



Truckers Against Trafficking

Business Engagement
TOOLKIT



U.S. CHAMBER OF COMMERCE

Introduction

Human trafficking is a global problem affecting millions of people each year who are illegally lured into forced labor and sexual exploitation through force, fraud, or coercion. The U.S. Department of Homeland Security estimates that human trafficking is second only to drug trafficking as the most profitable form of transnational crime, generating billions of dollars per year in illicit profit.¹ All victims of trafficking share one essential experience: the loss of freedom.

Businesses today are increasingly global, meaning that it is no longer a matter *if* a business will come into contact with human trafficking but *when*. It is therefore important to be prepared.

In the marketplace, everyone understands the principle of supply and demand. Demand creates a market, and supply will meet demand, with unscrupulous exploiters working to fill it with an eye to the greatest profit margin for themselves. Traffickers use violence, intimidation, and manipulation as trafficking is often hidden in plain sight. Therefore, no demand = no victim = no trafficking.

The business community is well positioned to be on the frontline in the fight against trafficking. From a risk management approach, anti-trafficking training should be provided in the workplace. Companies should also adopt an anti-trafficking-in-persons policy with a demand-reduction focus.

The U.S. Chamber of Commerce, the world's largest business federation representing the interests of more than 3 million businesses of all sizes, sectors, and regions, in collaboration with Truckers Against Trafficking (TAT), a nonprofit organization that educates, equips, empowers, and mobilizes members of the trucking, bus, and energy industries to combat human trafficking, produced this toolkit to highlight resources and best practices on how to help end this heinous crime.

It's not just good business practice.

It's the right thing to do.



Best Practices

PROVIDE TRAINING PROGRAMS TO EDUCATE EMPLOYEES, CUSTOMERS, AND THE COMMUNITY ABOUT THE DANGERS OF SEX AND LABOR TRAFFICKING

Industry-specific training programs use statistics, images, and case studies that are relevant to members of that particular industry to convey the indicators of human trafficking and how to contact authorities. Employers should have reporting protocols, procedures, and policies in place if trafficking is suspected on the premises or in a company's operations (see Appendix A).

If individuals spot red flags and suspicious behavior, they should immediately contact the **National Human Trafficking Hotline** at **888-373-7888** or text **BEFREE**.

ADOPT ANTI-TRAFFICKING-IN-PERSONS POLICIES (ZERO-TOLERANCE POLICY) WITH A DEMAND-REDUCTION FOCUS

Employers need to have a zero-tolerance policy. This policy should be communicated during in-person training and in writing. Companies should convey that employees are prohibited from using company equipment or time to purchase sex. Employers should provide employees with guidance on internal reporting expectations, particularly if trafficking is suspected on company premises (see Appendix B).

PARTICIPATE IN VICTIM-CENTERED PUBLIC AWARENESS CAMPAIGNS

Victim-centered information campaigns, consisting of posters, audio and video announcements, online advertisements, and other communications, are effective when they use messages and images that are designed to resonate with victims and avoid perpetuating common myths or misconceptions. Likewise, companies should examine information-sharing awareness to train the public on human trafficking indicators (see Appendix C).

Opportunities

TRUCKING



The trucking industry, including professional drivers and truck stop and travel plaza employees, has been on the frontline in the fight against human trafficking. With over 3 million truck drivers transporting commercial goods, drivers are positioned to spot signs of trafficking on the road and at rest stops, travel plazas, truck stops, restaurants, hotels, and other locations.

Since 2009, Truckers Against Trafficking (TAT) has trained more than 845,000 individuals, including truck drivers and their families.² Members of the trucking industry have made 2,496 calls to the **National Human Trafficking Hotline**, generating 663 likely cases of human trafficking involving 1,230 victims.³

SHIPPING AND MANUFACTURING INDUSTRY



Businesses in the shipping and manufacturing sectors are at risk of inadvertently coming into contact with human trafficking owing to complex supply chains.⁴ If companies have a transportation and logistics department, in all likelihood they move products through their own fleet of professional truck drivers, hire outside carriers, or use a combination of the two. Shipping and manufacturing companies and their employees and contractors are in a position to help ensure that the people moving their products are trained to recognize and report this crime. As the customer of contracted transportation companies, shippers are in a position to leverage their relationships with the carriers moving their goods. Requesting that ground transportation providers be trained on human trafficking aligns with overall corporate social responsibility and sustainability goals and is a natural way for shippers and manufacturers to engage in this work.

OIL AND GAS SECTORS



Employment in the oil and gas sectors is cyclical, where workers are brought in from other states and localities for project-specific work. These workers temporarily reside in communities while the project is underway. Once the project is completed, a new traveling and contracted workforce is brought in for inspection or turnaround. These workforces have an opportunity to identify and report potential victims of human trafficking.

The energy industry intersects with trucking at multiple points, including midstream transportation, heavy machinery, and fuel logistics. Energy companies either have their own fleet of professional truck drivers or contract with other companies to transport their products. These drivers may come into contact with victims⁵ at their pickup or drop-off locations, on the road, or at public rest stops, travel plazas, truck stops, restaurants, and hotels.⁶

BUS COMPANIES

Bus industry employees may come into contact with victims of human trafficking during the recruitment, exploitation, exit, or recovery stages. In a Polaris report based on surveys and focus groups conducted with survivors of human trafficking, 42% percent of survivors said their traffickers used local or long-distance buses in facilitating their exploitation.⁷ Buses can also provide a method of escape for victims. Twenty-six percent of the survivors who participated in the Polaris study said that public transportation played a role in at least one of their exit attempts, with buses being the most frequent method reported.⁸



HOTELS AND MOTELS

Traffickers exploit the hospitality sector to move victims for both commercial sex and forced labor, giving this sector an important role as the first line of defense.

Traffickers abuse their status as guests in hotels to facilitate illegal transactions, such as the purchasing of commercial sex. Likewise, survivors have reported that they use the hospitality sector as a place of refuge to either hide from their traffickers or reside before they receive permanent housing. Hoteliers play a critical part in combating trafficking through raising awareness, coordinating with law enforcement, and providing ongoing workforce training. The hotel industry has a long-standing legacy and commitment to combat human trafficking, and thousands of its employees are trained annually.



Use the resources in this booklet to raise awareness, train employees, and coordinate with law enforcement.



Ways to Engage

Resources

TRUCKERS AGAINST TRAFFICKING

- ▶ Train your employees with TAT's free training tools. TAT works to educate and equip members of the trucking, bus, and energy industries, as well as shippers, manufacturers, and those who work with these industries, to identify and report suspected sex and labor trafficking through the **National Human Trafficking Hotline**. Several industry-specific videos, wallet cards, and posters are available for free at <https://truckersagainstrafficking.org>. Contact tat.truckers@gmail.com.
- ▶ Use the **Addressing Demand: Man-to-Man** video as an additional resource to delve deeper into this issue and talk about the attitudes, myths, and perspectives that contribute to the demand for this crime.
- ▶ Adopt anti-trafficking-in-persons policies with a demand-reduction focus, that is, zero tolerance for buying sex on company work time or using company resources. See Appendix B for model template.
- ▶ Consult the resources developed by TAT's **Man-to-Man** campaign led by the American Trucking Associations' Road Team Captains, available at <https://truckersagainstrafficking.org/man-to-man-campaign>.

AMERICAN HOTEL & LODGING ASSOCIATION

- ▶ Join the American Hotel & Lodging Association's (AHLA's) **No Room for Trafficking** campaign, which trains hotel employees on what to look for and how to respond. AHLA provides resources, including an action plan, signage, a model template for a companywide policy, and a best practices toolkit.
- ▶ AHLA has a number of resources and training tools available to hoteliers through partnerships with leading prevention organizations, including End Child Prostitution and Trafficking-USA (ECPAT-USA), Polaris, A21, Businesses Ending Slavery & Trafficking (BEST), and DHS' Blue Campaign, as well as numerous local organizations across the country. To learn more about AHLA's training and educational resources, email NRRFF@ahla.com.
- ▶ Display posters describing human trafficking indicators for staff to recognize signs that trafficking may be occurring on the premises. ECPAT-USA has developed a series of hotel posters available at <https://www.ecpatusa.org/hotel-posters>.
- ▶ Have companywide anti-trafficking policies to ensure that a comprehensive employee code of conduct is in place. For hotels that don't have such a policy, AHLA has a template (<https://www.ahla.com/establishing-companywide-policy>) that incorporates key elements and recommendations in conjunction with ECPAT-USA and Polaris.

U.S. CHAMBER OF COMMERCE RESOURCES

- ▶ The U.S. Chamber of Commerce's **Task Force to Eradicate Human Trafficking**, consisting of member companies from across a wide swath of industries, advises the Chamber on meeting the challenges posed by human trafficking (<https://www.uschamber.com/issues/labor/task-force-eradicate-human-trafficking>).



Best Practices

- ▶ Train drivers, staff, and external vendors to recognize indicators of human trafficking.
- ▶ Adopt and communicate policies that explicitly stand against sex trafficking, including purchasing of sex.
- ▶ Extend policies and practices to supply chains.
- ▶ Evaluate partnerships and contracts to determine what leverage your company can use to get training materials on human trafficking out to your networks.
- ▶ Partner with law enforcement and government agencies to investigate human trafficking.
- ▶ Educate business travelers how to detect signs of human trafficking while they are on the road, at rest areas, and at hotels, among other places.
- ▶ Host corporate training events to increase awareness.
- ▶ Post signage showing that purchasing sex is illegal and is not tolerated.
- ▶ Hang posters describing how to contact the National Human Trafficking Hotline.
- ▶ Provide job training, opportunities, and employment for human trafficking survivors.

Appendix A

Sample Employee Reporting Protocol⁹

SUSPECTED HUMAN TRAFFICKING

- ▶ When dealing with suspected cases of human trafficking, make every effort to avoid harm to yourself or the victim.
- ▶ Assess the situation. If indicators are present, do not intervene, do not probe, act natural, and leave and go to a safe place to make a phone call. Employees should never become directly involved.
- ▶ If you suspect there is a threat of immediate harm to a victim, call 911.
- ▶ If there is no immediate danger to a victim, call the **National Human Trafficking Hotline** at **888-373-7888** or text **BEFREE**.
- ▶ Make note of the date and time of the incident, description of those involved (e.g., tattoos, physical identifiers, hair color, and approximate age), names or nicknames overheard, a summary of the situation that prompted the report, and vehicle information (e.g., overall description and license plate number).
- ▶ Share the reporting of your tip with the company's point of contact.

IF APPROACHED BY A VICTIM

- ▶ If the victim is in immediate danger, call 911.
- ▶ If there is no immediate danger to the victim, call the **National Human Trafficking Hotline** at **888-373-7888**. Ensure that the victim feels safe until the appropriate responder arrives.
- ▶ Share the reporting of your tip with the company's point of contact.

Appendix B

Company Policy And Employer Resources¹⁰

SAMPLE POLICY

Employees are prohibited from conducting the following:

- ▶ Using or allowing any of the company's facilities, resources, or equipment to support human trafficking and/or the exploitation of human beings.
- ▶ Using any company resources, such as credit cards and expense accounts, to buy sex.
- ▶ Creating, downloading, viewing, storing, copying, or transmitting content that is sexually explicit or sexually oriented during work hours, on business travel, or in any work-related activities.
- ▶ Viewing and searching websites where adult entertainment is offered for sale during work hours or in any work-related activities.
- ▶ Entering into, on behalf of the company or otherwise, any business relationship or other arrangement in which the employee has reason to believe that human trafficking or the exploitation of human beings is occurring.

Employees may be subject to disciplinary action, up to and including termination for violating these policies.

All employees have a responsibility for ensuring that this policy is followed. Concerns and potential violations should be reported to appropriate company personnel. The company 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.

EMPLOYER RESOURCE

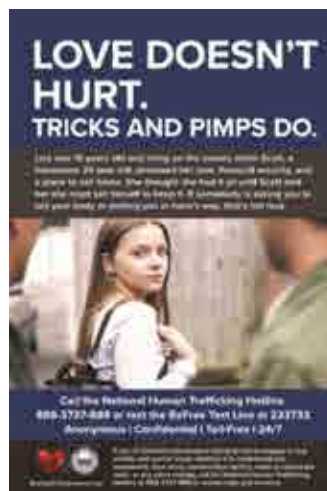
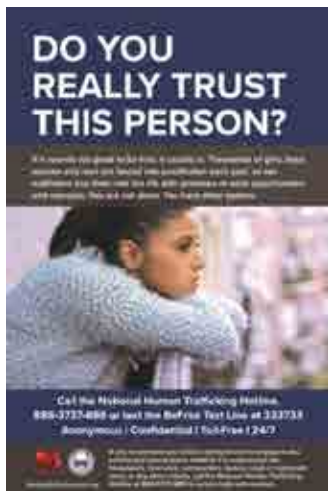
- ▶ Companies can educate employees on the connection between commercial sex and sex trafficking through the video **Addressing Demand: Man to Man**, available for free at <https://truckersagainstrafficking.org/man-to-man-campaign> or by contacting tat.truckers@gmail.com.

Appendix C

Sample Victim-Centered Posters¹¹

Busing on the Lookout (BOTL), a program of Truckers Against Trafficking, worked with survivors of sex trafficking to create a series of posters. These posters are intended to be eye-catching for victims while informing the public about how vulnerable girls, boys, women, and men may get lured into trafficking situations.

BOTL shares these designs with bus companies free of charge.



NOTES

1. U.S. Department of Homeland Security, *What is Human Trafficking?* <https://www.dhs.gov/blue-campaign/what-human-trafficking>
2. Truckers Against Trafficking, *TAT By the Numbers*, <https://truckersagainstrafficking.org/making-an-impact>. (This is based on data from the National Human Trafficking Hotline. Note that these statistics do not include calls to 911 or local law enforcement.)
3. Ibid.
4. In January 2018, the U.S. Chamber of Commerce unveiled a best practices document for supply chain managers, developed in partnership with the A21 Campaign. <https://www.uschamber.com/issues/labor/task-force-eradicate-human-trafficking/best-practices-combat-human-trafficking>.
5. Truckers Against Trafficking, *Empower Freedom: An Energy Initiative of Truckers Against Trafficking*, <https://truckersagainstrafficking.org/energy-program>
6. Ibid.
7. Polaris, *On-Ramps, Intersections, and Exit Routes: A Roadmap for Systems and Industries to Prevent and Disrupt Human Trafficking*, Transportation Industry, pg. 25. <https://polarisproject.org/sites/default/files/A%20Roadmap%20for%20Systems%20and%20Industries%20to%20Prevent%20and%20Disrupt%20Human%20Trafficking%20-%20Transportation%20Industry.pdf> (July 2018).
8. Ibid., 32.
9. U.S. Department of Transportation, Department of Transportation Advisory Committee on Human Trafficking, Final Report, *Combating Human Trafficking in the Transportation Sector*. <https://www.transportation.gov/sites/dot.gov/files/docs/mission/administrations/office-policy/343931/advisory-committee-human-trafficking-final-report.pdf>, pgs. 7–14 to 7–16 (July 2019).
10. Ibid.
11. Truckers Against Trafficking, *Busing on the Lookout*. <https://truckersagainstrafficking.org/bus-training/>

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