

How the Trucking Industry Can Combat Human Trafficking

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



www.tatnonprofit.org/trucking



TRUCKING

WHY THE TRUCKING 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 trucking?

Whether traveling over-the-road or delivering goods to businesses or homes, every truck driver has a role to play in recognizing and reporting human trafficking. As traffickers keep their victims on the move, they are traveling on the same highways and visiting the same truck stops and gas stations as everyone else, creating multiple opportunities for victim identification. Final mile and in-home delivery drivers are also uniquely positioned to be the eyes and ears of neighborhoods as their routes take them to various homes, apartment complexes and local businesses.

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

PROFESSIONAL DRIVERS:

- Are the eyes and ears of highways, roadways and communities.
- May encounter victims of sex trafficking at truck stops, gas stations, rest areas, in homes and businesses.
- Could help identify victims of labor trafficking inside warehouses, restaurants and other businesses where few people see the “back of the house.”



TAT partners with the trucking industry to ensure every professional truck driver (over-the-road, local/final mile and movers/in-home delivery) understands the realities of human trafficking and the role they can play in helping to combat it.



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 and share the "TAT in Action" examples.
- 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 partners 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 (over-the-road, local/final mile and/or movers/in-home delivery) are best suited for your drivers. 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.

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 training video of their choice, 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 train.tatnonprofit.org.

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/final mile and movers/in-home delivery. Additionally, TAT's training video, "You've Seen Us Before," is for all non-driver employees. All materials are available in English, Spanish and French Canadian.

www.tatnonprofit.org/training-library

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 the company's own internally managed learning management system (LMS). TAT also partners with some of the major external LMS providers used by the 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.”

Guide

If your company has a human trafficking reporting protocol in place, be sure to share that with your drivers 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 (CB) and get in touch with the anti-human trafficking task force in your city or state/province. TAT CBs are strategic events designed to build local public-private partnerships to combat human trafficking.

Share

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

Sponsor

Become a corporate sponsor and help fuel this life-saving work.

Implement

Trucking companies should adopt an anti-trafficking policy that strictly prohibits sex and labor trafficking. For a sample policy, visit www.tatnonprofit.org/trucking

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

Feedback

Share your reactions or a quote about the training with us and be sure to tell TAT if a driver 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.

Display

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

FREQUENTLY ASKED QUESTIONS

What does human trafficking look like in the United States and Canada?

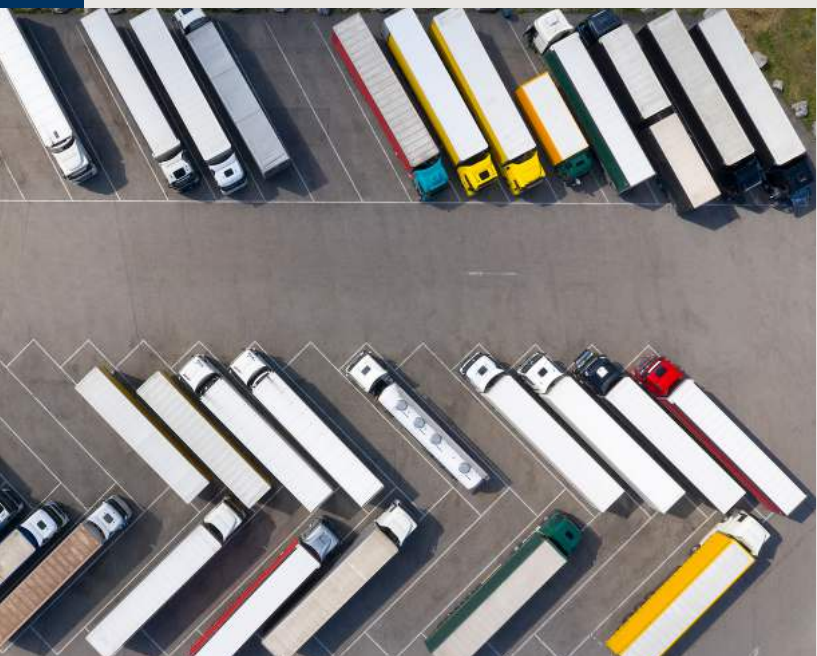
Traffickers use lies, threats, violence and manipulation to lure and exploit their victims. Traffickers come from all types of racial, ethnic, gender and socio-economic backgrounds. Anyone could be trafficked, but due to how traffickers operate, people with heightened vulnerabilities are at greater risk. 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 trucking 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

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.



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.

TAT IN ACTION

Kevin Kimmel

Professional truck driver Kevin Kimmel pulled into a truck stop to take a break. He was filling out his paperwork when he noticed suspicious activity around an RV in the lot. After seeing a young woman try to stick her head out the window and have it violently snapped back, Kevin called 911. When officers arrived on the scene, a state trooper took the young woman aside, and she began to cry. She told the trooper she was being held against her will and had been abused sexually and physically by the suspects. She also said the suspects threatened to kill or injure her family. She had infections all over her body and was severely malnourished. The young woman received medical attention and was reunited with her family. The perpetrators were arrested and sentenced to 40 and 41 years in prison for sex trafficking and related charges.



William

William* had parked in a truck stop for the evening when an underage girl knocked on his truck door and solicited him for sex. After William told the girl he was not interested, he observed her knocking on the doors of several other trucks before getting into one. During this time, William also saw an adult man walking around the lot and noticed that he appeared to be watching the girl closely. Since William had received training from TAT, he recognized the signs of a potential trafficking situation and knew to call 911 first before making a call to the National Human Trafficking Hotline to report the situation. After collecting information from William about the situation he observed, the Hotline Advocate also made a report to the Hotline's trusted law enforcement contacts in the area, who were able to coordinate with the local police in their investigation.

**Names, locations and other identifying information have been changed and/or omitted to preserve the confidentiality of the people we serve.*



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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