



# UNPACKING HUMAN TRAFFICKING

A SURVEY OF STATE LAWS  
TARGETING HUMAN TRAFFICKING  
IN THE HOSPITALITY INDUSTRY





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Unpacking Human Trafficking is a summary of the laws of the 50 states relating to the display of human trafficking awareness posters in lodging facilities and the requirement that employees be trained to recognize and handle suspected incidents of human trafficking. Studies have shown that a large percentage of human trafficking, particularly sex trafficking, occurs in hotels, motels and other places of public lodging.

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<b>20</b>	Illinois	<b>29</b>	New Jersey	<b>38</b>	Washington
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# Unpacking Human Trafficking

In recent years an increasing number of states have passed laws requiring lodging facilities to display signage calling attention to the problem of human trafficking and alerting the public to the indications of trafficking, the hotline number to report suspicious activity and services for victims. These laws take various forms and present a sometimes-confusing array of requirements that present a challenge to owners and operators of lodging facilities seeking to satisfy them.

Similarly, a number of states have enacted legislation requiring lodging facilities to arrange for their employees to be trained to recognize signs of human trafficking and what actions to take in the event that such signs are observed. Other states do not mandate the training, but have made it available on a public agency website. Additional states are currently considering similar legislation. Thus, it is safe to predict that the number of states mandating such training will continue to grow.

In addition to state laws, there are various agency and municipal regulations, which are beyond the scope of this project. Interested parties should contact their local lodging and hotel association, chamber of commerce or governmental agencies familiar with regulations in local jurisdictions.

To help clarify the situation and facilitate legal compliance, ECPAT-USA, with the support of the American Hotel and Lodging Association Educational Foundation, unpacked these laws by preparing a survey of all the applicable state laws currently in effect. We will unpack the laws again by updating the survey on a semi-annual basis to keep up with the constantly changing laws.

Posters that comply with the various laws as well as additional resources for hospitality brands, management companies, and properties are available on ECPAT-USA's website at [www.ecpatusa.org/hotel](http://www.ecpatusa.org/hotel). For states that do not have a human trafficking awareness signage requirement ECPAT-USA's Standard Hotel Poster can be utilized.

# CHART OF STATE LAWS CONCERNING HUMAN TRAFFICKING AWARENESS SIGNAGE IN LODGING FACILITIES

	MANDATORY SIGNAGE	VOLUNTARY SIGNAGE	MANDATORY FOR NUISANCE <sup>1</sup>	MANDATORY TEXT <sup>2</sup>
Alabama			●	●
Alaska				
Arizona				
Arkansas			●	●
California	●			●
Colorado				
Connecticut	●			
Delaware				
Florida				
Georgia	●			●
Hawaii				
Idaho				
Illinois				
Indiana				
Iowa				
Kansas		●		
Kentucky				
Louisiana	●			●
Maine	●			
Maryland			●	●
Massachusetts		●		
Michigan		●	●	●
Minnesota	●			●
Mississippi				
Missouri			●	●
Montana		●		●

<sup>1</sup>This category refers to state laws that limit the mandate to establishments that have been found to constitute a nuisance under the state's law due to prostitution or other illegal activity on the premises.

<sup>2</sup>This category refers to state laws that mandate the exact language that appears on the posters.





	MANDATORY SIGNAGE	VOLUNTARY SIGNAGE	MANDATORY FOR NUISANCE <sup>1</sup>	MANDATORY TEXT <sup>2</sup>
Nebraska		●		
Nevada				
New Hampshire				
New Jersey	● <sup>3</sup>	●		●
New Mexico	●			●
New York	● <sup>4</sup>	●		●
North Carolina	● <sup>5</sup>			●
North Dakota				
Ohio		●		●
Oklahoma				
Oregon				
Pennsylvania			●	●
Rhode Island			●	●
South Carolina	●			●
South Dakota				
Tennessee		●		●
Texas	● <sup>6</sup>			●
Utah				
Vermont		●		●
Virginia				
Washington		●		●
West Virginia	●			●
Wisconsin		●		●
Wyoming				

<sup>3</sup> In New Jersey, back-of-house signs in areas accessible to employees only are mandatory, while posters in the public areas are voluntary.

<sup>4</sup> Information cards are mandatory, while posters are voluntary.

<sup>5</sup> The mandate is applicable to lodging facilities that hold liquor licenses.

<sup>6</sup> The mandate is applicable to facilities that hold liquor licenses.

## CHART OF ELEMENTS OF LAWS MANDATING HUMAN TRAFFICKING AWARENESS SIGNAGE

STATES REQUIRING SIGNAGE	REQUIRED LANGUAGES SPECIFIED <sup>1</sup>	REQUIRED FONT SIZE SPECIFIED <sup>1</sup>	MINIMUM POSTER SIZE SPECIFIED <sup>1</sup>	PENALTY FOR FAILURE	SPECIFIC POSTERS REQUIRED <sup>2</sup>
Alabama (Nuisance Only) <sup>3</sup>	ENG, SPA	No	At Least 8½ x 11"	Warning/ \$50 fine	No
Arkansas (Nuisance Only)	ENG, SPA	No	At Least 8½ x 11"	Warning/ \$500 fine	Yes
California	ENG, SPA	At least 16pts	At Least 8½ x 11"	\$500/ \$1,000 fine	No
Connecticut	No	No	No	\$100/ \$250 fine	Yes
Georgia	ENG, SPA	At least 16pts	At Least 8½ x 11"	\$500/ \$5,000 fine	No
Louisiana	ENG, SPA, LA FRA	At least 14pts in bold	At Least 8½ x 11"	Fines \$50 – 2,500	No
Maine	No	No	No	\$300 fine	Yes
Maryland (Nuisance Only)	ENG, SPA	No, but bold type	At Least 3x5"	\$1,000 fine	No (but identical text required)
Michigan	ENG, SPA	At least 14pts	At Least 8½ x 14"	\$250/ \$500 fine	No

<sup>1</sup>In addition to the languages listed here, many laws require posters in more languages as determined by the Federal Voting Rights Act (AR., CA., MD, MO., PA.), the Commissioner of Labor (AL.), the Bureau of Investigations (GA.), Dept. of Public Safety and Corrections (LA.), Attorney General or Dept. of Licensing and Regulatory Affairs (MI.), Division of Justice and Community Services (WV.), or any language used by ten percent or more of the employees or facility users (NM.).

<sup>2</sup>A number of states have directed various agencies to design posters and make them available to businesses on their websites for use on a voluntary basis. Some states go a step further and mandate that the businesses use the posters designed by the agencies. Those mandated uses are indicated here.

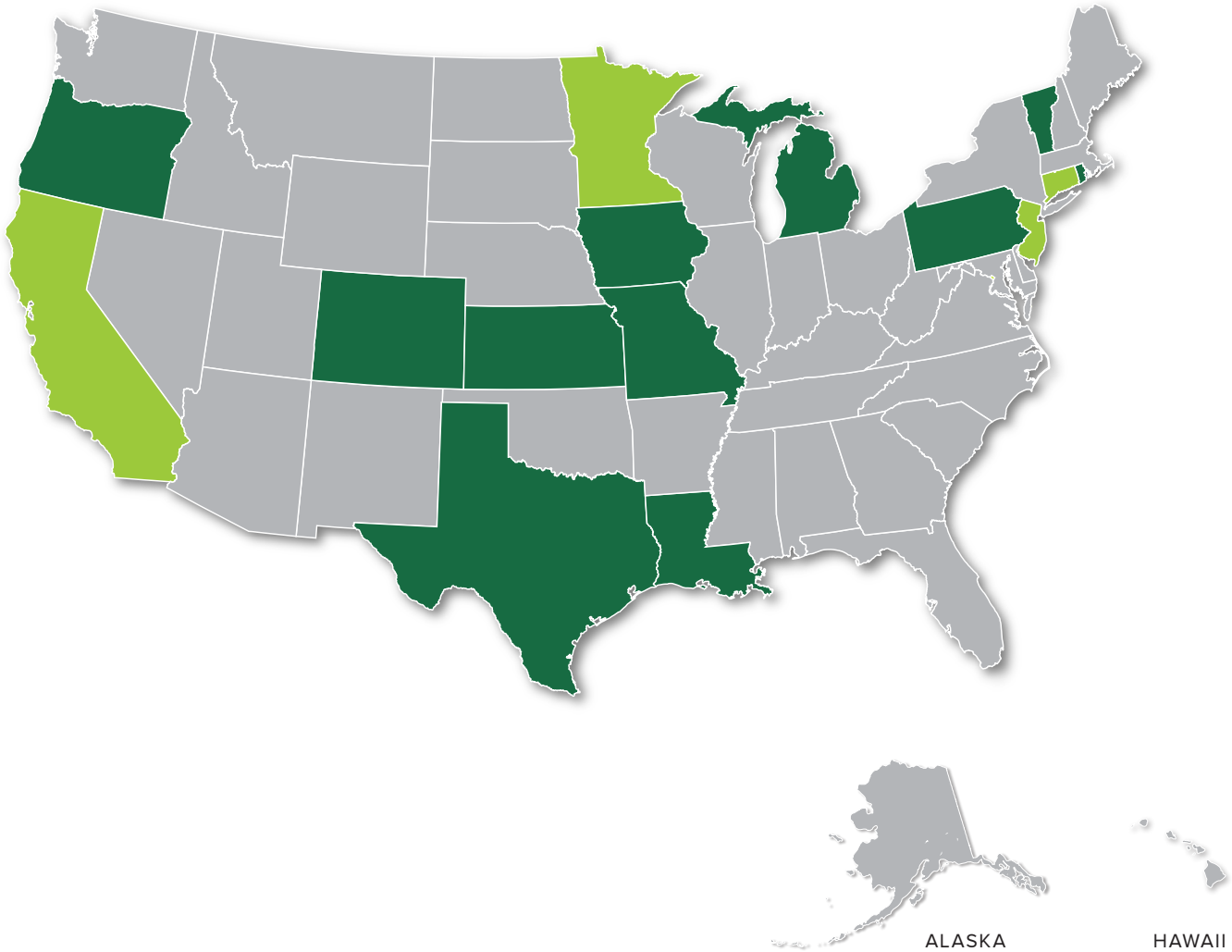
<sup>3</sup>In some states, human trafficking awareness posters are only mandated if the establishment has been declared a "nuisance" as that term is defined under the state's law.

STATES REQUIRING SIGNAGE	REQUIRED LANGUAGES SPECIFIED <sup>1</sup>	REQUIRED FONT SIZE SPECIFIED <sup>1</sup>	MINIMUM POSTER SIZE SPECIFIED <sup>1</sup>	PENALTY FOR FAILURE	SPECIFIC POSTERS REQUIRED <sup>2</sup>
Minnesota	No	No	No	No	Approval required
Missouri (Nuisance Only)	ENG, SPA	No	At Least 8½ x 11"	Warning/ Infraction	Yes
New Jersey (Back of House)	No <sup>4</sup>	No	No	Impact on License	Yes
New Mexico	ENG, SPA	No	At Least 8½ x 11"	No	No
New York (Information Cards)	No	No	No	No	No
North Carolina (If Licensed to Sell Alcohol)	No	No	No	Permit Revocation/ Fine	Yes
Pennsylvania (Nuisance Only)	ENG, SPA	No	At Least 8½ x 11"	\$100/ \$500 fine	No
Rhode Island (Nuisance Only)	No	No	No	\$300 fine	No
South Carolina	ENG, SPA	At least 16pts	At Least 8½ x 11"	Warning/ \$50 fine	Yes
Texas (If Licensed to Sell Alcohol)	ENG, SPA	No	At Least 8½ x 11"	No	No
West Virginia	ENG, SPA	No	No	No	No

<sup>4</sup> Posters available in English and Spanish

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## STATES WITH LAWS ADDRESSING HUMAN TRAFFICKING AWARENESS TRAINING FOR LODGING FACILITY EMPLOYEES



### States That Mandate Training

California  
Connecticut  
Minnesota  
New Jersey

### States That Have Voluntary Training Laws

Colorado  
Iowa  
Kansas  
Louisiana  
Michigan  
Missouri  
Oregon  
Pennsylvania  
Rhode Island  
Texas  
Vermont

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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### Alabama

#### Signage Law

A bill relating to the posting of the National Human Trafficking Resource Center Hotline was signed into law on April 30, 2012, and took effect on January 1, 2013.<sup>1</sup> The law provides that any hotel that had been cited as a nuisance<sup>2</sup> under the Alabama Code must display a human trafficking awareness poster in a location(s) where it is clearly visible to the public, including the entrance of the hotel and any location where posters and notices are customarily posted. The law provides that hotels subject to this provision must print the posters from the website of The Alcoholic Beverage Control Board, The Public Service Commission or the Department of Labor or ask that the poster created by one of those agencies be mailed for the cost of printing and first class postage. The posters must be printed in English, Spanish and any other languages deemed appropriate by the Commissioner of Labor. The poster must be at least 8 ½ x 11 inches in size.

The law provides that the posters must state as follows:

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

- (1) Victims of human trafficking are protected under U.S. law.
- (2) The Toll-free Hotline is:
  - a. Available 24 hours a day, 7 days a week.
  - b. Operated by a nonprofit, non governmental organization.
  - c. Anonymous and confidential.
  - d. Accessible in 170 languages.
  - e. Able to provide help, referral to services, training and general information.

A first violation of the statute will result in a warning. Thereafter, any violation will result in a fine of not more than \$50.00.

#### Training Law

Alabama does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

<sup>1</sup> 2012 Al. SB 50; Codified as § 13A-6-170 of the Alabama Code.

<sup>2</sup> As defined in Sections 13A-12-110 to 13A-12-122, inclusive, of the Alabama Code.

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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### Alaska

#### Signage Law

Alaska does not currently have a statewide law requiring human trafficking awareness posters in hotels. The City of Anchorage, however, has a local ordinance, Chapter 16.90, section 16.90.050 of the Anchorage Municipal Code, which requires such posters to be displayed in a conspicuous location in all hotels and motels within the city limits. The ordinance specifies the size and contents of the posters. Lodging establishments can be fined \$100 for every day that they fail to display the required sign.

#### Training Law

Alaska does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

### Arizona

#### Signage Law

Arizona does not currently have a law concerning human trafficking awareness signage in lodging facilities.

#### Training Law

Arizona does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### Arkansas

#### Signage Law

Arkansas's law, section 12-19-102 of the Arkansas Code, requires that any hotel, motel or other establishment that has been cited as a public nuisance for prostitution under Section 20-27-401 of the Arkansas Code must post signage displaying information about the National Trafficking Resource Center Hotline. The posters, which must be at least 8 ½ x 11 inches, must be displayed in a conspicuous location near the entrance of the establishment or where notices and poster are customarily posted. The law includes a requirement that the posters be printed in English, Spanish, and any other language mandated by the federal Voting Rights Act.<sup>3</sup>

The law provides that the posters must state as follows:

If you or someone you know is being forced to engage in any activity and cannot leave – whether it is commercial sex, housework, farm work, or any other activity – call the National Human Trafficking Resource Center Hotline at 1-888-373-7888 to access help and services. Victims of human trafficking are protected under United States and Arkansas state law.

The Hotline is:

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

The law provides that it is the obligation of the business owners and operators to obtain copies of the poster either by printing them from the websites of the Alcoholic Beverage Control Board, the Department of Labor or the Arkansas State Highway and Transportation Department or by requesting them from by mail for the cost of printing and first-class postage from one of those agencies. If the regulatory agency finds that a hotel or motel has failed to post the required information the owner or operator will initially receive a warning, but any additional violation will result in a fine not exceeding \$500.

#### Training Law

Arkansas does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

<sup>3</sup> 42 U.S.C. § 1973 et seq.

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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### California

#### Signage Law

On September 27, 2018, Section 52.6 of the California Civil Code<sup>4</sup> was amended to require all hotels, motels and bed and breakfast inns<sup>5</sup> to post notices concerning slavery and human trafficking. The notices must be at least 8 1/2 by 11 inches and printed in no smaller than sixteen-point font. They must be displayed in a conspicuous manner near the entrance or other location where they are in clear view to the public and employees.

The law provides that posters must state as follows:

If you or someone you know is being forced to engage in any activity and cannot leave – whether it is commercial sex, housework, farm work, construction, factory, retail, or restaurant work, or any activity – text 233-733 (Be Free) or call the National Human Trafficking Hotline at 1-888-373-7888 or the California Coalition to Abolish Slavery and Trafficking (CAST) at 1-888-KEY-2-Fre(EDOM) or 1-888-539-2373 to access help and services.

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

The hotlines are:

- Available 24 hours a day, 7 days a week
- Toll-free
- Operated by nonprofit, nongovernmental organizations
- Anonymous and confidential
- Accessible in more than 160 languages
- Able to provide help, referral to services, training, and general information.

The law mandates that the posters be printed in English, Spanish and one additional language that is widely spoken in the county where the lodging establishment is located and for which translation is required by the federal Voting Rights Act. Failure to comply with this law can result in a civil penalty of \$500 for the first violation and \$1,000 for each subsequent violation.

#### Training Law

Effective January 1, 2019, section 12950.3 of the California Government Code<sup>6</sup> requires that by January 20, 2020, every hotel and motel must provide at least twenty minutes of human trafficking awareness training for every employee who is likely to come into contact with victims of human trafficking.<sup>7</sup> By January 1, 2020, employers must provide human trafficking awareness training to each employee who is likely to come in contact with a victim of human trafficking every two years and within six months of the commencement of their employment.

The law specifies that the training must include:

1. The definition of human trafficking and commercial exploitation of children,
2. Guidance on how to identify individuals at risk for trafficking,
3. Differences between labor and sex trafficking, specific to the hotel sector,
4. Guidance on the role of hospitality employees in reporting and responding to this issue, and
5. The contact information for appropriate agencies, including the National Human Trafficking Hotline toll-free number and text line, and the telephone number of the local law enforcement agency. Bed and breakfast establishments are not covered by this law. Furthermore, an employee's failure to report an incident of human trafficking is not, by itself, a basis for a finding of liability to a victim.

<sup>4</sup> 2018 Cal AB 2034.

<sup>5</sup> As defined in subdivision (b) of Section 24045.12 of the Business and Professional Code, not including personal residences.

<sup>6</sup> Senate Bill (SB) 970.

<sup>7</sup> "An employee who is likely to interact or come into contact with victims of human trafficking" includes, but is not limited to, an employee who has reoccurring interactions with the public, including, but not limited to, an employee who works in a reception area, performs housekeeping duties, help customers in moving their possession, or drives customers." California Government Code § 12950.3(3).



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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### Colorado

#### Signage Law

Colorado does not currently have a law concerning human trafficking awareness signage in lodging facilities.

#### Training Law

Colorado does not currently have a law addressing the issue of training employees of lodging facilities about human trafficking.

There is, however, a provision in the mandate of a council created in the Colorado Department of Public Safety mandating the development of, among other things, training standards and curricula for, among others, people who work in places where human trafficking victims are likely to appear. (C.R.S. 18-3-505 [e]).

### Connecticut

#### Signage Law

Connecticut General Statutes sections 54-234a and 54-222 require an operator of a hotel, motel, inn or similar lodging to post in plain view in a conspicuous location where labor and services are provided or performed, a notice concerning services available to victims of human trafficking. Such notice shall indicate that any person who is forced to engage in any activity and who cannot leave may contact a state or federal anti-trafficking hotline, and shall indicate the toll-free telephone numbers for such hotlines. The law does not specify the exact text or size of the posters. Failure to display the required notice will result in a \$100 fine for the first offense and a \$250 fine for any subsequent offense. (54-234a[c]).

#### Training Law

Section 44-5 of Connecticut's General Statutes provides that "[t]he operator of each hotel, motel, inn or similar lodging shall ensure that each employee... receive training at the time of hire on the (1) recognition of potential victims of human trafficking, and (2) activities commonly associated with human trafficking." Lodging establishment operators must also conduct ongoing awareness campaigns for employees on the activities commonly associated with human trafficking. Operators of lodging facilities were required to certify by October 17, 2017, and annually thereafter that every employee has received the required training and keep such records in the employee's personnel file.

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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### Delaware

#### Signage Law

Delaware does not currently have a law concerning human trafficking awareness signage in lodging facilities.

#### Training Law

Delaware does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

### Florida

#### Signage Law

Florida does not currently have a law concerning human trafficking awareness signage in lodging facilities.

#### Training Law

Florida does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.<sup>8</sup>

<sup>8</sup> Florida House Bill HB 167, which would have required state and national lodging associations to, in consultation with the Attorney General, adopt educational programs designed to train employees to identify and report suspected human trafficking activities, was proposed in February 2018, but did not become law.

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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### Georgia

#### Signage Law

Georgia law mandates that hotels, inns and other establishments that offer overnight accommodations to the public must post a notice providing information on how to contact the National Human Trafficking Hotline and the Statewide Georgia Hotline for Domestic Minor Trafficking.<sup>9</sup> The notice must be in English, Spanish and any other language deemed appropriate by the Georgia Bureau of Investigations. The notice must be at least 8 ½ x 11 inches and printed in not less than sixteen-point font. Notices must be displayed in every public restroom and in a conspicuous location near the public entrance or in another location in clear view of the public and employees where notices are customarily posted.

The law provides that signage must state as follows:

Are you or someone you know being sold for sex or made/forced to work for little or no pay and cannot leave? Call the National Human Trafficking Resource Center at 1-888-373-7888 or the Statewide Georgia Hotline for Domestic Minor Trafficking at 1-844-842-3678 for help. All victims of slavery and human trafficking have rights and are protected by international, federal and state law.

The hotline is:

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

Model notices are available on the Georgia Bureau of Investigations' website.<sup>10</sup> Failure to comply with the statute, following a thirty-day period after receipt of a notice to correct a violation, constitutes a misdemeanor and can result in a fine of up to \$500. Upon a second or subsequent conviction, the offense is elevated to an aggravated misdemeanor subjecting the lodging owner to up to a \$5,000 fine.

#### Training Law

Georgia does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

<sup>9</sup> O.C.G.A. § 16-5-47

<sup>10</sup> <https://gbi.georgia.gov/documents/human-trafficking-notice>

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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### Hawaii

#### Signage Law

Hawaii does not currently have a law concerning human trafficking awareness signage in lodging facilities.

#### Training Law

Hawaii does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.<sup>11</sup>

### Illinois

#### Signage Law

Illinois does not currently have a law concerning human trafficking awareness signage in lodging facilities.

#### Training Law

Illinois does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

### Idaho

#### Signage Law

Idaho does not currently have a law concerning human trafficking awareness signage in lodging facilities.

#### Training Law

Idaho does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

### Indiana

#### Signage Law

Indiana does not currently have a law concerning human trafficking awareness signage in lodging facilities.

#### Training Law

Indiana does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

<sup>11</sup> On January 22, 2018, HB 1955 was introduced to the House Health and Human Services Committee. If passed, it would require the Hawaii Tourism Authority to “develop, establish, and make available to hotel owners, operators, and employees a course of training on appropriate handling and response procedures for suspected human trafficking activities.” As currently worded, the training course would be voluntary, not mandatory.

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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### Iowa

#### Signage Law

Iowa does not currently have a law concerning human trafficking awareness signage in lodging facilities.

#### Training Law

Iowa does not have a law that mandates training of lodging facility employees. However, the Department of Justice is statutorily mandated to create a human trafficking awareness training program that is available, on a voluntary basis, to businesses “that have a high statistical incidence of debt bondage or forced labor or services.” Ia. S. 510, effective July 1, 2015. Lodging facilities may fit within this category.

### Kentucky

#### Signage Law

Kentucky does not currently have a law concerning human trafficking awareness signage in lodging facilities.

#### Training Law

Kentucky does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking. However, in 2018, the State Senate passed a Resolution (Number 149) encouraging residents, employees and agencies in Kentucky to book travel and events that are signatories of the Tourism Child Protection Code of Conduct, which requires companies to develop measures to combat human trafficking, including policies and procedures to prevent the sexual exploitation of children.<sup>15</sup>

### Kansas

#### Signage Law

Kansas does not currently have a law concerning human trafficking awareness signage in lodging facilities. It does, however, have statutorily mandated human trafficking awareness notices, created by the Secretary of Labor, that are available to employers for display on a voluntary basis.<sup>13</sup>

#### Training Law

Kansas does not currently have a law addressing the issue of training employees of lodging facilities about human trafficking. It has, however, a statutorily mandated plan to educate employers about human trafficking created by the Secretary of Labor.<sup>14</sup>

<sup>13</sup> Kan. Stat. Ann. § 75-759(a)-(c) (2016).

<sup>14</sup> Kan. Stat. Ann. § 75-759(d) (2016).

<sup>15</sup> S. Res. 149, 2018 Leg., Reg. Sess. (Ky. 2018).

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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### Louisiana

#### Signage Law

Section 15:541.1 of Louisiana's Revised Statutes requires hotels<sup>16</sup> to post human trafficking awareness notices that state as follows:

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

The notices must be no smaller than 8 ½ x 11 inches, and in bold font no smaller than fourteen-point. The notices must be posted in the location where other employee notices required by state and federal law are posted. They must be in English, Spanish,

Louisiana French and any other language required by the Department of Public Safety and Corrections. A first violation of this law can result in revocation or suspension of a business permit and/or a fine of \$50 to \$500. The fine for a second offense occurring within three years is \$250 to \$1,000, and for a third offense within three years of the first the fine is \$500 to \$2,500.<sup>17</sup>

#### Training Law

Louisiana does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking. However, Louisiana law provides for a general plan to create and distribute training materials on human trafficking awareness to various entities and to the general public.<sup>18</sup>

<sup>16</sup> La. Rev. Stat. Ann. § 15:541.1 (2018). "Hotel" is defined in the statute as "any establishment, both public and private, engaged in the business of furnishing or providing rooms and overnight camping facilities intended or designed for dwelling, lodging, or sleeping purposes to transient guests and does not encompass any hospital, convalescent or nursing home or sanitarium, or any hotel-like facility operated by or in connection with a hospital or medical clinic providing rooms exclusively for patients and their families." Hotel does not include bed and breakfast or camp and retreat facilities owned and operated by nonprofit organizations.

<sup>17</sup> La. Rev. Stat. Ann. § 26:96 (2018).

<sup>18</sup> § 46:2161(A)(4).

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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### Maine

#### Signage Law

Effective August 2, 2018, Maine requires certain businesses, including lodging establishments, where contact with victims of human trafficking is likely, to post human trafficking awareness posters.<sup>19</sup> The law requires employers to post the notice in a conspicuous manner that is clearly visible to the public and employees. The penalty for failing to comply with the law is a fine of \$300 per violation. The law is only applicable to facilities that are licensed under Title 22, section 562 of Maine's Revised Laws. The law does not specify the size or text of the posters.

#### Training Law

Maine does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

### Maryland

#### Signage Law

Pursuant to Maryland's Business Regulation Code, law enforcement is authorized to issue a civil citation to a lodging establishment requiring the posting of a human trafficking awareness notice in each of its guest rooms for one year if there has been an arrest leading to a conviction for prostitution, solicitation of a child or human trafficking on the property.<sup>20</sup> Lodging establishments subject to the law include inns, hotels, motels, and any property that contains a minimum of four rooms available to temporary guests for lodging or sleeping purposes for a fee. The notice must be at least three by five inches and printed in English, Spanish and any other language dictated by the federal Voting Rights Act. The telephone number of the National Human Trafficking Resource Center Hotline must be included in bold type. Failure to comply with the notice requirement can result in a fine of up to \$1,000.

The notice, which is identical to that designed by the Department of Labor, Licensing and Regulation, must state as follows:

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

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

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

This sign is required under State law.

#### Training Law

Maryland does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

<sup>19</sup> Me. Rev. Stat. Ann. Title 26 § 879 (2017).

<sup>20</sup> Md. Code Ann., Bus. Reg. § 15-207 (2018).

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## **SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE**

### **Massachusetts**

#### **Signage Law**

Massachusetts does not currently have a law concerning human trafficking awareness signage in lodging facilities. However, the Attorney's General's Office established a Human Trafficking Division that links businesses to trafficking awareness and prevention resources on its websites, but use of those resources by private business is not mandatory.<sup>21</sup>

#### **Training Law**

Massachusetts does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

<sup>21</sup> Human Trafficking Division Resources, <https://www.mass.gov/service-details/human-trafficking-division-resources>.



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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### Michigan

#### Signage Law

Michigan law requires private businesses, including lodging establishments that have been found to be a public nuisance due to acts of prostitution or human trafficking committed on the property, to display human trafficking awareness posters.<sup>22</sup> The posters must be no smaller than 8 ½ x 14 inches inches, with print no smaller than fourteen-point font, and printed in English, Spanish and any other language deemed appropriate by the Attorney General or Michigan Department of Licensing and Regulatory Affairs.<sup>23</sup>

The posters must state as follows:

If you or someone you know is being forced to engage in any activity and cannot leave, whether the activity is commercial sex, housework, farm work, or any other activity, please contact the national Human Trafficking Resource Center hotline at 1-888-373-7888 or text 233733 to access help and services. The victims of human trafficking are protected under U.S. law and the laws of this state.

Fines for failure to comply with the required posting are up to \$250, if the failure is within one year of notification and up to \$500 if the failure extends to a year beyond a second notification.<sup>24</sup>

While non-nuisance lodging facilities are not required to display human trafficking awareness posters, they may do so voluntarily and the posters are available in many languages on the Michigan Department of Licensing and Regulatory Affairs website.

#### Training Law

Michigan does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking. However, the Attorney General’s website (link found on the Dept. of Licensing and Regulatory Affairs’ website) includes a number of human trafficking resources and publication, including some geared to the hospitality industry. A training video entitled, “Making the Invisible Visible” is on the Michigan Attorney General’s YouTube channel, while a publication entitled, “Human Trafficking Red Flags for Hospitality Industry” was published by the Attorney General.<sup>25</sup>

<sup>22</sup> Mich. Comp. Laws §§ 752.1031 – 752.1040 (2018).

<sup>23</sup> Human Trafficking Notification Posters – Additional Languages, [https://www.michigan.gov/lara/0,4601,7-154-59986\\_76917-387558--,00.html](https://www.michigan.gov/lara/0,4601,7-154-59986_76917-387558--,00.html).

<sup>24</sup> Mich. Comp. Laws § 752.1039.

<sup>25</sup> Human Trafficking Red Flags for Hospitality Industry, [https://www.michigan.gov/documenta/ag/Red\\_Flags\\_-\\_Hospitality\\_598574\\_7.pdf](https://www.michigan.gov/documenta/ag/Red_Flags_-_Hospitality_598574_7.pdf).

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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### Minnesota

#### Signage Law

Minnesota law, effective August 1, 2018, requires all hotel and motel establishments to display a poster, written or approved by the Commissioner of Health, that contains information explaining how to recognize signs of sex trafficking and how to respond effectively when signs are observed. The posters must be displayed in a place readily accessible to all employees. The law does not include any punishment for failure to comply.<sup>26</sup> The law does not specify the size or text of the posters.

#### Training Law

Minnesota law requires the Commissioner of Health to work with the state hotel and lodging association to approve an educational training program by November 1, 2018.<sup>27</sup> The training program must focus on the accurate and prompt identification and reporting of, and response to, suspected sex trafficking. At a minimum, it is required to address: what sex trafficking is in order to raise awareness; how to recognize potential victims; how to identify activities commonly associate with sex trafficking; and effective responses

to trafficking situations, including how to report suspected sex traffickers to the proper law enforcement officials.

The law provides that, upon completion and approval of the training program, every lodging establishment in the state is required to ensure that every employee is trained within ninety days of hiring or within one hundred and twenty days of August 1, 2018, and annually thereafter. The operator of every lodging facility is required to certify annually that every employee has received the required training. In addition, lodging operators have an obligation to conduct an ongoing awareness campaign for employees addressing the required components of the training. Any operator who fails to comply with the training requirement will, upon the first violation, be given six months to comply with an order issued by the Health Commissioner.<sup>28</sup> The law provides that hotel operators and employees who act in good faith are immune from liability in any civil action for reporting suspected sex trafficking activity.<sup>29</sup>

<sup>26</sup> Minn. Stat. § 157.177 (2) (d) (2018).

<sup>27</sup> Id. at (2) (a)-(c).

<sup>28</sup> Id. at (c) (1)-(4); (5).

<sup>29</sup> Id. at Subd. 4.

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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### Mississippi

#### Signage Law

Mississippi does not currently have a law concerning human trafficking awareness signage in lodging facilities.

#### Training Law

Mississippi does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

### Missouri

#### Signage Law

In a law that took effect on August 28, 2018, the Missouri Department of Public Safety was tasked to create a human trafficking awareness poster by January 1, 2019.<sup>30</sup> The law provides that commencing on March 1, 2019, requires lodging facilities that have been declared a public nuisance due to prostitution activity must display the poster in a conspicuous place in or near the property's bathrooms or entrance.

The poster must be at least 8 ½ x 11 inches in size and must contain a statement substantially similar to the following:

If you or someone you know is being forced to engage in any activity and cannot leave – whether it is commercial sex, housework, farm work, or any other activity – call the National Human Trafficking Resource Center Hotline at 1-888-373-7888 or text 233733 (BEFREE) or visit the following website: [www.traffickingresourcecenter.org](http://www.traffickingresourcecenter.org) to access help and services. Victims of human trafficking are protected under U.S. and Missouri law.

The toll-free hotline is:

- Available 24 hours a day, 7 days a week
- Operated by a non-profit, non-governmental organization
- Anonymous and confidential
- Accessible in 170 languages
- Able to provide help, referral to services, training, and general information.

Additional information about other hotlines providing assistance to human trafficking victims may also be included. The poster must be printed in English, Spanish and any other language required for voting material under the federal Voting Rights Act. Failure to comply with the law can result in a warning for the first violation and charges of an infraction for any subsequent violation.

#### Training Law

Missouri does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking. Training materials prepared in conjunction with local businesses and nonprofits are available on the Attorney General's website.<sup>31</sup>

<sup>30</sup> Mo. Rev. Stat. § 595.120 (2018).

<sup>31</sup> Business Council Against Human Trafficking Training Videos, <http://ago.mo.gov/home/human-trafficking/business-council-members/training-videos>.

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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### Montana

#### Signage Law

Montana does not currently have a law concerning human trafficking awareness signage in lodging facilities. However, the Department of Justice is statutorily required to design a poster that provides information about the National Human Trafficking Resource Center hotline.<sup>32</sup> The Department of Justice can determine which entities, lodging facilities included, must receive the posters. While display is encouraged, it is not mandated.

#### Training Law

Montana does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

### Nebraska

#### Signage Law

Nebraska does not currently have a law concerning human trafficking awareness signage in lodging facilities. However, a task force of the Nebraska Commission on Law Enforcement and Criminal Justice is statutorily authorized to encourage businesses, including hotels, to voluntarily display human trafficking awareness posters.<sup>33</sup>

#### Training Law

Nebraska does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

### Nevada

#### Signage Law

Nevada does not currently have a law concerning human trafficking awareness signage in lodging facilities.

#### Training Law

Nevada does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

### New Hampshire

#### Signage Law

New Hampshire does not currently have a law concerning human trafficking awareness signage in lodging facilities.

#### Training Law

New Hampshire does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

<sup>32</sup> Mont. Code Ann. § 44-4-1501 (2017).

<sup>33</sup> Neb. Rev. Stat. Ann. § 81-1430 (2018).

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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### New Jersey

#### Signage Law

New Jersey's Human Trafficking Prevention, Protection and Treatment Act, P.L. 2013 c. 51, created a Commission on Human Trafficking and gave the Commission the duty to, among other things, "[d]evelop mechanisms to promote public awareness of human trafficking, including promotion of the national, 24-hour toll-free hotline telephone service on human trafficking...and the promotion of training courses and other educational materials for use by persons...to undergo training on the handling of and response procedures for suspected human trafficking." While the statute does not address the display of posters in a lodging facility, the Commission has worked with the Office of the Attorney General's Department of Law and Safety to create human trafficking awareness posters that are available on the Department's website that may be displayed in lodging facilities.<sup>34</sup> The posters are required to include a telephone number for a toll-free 24-hour a day hotline for human trafficking. The Attorney General is mandated by law to "coordinate the State's involvement with the national, 24-hour toll-free hotline telephone service on human trafficking," which is operating pursuant to federal law.<sup>34</sup> However, the posters currently available on the Attorney General's website display only the New Jersey hotline number, 855-END-NJ-HT (855-363-6548).

While the display of human trafficking awareness posters in public locations is voluntary, such display in back-of-the-house areas accessible to employees, such as locker rooms and break rooms, is mandatory. The Department of Community Affairs, in consultation with the Commission on Human Trafficking, is mandated to develop a training program for lodging facility employees (discussed below) and, as part of that training program, the Department enacted a regulation that requires a specific information sheet, available in English and Spanish, on reporting

suspected human trafficking be posted in conspicuous and visible locations in areas accessed by hotel employees including, but not limited to, laundry rooms and employee break rooms.<sup>35</sup>

#### Training Law

New Jersey law requires the Department of Community Affairs and the Commission on Human Trafficking to create and provide a one-time training course on "the handling and response procedures of suspected human trafficking activities for owners, operators, and staff of hotels and motels."<sup>36</sup> Verifiable completion of the course by required staff "shall be a condition of issuance, maintenance, or renewal" of any license, certificate, or permit. The training course must be reviewed every two years and modified as required. Further, the Department of Community Affairs must oversee and ensure that "all hotel and motel owners, operators, and required staff attend [a] one-time training course... within six months of the first day of ownership, operation, or employment for all new owners, operators and required staff."<sup>36</sup>

The regulations adopted by the Department of Community Affairs pursuant to this mandate specify that the employees to be trained are: hotel management, front desk and registration employees, janitorial and housekeeping staff and hotel security staff. As part of the training the Department has provided a video on recognizing and reporting suspected human trafficking in English and Spanish. All the specified employees must view the video. The lodging facility is required to maintain a list of the current employees and the date on which they viewed the video and a certificate must be filed with the Department by the owner or manager stating that the employees have viewed the video and that the list of employees and the dates of viewing has been maintained and is available for inspection.<sup>35</sup>

<sup>34</sup> N.J.S.A.2C:13-11; <https://www.nj.gov/oag/dcj/humantrafficking/awareness-posters.html>.

<sup>35</sup> <https://www.state.nj.us/dca/divisions/codes/resources/humantrafficking.html>

<sup>36</sup> N.J. Rev Stat section 2C:13-12

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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### New Mexico

#### Signage Law

New Mexico passed legislation (HB 181) that requires all employers subject to the Minimum Wage Act to display a notice poster beginning on July 1, 2014.<sup>37</sup> No penalties for failure to display the poster are specified. The poster must be at least 8 ½ x 11 inches. It must be in English, Spanish, and “any other written language where ten percent or more of the workers or users” of the facility speak that language, with the portions in each language equal in size. The poster must be displayed in a conspicuous location visible to both employees and the public. The law mandates the inclusion of the following text:

NOTICE ON HUMAN TRAFFICKING: OBTAINING FORCED LABOR OR SERVICES IS A CRIME UNDER NEW MEXICO AND FEDERAL LAW. IF YOU OR SOMEONE YOU KNOW IS A VICTIM OF THIS CRIME, CONTACT THE FOLLOWING: IN NEW MEXICO, CALL OR TEXT 505-GET-FREE (505-438-3733); OR CALL THE NATIONAL HUMAN TRAFFICKING RESOURCE CENTER HOTLINE TOLL-FREE AT 1-888-373-7888 FOR HELP. YOU MAY ALSO SEND THE TEXT “HELP” OR “INFO” TO BEFREE (233733). YOU MAY REMAIN ANONYMOUS, AND YOUR CALL OR TEXT IS CONFIDENTIAL.

The Labor Relations Division of the Workforce Solutions Department must provide a version of the notice, though employers may use their own version as long as it meets the requirements of the statute. Versions in English, Spanish, and Navajo are available at <https://www.dws.state.nm.us/Business/Publications/State-and-Federal-Posters>.

#### Training Law

New Mexico does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

<sup>37</sup> NM Stat § 30-52-2.1.

<sup>39</sup> The statute defines a lodging facility as “any inn, hotel, motel, motor court or other establishment that provides lodging to transient guests” but excludes bed and breakfasts.

<sup>40</sup> <https://www.jdsupra.com/legalnews/new-york-law-requires-human-trafficking-75839/>.

### New York

#### Signage Law

A bill to add section 206(f) to Chapter 190 of the General Business Law was signed into law on August 15, 2018, and took effect on October 14, 2018. The law provides that every keeper of a lodging facility must display human trafficking “information cards” in public restrooms, guestrooms, and near public entrances and other conspicuous places.<sup>39</sup> The cards must contain only information concerning services for human trafficking victims and must prominently include the National Human Trafficking Hotline telephone number. The law does not require any specific text, other than the hotline number, nor does it specify size or font. The content of the cards may be developed by the Office of Temporary and Disability Assistance (OTDA), in consultation with the New York State Interagency Task Force on Human Trafficking, the United States Department of Homeland Security, or the lodging facility. There are no penalties for failure to abide by the law.

The law further provides that lodging facilities may, on a voluntary basis, also display a human trafficking awareness notice. The OTDA, in consultation with the New York State Interagency Task Force on Human Trafficking, must provide the notice. Information cards and notices provided by the OTDA are available at <http://otda.ny.gov/programs/bria/trafficking.asp>.

#### Training Law

New York does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking. A bill (A 6834-B) passed the Assembly on April 25, 2018, but did not reach a vote in the Senate and would have to be reintroduced in 2019 to proceed.<sup>40</sup> The proposed legislation would amend Chapter 190 of the General Business Law by adding section 205, and would mandate training for all employees likely to come into contact with human trafficking victims.

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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### North Carolina

#### Signage Law

North Carolina's 2017 appropriations bill contained provisions requiring display of posters by certain businesses. The requirement became effective on June 28, 2017, when the bill became law through a veto override. None of the requirement specifically mentions hotels or lodging facilities, but one requirement applies to holders of Alcoholic Beverage Control permits, including applicable hotels.<sup>41</sup> Entities subject to the law must prominently display on the premise a public awareness sign created and provided by the North Carolina Human Trafficking Commission that includes the National Human Trafficking Resource hotline information. Penalties may include suspension or revocation of the permit or fines up to \$1,000 (maximum for repeat violations). The poster must be displayed in a conspicuous location visible to both employees and the public. A copy of the poster is available at <https://www.nccourts.gov/commissions/human-trafficking-commission>.

#### Training Law

North Carolina does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

### North Dakota

#### Signage Law

North Dakota does not currently have a law concerning human trafficking awareness signage in lodging facilities.

#### Training Law

North Dakota does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

### Oklahoma

#### Signage Law

Oklahoma does not currently have a law concerning human trafficking awareness signage in lodging facilities.

#### Training Law

Oklahoma does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

<sup>41</sup>N.C. G.S. 18B-1003.

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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### Ohio

#### Signage Law

Ohio law “encourage[s],” but does not require hotels, as defined in O.R.C. 3731.01, to display the human trafficking awareness posters prepared by the Division of Criminal Justice Services in the Department of Public Safety.<sup>42</sup>

If a lodging facility chooses to display such a poster, it must be at least 8 ½ x 11 inches, printed in English, Spanish, and any other language required for voting material in a given county, and contain a statement with “substantially” the following text:

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

Victims of human trafficking are protected under U.S. and Ohio law.

The toll-free Hotline is:

- Available 24 hours a day, 7 days a week
- Operated by a non-profit, non-governmental organization
- Anonymous & confidential
- Accessible in 170 languages
- Able to provide help, referral to services, training, and general information.

Posters in English, Spanish, Arabic, French, and Mandarin are available at <https://humantrafficking.ohio.gov/campaign.html>.

#### Training Law

Ohio does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

### Oregon

#### Signage Law

Oregon does not currently have a law concerning human trafficking awareness signage in lodging facilities.

#### Training Law

Oregon does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking. However, the Oregon Department of Justice has a Trafficking Intervention Program, which has a stated goal of developing a comprehensive statewide response to human trafficking, including training and assistance for law enforcement and community partners.<sup>43</sup>

<sup>42</sup> O.R.C. 5502.63 (B).

<sup>43</sup> <https://www.doj.state.or.us/crime-victims/victim-resources/victim-services/trafficking-intervention-program>.



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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### Pennsylvania

#### Signage Law

Pennsylvania's Human Trafficking Center Resource Center Act of 2012 requires certain establishments, including any hotel found to be a drug-related or common nuisance, to display human trafficking awareness posters.<sup>44</sup> The posters must contain information about the National Human Trafficking Resource Center Hotline and state that victims of human trafficking are protected under state and federal law. Furthermore, the posters must be at least 8 ½ x 11 inches and must be printed in English, Spanish, and any other language mandated by the Voting Rights Act in the relevant county. Penalties for failure to properly post such signs begin with a fine of no more than \$100 and increase with any additional violations, up to a misdemeanor and a fine of up to \$500.

#### Training Law

Pennsylvania does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking. However, subject to availability of funds, grants are to be made available to state and local government and nongovernmental agencies to develop or expand programs geared toward prevention of human trafficking, including increasing public awareness.<sup>45</sup>

### Rhode Island

#### Signage Law

In 2017, Rhode Island enacted the Uniform Act on the Prevention and Remedies for Human Trafficking, which includes a mandate to display human trafficking awareness posters, but does not expressly mention lodging facilities.<sup>46</sup> The law requires certain private business to display a sign with the state and national hotline and resource center information in a conspicuous location, including:

- Strip clubs and other “sexually-oriented” business
- Business entities that have been found to be a nuisance due to prostitution
- Job recruitment centers
- Hospitals
- Emergency-care providers. Therefore, any lodging facility that had been adjudicated a nuisance, due to prostitution activity is covered by the law. The signs are also required in every transportation center, rest area and welcome center. The law does not specify the size or exact text of the posters. The penalty for knowingly failing to comply with the law is \$300 per violation.

#### Training Law

Rhode Island does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking. The 2017 Uniform Act created a council on human trafficking bringing together governmental and nongovernmental actors to, among other things, coordinate training on prevention for state and local employees.<sup>47</sup>

<sup>44</sup> P.L. 1618, No. 197, Cl. 43.

<sup>45</sup> 18 PA. C.S. § 3031.

<sup>46</sup> Rhode Island General Laws 11-67.1-20.

<sup>47</sup> Rhode Island General Laws 11-67.1-19.

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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### South Carolina

#### Signage Law

South Carolina requires all lodging facilities to display human trafficking awareness posters containing specific language. The law provides that such posters must be displayed at every airport, train station, bus station, rest area, and truck stop, as well as the following establishments:

- Any establishment which has been declared a nuisance for prostitution
- Any adult business, including a nightclub, bar, restaurant or similar establishment in which a person appears in a state of sexually explicit nudity
- Businesses and establishments that offer massage or bodywork services by any person not licensed
- Emergency rooms
- Urgent care centers
- Hotel, motel, room or accommodation furnished to transients for which fees are charged, and
- All agricultural labor contractors and agricultural labor transporters.

The posters must state as follows:

If you or someone you know is being forced to engage in any activity and cannot leave, whether it is commercial sex, housework, farm work, or any other activity, call the National Human Trafficking Resource Center Hotline at 1-888-373-7888 to access help and services. Victims of human trafficking are protected under federal law and the laws of South Carolina.

The hotline is:

- Available twenty-four hours a day, seven days a week
- Operated by a nonprofit, non governmental organization
- Anonymous and confidential
- Accessible in one hundred seventy languages
- Able to provide help, referral to services, training, and general information.

The posters must be no smaller than 8 ½ x 11 inches and be printed in both English and Spanish on the same poster. The notices must be posted in each public restroom of the business or establishment and in a prominent location conspicuous to the public at the entrance of the establishment where posters and notices are customarily posted.

The law mandates several state agencies to provide the required posters by making them available for downloading from their websites. The businesses are required to download the posters and post them in not less than sixteen point font. The penalty for failure to properly post such notice is a written warning for the first violation and a \$50 fine for each subsequent violation.<sup>48</sup>

#### Training Law

South Carolina does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

<sup>48</sup> Code of Laws of South Carolina, Title 16, Chap. 3, Article 19 § 16-3-2100.

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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### South Dakota

#### Signage Law

South Dakota does not currently have a law concerning human trafficking awareness signage in lodging facilities.

#### Training Law

South Dakota does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

### Tennessee

#### Signage Law

The Tennessee Human Trafficking Resource Center Hotline Act provides that any governmental entity or private business or establishment “that provides or offers a place of... lodging... in this state is strongly encouraged to post a sign no smaller than 8 ½ by 11 inches indicating certain information regarding the Tennessee human trafficking center hotline” in a location visible to employees and the general public.<sup>49</sup> The Tennessee human trafficking resource center hotline is a state-run hotline maintained by the Tennessee Bureau of Investigation. The sign must be in English, Spanish and any other language mandated by the Voting Rights Act of 1965, in the county where the sign will be posted. The sign should state the following:

Tennessee Human Trafficking Resource Center Hotline at 1-855-588-6484.

If you or someone you know is being forced to engage in any activity and cannot leave – whether it is commercial sex, housework, farm work or any other activity – call the Tennessee Human Trafficking Hotline to access help and services.

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

The hotline is:

- Anonymous and confidential
- Available 24/7
- Toll free
- Available to Non-English speaking callers through assistance of Interpreters.

The title of the sign and the Tennessee human trafficking center hotline should be in boldface and underlined and no smaller than twenty-eight point font size. The law provides that the Department of Labor and Workforce shall make the sign available on its website and shall periodically send an electronic notification to any business or establishment that is licensed by the state or any subdivision thereof that encourages the posting of the sign.

#### Training Law

Tennessee does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

<sup>49</sup> Tennessee Code Ann. § 39-13-313 (c).

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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### Texas

#### Signage Law

Texas does not currently have a law mandating that lodging facilities post human trafficking awareness notices.

However, Texas law requires the holder of a permit or license to sell alcoholic beverages on or off of the premises to display a sign containing notice in English and Spanish that states the following:

**WARNING:** Obtaining forced labor or services is a crime under Texas Law. Call the national human trafficking hotline: 1-888-373-7888. You may remain anonymous.<sup>50</sup>

The sign must be at 8 ½ x 11 inches and displayed in a conspicuous manner clearly visible to the public and employees of the permit or license holder. The sign must be in English (covering approximately 2/3 of the sign) and Spanish (covering approximately 1/3 of the sign).

#### Training Law

Although training is not mandatory, the Office of the Attorney General of Texas has developed an optional training video for all persons, focused on preventing human trafficking.<sup>51</sup> Also, the Hotel and Lodging Association of Greater Houston provides complimentary human trafficking training specific to the hotel and lodging industry.<sup>52</sup>

### Utah

#### Signage Law

Utah does not currently have a law concerning human trafficking awareness signage in lodging facilities.

#### Training Law

Utah does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

<sup>50</sup> Tex. Stat. Title 4, § 104.07.

<sup>51</sup> <https://gov.texas.gov/organization/women/preventing-human-trafficking>.

<sup>52</sup> <https://www.houstonhotels.org/human-trafficking-prevention/>.

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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### Vermont

#### Signage Law

Vermont law states that a “notice offering help to victims of human trafficking” must be accessible on the Vermont Department of Labor website and “may be posted in a prominent and accessible location in the workplaces.”<sup>53</sup>

The notice should provide contact information for at least one local law enforcement agency and include the following text:

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

The toll-free hotline is:

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

The notice shall be made available in English, Spanish and, if requested by an employer, another language.

#### Training Law

Vermont does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking. However, Vermont law requires the Vermont Department of Labor to develop and implement an education plan to raise awareness among Vermont employers about the problem of human trafficking, the related hotline and resources available to employers, employees and potential victims of human trafficking.<sup>54</sup> Further, the U.S. Attorney’s Office for the District of Vermont and the Office of the Attorney General for the State of Vermont announced, on June 7, 2018, that the Vermont Human Trafficking Task Force executed a Memorandum of Understanding. One component of the agreement is to provide voluntary training or awareness events by the task force for professionals or community members.<sup>55</sup>

<sup>53</sup> 13 V.S.A. §2661.

<sup>54</sup> 13 V.S.A. § 2661(d).

<sup>55</sup> <https://www.justice.gov/usao-vt/pr/vermont-s-multidisciplinary-human-trafficking-task-force-partnerships-formalized>.

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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### Virginia

#### Signage Law

Virginia does not currently have a law concerning human trafficking awareness signage in lodging facilities.

#### Training Law

Virginia does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

### Washington

#### Signage Law

Washington does not currently have a law concerning human trafficking awareness signage in lodging facilities. However, Washington law provides that establishments offering public restrooms may voluntarily post a notice in a conspicuous place within all restrooms that is clearly visible to the public and employees.<sup>56</sup> The notice may be in multiple languages and include toll-free telephone numbers of organizations providing assistance to victims of human trafficking, including the national human trafficking resource center and the Washington state office of crime victim advocacy.

#### Training Law

Washington does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.<sup>57</sup>

<sup>56</sup> WASH. REV. CODE ANN. § 43.280.110 (2018).

<sup>57</sup> A bill introduced in 2015 encouraged training hotel workers and other individuals who come into contact with victims of sex trafficking to identify victims of human trafficking. S.B. 5880, 64th Leg., Reg. Sess. (Wash. 201). The bill also proposed appointing a task force to recommend training to combat human trafficking, including a one hour online training for hotel workers, but it did not pass.

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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### West Virginia

#### Signage Law

A West Virginia law, which took effect on June 3, 2018, requires that certain business, including “any establishment which offers overnight accommodations to the public for hire,” post a notice regarding human trafficking assistance.<sup>58</sup> The notice must be printed in English, Spanish and any other language that the director of the Division of Justice and Community Services determines to be appropriate.

The notice must state as follows:

Are you or someone you know being sold for sex or made/forced to work for little or no pay and cannot leave?  
Call the National Human Trafficking Resource Center at 1-888-373-7888 for help. All victims of slavery and human trafficking have rights and are protected by international, federal, and state law.

The hotline is:

- Anonymous and confidential
- Available twenty-four hours a day, seven days a week
- Able to provide help, referral to services, training, and general information
- Accessible in one hundred seventy languages
- Operated by a nonprofit, non governmental organization, and
- Toll free.

The law further requires that the notice be posted in each public restroom on the premises. The notice must be either in a visible place near the public entrance of the business or in another location that is clearly visible to the public and employees and where similar notices are posted. The Division’s website offers notices that are available for download that contain information regarding the National Human Trafficking Center hotline and that satisfy the requirement of the law.

The law further provides that law enforcement officers and state representatives inspecting a business or establishment may notify the business or establishment in writing of its failure to comply with the law. Failing to correct a violation within thirty days of receipt of the written notice constitutes a misdemeanor. First convictions carry a fine of \$250, and subsequent convictions carry fines between \$250 and \$500.

#### Training Law

West Virginia does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

<sup>58</sup> W. Va. CODE ANN. § 15-9A-4 (2018); H.B. 4169.

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## SIGNAGE AND TRAINING LAWS EXPLAINED, BY STATE

### Wisconsin

#### Signage Law

Wisconsin law requires its Department of Justice to design and make available a poster providing information regarding a human trafficking resource center hotline.<sup>59</sup>

The law states that the Department of Justice shall encourage hotels, among other establishments, to display the poster. Compliance with this law is not mandatory and there are no penalties for failing to display the poster.

#### Training Law

Wisconsin does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

### Wyoming

#### Signage Law

Wyoming does not currently have a law concerning human trafficking awareness signage in lodging facilities.

#### Training Law

Wyoming does not currently have a law addressing the issue of training employees of lodging facilities concerning human trafficking.

<sup>59</sup> Wis. STAT. ANN. § 165.71.



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## ADDITIONAL RESOURCES

### **American Hotel & Lodging Association (AHLA) – [www.ahla.com](http://www.ahla.com)**

AHLA is the singular voice representing every segment of the hotel industry including major chains, independent hotels, management companies, REIT's, bed and breakfasts, industry partners and more. The association serves, supports, and advocates on behalf of the American hospitality industry.

### **The Code – [www.ecpatusa.org/code](http://www.ecpatusa.org/code)**

The Tourism Child-Protection Code of Conduct (The Code) is the world's first and only voluntary set of business principles travel and tour companies can implement to prevent sexual exploitation and trafficking of children. The Code provides awareness, tools, and support to the travel and hospitality industry. The Code is a joint venture between the tourism private sector and ECPAT-USA.

### **ECPAT-USA – [www.ecpatusa.org](http://www.ecpatusa.org)**

ECPAT-USA is the leading advocacy organization dedicated to the elimination of child sexual exploitation.

### **E-Learning for the Hotel & Hospitality Industry – [www.ahlei.org/program/human-trafficking](http://www.ahlei.org/program/human-trafficking)**

This 30-minute online training program, available through AHLEI by the AHLA partnership with Marriott International, ECPAT-USA and Polaris, addresses the issue of human trafficking and discusses the intersections between human trafficking and the hospitality industry.

### **Hotel Checklist – [www.ecpatusa.org/hotel](http://www.ecpatusa.org/hotel)**

Use this checklist as a guide to determine if your hotel has taken measures to protect children from commercial sexual exploitation and trafficking.

### **Hotel Posters – [www.ecpatusa.org/hotel-posters](http://www.ecpatusa.org/hotel-posters)**

Posters that comply with various laws, including state-specific cases, can be found on our website.

### **National Center for Missing and Exploited Children (NCMEC) – [www.missingkids.com/home](http://www.missingkids.com/home)**

The mission of the National Center for Missing & Exploited Children is to help find missing children, reduce child sexual exploitation, and prevent child victimization. NCMEC works with families, victims, private industry, law enforcement, and the public to assist with preventing child abductions, recovering missing children, and providing services to deter and combat child sexual exploitation.

### **National Human Trafficking Hotline – 1 (888) 373-7888**

Call the hotline or visit [humantraffickinghotline.org](http://humantraffickinghotline.org) to report incidents of human trafficking anywhere in the United States.





Protecting every child's  
human right to grow up free  
from the threat of sexual  
exploitation and trafficking.



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