How Truck Stops and Travel Centers Can Combat Human Trafficking

A TOOLKIT FOR IMPLEMENTING ANTI-TRAFFICKING INITIATIVES

www.tatnonprofit.org/truck-stops

TAT TRUCK STOPS

WHY TRUCK STOPS AND TRAVEL CENTERS 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 Truck Stops and Travel Centers?

Traffickers exploit locations in the sale of their victims, often bringing their crime to the doorstep of legitimate businesses. By virtue of their locations and the massive transient customer base they serve, truck stops and travel centers are uniquely positioned to make an impact.

Because this crime depends on the anonymity and control of its victims, traffickers regularly transport and sell them at places that are convenient and easy to access. Beyond that, when traffickers transport their victims, they are traveling on the same roads and stopping at the same truck stops, travel centers and gas stations as everyone else, creating multiple opportunities for victim recovery.

This toolkit guides truck stops and travel centers on how to implement an effective anti-human trafficking training program.

TAT TRUCK STOPS

Through TAT's partnership with truck stops and travel centers, frontline heroes are making a difference in the lives of victims of human trafficking and helping law enforcement investigate and prosecute traffickers.

TRUCK STOPS AND TRAVEL CENTERS ARE UNIQUELY POSITIONED TO REACH FIVE KEY AUDIENCES.

TAT has free resources for each audience to share with truck stop companies to equip their employees and customers with the information they need to help prevent and disrupt human trafficking.

Audience Type	Intersection	Action
Truck Stop and Travel Center Employees	May encounter survivors or perpetrators while on the job.	• Train all new and current employees with TAT materials. • Co-host or attend a Human Trafficking Awareness Junction Briefing. • Co-host or attend a TAT Coalition Build.
Professional Truck Drivers	May encounter survivors or perpetrators as they are taking breaks, parked in the lot overnight, or stopping to fuel up and get a bite to eat. Truck stops can also share critical information about human trafficking with these customers.	• Host a Truck Driver Outreach Event with TAT. • Hang up posters in driver rooms. • Run PSAs at the pump. • Provide incentives, such as coupons, for downloading the TAT app. • Sell TAT or co-branded merchandise.
Survivors of Human Trafficking	May be at a truck stop for various reasons, including relocation by their traffickers, being exploited on the truck stop lot, or seeking safety or assistance when exiting trafficking.	• Hang up TAT's victim-centered posters. • TAT-train employees on how to call the hotline to access victim services. • Make the location a safe place for survivors.
Highly Vulnerable Individuals	Many vulnerable people, such as runaways, the homeless, migrants, etc., end up at truck stops for various reasons. They may be waiting for a ride, resting, looking for food or a clean place to use the bathroom, etc.	• Hang up TAT's preventative posters to help vulnerable people learn about human trafficking and build stronger defenses against being manipulated, deceived and exploited.
The General Public	As people stop for fuel, food or the bathroom, truck stops can share critical information about human trafficking with their customers and raise overall public awareness.	• Post TAT awareness materials. • Designate TAT as the charity recipient of a round-up campaign. • Encourage customers to download the TAT app.

HOW TO IMPLEMENT TAT TRAINING

TAT's free resources for truck stops and travel centers include an 8-minute training video, a wallet card, an app and posters. Additionally, the video, "You've Seen Us Before," is for all corporate employees. TAT's trucking videos and the "Nikki Story" video can be used as supplemental or refresher training. 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:

01 In-person training

Show TAT's Truck Stop training video to a group that has gathered in-person and pass out wallet cards. The trainer should download the training video as an mp4 file in advance.

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.
- 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.

02 TAT Education Portal

Individuals can get trained virtually via the TAT education portal. Participants register on the website and can then watch the 8-minute training video for truck stops and travel centers, after which they will be prompted to take a short survey and knowledge check. 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 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.

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."

Post

TAT has multiple posters for different audiences, including a truck stop employee poster, victim-centered posters and posters for professional drivers.

Implement

Companies should adopt an anti-human trafficking policy that strictly prohibits sex and labor trafficking. For a sample policy, visit www.tatnonprofit.org/addressing-demand.

Share

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

Sponsor

Help TAT further its work by becoming a corporate sponsor. TAT cannot do this work without the generous support of its industry partners.

Round-Up

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

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.

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.

Host

If you're located near a major interstate or highway junction, partner with TAT to co-host a Junction Briefing, in-person events in strategic locations designed to train truck stop employees, and/or host TAT for a truck driver outreach event.

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 by victim 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 and tell them you suspect ***human trafficking***. 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, 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

Alan Bailey and Debo Adepiti

Alan Bailey, a TAT-trained night porter at the TA Travel Plaza, observed suspicious activity that made him suspect sex trafficking may be occurring on the premises. He consulted with management 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.

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.

Tracy Mullins

Tracy Mullins, a TAT-trained travel center employee, was walking into a restaurant near her travel center to talk to the manager. She noticed two young girls sitting with an older man. She thought the man looked as if something could be wrong so she positioned herself close enough to the table to hear the young girls ask for a ride to Seattle. She approached the table and asked the girls if everything was okay. One of the girls told Tracy the man was her uncle. The man seemed very uncomfortable and removed himself from the situation. The young girls then asked other drivers for a ride. Tracy realized there was a problem and notified law enforcement. The girls turned out to be runaways from a neighboring state with only $5 between them.

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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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