

How the Motorcoach Industry Can Combat Human Trafficking

A TOOLKIT FOR
IMPLEMENTING
ANTI-TRAFFICKING
INITIATIVES



www.tatnonprofit.org/motorcoach



WHY THE BUS 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 bus industry?

Motorcoach employees can encounter human trafficking victims in a variety of ways. Traffickers may go to bus stops or transit centers to find potential victims or use public transportation to shuttle their victims to and from places where they will be sold. When survivors attempt to exit trafficking, a bus or bus station may be the first place they go to find safety or escape. Additionally, many destinations for tour and charter bus passengers – including casinos, hotels, motels and restaurants – are places where trafficking is known to occur. ***This means that motorcoach employees can be uniquely positioned to play a role in combating human trafficking by recognizing and reporting potential cases.***

This toolkit guides motorcoach companies on how to implement anti-human trafficking training for all employees, as well as the protocols and policies necessary to make training effective.

BUSES AND HUMAN TRAFFICKING: INTERSECTIONS

- 60 percent of survivors reported a bus (e.g., intercity, public, long-distance, shuttle) was used during their recruitment into trafficking.
- 75 percent reported a bus was used during their exploitation.
- 35 percent went to a bus or subway station while being trafficked.
- 28 percent reported a bus was used during their escape from trafficking.

(source: National Outreach Survey for Transportation 2021)



TAT partners with the motorcoach industry to ensure all employees – drivers, ticket agents, customer service representatives, dispatch, security guards, etc. – know how to recognize and report human trafficking.



HOW TO IMPLEMENT TAT TRAINING

TAT's free resources for motorcoach include a 16-minute training video, a wallet card, an app, driver room posters, a reporting protocol template, victim-centered posters, youth awareness materials and a backgrounder on labor trafficking. We encourage partners to provide TAT training to current employees and incorporate the training into your onboarding process for new employees.

There are three ways you can implement TAT training:

HOW TO PREPARE FOR IN-PERSON TAT TRAINING

TAT's free training videos are intended to be self-sufficient resources. For enhanced training, consider sharing the following alongside the video:

- Training participants often have questions about reporting procedures. If available, share your company's reporting protocol and review the steps to take.
- Allocate time for discussion. Use the notes provided in the FAQ at the end of this toolkit as a guide.
- Share the "TAT in Action" examples included in this toolkit.
- If desired, TAT can create a co-branded certificate for the training facilitator to fill out and distribute to participants.

To receive printed materials or files for download, contact info@tatnonprofit.org.

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.

01 In-person training

Show TAT's Motorcoach training video to a group that has gathered in-person and pass out wallet cards. The trainer can either use a DVD or download the training video and red flag recap as mp4 files.

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 16-minute TAT training video for transit/motorcoach, after which they will be prompted to take a short quiz. If they receive a score of 70 percent or above, the system auto-generates a certificate with their name and completion date on it.

Access the portal at education.truckersagainsttrafficking.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 your internal learning management system or online training program. Entities who add TAT's training to their online learning systems are asked to share training numbers with TAT on a quarterly or semiannual basis.

HOW TO IMPLEMENT RESPONSE PROTOCOLS

In order for human trafficking training to be truly effective, trainees must know exactly how to report suspicions of trafficking, and companies must be prepared to respond to those reports. This is why it's important to adopt human trafficking response protocols.

- If your company already has human trafficking response protocols in place, be sure to share them with employees alongside any human trafficking training provided.
- If you do not have a protocol, consider adopting one that includes potential human trafficking scenarios, because responses vary based on different situations.
- For more guidance, you can use TAT's Human Trafficking Response Procedure Template as a starting point: <https://bit.ly/TAT-policytemplate>. While originally created for transit agencies, much of it will hold true for motorcoach companies, as well.

IMPACT STORIES

These are real-life examples from bus partners who have seen first-hand the importance of anti-trafficking training.

Ohio

A Lakefront Lines bus driver in Ohio was approached by a young woman on his bus who told him she was being held against her will and forced into prostitution by a male passenger on the same bus.

The driver—who had recently completed TAT's training for transit/motorcoach—notified dispatch, and the safety team immediately sprang into action and got law enforcement on the scene. As more details of their circumstances were revealed, the young woman was connected to resources, and the alleged perpetrator was arrested.

New York

A law enforcement officer in NYC received a call from a bus driver who was concerned for the welfare of two teenage girls in a restricted area of the bus terminal. The girls were begging for a ride to Pennsylvania, and one of the girls offered one driver sex in exchange for a ride.

The girls eventually told the officer they were cousins and had been living with and working for the "boyfriend" of one of the girls and his mother in a house used as a brothel. When the girl confronted her pimp/"boyfriend" about another girl he'd started sleeping with, the mother kicked her and her cousin out, keeping all of their money and belongings. The officer got the girls to safety and, following an investigation, the mother and son trafficking team was arrested, and multiple other victims at the brothel, including several minors, were recovered.

Texas

A young man joined a construction crew in California. The supervisor confiscated the IDs and work authorization documents from everyone in the crew. After a few weeks, the crew traveled to Texas. The supervisor had still not paid the young man over \$3,000 he was owed. The young man argued with the supervisor, and the next morning when he awoke, he found that the crew, his documents and belongings were all gone.

He did not know the city, so he started walking until he found a bus terminal, where he told his story to a ticket agent and security guard and asked if there was someone who could help him get to family in a nearby city. They saw that he was extremely distressed, so they called the onsite supervisor who heard his story and called the National Human Trafficking Hotline. The hotline connected them to a local service provider who transported the young man to their shelter, connected him to law enforcement and got him clothing, food and a bus ticket to his relatives.

BEYOND TRAINING: WHAT ELSE CAN YOU DO?

In addition to TAT-training your staff, here are other things you can do:

Connect

Get in touch with the anti-human trafficking task force in your city or state/province. These task forces can be resources for training and response protocols. You might also be able to provide them with valuable information for investigations.

Protect

If youth are relying on your services, display TAT's youth-oriented awareness materials, which include short videos, posters and social media graphics. Visit www.tatnonprofit.org/youth-on-transportation.

Post

TAT worked with survivors of trafficking to create posters intended to be eye-catching for victims to learn about resources to help them. These can be displayed on buses, at bus stops, in transit centers, etc. Visit www.tatnonprofit.org/training-library.

Display

If you have an office, break room or locker room for your drivers, hang our poster up as a reminder for all staff to be on the lookout.

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 human trafficking or aid a potential victim, they could be eligible for TAT's prestigious Harriet Tubman Award.

Attend

Attend and/or co-host a TAT Coalition Build (CB). CBs are strategic events designed to build local public-private partnerships to combat trafficking. Reach out to TAT for more information.

Share

Spread awareness about human trafficking with other bus companies, trade associations, via internal or external publications, etc. Distribute our regular training tips and monthly newsletters to your drivers.

Stay in Touch

Follow us on Facebook, Instagram, X and/or LinkedIn for regular updates and information. Encourage your drivers to do the same.



@tatnonprofit

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 for motorcoach employees could include:

- Restricted or controlled communication; not allowed to speak for self; being watched or followed
- Not in possession of own ticket or ID
- Disheveled appearance, unkempt, alone, scared/crying
- Offers to exchange sex for a ride, meal, etc.
- Does not know the person picking them up
- Any mention that she/he has a pimp, "sugar daddy," older boyfriend, has formed a relationship with someone online and/or is making a quota
- Signs of branding or tattooing (often of trafficker's name)

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

If you suspect human trafficking, what should you do?

Follow your company's reporting protocol. If you're not sure what to do, report your suspicions to dispatch, security and/or your supervisor as soon as it is safe to do so. In an emergency or if someone is in immediate danger, call 911. 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. U.S.: 1-888-3737-888 Text: 233733 | CAN: 1-833-900-1010.

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 know the person who is picking you up?
- 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?
- 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?



www.tatnonprofit.org

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