



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 minutes 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 after the training, participants will be asked to answer questions, which can be completed on paper or 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: View modules that provide information especially important for managers who might be involved in reporting incidents or responding to law enforcement investigations. Choose the scenarios appropriate for your audience. These scenarios may also be used at a later date to facilitate discussions with your staff.

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 – Individual Staff Training Course which is available in English or Spanish on your My Courses page.
- Watch the Optional Videos and determine which videos are appropriate for your audience.
- Determine how your staff will take the questionnaire (paper or online) and provide any necessary instructions to your staff.
- Bring a copy of these Facilitator Instructions (this document) to the training.
- Print Indicators of Human Trafficking handouts for each participant.
- Print Paper Questionnaire for each participant, if using the paper version.
- 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 answer the pre-training questions on the paper questionnaire provided to them or by going to best-training.org/register. If using the online questionnaire, provide the enrollment code to register and direct participants to select "Group Training Questionnaire." They will be instructed to stop after completing the pre-training questions.

Note: Participants must complete the questionnaire to receive a certificate of completion.

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

Video 1: Sex Trafficking

Play "Sex Trafficking."

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.

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. 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."

Talk about the many risks human trafficking brings to your property:

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."

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."

Discuss the indicators listed in the video and additional indicators with your staff.

- 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.
- Minor is in a hotel room during a school day.
- Guest is an adult with an unrelated minor.
- Guest or visitor will not make eye contact.
- Unusual number of towels, condoms, or phones.

Distribute the "Indicators of Human Trafficking" handout and discuss 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— such as race, color, national origin, religion, sex, gender, sexual orientation, age, ability and other similar factors. 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."

Discuss which of the options to prevent sex trafficking listed in the video 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."

In contrast with human smuggling, which is consensual movement across a border, labor trafficking involves the use of force, fraud, or coercion. A person who crossed a border without correct documentation or a foreigner working as a cleaner are not indicators of force, fraud, or coercion.

Discuss the indicators listed in the video and additional indicators with your staff.

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

Draw attention to the last page on the "Indicators of Human Trafficking" handout and discuss the indicators of labor trafficking that you believe are the most important.

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

Final Questionnaire Questions

Display the final slide and instruct participants to complete the post-training questionnaire questions. Encourage further discussion.

Inform your participants that they must answer all of the questions in order to receive a certificate of completion. If completing the online questionnaire, participants can download certificates of completion immediately following the training. If completing paper questionnaires, participants will receive their certificate of completion via email within 4-6 weeks of the training date.

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.

Note: Participants using the online questionnaire will see answers slides for questions prior to completing their questionnaire.

Note: Please collect and mail completed paper questionnaires to our office within 2 business days of the training date.

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.