



# A TOOLKIT TO COMBAT HUMAN TRAFFICKING FOR STATE AGENCIES IN THE UNITED STATES



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CREATED BY TRUCKERS AGAINST TRAFFICKING  
TO AID STATE AGENCIES IN EQUIPPING THEIR MEMBERS WITH THE  
INFORMATION THEY NEED TO COMBAT HUMAN TRAFFICKING

# THE PROBLEM OF TRAFFICKING

Human trafficking — or modern-day slavery — is a global problem in which people are illegally bought and sold for forced labor or commercial sex. Traffickers use means such as force, fraud and coercion, including abduction, deception, torture and/or the abuse of power, to prey upon their victims' vulnerabilities — such as their youth, condition of poverty, migration status or dreams of love and opportunity — while profiting off their exploitation.<sup>1</sup> It's a crime of greed and egregious abuse.

Globally, there are an estimated 50 million victims of human trafficking, including thousands of children and adults in the United States. Human trafficking has been reported in all 50 states.

This toolkit is intended to guide state agencies, including Departments of Transportation (DOT), Departments of Licensing (DOL), Departments of Motor Vehicles (DMV) and Departments of Revenue (DOR), on steps they can take to equip their employees to combat human trafficking when it does arrive at their location, including how they can partner with Trucking Against Trafficking (TAT) to implement anti-human trafficking training and policies in their operations.

*For a thorough report on how state agencies can partner with all modes of transportation in combating human trafficking, please see the US Department of Transportation Advisory Committee on Human Trafficking's Final Report: <https://www.transportation.gov/stophumantrafficking/acht>.*

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<sup>1</sup> U.S. Department of State, "2019 Trafficking in Persons Report," available at <https://www.state.gov/wp-content/uploads/2019/06/2019-Trafficking-in-Persons-Report.pdf>, pg. 4 (June 2019).



## *The stages of human trafficking*

### RECRUITMENT

Traffickers target people in vulnerable situations and recruit them by building trust and offering safety and support. During the recruitment stage, victims may or may not be suspicious of their trafficker. If traveling to meet them, they may believe they're going to a new boyfriend or starting an exciting new job.

### EXPLOITATION

Once a trafficker has recruited his/her target, the exploitation begins. During this stage, the trafficker forces, coerces or manipulates the victim into performing commercial sex and/or labor. Traffickers will continue to use psychological or physical abuse to keep their victims from leaving.

### EXIT

The methods of control employed by traffickers makes it difficult for victims to leave. When victims are able to escape, they are often in extremely vulnerable situations and in need of immediate support and services in order to prevent returning to their trafficker or being exploited by someone else.

### RECOVERY

When victims do manage to exit their trafficking situations, they then embark on the journey of rebuilding their lives. During this stage, they may need support in managing mental and physical health concerns, working to vacate criminal records accrued during their exploitation and securing stable employment and housing.

# HUMAN TRAFFICKING AND STATE AGENCIES: INTERSECTIONS

Members of state agencies may intersect trafficking at a number of its stages.

Traffickers emerge from all walks of life; they are opportunistic and see the exploitation of someone else as an easy way to make more money. Consequently, a trafficker may be the guy next door, a fellow employee or someone who acts like he or she is simply helping out, doing a favor for someone in need. In the **recruitment stage**, state agency members at work might see a lone child, teen or young adult woman in what appears to be the company of a non-relative of either gender, who is either providing long-distance transport, food, housing or gifts, trying to gain confidence and trust by being a benefactor. These potential victims may be waiting at a bus or train station, riding in a car or truck going through a toll booth or stopping at a weigh station, entering or eating in a restaurant or having a serious discussion on a sidewalk with people who look like they're trying to convince the younger person of something. The potential victim may seem suspicious, uncomfortable, scared, reticent or very vulnerable, while the recruiter may be fast talking, sweet talking or commanding.

Because traffickers look for large groups of men to purchase commercial sex, during the **exploitation stage**, members of state agencies might intersect with victims who are in route to being sold. These victims may be alone or in groups. They may be provocatively or scantily clad, look malnourished or scared or seem distrusting and not wanting to speak.

During the **exit stage**, agency members may intersect with victims in a variety of ways, as victims seeking a way out may be encountered anywhere, whether they're actively being exploited and in need

of someone to recognize this or are in the process of escaping a trafficker or are feeling hopeless and trapped until someone engages them in conversation ... someone who can recognize red flags and is compassionate, caring, victim-centered in perspective and willing to take the time to help the victim receive the help she/he needs.

Two case studies from Tennessee illustrate this:

A 15-year-old young lady came into a Driver Services Center location, attempting to obtain an ID in another name for someone who was 18 years old. The examiner felt uneasy thinking the girl didn't look 18. The district manager was at the station at that time, and the examiner got her involved. They called the Tennessee Highway Patrol (THP) Criminal Investigative Division, and, after talking with the young girl, officers were able to obtain a list of men that the young lady had been forced to sleep with, and they arrested several individuals.

At another Driver Services Center, a lady walked up to the counter where the manager was sitting. When the manager asked her how she could help her, the lady just kept saying, "I stole my son's laptop." The manager had her step to the side, and the lady repeated it several more times before she finally said she had escaped from sex trafficking in Alabama and traveled to Tennessee. After talking to her a few minutes, the manager called a THP trooper. THP took the lady in the break room to talk with her and ask her questions. They contacted the Lincoln County Investigator. Other officers also started coming into the station and, after talking to her, they took her to a safe place.

Red flag indicators from these case studies are:

- Anyone who is underage, or even looks underage, and is requesting an ID
- Peculiar behavior
- Stories that don't add up

Pay attention to the red flags. Trust your gut and get the authorities involved; if he or she looks out of place, he or she probably is.

***As part of their work with TAT, the Delaware Division of Motor Vehicles fully implemented the Iowa MVE model with the following actions:***

- ***TAT's human trafficking awareness training is listed on their website resources in the driver services section.***
- ***TAT materials are displayed for people to take, including wallet cards, decals and brochures.***
- ***All employees in the department completed TAT's state agency human trafficking awareness training.***
- ***Employees at their CDL and Systems Help Desk are trained and prepared to answer any human trafficking commercial motor vehicle conviction questions.***
- ***The Delaware DOT Secretary signed the U.S. DOT Leaders Against Human Trafficking Pledge.***
- ***Through a bus signage campaign, they make the general public aware of human trafficking.***
- ***They do outreach to other transportation-specific state agencies, including law enforcement, public transit and education.***



# BEST PRACTICES FOR STATE AGENCIES

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As with any endeavor, while it's possible to only do the minimum to get by, implementing best practices ensures that all employees will be ready and able to recognize a problem and have a hand in saving a life, should human trafficking take place on your premises. These best practices include:

## **1. IMPLEMENT INDUSTRY-SPECIFIC TRAINING FOR ALL EMPLOYEES**

TAT has created a 24-minute webinar, specifically for state agencies, to help them adopt policies and protocols that capitalize on their intersections with commercial vehicle sectors as well as potential victims. Also available are a job-specific handout of red flag indicators, wallet cards for employees working directly with either the trucking or bus industries and the TAT app for iPhones and Androids. For those agencies with law enforcement included among their employees, TAT provides a free 38-minute law enforcement video, as well as a more in-depth, in-person, 4-hour law enforcement training.

## **2. ATTEND COALITION BUILDS**

TAT Coalition Builds are half-day events that bring together key industry leaders from the trucking, truck stop and bus industries along with local, state and federal law enforcement. TAT conducts these meetings in partnership with state trucking associations and Attorney General's offices nationwide. State agency participation is critical to the success of these events. At these invite-only events, industry members gain direct access to leading law enforcement and government officials in their communities and are able to create a localized response to human trafficking. Participants have the opportunity to network with other industry leaders and learn from a law enforcement panel that will delve deeper into trends officers are seeing locally, share case studies, discuss victim-centered approaches and offer recommendations for industry partners wanting to get involved. By coming alongside industry, and simultaneously training the law enforcement who will be the first ones arriving on the scene, TAT has seen a much more coordinated approach in combating this crime at a local and state level.

## **3. ADOPT THE ELEMENTS OF THE IOWA MVE MODEL THAT YOUR AGENCY HAS PURVIEW OVER**

One of TAT's most effective strategies in the fight against human trafficking is the Iowa Motor Vehicle Enforcement model (Iowa MVE), created by Chief Lorenzen, to activate state agencies in combating human trafficking. Coupled with Coalition Builds, state agencies not only become educated on this issue themselves, but become equipped to participate in public and targeted awareness campaigns that empower and mobilize additional sectors throughout their state.

Check out the state-by-state map on TAT's website to see the scope of each statewide partnership: <https://truckersagainstrafficking.org/state-agency-initiatives/>.



Iowa MVE guidelines include:

- Train MVE/CVE and/or law enforcement officers with TAT LE training DVD.
- Stock weigh stations, ports of entry and rest areas with TAT materials.
- Ensure every CDL issued (or renewed) is accompanied with a TAT or Busing on the Lookout (BOTL) wallet card.
- Visit truck stops with TAT materials, urging them to train employees and distribute.
- Visit bus terminals with BOTL materials, urging them to train employees and distribute.
- Implement TAT training as part of mandatory safety meetings for truck and bus companies.

In addition, states may also:

- Introduce BOTL materials to pupil transportation leadership (state DOE, school districts).
- Incorporate BOTL into statewide school bus driver curriculum.
- Use asset forfeiture funds to pay for TAT materials.
- Begin collecting data of interdiction stops that lead to human trafficking investigations.
- Mandate anti-trafficking training for CDL schools.
- Train and/or conduct outreach to transit operators.

#### 4. LAUNCH A VICTIM-CENTERED AND PUBLIC AWARENESS CAMPAIGN

State agencies can help members of the communities in which they live and work, the general motoring public and even victims understand more about human trafficking by using their offices, rest areas, weigh stations, welcome centers, toll booths, rail and bus stations, etc. to display pertinent information. Posting TAT posters can be one way of bringing awareness as well as provide the number of the National Human Trafficking Hotline to victims to self-report.

***When Officer Havard of the Mississippi DOT, who had received TAT training, approached the truck that had stopped for inspection, she saw a movement and asked the driver if he had a passenger. The driver began flirting aggressively with Havard and evaded the question. When she persisted, he acknowledged the passenger, but wouldn't answer questions about her. And the woman herself wouldn't speak. The driver also resisted unbuckling his belt and getting out of the truck. Officer Havard passed his paperwork off to a male officer to finish the inspection, so she could spend some time with the passenger. The passenger was dirty, dressed inappropriately for the weather, appeared to be somewhere in her 50s and couldn't communicate, as she'd suffered severe and permanent damage to her vocal cords. Communicating by writing, she indicated she'd only met the driver that day, was afraid of him and afraid of what would happen to her if Officer Havard didn't let him leave. She didn't have identification, didn't know her name, age or many details of her life and seemed bewildered. She wouldn't eat, keep eye contact and freaked out if anyone got down at her eye level, an indication she'd suffered signs of serious abuse.***

***Officer Havard separated the driver and the passenger and sent the driver on his way, refusing to let him leave with the passenger. Calling in Captain Edins, another female officer, to assist, she made the passenger's safety her number one concern, and using a victim-centered approach, tried to make the passenger feel safe. She also called the FBI and an NGO safehouse. The passenger was given food, which she only ate when all the lights were off and no one could see her, and then was transported to a safehouse for trafficking victims.***



## 5. ESTABLISH AN ANTI-TRAFFICKING-IN-PERSONS POLICY WITH A DEMAND-REDUCTION FOCUS

Sex trafficking — including sex buying — poses a risk to employers and harms vulnerable people in our community. Employers have many policies and procedures in place to protect the agency and employees from certain behaviors that create a hostile work environment, hurt the agency’s reputation, reduce employee productivity, or place the agency at legal or financial risk. National survey results by Demand Abolition show that up to 20 percent of adult men ages 18-64 have bought sex or would buy sex if the circumstances were right. Thirty-five percent of men have searched online sex ads but failed to act on the desire. Data suggests that most men shop online ads during the workday, and many prostitution transactions take place on the way to work, during lunch, or after work. Some transactions occur at the place of business or are set up using work-issued property (e.g. cell phones, computers, credit cards, or vehicles). Do you really want your employees using work time for these types of purchases and actions? These can end up creating blow back on your agency at some point, including tarnishing your agency’s name and reputation. Employers can create policies that help mitigate the potential risk and protect employees from harm. Examples of these anti-trafficking-in-persons policies with a demand-reduction focus are available at [www.truckersagainstrafficking.org](http://www.truckersagainstrafficking.org).

## 5. ESTABLISH AN INTERNAL REPORTING POLICY

In establishing an internal reporting policy, state agencies should strive to ensure that their employees or members know the steps they’re expected to take, from management’s perspective, if they suspect human trafficking is occurring, or if they believe they may have come into contact with a potential victim.<sup>2</sup> The policy should accomplish the following:

### ESTABLISH

that management cares about combating human trafficking and will support its employees in being on the lookout for this crime and reporting it.

### EMPHASIZE

that the safety of the employee and potential victim is paramount, highlighting that observing human trafficking and reporting it doesn’t mean trucking employees should get physically involved or try to “rescue” victims themselves.

### OUTLINE

the steps employees should take to get law enforcement and/or victim services involved and to either inform management of the incident that occurred or enroll their assistance. At a minimum, the policy should guide employees on when to call 911, when to call the hotline, when to notify agency management and how to file an incident report.

### PRESERVE

evidence from the incident in question, such as names, dates, times, specific locations, descriptions of people, descriptions of cars, license plate numbers, surveillance footage, etc. This kind of information can be critical for law enforcement in an anti-trafficking investigation.

<sup>2</sup> U.S. Department of Transportation Advisory Committee on Human Trafficking, “Combating Human Trafficking in the Transportation Sector,” available at <https://www.transportation.gov/administrations/office-policy/advisory-committee-human-trafficking>, pg. 8 (July 2019).

# RED FLAGS FOR STATE AGENCIES

Every state agency employee should know the red flags to look for that indicate human trafficking may be taking place. Remember that forced prostitution is human trafficking. These red flags signal signs of control, vulnerability, recruitment and active exploitation. Some of them are listed on the TAT trucking wallet card, the BOTL wallet card and in the TAT app (See [Appendix A: TAT Training Resources](#)), but here is a more detailed and job-specific list:

## TOLL OPERATORS

- Look for anything potentially suspicious ... any differences in age, gender and race ... particularly if a minor appears to be under the control of an adult.
- Try to make eye contact or ask a question with a child or anyone you suspect is troubled. Observe their behavior ... do they seem fearful or anxious?
- Does the driver or another occupant in the vehicle ("the controller") speak or answer for them, or try to distract you when seeking to make eye contact with the troubled individual?
- If you suspect something, jot down any descriptive vehicle information, time of the incident and person's description; then get that info to 911 and the appropriate person at your agency.

## WELCOME CENTERS

- Any individual under the control of someone else, not allowed to speak for him or herself, looking fearful or anxious, or that will not make eye contact
- Anyone not in control of personal documents
- Inconsistencies in stories
- Any differences in age, gender and race ... particularly if a minor appears to be under the control of an adult
- Individuals seeking to engage in commercial sex
- Individuals going car to car or truck to truck selling perfumes, magazine subscriptions or other types of wares
- RVs or passenger vehicles parked out by trucks
- A vehicle dropping someone off at a truck and then picking him/her up 15-20 minutes later
- Any acknowledgement of a pimp or making a quota
- Bedding in unusual places (in a storage room or some other place people typically do not sleep)
- Any outward signs of bruising or other physical harm
- Lack of knowledge of their whereabouts
- Signs of branding

Those that may be roadside...

- Is there any luggage in the vehicle?
- Do all individuals have freedom to exit the vehicle?
- Are there bars on the windows?
- Are all employees able to freely speak?
- Be on the lookout for individuals who have no freedom of movement ... those that have difficulty articulating logical travel plans, particularly between a parent/guardian and a child.





## CONSTRUCTION WORK

- 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
  - Being fearful, anxious, submissive, nervous or tense
  - Avoiding eye contact, speaking softly
  - Giving you responses that seem scripted or rehearsed
  - Expressing a fear of law enforcement
- Perhaps the individuals are in poor physical health, appear malnourished, and show signs of abuse or lack of medical care.
- They may also 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:
  - They work excessive, long hours and are provided few or no breaks
  - Fees or deductions are made from their paychecks for housing, food, work-related equipment, etc.
  - That there is withholding of identification documents
  - Threats of (or actual) verbal, physical or sexual abuse by an employer
- 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?

## RAIL INSPECTORS

- Individuals who are traveling with little or no personal items, such as luggage or bags
- Being coached on what to say to law enforcement or immigration officials
- Avoiding eye contact and interaction with others
- If an individual is caught trespassing, be sure to find out if they were seeking to escape someone who was controlling or harming them.
- If you're able to ask a potential victim a few questions, how about ...
  - Does anyone control you or tell you what to do?
  - What is your relationship to this person?
  - Are your calls, texts, emails, or other conversations ever restricted or monitored?
  - Do you have access to your ID or other personal documents?
  - Do you get to keep the money you earn or does someone else take all or part of it?
  - Do you have access to money?
  - What would happen if you didn't do what this person said?
  - What would happen if you left this situation or person?
  - Do you want out?
  - If we could provide you with a safe place to escape to, would you like that today?
  - When was the last time you saw your family?
  - Does your family know where you are?

## BUS TERMINALS

- Restricted or controlled communication — not allowed to speak for themselves
- Disheveled appearance, unkempt, alone, scared or crying
- Offers to exchange sex for a ride, meal, etc.
- Does not know the person picking them up
- Acknowledge 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
- Claims someone else purchased the ticket
- Minors traveling alone or looking like they are on the run
- Adults milling about seeking to engage unaccompanied minors in conversation



## LICENSING COUNTERS

- Have a lack of knowledge of their whereabouts or are not in control of their ID/passport
- Have restricted or controlled communication or are not allowed to speak for themselves
- Acknowledge having a pimp and/or controller (“boyfriend”)
- Are seeking to obtain an ID in a different name and/or age
- Exhibit peculiar behavior
- Tell a story that just doesn't add up
- Show signs of branding or tattooing of trafficker's name
- Do not have the required documents and express frustration and urgency



# HUMAN TRAFFICKING HOTLINE

***If you are witnessing a crime in progress, call 911 and report it immediately.*** For questions (about what you may or may not be witnessing) or to access victim services, please call either the United States or Canada human trafficking hotline, whose advocates are available to answer calls 24/7, every day of the year.



Calls received by either hotline are always anonymous, unless the caller chooses to provide the operator with his or her name and contact information and authorizes its use. This information is not given to law enforcement, other individuals or other agencies without prior consent.

Once a call is received, next steps may include:

- An additional call to the caller to confirm the accuracy of information (with the caller's consent);
- Provision of materials and/or referrals to organizations in the caller's area serving trafficking victims;
- A report to a local anti-trafficking organization, service provider, or law enforcement.

# OPTIONS FOR IMPLEMENTING TAT TRAINING

There are three ways agencies, whether with licensing counters or DOT, can share free training materials with their employees:

## 1. AGENCY WEBINAR AND INDICATOR HANDOUT

An agency training session can use TAT's 24-minute state agency webinar to provide valuable information to employees on human trafficking and the intersections they may have with commercial vehicles and potential victims. Additionally, the red flag indicators provided earlier in this toolkit are available as a handout which can be provided to each employee. (See Appendix A: TAT Training Resources)

## 2. TAT TRAINING

For those agencies whose employees have major intersections with the trucking and bus industries, TAT's 26-minute training video can be shown and then the trainer can pass out the wallet card or the trainer can use the 30-minute BOTL training video and hand out the BOTL wallet card. The trainer can either use a DVD or download either training video as an mp4 file. (See Appendix B: Implementation Guide for In-person Training).

## 3. LAW ENFORCEMENT TRAINING WITHIN STATE AGENCIES

For DOT or other state agency law enforcement, TAT has two available options. There is a 38-minute LE training video, available in hard copy and via digital download, which is designed to provide an introductory education on the realities of human trafficking for all law enforcement officers. Additionally, TAT offers an in-depth, 4-hour law enforcement training. Descriptions of this training are provided on our website: <https://truckersagainstrafficking.org/law-enforcement-training/>

### Please register your training numbers with us!

This helps us measure our reach and better understand how and where our training is being used. To register your training numbers, visit [TRAINED.TRUCKERSAGAINSTTRAFFICKING.ORG/REGISTER](https://TRAINED.TRUCKERSAGAINSTTRAFFICKING.ORG/REGISTER) or contact [info@truckersagainstrafficking.org](mailto:info@truckersagainstrafficking.org).





# APPENDIX A: TAT TRAINING RESOURCES

## DVDS & VIDEOS



STATE AGENCY  
WEBINAR



TRUCKING



BUS



SCHOOL  
TRANSPORTATION



LAW  
ENFORCEMENT



LOCAL DRIVERS



MOVERS/ IN-HOME  
DELIVERY



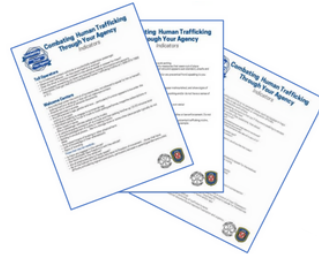
ENERGY

## HANDOUTS

WALLET  
CARDS



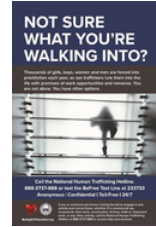
STATE AGENCY  
INDICATORS HANDOUT



BROCHURES



## POSTERS



## HOW TO ORDER

For orders or questions, please email [info@truckersagainstrafficking.org](mailto:info@truckersagainstrafficking.org). In your email, please include the amount of each material needed, mailing address, and training date. TAT materials are available in English, Spanish and French Canadian.

More information is available at [HTTPS://TRUCKERSAGAINSTTRAFFICKING.ORG/GET-OUR-MATERIALS](https://truckersagainstrafficking.org/get-our-materials)

# APPENDIX B: IMPLEMENTATION GUIDE FOR IN-PERSON TRAINING

## OVERVIEW AND OBJECTIVES

Human trafficking happens everywhere, including in large and small communities throughout the United States and Canada and in most countries worldwide. Members of state agencies have an important role to play in combating it due to the nature of their jobs with the driving and traveling public as well as with commercial transportation. In this training session, state employees will learn how this crime relates to them and understand how to recognize and report it effectively.

## MATERIALS NEEDED

- State Agency Webinar
- Law enforcement video, BOTL video and/or TAT video (depending on employees being trained)
- WiFi/video/audio capability to show webinar and video(s)
- State agency indicators handout

## TIMELINE OF ACTIVITIES

Task	Description	Time
<b>1. Introduction</b>	<p>Introduce the topic by sharing these facts about human trafficking and trucking:</p> <ul style="list-style-type: none"><li>• There are an estimated 50 million victims of human trafficking globally, including thousands of children and adults in the US.</li><li>• Human trafficking has been reported in all 50 states, all 10 Canadian provinces as well as south of the border in Mexico and other nations of Central and South America.</li><li>• There are several points of intersection between state agencies and human trafficking: Traffickers often recruit their victims at bus and rail centers; they often sell their victims to (or have them transported by) drivers of commercial vehicles; they often transport their victims themselves, stopping at toll plazas and welcome centers; and victims trying to escape traffickers may come into any agency that looks official and helpful as well as may be located anywhere along a road or highway.</li><li>• Law enforcement officers, as well as agency employees, who know how to recognize the signs of potential trafficking, as well as provide victim-centered care, can play a critical part in the recovery of victims and the arrest of perpetrators. Take a second look and get involved ... you could be saving a life!</li></ul>	5 minutes

## TIMELINE OF ACTIVITIES (CONTINUED)

Task	Description	Time
<b>2. State Agency Webinar</b>	Show the 24-minute state agency webinar.	24 minutes
<b>3. Video (optional)</b>	Show the 38-minute law enforcement video (if you have law enforcement employees) or the 26-minute TAT video or 30-minute BOTL video (if you have employees with significant interaction with the trucking or bus industries).	Varies by video
<b>4. Discussion</b>	<p>Invite trainees to share their reactions and/or takeaways from the film. Use the discussion questions at the end of this lesson plan to guide the conversation.</p> <p>Refer to the case studies from Delaware and Mississippi in this toolkit to illustrate how agency employees are already making an impact. Discuss how customer-facing employees, such as toll workers, DMV/DOL/DOR counter employees, DOT at welcome centers, weigh stations, etc., need to be especially observant and aware of all red flag indicators.</p> <p>Be sure to share the internal reporting protocol your company has and outline the steps all employees are expected to take if they suspect human trafficking is occurring or if they believe they have come into contact with a potential victim.</p> <p>If you would like to supplement the state agency webinar with data from your area, use the resources listed in the “References/Additional Info” section below. You can also consult your local anti-human trafficking task force.</p>	15 minutes
<b>5. State agency indicators handout</b>	Pass out a state agency indicators handout to each trainee and go over the pertinent parts to the audience you have assembled.	5 minutes

## REFERENCES / ADDITIONAL INFO

TAT website: [www.truckersagainstrafficking.org](http://www.truckersagainstrafficking.org)  
 USDOT: <https://www.transportation.gov/stophumantrafficking/acht>  
 Polaris: [www.polarisproject.org](http://www.polarisproject.org)  
 US Data: <https://humantraffickinghotline.org/states>  
 Canada Data: <https://www.canadianhumantraffickinghotline.ca/statistics>



## DISCUSSION QUESTIONS

Use these questions to guide group discussion about the State Agencies Webinar:

### **What surprised you in the webinar? Do you have a better understanding of human trafficking and what it looks like?**

#### *NOTES/POSSIBLE ANSWERS:*

With modern-day slavery, actual chains and locked doors are rarely used. Instead, traffickers use the invisible chains of force, fraud, or coercion to keep their victims compliant. In addition, traffickers come from all types of racial, ethnic, gender and socio-economic backgrounds. They could pose as a friend of the family, as in the film, or someone with a listening ear, the heart to help, or someone who thinks the potential victim they're grooming is the most fantastic, beautiful, amazing person in the world. They most likely will not match stereotypes or inaccurate media depictions of pimps. Anyone could be trafficked, but children in foster care, runaway youth, the homeless, immigrants, LGBTQ or those with a history of abuse are particularly susceptible.

### **What are some signs you might notice that could indicate human trafficking?**

#### *NOTES/POSSIBLE ANSWERS:*

Someone else is speaking for them/they won't make eye contact; inconsistencies or implausible stories; minors traveling alone or in the company of an adult that isn't a family member; victim may be malnourished or have signs of abuse and may seem fearful or lethargic; an individual offering sex for something of value which may include a ride somewhere; branding tattoos; someone not in possession of their documents.

If you're able to engage these people in conversations ask them the following questions:

- What is your relationship to this person?
- Do you feel safe?
- When was the last time you saw your family?
- Can you call or text whoever you want?

### **If you noticed some of these red flags, what would you do?**

#### *NOTES/POSSIBLE ANSWERS:*

In an emergency or if someone is in immediate danger, call 911. Report to local law enforcement and/or the National Human Trafficking Hotline (US) or the Canadian Human Trafficking Hotline. Follow your agency's internal reporting protocol. Note: Even if you call local law enforcement, you should also call the human trafficking hotline. The hotlines geo-track data, so they're able to determine hotspots and networks traffickers are using. Without also calling or texting the hotline, that national data will be lost. Also, you can call the hotline even if you're not 100 percent sure. The hotlines have trained specialists available 24/7, who can help you determine if you are interacting with a victim. Calls to the hotlines are anonymous and confidential, and a trained specialist is there waiting to take your call.