-237 Commission on Human Trafficking.**

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f.It shall be the duty of the commission to:

- (1)Evaluate the existing law concerning human trafficking and the enforcement thereof, and to make recommendations for legislation, if appropriate;
- (2)Review existing victim assistance programs and analyze the costs, organization, and availability of these services for victims of human trafficking and to make recommendations for legislation, if appropriate;
- (3)Promote a coordinated response by public and private resources for victims of human trafficking; and
- (4)Develop mechanisms to promote public awareness of human trafficking, including promotion of the national, 24-hour toll-free hotline telephone service on human trafficking described under section 18 of P.L.2013, c.51 (C.2C:13-11), and the promotion of training courses and other educational materials for use by persons required under section 19 of P.L.2013, c.51 (C.2C:13-12) to undergo training on the handling of and response procedures for suspected human trafficking activities.



## New Mexico

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### A 3352 (2013)

f. It shall be the duty of the commission to:

(4) Develop mechanisms to promote public awareness of human trafficking **1**, including **3**[the]**3** promotion of **3**[a] the national,**3** 24-hour toll-free hotline telephone service on human trafficking **3**[established] described<sup>3</sup> under section **2**[16] **182** of P.L. , c. (C. ) (pending before the Legislature as this bill)**1** **2**[;] , and the promotion of training courses and other educational materials for use by persons required under section 19 of P.L. , c. (C. ) (pending before the Legislature as this bill) to undergo training on the handling of and response procedures for suspected human trafficking activities.<sup>2</sup> **1**[and]**1**

**New York: NO LAW FOUND. CONSULT STATE LAW.**

**North Carolina: NO LAW FOUND. CONSULT STATE LAW.**

**North Dakota: NO LAW FOUND. CONSULT STATE LAW.**

## Ohio:

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### §5502.63

(B)(1) The division of criminal justice services shall create a poster that provides information regarding the national human trafficking resource center hotline. The poster shall be no smaller than eight and one-half inches by eleven inches in size and shall include a statement in substantially the following form:

"If you or someone you know is being forced to engage in any activity and cannot leave - whether it is commercial sex, housework, farm work, or any other activity - call the National Human Trafficking Resource Center Hotline at 1-888-373-7888 to access help and services.

Victims of human trafficking are protected under U.S. and Ohio law.

The toll-free Hotline is:

- Available 24 hours a day, 7 days a week
- Operated by a non-profit, non-governmental organization
- Anonymous & confidential
- Accessible in 170 languages
- Able to provide help, referral to services, training, and general information."

The statement shall appear on each poster in English, Spanish, and, for each county, any other language required for voting materials in that county under section 1973aa-1a of the "Voting Rights Act of 1965," 79 Stat. 437, 42 U.S.C. 1973, as amended. In addition to the national human trafficking resource center hotline, the statement may contain any additional hotlines regarding human trafficking for access to help and services.

(2) The division shall make the poster available for print on its public web site and shall make the poster available to and encourage its display at each of the following places:

- (a) A highway truck stop;
  - (b) A hotel, as defined in section 3731.01 of the Revised Code;
  - (c) An adult entertainment establishment, as defined in section 2907.39 of the Revised Code;
  - (d) A beauty salon, as defined in section 4713.01 of the Revised Code;
  - (e) An agricultural labor camp, as defined in section 3733.41 of the Revised Code;
  - (f) A hospital or urgent care center;
  - (g) Any place where there is occurring a contest for the championship of a division, conference, or league of a professional athletic association or of a national collegiate athletic association division I intercollegiate sport or where there is occurring an athletic competition at which cash prizes are awarded to individuals or teams;
  - (h) Any establishment operating as a massage parlor, massage spa, alternative health clinic, or similar entity by persons who do not hold a valid certificate from the state medical board to practice massage therapy under Chapter 4731. of the Revised Code;
  - (i) A fair.
- (3) As used in this section:
- (a) "Fair" means the annual exposition conducted by any county or independent agricultural society or the Ohio expositions commission.
  - (b) "Highway truck stop" means a gas station with means a gas station with a sign that is visible from a highway, as defined in section 5501.01 of the Revised Code, that offers amenities to commercial vehicles.

## Oklahoma:

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### § 748.2. Guidelines for treatment of human trafficking victims

C. Upon availability of funds, the Attorney General is authorized to establish an emergency hotline number for victims of human trafficking to call in order to request assistance or rescue. The Attorney General is authorized to enter into agreements with the county departments of health to require posting of the rights contained in this section along with the hotline number for publication in locations as directed by the State Department of Health.

**Oregon: NO LAW FOUND. CONSULT STATE LAW.**

# Pennsylvania:

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## HB 235 (2012)

### Section 2. Definitions.

The following words and phrases when used in this act shall have the meanings given to them in this section unless the context clearly indicates otherwise:

"Drinking establishment." Any bar, tavern or club which:

- (1) operates pursuant to an eating place retail dispenser's license, restaurant liquor license or retail dispenser's license under the act of April 12, 1951 (P.L.90, No.21), known as the Liquor Code; and
- (2) has been found to be a drug-related nuisance under 42 Pa.C.S. Ch. 83 Subch. H (relating to drug nuisances) or declared a common nuisance under section 1 of the act of June 23, 1931 (P.L.1178, No.319), entitled "An act declaring buildings and parts of buildings used for purposes of fornication, lewdness, assignation, and prostitution to be nuisances; providing a method of abating same; establishing a method of procedure against those who use said buildings, or parts thereof, for such purposes; and providing penalties for violations of this act."

"Establishment." Includes:

- (1) A personal service establishment.
- (2) A drinking establishment.
- (3) An adult entertainment enterprise featuring nude or partially nude dancing or providing live adult entertainment.
- (4) A hotel or motel found to be a drug-related nuisance under 42 Pa.C.S. Ch. 83 Subch. H (relating to drug nuisances) or declared a common nuisance under section 1 of the act of June 23, 1931 (P.L.1178, No.319), entitled "An act declaring buildings and parts of buildings used for purposes of fornication, lewdness, assignation, and prostitution to be nuisances; providing a method of abating same; establishing a method of procedure against those who use said buildings, or parts thereof, for such purposes; and providing penalties for violations of this act."
- (5) An airport, train station or bus station.
- (6) A welcome center or rest area operated by the Department of Transportation or the Pennsylvania Turnpike Commission.
- (7) A full-service truck stop as defined in section 2 of the act of June 13, 2008 (P.L.182, No.27), known as the Clean Indoor Air Act.

"Licensing authority." The governmental agency authorized by law to license any aspect of the business of an establishment.

"Personal service establishment." A place which:

- (1) allows physical contact with another individual in a closed door setting for the purpose of, but not limited to, maintaining good health and establishing and maintaining good physical condition through the physical contact regardless of whether the place is required to obtain a license or permit from the Commonwealth for its operation; and
- (2) has been found to be a drug-related nuisance under 42 Pa.C.S. Ch. 83 Subch. H (relating to drug nuisances) or declared a common nuisance under section 1 of the act of June 23, 1931 (P.L.1178, No.319), entitled "An act declaring buildings and parts of buildings used for purposes of fornication, lewdness, assignation, and prostitution to be nuisances; providing a method of abating same; establishing a method of procedure against those who use said buildings, or parts thereof, for such purposes; and providing penalties for violations of this act."

**Section 3. Required posting.**

- (a) Sign.--An establishment shall post a sign containing information regarding the National Human Trafficking Resource Center Hotline. Any other establishment or business may post a sign.
- (b) Posting.--Establishments shall post at least one sign in a conspicuous manner clearly visible to the public and employees of the establishment.
- (c) Size, information and design.--The sign shall be no smaller than 8 1/2 by 11 inches.
- (1) The Department of Labor and Industry shall design the sign to include the following information:
- (i) The National Human Trafficking Resource Center Hotline at 1-888-373-7888.
- (ii) Victims of human trafficking are protected under United States and Pennsylvania law.
- (2) The Department of Labor and Industry may consult with human trafficking victim advocates to determine other information that may be included on the sign.
- (3) The Department of Labor and Industry shall design the sign to draw attention to the telephone number of the National Human Trafficking Resource Center Hotline by showing the number in bold type and large font.
- (4) The sign shall be posted in English, Spanish and any other language mandated by the Voting Rights Act of 1965 (Public Law 89-110, 42 U.S.C. § 1973 et seq.) in the county where the sign will be posted.
- (d) Notice.--
- (1) The licensing authority shall provide notice of this section on its Internet website.
- (2) The Department of Labor and Industry shall provide the sign required by subsection (a) on its Internet website for establishments to print as needed.

**Section 4. Enforcement.**

- (a) Complaints.--A complaint regarding a possible violation of this act may be made to the appropriate law enforcement agency or the licensing authority if the establishment is subject to licensure. A complaint to the licensing authority shall be made in one of the following manners:
- (1) In writing.
- (2) By telephone call to the licensing authority's toll-free telephone number.
- (3) By an electronic submission to the licensing authority's regularly maintained Internet website.
- (b) Responsibilities.--
- (1) Except as provided under paragraph (2), upon receipt of a complaint by the licensing authority, the following apply:
- (i) Except as set forth under subparagraph (ii), the licensing authority shall investigate the complaint and enforce this act.
- (ii) If the establishment is subject to licensure by an agency of the Commonwealth, the licensing authority shall refer the complaint to the appropriate Commonwealth licensing agency for investigation and enforcement of this act.
- (2) If the complaint is made to a law enforcement agency, the agency shall investigate the complaint and enforce this act.

**Section 5. Violation.**

It is a violation of this act to fail to post a sign as required by section 3.

**Section 6. Affirmative defenses.**

- (a) General rule.--Any of the following shall be an affirmative defense by an owner, operator or manager to a prosecution or imposition of an administrative penalty under this act:
- (1) When the violation occurred, the actual control of the establishment was not exercised by the owner, operator or manager, but by a lessee.

- (2) The owner, operator or manager made a good faith effort to post the required signs.
- (b) Affidavit.--An owner, operator or manager asserting an affirmative defense shall do so in the form of a sworn affidavit setting forth the relevant information under subsection (a)(1) or (2). penalty of not more than \$500.
- (c) Penalties collected.--The penalties collected under this section shall be retained by the licensing authority initiating the enforcement action.
- (d) Procedure.--This section is subject to 2 Pa.C.S. Chs. 5 Subch. A (relating to practice and procedure of Commonwealth agencies) and 7 Subch. A (relating to judicial review of Commonwealth agency action).

**Section 8. Criminal penalties.**

- (a) First offense.--A person that violates the posting requirements of section 3 commits a summary offense and shall, upon conviction, be sentenced to pay a fine of not more than \$100.
- (b) Offense following sentencing.--A person that violates the posting requirements of section 3 within one year of being sentenced under subsection (a) commits a summary offense and shall, upon conviction, be sentenced to pay a fine of not more than \$250.
- (c) Misdemeanor.--A person that violates the posting requirements of section 3 within one year of being sentenced under subsection (b) commits a misdemeanor and shall, upon conviction, be sentenced to pay a fine of not more than \$500.
- (d) Municipal enforcement.--Except as set forth in subsection (e), the penalties collected under this section shall be retained by the municipality in which the law enforcement agency initiating the enforcement action is located.
- (e) Pennsylvania State Police enforcement.--If an enforcement action is initiated by the Pennsylvania State Police, the Pennsylvania State Police shall retain the penalties collected under this section.

**Rhode Island: NO LAW FOUND. CONSULT STATE LAW.**

**South Carolina: NO LAW FOUND. CONSULT STATE LAW.**

**South Dakota: NO LAW FOUND. CONSULT STATE LAW.**

## Tennessee

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Tenn. Code Ann. § 39-13-313 (2013)

**39-13-313. Tennessee Human Trafficking Resource Center Hotline Act.**

(a) This section shall be known and may be cited as the "Tennessee Human Trafficking Resource Center Hotline Act."

(b) There is created the Tennessee human trafficking resource center hotline to be established and maintained by the Tennessee bureau of investigation in a manner consistent with this section.

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This list was compiled by the U.S. Department of Transportation for Transportation Leaders Against Human Trafficking on February 10, 2014, and is provided as a resource. This list may not be comprehensive and does not include laws passed after February 10, 2014. Please check individual state laws for further information.



(c) Any governmental entity or private business or establishment that provides or offers a place of assembly or entertainment, transportation, lodging, dining, educational, medical or leisure activities or services, or any business or establishment that is licensed by the state or any political subdivision thereof, or that is engaged in commerce in this state is strongly encouraged to post a sign indicating certain information regarding the Tennessee human trafficking resource center hotline in a location within the governmental entity or establishment where it is visible to employees and the general public. The sign shall be no smaller than eight and one-half inches by eleven inches (8 1/2" x 11"). Unless stated otherwise in this section, it may be posted near the entrance of the establishment or prominently where notices are usually posted. The sign shall state the following:

[Click here to view form](#)

(d) All calls made to the human trafficking resource center hotline, the content of any conversation thereon and the telephone number from which the call was made is confidential, is not an open record and not available for public inspection except by order of a court of competent jurisdiction when necessary in a pending criminal investigation.

(e) (1) Any entity or establishment posting a sign pursuant to this section may post the sign in English, Spanish and any other language mandated by the Voting Rights Act of 1965, P.L. 89-110, compiled in 42 U.S.C. § 1973 et seq., in the county where the sign will be posted.

(2) The title of the sign, the Tennessee human trafficking resource center hotline at (1-855-588-6484) shall be boldfaced, underlined and no smaller than twenty-eight (28) point font size.

(3) The department of labor and workforce development shall provide the sign authorized by this section on its Internet web site for entities or establishments to print as needed.

(4) The department of labor and workforce development shall periodically send an electronic notification to any business or establishment that is licensed by the state or any political subdivision thereof that encourages posting pursuant to this section.

## Texas

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### § 104.07. Posting of Certain Notices Required

(a) The holder of a permit or license under Chapter 25, 26, 28, 32, 69, or 71, other than the holder of a food and beverage certificate, shall display a sign containing the following notice in English and in Spanish:

WARNING: Obtaining forced labor or services is a crime under Texas law. Call the national human trafficking hotline: 1-888-373-7888. You may remain anonymous.

(b) The sign must be at least 8- 1/2 inches high and 11 inches wide and displayed in a conspicuous manner clearly visible to the public and employees of the permit or license holder. The English notice must cover approximately two-thirds of the sign, and the Spanish notice must cover approximately one-third of the sign.

Utah: NO LAW FOUND. CONSULT STATE LAW.

## Vermont:

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### § 2661. RESOURCE GUIDE POSTING

(a) A notice offering help to victims of human trafficking shall be accessible on the official website of the Vermont department of labor and may be posted in a prominent and accessible location in workplaces.

(b) The notice should provide contact information for at least one local law enforcement agency and provide information regarding the National Human

Trafficking Resource Center (NHTRC) hotline as follows:

“If you or someone you know is being forced to engage in any activity and cannot leave – whether it is commercial sex, housework, farm work, or any other activity – call the toll-free National Human Trafficking Resource Center Hotline at 1-888-373-7888 to access help and services.

The toll-free hotline is:

- Available 24 hours a day, 7 days a week
- Operated by a nonprofit, nongovernmental organization
- Anonymous and confidential
- Accessible in 170 languages
- Able to provide help, referral to services, training, and general information.”

(c) The notice described in this section should be made available in English, Spanish, and, if requested by an employer, another language.

(d) The Vermont department of labor shall develop and implement an education plan to raise awareness among Vermont employers about the problem of human trafficking, about the hotline described in this section, and about other resources that may be available to employers, employees, and potential victims of human trafficking. On or before January 15, 2013, the department shall report to the house and senate committees on judiciary, the house committee on human services, and the senate committee on health and welfare on the progress achieved in developing and implementing the notice requirement and education plan required by this section.

## Virginia:

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### § 40.1-11.3. Human trafficking hotline; posted notice required; civil penalty

A. Any employer who (i) operates a business that provides entertainment commonly called stripteasing or topless entertaining or entertainment that has employees who are not clad above or below the waist and (ii) fails to post notice of the existence of a human trafficking hotline to alert potential human trafficking victims of the availability of assistance, is subject to a civil penalty of \$500 payable to the Literary Fund. The notice required by this section shall be posted in the same location where other employee notices required by state or federal law are posted.

The provisions of this subsection shall not apply to businesses providing entertainment in theaters, concert halls, art centers, museums, or similar establishments that are devoted primarily to the arts or theatrical performances, when the performances that are presented are expressing matters of serious literary, artistic, scientific, or political value.

B. The Department shall (i) determine the content of the notice which shall include the National Human Trafficking Resource Center Hotline, (ii) the size of the notice, (iii) determine the languages in which the notice is to be posted, and (iv) publish the notice size and notice languages, and make the notice available in each of those languages, on the website of the Department and by any other means of publication the Department deems appropriate. The Department is not otherwise required to produce or distribute the notice.

**HB 2061 (2013)**

**§ 40.1-11.3. Human trafficking hotline; posted notice required; civil penalty**

B. Any employer who (i) operates a truck stop and (ii) fails to post notice of the existence of a human trafficking hotline to alert possible witnesses or victims of human trafficking of the availability to report crimes or gain assistance, which failure is not cured within 72 hours following notification to the employer of such failure by the Department, is subject to a civil penalty of \$100 per truck stop. Civil penalties under this subsection shall be assessed by the Department and paid to the Literary Fund, provided that no civil penalty shall be assessed under this subsection prior to January 1, 2014. The notice required by this subsection shall be posted in the same location where other employee notices required by state or federal law are posted. As used in this subsection, "truck stop" means a facility that is capable of fueling a qualified highway vehicle that bears an IFTA identification marker as those terms are defined in § 58.1-2700.

## Washington

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**§47.38.080. Human trafficking informational posters at rest areas**

The department may work with human trafficking victim advocates in developing informational posters for placement in rest areas. The department may adopt policies for the placement of these posters in rest areas and these policies must address, at a minimum, placement of the posters in bathroom stalls. The posters may be in a variety of languages and include toll-free telephone numbers a person may call for assistance, including the number for the national human trafficking resource center at (888) 373-7888 and the number for the Washington state office of crime victims advocacy at (800)822-1067.

**West Virginia: NO LAW FOUND. CONSULT STATE LAW.**

**Wisconsin: NO LAW FOUND. CONSULT STATE LAW.**

**Wyoming: NO LAW FOUND. CONSULT STATE LAW.**

# CAN YOU SEE ME?

## CAMPAIGN GUIDELINES: 2017



# CAN YOU SEE ME?

## CAMPAIGN GUIDELINES: BACKGROUND

### WHAT?

CAN YOU SEE ME? is a global campaign designed to increase the public awareness of modern slavery and people trafficking. Through the public's engagement via a confidential Hotline its aim is to liberate the victims and prosecute the perpetrators of this heinous crime.

### HOW?

By showing familiar everyday scenes where slavery exists, often masquerading as something less malign. It asks the audience to be aware of the signs and act upon their suspicions by reporting it.

### WHERE?

Though initiated by A21 the campaign gains traction by partnering at a global and local level with government bodies, public and private institutions and businesses. It is through these targeted partnerships that the campaign is able to access the necessary range of channels and territories (both international and domestic) to extend the reach and deliver the impact necessary to fulfil its goals.



# CAN YOU SEE ME?

## CAMPAIGN GUIDELINES: BACKGROUND

### WHY?

The potentially vast number of partners, territories, channels and executions mean that some guidelines have to be put in place. They have to be simple enough to be followed yet flexible enough to cover all uses.

It is expected that there will have to be some flexibility to allow for certain territories or channels. Each territory will have different stories, different languages, different deliverables. If a guideline needs to be broken please refer back to A21 for confirmation or assistance.

# CAN YOU SEE ME?

## CAMPAIGN GUIDELINES: ELEMENTS

1. IMAGE
2. CAMPAIGN DEVICE
3. SUBHEADING/CALL TO ACTION
4. A21 + PARTNER BRANDING.

## CAMPAIGN GUIDELINES: ELEMENTS

### 1. IMAGE

### 2. CAMPAIGN DEVICE

### 3. SUBHEADING/CALL TO ACTION

### 4. A21 + PARTNER BRANDING



**CAN YOU SEE ME?**

**SLAVERY STILL EXISTS. IF YOU SUSPECT IT, REPORT IT.**

**A21**  
A21.ORG/CANYOUSEEME

**08000 121 700**  
NATIONAL MODERN SLAVERY HELPLINE

# CAN YOU SEE ME?

## CAMPAIGN GUIDELINES: ELEMENTS

### 1. IMAGE

The commissioned photographic image (or film) is central to this campaign. It depicts a scene familiar to the audience; they recognise the scene, do they recognise the signs?

Ideally there should be 3 protagonists, victim, perpetrator and witness. The victim should be central with the witness in the foreground. It is important that we connect with the victim, these work when we have empathy with them and ask ourselves why.

The scene needs to be realistic but dressed sparingly, enough detail to set it, not enough to create visual noise or detract from the dynamic between the characters.

It needs to be believable, often the coercion is implicit not explicit.  
Do not create cartoon victims or villains.

When shooting and selecting the image consider not only expression and composition but how the image works with the typographic device and its suitability for multiple formats. It may be necessary to shoot the same execution several ways to cover both portrait and landscape formats.

The final image should be desaturated but not overtly oppressive or sinister.

# CAMPAIGN GUIDELINES: ELEMENTS

## 1. IMAGE

MINIMAL SET WITH VISUAL CUES

VICTIM LOOKING AT WITNESS

VICTIM CENTRAL IN FRAME

WITNESS FOREGROUND

DESATURATED COLOUR





# CAN YOU SEE ME?

## CAMPAIGN GUIDELINES: THE ELEMENTS

### 2. CAMPAIGN DEVICE

The CAN YOU SEE ME? campaign device is part puzzle, eyetest and cage and is carefully combined with the image to have a very deliberate graphic connection to the victim.

Its uppercase letters are stacked vertically in both landscape and portrait versions. Exact ratios may vary between formats but should remain consistent within that format.

Both type and image should be legible. To achieve this it is necessary to build it in stacked layers of differing opacity. Opacity values may vary between channels but should remain consistent within that channel.

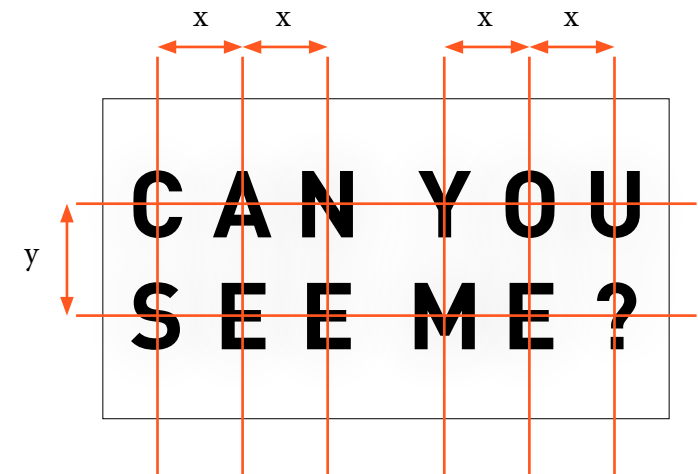
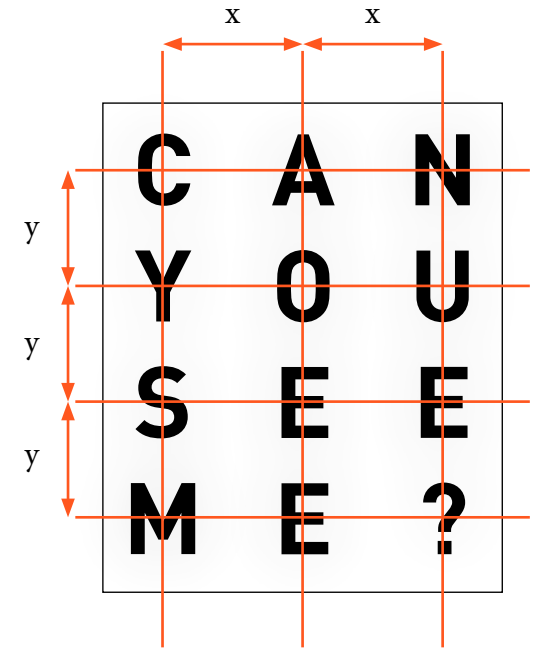
## CAMPAIGN GUIDELINES: ELEMENTS

### 2. CAMPAIGN DEVICE: STRUCTURE

The CAN YOU SEE ME? device has a setting for portrait and landscape applications. It is set on a grid or 'cage'. The appearance of the 'cage' is more critical than the values within it.

When it's necessary to change value x for a particular execution, the change must be applied to all other x's. Likewise if the y value needs to be changed then all other y values should match the new one. Where possible there should never be a difference of more than 30% between the values of x and y.

The optical distance between the edge of picture and the device should never be less than half the width of the upper case M.



## CAMPAIGN GUIDELINES: ELEMENTS

### 2. CAMPAIGN DEVICE: EFFECTS

The CAN YOU SEE ME? device blends with the image whilst retaining legibility.

It is built using 2 layers of identical text with different transfer modes (or effects in Indesign.)

The lower layer is set to overlay with an opacity of 80%. This embeds the device in the image.

The upper layer is set to normal with an opacity of 30%. This aids legibility.

Both layers of text have a very subtle drop shadow which also aids legibility.

This should not be discernible in the final composition.



Fig 1. lower layer



Fig 2. lower layer + upper layer



Fig 3. drop shadow

# CAN YOU SEE ME?

## CAMPAIGN GUIDELINES: THE ELEMENTS

### 3. SUBHEADING/CALL TO ACTION

SLAVERY STILL EXISTS. IF YOU SUSPECT IT REPORT IT.

The subheading sits in a white footer or sidetab to the right along with the Hotline Number and A21 and Partner brand elements. This creates a brand neutral space for partners whilst keeping all the information in a single highly visible location.

SLAVERY STILL EXISTS. is set in DIN Black.

IF YOU SUSPECT IT REPORT IT. is set in DIN medium.

Both with an optimum tracking setting of 140.

# CAN YOU SEE ME?

## CAMPAIGN GUIDELINES: THE ELEMENTS

### 4. A21 + PARTNER BRANDING

This campaign uses the new A21 logo, DIN fonts and colour palette.

In addition it uses a single colour hairline to highlight the Subheading/Call To Action.

The white footer or sidetab containing the subheading and branding is important for clear legibility and to create a neutral brand space for our partners.



## Appendix J – Summary of State Human Trafficking Signage Laws

The summary of relevant state laws relevant to signage is as follows:

- **Arkansas: Act 922** requires the completion of a human trafficking prevention course for the issuance of a Class A CDL.
- **California: AB 2034 and SB 970** require various businesses, including intercity passenger rail or light rail stations, bus stations and truck stops to post information about human trafficking and provide at least 20 minutes of human trafficking awareness training to all employees.
- **Colorado: HB1018** requires that its CDL schools implement anti-trafficking training for future CDL holders.
- **Georgia: SB 104** expands locations where human trafficking hotline posters must be included to government buildings, provided, however, that in the case of leased property, this paragraph shall only apply to public restrooms that are a part of such lease for exclusive use by the government entity. In addition, every government entity shall, on the homepage of its website, provide an identified hyperlink to the model notice that is on the Georgia Bureau of Investigation website.
- **Illinois: HB 1677** provides that the Secretary of State shall include in its commercial driver's license curriculum and study guide information on the human trafficking problem in the State.
- **Kansas: SB 40** Requires applicants for the issuance or renewal of a commercial driver's license to complete training approved by the attorney general in human trafficking identification and prevention.
- **Kentucky: HB 524** includes promoting human trafficking involving commercial sexual activity in the definition of criminal offense against a victim who is a minor. Requires public schools to post the National Human Trafficking Reporting Hotline. Requires the Department of Highways to post the National Human Trafficking Resource Center hotline number in all rest areas.
- **Louisiana: Act 361** Requires the National Human Trafficking Resource Center hotline information to be posted in airports and bus terminals.
- **Maine: HB 890** requires the Secretary of State to inform commercial drivers about human trafficking prevention, provides a commercial driver's license issued or renewed by the Secretary of State must be accompanied by information that outlines how to recognize human trafficking and how to report human trafficking and includes a telephone number for a national human trafficking hotline.
- **Maryland: SB 220** requires the Police Training Commission to require that the entrance-level and in-service police training conducted by the State and each county and municipal police training school include specified training relating to the criminal laws concerning human trafficking and the appropriate treatment of victims of human trafficking. In addition, MD HB 5 requires all commercial driver's license training schools to include training on the recognition, prevention, and effective reporting of human trafficking as part of the curriculum; requires the Motor Vehicle Administration to include content on the recognition, prevention, and effective reporting of human trafficking in its Commercial Driver's License Manual; and requires the Administration to provide to an applicant renewing a commercial driver's license certain information from the Manual; etc.

- **North Carolina: SB 257** requires certain businesses, transportation station, rest area, welcome center, JobLink center and licensed hospitals to prominently display public awareness sign created and provided by the North Carolina Human Trafficking Commission that contains the National Human Trafficking Resource hotline information.
- **Oklahoma: HB2651** requires that its CDL schools implement anti-trafficking training for future CDL holders.
- **Oregon: SB 375** enables non-profit entities to distribute trafficking posters containing hotline and other information to the Department of Transportation, the State Parks and Recreation Department and the Travel Information Council. Upon the receipt of sufficient funding, the state agencies must develop rules for administering a program to distribute these posters. Creates the Department of Transportation Human Trafficking Awareness Fund. Creates the State Parks and Recreation Department Human Trafficking Awareness Fund.
- **Rhode Island: SB 73/HB 5300** requires any public or quasi-public transportation agency to display a public awareness sign that contains the state and national human trafficking resource center hotline information in every transportation station, rest area, and welcome center in the state which is open to the public.
- **Texas: HB 29 TX/ S 1569** codifies the 11 recommendations of the Texas human trafficking task force, including recommendations to improve Texas' response to human trafficking, including enhanced penalties for traffickers, providing prosecutors with additional tools for prosecution, improving victim protections, and addressing training needs. Requires the Texas Higher Education Coordinating Board (THECB), by rule, to require each public junior college offering a commercial driver's license training program to include as a part of that program education and training on the recognition and prevention of human trafficking. Requires the Texas Workforce Commission (TWC), by rule, to require each career school or college offering a commercial driver's license training program to include as a part of that program education and training on the recognition and prevention of human trafficking. Adds representatives from the Department of Licensing and Regulation, the Office of Court Administration of the Texas Judicial System, the office of the secretary of state and the Texas Commission on Law Enforcement to the state human trafficking prevention task force. Requires the Department of Transportation to distribute informational materials regarding the recognition and prevention of human trafficking to commercial driver's license applicants and allows the department to coordinate with organizations that specialize in the recognition and prevention of human trafficking to provide this information.
- **Virginia SB 1343** requires the Commissioner of the Department of Motor Vehicles to include training on the recognition, prevention, and reporting of human trafficking in driver training for Class A, Class B, and Class C commercial motor vehicles.
- In addition, **Ohio** changed an *administrative* ruling through their Department of Public Safety requiring a 1-hour class on human trafficking for students enrolling in a CDL course. The state of **Washington** also made an *administrative* change through its Department of Licensing, by requiring its CDL schools to implement anti-trafficking training.

- TAT's curriculum has been adopted where CDL requirements come into effect.



# ANTI-HUMAN TRAFFICKING POLICY

EX-21 as of 10/01/18

## I. BACKGROUND AND POLICY STATEMENT

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

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

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

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

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

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

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

*A. P. Huth* 10/5/2018

## **II. DETAILS**

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

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

## **III. PROCEDURES FOR NOTICE**

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

## **IV. VIOLATIONS**

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

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

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

For further information contact [Tammy Woodard](#)