

How the Energy Industry Can Combat Human Trafficking

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



www.tatnonprofit.org/energy



WHY THE ENERGY INDUSTRY HAS 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 the energy industry?

As the energy industry is intertwined with most aspects of the global economy, vigilance against human trafficking is critical. From extraction and construction projects, where workers are relocated temporarily for project-specific work, to complex supply chains that must be closely managed and monitored, to intersections with trucking and logistics, energy industry employees may encounter human trafficking.

Furthering their sustainability goals, anti-trafficking initiatives demonstrate an energy company's commitment to corporate social responsibility. On a local level, as energy companies adhere to strong safety standards and invest in the well-being of the communities in which they operate, efforts to eradicate human trafficking align with the industry's core values.

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



TAT works alongside the energy industry to spread awareness about human trafficking within their companies, communities and networks.



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 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 energy companies 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 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 and hardhat stickers.

02 TAT Education Portal

Individuals can get TAT-certified virtually via the TAT education portal. Participants register on the website, watch the training video of their choice and answer a series of quiz questions. 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.

TAT ENERGY RESOURCES

TAT's free, niche-specific resources for the energy industry include training videos, wallet cards, an app, hardhat stickers, posters, window decals and a safety moment facilitation guide. TAT's training library includes a 16-minute training video for the energy industry, as well as three different videos for truck drivers (over-the-road, local/final mile and movers/in-home delivery). Additionally, TAT's training video, "You've Seen Us Before," is for all non-driver employees. TAT materials are available in English, Spanish and French Canadian.

www.tatnonprofit.org/training-library

03 Internal Online Learning System

TAT works with its partners to upload our training materials (including the video, quiz and a co-branded certificate) to a company's own internal learning management system (LMS). TAT also partners with some of the major external LMS providers used by the transportation 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.

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.”

Activate

Multiply your impact by sharing the TAT training with carriers or contractors in your network. TAT’s Industry Pathways Engagement Model (IPEM) is a successful six-point approach that helps companies activate all aspects of their business in the fight against human trafficking, including a targeted outreach campaign with contractors and carriers. TAT provides technical assistance, guidance and consultation on implementing each element of IPEM and can provide template communications if desired.

Address

To prevent sex trafficking, we must address the demand for it. TAT equips men to talk to other men about the connection between purchasing sex and sex trafficking. For more information, visit www.tatnonprofit.org/addressing-demand.

Spread

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

- Invite TAT to present (virtually or in-person) at a leadership team or contractor meeting, industry event, etc.
- Dedicate a safety moment at an industry event or internal meeting to human trafficking.
- Include information about your anti-trafficking efforts on your website and social media and in your newsletter and sustainability or corporate social responsibility report.

Implement

Companies should implement an anti-human trafficking policy that strictly prohibits the purchasing of commercial sex and outlines the steps they are taking to ensure they are not causing, contributing to or directly linked to sex trafficking or forced labor/labor trafficking. For a sample policy, visit www.tatnonprofit.org/training-library.

ADDITIONAL WAYS TO ENGAGE

➤ Guide

If your company has a human trafficking reporting protocol in place, 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.

➤ Share

Share your reactions or a quote about the training with us and 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.

➤ 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. For more information, visit www.tatnonprofit.org/sponsor.

➤ 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.



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

Debo Adepiti and Alan Bailey

Debo Adepiti, a TAT-trained travel center field manager, was making a premise check when Alan Bailey, a TAT-trained night porter, told him a young lady had recently come in dressed provocatively and he suspected prostitution. After speaking with both the driver of the van that brought her, as well as the young lady, Debo believed she was being trafficked and contacted local police. When police arrived, they recognized one of the suspected victims from online sex ads they'd been investigating for months and arrested two men and one woman on human trafficking charges. The trio were exploiting multiple women, posting ads, scheduling appointments for prostitution, making them work without sleep, assaulting them, forcing them to perform sex acts under threat and taking their money. Law enforcement was eventually able to locate and recover 20 survivors of sex trafficking.



Arian Taylor



Professional TAT-trained truck driver Arian Taylor pulled into a business at 3:30 a.m. 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.

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TAT IN ACTION

Jessica Chapman

Jessica Chapman, a Sapp Bros., Inc. Travel Center cashier in Junction City, Kansas, noticed a woman in the travel center who seemed distressed. Seeing a man near her, Jessica caught the woman's eye and asked her if she was alright. The woman approached Jessica and acknowledged that she wasn't. Because the man was in the store, and so as not to arouse suspicion, Jessica took down a rewards application and acted like she was helping the woman fill it out, all the while gathering information about the situation in order to call law enforcement. Her quick and very intelligent response led to the arrest of the man, and allowed the woman, who had been sexually exploited, to get to a safe place.



Joe Aguayo



Professional TAT-trained truck driver Joe Aguayo was driving along a remote stretch of mountainous highway when he saw a woman standing near the fog line of the road. Her head was shaved; she was staring up at the mountains; and she had nothing on but a beach towel. It was evening time; there were no cars or other people around. Joe reported his concerns to law enforcement and continued along his route. Months later, Joe learned from a state trooper that when the woman was recovered, she had severe injuries and was identified as a 27-year-old Indigenous survivor of human trafficking. She was hospitalized for several days before being released and referred for additional services. The investigation is ongoing.



www.tatnonprofit.org

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



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