



# Human Trafficking in the Hospitality & Travel Industries



# Trigger Warning

We will be discussing sensitive topics.

Please feel free to excuse yourself as needed.

# ABOUT US

We are a member of ECPAT International, a network of organizations in over 100 countries working together toward the elimination of the sexual exploitation of children.

## OUR VISION:

A world in which no child is bought, sold, or used for sex.

## OUR MISSION:

We protect every child's right to grow up free from child sexual exploitation and trafficking through education, legislative advocacy and partnerships.



# What We Do

Through education, partnerships and legislative advocacy, we are building a world free from child sexual exploitation and trafficking.



Youth &  
Community  
Education



Legislative  
Advocacy



Partnerships  
and Trainings for  
Professionals

# Survivor's Council

The PACT Survivors' Council, formed in 2017, is made up of individuals with diverse identities, backgrounds, genders, ages, and sexual orientations. Council members offer valuable insights and expertise to PACT staff for program development and evaluation, making their contributions crucial to PACT's mission.

## Survivor-Informed:

- Leads to inform effective solutions through survivor knowledge & experience.
- Enhances the impact of interventions by tailoring them to survivors unique needs and circumstances.

## Survivor-Led:

- Prioritizes the significance of survivors' lived experiences and exceptional expertise.
- Recognizes the value of survivors unique perspective in shaping policies and actions.





# Intro to Human Trafficking



**Question:**

**What comes to mind when you think about  
Human Trafficking?**

# Intro to Human Trafficking



## Trafficking defined: What is trafficking?

The Trafficking Protocol to the UN Convention Against Transnational Organized Crime, contains the first internationally agreed upon definition of human trafficking.



# Trafficking Defined

“Trafficking in persons” is the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force... coercion, of abduction, of fraud, of deception



# Trafficking Defined



...of the abuse of power or of a position of vulnerability

... to achieve the consent of a person having control over another person, for the purpose of exploitation...

# Trafficking Defined

ACTION	MEANS	PURPOSE
Induce	Force Examples: Physical abuse or assault, sexual abuse or assault, or confinement	Commercial Sex
Recruit		
Harbor	Fraud Examples: False promises of work/living conditions, withholding promised wages, or contract fraud	
Transport		
Provide	Coercion Examples: Threats of harm to self or others, debt bondage, psychological manipulation, or document confiscation	Labor Services
Obtain		

# The UN Trafficking Protocol



- The Protocol’s definition of trafficking does not require movement of the victim across borders, international or otherwise.
- “Trafficking is just as much trafficking when it occurs in the victim’s own home village, town, or city. . . Domestic trafficking is as serious a human rights violation as international trafficking” (Sigma Huda).

# Child Sex Trafficking/ Commercial Sexual Exploitation of Children



Child sex trafficking is when someone under 18 is bought or sold for sexual purposes. Children are also victims of sex trafficking when they engage in sex in return for basic needs such as food, shelter, safety, or pocket money to purchase consumer goods. **A child can never, under any circumstances, consent to be sold for sex** (one reason why the term “child prostitute” is no longer used).

Sexual exploitation includes collection or sale of child sexual abuse material, online enticement, and child sexual molestation.



# Sex Trafficking & The Travel Industry

# Travel Industry Examples

Victims are sold in the sex industry across the world, often in hotel rooms, transported via airlines, commercial buses and the on-demand economy.

Traffickers often think that hotels and air carriers are anonymous and low-risk, which is a major reason for using them.

Some examples might include:

- Traffickers run their businesses both on the streets and on the Internet
- Traffickers may check into a hotel and run their operations out of rooms
- Air travel is used to transport victims or travel to destinations where they exploit children.



# Trafficking and Special Events

Trafficking is a crime that takes place 365 days of the year. However, just as large-scale special events increase revenue for local businesses, they can also cause an increase in demand for sex and contracted labor.

Hotel industry employees must be even more alert to the possibility of human trafficking and child sexual exploitation during special events.





# How the Travel Industry Can Respond

- **Adopt Anti-Trafficking Policies**
  - Official policies send a zero-tolerance message to staff letting them know that they should not look away if they notice something suspicious. The policy will build a sense of pride amongst staff knowing their company is socially responsible.
- **Travel RFP's with Anti-Trafficking Language**
  - Including a line in RFPS inquiring about human trafficking policies will alert business partners about your important corporate commitment to child protection and their role in addressing the issue.
- **Train Staff**
  - As travel professionals you play a crucial role in preventing child exploitation. Our resources provide industry-specific guidelines, training resources, and case studies that empower you to recognize and respond to signs of exploitation.



# Human Trafficking in Hotels

## Why Hotels?



This training does **not** contain **all** potential signs.

Each sign taken **individually** may **not** indicate a trafficking situation and **not all victims** of human trafficking will exhibit these signs.

Consider the **context**.

There is **no** single profile for trafficking victims or traffickers.

Victims and traffickers can be **any** gender, age, nationality, ethnic or socioeconomic background, immigration status, or level of education.

# Signs of Sex Trafficking

- Paying for the room in cash for one day at a time
- Escorts various men into the room and lingers until they leave, watching the door
- Seen with many young persons or children exhibiting signs of trafficking
- Requests for isolated, private rooms, or rooms close to an exit
- Does not leave the victim alone
- Continuously receives and makes calls from their cell phone

**Lobby**



**In-Room**



**Other Public Areas**



# Signs of Sex Trafficking: Lobby/Public Areas

- Behaviors of Trafficker
  - Speaks for the victim
  - Seen with many young people exhibiting signs of trafficking
  - Waits while other men frequent the room
  - Distrustful of security personnel
  - Does not allow victim to move freely around the property
  - Avoids areas with CCTV cameras or avoids having their face recorded, e.g. uses hats and sunglasses to cover their face from the camera's view
- Behavior of Victim
  - Dressed inappropriately for the weather
  - Little or no luggage
  - Seems disoriented
  - Does not speak freely
  - Purposely avoids eye or verbal contact with security personnel

# Signs of Sex Trafficking: In-Room

- Behaviors
  - Insists on little or no housekeeping
  - Victim has little or no luggage
  - Alcohol is ordered for guests who appear to be underaged
- Indicators of Commercial Sex
  - Excess lingerie, discarded condoms and lubricants
  - Room is frequented by different men
  - Excessive requests for towels and sheets
- Electronics
  - Use of websites with adult classified ads (Craigslist, Social Media, etc.)
  - Evidence of pornography
  - Unusual number of cell phones/smart phones, cameras, laptops, used gift cards, credit card readers



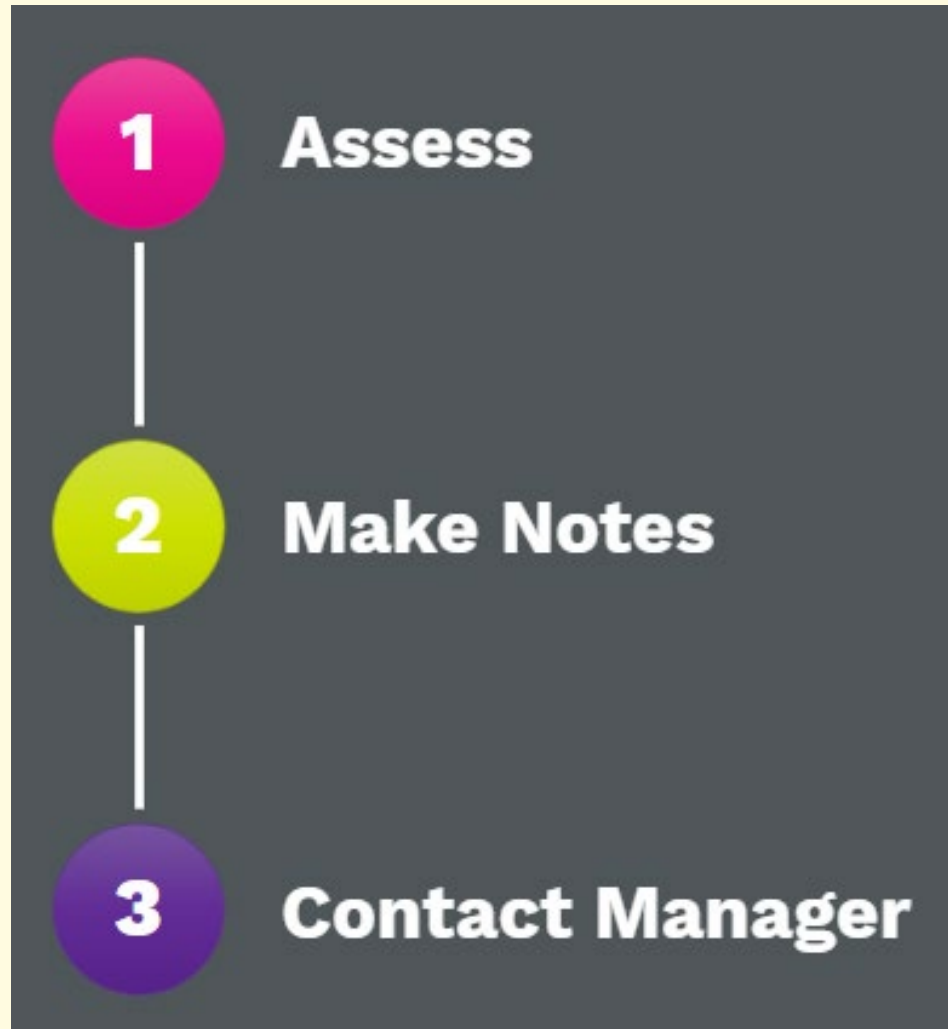
# Signs of Labor Trafficking

- Disoriented, confused, lacking sleep or showing signs of abuse
- Not in possession of passports or identity documents
- Fearful or timid of authority figures, may avoid eye contact
- Afraid of revealing their immigration status
- Wear the same attire or have few belongings
- Unable to communicate freely
- Malnourished, injuries at different stages of healing, and/or lack of medical care

# How to Respond to a Potential Trafficking Situation



If there is an indication of **immediate danger**, contact emergency services.



If there is **no indication of immediate danger**, follow this three-step process.



# Resources by PACT

# How can WE as an industry and individuals help?

Resources - Professional and Personal

Hotel E-  
Learning

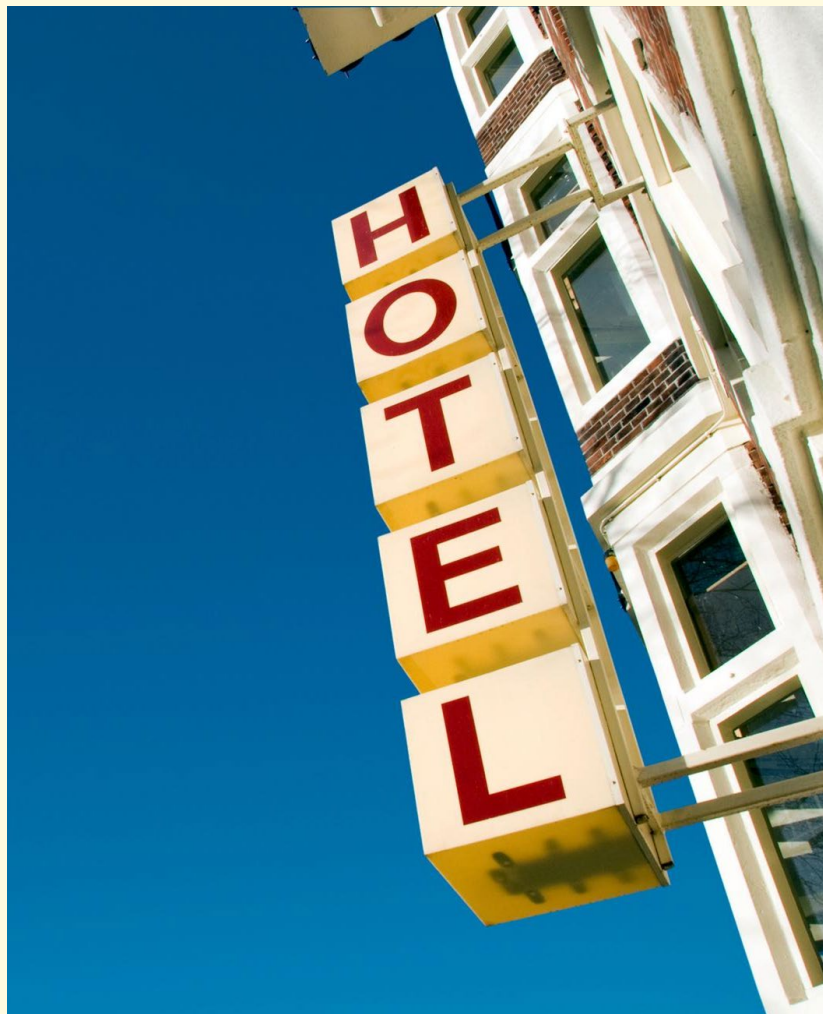
Travel  
Professional  
Training

The Code

Social Identity  
Quest

Online Safety  
Guides

# Hotel E-Learning



In partnership with American Hotel and Lodging Association Foundation and Marriott International, we offer FREE trainings:

- *"Your Role in Protecting Human Trafficking"*
  - 30 minutes
  - 34 languages
  - Over 1.7 million instances trained
- *"Recognize and Respond: Preventing Human Trafficking"*
  - 60 minutes/90 minutes for managers
  - 5 languages

# Available Languages



- Arabic
- Bulgarian
- Chinese (Simplified)
- Chinese (Traditional)
- Croatian
- Czech
- Dutch
- English
- French
- French (Canadian)
- German
- Greek
- Hebrew
- Hindi
- Indonesian
- Italian
- Japanese
- Korean
- Latvian
- Lithuanian
- Malaysian
- Polish
- Portuguese (Brazil)
- Romanian
- Russian
- Slovenian
- Spanish
- Spanish (European)
- Swedish
- Thai
- Turkish
- Ukrainian
- Vietnamese





# Travel Professionals Training

“Preventing & Responding to Human Trafficking and the Commercial Sexual Exploitation of Children”

Utilized by hospitality programs, travel managers, meetings and events companies

25 minutes long and available in English, Spanish, Portuguese and French





# The Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism

- 57 Companies in US
- 320 Global Members

**1** Establish a policy and procedures against sexual exploitation of children and regulation of the voluntourism

**2** Train employees in children's rights, the prevention of sexual exploitation and how to report suspected cases.

**3** Include a clause in contracts throughout the value chain stating a common repudiation and zero tolerance policy of sexual exploitation of children.

**4** Provide information to travellers on children's rights, the prevention of sexual exploitation of children and how to report suspected cases.

**5** Support, collaborate and engage stakeholders in the prevention of sexual exploitation of children.

**6** Report annually on the implementation of the six criteria of The Code.


# Social Identity Quest



Teens immerse themselves online and define who they are through social media. The Social Identity Quest is designed to challenge them to make choices and build skills to reduce risks they may encounter on the internet. Hard Rock has partnered with PACT to create a program to stimulate student-driven discussion and create awareness of potential online risks.

# Online Safety Guide & Hotline Posters

**A Parent Guide to Better Protect your Child from Online Sexual Exploitation and Human Trafficking**



**PACT**

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**REPORT HUMAN TRAFFICKING**  
**INFORME DE TRATA DE PERSONAS**



If you or someone you know:  
is being forced to engage in any activity and cannot leave - whether it is commercial sex, housework, farm work, or any other activity - or has had an ID or documents taken away or is being threatened by or is in debt to an employer or wants to leave a job but cannot freely do so.

Si usted o alguien que conozca:  
está siendo forzado a participar en cualquier actividad, ya sea por sexo comercial, tareas domésticas, trabajo agrícola o cualquier otra actividad, y no puede retirarse o le han quitado su documento de identidad u otros documentos; está siendo amenazado, tiene una deuda con un empleador o quiere dejar un trabajo pero no tiene libertad de hacerlo.

Call the National Human Trafficking Resource Center Hotline at  
**1-888-373-7888**  
Or text 233733 to access help and services.

Llame a la línea directa del Centro Nacional de Recursos sobre Trata de Personas al  
**1-888-373-7888**  
o envíe un mensaje de texto al 233733 and services, para obtener ayuda y servicios.

Victims of human trafficking are PROTECTED under International, U.S., and State law. Las víctimas de la trata de personas están PROTEGIDAS por las leyes internacionales, estadounidenses y estatales.

**The Toll-Free Hotline is:**

- Available 24 hours a day, 7 days a week
- Operated by a nonprofit, nongovernmental organization
- Anonymous and confidential
- Accessible in 170 languages
- Able to provide help, referral to services, training and general information

**La línea directa gratuita:**

- Está disponible las 24 horas del día, los 7 días de la semana
- Es coordinada por una organización no gubernamental y sin fines de lucro
- Es anónima y confidencial
- Está disponible en 170 idiomas
- Puede ofrecer ayuda, referencias a servicios, capacitación e información general.

For more information, training and resources, visit [www.WeArePACT.org](http://www.WeArePACT.org)  
Para más información, capacitación y recursos, ingrese a [www.WeArePACT.org](http://www.WeArePACT.org)

**PACT**  
by ECPAT-USA

# Next Steps

- Save the Human Trafficking Hotline info
  - **888-373-7888**
  - **Text 233733**
  - <https://humantraffickinghotline.org/en/chat>
- Join our email list
  - [www.wearepact.org](http://www.wearepact.org)
- Take our online trainings
  - <https://courses.wearepact.org/hotel-training>
- Request a webinar for your team
  - email me!
- Share our online guides
  - [www.wearepact.org/guides](http://www.wearepact.org/guides)
- Donate
  - [www.wearepact.org/donate](http://www.wearepact.org/donate)



# Contact Information

Maressa Jaikumar  
Senior Private Sector Engagement Associate  
Email: [mjaikumar@wearepact.org](mailto:mjaikumar@wearepact.org)  
Phone: 929.493.5492





# Q&A