



INHOSPITABLE TO HUMAN TRAFFICKING

GROUP TRAINING FACILITATOR INSTRUCTIONS

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Thank you so much for facilitating BEST's Inhospitable to Human Trafficking training. For more information, please go to www.bestalliance.org. If you have questions about facilitating this group training, please email info@bestalliance.org.

ABOUT THE TRAINING

The approximate length of this training is 35-60 min, and varies depending on discussion. Inhospitable to Human Trafficking (ITT) training is divided into two primary topics: Sex Trafficking (videos #1 - #5) and Labor Trafficking (video #6).

QUESTIONNAIRE: Before and throughout the training, participants will be asked to answer questions, which must be completed online.

REQUIRED VIDEOS: Begin with the introductory video, titled "Sex Trafficking", and proceed through the videos in order: Sex Trafficking, The Risks, The People, The Indicators, Prevention, and Labor Trafficking.

OPTIONAL VIDEOS: Choose the scenarios appropriate for your audience. These scenarios may also be used at a later date to facilitate discussions with your staff.

ADDITIONAL RESOURCES: These modules provide additional information that is especially important for managers, owners, and front of the house staff who might be involved in reporting incidents or responding to law enforcement investigations.

PRE-TRAINING CHECKLIST

Two weeks before the training:

- [Order indicator cards and posters](#) if desired. Allow 10 business days for delivery.

At least one day before the training:

- Complete BEST's Inhospitable to Human Trafficking – Manager Training Course.
- Watch the Optional Videos and determine which videos are appropriate for your audience.
- The questionnaire must be taken online. Determine how your staff will access this questionnaire and provide any necessary instructions to your staff.
- Bring 1 copy of the Facilitator Instructions (this document) to the training.
- Print [Indicators of Human Trafficking](#) handouts for each participant.
- Arrange for a computer, projector, and audio for use in the classroom.

DELIVER INHOSPITABLE TO HUMAN TRAFFICKING TRAINING

Pre-Training Questions

As a first step, instruct participants to log into your Learning Management System, and choose the course titled “Inhospitable to Trafficking – Group Training Questionnaire”. Ask the participants to answer the pre-training questions (#1–2). They will be instructed to stop when it’s time to watch a video.

Note: Course credit will be provided for completion of the questionnaire. If the question does have correct/incorrect choices, participants will be able to see the correct answers on the next slide.

Note: Play or pause the videos by clicking on the video itself.

Video 1: Sex Trafficking

Play “Sex Trafficking”. When the video ends, instruct staff to complete the questionnaire question.

3. Which of the following statements are true about sex trafficking? (Check all that apply)
- a. Sex trafficking only happens to people under age 18.
 - b. Sex trafficking always involves movement across borders.
 - c. Sex trafficking always involves (a) force, fraud, or coercion or (b) a minor.

The correct answer is (c). Sex trafficking always involves (a) force, fraud or coercion or (b) a minor. According to U.S. law, sex trafficking is (a) a commercial sex act (such as prostitution or pornography) induced by force, fraud, or coercion OR (b) a minor is induced to perform a commercial sex act.

Option (a) is incorrect. Sex trafficking happens to children and adults. When it happens to adults, it involves force, fraud, or coercion. In addition, a person can be trafficked (or “sold”) in their own hometowns.

Option (b) is incorrect. People are more vulnerable when they are away from familiar places and so sex trafficking might frequently involve movement, but it doesn’t have to. Human trafficking can happen at any type of hotel, in any city. And it is happening all over the United States.

Video 2: The Risks

Play “The Risks”. When the video ends, instruct staff to complete the questionnaire question.

4. What risks does sex trafficking pose to a hotel? (Check all that apply)
- a. Safety risk
 - b. Risk to reputation
 - c. Civil liability
 - d. Criminal liability

All of the choices are correct.

Safety risk: Sex traffickers and sex buyers are often involved in other kinds of criminal activity, including but not limited to theft, drug trafficking, gun violence, and other forms of violence.

Risk to reputation: Ask your employees for examples of ways that this type of criminal activity can harm the reputation of your hotel.

Civil liability: Guests or staff who are harmed by sex trafficking or sex buying could potentially sue the hotel.

Criminal liability: Many states have laws prohibiting the facilitation of prostitution and trafficking or the promotion of prostitution and trafficking. Hotel owners, managers, or staff that allow this activity could become criminally liable, especially if they are profiting from the activity.

Video 3: The People

Play “The People”. When the video ends, instruct staff to complete the questionnaire question.

5. What is true about sex buying? (Check all that apply)
- a. Sex buying drives demand for trafficked people.
 - b. Sex buying brings sex trafficking into hotels.
 - c. Sex buying poses serious risks to buyers, including risk of arrest.

All of the choices are correct. Hotels that want to prevent sex trafficking will focus not only on identifying victims but also on identifying and preventing buyers from

purchasing commercial sex.

Video 4: The Indicators

Play “The Indicators”. When the video ends, instruct staff to complete the questionnaire question.

6. Below is a list of possible indicators of sex trafficking. Using the scale, please indicate how likely you believe an item may indicate sex trafficking.

	Possible Indicator	Strong Indicator	Very Strong Indicator
Guest has a physical altercation with a “boyfriend” or “date.”			
Visitors knocking on door at regular intervals.			
Guest’s address is local.			
Guest checks in without luggage.			
Guest is an adult with an unrelated minor.			
Minor is in a hotel room during a school day.			
Unusual number of towels, condoms, or phones.			
Guest or visitor will not make eye contact.			

There are no right or wrong answers to these indicators. Discuss these and additional indicators with your staff.

Distribute the “Indicators of Human Trafficking” handout and highlight the indicators that you believe are the most important. If you ordered indicator cards, hand them out now.

All indicators are behavior-based. Indicators should not be based on discriminatory factors—gender, race, ethnicity, sexual orientation, and any of the other protected classes. Maintain a written record of your observations of behavior-based indicators of human trafficking that led you to take the steps you took.

Discuss your hotel’s protocol if a staff member sees an indicator.

Video 5: Prevention

Play “Prevention”. When the video ends, instruct staff to complete the questionnaire question.

7. What can you do to prevent sex trafficking from occurring at your property? (Check all

that apply)

- a. Make it known that criminal activity is not tolerated at your hotel
- b. Have an active and ongoing relationship with local law enforcement
- c. Register the make and license of all cars
- d. Require a photocopy of identification for every adult guest
- e. Require that all guests enter through the lobby
- f. Share information about criminal activity with other hotels

All of the choices are correct. Discuss which of these options your hotel already requires and any hotel policies affecting these options. Ask your staff for additional ways that sex trafficking may be prevented from occurring at your property.

Video 6: Labor Trafficking

Federal law divides human trafficking into two basic categories: sex trafficking and labor trafficking.

Play "Labor Trafficking." When the video ends, instruct staff to complete the questionnaire question.

8. Which of the following are indicators of labor trafficking? (Check all that apply)
- a. A person crosses a border without correct documentation
 - b. A person controlling or speaking on behalf of another person
 - c. A person's passport and documents are controlled by another person
 - d. A person is unsure of their whereabouts
 - e. A person's pay is taken by another party
 - f. A foreigner is working as a cleaner
 - g. Evidence of abuse
 - h. A person living in employer-controlled housing

Choices (b), (c), (d), (e), (g), and (h) are correct.

Choice (a) and (f) are incorrect. All of the other choices are correct. In contrast with human smuggling, which is consensual movement across a border, labor trafficking involves the use of force, fraud, or coercion. However, a person who crossed a border without correct documentation or a foreigner working as a cleaner are not indicators of force, fraud, or coercion.

Final Questionnaire Questions

Display the final slide and instruct participants to complete the final questionnaire

questions. They must answer all of the questions in order to receive credit for completing this course.

Note: Question #12 is asked before and after the training to measure whether the training has changed people's attitudes and beliefs about prostitution. Many of your staff might express surprise that prostitution is usually not a "victimless crime between consenting adults" due to the age of entry, the coercion of a controller, or economic factors that cause people to enter prostitution. Once someone is in prostitution, it can be very difficult to exit due to trauma, trauma-induced drug addiction, lack of education or legal employment, a criminal record, low self-esteem, and additional factors.

Encourage further questions and discussion.

OPTIONAL VIDEOS

For Managers

These modules provide additional information that is especially important for managers who might be involved in reporting incidents or responding to law enforcement investigations. Modules include:

- 1. Reporting Trafficking to Law Enforcement:** This video addresses how to respond if staff members report indicators of human trafficking.
- 2. Law Enforcement Investigations without a Warrant:** This video can prepare front desk managers and other managers to respond when law enforcement officers come to the hotel to conduct an investigation.
- 3. For Washington State Hotels Only: WA State Laws:** This video is to help managers and owners in Washington understand the laws impacting hotels.

Scenarios

Choose the scenarios appropriate for your audience. These scenarios may also be used at a later date to facilitate additional discussions with your staff.

1. Front Desk
2. Front of the House
3. Housekeeping
4. Food Services

ADDITIONAL RESOURCES

1. [Indicators of Human Trafficking](#): This document provides an extensive list of indicators, which managers and owners can use to assess whether a situation might be human trafficking.
2. [Liabilities Laws by State](#): This document provides information about the legal protections for hotels and their owners when they report incidents to law enforcement.
3. [Order Form](#): Purchase indicator cards or posters for your property.

This training course provides a generalized introduction to human trafficking. Human trafficking laws and requirements vary by region. Please consult an attorney for legal advice.