

# How School Transportation Can Combat Human Trafficking

A TOOLKIT FOR  
IMPLEMENTING  
ANTI-TRAFFICKING  
INITIATIVES



[www.tatnonprofit.org/school-transportation](http://www.tatnonprofit.org/school-transportation)



**SCHOOL  
TRANSPORTATION**

# WHY SCHOOL TRANSPORTATION 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.

## Why School Transportation?

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. Traffickers target individuals they can influence and control, which makes youth particularly vulnerable. School-aged children may continue attending school during the day – and riding the school bus – even while they are being trafficked or groomed behind the scenes. School transportation professionals may observe red flags that a child on their bus is being exploited or can play a preventative role by noticing signs that a child is being groomed for trafficking.

*This toolkit guides school transportation officials on how to implement an effective anti-human trafficking training program.*

### SCHOOL BUS DRIVERS:

- See students almost every day as they transport them between home and school.
- Are often keenly aware of changes in students' behavior, moods, physical appearance and attendance.
- Are uniquely positioned to see if new or different people are waiting to pick up a student at the bus stop or at school.
- May observe red flags, such as inappropriate dress for the weather or school, bruising or physical trauma, and markings or tattoos that could be a pimp's branding.



TAT partners with school districts, departments of education, school bus contractors and transit agencies with youth programs to ensure that all school transportation professionals receive human trafficking training.

# HOW TO IMPLEMENT TAT TRAINING

There are three ways you can implement TAT Training with your school transportation employees:

## TAT SCHOOL TRANSPORTATION RESOURCES

TAT's free, industry-specific resources for school transportation include a 20-minute training video, presentation guide, a wallet card, an app, driver room posters, stickers and backgrounders on topics such as special needs transportation and child labor trafficking. Visit [www.tatnonprofit.org/training-library](http://www.tatnonprofit.org/training-library).

## 01 In-person

Show TAT's School Transportation 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. If you would like certificates, TAT can create a co-branded template for the training facilitator to fill out and distribute to participants. To receive printed materials or files for download, contact [info@tatnonprofit.org](mailto:info@tatnonprofit.org). (See Appendix A: Sample Lesson Plan for In-person Training.)

## 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 20-minute TAT School Transportation training video, 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 [education.truckersagainsttrafficking.org](http://education.truckersagainsttrafficking.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](http://trained.truckersagainsttrafficking.org) or contact [info@tatnonprofit.org](mailto:info@tatnonprofit.org).

## 03 Internal Online Learning System

TAT will work with state/provincial departments of education, school districts, school bus contractors and/or school bus trainers 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.

# BEYOND TRAINING: WHAT ELSE CAN YOU DO?

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

## Protocols

If your school has a policy on reporting suspicions of child trafficking, share that with all employees, alongside any human trafficking training provided. If not, make sure your drivers know your school protocol on reporting suspected child abuse. Consider talking with your school administration about establishing a child trafficking policy if one does not exist.

## 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.

## Protect

If you partner with your local transit agency, make sure they are also TAT-training their employees. Encourage them to share TAT's youth-oriented awareness materials, which include short videos, posters and social media graphics. To learn more, visit [www.tatnonprofit.org/youth-on-transportation](http://www.tatnonprofit.org/youth-on-transportation).

## Empower

Talk with your school administrators about identifying anti-human trafficking education opportunities for students. Appropriate student-focused curriculum should be designed for youth and be age-appropriate.

## 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.

## Network

Spread awareness about human trafficking with other school districts, driver trainers, school bus contractors, etc. Tell them about TAT's free resources and encourage them to contact us.

## Connect

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

## Stay in Touch

Distribute our regular training tips and monthly newsletters to your drivers. Follow us on social media for regular updates and information.



# APPENDIX A: SAMPLE LESSON PLAN FOR IN-PERSON TRAINING

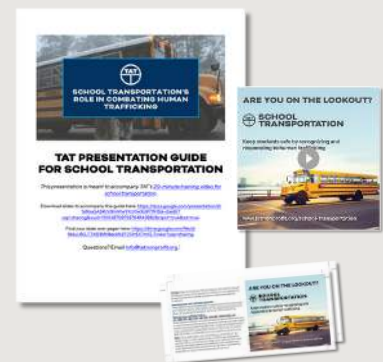
TAT's training videos are intended to be self-sufficient resources. You do not need to be an expert in human trafficking to share this important information. Basic training requires simply showing the TAT School Transportation training video and distributing a wallet card to each trainee. For a one-hour training session, you may use the below lesson plan alongside the training video.

## OBJECTIVES

In this session, school bus drivers and other school transportation employees will learn about human trafficking, how to recognize it and what to do if they suspect it.

## MATERIALS NEEDED

- TAT School Transportation presentation guide
- TAT School Transportation training video (20 minutes)
- Red flag recap video (2 minutes)
- Video/audio capability to show videos
- TAT School Transportation wallet cards (1 per trainee)
- Optional: State one-pager (1 per trainee)



## PREPARATION

- Email [info@tatnonprofit.org](mailto:info@tatnonprofit.org) to access the School Transportation presentation guide and training video, and to order wallet cards.
- Download the sample PowerPoint slides from the TAT School Transportation presentation guide, and insert your customized information as instructed.
- If desired, find your state one-pager in the presentation guide and print a copy for each trainee.
- Know your school's reporting protocol on child abuse and/or human trafficking.
- Use the notes provided in Appendix B: Frequently Asked Questions to prepare for and guide discussion.

## REFERENCES / ADDITIONAL INFO

- TAT School Transportation: [www.tatnonprofit.org/school-transportation](http://www.tatnonprofit.org/school-transportation)
- Human Trafficking in America's Schools: [www.safesupportivelearning.ed.gov/human-trafficking-americas-schools](http://www.safesupportivelearning.ed.gov/human-trafficking-americas-schools)

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## LESSON OUTLINE

Task	Time
<b>Introduction</b> Introduce the topic using slides 1-6 from the presentation guide.	15 minutes
<b>TAT video</b> Show the 20-minute TAT School Transportation training video.	20 minutes
<b>Resources</b> Use slides 7-8 from the presentation guide to share additional resources and reporting policies. Show the two-minute red flag recap video and pass out wallet cards and one-pagers to each trainee.	10 minutes
<b>Discussion</b> Invite trainees to share their reactions and/or takeaways from the film. Use the questions in Appendix B to guide the conversation. Let trainees know that if they would like additional information, they can visit <a href="http://www.tatnonprofit.org/school-transportation">www.tatnonprofit.org/school-transportation</a> or follow TAT on Facebook and Instagram @tatnonprofit.	15 minutes

## APPENDIX B: 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 because of 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 LGBTQI2S+, 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 school transportation include:

- Students who have begun to accumulate frequent absences or are absent for days at a time
- A new or different person, likely older, dropping off or picking the student up from the bus stop or school; this person may demonstrate controlling behavior
- Signs of bruises, physical trauma or malnourishment
- Inappropriate dress for the weather or school
- Symptoms of anger, panic, irritability, phobia or hyperactivity that weren't there before
- Mood swings, such as frequent crying, temper tantrums or clingy behavior
- Markings or tattoos that could be a trafficker's branding
- Students who suddenly have the latest gadgets, new clothes, manicured nails or other material possessions that a trafficker may give them during a grooming process
- Any mention that a student has a pimp, "sugar daddy," older boyfriend, has formed a relationship with someone online and/or is making a quota

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



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## If you suspect human trafficking, what should you do?

In an emergency or if someone is in immediate danger, call 911. Otherwise, any suspicions of human trafficking by a school transportation employee should be reported in accordance with district/agency protocol on reporting suspicions of human trafficking, as well as state/provincial mandatory reporting laws. If no protocols on human trafficking exist, protocols for reporting suspected child abuse should be followed. Be sure to share information about these protocols to all employees, alongside any human trafficking training provided.

The U.S. or Canadian national human trafficking hotlines are also available resources, which TAT includes on all its materials. The hotlines have 24/7 trained specialists who can connect schools to local resources for an identified victim. They are also available should you notice a potential victim outside of the school environment in your non-work life.

## What kinds of questions should you ask a student 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 student you are concerned and help you learn more to determine next steps:***

- Is everything okay at home?
- Do you know the person picking you up?
- Is anyone threatening you or your family?
- Is anyone making you do anything you don't want to do or that makes you feel uncomfortable?
- Is anyone controlling who you talk to or keeping your money or documents away from you?

***If they are working part-time, as many teenagers do, ask them about their job:***

- What are the conditions like? Do you feel safe there?
- What hours are you working? Can you still go to school every day?
- 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?

*Note: These questions are designed solely to help determine whether there is cause for concern. As a school transportation employee, your responsibility is to report any concerns or suspicions you have to the proper authorities, not to investigate or solve a situation.*





[www.tatnonprofit.org](http://www.tatnonprofit.org)

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

**ignore below**

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## TAT School Transportation Materials



*TAT School Transportation flyer, resources specific to labor trafficking and special needs transportation and a poster for break rooms*

School Transportation  
wallet card

View our full suite of resources at  
[www.tatnonprofit.org/training-library](http://www.tatnonprofit.org/training-library)



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## **TAT'S MISSION**

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