



# AN EMPOWER FREEDOM TOOLKIT TO COMBAT HUMAN TRAFFICKING

## FOR THE ENERGY INDUSTRY IN THE UNITED STATES AND CANADA



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CREATED BY TRUCKERS AGAINST TRAFFICKING  
TO AID THE ENERGY INDUSTRY 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 and Canada. Human trafficking has been reported in all 50 states and 10 Canadian provinces.

The energy industry powers the world. It makes a global impact with more than six million workers in thousands of locations supplying energy for everything we do and use in our everyday lives from oil and gas, solar, water, wind, etc. It's important those workers are educated on the crime of human trafficking. Once they know what they're looking for and how to report it, they extend the reach of law enforcement as extra eyes and ears attuned to fighting this crime.

This toolkit is intended to guide the energy industry 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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<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 ENERGY: INTERSECTIONS

Due to its male-dominated workforce, its work camps -- where men are housed in remote locations away from home and family for long periods of time -- and its intersection with trucking through midstream transportation, heavy machinery all the way down to fuel logistics, members of the energy industry may intersect trafficking at several stages. Traffickers are aware of new locations where energy may just be starting to work as well as where groups of workers may be brought in to provide small communities with needed regular maintenance and/or upgrades of energy infrastructure.

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**, energy 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, club, gas station, movie theater, mall or a truck stop.

Because traffickers look for large groups of men to purchase commercial sex, during the **exploitation stage**, members of the energy industry might intersect with victims at bars, strip clubs, hotels/motels, various clubs, restaurants or other places, in towns located near work camps, or even

in the work camps themselves. Since field employees in remote areas commonly spend their time and per diem at truck stops or convenience stores, as there are few other options for food, drink and fuel, these are also locations traffickers use to sell victims. If members of the industry are traveling for work, as those in sales do, or if they're traveling to a conference or convention, they might also encounter victims along the way at places they stop or at the events they attend. 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.<sup>2</sup>

A 2017 report of the U.S. State Department's Office to Monitor and Combat Trafficking in Persons identified a link between extractive industries and sex trafficking worldwide, stating, "Service providers in areas near camps surrounding large-scale oil extraction facilities, such as the Bakken oil fields in North Dakota in the United States, have reported that sex traffickers have exploited women in the area, including Native American women."<sup>3</sup>

Canadian reports echo this data, with a 1200-page report, which detailed testimony and evidence suggesting resource projects can drive violence against indigenous women and girls.<sup>4</sup>

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. Trained members of the energy industry will be able to recognize victims in this stage and make a difference by helping them get to safety.

## EMPOWER FREEDOM AT WORK



### Crestwood Midstream Partners

- Hosted a train the trainer for their drivers to become TAT trained
- Became a corporate sponsor for the creation of the Empower Freedom training video
- Launched company-wide training and an anti-trafficking-in-persons policy with a demand-reduction focus in 2020
- Hosted employee awareness events during the Energy Empowers Freedom week



### Precision Pipeline, LLC

- Uses Empower Freedom training with a well-developed internal procedure
- Makes worksite banners and hard hat decals for employees
- Secures invitations for TAT to speak with other companies
- Makes email and phone introductions for TAT to companies nationwide, both trucking and energy, resulting in more companies becoming TAT trained



### Marathon Oil

- Hosted TAT's mobile exhibit, the Freedom Drivers Project, as part of the Energy Empowers Freedom Week in January 2020
- Plan to host Coalition Builds in various areas of operations
- Working on implementing Empower Freedom training for employees

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

<sup>3</sup> Office to Monitor and Combat Trafficking in Persons, "Fact Sheet: The Link Between Extractive Industries and Sex Trafficking," <https://www.state.gov/the-link-between-extractive-industries-and-sex-trafficking> (June, 2017).

<sup>4</sup> National Inquiry into Missing and Murdered Indigenous Women and Girls, "Reclaiming Power and Place," <https://www.mmiwg-ffada.ca/final-report/>, pg. 584-586 (June 2019).

# BEST PRACTICES FOR ENERGY

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Empower Freedom has identified a number of steps constituting best practices for energy companies to follow to combat human trafficking:

## **EMPOWER FREEDOM TRAINING**

Have all your employees take the free Empower Freedom training. This training is comprised of a 25-minute energy training video, available as a DVD or mp4, accompanied by our energy-specific wallet card, and equips your employees to know what human trafficking looks like and how they can report it. There is also a 16-minute shortened version of the training video if there isn't time for the full video. This training can be incorporated into job onboarding or at the beginning of new projects.

## **TAT-TRAIN TRUCK DRIVERS**

If your company employs anyone with a CDL or has its own fleet of trucks, you should have all drivers take the free TAT training. This 27-minute training is accompanied by our wallet card and equips your drivers to know what human trafficking looks like and how they can report it.

## **TAT SHIPPING PARTNERS**

If your company does not employ its own drivers, but you do contract them, you can encourage your trucking companies to become TAT Trained.

## **HOST COALITION BUILDS**

Team up with TAT to sponsor and host Coalition Builds (CB) in shale plays or areas with high concentrations of energy employees to build strategic partnerships to fight human trafficking. Coalition Builds are half-day trainings, which include survivor testimony, where an influential group of individuals come together to leverage their networks in the fight against human trafficking. CBs join the forces of energy, transportation, government and law enforcement as they implement TAT's training resources within their direct spheres of influence.

## **SAFETY MOMENT PRESENTATIONS**

Raise awareness at the company level by showing the Empower Freedom energy training video or presenting a safety moment on this issue.

## **FREEDOM DRIVERS PROJECT**

Train and inspire your employees to combat human trafficking by hosting TAT's mobile exhibit, a unique 48-foot mobile exhibit, which educates audiences on the realities of domestic sex trafficking.

## **DEMAND-REDUCTION POLICIES**

Adopt an anti-trafficking-in-person policy, making it unacceptable for employees to use company time or resources to purchase commercial sex.

# RED FLAGS FOR ENERGY

Every energy 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. They are listed on the Empower Freedom wallet card, in the TAT app, and are detailed in the TAT wallet card webinar. (See Appendix A: TAT Training Resources) They are:



## 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 EMPOWER FREEDOM TRAINING

There are three ways energy can share Empower Freedom’s free training materials (or TAT’s free trucking materials) with their employees:

## 1. IN-PERSON:

A safety instructor facilitates showing the 25-minute 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. He or she can also use a wallet card webinar to go through the information on it. (See [Appendix B: Implementation Guide for In-person Training](#).) For a brief safety moment, the trainer can use the Energy Safety Moment presentation; contact [info@truckersagainstrafficking.org](mailto:info@truckersagainstrafficking.org) if you’d like this.



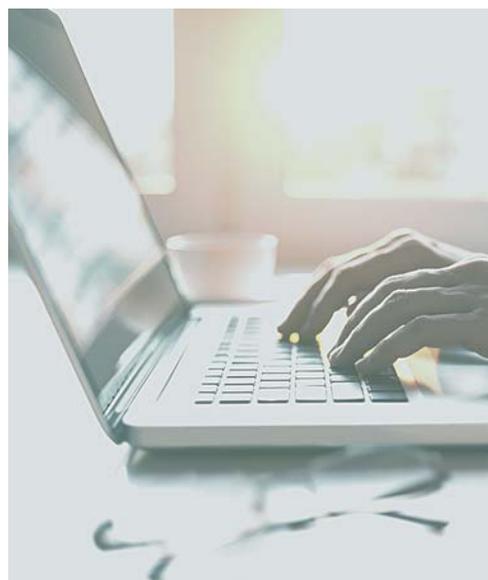
## 2. TAT EDUCATION PORTAL:

Energy employees who drive trucks for the company can become TAT-certified via the Truckers Against Trafficking education portal. To access the training this way, participants must first register. They can then watch the 27-minute TAT video, after which they will be prompted to take a 15-question quiz. If they receive a score of 73 percent 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](http://EDUCATION.TRUCKERSAGAINSTTRAFFICKING.ORG/COURSES)

## 3. INTERNAL TRAINING SYSTEM:

Energy companies with their own fleets, company drivers and an internal learning management system or online training program for those drivers can request that TAT work with them to upload TAT’s training materials (including the video, quiz and a co-branded certificate).



### **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](http://TRAINED.TRUCKERSAGAINSTTRAFFICKING.ORG/REGISTER) or contact [info@truckersagainstrafficking.org](mailto:info@truckersagainstrafficking.org).

# APPENDIX A: TAT TRAINING RESOURCES

Empower Freedom Video



Wallet Card



Wallet Card Webinar



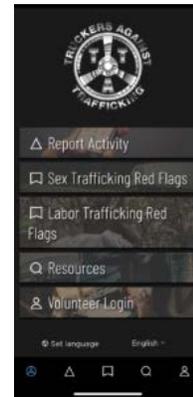
Empower Freedom Poster



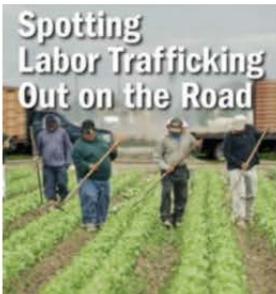
Anti-trafficking-in-persons Policy



App



Labor Trafficking Brochure



Window Decal



Hard Hat Sticker



## 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.

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 energy industry, located throughout both countries, often working in tandem with trucking, and with the male-dominated job sites traffickers want to exploit, have an important role to play in combating it. In this training session, energy employees will learn how this crime relates to their industry and understand how to recognize and report it effectively.

## MATERIALS NEEDED

- Empower Freedom DVD or digital video
- Wallet card webinar
- Video/audio capability to show video and webinar
- Empower Freedom wallet cards (1 per trainee)
- TAT side-window decal (1 per trainee) - *optional and primarily used for truck drivers, but can also be used on company vehicles*

## TIMELINE OF ACTIVITIES

Task	Description	Time
<b>1. Introduction</b>	<p>Introduce the topic by sharing these facts about human trafficking and energy:</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 and Canada.</li><li>• Human trafficking has been reported in all 50 United States and 10 Canadian provinces.</li><li>• There are several points of intersection between energy, energy truck drivers and human trafficking: Even when traffickers sell their victims on-line, they often target locations where large groups of men are working, living or congregating for sporting events, conferences, etc. This includes selling victims to men living in work camps or frequenting various places in towns which spring up to support the needs of work camps. Traffickers also 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. Field employees and construction workers used to build up drilling areas, infrastructure, pipelines, refineries and man-camps or the nearby towns may have been labor trafficked as may hotel workers or farm laborers.</li><li>• Members of industry – primarily trucking -- 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. Once trained, members of the energy industry can also take a second look at activity and people around them and get involved ... you could be saving a life!</li></ul>	5 min.

## TIMELINE OF ACTIVITIES (CONTINUED)

Task	Description	Time
<b>2. Energy Video</b>	Show the 25-minute energy video.	30 min.
<b>3. 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>If you would like to supplement the energy 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 min.
<b>4. Wallet Card Webinar</b>	Show the 10-minute wallet card webinar. While this webinar was originally created for members of the trucking industry, it works perfectly for the Empower Freedom wallet card as well. While you do this, pass out wallet cards and window decals ( <i>optional – primarily for company truck drivers</i> ) 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 min.

## REFERENCES / ADDITIONAL INFO

Empower Freedom: <https://truckersagainstrafficking.org/energy-program/>  
 Polaris: <https://polarisproject.org>  
 US Data: <https://humantraffickinghotline.org/states>  
 Canada Data: <https://canadianhumantraffickinghotline.ca/statistics>

## DISCUSSION QUESTIONS

Use these questions to guide group discussion about the Empower Freedom 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. Forced prostitution is human trafficking. 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 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.

## DISCUSSION QUESTIONS (CONTINUED)

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

#### NOTES/POSSIBLE ANSWERS:

Think about where the employees in your audience work. Are they field workers? Do they travel often? Are they mainly located in one place? These distinctions will help direct the conversation for this question. As your employees give general examples, have them think of specific areas where they may see these signs in their work.

#### For field employees:

These employees may work in an area on hitches or may be moved to an area for the duration of a project, whether it's a project in a place being built up or to a location for regular infrastructure maintenance. In locations where the population has grown beyond the capabilities of local law enforcement and infrastructure, energy employees can become the extra eyes and ears for local law enforcement:

- 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
- A van, RV or vehicle which has dropped off individuals and then returns a short while later to pick them up near man-camps, hotels/motels or popular hangouts
- Anyone who mentions needing to make a quota or having a pimp/daddy
- Fearful individuals or signs of branding and/or 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?

#### For traveling employees:

Employees that travel often can keep an eye out for this crime. Whether they are salesmen headed out to the field, employees attending conferences or those checking on the progress of projects, their attention and awareness can spot trafficking during the course of their travels:

- 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
- Minors or young women, often in revealing clothing (and obviously not known to the men prior to this encounter), meeting up with men at conferences or in hotels, bars and restaurants surrounding the conferences
- Anyone who mentions needing to make a quota or having a pimp/daddy
- Workers in hotels working longer than average shifts
- A van, RV or vehicle which has dropped off individuals and then returns a short while later to pick them up near man-camps, hotels/motels or popular businesses in the area
- Fearful individuals or signs of branding and/or 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?

### For stationary employees:

Regularly coming into a location gives you the opportunity to notice when things are out of the ordinary, if there is a person out of place or if a shady business opens along your route to work. Additionally, being a part of your community means you may see changes in family or friends that could be indicators of grooming or trafficking:

- Fearful individuals or signs of branding and/or bruising, possibly loitering in unusual places
- 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

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?
- Is anyone making you do something you're uncomfortable doing or don't want to do?

### **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. 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.