



Inhospitable to Human Trafficking Group Training Facilitator Instructions for Spanish-speaking Staff

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. Print the Facilitator Instructions (this document) and follow along to prepare yourself.

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.

REQUIRED VIDEOS: Begin with the introductory video, which is titled “Sex Trafficking,” and proceed through the videos in order: Sex Trafficking, The Risks, The People, The Indicators, Prevention, and Labor Trafficking. There is detailed information on each of these modules below.

Checklist

Two weeks before the training:

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

One day before the training:

- Instruct staff to bring mobile phones so that they can take the quiz. You may want to have additional computers or mobile devices available for staff who do not have their own.
- Print 1 copy of the Facilitator instructions (this document) and bring it to the training.
- Print the [Indicators of Human Trafficking](#) handout for participants.
- Arrange for a computer, projector, and audio for use in the classroom.

DELIVERING INHOSPITABLE TO HUMAN TRAFFICKING TRAINING

Inhospitable to Human Trafficking training is divided up into two primary topics:

1. Sex Trafficking (videos 1-5)
2. Labor Trafficking (video 6)

Pre-Training Questions

As a first step, instruct participants to log into your Learning Management System, and choose the course titled “Inhospitable al Trata – Cuestionario de Grupal.” 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. Please ask participants not to move past the WAIT slide until after the video has finished playing.

Certification 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. After the video has finished playing, please instruct staff to answer the question and move to the next slide prior to beginning the discussion. (If the question does have correct/incorrect choices the participants will be able to see the correct answers on the next slide, but will not be able to go back and change their original answers.)

Video 1: Sex Trafficking

Watch the video, “Sex Trafficking.” When the video ends, allow staff to complete the 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.

Spanish: 3. ¿Cuáles de las siguientes declaraciones son verdaderas acerca del tráfico sexual? (marque todo lo que corresponda)

- a. El tráfico sexual sólo ocurre con personas menores de 18 años.
- b. El tráfico sexual siempre implica movimientos a través de las fronteras.
- c. El tráfico sexual siempre implica (a) fuerza, fraude o coerción o (b) un menor.

After they are finished, you can discuss the correct answer which is option (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) and (b) 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.

Video 2: The Risks

Watch the video, “The Risks.” When the video ends, allow staff to complete the question.

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

Spanish: 4. ¿Cuáles riesgos representa el tráfico sexual a un hotel? (marque todo lo que corresponda)

- Riesgo de seguridad
- Riesgo a la reputación
- Riesgo civil
- Riesgo penal

All of the choices are correct. After they’ve submitted their answers, discuss the risks:

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.

Video 3: The People

Watch the video, “The People.” When the video ends, allow staff to complete the question.

5. 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.

Spanish: 5. ¿Qué es cierto acerca de la compra de sexo? (marque todo lo que corresponda)

- La compra de sexo impulsa la demanda de personas traficadas.
- La compra de sexo trae tráfico sexual a hoteles.
- La compra de sexo plantea serios riesgos para los compradores, incluido el riesgo de arresto.

Answer: All three 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

Watch the video, “The Indicators.” When the video ends, allow staff to complete the question.

6a-b. This slide and the next will contain items that can be possible indicators of sex trafficking. Using the scale, please indicate 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.			

Spanish: 6a-b. Esta diapositiva y la siguiente contendrán elementos que pueden ser posibles indicadores de tráfico sexual. Usando la escala, indique la probabilidad que crea que un artículo pueda indicar tráfico sexual.

	Posible	Fuerte	Muy Fuerte
Un Invitado tiene altercación físico con un "novio" o "cita".			
Visitantes tocan las puertas en intervalos regulares.			
La dirección del huésped es local.			
El huésped se registra sin equipaje.			
El huésped es un adulto con un menor no relacionado.			
Un Menor está en una habitación del hotel durante un día escolar.			
Hay un número inusual de toallas, condones o teléfonos usados.			
El huésped o visitante no hace contacto visual.			

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 of Human Trafficking” 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.

Video 5: Prevention

Watch the video, "Prevention." When the video ends, allow staff to complete the question.

7. 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

Spanish: 7. ¿Qué puede hacer para evitar el tráfico sexual en su propiedad (marque todo lo que corresponda)?

- Hacer saber que la actividad criminal no es tolerada en su hotel.
- Tener una relación activa y continua con las autoridades locales.
- Registrar la marca y licencia de todos los coches.
- Requerir una fotocopia de la identificación de cada huésped adulto.
- Requerir que todos los huéspedes ingresen por el lobby (la entrada principal).
- Compartir información sobre actividades criminales con otros hoteles.

Answer: All six choices are correct. 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.

Video 6: Labor Trafficking

Watch the video, "Labor Trafficking." When the video ends, allow staff to complete the question.

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

Spanish: 8. ¿Cuáles de los siguientes son indicadores de tráfico laboral? (marque todo lo que corresponda)

- Una persona que cruzó la frontera sin la documentación correcta
- Una persona que controla o habla por otra persona
- El pasaporte y los documentos de la víctima son controlados por otra persona
- Una persona no está segura en donde se encuentra
- El pago de una persona es tomado por otra persona
- Un extranjero está trabajando como un limpiador
- La vivienda de una persona es controlada por el empleador
- Evidencia de abuso

Answer: Choices (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 Quiz Questions

Display the final questions slide and instruct participants to complete the final quiz questions. They must answer all of the questions in order to receive a certification.

Special note on the question 12: 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.

Spanish: 12. Después del entrenamiento, ¿creías que la mayoría de las personas prostituidas eligen libremente la prostitución?

- Si
- Algo, supongo que debe haber algunas circunstancias duras de la vida que los pusieron allí.
- No, supongo que la mayoría son forzados, coaccionados o abusados en la prostitución.

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 to ask. We're happy to respond and you can inform your staff at a subsequent meeting.