

How Dealerships Can Combat Human Trafficking

**A TOOLKIT FOR
IMPLEMENTING
ANTI-TRAFFICKING
INITIATIVES**



www.tatnonprofit.org/dealerships



DEALERSHIPS

WHY DEALERSHIPS HAVE AN IMPORTANT ROLE TO PLAY IN HELPING TO END HUMAN TRAFFICKING

What is human trafficking?

Human trafficking – or modern-day slavery – is a global crime in which people are bought and sold for forced labor or commercial sex. Traffickers use violence, manipulation and false promises of work opportunities or romance to lure, control and exploit their victims, generating billions of dollars per year in illicit profits. Of the estimated 50 million victims worldwide, thousands of girls, boys, women and men are trafficked for sex or labor in the U.S. and Canada.

Why dealerships?

The trucking and bus industries are the eyes and ears of the highways, roadways and communities. As this mobile army is in a critical position to recognize and report human trafficking, the dealerships who sell or lease parts and equipment to the transportation industry have a unique role to play in leveraging their networks to educate and influence others.

Beyond their customers, dealerships are committed to the well-being of the communities in which they operate. Through educating their employees about human trafficking and using their distribution points to equip their customers and industry partners, dealerships play an important role in the fight against human trafficking.

This toolkit guides dealerships on how to implement an effective anti-human trafficking program.



DEALERSHIPS

TAT partners with dealerships to create distribution hubs that spread awareness about human trafficking to their customers in the transportation industry.



HOW TO IMPLEMENT TAT TRAINING

HOW TO PREPARE FOR IN-PERSON TAT TRAINING?

- TAT's training videos are intended to be self-sufficient resources.
- If time permits, allocate time for discussion. Use the FAQs provided at the end of this toolkit.
- TAT can create a co-branded certificate for the training facilitator to fill out and distribute to participants.
- To receive printed materials or mp4 files for download, contact info@tatnonprofit.org.

We encourage dealerships to provide TAT training to current employees and incorporate the training into your onboarding process for new employees.

The first step is to determine which set of training resources are best suited for your employees. After that, there are three ways that you can implement TAT training:

01 In-person

Show TAT's training video to a group that has gathered in-person and pass out wallet cards.

02 TAT Education Portal

Individuals can get TAT-certified virtually via the TAT education portal. Participants register on the website and can then watch the training video of their choice, after which they will be prompted to take a short quiz. If they receive a score of 70% or above, the system auto-generates a certificate with their name and completion date on it. Access the portal at train.tatnonprofit.org.

03 Internal Online Learning System

TAT will work with companies to upload our training materials (including the video, quiz and a co-branded certificate) to the company's own internally managed learning management system (LMS). TAT also partners with some of the major external LMS providers used by the industry. Please contact TAT to discuss utilizing the TAT training on any LMS to ensure correct protocols are in place.

TAT provides all training materials free of charge. All that we ask in return is that you report your training numbers to us once training is completed.

Visit trained.truckersagainsttrafficking.org or contact info@tatnonprofit.org.

TAT'S TRAINING VIDEOS

TAT's free, niche-specific resources for the trucking and bus industries include training videos, wallet cards, an app, posters and window decals. TAT's training library includes three different videos for the trucking industry (over-the road, local/final mile and movers/in-home delivery) and two different videos for the bus industry (transit/motorcoach and school transportation). Additionally, TAT's training video, "You've Seen Us Before," is for all non-driver employees. All materials are available in English, Spanish and French Canadian.

www.tatnonprofit.org/training-library

ADDITIONAL WAYS TO ENGAGE

Show

Ensure people across the organization understand ways they may encounter sex and labor trafficking – and the victims of these crimes – in all areas of their lives by showing TAT’s corporate training video, “You’ve Seen Us Before.”

Share

Use your position and influence to spread awareness about trafficking. For example:

- Invite TAT to present (virtually or in-person) at a leadership team or contractor meeting, industry event, etc.
- Include information about human trafficking in customer communications and internal or external publications.
- Outfit service vehicles with TAT window decals.

TAT Dealerships Partner: Bridgestone Americas

Bridgestone Americas has trained over 21,000 employees on how to recognize and report human trafficking, adopted an internal anti-trafficking-in-persons policy and leveraged its extensive networks to raise awareness in the transportation industry about human trafficking throughout North America. TAT co-hosted an event with the company at Bridgestone Americas’ corporate headquarters in Nashville, Tennessee to strengthen local public-private partnerships to prevent and disrupt human trafficking. Bridgestone is a Freedom Driver level TAT corporate sponsor.

Distribute

Hang posters and share TAT wallet cards or brochures with customers and drivers in all brick-and-mortar locations.

Activate

Conduct a targeted outreach campaign with contractors and carriers encouraging or mandating them to train their frontline workers. For guidance on how to activate your supply chain for the social good, visit www.tatnonprofit.org/shipping-logistics.

Guide

If your company has a human trafficking reporting protocol in place, be sure to share that with your employees alongside any human trafficking training provided. If you do not have a reporting protocol in place, contact TAT for a template.

ADDITIONAL WAYS TO ENGAGE

Implement

Companies should implement an anti-human trafficking policy that strictly prohibits the purchasing of commercial sex and expresses the company's stance on sex and labor trafficking. For a sample policy, visit www.tatnonprofit.org/addressing-demand.

Round-Up

Help your community and customers learn more about human trafficking by designating TAT as the charity recipient of a round-up campaign.

Sponsor

Help us further our impact and become a corporate sponsor. We cannot do this work without the generous support of our corporate, foundation and individual donors.

Connect

Attend a TAT Coalition Build and get in touch with the anti-human trafficking task force in your city or state/province. TAT Coalition Builds are strategic events designed to build local public-private partnerships to combat human trafficking.

Feedback

Share your reactions or a quote about the training with us and be sure to tell TAT if an employee takes action related to a potential trafficking case. If they make a call to report suspicions of trafficking or aid a potential victim, they could be eligible for TAT's prestigious Harriet Tubman Award.

**TAT Dealerships Partner:
Pomps Tire Service, Inc.**

Pomps Tire Service, Inc. has been a TAT partner since 2017. During that time, Pomps has added TAT training as part of their orientation and ongoing training, mandated an anti-trafficking-in-persons policy company-wide, instituted trailer wraps on company truck products displaying the TAT logo, highlighted their partnership with TAT on their website, and hosted a Freedom Drivers Project event in Colorado, and co-hosted a TAT Coalition Build in Green Bay, Wisconsin to strengthen local public-private partnerships to combat human trafficking. Pomps is a Gold level TAT corporate sponsor.

FREQUENTLY ASKED QUESTIONS

What does human trafficking look like in the United States and Canada?

Traffickers use lies, threats, violence and manipulation to lure and exploit their victims. Traffickers come from all types of racial, ethnic, gender and socio-economic backgrounds. Anyone could be trafficked, but due to how traffickers operate, people with heightened vulnerabilities are at greater risk. Therefore, young people, children in foster care, runaway youth, the homeless, immigrants, people who identify as LGBTQIA2S+, or those with a history of abuse are particularly susceptible. Victims of human trafficking are disproportionately Black, Indigenous, and other people of color.

What are some signs you might notice that could indicate human trafficking?

Human trafficking red flags include:

- Lack of knowledge of their whereabouts; not in control of ID/passport
- Restricted or controlled communication; not allowed to speak for self; being watched or followed
- Any mention of making a quota or having a pimp/daddy
- Signs of branding or tattooing of trafficker's name (often on the neck)
- A van, RV or vehicle with multiple women in a mainly male area and/or dropping women off and picking them up 15-20 minutes later
- Signs of bruising
- Different cars coming in and out of one particular residence or business, or people approaching vehicles on the street, rest areas or truck stops
- Extreme security measures on homes and businesses that appear out of place (e.g., barred or covered windows, barbed wire, excessive exterior cameras, locked front doors with entrances in the alley, etc.)
- Workers who appear to live at the business or are always working

Keep in mind that multiple indicators will most likely present themselves when this crime is occurring.



FREQUENTLY ASKED QUESTIONS

If you suspect human trafficking, what should you do?

In an emergency or if someone is in immediate danger, call 911. Otherwise, follow your company's human trafficking reporting protocol, if applicable. The National Human Trafficking Hotline (U.S.) or the Canadian Human Trafficking Hotline are also available resources, which TAT includes on all its materials. The hotlines have 24/7 trained specialists who can help you determine if you are interacting with a victim and connect victims to local resources.

What kinds of questions should you ask a person if you suspect they are being trafficked or groomed?

Many victims of human trafficking may not identify as victims, may not know what “trafficking” is, or may misunderstand it. Depending on what you suspect, the following questions could show a potential victim you are concerned and help you learn more to determine next steps:

- Are you okay?
- Do you feel safe with the person you're traveling with?
- Do your parents/siblings/relatives know where you are? If not, why not?
- Are you free to come and go as you please?
- Do you keep your own money? If not, who does?
- Is anyone hurting you?
- Are you or your family being threatened? What is the nature of the threats?
- Is anyone forcing you to do things that make you feel uncomfortable or unsafe or violate your boundaries or beliefs?

If you are concerned they are being trafficked for labor, ask them additional questions about their job:

- What are the conditions like? Do you feel safe there?
- What hours are you working?
- Are you getting paid for all the hours you work?
- How are you treated by your employer?
- Do you have any choices about where you work?

TAT IN ACTION

Arian Taylor



Professional TAT-trained truck driver Arian Taylor pulled into a business at 3:30 am to make a delivery. Soon after, he received a knock on his cab door from a 19-year-old woman. He learned from her that her friend's older boyfriend was trying to force her into prostitution. After she had refused and argued with him, he dumped her in the parking lot and sped off. She was cold, exhausted, had no money or identification, was carrying everything she owned in her arms and was desperate to get home. Arian helped her get warm, gave her some water, and called the National Human Trafficking Hotline. The hotline secured the woman shelter for the night, a pre-paid cab ride to get her to that shelter and a chaperoned train ride back to her home the next day, where she was reunited with family.

Lauren Gnall and Larren Tarver

When the TAT-trained Lakefront Lines bus team was notified that a female passenger on one of their buses was allegedly being held against her will and forced into prostitution by a male passenger on the same bus, they immediately sprang into action. As the driver calmly stopped the bus, he reassured the other passengers while being as inconspicuous as possible about the reasons for the delay. He notified dispatch and triggered an internal response system that swiftly communicated with law enforcement and got police on the scene as quickly as possible. Before the bus got back on the road — and safely got the other passengers to their destination — the suspect was arrested and the alleged victim was recovered. Eventually, after additional victims were identified, the suspect was prosecuted in federal court and sentenced to 20 years in prison on sex trafficking and related charges.





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TAT stands committed to educate, equip, empower and mobilize members of key industries and agencies to combat human trafficking.



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