



A TOOLKIT TO COMBAT HUMAN TRAFFICKING

FOR THE TRUCKING INDUSTRY IN THE
UNITED STATES AND CANADA



CREATED BY TRUCKERS AGAINST TRAFFICKING
TO AID TRUCKING ENTITIES 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 opportunity¹ — while profiting off their exploitation. It's a crime of greed and egregious abuse.

Globally, there are an estimated 40 million victims of human trafficking, including thousands of children and adults in the United States and Canada. Human trafficking has been reported in all 50 states and 10 Canadian provinces.

This toolkit is intended to guide trucking organizations, agencies, associations and companies on steps they can take to equip their members to combat human trafficking, including how they can partner with Trucking Against Trafficking (TAT) to implement anti-human trafficking training and policies in their operations.

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¹ 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 TRUCKING: INTERSECTIONS

Members of the trucking industry may intersect trafficking at a number of its stages.

Traffickers emerge from all walks of life; they 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 this **recruitment stage**, trucking industry members might see a lone child, teen or young adult woman in what appears to be the company of a non-relative, who is either offering or is providing long-distance transport, food, housing or gifts, trying to gain confidence and trust by being a benefactor. The potential victim may seem suspicious, uncomfortable, scared or reticent, while the recruiter may be fast talking, sweet talking or commanding. This could be on a street corner, a rest stop along a highway, a restaurant or hotel, a gas station, movie theater, mall or a truck stop.

Because traffickers look for large groups of men to purchase their commercial sex, during the **exploitation stage**, members of the trucking industry might intersect with victims at places, including truck stops, rest areas, hotels and restaurants when they're traveling, sporting events or conventions they attend or street corners they pass. In the 2018 Polaris Report "On-Ramps, Intersections and Exit Routes: A roadmap for Systems and Industries to Prevent and Disrupt Human Trafficking," potential sex trafficking at truck stops comprised 37 percent of the 1,983 cases described as "the outdoor solicitation business model" and recorded by the National Human Trafficking Hotline since December 2007. The same report shared that intersections with labor

trafficking might occur with individuals being forced to remain in exploitative jobs in the trucking, shipping and moving industries and that employees in shipping, freight and parcel delivery services could be helpful identifying victims inside warehouses, restaurants and other businesses where few others see the “back of the house.”²

TAT has received numerous accounts from the National Human Trafficking Hotline, as well as other sources, of truck drivers and truck stop employees who have been involved in helping victims during the **exit stage**. 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 is compassionate, caring, victim-centered in perspective and willing to take the time to help the victim receive the help she/he needs.

TAT IN ACTION

In January 2015, truck driver Kevin Kimmel caught a glimpse of a distraught-looking young girl in the darkened window of an RV parked back by the trucks at the truck stop where he'd stopped to sleep. He decided things didn't look right and called the police. When police responded, they found an Iowa couple in the RV, along with a 20-year-old malnourished and frightened young woman, who said the couple had kidnapped her two weeks earlier in Iowa and forced her into prostitution. The couple was arrested and charged with sex trafficking. Kimmel, who has daughters and granddaughters, learned the gruesome details of the case through the news. "I'm just happy I helped her," he said.

In January 2018, professional driver Arian Taylor pulled into a Stockton, California business to make a delivery at 3:30 a.m. Shortly thereafter, he received a knock on his cab door, only to find a 19-year-old woman standing outside his truck. As he spoke with her, he learned that her friend's older boyfriend was trying to force her into prostitution. After she had refused and argued with him, he dumped her in the parking lot and sped off. She was cold, exhausted, had no money, no identification, was carrying everything she owned in her arms and was desperate to get back home to Denver. At that point, Arian told her, "I will find a way to get you home." After getting her warm and giving her water to drink, Arian looked at one of two TAT stickers prominently displayed on his windows (which the victim had been eye-level with when she knocked on his door) and called the National Human Trafficking Hotline. They worked with him to secure the woman shelter for the night, a pre-paid cab ride to get her to that shelter and a chaperoned train ride back to Denver the next day, where she was reunited with a family member. Arian took care of the young woman until she was placed in the cab, and even gave her his personal cell phone number in case she needed anything else.

Some names, locations, and other identifying information have been changed and/or omitted to preserve the confidentiality of the people we serve.

² Polaris, "On-Ramps, Intersections, and Exit Routes: A Roadmap for Systems and Industries to Prevent and Disrupt Human Trafficking," available at <https://polarisproject.org/on-ramps-intersections-and-exit-routes>, pg. 32 (July 2018).

BEST PRACTICES FOR TRUCKING

According to the final report of the Advisory Committee on Human Trafficking for the Department of Transportation, there are six critical steps trucking entities throughout the United States and Canada should take to support the recovery of victims and to help hold traffickers accountable.³ These best practices include:

1. DEVELOP A COMPREHENSIVE STRATEGY

This comprehensive strategy should include training and awareness programs, an anti-trafficking-in-persons policy with a demand-reduction focus, partnerships with local public and private entities to maximize collective impact and an internal reporting protocol.

2. IMPLEMENT INDUSTRY-SPECIFIC TRAINING FOR ALL EMPLOYEES

TAT's free, industry-specific training materials are designed to train any member of the trucking industry, whether truck drivers, office employees, truck stop employees, management, mechanics, truck driving school enrollees, etc. on how to recognize and report signs of human trafficking they may be seeing in the course of their everyday jobs. These materials are primarily comprised of a 26-minute, documentary-style training video, along with a wallet card or app. The TAT video is a self-sufficient, anti-trafficking training tool; however, TAT advises that management/training instructors supplement the video training with information specific to the company, association, organization or agency's internal policies and, when possible, provide examples from their local context. (See Appendix A: TAT Training Resources.)

3. 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 company and employees from certain behaviors that create a hostile work environment, hurt the company's reputation, reduce employee productivity, or place the company 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). No one wants their company tractor or trailer used for these transactions, either the online purchase or the actual act. No one wants their employees using company time for these types of purchases and actions. Both of these can create blow back on your company at some point, including the impounding of your property and your company's name and reputation

³ 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. 27-36 (July 2019).

being tarnished. Employers can create policies that help mitigate the potential risk and protect employees (and potential victims) from harm. Examples of these anti-trafficking-in-persons policies with a demand-reduction focus are available at www.truckersagainstrafficking.org/man-to-man-campaign.

4. CONNECT WITH YOUR ANTI-HUMAN TRAFFICKING TASK FORCE

Connect with the anti-human trafficking task force in your city or state/province. These task forces often include representatives from law enforcement as well as victim service providers, survivor advocates and community leaders. Building these relationships can help a trucking company/association/organization in sharing suspicions with law enforcement, staying up to date on local trends or accessing additional training or awareness opportunities. These connections can also help facilitate partnerships between the trucking entity and law enforcement in conducting undercover operations. Contact tat.truckers@gmail.com for assistance in locating the anti-human trafficking task force(s) in your area.

5. ESTABLISH AN INTERNAL REPORTING POLICY

In establishing an internal reporting policy, trucking entities should strive to ensure that their employees or members know the steps they're expected to take, from the company's perspective, if they suspect human trafficking is occurring, or if they believe they may have come into contact with a potential victim.⁴ 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 the company and how to file an incident report. Inform employees that when they report human trafficking, the company would really like to know as the employee may qualify to be nominated for TAT's Harriet Tubman Award, which carries with it a \$2500 cash award.

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.

⁴ 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).

6. LAUNCH A VICTIM-CENTERED AND PUBLIC AWARENESS CAMPAIGN

Trucking entities can help members of the communities in which they live and work understand more about human trafficking by using their vehicles to display pertinent information. TAT window decals ask victims if they need help and list numbers for contacting the National Human Trafficking Hotline (NHTH). Larger TAT decals are available for posting on tractors or trailers with the TAT logo and the number of the NHTH. Companies can also wrap their tractors with anti-trafficking public awareness campaign messaging (TAT can provide examples of companies who have done this) to bring greater awareness to this issue. Posting TAT posters in truck stops or other permanent locations can be one way of bringing awareness, increasing the mobile army of transportation professionals fighting this crime and, hopefully, provide the number to victims to self-report.

Trucking entities can also host the Freedom Drivers Project (FDP), TAT's unique 48-foot mobile exhibit, which educates audiences on the realities of domestic sex trafficking. Some trucking companies have hosted the FDP at their headquarters, while some trucking associations have hosted the FDP at their state fair or their truck driving championships. Any venue where the general public can be invited to attend and learn more about human trafficking and what the trucking industry is doing to combat it can help grow public awareness.

TAT IN ACTION

In 2016, Anthony* contacted the National Human Trafficking Hotline after observing multiple women going door to door speaking to drivers at a truck stop. Anthony had heard other drivers over the dispatch radio talking about the women and how they, and several others, were regularly dropped off by their trafficker and forced to engage in commercial sex. While Anthony was on the call with the hotline advocate, he was approached by one of the women who told Anthony she needed help. Anthony offered to assist the woman in getting help to leave her situation, and the woman accepted. The manager at the truck stop had been trained by Truckers Against Trafficking and encouraged drivers to let any potential trafficking victims know that they could enter the truck stop center to safely call the National Hotline or anyone else for help. Anthony accompanied the woman inside and stayed with her while she called out to local organizations. The National Hotline provided local referrals and encouraged Anthony and the woman to reach out if they needed further assistance.

Some names, locations, and other identifying information have been changed and/or omitted to preserve the confidentiality of the people we serve.

RED FLAGS FOR TRUCKING

Every trucking employee should know the red flags to look for that indicate human trafficking may be taking place. These red flags signal signs of control, vulnerability, recruitment and active exploitation. They are listed on the TAT wallet card, in the TAT app, and are detailed in the TAT wallet card webinar (see [Appendix A: TAT Training Resources](#)). They are:

- Anyone who has a lack of knowledge of their whereabouts and is not in control of ID/passport**
- Anyone who has restricted or controlled communication, i.e., not allowed to speak for her/himself, or unable to come and go unrestricted**
- Anyone mentioning a quota or having a pimp/daddy**
- Anyone with signs of branding or tattooing of a trafficker's name (often on the neck)**
- A van, RV or vehicle with multiple women in a mainly male area and/or dropping women off and picking them up 15-20 minutes later**
- Signs of bruising or other physical trauma**

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.

 **1-888-373-7888**

 **1-833-900-1010**

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 trucking can share TAT's free training materials with their employees:

1. IN-PERSON:

A CDL trainer or safety instructor facilitates showing the video to a group that has gathered in person and passes out the wallet card. The trainer can either use a DVD or download the training video as an mp4 file and also use the wallet card webinar. For these sessions, if a truck driving school or company would like to hand out certificates, TAT can create a co-branded one for the training facilitator to fill out and distribute to participants. To receive printed materials or files for download, contact tat.truckers@gmail.com. (See [Appendix B: Implementation Guide for In-person Training](#).)



2. TAT EDUCATION PORTAL:

Individuals can get TAT-certified via the Truckers Against Trafficking education portal. To access the training this way, participants must first register. They can then watch the 26-minute TAT video, after which they will be prompted to take a 15-question quiz. If they receive a score of 73% or above, the system auto-generates a TAT certificate with their name and completion date on it. Access the portal at:

EDUCATION.TRUCKERSAGAINSTTRAFFICKING.ORG/COURSES

3. INTERNAL TRAINING SYSTEM:

TAT can work with trucking companies to upload its training materials (including the video, quiz and a co-branded certificate) to the company's own internal learning management system or online training program.



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 or contact tat.truckers@gmail.com.

TAT IN ACTION

In March 2018, Anna and her husband, an over-the-road driver, were at a truck stop in Lathrop, California, following the day's delivery. Anna went in to use the restroom. About a minute later, the stall door next to her opened and closed and she heard crying. While washing her hands, a store employee came in asking for Leslie. Anna indicated that wasn't her name. Another lady also said the same. The store employee said a girl had run into the bathroom, and her dad was frantically looking for her. The other lady commented that there was someone in the last stall. So the employee knocked on the door and told the girl her dad was looking for her. After a pause, the girl inside said she was busy. The lady repeated that the girl needed to come out as her father was looking for her. Anna then told the employee the man outside might not be the girl's dad and that he might have been trafficking her, because she was crying and didn't want to come out. "Just because he says he's her dad, doesn't mean he is," Anna explained, "and if he is, he could still be abusive to her. Ask her if she wants to be with him." When Anna walked out of the bathroom, she saw no man acting frantic outside. After about 20 minutes, the girl still had not come out. The store employees said the man went to get his phone and left. The truck stop manager called the police. The girl came out to talk to the police, and they took her away. She appeared to be about 13. As Anna left the store, the employees and manager were talking and said they had overheard the girl say the man had hurt her.



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APPENDIX A: TAT TRAINING RESOURCES

Training Video



Wallet Card



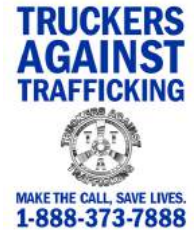
Wallet Card Webinar



Window Decal



Large decal
(for sale)



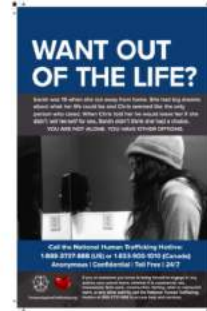
Everyday Heroes Poster



Signs to Look For Poster



Want Out Poster



TAT App



General Brochure



Doorstep Brochure



Labor Trafficking Brochure



Anti-Trafficking In Persons Policy



HOW TO ORDER

For orders or questions, please email tat.truckers@gmail.com. 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. Members of the trucking industry are characterized as the eyes and ears of our highways, and, as such, have an important role to play in combating it. In this training session, trucking employees will learn how this crime relates to trucking and understand how to recognize and report it effectively.

MATERIALS NEEDED

- TAT DVD or digital video
- TAT wallet card webinar
- Video/audio capability to show video and webinar
- TAT wallet cards (1 per trainee)
- TAT side-window decal (1 per trainee)

TIMELINE OF ACTIVITIES

Task	Description	Time
1. Introduction	<p>Introduce the topic by sharing these facts about human trafficking and trucking:</p> <ul style="list-style-type: none">• There are an estimated 40 million victims of human trafficking globally, including thousands of children and adults in the US and Canada.• Human trafficking has been reported in all 50 states and 10 Canadian provinces.• There are several points of intersection between trucking and human trafficking: Traffickers sell their victims at truck stops, rest areas, hotels/motels and places of business that truck drivers may frequent. In addition, traffickers have recruited truck drivers to transport their victims from one location to another.• Truck drivers have now made thousands of calls into the National Human Trafficking Hotline, as well as to local law enforcement, resulting in the recovery of hundreds of victims. Take a second look and get involved ... you could be saving a life!	5 minutes

TIMELINE OF ACTIVITIES (CONTINUED)

Task	Description	Time
2. TAT Video	Show the 26-minute TAT video.	30 minutes
3. Discussion	<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 <i>TAT in Action</i> case studies throughout this toolkit to illustrate how trucking employees are already making an impact.</p> <p>If you are other than a truck driving school, be sure to share the internal reporting protocol of your company/agency/organization 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 TAT training video 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
4. Wallet Card Webinar	Show the 10-minute Wallet Card Webinar. While you do this, pass out wallet cards and window decals to each trainee. Be sure to let each person know that all the information on the wallet card is also on the free TAT app that is compatible with Androids and iPhones.	10 minutes

REFERENCES / ADDITIONAL INFO

TAT website: www.truckersagainsttrafficking.org
Polaris: 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 TAT training video:

What surprised you in the film? 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:

Indicators of control, such as people who are not allowed to speak for themselves or make eye contact or come and go as they please; anyone who mentions needing to make a quota or having a pimp/daddy; a van, RV or vehicle on the lot who has dropped off individuals and then returns a short while later to pick them up; or an individual who follows or watches someone going from truck to truck, fearful individuals or signs of bruising. If you're able to engage these people in conversations ask them the following questions:

- 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?
- Can you come and go as you please?

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 company or 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.