

# Making Florida a Zero-Tolerance State for Human Trafficking

## *It's Our Business.*

### Recommended Employee Training

Human trafficking is modern day slavery and a \$32 billion industry that exploits children, women and men. Victims of human trafficking are subjected through force, fraud or coercion for the purpose of sexual exploitation or forced labor.

There are steps that businesses can take to help end human trafficking in their organizations and within their supply chains.

- Use the International Labour Organization's "Combating forced labour: A handbook for employers and business" [http://www.ilo.org/sapfl/Informationresources/ILOPublications/WCMS\\_101171/lang--en/index.htm](http://www.ilo.org/sapfl/Informationresources/ILOPublications/WCMS_101171/lang--en/index.htm)
- Work with Non-governmental organizations (NGOs) or consultants to provide specialized training to employees who may come into contact with victims or perpetrators of human trafficking.
- Provide training to suppliers, contractors and other business partners, and make the training part of the business contract. Training should be emphasized in human trafficking high risk industries:
  - Procurement personnel
  - Supply chain managers
  - Construction project managers
  - Facility cleaning, security and maintenance teams
  - Hotel personnel
  - Farm labor contractors
  - Massage establishments
  - Trucking professionals

Training should focus on:

- The overall issue of human trafficking.
- Identifying the signs of human trafficking (e.g. the withholding of passports and other essential documents, non-payment of wages, signs of coercion).
- How to respond to a human trafficking situation and report it.

