

ACRP Research Report 249

Developing an Airport Program to Address Human Trafficking:
A Guide

Toolkit

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Introduction

This Toolkit provides an extensive compilation of best-in-class resources to support the development and implementation of an airport program to address human trafficking. The resources included here have been carefully selected to aid in decision-making during program development and in the implementation of the actions presented in the How-to Guide. The resources include:

- Apps and digital platforms
- Communication products (e.g., posters, pamphlets, wallet cards, signage)
- Decision-support tools (e.g., checklists, flowcharts)
- Instructor-led training
- Presentations
- Videos
- Websites
- Written documents (e.g., guides, strategy documents)

Table 63 shows each resource and which of the 20 action steps presented in the earlier How-to Guide it supports. A summary of each resource follows.

Table 1. Matrix of Action Steps and Applicable Toolkit Resources

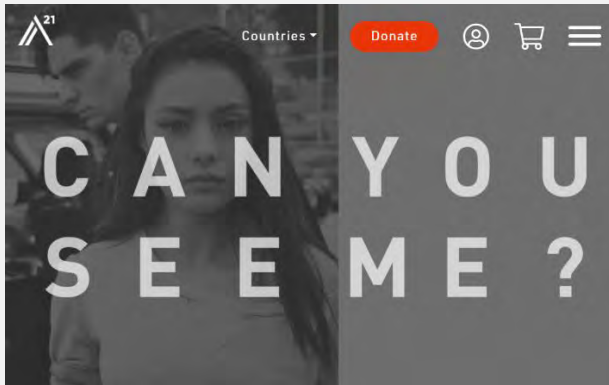
Resource	Phase 1: Foundational Program								Phase 2: Expanded Program								Phase 3: Comprehensive Program			
	Determine Program Staffing	Identify Partnerships and Victim Resources	Select Indicators for Victim Identification	Ensure Clear Reporting Protocols	Develop Connections to Victim Support and Aftercare	Implement Basic Awareness Program	Provide Training for Key Staff	Identify Funding and Resources	Undertake Needs Assessment	Develop Organizational Plan/Strategy	Issue Airport Policy	Formalize Roles and Responsibilities	Implement Advanced Awareness Program	Expand Training to Secondary Staff	Develop Interdiction Protocol and Formalize Jurisdictional Coordn.	Begin Data Collection Efforts	Provide Enhanced Victim Support and Aftercare	Support Recovery Opportunities	Undertake Data Analysis and Information Sharing	Develop Mechanisms for Program Evaluation
A21 "Can You See Me?" Resources													●							
AAI Anti-Trafficking Training Flyer							●							●						
AAI Recognize It Report It: Human Trafficking Awareness Training for Airport/Airline Personnel							●							●						
AAI TIP Line																●			●	
AAI Wallet Card						●														
ALEAN Combatting Human Trafficking: Practical Tips for Airport Law Enforcement Professionals							●													
ACRP Airport Program to Address Human Trafficking: Labor and Sex Trafficking Indicators List			●																	
ACRP Airport Program to Address Human Trafficking: Program Status Worksheet									●	●										
ACRP Airport Program to Address Human Trafficking:	●											●								
ACI Combatting Human Trafficking Handbook: First Edition 2019			●	●							●									
AAAE Human Trafficking Awareness (Interviews) Training Course							●							●						
AAAE Human Trafficking Prevention at Airports Training Course							●							●						
BEST Crisis Response Recommendations for the Port of Seattle				●											●					●
BEST Flights to Freedom: Human Trafficking Prevention Training							●							●						
BEST #NotAlone Campaign						●														
BEST Website											●							●		
City of Houston Mayor's Office Human Trafficking Toolkits		●			●	●							●			●				

Resource	Phase 1: Foundational Program								Phase 2: Expanded Program								Phase 3: Comprehensive Program			
	Determine Program Staffing	Identify Partnerships and Victim Resources	Select Indicators for Victim Identification	Ensure Clear Reporting Protocols	Develop Connections to Victim Support and Aftercare	Implement Basic Awareness Program	Provide Training for Key Staff	Identify Funding and Resources	Undertake Needs Assessment	Develop Organizational Plan/Strategy	Issue Airport Policy	Formalize Roles and Responsibilities	Implement Advanced Awareness Program	Expand Training to Secondary Staff	Develop Interdiction Protocol and Formalize Jurisdictional Coordn.	Begin Data Collection Efforts	Provide Enhanced Victim Support and Aftercare	Support Recovery Opportunities	Undertake Data Analysis and Information Sharing	Develop Mechanisms for Program Evaluation
California Commission on Peace Officer Standards and Training Human Trafficking Training							●													
CAST JetBlue Security Champion Summit: Human Trafficking - It Ends With Us							●							●						
DFW Human Trafficking Awareness Strategy									●											
DeliverFund Human Trafficking Training Courses							●													
Framework Labor Trafficking Training Resources							●						●	●						
Government of Canada National Action Plan to Combat Human Trafficking									●											
HEAL Trafficking Healthcare Provider Human Trafficking Training: Assessment Tool																			●	
Illinois DHS Human Trafficking Resource Center Notice Act Model Public Notice						●														
IATA #EyesOpen Against Human Trafficking						●														
IATA Guidance on Human Trafficking											●									
IATA Human Trafficking Awareness Training							●							●						
IATA Human Trafficking Cheat Sheet			●			●														
ICAO Fatima's Story - Preventing Human Trafficking							●							●						
ICAO Comprehensive Strategy for Combating Human Trafficking in the Aviation Sector						●				●										
ILO Indicators of Forced Labour			●																	
National Human Trafficking Hotline Human Trafficking Assessment Tool for Airlines & Airports				●																

[illegible]

[illegible]

Toolkit Resource: A21 “Can You See Me?” Resources



Author/Owner:	A21
Title:	Can You See Me? Resources
URL:	https://www.a21.org/content/can-you-see-me/grbis0?permcode=grbis0
Creation Date:	N/A
Resource Type:	Communication Product, Video
Applicable Action Steps:	<ul style="list-style-type: none">▪ Implement Advanced Awareness Program
Special Notes:	N/A

The purpose of A21’s “Can You See Me?” campaign is to equip the general public to recognize indicators of human trafficking, and report suspected scenarios.

A21’s **Campaign Posters and Information on Sex Trafficking** feature two scenarios: a schoolgirl who dates an older man and a girl who ran away from home. The one-page documents provide details of the scenario, a list of indicators, and the phone number for the National Center of Missing & Exploited Children. The information brochures provide a more detailed description of the scenarios and a longer list of indicators.

The **Campaign Posters and Information on Labor Trafficking** provide information on two types of labor trafficking: agricultural labor trafficking and domestic servitude labor trafficking.

The **Campaign Poster on Agricultural Labor Trafficking** features a scenario of a brother and a sister who were labor trafficked and forced to work in the agricultural industry.

The **Campaign Poster on Domestic Servitude Labor Trafficking** features a scenario of a young woman from the Philippines working in domestic servitude.

The **Campaign Posters on Online Sexual Exploitation** are two detailed posters, one designed for children and one for parents.

A21 created information brochures and an accompanying video on **Domestic Servitude Labor Trafficking**. The materials include a two-minute video, a brief flyer, and a three-page informational document.

A21 also created information brochures and an accompanying video on **Agricultural Labor Trafficking**. The materials include a two-minute video, a brief flyer, and a three-page informational document. The document explains the law related to labor trafficking and includes a list of indicators.

Toolkit Resource: Airline Ambassadors International Anti-Trafficking Training Flyer



This one-page flyer describes AAI's role in training airports worldwide on human trafficking and conducting anti-trafficking awareness in the airline and travel industries. The flyer describes key elements of the training, including background and an overview on human trafficking, how to recognize human trafficking indicators, protocol for reporting tips to law enforcement, and resources for supporting suspected victims. This flyer describes the importance of AAI trainings in helping airports, airlines, and hotels become aware of the guidelines outlined by the U.S. Department of Homeland Security's Blue Campaign.

Author/Owner: Airline Ambassadors International (AAI)

Title: Anti-Trafficking Training Flyer

URL: <https://airlineamb.org/wp-content/uploads/2019/03/AAI-TIP-Training-Flier-copy.pdf>

Creation Date: N/A

Resource Type: Written Document

Applicable Action Steps:

- Provide Training for Key Staff
- Expand Training to Secondary Staff

Special Notes: N/A

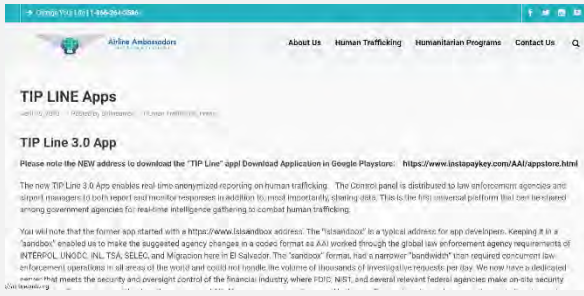
Toolkit Resource: Airline Ambassadors International Recognize It Report It: Human Trafficking Awareness Training for Airport/Airline Personnel



This online course trains airline employees on human trafficking awareness. The training program consists of approximately one hour of video divided into 11 sections. It presents information that airline employees need to know to combat human trafficking.

Author/Owner:	Airline Ambassadors International (AAI)
Title:	Recognize It Report It: Human Trafficking Awareness Training for Airport/Airline Personnel
URL:	https://airlineamb.classroom24-7.com/
Creation Date:	N/A
Resource Type:	Video
Applicable Action Steps:	<ul style="list-style-type: none">▪ Provide Training for Key Staff▪ Expand Training to Secondary Staff
Special Notes:	The training video costs \$10 to access.

Toolkit Resource: Airline Ambassadors International TIP Line App



The TIP Line app enables users to anonymously report human trafficking. The app enables law enforcement agencies and airport managers to report and monitor responses and share data through the app.

Author/Owner:	Airline Ambassadors International (AAI)
Title:	TIP Line 3.0 App
URL:	https://airlineamb.org/tip-line-apps/
Creation date:	2020
Resource Type:	App/Digital Platform
Applicable Action Steps:	<ul style="list-style-type: none">▪ Begin Data Collection Efforts▪ Undertake Data Analysis and Information Sharing
Special Notes:	The app is available for free download through the Google Play or iTunes stores.

Toolkit Resource: Airline Ambassadors International Wallet Card



This wallet card includes telephone numbers and email addresses of tip lines and hotlines for airline and airport staff who identify a possible case of human trafficking. This wallet card includes a list of common victim indicators and two steps for airport or airline staff to take to proactively respond.

Author/Owner:	Airline Ambassadors International (AAI)
Title:	Airline Ambassadors International Wallet Card
URL:	https://airlineamb.org/wp-content/uploads/2019/01/AAI_walletcard_Side1and2_oct13_forWEB_final-2.0.jpg
Creation Date:	N/A
Resource Type:	Communication Product
Applicable Action Steps:	▪ Implement Basic Awareness Program
Special Notes:	N/A

Toolkit Resource: Airport Law Enforcement Agencies Network Combatting Human Trafficking: Practical Tips for Airport Law Enforcement Professionals



Combatting Human Trafficking: Practical Tips for Airport Law Enforcement Professionals

Author/Owner: Airport Law Enforcement Agencies Network (ALEAN)

Title: Combatting Human Trafficking: Practical Tips for Airport Law Enforcement Professionals

URL: N/A

Creation date: N/A

Resource Type: Presentation

Applicable Action Steps:

- Provide Training for Key Staff

Special Notes: Available from ALEAN by request.

This 34-slide PowerPoint presentation provides background on Homeland Security Investigations within the U.S. Department of Homeland Security, explains the roles of the Blue Campaign and Blue Lightning Initiative in combating human trafficking, and provides information pertinent to an airport law enforcement audience. The presentation was shared at a conference for the Airport Law Enforcement Agencies Network and provides high-level information on the trafficking industry, with a particular focus on sex trafficking. It also includes example characteristics of trafficking victims, indicators of trafficking cases, and challenges to be aware of when interacting with suspected trafficking victims. The presentation highlights the local and federal task force established to address trafficking in Philadelphia. Lastly, it includes a case study of a trafficking victim who reached out for help after boarding a flight and a set of lessons learned based on that incident.

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 A child or person within a family appears particularly unkempt or uncared for 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 Exhibits injuries specific to the labor performed, such as crushed hands or fractures INDICATED ITEMS Indicates they sleep or live at their place of work Indicates they work excessively long hours, having few or no breaks, and/or indicates their employer is withholding pay Indicates experiencing verbal or physical abuse (particularly from a supervisor), being made to work in unsafe conditions, or being forced to meet daily quotas Indicates being threatened with deportation if they do not work	OBSERVATIONS Is dressed inappropriately for travel or weather Appears fearful, withdrawn, anxious, depressed, submissive, intimidated, tense, ashamed, or nervous to the point of paranoia Avoids eye contact and interaction with others Has a travel companion that speaks on their behalf, restricts movement, or restricts their social interactions Sounds scripted or provides inconsistent stories Has difficulty articulating travel plans or detailed information about their destination Exhibits fear or avoidance of authority figures Lacks expected level of personal possessions Lacks or has false identification, documents, or money Appears drugged or disoriented Shows signs of malnourishment, poor hygiene, fatigue, sleep deprivation, or untreated illness or injuries Appears to have lost sense of time or place Appears to have lower-quality clothing compared to others in their party Appears to have a non-genuine relationship with travel companions, particularly within parent/guardian-child relationships Uses prepaid credit cards or gift cards INDICATED ITEMS Indicates they are being held against their will Indicates they have no control of travel identification or travel documents Indicates they are traveling on a last-minute booking paid by someone in cash	OBSERVATIONS Particularly for minors, exhibits behaviors of a troubled teenager, such as lying about their age, not having identification, or acting secretive Exhibits traits of someone experiencing domestic violence, such as bruises or other signs of abuse Particularly for pimp sex trafficking, inappropriate clothing combinations between pimps and their victims, leminology such as "daddy" or "papi," or overly sexual behavior inappropriate to the situation One man traveling with several women, oftentimes not leaving any of the women unaccompanied INDICATED ITEMS Indicates they have gifts not paid for by their guardians Indicates they have run away from home Indicates past involvement with the juvenile justice system

CAVEATS

Some indicators on their own could represent typical behaviors of a child, such as not having control of travel documentation or money
 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
 Victims can be of any age, race, gender, sexual orientation, religion, ethnicity, socioeconomic background, citizenship, or have any immigration status

Male, female, transgender, and non-binary persons can all be victims of trafficking
 Behavior-based indicators should be prioritized over appearance-based indicators
 Victim behaviors can vary based on how long the victim has been with 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

This two-page resource (included as an appendix to this [Gguidebook](#)) includes a graphic with a list of indicators applicable for labor trafficking, sex trafficking, and both labor and sex trafficking. It is the recommended list of indicators for airports to use when establishing their programs to address human trafficking. The 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.

Author/Owner: Airport Cooperative Research Program (ACRP)

Title: Airport Program to Address Human Trafficking: Labor and Sex Trafficking Indicators List

URL: N/A

Creation Date: 2021

Resource Type: Communication Product

Applicable ■ Select Indicators for Victim

Action Steps: Identification

Special Notes: N/A

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

Action Step	Status	Lead	Activities to Date	Next Steps	Estimated Progress to Implementation	Notes
Phase 1: Provide Training for Key Staff	S	S	S	S	S	S
Phase 1: Identify Funding and Resources	S	S	S	S	S	S
Phase 2: Undertake Needs Assessment	S	S	S	S	S	S
Phase 2: Develop Organizational Plan/Strategy	S	S	S	S	S	S
Phase 2: Issue Airport Policy	S	S	S	S	S	S
Phase 2: Formalize Roles and Responsibilities	S	S	S	S	S	S
Phase 2: Implement Advanced Awareness Program	S	S	S	S	S	S
Phase 2: Provide Training to Secondary Staff	S	S	S	S	S	S
Phase 2: Develop Intersectoral/Professional/Community Coalitions	S	S	S	S	S	S

This worksheet (included as an appendix to the [this Guidebook](#)) can be used by airports to document activities related to each action step in the [this Guidebook](#) and track progress. Fields include: Action Step; Status; Lead; Activities to Date; Next Steps; Estimated Progress to Implementation; and Notes.

Author/Owner: Airport Cooperative Research Program (ACRP)

Title: Airport Program to Address Human Trafficking: Program Status Worksheet

URL: N/A

Creation Date: 2021

Resource Type: Decision-Support Tool

Applicable Action Steps:

- Undertake Needs Assessment
- Develop Organizational Plan/Strategy

Special Notes: N/A

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

This document (included as an appendix to the [e-Is Guidebook](#)) includes a graphic of the types of internal and external stakeholders to engage in an airport program to address human trafficking and provides a worksheet to help the user create a contact list of specific individuals to engage.

Author/Owner: Airport Cooperative Research Program (ACRP)

Title: Airport Program to Address Human Trafficking: Program Stakeholder Worksheet

URL: N/A

Creation Date: 2021

Resource Type: Decision-Support Tool

Applicable Action Steps:

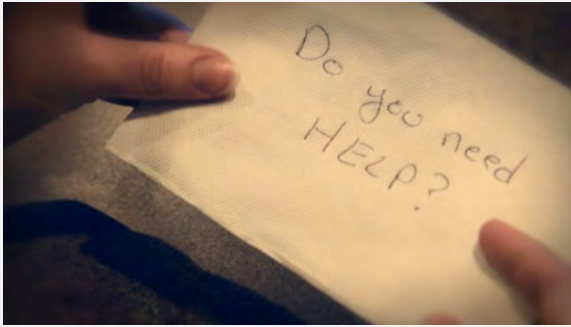
- Determine Program Staffing
- Formalize Roles and Responsibilities

Special Notes: N/A

Toolkit Resource: Airports Council International Combatting Human Trafficking Handbook: First Edition 2019

		<p>This handbook draws on the experience of airports that have already taken action against human trafficking and provides guidance to airports on the options that may be available to them to assist. It is intended to provide clarity on the role of airports in combating human trafficking. It contains materials and advice to assist airports, irrespective of their size or geography, to help them play their part in the fight against human trafficking to the extent possible. It promotes a comprehensive approach that involves coordination with airlines and law enforcement agencies such as border-protection and customs agents.</p>
Author/Owner:	Airports Council International (ACI)	
Title:	Combatting Human Trafficking Handbook: First Edition 2019	
URL:	https://store.aci.aero/wp-content/uploads/2019/02/ACI-Human-Trafficking-Report_Digital-version.pdf	
Creation date:	2019	
Resource Type:	Written Document	
Applicable Action Steps:	<ul style="list-style-type: none">▪ Select Indicators for Victim Identification▪ Ensure Clear Reporting Protocols▪ Issue Airport Policy	
Special Notes:	N/A	

Toolkit Resource: American Association of Airport Executives Human Trafficking Awareness (Interviews) Training Course



This 12-minute online training course features interviews with two human trafficking survivors and Bill Woolf of the National Human Trafficking Intelligence Center. The interviewees emphasize that human trafficking victims and human traffickers can come from any background. They provide some of the indicators that should raise suspicions for airport staff that a victim is traveling through the airport, sample questions they could ask the suspected victim, and a call to action to report such instances as they could save someone's life.

Author/Owner:	American Association of Airport Executives (AAAE)
Title:	Human Trafficking Awareness (Interviews) Training Course
URL:	N/A
Creation Date:	N/A
Resource Type:	Video
Applicable Action Steps:	<ul style="list-style-type: none">▪ Provide Training for Key Staff▪ Expand Training to Secondary Staff
Special Notes:	Available from AAAE by request.


Toolkit Resource: American Association of Airport Executives Human Trafficking Prevention at Airports Training Course



This 12-minute online training course facilitated by Bill Woolf of the National Human Trafficking Intelligence Center explains what human trafficking is and teaches airport staff about the key indicators to look for prior to reporting a potential trafficking incident to authorities. The video shows various locations within an airport including curbside drop off, restaurants, bathrooms, and the boarding gate, and presents signs airport staff should look for in each case.

Author/Owner:	American Association of Airport Executives (AAAE)
Title:	Human Trafficking Prevention at Airports Training Course
URL:	N/A
Creation Date:	N/A
Resource Type:	Video
Applicable Action Steps:	<ul style="list-style-type: none">▪ Provide Training for Key Staff▪ Expand Training to Secondary Staff
Special Notes:	Available from AAAE by request.

Toolkit Resource: Businesses Ending Slavery and Trafficking Crisis Response Recommendations for the Port of Seattle

 <p style="text-align: center;">Crisis Response Recommendations for the Port of Seattle</p> <p><i>Methodology: These recommendations were developed by BEST through interviews and focus groups with Port of Seattle Police, survivor experts, and regional experts from the criminal justice system and victim services.</i></p> <p>Scenario 1: Trafficking victim calls the National Human Trafficking Hotline (NHTN):</p>		<p>BEST conducted a series of interviews and focus groups with Port of Seattle Police, survivors, and regional experts to develop these recommendations on how to respond to human trafficking crises at the Port of Seattle. The document outlines two scenarios regarding a victim, and provides a response process for law enforcement officers, as well as additional considerations for employees to keep in mind when interacting with potential victims, including discrimination and victim safety. It also provides recommended measures for evaluating effectiveness of initiatives undertaken at the Port of Seattle and recommended contacts for employees to reference.</p>
Author/Owner:	Businesses Ending Slavery and Trafficking (BEST)	
Title:	Crisis Response Recommendations for the Port of Seattle	
URL:	N/A	
Creation Date:	2019	
Resource Type:	Decision-Support Tool	
Applicable Action Steps:	<ul style="list-style-type: none"> ▪ Ensure Clear Reporting Protocols ▪ Develop Interdiction Protocol and Formalize Jurisdictional Coordination ▪ Develop Mechanisms for Program Evaluation 	
Special Notes:	Proprietary to BEST and Port of Seattle.	

Toolkit Resource: Businesses Ending Slavery and Trafficking Flights to Freedom: Human Trafficking Prevention Training



This 30-min video training was developed in conjunction with the Port of Seattle for aviation industry employees and stakeholders. It includes messages and stories from executive leaders at the Port of Seattle, survivors, and airport employees. It provides an overview of human trafficking and includes indicators, as well as information on who to contact. It also includes questions throughout the training to engage viewers.

Author/Owner:	Businesses Ending Slavery and Trafficking (BEST)
Title:	Flights to Freedom: Human Trafficking Prevention Training
URL:	N/A
Creation Date:	N/A
Resource Type:	Video
Applicable Action Steps:	<ul style="list-style-type: none">▪ Provide Training for Key Staff▪ Expand Training to Secondary Staff
Special Notes:	This video is internal to Port of Seattle.

Toolkit Resource: Businesses Ending Slavery and Trafficking #NotAlone Campaign



This campaign is designed to bring awareness to the resources available for survivors and those currently experiencing violent and coercive situations. The campaign's partners include government agencies, government leaders, transportation partners, and national partners. They raise awareness through advertisements, posters, social media, online training, and more. The campaign includes a social media toolkit available for download, containing photos to share on social media platforms, infographics, and example captions.

Author/Owner : Businesses Ending Slavery and Trafficking (BEST)

Title: #NotAlone Campaign

URL: <https://www.bestalliance.org/aboutnotalone><https://www.bestalliance.org/aboutnotalone.html>

Creation Date: N/A


Resource Type: Communication Materials

Applicable Action Steps:

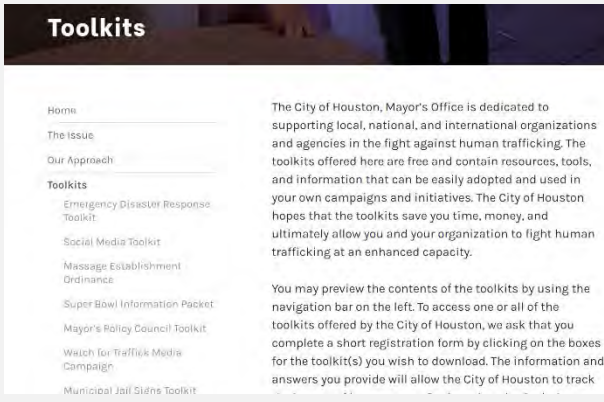
- Implement Basic Awareness Program

Special Notes:

Toolkit Resource: Businesses Ending Slavery and Trafficking Website

		<p>These sample recommended Policies to Adopt are available to help airports combat human trafficking. These options, such as employment policies, procurement policies, reporting policies, are available on BEST’s website. BEST also offers the Safe Job Collaborative Program to connect survivors with employers and job training opportunities. Information on the Safe Jobs Collaborative can be found on its website.</p>
Author/Owner:	Businesses Ending Slavery and Trafficking (BEST)	
Title:	Website	
URL:	https://www.bestalliance.org/internal-policies-and-practices https://www.bestalliance.org/safe-jobs	
Creation Date:	N/A	
Resource Type:	Website	
Applicable	<ul style="list-style-type: none">▪ Issue Airport Policy	
Action Steps:	<ul style="list-style-type: none">▪ Support Recovery Opportunities	
Special Notes:	N/A	

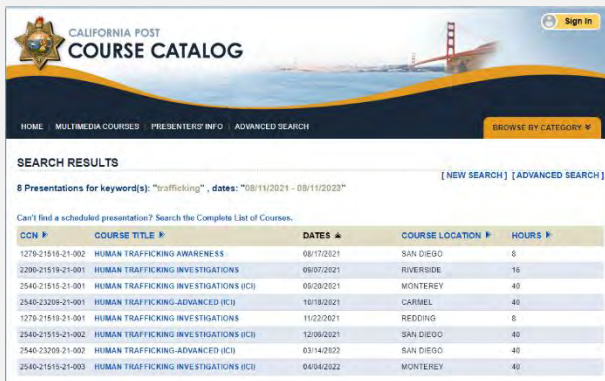
Toolkit Resource: City of Houston Mayor's Office Human Trafficking Toolkits

	<p>This set of publicly-available toolkits includes resources covering both labor and sex trafficking. The Mayor's Policy Council Toolkit offers materials airports can use to create partnerships and foster collaboration. Materials include explanations on how the City of Houston established its own multi-disciplinary task force combatting human trafficking. Airports can review this toolkit to help inform building their own task forces, partnerships, and collaborations.</p>
<p>Author/Owner: City of Houston Mayor's Office</p>	
<p>Title: Human Trafficking Toolkits</p>	
<p>URL: https://humantraffickinghouston.org/toolkits/</p>	
<p>Creation Date: N/A</p>	
<p>Resource Type: Written Document, Communication Product, Decision-Support Tool, Presentation</p>	<p>The Taxi Industry Initiative Toolkit includes communication materials airports can use to establish partnerships with taxis and transportation network companies.</p>
<p>Applicable Action Steps:</p> <ul style="list-style-type: none"> Identify Partnerships and Victim Resources Develop Connections to Victim Support and Aftercare Implement Basic Awareness Program Implement Advanced Awareness Program Begin Data Collection Efforts 	<p>The Super Bowl Information Packet Includes research and a presentation on the connection between large-scale events and human trafficking. The packet also includes protocols (with redactions) used to reserve shelter beds for victims during the Super Bowl in 2017.</p> <p>The Watch for Traffick Media Campaign includes television public service announcements, radio spots, advertisements for various media, tri-fold cards, stickers, and flyers – all in multiple languages. Airports can download the materials to use as is, as they are not customizable.</p> <p>The Message Establishment Ordinance toolkit includes resources, tools, and information to develop plans to amend city ordinances to investigate potentially illicit massage establishments.</p>
<p>Special Notes: Access must be requested using a form on the website.</p>	<p>The Palm-Sized Cards for Direct Outreach are multi-lingual cards that can be provided to individuals in public areas such as food establishments or on the street.</p>
	<p>The Social Media Toolkit includes platform-specific messaging information, a campaign informational sheet and accompanying calendar, a blank partner tracker, and a sample datasheet to track data, such as impressions and</p>

engagements related to a human trafficking social media campaign.

The **Domestic Violence Social Vulnerability Dashboard** uses data to help users re-allocate resources, identify possible service deserts, engage in preventative outreach, and support policy-makers and researchers to address gender-based violence.

Toolkit Resource: California Commission on Peace Officer Standards and Training Human Trafficking Training



The screenshot shows the California Post Course Catalog website. The search results for the keyword "trafficking" are displayed, showing 8 presentations. The table lists the following courses:

CCN	COURSE TITLE	DATES	COURSE LOCATION	HOURS
1276-21519-21-002	HUMAN TRAFFICKING AWARENESS	08/17/2021	SAN DIEGO	6
2290-21519-21-001	HUMAN TRAFFICKING INVESTIGATIONS	09/07/2021	RIVERSIDE	16
2540-21519-21-001	HUMAN TRAFFICKING INVESTIGATIONS (ICJ)	09/29/2021	MONTEREY	40
2540-23209-21-001	HUMAN TRAFFICKING-ADVANCED (ICJ)	10/18/2021	CARMEL	40
1276-21519-21-001	HUMAN TRAFFICKING INVESTIGATIONS	11/23/2021	REDDING	6
2540-21519-21-002	HUMAN TRAFFICKING INVESTIGATIONS (ICJ)	12/06/2021	SAN DIEGO	40
2540-23209-21-002	HUMAN TRAFFICKING-ADVANCED (ICJ)	03/14/2022	SAN DIEGO	40
2540-21519-21-003	HUMAN TRAFFICKING INVESTIGATIONS (ICJ)	04/04/2022	MONTEREY	40

This training suite includes human trafficking investigation training courses for law enforcement officers, each between 8 and 40 hours in duration. The training prepares California law enforcement professionals for the recognition, enforcement, and investigation of laws pertaining to human trafficking.

Author/Owner: California Commission on Peace Officer Standards and Training

Title: Human Trafficking Training

URL: <https://lp.post.ca.gov/activity/3185>

Creation Date: N/A

Resource Type: Instructor-Led Training

Applicable Action Steps:

- Provide Training for Key Staff

Special Notes: Cost for training ranges from range from free to \$625 per class, per officer.

Toolkit Resource: Coalition to Abolish Slavery and Trafficking JetBlue Security Champion Summit: Human Trafficking - It Ends With Us



This 36-slide PowerPoint presentation, developed for JetBlue employees in 2018, discusses common myths, trauma-informed care, labor trafficking, sex trafficking, and indicators. It also includes survivor stories.

Author/Owner:	Coalition to Abolish Slavery and Trafficking (CAST)
Title:	JetBlue Security Champion Summit: Human Trafficking - It Ends With Us
URL:	N/A
Creation Date:	2018
Resource Type:	Presentation
Applicable Action Steps:	<ul style="list-style-type: none">▪ Provide Training for Key Staff▪ Expand Training to Secondary Staff
Special Notes:	Available by request from CAST.

Toolkit Resource: Dallas Fort Worth International Airport Human Trafficking Awareness Strategy


Background

Human trafficking impacts more than 40 million people globally. In the US, Texas ranks number two in the amount of suspected trafficking cases.

DFW Airport is uniquely positioned to assist in the cause through awareness campaigns and training.

In 2018 and 2019, DFW partnered with A21, an anti-trafficking nonprofit organization, to bring awareness to DFW Airport employees and customers through internal articles, social media posts, videos on CNN monitors and terminal signage. In addition, DFW DPS police officers receive training during their basic law enforcement training, and have held periodic refreshers.

In 2021, DFW Airport will build on these efforts to include online training for all employees with in-person sessions for customer facing personnel.



Source: A21 Against Trafficking

DFW

DFW's human trafficking awareness strategy focuses on prevention of human trafficking. The strategy includes several elements, including continued leadership commitment through quarterly senior staff meetings, a multi-faceted awareness campaign in partnership with nonprofit A21, and training that initially targeted Department of Public Safety staff and expanded to all employees.

Author/Owner: Dallas Fort Worth International Airport (DFW)

Title: Human Trafficking Awareness Strategy

URL: N/A

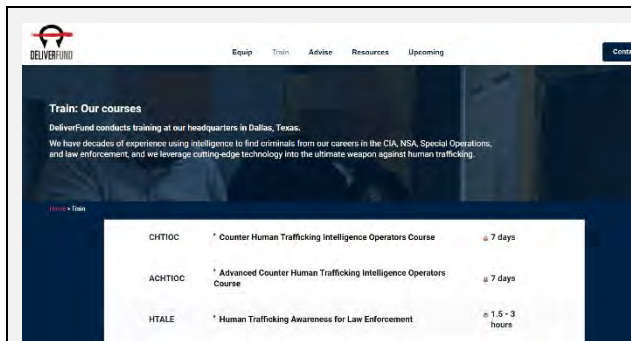
Creation date: 2021

Resource Type: Presentation

Applicable Action Steps: ■ Develop Organizational Plan/Strategy

Special Notes: Available by request from DFW.

Toolkit Resource: DeliverFund Human Trafficking Training Courses



DeliverFund provides free training for law enforcement in advanced human trafficking investigations nationwide. Courses vary from a human trafficking awareness course of up to three hours to a five-day advanced course on human trafficking intelligence analysis.

Author/Owner: DeliverFund

Title: Human Trafficking Training Courses

URL: <https://deliverfund.law/train/>

Creation Date: N/A

Resource Type: Instructor-Led Training

Applicable Action Steps:

- Provide Training for Key Staff

Special Notes: N/A

Toolkit Resource: Framework Labor Trafficking Training Resources



These resources include several video trainings and were developed via a grant from the U.S. Department of Justice's Office for Victims of Crimes. The trainings cover labor trafficking in agriculture, labor trafficking of minors, trauma and healing from trafficking, tips for employee support, and other topics.

Author/Owner: Framework

Title: Labor Trafficking Training Resources

URL: <https://frameworkta.org/resources/>

Creation Date: 2020/2021

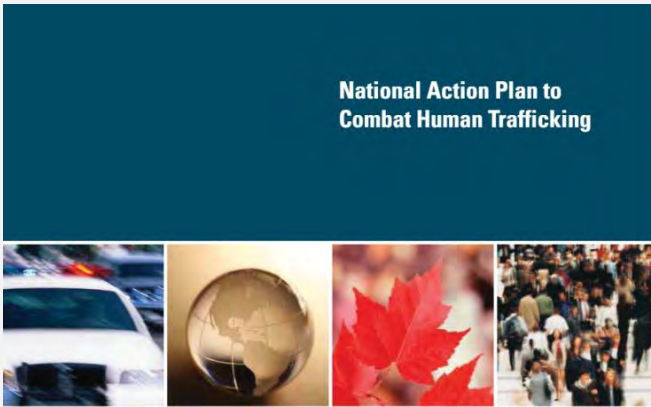
Resource Type: Video

Applicable Action Steps:

- Provide Training for Key Staff
- Implement Advanced Awareness Program
- Expand Training to Secondary Staff

Special Notes: N/A

Toolkit Resource: Government of Canada National Action Plan to Combat Human Trafficking



This document outlines the Canadian Government's plan and response to the growing issue of human trafficking. The document overviews Canada's definition of human trafficking, legislation, and current and future actions against human trafficking.

Author/Owner: Government of Canada

Title: National Action Plan to Combat Human Trafficking

URL: <https://www.deslibris.ca/ID/233715>

Creation date: 2012


Resource Type: Written Document

Applicable Action Steps:


- Develop Organizational Plan/Strategy

Special Notes: N/A

Toolkit Resource: HEAL Trafficking Healthcare Provider Human Trafficking Training: Assessment Tool

 <p>HEALTHCARE PROVIDER HUMAN TRAFFICKING TRAINING: Assessment Tool</p> <p>ABOUT THIS TOOL</p> <p><small>This tool is a collaboration between the Laboratory to Combat Human Trafficking (combathumantrafficking.org) and HEAL Trafficking (HEALtrafficking.org). It builds on the HEAL Trafficking Training and Education Committee's, "Introductory Training on Human Trafficking for U.S. Health Care Professionals: Essential Content, April 2018."¹</small></p>		<p>This assessment tool assists those designing basic training on human trafficking for health professionals. The tool assesses how comprehensive the training is and identifies areas for improvement. The tool assesses five categories:</p> <ol style="list-style-type: none">1. Design;2. Overview: Definitions, types of trafficking, dynamics, and vulnerability factors;3. Health impact;4. Identification and assessment; and5. Response and follow up. <p>Airports can reference the assesment tool when developing their own training tools and evaluation metrics.</p>
Author/Owner:	Health, Education, Advocacy, Linkage (HEAL) Trafficking	
Title:	Healthcare Provider Human Trafficking Training: Assessment Tool	
URL:	https://healtrafficking.org/2018/12/assessment-tool-for-health-care-provider-human-trafficking-training/	
Creation Date:	2018	
Resource Type:	Decision-Support Tool	
Applicable Action Steps:	<ul style="list-style-type: none">▪ Develop Mechanisms for Program Evaluation	
Special Notes:	Access must be requested using a form on the website.	

Toolkit Resource: Illinois Department of Human Services Human Trafficking Resource Center Notice Act Model Public Notice

 <p>The screenshot shows the Illinois Department of Human Services (IDHS) website. The header includes the IDHS logo and the text 'Illinois Department of Human Services' and 'JB Pritzker, Governor Grace B. Hou, Secretary'. Below the header is a blue navigation bar with the text 'IDHS > Customers > Services by Division > Family & Community Services >'. The main heading is 'Human Trafficking Resource Center Notice Act'. Below this is a subheading 'Human Trafficking Resource Center Notice Act' followed by a paragraph: 'Victims of human trafficking often do not know where to turn for assistance and can be too intimidated to... The Human Trafficking Resource Center Notice Act requires specified businesses and other establishment... informing the public and victims of human trafficking of telephone hotline numbers to seek help or report... activity. There are specific posting mandates, language requirements, and penalties for failure to post. The... notice is available on this website for downloading. Each mandated business is required to post the notice... Spanish. In addition, for businesses located in specific counties, a third language posting is required.' Below this is another paragraph: 'The mandated posting provides victims of human trafficking with essential information on where to obtain... posting also provides critical information to the public on how to report suspected human trafficking.'</p>	
Author/Owner:	Illinois Department of Human Services
Title:	Human Trafficking Resource Center Notice Act Model Public Notice
URL:	https://www.dhs.state.il.us/page.aspx?item=82023
Creation Date:	2020
Resource Type:	Written Document
Applicable Action Steps:	<ul style="list-style-type: none">▪ Implement Basic Awareness Program
Special Notes:	N/A

This document is a model public notice that the Illinois Department of Human Services developed in accordance with the Human Trafficking Resource Center Notice Act. The Act requires businesses and other establishments to post a notice that informs the public and human trafficking victims of human trafficking hotlines to seek help or report unlawful activity. The model is available in 15 languages, including English, Spanish, Polish, French, and Chinese. It features some indicators of human trafficking as well as the National Human Trafficking Hotline contact information. A public notice like this can be utilized as part of an awareness campaign at an airport.

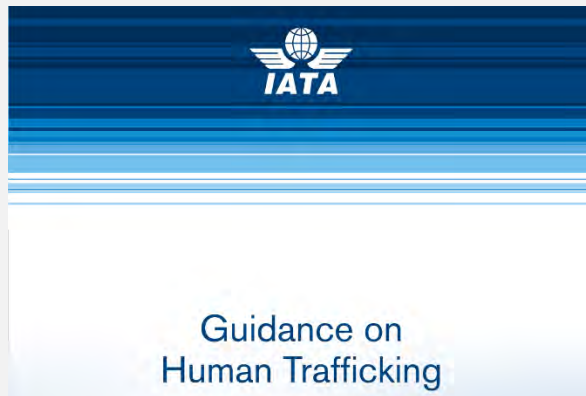
Toolkit Resource: International Air Transport Association #EyesOpen Against Human Trafficking



This two-minute video provides statistics about human trafficking and air travel and portrays several scenarios that showcase indicators of trafficking. The video is part of the #EyesOpen campaign by the International Air Transport Association and can be shared on any media.

Author/Owner:	International Air Transport Association (IATA)
Title:	#EyesOpen Against Human Trafficking
URL:	https://www.youtube.com/watch?v=QWTNYRaPXnc
Creation date:	2018
Resource Type:	Video
Applicable Action Steps:	<ul style="list-style-type: none">▪ Implement Basic Awareness Program
Special Notes:	N/A

Toolkit Resource: International Air Transport Association Guidance on Human Trafficking



This guidance document contains detailed discussion of human trafficking statistics; types of trafficking activities; the major actors working to combat trafficking including regulators, associations, and agencies such as the United Nations; and describes in detail airline policy options, training options, and types of signs airline staff should be aware of in trafficked victims. The guidance also describes relevant laws and policy instruments.

Author/Owner: International Air Transport Association (IATA)

Title: Guidance on Human Trafficking

URL: <https://www.iata.org/contentassets/b24797c51f6a4b02a6b9036c49bc0b81/human-trafficking-guidelines-v1.pdf>

Creation Date: 2018

Resource Type: Written Document

Applicable Action Steps: ■ Issue Airport Policy

Special Notes: N/A


Toolkit Resource: International Air Transport Association Human Trafficking Awareness Training



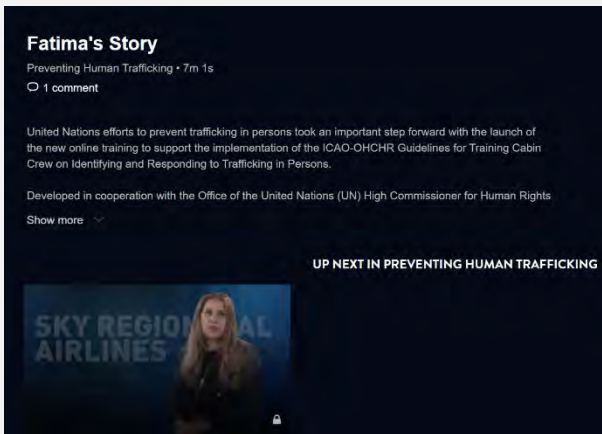
This free 30-minute online training course includes information on how to identify cases of human trafficking and how to spot signs of possible victims. The course is interactive and has quizzes throughout.

Author/Owner:	International Air Transport Association (IATA)
Title:	Human Trafficking Awareness Training
URL:	https://media.iata.org/iata/Human_Trafficking/index.html?_ga=2.64819884.2012829316.1609713692-1583670546.1609713692
Creation Date:	N/A
Resource Type:	Video
Applicable Action Steps:	<ul style="list-style-type: none">▪ Provide Training for Key Staff▪ Expand Training to Secondary Staff
Special Notes:	N/A

Toolkit Resource: International Air Transport Association Human Trafficking Cheat Sheet

 <p>Airline staff have their #eyesopen What you can do to help fight #humantrafficking</p> <p>Some facts</p> <p>25million people globally are living in modern slavery Over 80% of victims are trafficked across international borders Traffickers misuse the speed and efficiency of aviation to transport victims who may be traveling undetected on aircraft and through airports The aviation industry is committed to playing its part to help governments and law enforcement tackle this issue by raising awareness and by training staff to spot the signs of potential human trafficking</p> <p>Key signs of potential human trafficking situations Get involved</p>	<p>This one-page cheat sheet advises airline staff on key signs of human trafficking situations, such as if a person seems disoriented, confused, or submissive, or is showing signs of mental or physical abuse. It also includes ways for airline staff to get involved and proactively respond, such as checking if the airline has policies on human trafficking, training resources, making airline management aware of resources available, and reporting the case to authorities.</p>
Author/Owner: International Air Transport Association (IATA)	
Title: Human Trafficking Cheat Sheet	
URL: https://www.iata.org/contentassets/b24797c51f6a4b02a6b9036c49bc0b81/human-trafficking-cheatsheet.pdf	
Creation Date: N/A	
Resource Type: Communication Product	
Applicable Action Steps: <ul style="list-style-type: none">▪ Select Indicators for Victim Identification▪ Implement Basic Awareness Program	
Special Notes: N/A	

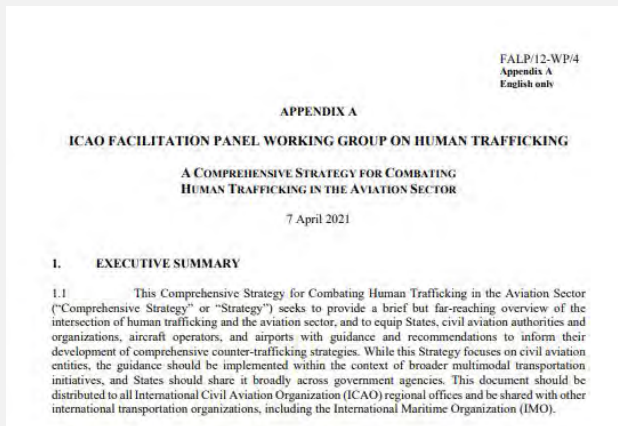
Toolkit Resource: International Civil Aviation Organization Fatima's Story - Preventing Human Trafficking



This seven-minute video is a firsthand account of a human trafficking victim's experience. The victim shares her story and what she thinks cabin crew could do to help future victims.

Author/Owner:	International Civil Aviation Organization (ICAO)
Title:	Fatima's Story - Preventing Human Trafficking
URL:	https://www.icao.tv/preventing-human-trafficking/videos/fatima-s-story
Creation Date:	N/A
Resource Type:	Video
Applicable Action Steps:	<ul style="list-style-type: none">▪ Provide Training for Key Staff▪ Expand Training to Secondary Staff
Special Notes:	A free account is required to watch the video.

Toolkit Resource: International Civil Aviation Organization Comprehensive Strategy for Combating Human Trafficking in the Aviation Sector



This comprehensive strategy provides a brief overview of the intersection of human trafficking and the aviation sector, and equips states, civil aviation authorities and organizations, aircraft operators, and airports with guidance and recommendations to inform their development of comprehensive counter-trafficking strategies.

Author/Owner:	International Civil Aviation Organization (ICAO)
Title:	A Comprehensive Strategy for Combating Human Trafficking in the Aviation Sector
URL:	https://www.icao.int/Meetings/FALP/Documents/FALP12-2021/WP/WP4/WP4_WG%20Human%20Trafficking_clean%20copy.pdf
Creation Date:	2021
Resource Type:	Written Document
Applicable Action Steps:	<ul style="list-style-type: none">▪ Implement Basic Awareness Program▪ Develop Organizational Plan/Strategy
Special Notes:	N/A


Toolkit Resource: International Labour Organization Indicators of Forced Labour

[ILO home](#) > [Topics](#) > [Forced labour, modern slavery and human trafficking](#) > [Publications](#) > [ILO indicators of Forced Labour ...](#)

ILO indicators of Forced Labour

This booklet presents an introduction to the ILO Indicators of Forced Labour. These indicators are intended to help "front-line" criminal law enforcement officials, labour inspectors, trade union officers, NGO workers and others to identify persons who are possibly trapped in a forced labour situation, and who may require urgent assistance. The indicators represent the most common signs or "clues" that point to the possible existence of a forced labour case.

Type:	Brochure
Date issued:	01 October 2012
Authors:	SAP-FL



Tools

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This booklet presents 11 indicators of potential forced labor. The indicators are based on the theoretical and practice experience of ILO's Special Action Programme to Combat Forced Labor. The booklet provides real-life examples of forced labor and is followed by an explanation of the indicator and what they mean in practice.

Author/Owner: International Labour Organization (ILO)

Title: Indicators of Forced Labour

URL: <https://www.ilo.org/global/topics/forced-labour/publications/WCMS203832/lang--en/index.htm>

Creation Date: 2012

Resource Type: Written Document

Applicable Action Steps:

- Select Indicators for Victim Identification

Special Notes: N/A

Toolkit Resource: National Human Trafficking Hotline Human Trafficking Assessment Tool for Airlines & Airports

Human Trafficking Assessment Tool for Airlines & Airports

Signs to Look Out For

- Traveler is unable to provide details regarding their location of departure and/or flight information and/or destination
- Traveler has someone speaking for him/her
- Traveler is an adult and is not carrying their own identification documents
- Traveler does not have any personal luggage
- Traveler is not appropriately dressed for travel and/or their destination
- Traveler shows signs of physical abuse
- Traveler exhibits fear, anxiety, depression, submission, tension, nervousness and/or avoids eye contact
- A group of people, or an individual, traveling for an unrealistic/vague/suspicious job offer
- A person buying plane tickets with cash instead of credit or debit card; particularly take note if this individual is buying a large number of one-way tickets

First Response

Follow set protocols created by your employer
If possible to do so without endangering yourself or the traveler, get individual alone to discuss situation and possibility of involving law enforcement and/or calling NHTRC
*Is employee of the same-gender able to follow the individual into the rest room?
*Are you able to speak with the individual while the potential controller is in the restroom and/or ordering food?

Restroom if Able to Follow into Restroom | **Restroom if Not Able to Follow into Restroom**

This one-page flowchart provides a step-by-step process for airports and airlines to take when encountering a potential trafficking case, starting with signs to watch for and first response actions. It then provides potential appropriate responses based on whether the victim is alone or not, and what to do if the situation continues to create suspicion and who to contact.

Author/Owner: National Human Trafficking Hotline

Title: Human Trafficking Assessment Tool for Airlines & Airports

URL: <https://humantraffickinghotline.org/sites/default/files/Assessment%20Tool%20-%20Airlines%20%26%20Airports.pdf>

Creation Date: 2011

Resource Type: Decision-Support Tool

Applicable Action Steps:

- Ensure Clear Reporting Protocols

Special Notes: N/A

Toolkit Resource: National Safe Skies Alliance, Inc. Airport Security Vulnerability Assessments (Program for Applied Research in Airport Security 0016)



This guidebook provides airports with a methodology and tools to support planning and conduct of airport-wide security vulnerability assessments (SVAs) addressing a broad base of malevolent threats, although it does not reference human trafficking specifically. The guidebook includes an eight-step methodology shown as an airport SVA process flow diagram. It is also accompanied by tools, including checklists and a report template, for use by airport SVA project teams at small, medium, and large hub airports.

Author/Owner:	National Safe Skies Alliance, Inc.
Title:	Airport Security Vulnerability Assessments (Program for Applied Research in Airport Security 0016)
URL:	https://www.sskies.org/images/uploads/subpage/PARAS_0016.SVAGuidebook_Final_.pdf
Creation Date:	2020
Resource Type:	Written Document, Decision-Support Tool
Applicable Action Steps:	<ul style="list-style-type: none">▪ Undertake Needs Assessment
Special Notes:	N/A

Toolkit Resource: New Jersey Coalition Against Human Trafficking Community Awareness Toolkit

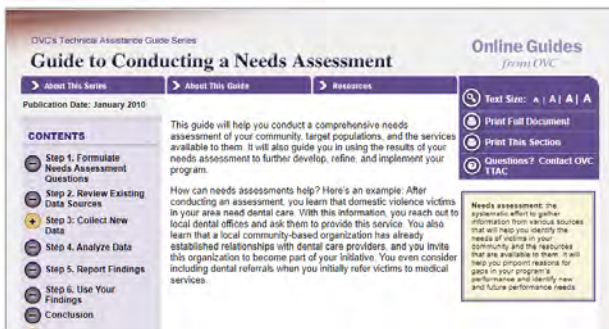


Community Awareness Toolkit

This booklet includes action ideas to help New Jersey communities unite to end human trafficking, called the Community Awareness Toolkit. The document is divided into specific actions items for different groups: mayors and municipalities, schools and students, communities of faith, and professionals. There is also a section titled "Action for Everyone" with action items for the general public. Additionally, the document provides an extensive list of resources, including books on human trafficking, videos, movies, and online trainings.

Author/Owner:	New Jersey Coalition Against Human Trafficking
Title:	Community Awareness Toolkit
URL:	https://www.safernj.org/uploads/resource/Community-Toolkit-Jan-2021-REVISED-1.29.21.pdf
Creation Date:	N/A
Resource Type:	Written Document
Applicable Action Steps:	<ul style="list-style-type: none">▪ Identify Partnerships and Victim Resources▪ Implement Advanced Awareness Program
Special Notes:	N/A

Toolkit Resource: Office for Victims of Crime Technical Assistance Guide: Guide to Conducting a Needs Assessment



This guidebook provides technical assistance to users on identifying services available to victims of any crime. Airports can use this guidebook to assess the needs of human trafficking victims and identify organizations that provide programs for victims, as well as develop and refine their own aftercare program.

Author/Owner: Office for Victims of Crime

Title: Technical Assistance Guide: Guide to Conducting a Needs Assessment

URL: <https://www.ovcttac.gov/views/resources/dspConductingNeedsAssessment.cfm>

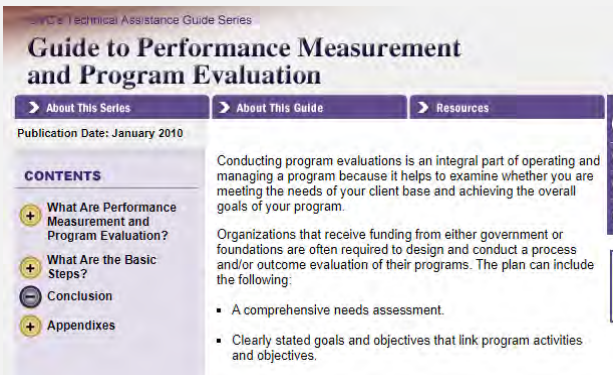
Creation Date: 2010

Resource Type: Website

Applicable Action Steps: ■ Provide Enhanced Victim Support and Aftercare

Special Notes: N/A

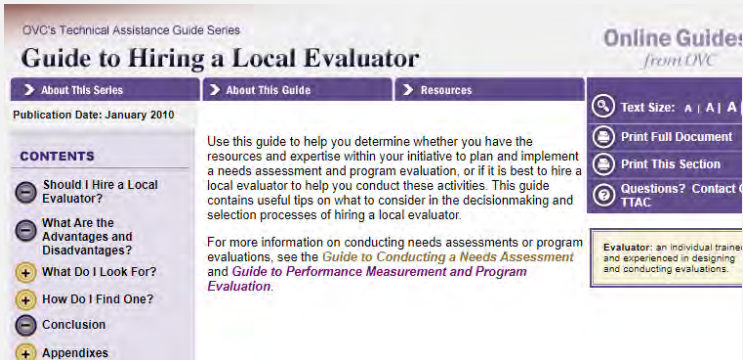
Toolkit Resource: Office for Victims of Crime Technical Assistance Guide: Guide to Performance Measurement and Program Evaluation



This guide walks users through the steps needed to develop an evaluation plan, establish measurable goals and objectives, design and conduct program evaluation, identify measures for the impact of the program's activities, and use the program evaluation results for improvement. The guide was originally developed for grantees who received funding to serve victims of human trafficking.

Author/Owner:	Office for Victims of Crime (OVC)
Title:	Technical Assistance Guide: Guide to Performance Measurement and Program Evaluation
URL:	https://www.ovcttac.gov/docs/resources/OVCTAGuides/PerformanceMeasurement/welcome.html
Creation Date:	2010
Resource Type:	Website
Applicable Action Steps:	<ul style="list-style-type: none">▪ Develop Organizational Plan/Strategy
Special Notes:	N/A

Toolkit Resource: Office for Victims of Crime Technical Assistance Guide: Hiring a Local Evaluator



OVC's Technical Assistance Guide Series

Guide to Hiring a Local Evaluator

Publication Date: January 2010

Use this guide to help you determine whether you have the resources and expertise within your initiative to plan and implement a needs assessment and program evaluation, or if it is best to hire a local evaluator to help you conduct these activities. This guide contains useful tips on what to consider in the decisionmaking and selection processes of hiring a local evaluator.

For more information on conducting needs assessments or program evaluations, see the *Guide to Conducting a Needs Assessment* and *Guide to Performance Measurement and Program Evaluation*.

Evaluator: an individual trained and experienced in designing and conducting evaluations.

This guide helps users determine whether they have the resources to conduct program evaluation in house or whether it is best to hire an evaluator. The guide also provides information on the considerations and selection processes to use if deciding to hire an evaluator. The guide was originally developed for grantees who received funding to serve victims of human trafficking.

Author/Owner: Office for Victims of Crime (OVC)

Title: Technical Assistance Guide: Hiring a Local Evaluator

URL: <https://ovc.ojp.gov/library/publications/ovc-technical-assistance-guide-hiring-local-evaluator>

Creation Date: 2010

Resource Type: Website

Applicable Action Steps:

- Develop Organizational Plan/Strategy

Special Notes: N/A

Toolkit Resource: Office for Victims of Crime Training and Technical Assistance Center Human Trafficking Task Force e-Guide




Author/Owner:	Office for Victims of Crime (OVC) Training and Technical Assistance Center (TACC)
Title:	Human Trafficking Task Force e-Guide
URL:	https://www.ovcttac.gov/taskforceguide/eguide/
Creation Date:	2017
Resource Type:	Website
Applicable Action Steps:	<ul style="list-style-type: none">Identify Partnerships and Victim Resources
Special Notes:	N/A

The Human Trafficking Task Force e-Guide is a resource to support established task forces and provide guidance to agencies that are forming task forces. Its purpose is to assist in the development and day to day operations of a task force combatting human trafficking and to provide fundamental guidance for effective task force operations.

The e-Guide was developed by OVC TTAC, the gateway to current training and technical assistance for victim service providers and allied professionals who serve crime victims. It aims to build capacity of victim assistance organizations across the country through training and technical assistance opportunities, tools to assess the needs of key constituencies and identify resources to meet those needs, and continually monitoring customer satisfaction and measuring effectiveness of training and technical assistance activities over time.

Toolkit Resource: Office for Victims of Crime Training and Technical Assistance Center Website

	
Author/Owner:	Office for Victims of Crime (OVC) Training and Technical Assistance Center (TACC)
Title:	OVC TACC Website
URL:	https://www.ovcttac.gov/
Creation date:	2020
Resource Type:	Website
Applicable Action Steps:	<ul style="list-style-type: none">Identify Funding and Resources
Special Notes:	N/A

The OVC TACC website is the gateway to current training and technical assistance for victim service providers and allied professionals who serve crime victims. OVC TTAC's aim is building the capacity of victim assistance organizations across the country through training and technical assistance opportunities, tools to assess the needs of key constituencies and identify resources to meet those needs, and continually monitoring customer satisfaction and measuring effectiveness of training and technical assistance activities over time. Note that airports are not able to apply directly to these grants, but can offer support to grant applications from partner victim services providers. A partner receiving a grant will benefit the airport through enhanced local opportunities for victim support.

Toolkit Resource: OSS Academy Basic and Advanced Human Trafficking Training



These online classes are available à la carte for law enforcement officers, covering a variety of subjects for various costs. Courses include a basic and an advanced-level human trafficking course.

Author/Owner: OSS Academy

Title: Basic and Advanced Human Trafficking Training

URL: <https://www.ossfirst.com/ets/home>

Creation Date: N/A

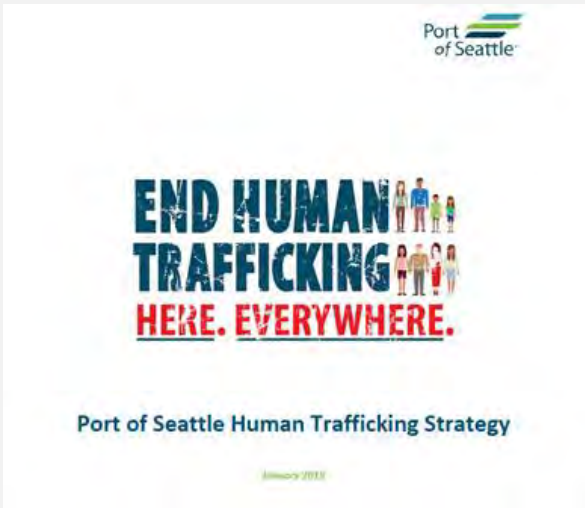
Resource Type: Video

Applicable Action Steps:

- Provide Training for Key Staff

Special Notes: Courses through OSS Academy are available for a fee.

Toolkit Resource: Port of Seattle Anti-Human Trafficking Strategy

		<p>This strategy emphasizes four key areas of focus: training, communications and infrastructure, partnerships, and policies and protocols. The strategy is tiered into three incremental phases of engagement, with near-term activities in the first tier and activities that require additional actions, time, and capacity in the third tier.</p>
Author/Owner:	Port of Seattle	
Title:	Port of Seattle Anti-Human Trafficking Strategy	
URL:	N/A	
Creation Date:	2018	
Resource Type:	Written Document	
Applicable Action Steps:	<ul style="list-style-type: none">▪ Develop Organizational Plan/Strategy	
Special Notes:	Strategy available by request from Port of Seattle.	

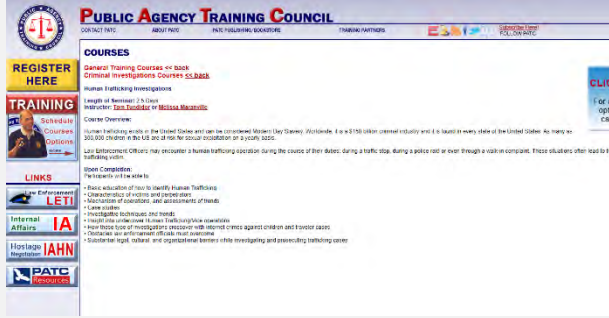
Toolkit Resource: Port of Seattle Safe Space and Ports of Freedom Signs



These two signs are posted around the Seattle-Tacoma Airport (SEA). The Safe Space Sign informs the general public at SEA that it is a safe space and that all reports will be investigated. The Ports of Freedom sign informs airport general public at SEA that everyone in the United States has rights, regardless of immigration status. The signs provide contact information for people to call if they need help, and are available in eight languages, including Spanish, Chinese, and Vietnamese. These signs are for public display.

Author/Owner:	Port of Seattle
Title:	Safe Space and Ports of Freedom Signs
URL:	N/A
Creation Date:	N/A
Resource Type:	Communication Product
Applicable Action Steps:	<ul style="list-style-type: none">▪ Implement Advanced Awareness Program
Special Notes:	Images of signs available by request from Port of Seattle.

Toolkit Resource: Public Agency Training Council Human Trafficking Investigations Seminar

	<p>This 2.5-day seminar for law enforcement covers human trafficking investigations. The seminar includes how to identify human trafficking; characteristics of victims and perpetrators; mechanism of operations, and assessments of trends; case studies; investigative techniques and trends; insight into undercover human trafficking/vice operations; how investigations crossover with internet crimes against children and traveler cases; obstacles law enforcement officials must overcome; and substantial legal, cultural, and organizational barriers they can face while investigating and prosecuting trafficking cases.</p>
<p>Author/Owner: Public Agency Training Council</p>	
<p>Title: Human Trafficking Investigations Seminar</p>	
<p>URL: https://www.patc.com/courses/humantrafficking.shtml</p>	
<p>Creation Date: N/A</p>	
<p>Resource Type: Video</p>	
<p>Applicable Action Steps:</p>	<ul style="list-style-type: none"> ▪ Provide Training for Key Staff
<p>Special Notes: The seminar through Public Agency Training Council is available for a fee.</p>	

Toolkit Resource: The Avery Center Introductory, Intermediate, and Advanced Training



Author/Owner: The Avery Center

Title: Introductory, Intermediate, and Advanced Training

URL: <https://theaverycenter.org/research/training-sessions-courses/>

Creation Date: N/A

Resource Type: Instructor-Led Training

Applicable Action Steps:

- Provide Training for Key Staff
- Expand Training to Secondary Staff

Special Notes: Training through The Avery Center is available for a fee.

The Avery Center offers several training options on domestic sex trafficking, including sessions on terminology and holistic healing for survivors. The introductory training covers these topics:

- What is sex trafficking?
- How can you identify trafficking?
- What are the risk factors?
- Sex trafficking statistics
- What's being done to advance prevention?

The Avery Center also offers custom training based on user needs. The organization collaborates with agencies in their community (and across the country) for victim referrals and resources. Additionally, the organization's research arm is equipped to perform both needs assessments and program evaluations, all of which is done by survivors who are employed in the Avery Center's research department.

Toolkit Resource: The Avery Center Snapshots of the Commercial Sex Trade in Your Area



The Avery Center offers a subscription service with monthly data on the local commercial sex trade, including trend-level information on known traffickers and victims as well as movements and financial transactions of traffickers and victims. The Avery Center is revamping its *Avery Analytics* work into *The Avery Seal* which will be an evidence-based program evaluation process, initially for direct service providers and then expanding to other sectors such as law enforcement, the legal system, and others.

Author/Owner: The Avery Center

Title: Snapshots of the Commercial Sex Trade in Your Area

URL: <https://theaverycenter.org/research/avery-analytics/>

Creation Date: Ongoing

Resource Type: Written Document

Applicable Action Steps:

- Develop Interdiction Protocol and Formalize Jurisdictional Coordination

Special Notes: Available for a fee.

Toolkit Resource: Transportation Security Administration Security Guidelines for General Aviation Airport Operators and Users



Transportation
Security
Administration

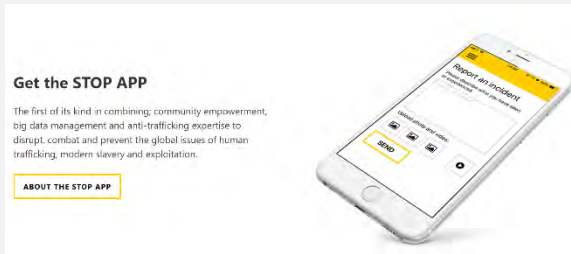
Security Guidelines for
General Aviation Airport Operators and Users

Information Publication A-001, Version 2
July 2017

This document provides GA airports with recommendations for addressing GA security concepts, technology, and enhancements, although it does not reference human trafficking specifically. It includes an airport security assessment and protective measures matrix to help GA airports establish a baseline from which to identify and implement security measures.

Author/Owner:	Transportation Security Administration (TSA)
Title:	Security Guidelines for General Aviation Airport Operators and Users
URL:	https://www.tsa.gov/sites/default/files/2017_ga_security_guidelines.pdf
Creation Date:	2017
Resource Type:	Written Document, Decision-Support Tool
Applicable Action Steps:	<ul style="list-style-type: none">▪ Undertake Needs Assessment
Special Notes:	N/A

Toolkit Resource: Traffik Analysis Hub's Traffik STOP Application



This app allows for anonymous reporting and is both international and cross-sectoral. The app also allows for the export of metrics for any agencies that agree to contribute data to it. The app's purpose is to decrease information and data gaps between agencies and sectors in order to get a comprehensive picture of trafficking trends by geography.

Author/Owner: The Traffik Analysis Hub (TA Hub)

Title: Traffik STOP Application

URL: <https://www.stopthetraffik.org/what-we-do/traffik-analysis-hub/>

Creation Date: 2016

Resource Type: App/Digital Platform

Applicable Action Steps:

- Undertake Data Analysis and Information Sharing

Special Notes: N/A

Toolkit Resource: U.S. Department of Homeland Security Blue Campaign Awareness Videos



Author/Owner: U.S. Department of Homeland Security

Title: Blue Campaign Awareness Videos

URL: <https://www.dhs.gov/blue-campaign/videos>

Creation date: 2017

Resource Type: Video

Applicable Action Steps:

- Implement Basic Awareness Program
- Provide Training for Key Staff
- Expand Training to Secondary Staff

Special Notes: N/A


These awareness videos cover three categories: "General Awareness," "Labor Trafficking Awareness," and "Sex Trafficking Awareness."

The **General Awareness Video** is five minutes long, available in English and Spanish, and provides an overview of human trafficking and the Blue Campaign.

The four **Labor Trafficking Awareness Videos** are each 3–4 minutes long and feature dramatized scenarios that depict indicators of labor trafficking that airport staff can incorporate into training. The clips include child servitude, rest area, motor coach, and medical clinic.

The six **Sex Trafficking Awareness Videos** are each under 10 minutes and portray dramatized scenarios depicting indicators of sex trafficking. The videos include what human trafficking can look like in Native communities. They also include the story of "Ericka" as she is recruited into sex trafficking.

Toolkit Resource: U.S. Department of Homeland Security Blue Campaign Resources

	<p>DHS's Blue Campaign is a national public awareness campaign, designed to educate the public, law enforcement, and other industry partners to recognize the indicators of human trafficking, and how to appropriately respond to possible cases. Resources from the Blue Campaign are available online for use by airports looking to educate stakeholders on how to identify and respond to human trafficking.</p>
<p>Author/Owner: U.S. Department of Homeland Security (DHS)</p> <p>Title: Blue Campaign Resources</p> <p>URL: https://www.dhs.gov/blue-campaign/share-resources</p> <p>Creation date: N/A</p> <p>Resource Type: Written Document, Communication Product</p> <p>Applicable Action Steps:</p> <ul style="list-style-type: none">▪ Select Indicators for Victim Identification▪ Develop Connections to Victim Support and Aftercare▪ Implement Basic Awareness Program▪ Provide Training for Key Staff▪ Implement Advanced Awareness Program▪ Expand Training to Secondary Staff	<p>The one-page Human Trafficking 101 fact sheet includes human trafficking indicators categorized by behavior or physical state, social behavior, work conditions and immigration status, and victim age.</p> <p>The Transportation Toolkit includes indicators of human trafficking for aviation staff.</p> <p>The Trafficking Indicator Cards include a dozen common indicators of human trafficking and are available in multiple languages.</p> <p>The Victim Identification Pamphlet for Law Enforcement, First Responders, and Health Professionals includes indicators for human trafficking categorized by labor or service indicators, control indicators, living conditions indicators, travel indicators, and medical indicators.</p> <p>The Victim Support Pamphlet for Law Enforcement, First Responders, and Healthcare Professionals provides tips for law enforcement, first responders, and health care professionals on how to support a potential victim. It also provides tools and resources to assist victims during case investigations and prosecutions. Airport staff can use this pamphlet to learn how to approach a victim and how to offer support.</p>
<p>Special Notes: N/A</p>	<p>The DHS Anti-Human Trafficking Efforts document describes the Blue Campaign, as</p>

well as a high-level overview of human trafficking.

The **What is Human Trafficking? Infographic** outlines what human trafficking is and what people can do to help, as well as what the Blue Campaign is.

The **What is the Blue Campaign? Pamphlet** provides a brief overview of human trafficking, DHS's efforts to end human trafficking, and the Blue Campaign.

The Blue Campaign **Posters** can be used to raise awareness on human trafficking issues around the airport. These posters explain what the Blue Campaign is, how individuals can identify potential victims, and how they can proactively respond to suspected cases.

The **Human Trafficking Awareness Guide for Convenience Retail Employees** informs frontline convenience retail employees about human trafficking. This guide contains a list of indicators that may help workers recognize a potential victim while on the job, as well as a set of steps to take to report the case.

Toolkit Resource: U.S. Department of Homeland Security Blue Campaign Training



Author/Owner: U.S. Department of Homeland Security (DHS)

Title: Blue Campaign Training

URL: <https://www.dhs.gov/blue-campaign/awareness-training>
<https://www.ice.gov/doclib/human-trafficking/ccht/continuedPresenceToolkit.pdf>

Creation Date: 2018

Resource Type: Video and Written Document

Applicable Action Steps:

- Provide Training for Key Staff
- Expand Training to Secondary Staff

Special Notes: N/A

The Blue Campaign Training resources include: “General Public Indicators Training Course”; “First Responder Training (FEMA)”; “Law Enforcement Awareness Training”; “Convenience Retail Employee Training”; “Gender-Based Violence Awareness Course”; and “Continued Presence Awareness Training”.

The **General Public Indicators Training Course** is a 21-minute web-based training course to provide guidance in recognizing and reporting suspected human trafficking in general public settings.

The **First Responder Training (FEMA)** is a one-hour, web-based course for first responder personnel to understand what human trafficking is, who can become a victim, and how to identify and respond to suspected victims.

The **Law Enforcement Awareness Training** is a web-based course that helps law enforcement officials to train officers on recognizing human trafficking. It contains hour-long training videos on combating human trafficking in tribal communities, interviewing victims of human trafficking, and Continued Presence, which is a temporary immigration status provided to victims of human trafficking who may be potential witnesses.

The **Gender-Based Violence Awareness Course** is a web-based course to define the concept of gender-based violence, identify various forms of gender-based violence, and describe ways to support gender-based violence victims and survivors.

The **Convenience Retail Employee Training** provides training to recognize

and report suspected human trafficking in a convenience retail setting.

The **Continued Presence Awareness Training** is a three-part video describing Continued Presence, who is eligible, and how to make a request.

An additional resource, the **Continued Presence Resource Guide**, provides information that helps law enforcement agencies, civil attorneys, service providers, human trafficking victims and survivors, and others “better understand how to use this tool as part of a victim-centered approach to combat human trafficking.”

Toolkit Resource: U.S. Department of Homeland Security Strategy to Combat Human Trafficking, the Importation of Goods Produced with Forced Labor, and Child Sexual Exploitation

DEPARTMENT OF HOMELAND SECURITY
STRATEGY TO COMBAT HUMAN TRAFFICKING,
THE IMPORTATION OF GOODS
PRODUCED WITH FORCED LABOR, AND
CHILD SEXUAL EXPLOITATION



This strategy guide was published in January 2020 and represents DHS's vision to end human trafficking, articulates DHS's long-term approach for combating these crimes, and serves as a framework to prioritize resources and monitor progress.

This strategy guide also includes a list of entities that support efforts to combat human trafficking, and which airports can engage as potential partners.

Author/Owner: U.S. Department of Homeland Security (DHS)

Title: Strategy to Combat Human Trafficking, the Importation of Goods Produced with Forced Labor, and Child Sexual Exploitation

URL: <https://www.dhs.gov/publication/strategy-combat-human-trafficking-importation-goods-produced-forced-labor-and-child>

Creation date: 2020

Resource Type: Written Document

Applicable Action Steps:

- Identify Partnerships and Victim Resources

Special Notes: N/A

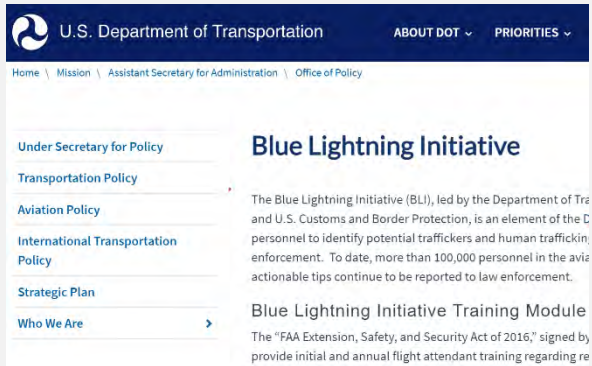
Toolkit Resource: U.S. Department of Homeland Security and U.S. Department of Transportation A Guide for Aviation Personnel to Recognize and Report Suspected Human Trafficking



This two-page pamphlet provides a brief overview of human trafficking and the Blue Lightning Initiative. It includes contact information to report tips, indicators, and how to recognize human trafficking.

Author/Owner:	U.S. Department of Homeland Security (DHS) and U.S. Department of Transportation (USDOT)
Title:	A Guide for Aviation Personnel to Recognize and Report Suspected Human Trafficking
URL:	N/A
Creation Date:	2017
Resource Type:	Communication Product
Applicable Action Steps:	<ul style="list-style-type: none">▪ Select Indicators for Victim Identification▪ Provide Training for Key Staff▪ Expand Training to Secondary Staff
Special Notes:	Access to the guide requires signing an MOU with BLI.

Toolkit Resource: U.S. Department of Homeland Security and U.S. Department of Transportation Blue Lightning Initiative Human Trafficking Training

		<p>This training includes four short training videos for airline professionals providing an overview of human trafficking, indicators of potential victims of human trafficking, contact information for reporting potential cases, and a scenario illustrating indicators of potential human trafficking cases. The videos are each 3–5.5 minutes in duration.</p>
Author/Owner:	U.S. Department of Homeland Security (DHS) and U.S. Department of Transportation (USDOT)	<p>The first training video provides definitions of human trafficking and information about how airline professionals can proactively respond if they see a potential case.</p>
Title:	Blue Lightning Initiative Human Trafficking Training	<p>The second training video shares indicators of human trafficking in the aviation context.</p>
URL:	https://www.transportation.gov/administrations/office-policy/blue-lightning-initiative	<p>The third training video educates viewers on ways to report suspected human trafficking activity.</p>
Creation Date:	N/A	<p>The fourth training video gives viewers the opportunity to test their ability to identify potential cases of human trafficking in a scenario video.</p>
Resource Type:	Video	<p>In March 2022, DHS announced the release of an updated training for aviation employees. The updated training expands existing training to reach new partners in large and small airport settings; improves existing training through specific, scenario-based teaching; and enhances efforts to get critical counter-trafficking information to employees working in the air and on the ground.</p>
Applicable Action Steps:	<ul style="list-style-type: none"> ▪ Ensure Clear Reporting Protocols ▪ Provide Training for Key Staff ▪ Expand Training to Secondary Staff 	
Special Notes:	Access to the training videos requires signing an MOU with BLI.	

Toolkit Resource: U.S. Department of Homeland Security and U.S. Department of Transportation Indicator Card



This Blue Lightning Initiative document specifies four indicators of potential human trafficking victims.

Author/Owner:	U.S. Department of Homeland Security (DHS) and U.S. Department of Transportation (USDOT)
Title:	Indicator Card
URL:	N/A
Creation Date:	N/A
Resource Type:	Communication Product
Applicable Action Steps:	<ul style="list-style-type: none">▪ Select Indicators for Victim Identification
Special Notes:	Access to the indicator card requires signing an MOU with BLI.

Toolkit Resource: U.S. Department of Homeland Security and U.S. Department of Transportation Reporting a Human Trafficking Tip

REPORTING A HUMAN TRAFFICKING TIP

The Blue Lightning Initiative (BLI) trains aviation personnel to identify potential human traffickers and victims, and to report their suspicions to federal law enforcement.

This infographic details the process of what happens when a Blue Lightning Initiative (BLI) partner reports a tip regarding possible human trafficking based on the BLI protocol. The BLI protocol refers employees to DHS's Homeland Security Investigations Tip Line. Airports can provide employees with the infographic as a visual representation of the reporting process.

Author/Owner: U.S. Department of Homeland Security (DHS) and U.S. Department of Transportation (USDOT)

Title: Reporting a Human Trafficking Tip

URL: N/A

Creation Date: N/A

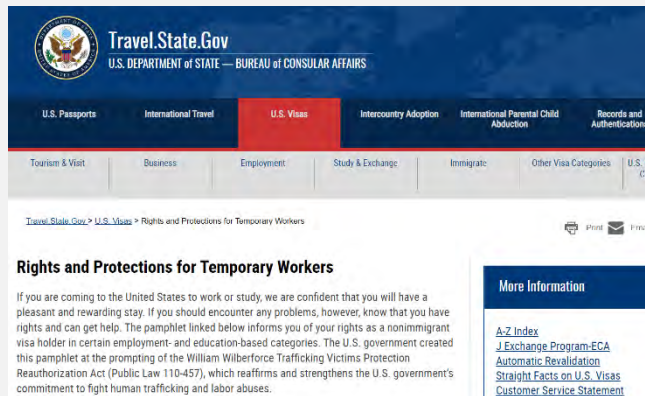
Resource Type: Decision-Support Tool

Applicable Action Steps:

- Ensure Clear Reporting Protocols

Special Notes: Access to the infographic requires signing an MOU with BLI.

Toolkit Resource: U.S. Department of State Know Your Rights: An Information Pamphlet Describing Your Rights while Working in the United States



This pamphlet informs temporary workers coming to the United States to work on a nonimmigrant visa. The pamphlet provides information on the rights of workers regardless of immigration status. It is available for download from this website in several languages, including English, Arabic, Chinese, Indonesian, and more. Airports can distribute these pamphlets.

Author/Owner:	U.S. Department of State (DOS)
Title:	Know Your Rights: An Information Pamphlet Describing Your Rights while Working in the United States
URL:	https://travel.state.gov/content/travel/en/us-visas/visa-information-resources/temporary-workers.html
Creation Date:	N/A
Resource Type:	Communication Product
Applicable Action Steps:	<ul style="list-style-type: none">▪ Develop Connections to Victim Support and Aftercare▪ Implement Advanced Awareness Program
Special Notes:	N/A

Toolkit Resource: U.S. Department of Transportation Advisory Committee on Human Trafficking Combating Human Trafficking in the Transportation Sector

<p>DEPARTMENT OF TRANSPORTATION ADVISORY COMMITTEE ON HUMAN TRAFFICKING</p> <p>FINAL REPORT JULY 2019</p> <p>COMBATING HUMAN TRAFFICKING IN THE TRANSPORTATION SECTOR</p>	<p>This report was submitted in 2019 by USDOT's Advisory Committee on Human Trafficking to the Secretary of Transportation at the time, Elaine Chao. It provides a comprehensive look into combating human trafficking in the transportation sector. It includes best practices for transportation stakeholders to consider when developing strategies and policies, as well as when implementing training and awareness initiatives. The report has quick implementation guides for airports, sample training materials and public awareness materials for the aviation sector, and examples of counter-trafficking initiatives in the aviation sector.</p>
<p>Author/Owner: U.S. Department of Transportation (USDOT) Advisory Committee on Human Trafficking</p>	
<p>Title: Combating Human Trafficking in the Transportation Sector</p>	
<p>URL: https://www.transportation.gov/administrations/office-policy/advisory-committee-human-trafficking</p>	
<p>Creation date: 2019</p>	
<p>Resource Type: Written Document</p>	
<p>Applicable Action Steps:</p> <ul style="list-style-type: none"> ▪ Select Indicators for Victim Identification ▪ Develop Organizational Plan/Strategy 	
<p>Special Notes: N/A</p>	

Toolkit Resource: U.S. Department of Transportation Indicators of Human Trafficking in the Transportation Industry




INDICATORS OF HUMAN TRAFFICKING IN THE TRANSPORTATION INDUSTRY

This two-page flyer describes the indicators of human trafficking specifically in the transportation sector, including airports.

Author/Owner:	U.S. Department of Transportation (USDOT)
Title:	Indicators of Human Trafficking in the Transportation Industry
URL:	https://www.transportation.gov/sites/dot.gov/files/docs/subdoc/261/tlaht-indicators-flyer-dot.pdf
Creation date:	N/A
Resource Type:	Communication Product
Applicable Action Steps:	<ul style="list-style-type: none">▪ Select Indicators for Victim Identification
Special Notes:	N/A

Toolkit Resource: U.S. Immigration and Customs Enforcement Information for Victims of Human Trafficking



The pamphlet is titled "Information for Victims of Human Trafficking" and is part of the "ICE Victim Assistance Program". It features a close-up photograph of a person's face. The pamphlet includes sections for "Other Forms of Victim Assistance", "Important Numbers", and "Other Important Contacts". It also lists various services available to victims, such as housing, medical care, mental health services, case management, legal assistance, transportation, translation and interpretation, English language classes, and job skills training. The ICE logo is prominently displayed at the bottom.

This pamphlet includes information regarding ICE's Victim Assistance Program. It provides an overview of human trafficking and informs victims of their legal rights in the United States regardless of immigration status, and also provides information on how to reach out for support. Airports can make this pamphlet available in their facilities.

Author/Owner: U.S. Immigration and Customs Enforcement (ICE)

Title: Information for Victims of Human Trafficking

URL: https://www.dhs.gov/xlibrary/assets/ht_ice_victim_assistance_program.pdf

Creation Date: 2010


Resource Type: Communication Product

Applicable Action Steps:

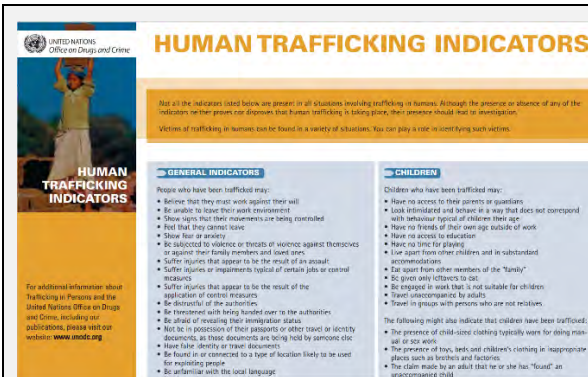
- Develop Connections to Victim Support and Aftercare

Special Notes: N/A

Toolkit Resource: United Nations Office on Drugs and Crime Blue Heart Campaign

		<p>The Blue Heart Campaign is a global awareness-raising initiative to fight human trafficking and its impact on society. It seeks to encourage involvement from governments, civil society, the corporate sector, and individuals alike, to inspire action and help prevent human trafficking.</p>
Author/Owner:	United Nations Office on Drugs and Crime	<p>Airports can use campaign materials to raise awareness about human trafficking. The Blue Heart Campaign website offers a Brochure and Logo Package in multiple languages, which can be used on awareness materials to increase accessibility of information. The website also includes a list of Actions for how to support the campaign via social media and material placement around an airport.</p>
Title:	Blue Heart Campaign	
URL:	https://www.unodc.org/blueheart/en/-about-the-blue-heart.html	
Creation Date:	N/A	
Resource Type:	Communication Product, Website	
Applicable Action Steps:	<ul style="list-style-type: none">▪ Implement Basic Awareness Program	
Special Notes:	N/A	

Toolkit Resource: United Nations Office on Drugs and Crime Human Trafficking Indicators



This two-page fact sheet lists potential indicators for situations involving human trafficking and includes highly relevant contextual information for airports to consider. It is organized into the following categories: general indicators, children, domestic servitude, sexual exploitation, labor exploitation, and begging and petty crime.

Author/Owner: United Nations Office on Drugs and Crime

Title: Human Trafficking Indicators

URL: https://www.unodc.org/pdf/HT_indicators_E_LOWRES.pdf

Creation date: N/A

Resource Type: Communication Product

Applicable Action Steps: ☒ Select Indicators for Victim Identification

Special Notes: N/A