

# How Shipping & Logistics Can Combat Human Trafficking

A TOOLKIT FOR  
IMPLEMENTING  
ANTI-TRAFFICKING  
INITIATIVES



[www.tatnonprofit.org/shipping-logistics](http://www.tatnonprofit.org/shipping-logistics)



**SHIPPING &  
LOGISTICS**

# ACTIVATE YOUR SUPPLY CHAIN FOR SOCIAL GOOD

## 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 shipping & logistics?

Truck drivers 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 shippers and manufacturers who employ or contract with trucking carriers to move their products have a unique role to play in ensuring their fleets receive human trafficking training.

In addition to furthering their sustainability goals and commitment to corporate social responsibility, companies can leverage their purchasing power to enhance awareness about human trafficking. By encouraging or requiring their carriers to receive TAT training, shippers and manufacturers are expanding their impact.

*This toolkit guides shipping and manufacturing companies on the steps they can take to align their corporate values with anti-trafficking work and ensure all internal employees, as well as their carriers/contractors, know how to recognize and report human trafficking.*

## TAT TRUCKING RESOURCES

TAT's free, niche-specific resources for the trucking industry 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 drivers and movers/in-home delivery. All materials are available in English, Spanish and Canadian French.

To review TAT's training materials for the trucking industry, visit [www.tatnonprofit.org/training-library](http://www.tatnonprofit.org/training-library).



TAT is striving to ensure every professional truck driver understands the realities of human trafficking and the role they can play in helping to combat it. Our shipping partners engage their carriers, use their influence to expand TAT's reach and expand anti-trafficking awareness throughout the trucking industry.



# CORE WAYS TO ENGAGE

As a shipper or manufacturer, you likely have a transportation/logistics department that either moves the majority of your company's product through a private fleet, the carriers you hire, or both. TAT's Industry Pathways Engagement Model (IPEM) is a six-point approach that helps companies activate internal employees and influence their carrier/contractor networks. Spreading awareness to core ground transportation carriers makes an even greater impact in building up a mobile army equipped to spot signs of human trafficking. TAT provides guidance, technical assistance and consultation on implementing each element of IPEM outlined in this toolkit.

## ➤ Train

Train internal employees and private fleet drivers (if applicable) with TAT materials and register as a TAT-trained company.

Using our free materials, TAT offers a variety of ways to execute training to fit your company's existing training structure. Industry-specific, documentary-style videos for over-the-road, local driver and movers and in-home delivery highlight a survivor's lived experience and equip individuals to spot signs of human trafficking and know how to report a suspected crime.

This training can be implemented through various platforms and completed in about 30 minutes. [Click here to register](#) your training numbers.

## ➤ Co-Host

Co-host a private, live human trafficking and TAT 101 webinar to educate internal employees and help relevant stakeholders, who will be involved in implementing TAT program elements, understand the issue of human trafficking, how their industry is vital in the fight against human trafficking and why the company has decided to get involved.

## ➤ Implement

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/training-library](http://www.tatnonprofit.org/training-library).

*(continued on next page)*

*During training, have employees download the TAT smartphone app.*



## CORE WAYS TO ENGAGE

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### ➤ Invite

Invite TAT to present at a carrier bid meeting, carrier conference or call, etc. Giving TAT the opportunity to share about the realities of human trafficking and how your carriers can help drive change on this issue elevates potential impact.

### ➤ Sponsor

Help us further our work and become a corporate sponsor. We cannot do this work without the generous support of those in the industry who recognize the need for our training.

Click [here](#) to learn more about the various levels of corporate sponsorship and benefits.

### ➤ Encourage

Encourage, incentivize or mandate your carriers to become TAT-trained and registered.

- Conduct a targeted outreach campaign through email, making sure your carriers know that this initiative aligns with your company's sustainability and corporate social responsibility initiatives and that you are keeping a record of their participation.
- Include a question like, "Are your drivers TAT-trained?" on a request for proposal (RFP) and hire TAT-trained companies. If they are not currently training, use that as an opportunity to make them aware of the program and ask them to implement training.

See page 6-7 for options and step-by-step instructions for conducting a targeted outreach campaign.



## ADDITIONAL WAYS TO ENGAGE

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### ➤ Introduce

Introduce TAT to industry-related organizations of which your company is a part (i.e., American Chemistry Council, Automotive Industry Action Group, International Foodservice Distributors Association, Pharmaceutical Supply Chain Initiative, etc.) and explore whether there are ways to utilize industry events or publications to help spread the word.

### ➤ Provide Opportunities

Provide opportunities for your internal employees to participate.

- Host an internal employee fundraiser or offer options for employee deductions or other giving platforms.
- Have employees watch TAT's Addressing Demand video.

### ➤ Go Public

Go public with your decision to partner with TAT.

- Share your commitment to fight human trafficking alongside TAT on social media or on your website.
- Follow us on social media for regular updates and information.
- Distribute our regular training tips and monthly newsletters to your drivers.
- Allow TAT to highlight your involvement by including a case study of your efforts on our website, and, possibly, in our annual report.
- Include your efforts to advance this initiative in your own newsletter, sustainability report or corporate social responsibility report and increase visibility for your shareholders.

*Download TAT's smartphone app to have training resources, red flag indicators and the human trafficking hotline number at your fingertips.*



# ENGAGEMENT ROADMAP

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Once you have decided to implement a targeted outreach campaign, make a plan for how you will roll out this program to your contractors/carriers.

- 01** ➤ For companies who encourage TAT training, perform a pre-engagement survey of your carriers to determine who is already working with TAT. Re-survey your carriers at set increments to track ongoing engagement.  
  
If you will require your carriers to be TAT-trained, share your carrier list with TAT and allow us to perform a pre-engagement audit to help determine where all of your carriers land on our continuum of involvement. This carrier audit is only available to companies who mandate training for their carriers. Set a date for TAT to update the engagement audit. See page 8 for carrier audit requirements. *(Typically two months or less for initial audit and two weeks for updated audit)*
- 02** ➤ Send out an email communication to carriers, copying TAT, that communicates your partnership with TAT and desired outcome for carrier engagement. See page 7 for sample language. *(Reasonable to expect three-month training timeline for carriers.)*
- 03** ➤ Add language to RFP that communicates your partnership with TAT. *(See page 7 for sample language.)*
- 04** ➤ If desired, invite TAT to co-host a webinar as a means to build awareness about human trafficking, communicate expectations and drive interest in training.
- 05** ➤ Send a follow-up email to carriers about this effort, perhaps with special attention to carriers that have not made progress on training per the audit. *(Typically within six months of initial communication)*
- 06** ➤ TAT will provide a Partner Engagement Profile to the company to track impact, including core and additional implementation elements and remaining opportunities for the company to be in full implementation of the IPEM model. See page 8 for a sample.

# TEMPLATES AND ADDITIONAL RESOURCES

## RFP Questions

- Is your company TAT-trained?
- What percentage of your fleet has been TAT-trained?
- When was the last time your fleet reviewed the TAT training video?

## Email Excerpt 1

{Company Name} supports the efforts of TAT and would like to encourage all carriers and subcontractors to consider adopting this valuable training to be considered a TAT-trained company. This initiative aligns with {Company Name}'s efforts to {strengthen safeguards/etc.} against human trafficking. {Optional additional info about how the TAT mission aligns with values of the company here}.

## Email Excerpt 2

{Company} is now directly contacting our valued suppliers to strongly recommend that you consider incorporating the TAT training into your organization's hiring and ongoing training programs. While participation is voluntary at this time, it may become part of our decision matrix in awarding work in the future as part of your company's complete value offering to {Company}. Our goal is {Company}'s carrier network reaching 100% compliance.

## Resource Tools

Utilize these digital folders of assets to build out your communications and access documents about the TAT program to share with your carriers.

## TWO FOLDERS

- [Email templates - Dropbox](#)
  - Initial sample letter
  - Follow up letter
- [Documents for Carriers - Dropbox](#)
  - TAT Facts
  - Social Media Toolkit
  - Anti-Trafficking-in-Persons Policy
  - Trucking Toolkit




# AUDIT REQUIREMENTS

For TAT partners who mandate their carriers to be TAT-trained, TAT will perform audits to determine baseline engagement of carriers and periodic updates to track engagement.

- 01** ➤ An MOU between TAT and your company will be executed to establish completion timelines, responsibilities for each party and impact tracking metrics.
- 02** ➤ Partner provides carrier/contractor roster, including company name, address, website and DOT numbers.

# PARTNER ENGAGEMENT PROFILE

After initial engagement is activated, TAT will complete a Partnership Engagement Profile for your company to help track current implementation of the IPEM model and identify areas of future partnership. Sample below.

**PARTNER ENGAGEMENT PROFILE** 

Sample Company Name  
August 23, 2024

**Core Implementation Elements** **Additional Elements**

**Current Core Implementation**

- Train internal employees, including private fleet drivers (if applicable), field-based employees and office staff, using TAT's free training materials.
- Co-host a private, live human trafficking and TAT 101 webinar to help relevant stakeholders who will be involved in engagement with TAT understand the issue of human trafficking, how their industry is vital in the fight against human trafficking and why the company has decided to get involved.
- Adopt a company-wide anti-trafficking-in-persons policy with a demand-reduction focus. TAT can provide a template to assist in this.

**Core Elements Still Needed**

- Invite TAT to present at a virtual or in-person carrier meeting or conference.
- Conduct a targeted outreach campaign with contractors and carriers to encourage or mandate TAT's human trafficking training for their frontline workers. TAT provides a template and assists in determining the most appropriate level of participation based on your company's desired engagement.
- Financially invest as a corporate sponsor and help TAT further its mission. TAT's ability to continue its life-saving work is only possible through the generous support of those in key industries who recognize the need for TAT's training.

**Additional Elements**

**Bold items indicate current engagement.**

- Share your commitment to fight human trafficking alongside TAT on social media or on your website.
- **Go public with your TAT partnership in your newsletter, sustainability report or corporate social responsibility report.**
- **Introduce TAT to industry-related organizations and explore opportunities to invite TAT to present.**
- Host an internal employee fundraiser or offer options for employee deductions or other giving platforms.
- Have employees watch TAT's Addressing Demand video.





*To get started, contact your TAT point of contact or send an email to [info@tatnonprofit.org](mailto:info@tatnonprofit.org) for more information.*



[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.*