



## BEST Inhospitable to Human Trafficking Group Training Facilitator Instructions

Approximate Length of Facilitated Staff Training: 35-60 min, depending on discussions. We recommend watching all of the training modules and choosing those that are appropriate for your audience.

### PREPARING FOR TRAINING

**QUIZ:** Before staff or managers begin taking the modules, they will be asked to take a quiz, which can be administered using a mobile device or computer. BEST also provides paper quizzes to be processed for a small fee; contact BEST to inquire. All individuals must submit this quiz in order to receive a certificate of completion. If they do not need certification, we recommend that the quiz is still completed because it is an important learning tool to solidify information in the training.

**VIDEOS:** Begin with the introductory video, which is titled “Sex Trafficking” and proceed through the videos listed under “Staff and Manager Modules.”

**ADDITIONAL MANAGER MODULES:** These modules provide additional information that is especially important for managers at the front of the house who might be involved in reporting incidents or responding to law enforcement investigations.

**SCENARIOS:** Choose those scenarios appropriate for your audience. These scenarios may also be used at later dates to facilitate additional discussions with your staff.

### Checklist

Week before the training:

- Order indicator cards and posters if desired. Allow 5-7 business days for delivery. (Link on ‘preparing for training’ page.)

Day before the training:

- Instruct staff to bring mobile phones so that they can take the quiz.
- If needed, print hard copies of the quiz for staff who do not have mobile phones. (See link on ‘preparing for training’ page in the BEST Training Center.) Hard copies may be processed by BEST for a small processing fee; contact BEST to inquire.
- Print 1 copy of “Facilitator instructions” (this document) and bring it to the training. (Link on ‘preparing for training’ page in the BEST Training Center.)
- Print the “Indicators” handout for participants. (Link on ‘preparing for training’ page in the BEST Training Center.)
- Arrange for a computer, projector, and audio for use in the classroom

## STAFF & MANAGER MODULES

### PRE-TRAINING QUIZ

As people enter the room, show the web address to access the mobile phone quiz on the screen. Ask participants to answer the preliminary questions, #1- #11 (they will be instructed to stop when it's time to watch a video). They can answer the quiz questions using a mobile phone or by filling in the quiz handout that you have printed.

The certificate of completion will be provided for completion of the quiz, irrespective of correct or incorrect answers. The quiz is a teaching tool to spark discussion and remind participants about important points. Therefore, please allow staff to answer questions on the form prior to discussion.

### **Please instruct staff not to change their answers during or after the discussion.**

**This training is divided up into two primary modules: (1) Sex Trafficking and (2) Labor Trafficking**

#### **Module 1, Lesson 1: Sex Trafficking**

Watch the video for lesson 1, "Sex trafficking?" When the video ends, allow staff to complete the question on paper or on their mobile phones.

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

After they are finished, you can discuss the correct answer: 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.

The first two options are 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. 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.

#### **Lesson 2: The Risks**

Watch the video for lesson 2, "The Risks." When the video ends, allow staff to complete the question on paper or on their mobile phones.

13. What risks does sex trafficking pose to a hotel? (check all that apply)
- Safety risk
  - Risk to reputation
  - Civil liability
  - Criminal liability

After they've submitted their answers, discuss the risks. All of the answers are correct.

Safety risks: Sex traffickers and buyers are criminals and are often involved in other kinds of criminal activity, including theft, drug trafficking, gun violence, or 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 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 allows this activity could become criminally liable, especially if it can be proven that they are profiting from the activity.

**Lesson 3: The People**

Watch the video for Lesson 3, "The People." When the video ends, allow staff to complete the question on paper or on their mobile phones.

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

Answer: All 3. 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.

**Lesson 4: The Indicators**

Watch video lesson 4, "The Indicators." When the video ends, allow staff to complete the question on paper or on their mobile phones.

15. Below is a list of possible indicators of sex trafficking. Mark based on how likely you believe an item can indicate sex trafficking.

	Very Strong Indicator	Strong Indicator	Possible 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 hard and fast answers to these indicators. Discuss them with your staff and get their opinions.

Second, ask your staff to come up with additional indicators, especially things that they might see in their department.

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

Fourth, discuss your hotel’s protocol if a staff member sees an indicator.

### **Lesson 5: Prevention**

Watch video lesson 5, “Prevention.” When the video ends, allow staff to complete the question on paper or on their mobile phones.

16. What can you do to prevent sex trafficking from occurring at your property (check all that apply)?

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

Answer: All 6. Any of these are options to help maintain the safety of all hotel guests and staff. Discuss which of the answers on the list your hotel already requires. Ask your staff if they can come up with additional ways that sex trafficking may be prevented from occurring at your property.

### **Module 2, Lesson 1: Labor Trafficking**

Watch video lesson 1, “Labor Trafficking.” When the video ends, allow staff to complete the question on paper or on their mobile phones.

17. Which of the following are indicators of labor trafficking? (check all that apply)

- A person controlling or speaking on behalf of another person
- A person crossed a border without correct documentation
- Person's passport and documents are controlled by another person
- Person is isolated
- Person is unsure of their whereabouts
- Person's pay is taken by another party
- Evidence of abuse
- Person living in employer controlled housing
- A foreigner is working as a cleaner
- A foreigner is working in agriculture

Answer: In contrast with human smuggling, which is consensual movement across a border, labor trafficking involves the use of force, fraud, or coercion. Labor trafficking may involve the following indicators:

- A person controlling or speaking on behalf of another person
- Person's passport and documents are controlled by another person
- Person is isolated
- Person is unsure of their whereabouts
- Person's pay is taken by another party
- Evidence of abuse
- Person living in employer controlled housing

However, a person who crossed a border without correct documentation, a foreigner working as a cleaner, or a

foreigner working in agriculture are not indicators of force, fraud, or coercion.

## Final Quiz Questions

Ask participants to complete final quiz questions and submit. They must submit the questions in order to receive a certification.

*Special note on the question 22: After training, do you believe that most prostituted people freely choose prostitution?*

- Yes.
- Somewhat, I assume there must be some hard life circumstances that put them there.
- No, I assume that most are forced, coerced, or abused into prostitution.

This question was asked prior to the training and is being asked a second time to see if the information provided in the videos 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 pimp, or economic factors that cause people to enter prostitution. Then 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, etc.

Open up for any further questions or discussion. If you get questions that you don't know the answer to, feel free to email us at [info@bestalliance.org](mailto:info@bestalliance.org) to ask. We're happy to respond and you can inform your staff at a subsequent meeting.

**\*\*In order to receive certificates, mail hard copies of the quizzes to BEST at 1201 1<sup>st</sup> Ave S, Ste 321, Seattle, WA 98136.**

## ADDITIONAL MANAGER MODULES

These modules provide additional information that is especially important for managers at the front of the house who might be involved in reporting incidents or responding to law enforcement investigations.

## SCENARIOS

Choose those scenarios appropriate for your audience: Front Desk, Front of the House, Housekeeping, Food Services.