

ACRP Research Report 249

Developing an Airport Program to Address Human Trafficking: A Guide

Appendices

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Appendix A – List of Acronyms

AAAE	American Association of Airport Executives
AAI	Airline Ambassadors International
ACI	Airports Council International
ALEAN	Airport Law Enforcement Agencies Network
ATI	Anti-Trafficking International
ATL	Hartsfield-Jackson Atlanta International Airport
BAATC	Bay Area Anti-Trafficking Coalition
BEST	Businesses Ending Slavery and Trafficking
BLI	Blue Lightning Initiative
BWI	Baltimore/Washington International Thurgood Marshall Airport
CBP	Customs and Border Protection
DFW	Dallas Fort Worth International Airport
DHS	Department of Homeland Security
DOS	Department of State
DOT	Department of Transportation
FAA	Federal Aviation Administration
FAMS	Federal Air Marshall Service
FBI	Federal Bureau of Investigation
FBO	Fixed-base operator
GA	General aviation
IATA	International Air Transport Association
ICAO	International Civil Aviation Organization
ILO	International Labour Organization
IRC	International Rescue Committee
LAS	Harry Reid International Airport
MKE	Milwaukee Mitchell International Airport
MOU	Memorandum of Understanding
NHTIC	National Human Trafficking Intelligence Center
NSN/CAST	National Survivor Network/Coalition to Abolish Slavery and Trafficking
OSS	Office of Strategic Services
OTS	Off-the-shelf
PAE	Paine Field/Snohomish County Airport
PANYNJ	Port Authority of New York and New Jersey
RNO	Reno-Tahoe International Airport
SAT	San Antonio International Airport
SEA	Seattle-Tacoma International Airport
SFO	San Francisco International Airport
SIDA	Security Identification Display Area
SJC	Safe Jobs Collaborative
SVA	Security vulnerability assessment
TLAHT	Transportation Leaders Against Human Trafficking
TNC	Transportation Network Companies
TSA	Transportation Security Administration
TVPA	Trafficking Victims Protection Act of 2000
USDOT	U.S. Department of Transportation
VGT	North Las Vegas Airport

Appendix B – Toolkit Resource: ACRP Airport Program to Address Human Trafficking: Labor and Sex Trafficking Indicators List

Indicators of Labor and Sex Trafficking in an Airport Setting

It is imperative to contextualize any set of indicators, so readers understand their value as well as their limitations. There is no perfect set of indicators to identify human trafficking victims because they vary depending on the specific situation and type of victim. They also vary by region of the country, so the recommended indicators may need to be tailored to reflect the local context. Observers need to be keenly aware of their own biases when identifying potential victims and recognize that behavior-based indicators and pattern recognition are far more constructive than appearance-based indicators. **No list of indicators should be considered a checklist where one or more items are definitive proof of a trafficking situation.**

LABOR TRAFFICKING	BOTH LABOR AND SEX TRAFFICKING	SEX TRAFFICKING
OBSERVATIONS	OBSERVATIONS	OBSERVATIONS
<p>A child or person within a family appears particularly unkempt or uncared for</p> <p>Talks excitedly about a new job that awaits them at their destination yet does not know who they are meeting or where they are going</p> <p>Exhibits injuries specific to the labor performed, such as crushed hands or fractures</p>	<p>Is dressed inappropriately for travel or weather</p> <p>Appears fearful, withdrawn, anxious, depressed, submissive, intimidated, tense, ashamed, or nervous to the point of paranoia</p> <p>Avoids eye contact and interaction with others</p> <p>Has a travel companion that speaks on their behalf, restricts movement, or restricts their social interactions</p> <p>Sounds scripted or provides inconsistent stories</p> <p>Has difficulty articulating travel plans or detailed information about their destination</p> <p>Exhibits fear or avoidance of authority figures</p> <p>Lacks expected level of personal possessions</p> <p>Lacks or has false identification, documents, or money</p> <p>Appears drugged or disoriented</p> <p>Shows signs of malnourishment, poor hygiene, fatigue, sleep deprivation, or untreated illness or injuries</p> <p>Appears to have lost sense of time or place</p> <p>Appears to have lower-quality clothing compared to others in their party</p> <p>Appears to have a non-genuine relationship with travel companions, particularly within parent/guardian-child relationships</p> <p>Uses prepaid credit cards or gift cards</p>	<p>Particularly for minors, exhibits behaviors of a troubled teenager, such as lying about their age, not having identification, or acting secretive</p> <p>Exhibits traits of someone experiencing domestic violence, such as bruises or other signs of abuse</p> <p>Particularly for pimp sex trafficking, inappropriate clothing combinations between pimps and their victims, terminology such as "daddy" or "papi," or overtly sexual behavior inappropriate to the situation</p> <p>One man traveling with several women, oftentimes not leaving any of the women unaccompanied</p>
INDICATED ITEMS	INDICATED ITEMS	INDICATED ITEMS
<p>Indicates they sleep or live at their place of work</p> <p>Indicates they work excessively long hours, having few or no breaks, and/or indicates their employer is withholding pay</p> <p>Indicates experiencing verbal or physical abuse (particularly from a supervisor), being made to work in unsafe conditions, or being forced to meet daily quotas</p> <p>Indicates being threatened with deportation if they do not work</p>	<p>Indicates they are being held against their will</p> <p>Indicates they have no control of travel identification or travel documents</p> <p>Indicates they are traveling on a last-minute booking paid by someone in cash</p>	<p>Indicates they have gifts not paid for by their guardians</p> <p>Indicates they have run away from home</p> <p>Indicates past involvement with the juvenile justice system</p>
CAVEATS		
<p>Some indicators on their own could represent typical behaviors of a child, such as not having control of travel documentation or money</p> <p>There are indicators that should never be used as a sign of human trafficking, such as a parent or guardian being of a different race than their child</p> <p>Victims can be of any age, race, gender, sexual orientation, religion, ethnicity, socioeconomic background, citizenship, or have any immigration status</p>	<p>Male, female, transgender, and non-binary persons can all be victims of trafficking</p> <p>Behavior-based indicators should be prioritized over appearance-based indicators</p> <p>Victim behaviors can vary based on how long the victim has been with their trafficker</p> <p>Indicators serve as a reference point when evaluating whether a situation could involve human trafficking, but no list will be perfect or comprehensive</p>	

Figure B-1. Indicators of labor and sex trafficking in an airport setting.

This list of indicators is provided as a stand-alone resource as part of the *Guide for Developing an Airport Program to Address Human Trafficking*. These indicators were selected through an extensive review of resources and engagement with stakeholders including survivors, training providers, legal experts, and law enforcement. They have been reviewed by human trafficking subject matter experts and airport security and law enforcement staff. The list is therefore recommended by the guide as the most authoritative resource on human trafficking indicators for an airport audience. Airports may wish to work with local survivors and other experts to tailor the list.

It is imperative to contextualize any set of indicators, so readers understand their value as well as their limitations. There is no perfect set of indicators to identify human trafficking victims because they vary depending on the specific situation and type of victim. They also vary by region of the country, so the recommended indicators may need to be tailored to reflect the local context. Observers need to be keenly aware of their own biases when identifying potential victims and recognize that behavior-based indicators and pattern recognition are far more constructive than appearance-based indicators.

No list of indicators should be used as if one or more items are definitive proof of a trafficking situation. Indicators should be evaluated in context. For instance, some indicators on their own could represent typical behaviors of a child, such as not having control of travel documentation or money. Victim behaviors can also vary based on how long the victim has been with their trafficker. Someone who has been with a trafficker for a short period of time may show the most fear and anxiety, while those with longer histories may be highly submissive and be defensive of their trafficker. Indicators serve as a reference point when evaluating whether a situation could involve human trafficking, but no list will be perfect or comprehensive. Some commonly cited indicators, such as branding or bar code tattoos, are rare or in a location on the victim's body that would be unnoticeable by someone at an airport. There are also indicators that should never be used as a sign of human trafficking, such as a parent or guardian being of a different race than their child.

Appendix C – Toolkit Resource: ACRP Airport Program to Address Human Trafficking: Program Status Worksheet

The Guide for Developing an Airport Program to Address Human Trafficking includes 20 action steps an airport can take to initiate or enhance its program, organized into three phases. This worksheet can be used by airports to document activities related to each action step and track progress.

Table C-1. Program action step details.

Action Step	Status	Lead	Activities to Date	Next Steps	Estimated Progress to Implementation	Notes
<i>Example Row: Phase 2: Issue Airport Policy</i>	<i>In Progress</i>	<i>Corey Brown</i>	<ul style="list-style-type: none"> <i>Corey developed an initial draft, and it was reviewed by the human trafficking committee.</i> 	<ul style="list-style-type: none"> <i>Need to coordinate with comms and leadership to discuss adjustments and process for issuing.</i> 	<i>65%</i>	
<i>Example Row: Phase 2: Implement Advanced Awareness Program</i>	<i>Plan to Pursue in FY24</i>					<i>Need to work with the committee, and possibly additional survivor experts, to help identify vendors that offer materials that better represent the labor trafficking scenarios in our region.</i>
<i>Example Row: Phase 3: Support Recovery Opportunities</i>	<i>Not Pursuing</i>					<i>No capabilities or resources to offer such opportunities.</i>
Phase 1: Determine Program Staffing						
Phase 1: Identify Partnerships and Victim Resources						
Phase 1: Select Indicators for Victim Identification						
Phase 1: Ensure Clear Reporting Protocols						
Phase 1: Develop Connections to Victim Support and Aftercare						

Action Step	Status	Lead	Activities to Date	Next Steps	Estimated Progress to Implementation	Notes
Phase 1: Implement Basic Awareness Program						
Phase 1: Provide Training for Key Staff						
Phase 1: Identify Funding and Resources						
Phase 2: Undertake Needs Assessment						
Phase 2: Develop Organizational Plan/Strategy						
Phase 2: Issue Airport Policy						
Phase 2: Formalize Roles and Responsibilities						
Phase 2: Implement Advanced Awareness Program						
Phase 2: Expand Training to Secondary Staff						
Phase 2: Develop Interdiction Protocol and Formalize Jurisdictional Coordination						
Phase 2: Begin Data Collection Efforts						
Phase 3: Provide Enhanced Victim Support and Aftercare						
Phase 3: Support Recovery Opportunities						
Phase 3: Undertake Data Sharing and Analysis						
Phase 3: Develop Mechanisms for Program Evaluation						

Appendix D – Toolkit Resource: ACRP Airport Program to Address Human Trafficking: Stakeholder Worksheet

This worksheet allows the lead for an airport program to address human trafficking to build out a contact list of stakeholders to consider for engagement in the program. Figure 16 shows the types of stakeholders a program lead may engage as the program evolves. When starting the program, the program lead may want to initially engage contacts within the “Internal Airport Staff” group since these contacts are directly employed by the airport or airport authority and may be most straightforward to organize into an initial informal working group. Contacts from the “Airport Ecosystem Stakeholders” or “Other Program Stakeholders” groups could be invited to participate in the informal working group, or brought in at a later stage once some of the action steps to build a foundational program have been initiated. This will depend on several factors unique to the airport or the program lead, such as whether the program lead has existing relationships with contacts among those stakeholders, or whether there is a local human trafficking nonprofit that can partner with the airport and provide expertise to get the program off the ground.

If the program evolves beyond foundational action steps, the program lead will need to engage those in the “Other Program Stakeholders” category, as they either bring expertise beyond that of airport staff or they are critical partners for comprehensively addressing human trafficking at the airport. When a program is in its early stages, the airport may need to rely on internal expertise and freely available resources. As the program evolves, those in the “Other Program Stakeholders” category can help the airport tailor and enhance its approach to address human trafficking.

Program leads can use Table 65, in combination with the stakeholder groups shown in Figure 16, to build out a contact list of stakeholders to engage, whether they are just starting a program or looking to expand it. Program leads can refer to Figure 16 to see which stakeholders the program has not yet engaged and then find a point of contact for that stakeholder, noting in Table 65 how they would contribute to the program so the program lead has a clear ask when reaching out. Program leads are encouraged to adjust the table to suit their needs (e.g., it could become the roster for a formal airport committee to address human trafficking) and update it periodically to reflect staffing, stakeholder, or other changes.

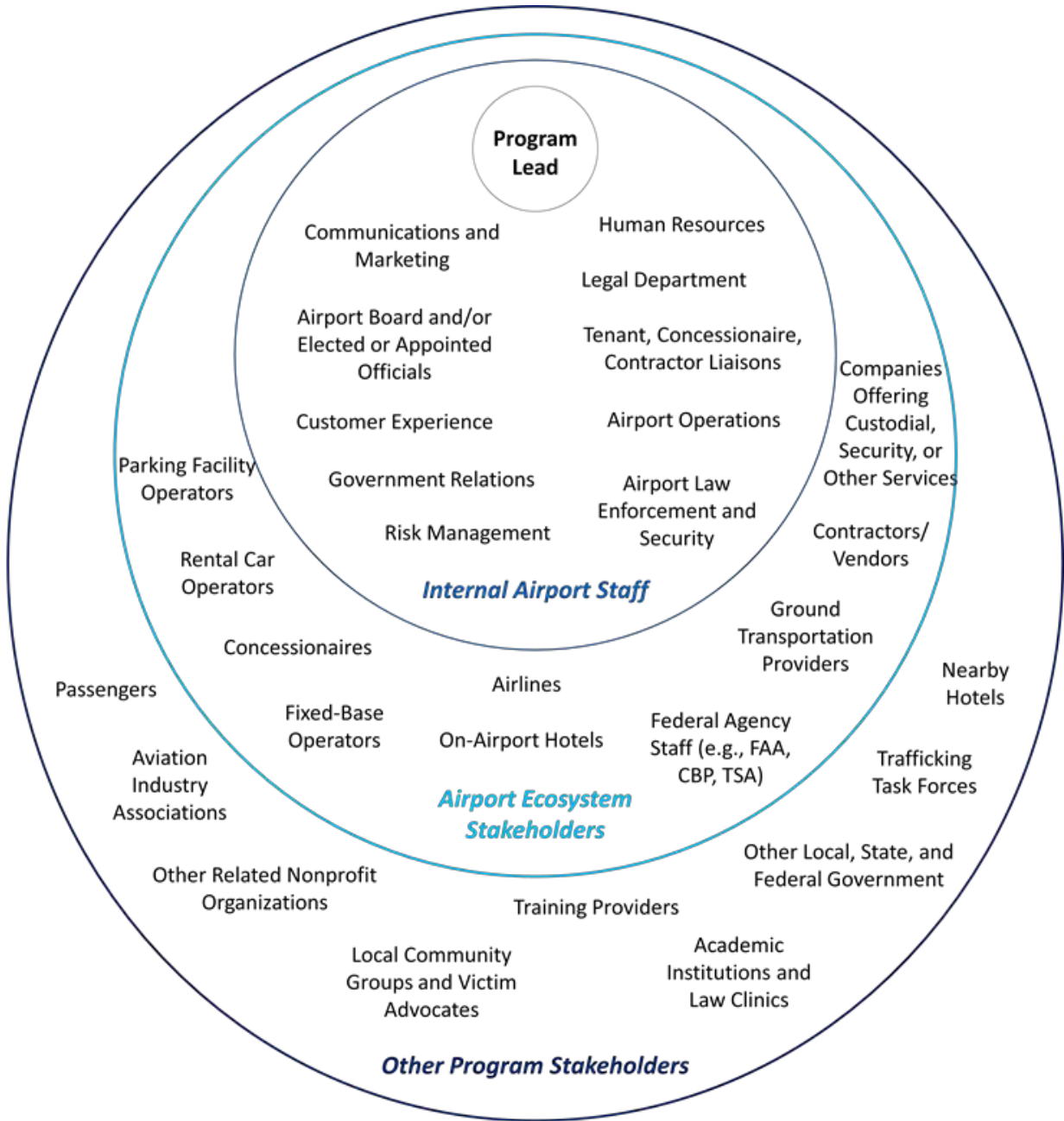


Figure D-1. Stakeholders for an airport program to address human trafficking.

Table D-2. Program contact list.

Stakeholder Group	Organization Name	Contact Name	Contact Email	Contact Phone Number	Anticipated Role	Engagement Type
<i>Example Row: Communications and Marketing</i>	<i>Airport XYZ</i>	<i>Ashley Andersen</i>	<i>aandersen@airportxyz.com</i>	<i>123-456-7890</i>	<i>Join working group.</i>	<i>She would have great ideas on how to announce our new program and the process for putting awareness materials up around the airport.</i>
<i>Example Row: Local Community Groups and Victim Advocates</i>	<i>Youth Services LLC</i>	<i>Paula Robinson</i>	<i>probinson@yservices.org</i>	<i>123-456-7891</i>	<i>Consider on-call support for youth victims.</i>	<i>Her organization provides services to youth in crisis.</i>