



PACT™

UNPACKING HUMAN TRAFFICKING



A Survey of Laws in the United States Targeting
Human Trafficking in the Hospitality Industry



Unpacking Human Trafficking is a summary of the laws in the United States relating to the display of human trafficking awareness posters in lodging facilities, the requirement that employees be trained to recognize and handle suspected incidents of human trafficking, and if hotels are civilly and/or criminally liable. Studies have shown that a large percentage of human trafficking, particularly sex trafficking, occurs in hotels, motels, and other places of public lodging.

Unpacking Human Trafficking is for reference only and not a substitute for legal advice. Individuals or businesses seeking legal guidance on compliance matters are advised to consult with an attorney.

Author

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Contents

- 4 Report Overview: Unpacking Human Trafficking Vol. 5
- 5 Chart of Elements of Laws Mandating Human Trafficking Awareness Signage
- 8 Signage, Training, Civil and Criminal Liability Laws Explained by State and Jurisdiction
- 95 Endnotes



Unpacking Human Trafficking

Vol. 5

PACT is pleased to provide this update to Unpacking Human Trafficking Vols. 1-4, a comprehensive survey of the laws of the 50 states relating to the display of human trafficking awareness posters in lodging facilities, the training requirements for hospitality industry employees concerning the recognition and handling of suspected incidents of human trafficking, and the laws addressing the criminal and civil liability of lodging facilities for incidents of human trafficking that occur on their property.

This version of the report includes important revisions that not only expand the explanations on local ordinances governing mandated training and reporting, but also now includes an [interactive map](#) making information on local ordinances more easily accessible. The map addresses state laws as well as any cities or counties that have specific ordinances addressing this issue.

Resources for hospitality brands, management companies, and properties related to the information presented in this report are available on PACT's website at <https://www.wearepact.org/for-professionals>.

The first Unpacking Human Trafficking report was published in January 2019. Since then, we have seen an increase in the number of jurisdictions taking leadership roles on this issue and passing legislation that put policies in place that will help prevent and disrupt human trafficking, and we encourage those in the hospitality industry to continue to make awareness of these issues a top priority amongst their teams. Together, we can create a world where every child is able to live free from exploitation.



Click [here](#) to view the interactive map outlining state laws.

Disclaimer: This publication is provided for reference only and does not constitute legal advice.

Chart of Elements of Laws Mandating Human Trafficking Awareness Signage

For jurisdictions where human trafficking awareness signs are required, the following is an explanation of any specific mandates for signage.

JURISDICTION	REQUIRED LANGUAGES SPECIFIED ¹	REQUIRED FONT SIZE SPECIFIED	MINIMUM POSTER SIZE SPECIFIED	PENALTY FOR FAILURE	SPECIFIC POSTERS REQUIRED ²
Alabama (Nuisance Only) ³	ENG, SPA	No	At Least 8½ x 11"	Warning/ \$50 fine	Yes
Arkansas (Nuisance Only)	ENG, SPA	No	At Least 8½ x 11"	Warning/ \$500 fine	Yes
California	ENG, SPA	At least 16pts	At Least 8½ x 11"	\$500/ \$1,000 fine	No (but identical text required)
Connecticut	No	No	No	\$100/ \$250 fine	Yes
Delaware	No	No	At Least 8 x 11"	\$500/ \$2,500 fine	No
Florida	ENG, SPA	At least 32pts	At Least 11"x 15"	\$2000 per day	No (but identical text required)
Georgia	ENG, SPA	At least 16pts	At Least 8½ x 11"	\$500/ \$1,000 fine	No
Hawaii	ENG	No	At Least 8½ x 11"	\$100 fine	No
Illinois	ENG, SPA	At least 16pts	At Least 8½ x 11"	\$500 fine	No
Kansas (Adult Motels Only)	ENG, SPA	No	No	No	No
Louisiana	ENG, SPA, LAF	At least 14pts in bold	At Least 8½ x 11"	\$50 – 2,500 fine	No
Maine	No	No	No	\$300 fine	Yes

¹ In addition to the languages listed here, many laws require posters in more languages as determined by the Federal Voting Rights Act (AR., CA., MD., MO., PA.), Commissioner of Labor (AL.), the Human Trafficking Interagency Coordinating Council (DE.), any other language predominately spoken in the area as determined by the Dept. of Business and Professional Regulation (FL.), Bureau of Investigations (GA.), Dept. of Public Safety and Corrections (LA.), Attorney General or Dept. of Licensing and Regulatory Affairs (MI.), Division of Justice and Community Services (WV.), and any language used by ten percent or more of the employees or facility users (NM.).

² Some jurisdictions have directed various agencies to design posters and make them available to businesses on their websites for use on a voluntary basis. Some go a step further and mandate that the businesses use the posters designed by the agencies. Those mandated uses are indicated here.

³ In some jurisdictions, human trafficking awareness posters are only mandated if the establishment has been declared a "nuisance" as that term is defined under the applicable law.

Chart of Elements of Laws Mandating Human Trafficking Awareness Signage

For jurisdictions where human trafficking awareness signs are required, the following is an explanation of any specific mandates for signage.

JURISDICTION	REQUIRED LANGUAGES SPECIFIED	REQUIRED FONT SIZE SPECIFIED	MINIMUM POSTER SIZE SPECIFIED	PENALTY FOR FAILURE	SPECIFIC POSTERS REQUIRED
Maryland (Nuisance Only)	ENG. SPA	No, but bold type	At Least 3" x 5"	\$1,000 fine	No (but specific text required)
Michigan (Nuisance Only)	ENG. SPA	At least 14pts	At Least 8½ x 11"	\$250/ \$500 fine	No
Minnesota	No	No	No	No	Approval required
Missouri (Nuisance Only)	ENG. SPA	No	At Least 8½ x 11"	Warning/ Infraction	Yes
New Jersey (Back of House)	No ⁴	No	No	Impact on License	Yes
New Mexico (If Subject to Min. Wage Act)	ENG. SPA	No	At Least 8½ x 11"	No	No
New York (Information Cards)	No	No	No	No	No
North Carolina	No	No	No	Permit Revocation/ Fine	Yes
Pennsylvania (Nuisance Only)	ENG. SPA	No	At Least 8½ x 11"	\$100/ \$500 fine	No
Rhode Island (Nuisance Only)	No	No	No	\$300 fine	No
South Carolina	ENG. SPA	At Least 16pts	At Least 8½ x 11"	Warning/ \$50 fine	Yes

⁴ Posters available in English and Spanish

Chart of Elements of Laws Mandating Human Trafficking Awareness Signage

For jurisdictions where human trafficking awareness signs are required, the following is an explanation of any specific mandates for signage.

JURISDICTION	REQUIRED LANGUAGES SPECIFIED	REQUIRED FONT SIZE SPECIFIED	MINIMUM POSTER SIZE SPECIFIED	PENALTY FOR FAILURE	SPECIFIC POSTERS REQUIRED
Texas (If Licensed to Sell Alcohol)	ENG. SPA	No	At Least 8½ x 11"	No	No
West Virginia	ENG. SPA	No	No	Warning/ \$250 – 500 fine	No
Anchorage, AK	Five most common languages	At least 12 pts	At Least 8 x 11"	\$100 fine	No (but specific text required)
Baltimore, MD	ENG. SPA	No	At Least 3" x 5"	Up to \$1,000 fine	No
Fulton County, GA	ENG. SPA	16 pts	At Least 8½ x 11"	No more than \$500 fine	No
Hapeville, GA	ENG. SPA	16 pts	At Least 3" x 5"	No more than \$500 fine	No
Houston, TX	ENG. SPA	None	None	None	No
Jacksonville, FL	ENG. SPA	At least 12 pts	At least 3" x 7"	None	No
Miami Beach, FL	ENG. SPA	None	None	Up to \$500 fine	No
Miami Lakes, FL	ENG. SPA	None	None	Up to \$500 fine	No

Signage, Training, Civil and Criminal Liability Laws Explained By State And Jurisdiction

ALABAMA

Signage Law

Alabama requires any hotel cited as a nuisance¹ to post a human trafficking awareness poster that meets the following requirements:

(a) The poster must be at least 8½ x 11 inches in size;²

(b) The poster should be posted in a location(s) where it is clearly visible to the public, including the entrance of the hotel and any location where posters and notices are customarily posted;³

(c) Hotels subject to this provision must print the posters from the website of The Alcoholic Beverage Control Board, The Public Service Commission, or the Department of Labor or ask that the poster created by one of those agencies be mailed for the cost of printing and first class postage;⁴

(d) The posters must be printed in English, Spanish and any other languages deemed appropriate by the Commissioner of Labor;⁵

(e) The poster must state the following:⁶ If you or someone you know is being forced to engage in any activity and cannot leave – whether it is commercial sex, housework, farm work, or any other activity – call the National Human Trafficking Resource Center Hotline at 1-888-373-7888 to access help and services.

(1) Victims of human trafficking are protected under U.S. law.

(2) The Toll-free Hotline is:

- a. Available 24 hours a day, 7 days a week.
- b. Operated by a nonprofit,

non-governmental organization.

c. Anonymous and confidential.

d. Accessible in 170 languages.

e. Able to provide help, referral to services, training, and general information.

Hotels that fail to post a sign in accordance with these specifications are subject to a warning on the first violation and a fine not to exceed \$50 for each subsequent violation.

Training Law

Alabama does not currently have a law that requires training employees of lodging facilities concerning human trafficking.

Criminal Liability Law

Certain aspects of Alabama criminal laws prohibiting human trafficking may apply to hotels, as a “person” (including a corporation).⁷ Hotels could potentially be found guilty of human trafficking in the first degree for knowingly harboring, holding, or maintaining any minor for the purpose of causing the minor to engage in sexual servitude.⁸

Further, Alabama criminalizes human trafficking in the second degree, including: (i) knowingly benefiting financially from participating in a venture or engagement for the purpose of sexual servitude or labor servitude and (ii) knowingly harboring, holding, or maintaining another person for the purpose of labor servitude or sexual servitude. A corporation may be prosecuted for a human trafficking offense only if (1) an

ALABAMA, continued

agent of the corporation or entity performs the conduct which is an element of the crime while acting within the scope of their employment and on behalf of the corporation or entity, and (2) the commission of the crime was either authorized, requested, commanded, performed, or within the scope of the person's employment on behalf of the corporation or entity or constituted a pattern of conduct that an agent of the corporation or entity knew or should have known was occurring.⁹

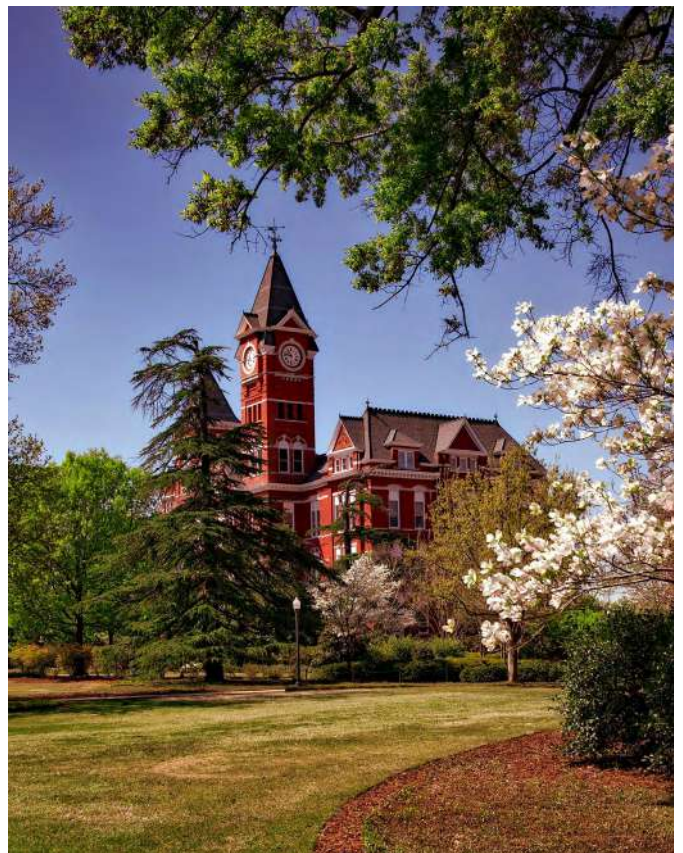
The penalties for human trafficking include a fine of up to \$60,000 (for human trafficking in the first degree), a fine of up to \$30,000 (for human trafficking in the second degree), or any amount not exceeding double the pecuniary gain to the defendant or loss to the victim caused by the commission of the offense (in respect of either crime).¹⁰ Any profits or proceeds and any interest in property acquired or maintained as a result of committing human trafficking shall be forfeited to the State of Alabama for the purpose of paying restitution to trafficking victims.¹¹

Civil Liability Law

Under state law, the Alabama Attorney General can bring an action in the name of the state seeking a temporary restraining order or injunction against any person or corporation that they have reason to believe has engaged or is about to engage in human trafficking.¹² Further, the Attorney General may bring a civil action to recover actual

damages for victims of acts or practices performed in violation of the state human trafficking law.¹³

Alabama law also allows a victim of human trafficking to bring a civil action in state court.¹⁴ The Alabama Supreme Court has suggested that a hotel could potentially be liable in a civil context if a plaintiff can establish a duty to protect the victim from the criminal acts of a third person when the defendant's "negligence or wantonness creates a situation in which it is foreseeable that a third person will commit criminal conduct that endangers the second person."¹⁵



ALASKA

Signage Law

Alaska does not currently have a statewide law requiring human trafficking awareness posters in hotels.¹⁶

Training Law

Alaska does not currently have a law that requires training employees of lodging facilities concerning human trafficking.

Criminal Liability

Certain aspects of Alaska's laws criminalizing human trafficking may apply to hotels. For example, a "person" (which includes a business)¹⁷ commits the crime of human trafficking in the first degree if the person compels or induces another person to engage in sexual conduct, adult entertainment, or labor in the state by force or threat of force against any person, or by deception.¹⁸ Human trafficking in the first degree is a class A felony, and is punishable by a fine not to exceed the greater of \$2,500,000 or the pecuniary gain realized by the defendant as a result of the offense if the defendant is an organization.¹⁹

A person (which includes a business)²⁰ commits the crime of human trafficking in the second degree if the person obtains a benefit from the commission of human trafficking, with reckless disregard that the benefit is a result of the trafficking; however, pursuant to an amendment effective on July 11, 2024, this standard will be phased out and replaced with direct and intentional acts as of January 1, 2025.²¹ Human trafficking in the second degree is punishable by a fine not

exceeding \$2,500,000 if the defendant is an organization.²²

A person commits the crime of sex trafficking in the fourth degree if the person receives compensation for prostitution services rendered by another; and engages in conduct that institutes, aids, or facilitates prostitution without intent.²³ Human trafficking in the fourth degree is a Class A misdemeanor²⁴ and is punishable by a fine for an organization of up to the greater of \$500,000 and the pecuniary gain realized by the defendant as a result of the offense.²⁵

Civil Liability

According to Alaska law, a person may bring civil action at any time for conduct that would have, at the time the conduct occurred, violated provisions of felony sex trafficking.²⁶



ANCHORAGE, ALASKA

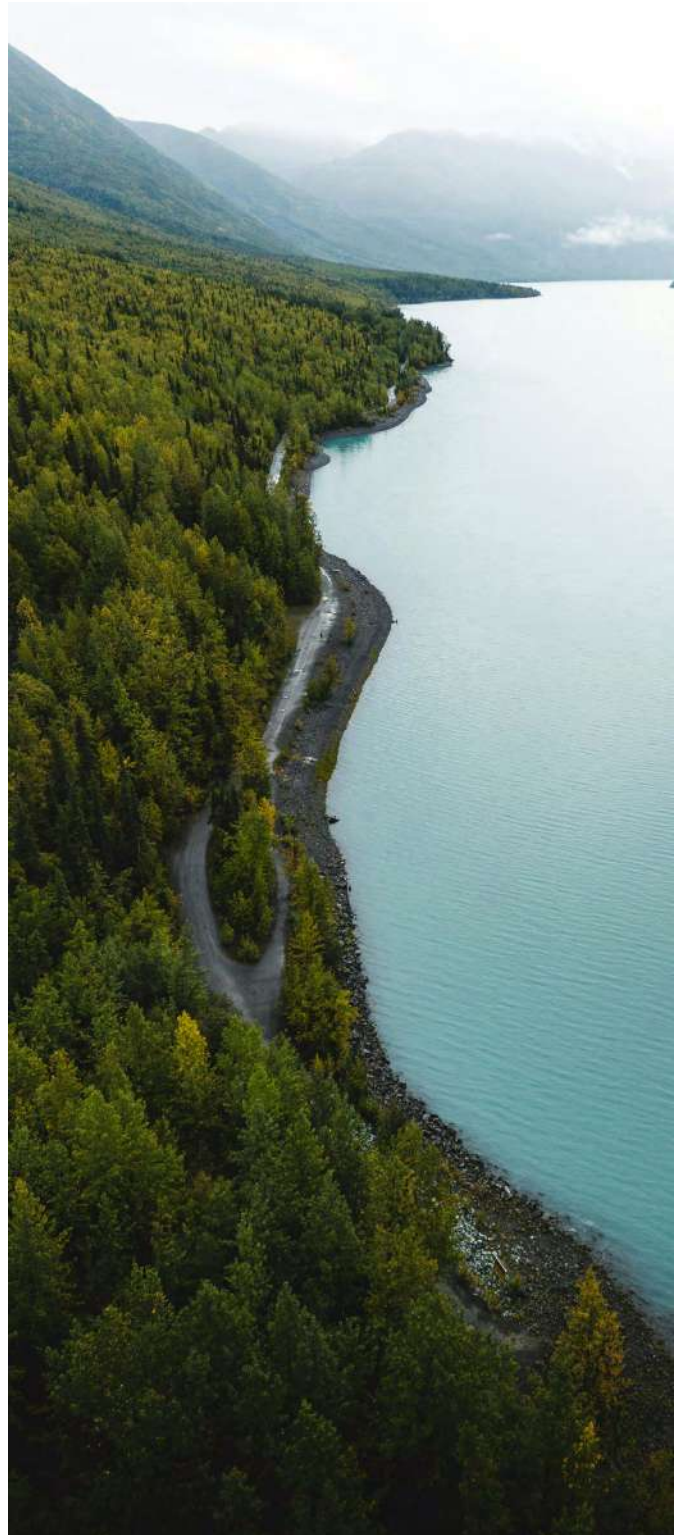
Signage Law

The City of Anchorage requires hotels and motels to display human trafficking awareness posters that meet the following requirements:²⁷

1. The posters must be at least 8½ x 11 inches in size;
2. The poster should be posted in a clearly visible location to employees;
3. The poster should be printed in the five most commonly spoken languages of the municipality.
4. The poster must state substantially the following:

If you or someone you know is being forced to engage in an activity and cannot leave — whether it is prostitution, housework, restaurant work, janitorial work, factory work, retailwork, or any other activity— call the National Human Trafficking Resource Center Hotline at 1-888-373-7888 or text INFO or HELP to 233-733 to access help and services. The hotline is available 24 hours a day, 7 days a week, toll-free, anonymous and confidential, and accessible in 170 languages. You may also call the Anchorage Police Department at 786-8900 or the local FBI office at 276-4441 for assistance. Victims of slavery and human trafficking are protected under United States and Alaska law. Posted pursuant to AO 2016-115(S).

Lodging establishments will be fined \$100 for each week that they fail to display the required sign.²⁸



ARIZONA

Signage Law

Arizona does not currently have a law concerning human trafficking awareness signage in lodging facilities.

Training Law

Arizona does not currently have a law that requires training employees of lodging facilities about human trafficking. However, the existence of a voluntary training program for hotel employees can act as a mitigating factor in the event of a conviction for human trafficking at a lodging facility (see Criminal Liability below).

The Arizona Attorney General's office, in conjunction with the Arizona Anti-Trafficking Network, has launched a voluntary and free training program for hospitality staff at hotels on how to identify, report, and prevent sex trafficking. Hotels can access the free online training or request in-person training at <https://aatn.org/safe/>.

Criminal Liability

It is a crime for a "person" (which includes an enterprise)²⁹ to knowingly benefit, financially or by receiving anything of value, from participation in a venture that has engaged in an act violating laws against (among other things) human trafficking and prostitution of a minor.³⁰

Finally, a "person" (which includes an enterprise) commits child sex trafficking by knowingly (i) benefitting from the prostitution of a minor, (ii) providing a

means by which a minor engages in prostitution or (iii) harboring a minor with the knowledge that the minor will engage in prostitution or any sexually explicit performance.³¹

Each of these instances of human trafficking is classified as a felony and enterprises face a maximum fine of \$1,000,000 for such offenses.³²

For dangerous and repeat enterprise offenders, the court may impose a fine of up to \$5,000,000.³³ However, the fine can be reduced by 25% if the court finds by a preponderance of the evidence that the enterprise had in effect, at the time of the offense, an "effective program to prevent and detect violations of law."³⁴ The law defines the minimum qualification of an "effective program" as including

- (i) established compliance standards and procedures to be followed by employees and agents that are reasonably capable of reducing the chances of violations of law;
- (ii) the assignment of a high-level personnel to oversee compliance;
- (iii) the use of due care to not delegate authority to individuals whom the enterprise knows, or should know, have a propensity to engage in illegal activities;
- (iv) steps are taken to communicate the standards and procedures to employees and agents, including requiring participation in training programs;
- (v) reasonable steps are taken to achieve compliance with the standards,

ARIZONA, continued

including systems designed to detect violations of law;
 (vi) consistent enforcement of the standards through the use of reasonable disciplinary mechanisms; and
 (vii) after a violation is detected, reasonable responsive steps are taken to prevent further violations.

The statute also lists several circumstances under which an enterprise would not be entitled to the 25% reduction of the fine, including the involvement of management in the violation, delay in reporting the offense, and obstruction of the investigation.³⁵

Civil Liability

Arizona does not currently have a law concerning the civil liability of lodging facilities where human trafficking occurs. However, a person who engages in the trafficking of a person or who intentionally or knowingly benefits from participating in a venture that traffics another person is liable to the victim for damages that arise from the trafficking of that person by the person or venture.³⁶ A claimant who prevails on such a suit shall be awarded actual damages (including damages for mental anguish even if an injury other than mental anguish is not shown), court costs, and reasonable attorney fees and may recover exemplary damages.³⁷

PHOENIX, ARIZONA

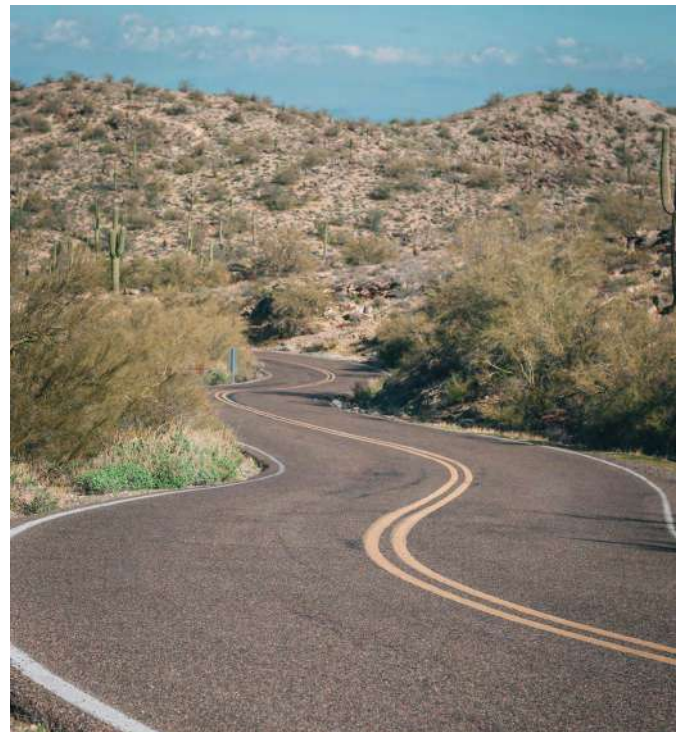
Signage and Training Ordinances

Phoenix does not have an ordinance requiring the posting of human trafficking notices. However, the Phoenix Human Trafficking Task Force has created a free notice available for voluntary posting and free training resources.³⁸

TUCSON, ARIZONA

Signage and Training Ordinances

Tucson does not currently have an ordinance addressing the issue of signage or training employees of lodging facilities concerning human trafficking. However, the Southern Arizona Anti-Trafficking Unified Response Network has free and voluntary training resources available on its website.³⁹



ARKANSAS

Signage Law

Arkansas requires that any hotel, motel, or other establishment cited as a public nuisance⁴⁰ must post signage that meets the following requirements:

1. The posters must be at least 8½ x 11 inches.
2. The posters must be displayed in a conspicuous location near the entrance of the establishment or where notices and posters are customarily posted.⁴¹
3. The posters must be printed in English, Spanish, and any other language mandated by the federal Voting Rights Act.⁴²
4. The poster must state the following:⁴³
If you or someone you know is being forced to engage in any activity and cannot leave – whether it is commercial sex, housework, farm work, or any other activity – call the National Human Trafficking Resource Center Hotline at 1-888-373-7888 to access help and services.

Victims of human trafficking are protected under United States and Arkansas state law.

The Hotline is:

- Available 24 hours a day, 7 days a week
- Toll-free
- Operated by a non-profit, non-governmental organization
- Anonymous and confidential
- Accessible in 170 languages
- Able to provide help, referral to services, training, and general information.

Business owners may print copies of the poster from the websites of the Alcoholic Beverage Control Board, the Department of Labor and Licensing, or the Department of Transportation.⁴⁴ Alternatively, business owners may request copies of the poster by mail from one of the aforementioned agencies but will be responsible for the cost of printing and first-class postage.⁴⁵ If the regulatory agency finds that a hotel or motel has failed to post the required information the owner or operator will initially receive a warning, but any additional violation will result in a fine not exceeding \$500 (which does not apply to establishments owned or operated by the State of Arkansas).⁴⁶

Training Law

Arkansas does not require that lodging facilities provide their employees with training related to human trafficking.

Criminal Law

It is a crime for a “person,” (including an “organization”)⁴⁷ to engage in the trafficking of persons.⁴⁸ A person engages in human trafficking by (among other things) knowingly (i) harboring or maintaining a person knowing (or reasonably should know) that the person will be subjected to involuntary servitude; (ii) harboring or maintaining a minor for commercial sexual activity, or (iii) benefiting financially from any such ventures.⁴⁹ In Arkansas, the trafficking of an adult is a Class A felony, for which the

ARKANSAS, continued

maximum fine is \$15,000.⁵⁰ The trafficking of an individual who is a minor at the time of the offense is a Class Y felony, for which the maximum fine is unspecified.⁵¹ In addition to a fine, a convicted organization may

be subject to any combination of the following: (1) a suspension or revocation of a license or permit; (2) a court order to dissolve or reorganize; (3) other relief as is equitable.⁵²

However, Arkansas law may permit a victim of human trafficking to bring a civil action – whether this would be limited to the perpetrator of human trafficking (rather than a lodging facility that has permitted human trafficking to occur on its premises) is unclear.⁵³

Civil Law

Arkansas does not currently have a law concerning the civil liability of lodging facilities where human trafficking occurs.



CALIFORNIA

Signage Law

California requires all hotels, motels, and bed and breakfast inns⁵⁴ (not including personal residences) to post notices concerning slavery and human trafficking that meets the following requirements:

1. The notices must be at least 8½ x 11 inches.⁵⁵
2. The notice should be printed in no smaller than 16 point font.⁵⁶
3. The notice should be printed in English, Spanish, and one additional language that is widely spoken in the county where the lodging establishment is located and for which translation is required by the federal Voting Rights Act.⁵⁷
4. The notice must be displayed in a conspicuous manner near the entrance or other location where they are in clear view to the public and employees.⁵⁸
5. The notice must state as follows:⁵⁹
If you or someone you know is being forced to engage in any activity and cannot leave – whether it is commercial sex, housework, farm work, construction, factory, retail, or restaurant work, or any activity – text 233-733 (Be Free) or call the National Human Trafficking Resource Center Hotline at 1-888-373-7888 or the California Coalition to Abolish Slavery and Trafficking (CAST) at 1-888-KEY-2-Fre(EDOM) or 1-888-539-2373 to access help and services.

Victims of slavery and human trafficking are protected under United States and California law.

The hotlines are:

- Available 24 hours a day, 7 days a week.
- Toll-free.
- Operated by nonprofit, nongovernmental organizations.
- Anonymous and confidential.
- Accessible in more than 160 languages.
- Able to provide help, referral to services, training, and general information.

Failure to comply with this law can result in a civil penalty of \$500 for the first violation and \$1,000 for each subsequent violation.⁶⁰

Training Law

On or before January 1, 2021, California hotels, motels, and bed and breakfast inns are required to provide at least 20 minutes of human trafficking awareness training to new and existing employees who may interact or come into contact with victims of human trafficking or may receive a report from another employee about suspected human trafficking.⁶¹

The law specifies that the training must include:

- (i) the definition of human trafficking, including sex trafficking and labor trafficking,
- (ii) myths and misconceptions about human trafficking;
- (iii) physical and mental signs to be aware of that may indicate that human trafficking is occurring,
- (iv) guidance on how to identify individuals who are most at risk for human trafficking,
- (v) guidance on how to report human trafficking, including, but not limited to, national hotlines (1-888-373-7888 and text

CALIFORNIA, continued

line 233733) and contact information for local law enforcement agencies that an employee may use to make a confidential report and (vi) protocols for reporting human trafficking when on the job.⁶² An employee's failure to report an incident of human trafficking is not, by itself, a basis for a finding of liability of the business.⁶³

Criminal Liability

Under the California Penal Code, real property "used to facilitate" a human trafficking offense may be designated as a nuisance, which shall be enjoined, abated, and prevented, and in respect of which damages may be imposed. If real property is "put to substantial use for the purpose of facilitating the crime of human trafficking that involves a commercial sex act where the victim was less than 18 years of age", the property may be seized and ordered to be forfeited.⁶⁴

Civil Liability

A hotel may be subject to civil liability where (i) sex trafficking occurred in the hotel and a senior employee knew or should have known and failed to inform law enforcement or appropriate victim service organization within 24 hours or (ii) a hotel employee acting within the scope of his or her employment knowingly benefited financially or by receiving anything of value from sex trafficking within the hotel or acting in reckless disregard of the activity within the hotel.⁶⁵ California law permits victims of human trafficking

to bring civil actions for actual damages, compensatory damages, injunctive relief, any combination of those, or any other appropriate relief plus attorneys' fees and costs.⁶⁶



LANCASTER, CALIFORNIA

Criminal Liability

The Lancaster Municipal Code provides that “every owner, operator, manager and/or employee shall be responsible for preventing the use of the motel for human trafficking” and must notify the designated authorities⁶⁷ if they suspect human trafficking.⁶⁸

The Lancaster local ordinance:

(i) provides that it may be an unlawful public nuisance to directly or indirectly maintain or permit the use of a motel for human trafficking or sex trafficking;⁶⁹

(ii) prohibits renting a room on an hourly basis or more than once within a calendar day;⁷⁰

(iii) and imposes strict registration requirements for the purpose of verifying the identity of motel guests.⁷¹ Violation of the relevant Lancaster ordinances constitutes a misdemeanor, in respect of which a maximum fine of \$1,000 may be imposed, and a motel at which the city council finds an unlawful public nuisance connected with human trafficking has occurred may be designated a “nuisance motel” and be subject to abatement.⁷²

LONG BEACH, CALIFORNIA

Signage and Training Laws

Long Beach requires that a motel that is deemed a nuisance site⁷³ must display notices of human trafficking prevention awareness and contact information in order to retain its business license.⁷⁴

Long Beach does not currently have an ordinance addressing the issue of training employees of lodging facilities on human trafficking.

LOS ANGELES, CALIFORNIA

Signage and Training Laws

Under the Los Angeles Municipal Code, hotels, motels, and bed and breakfast inns⁷⁵ must post a notice in compliance with the requirements set out below:

- (i) The notice must be posted in a conspicuous place near the public entrance or in another conspicuous location in clear view of the public and employees, where similar notices are customarily posted.⁷⁶
- (ii) The notice shall be at least 8-1/2 inches by 11 inches in size, written in a 16-point font, and shall state the following: ⁷⁷

IF YOU OR SOMEONE YOU KNOW IS BEING FORCED TO ENGAGE IN ANY ACTIVITY AND CANNOT LEAVE – WHETHER IT IS COMMERCIAL SEX, HOUSEWORK, FARM WORK, CONSTRUCTION, FACTORY, RETAIL, OR RESTAURANT WORK, OR ANY OTHER ACTIVITY – TEXT 233-733 (BE FREE) OR CALL NATIONAL SLAVERY AND TRAFFICKING (CAST) AT 1-888-KEY-2-FRE(EDOM) or 1-888-539-2373 TO ACCESS HELP AND SERVICES

VICTIMS OF SLAVERY AND HUMAN TRAFFICKING ARE PROTECTED UNDER UNITED STATES AND CALIFORNIA LAW. THE HOTLINES ARE:

- AVAILABLE 24 HOURS A DAY, 7 DAYS A WEEK
- TOLL-FREE
- OPERATED BY NON-PROFIT, NON-GOVERNMENTAL ORGANIZATIONS
- ANONYMOUS AND CONFIDENTIAL
- ACCESSIBLE IN MORE THAN 160 LANGUAGES
- ABLE TO PROVIDE HELP, REFERRAL TO SERVICES, TRAINING, AND GENERAL INFORMATION(iii)

LOS ANGELES, CALIFORNIA, *continued*

The notice shall be printed in English, Spanish, Chinese, and the languages that are spoken by at least 20 percent of the employees and/or 20 percent of the patrons.⁷⁸

In the unincorporated areas of the County of Los Angeles, hotels, motels, bed and breakfast inns, hostels and boarding houses must post a notice in a conspicuous location near the public entrance of the establishment, or in another conspicuous location in clear view of the public and employees where similar notices are customarily posted⁷⁹ stating that:

IF YOU OR SOMEONE YOU KNOW IS BEING FORCED TO ENGAGE IN ANY ACTIVITY AND CANNOT LEAVE – WHETHER IT IS COMMERCIAL SEX, HOUSEWORK, FARM WORK, CONSTRUCTION, FACTORY, RETAIL, OR RESTAURANT WORK, OR ANY OTHER ACTIVITY – TEXT 233-733 (BE FREE) OR CALL THE NATIONAL HUMAN TRAFFICKING HOTLINE AT 1-888-373-7888 OR THE CALIFORNIA COALITION TO ABOLISH SLAVERY AND TRAFFICKING (CAST) AT 1-888-KEY-2-FRE(EDOM) or 1-888-539-2373 TO ACCESS HELP AND SERVICES. VICTIMS OF SLAVERY AND HUMAN TRAFFICKING ARE PROTECTED UNDER UNITED STATES AND CALIFORNIA LAW. THE HOTLINES ARE:

- AVAILABLE 24 HOURS A DAY, 7 DAYS A WEEK
- TOLL-FREE
- OPERATED BY NON-PROFIT, NON-GOVERNMENTAL ORGANIZATIONS
- ANONYMOUS AND CONFIDENTIAL

- ACCESSIBLE IN MORE THAN 160 LANGUAGES
- ABLE TO PROVIDE HELP, REFERRAL TO SERVICES, TRAINING, AND GENERAL INFORMATION.⁸⁰

The notice must be at least 8-1/2 inches by 11 inches in size, written in a 16-point font,⁸¹ in English, Spanish, and any languages spoken by at least 20 percent of the employees and/or 20 percent of the patrons.⁸²

Training Law

In the unincorporated areas of the County of Los Angeles, hotels, motels, bed and breakfast inns, hostels and boarding houses must provide at least 20 minutes of training to its new and existing employees who could interact with, or come in contact with, a victim of human trafficking or who are likely to receive, in the course of their employment, a report from another employee about suspected human trafficking, in recognizing the signs of human trafficking and how to report those signs to the appropriate law enforcement agency.⁸³

The employee training shall include (i) the definition of human trafficking, including sex trafficking and labor trafficking, (ii) myths and misconceptions about human trafficking, (iii) physical and mental signs to be aware that may indicate human trafficking is occurring, (iv) guidance of how to identify individuals most at risk for human trafficking, (v) guidance on how to report human trafficking, including national hotlines (1-888-373-7888 and text line 233-733) and contact information for local law

LOS ANGELES, CALIFORNIA, continued

enforcement agencies that an employee may use to make a confidential report and (vi) protocols for human trafficking when on the job.⁸⁴

The employee training required may include information and material used in training Santa Clara County Valley Transit Authority Employees, private nonprofit organizations that represent the interests of human trafficking victims, and the State of California Department of Justice.⁸⁵ The Los Angeles County Department of Consumer and Business Affairs is required to publish a list of preapproved training programs.⁸⁶ Further, the training shall be delivered by a provider approved by the Los Angeles County Department of Consumer and Business Affairs, may be completed in person or online, and each employee's completion of the training must be documented with an attendance sheet or certificate.⁸⁷ The training records pertaining to each employee must be accurate and complete, documenting the name, address, occupation, and date(s) of training, including copies of attendance sheets and/or certificates documenting training received.⁸⁸ Employers must maintain records sufficient to verify and substantiate their full compliance with the training requirement.⁸⁹

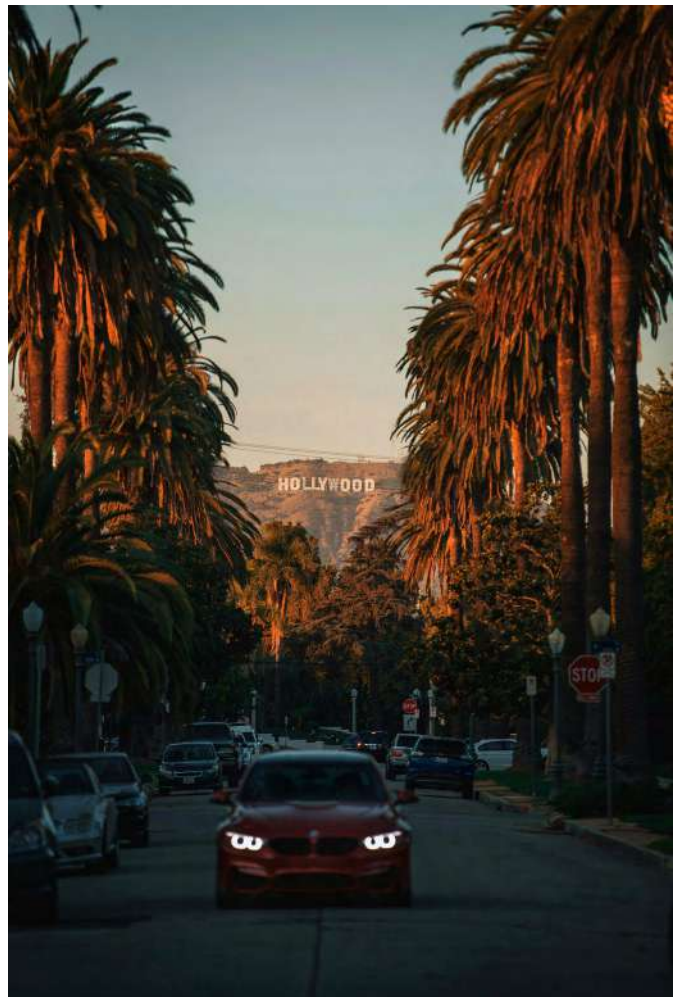
Civil Liability

Any person who violates the above requirements in an unincorporated area may be liable for a civil penalty of up to \$2,500 per violation, per day.⁹⁰

Criminal Liability

Violation of the abovementioned provisions of the Los Angeles Municipal Code can be prosecuted as a misdemeanor,⁹¹ punishable by a fine of not more than \$1,000.00 or by imprisonment for a period of not more than 6 months, or both.⁹²

Any violation of the above requirements in an incorporated area can be charged as a misdemeanor and punishable by a fine not exceeding \$1,000, or by imprisonment for a period not exceeding 6 months, or both.⁹³



SAN DIEGO, CALIFORNIA

Signage and Training Laws

A host maintaining a dwelling unit as a short-term residential occupancy must post, in a conspicuous location within the dwelling unit, guidance for guests to report human trafficking based on information provided by the City Manager.⁹⁴

A host maintaining a dwelling unit as a short-term residential occupancy must educate employees or contractors of the host who may interact with guests about identifying and reporting human trafficking.⁹⁵

For as long as a host holds a license, a host shall maintain proof of completing a human trafficking awareness course prior to the initial listing of the dwelling unit for short-term residential occupancy.⁹⁶

Further, a hosting platform is required to provide any host, listing a dwelling unit through the hosting platform's service, with resources or training on the prevention of human trafficking (if provided by the hosting platform).⁹⁷



COLORADO

Signage Law

Colorado does not currently have a law concerning human trafficking awareness signage in lodging facilities.

Training Law

Colorado does not currently have a law that requires training employees of lodging facilities about human trafficking. Colorado does, however, have a statutorily prescribed human trafficking council, which is tasked with the development of, among other things, training standards and curricula for individuals who work in places where human trafficking victims are likely to appear.⁹⁸ Absent further action, the statute providing for the council is scheduled to be repealed on September 1, 2031.⁹⁹ Prior to repeal, the Department of Regulatory Agencies will review the council.¹⁰⁰

Criminal Liability

It is a crime for a “person,” including (among other things) a corporation, limited liability company, partnership, or other legal entity,¹⁰¹ to knowingly sell, recruit, harbor, transport, transfer, isolate, entice, provide, receive, or obtain “by any means another person for the purpose of coercing the person to engage in commercial sexual activity.”¹⁰² Human sex trafficking is generally a Class 3 felony, for which the penalty for which ranges from \$3,000 - \$750,000, or a Class 2 felony if the victim is a minor, for which the penalty ranges from \$5,000 - \$1,000,000.¹⁰³ The imprisonment for a Class 3 felony is between 4-12 years, and for a Class 2 felony is between 8-24 years.¹⁰⁴

Civil Liability

A victim of human trafficking can recover damages proximately caused by any person who commits human trafficking for involuntary or sexual servitude.¹⁰⁵ A criminal conviction is not a condition precedent to maintaining a civil action.¹⁰⁶



CONNECTICUT

Signage Law

Connecticut requires an operator of a hotel, motel, inn, or similar lodging to post a notice concerning services available to victims of human trafficking in accordance with the following:¹⁰⁷

1. The notice should indicate that any person who is forced to engage in any activity and who cannot leave may contact a state or federal anti- trafficking hotline, and must include the toll-free telephone numbers for such hotlines.¹⁰⁸
2. The notice should be posted in plain view in a conspicuous location.¹⁰⁹
3. The law does not specify the exact text or size requirements for the posters.
4. The Office of the Chief Court Administrator shall develop this notice and make copies of such notice available to persons who are required to post it.¹¹⁰

The penalty for any operator that fails to comply with this law is a fine of \$100 for a first violation and \$250 for any subsequent violation, in addition to any proceedings for suspension or revocation of a license, permit or certificate that may be initiated under any other provision of law.¹¹¹

Training Law

Connecticut law provides that “[t]he operator of each hotel, motel, inn or similar lodging shall ensure that each employee... receive training at the time of hire on the (1) recognition of potential victims of human trafficking, and (2) activities commonly associated with human trafficking.”¹¹² In addition, such operator shall conduct

ongoing awareness campaigns for employees on the activities commonly associated with human trafficking. Operators are required to annually certify that every employee has received the required training and to keep such records in the employee’s personnel file.¹¹³

The statute tasks the Commissioner of Children and Families and the Commissioner of Emergency Services and Public Protection with recommending an educational training program and refresher training program for the accurate and prompt identification and reporting of suspected human trafficking, in consultation with the state and national hotel and lodging associations.¹¹⁴ The training program shall include a video presentation, developed and approved by said commissioners, that offers guidance to employees of hotels, motels, inns and similar lodgings on the (1) recognition of potential victims of human trafficking, and (2) activities commonly associated with human trafficking.¹¹⁵

Criminal Liability Law

Connecticut law classifies “sex trafficking” as the “recruitment, harboring, transportation or provision of a person for the purpose of engaging in sexual conduct with another person in exchange for anything of value.”¹¹⁶ Sex trafficking is a Class A felony,¹¹⁷ which carries a maximum fine of \$20,000.¹¹⁸

CONNECTICUT, continued

Civil Liability Law

Any person aggrieved by the above criminal actions may bring a civil action against the person or persons who committed such violation to recover actual damages, statutory damages of not more than \$1,000 for each day such person was coerced by another person and a reasonable attorney's fee.¹¹⁹



DELAWARE

Signage Law

Under Delaware law, hotels, motels and tourist homes are required to display a public-awareness sign in accordance with the following:¹²⁰

1. The public awareness sign can be the sign created by the Delaware Anti-Trafficking Action Council, containing centralized human trafficking hotline information,¹²¹ or a sign created by the establishment: (i) is at least 8 inches wide and 11 inches long, and (ii) contains centralized human trafficking hotline information.¹²²
2. Be displayed in a manner that is clearly conspicuous and visible in all public restrooms, all staff breakrooms and at least 1 of the following publicly accessible locations that is present on the premises: (i) all lobbies, (ii) all elevators, (iii) all stairwells, or (iv) all vending machine or ice vending machine areas.¹²³
3. The public awareness sign is not required to be displayed by hotels in guest bedrooms.¹²⁴

The civil penalty for noncompliance with the public awareness sign requirement is a maximum of \$500 if the establishment does not correct the same, and a maximum of \$2,500 on a second or subsequent failure by the establishment to correct the same.¹²⁵

Training Law

The Delaware Anti-Trafficking Action Council is required to coordinate training on human trafficking prevention and victim services for individuals who may have recurring contact with victims or perpetrators, including

business owners and private sector employees.¹²⁶

Criminal Liability

A person is guilty of trafficking an individual if the person (among other things) knowingly harbors, or maintains an individual in furtherance of forced labor or sexual servitude.¹²⁷ Trafficking an individual is a class C felony, unless the individual is a minor, in which case it is a class B felony.¹²⁸ It is also categorized as a violent felony.¹²⁹

For a Class B felony, the court can impose a term of incarceration not less than 2 years and up to 25 years.¹³⁰ For a class C felony, the court can impose incarceration up to 15 years.¹³¹

In cases of convictions for these offenses, the court can order that the convicted person forfeit any interest in real or personal property that was used or intended to be used to commit or facilitate the offense, or that constitutes or derives from proceeds that the person obtained, directly or indirectly, as a result of the offense.¹³²

Civil Liability

Delaware permits human trafficking victims to bring civil actions against a person that violates the trafficking laws detailed above.¹³³

In a civil suit, a victim may make a claim for compensatory damages, punitive damages, injunctive relief, or any other appropriate relief.¹³⁴ A victim may also recover reasonable attorneys' fees and costs, including

reasonable fees for expert witnesses.¹³⁵ The victim must commence the civil action no later than 5 years after the later of the date on which the victim: (a) was freed from the human trafficking situation; or (b) attained 18 years of age.¹³⁶



FLORIDA

Signage Law

Florida requires public lodging establishments to post a human trafficking public awareness sign that meets the following requirements:¹³⁷

- (a) The sign must be at least 11 x 15 inches in size;
- (b) The sign must be printed in an easily legible font, in at least 32-point type;
- (c) The sign should be posted in a conspicuous location that is accessible to employees;
- (d) The sign must be in English and Spanish and any other language predominantly spoken in the area which the Department of Business and Professional Regulation deems appropriate; and
- (e) The sign must substantially state the following:

“If you or someone you know is being forced to engage in an activity and cannot leave, whether it is prostitution, housework, farm work, factory work, retail work, restaurant work, or any other activity, call the Florida Human Trafficking Hotline, 1-855-FLA-SAFE, to access help and services. Victims of slavery and human trafficking are protected under United States and Florida law.”

Public lodging establishments must comply with the above-stated signage requirements by January 1, 2025.¹³⁸ Failure to comply will result in a fine of \$2,000 per day unless the lodging establishment provides adequate written documentation demonstrating that each deficiency will be corrected within 45 days of receiving a notice of violation;

FLORIDA, continued

however for a second or subsequent violation, a correction period may not be provided to a public lodging establishment and the applicable administrative fines will be imposed.¹³⁹

Training Law

Florida requires public lodging establishments to provide annual training regarding human trafficking awareness to employees (a) who perform housekeeping duties in rental units or (b) who work at a front desk or reception area where guests ordinarily check-in or check out.¹⁴⁰

Such training must also be provided for new employees within 60 days after they begin their employment training in those roles.¹⁴¹ Each employee must submit a signed and dated acknowledgment of having received the training to the hiring establishment, which may be kept electronically, but must be provided to the Department of Business and Professional Regulation upon request.¹⁴² Additionally, each public lodging establishment must implement a procedure for the reporting of suspected human trafficking to the National Human Trafficking Hotline or to a local law enforcement agency.¹⁴³

The required human trafficking awareness training must be submitted to and approved by the Department of Business and Professional Regulation, and must include all of the following:¹⁴⁴

- (a) The definition of human trafficking and

the difference between sex trafficking and labor trafficking;

- (b) Guidance specific to the public lodging sector concerning how to identify individuals who may be victims of human trafficking;

- (c) Guidance concerning the role of the employees of a public lodging establishment in reporting and responding to suspected human trafficking.

Failure to comply will result in a fine of \$2,000 per day unless the lodging establishment adequately documents that each deficiency was corrected within 45 days of receiving a notice of violation.¹⁴⁵ For a second or subsequent violation, a correction period may not be provided and the applicable administrative fines will be imposed.¹⁴⁶

The training developed by PACT and produced by Marriott International in collaboration with Polaris and with the support of the American Hotel and Lodging Association Foundation has been approved by Florida officials as meeting the training requirements.

Criminal Liability

Florida defines “human trafficking” as (among other things) harboring, providing, or maintaining another person for the purpose of exploitation of that person.”¹⁴⁷

In Florida, engaging or attempting to engage in human trafficking of an adult or a minor for labor or services or commercial sexual activity, or benefitting financially by receiving

anything of value from participation in a venture that has subjected a person to such human trafficking is a felony in the first degree.¹⁴⁸ The maximum fine for such an offense is \$10,000.¹⁴⁹ Additionally, any property used in violation of a human trafficking offense may be seized and forfeited.¹⁵⁰

Civil Liability

Any person who proves by clear and convincing evidence that he or she has been injured due to sex trafficking or human trafficking shall have a cause of action for threefold the amount gained from the sex trafficking or human trafficking and in any such action is entitled to minimum damages in the amount of \$200 and reasonable attorney's fees and court costs in the trial and appellate courts.¹⁵¹



JACKSONVILLE, FLORIDA

Signage Ordinance

Jacksonville requires public lodging establishments to place human trafficking awareness signs that meet the following requirements:

(a) The sign should be placed in a conspicuous location that is clearly visible to the public and employees of the establishment, and must be at least 8.5 inches by 11 inches in size, printed in at least a 16-point type, and state substantially the following in English and Spanish or English and such other language as determined by industry demographic:¹⁵²

“If you or someone you know is being forced to engage in an activity and cannot leave—whether it is prostitution, housework, farm work, factory work, retail work, restaurant work, or any other activity—call the National Human Trafficking Resource Center at 1-888-373-7888 or text INFO or HELP to 233-733 to access help and services. Victims of slavery and human trafficking are protected under United States and Florida law. This notice is posted pursuant to Section 250.125, Jacksonville Ordinance Code.”

(b) The signs must also be placed on the inside of the main access door of all guest rooms and public restrooms.¹⁵³

(c) The signs in guest rooms and public restrooms must be at least 3 x 7 inches, be printed in 12-point font, and must substantially state the following in English and Spanish or English and such other language as may be determined by industry demographic:¹⁵⁴

“If you or someone you know is being forced to engage in an activity and cannot leave—whether it is prostitution or sex work, housework, farm work, factory work, retail work, restaurant work, or any other activity—

call the National Human Trafficking Resource Center at 1-888-373-7888 or text INFO or HELP to 233-733 to access help and services. Victims of slavery and human trafficking are protected under United States and Florida law. This notice is posted pursuant to Section 250.125, Jacksonville Ordinance Code.”

Training Ordinance

Jacksonville requires all public lodging establishments to train all housekeepers and front desk or reception employees.¹⁵⁵ All employees are to be trained on spotting, reporting, and preventing human trafficking.¹⁵⁶ The manager or owner (or designated representative) must certify to the Director of the Neighborhoods Department on a quarterly basis the names of all employees who have received the required training and identify the name of the program used for the training.¹⁵⁷ The acceptable training literature and programs include those developed and presented by the American Hotel & Lodging Association, the Polaris Project, PACT (originally ECPAT-USA), Business Ending Slavery & Trafficking, and the U.S. Department of Homeland Security.¹⁵⁸ Other programs not listed may be approved by the Director of the Neighborhoods Department.¹⁵⁹

Violations of this ordinance are considered a Class C offense, with each day and each separate violation of the requirement constituting a separate and enforceable violation.¹⁶⁰ Violators shall be provided a warning and reasonable opportunity to correct a violation before enforcement is sought.¹⁶¹ A Class C offense is punishable by a fine of not more than \$100 or by imprisonment of not more than 60 days, or both.¹⁶²

MIAMI BEACH, FLORIDA

Signage Ordinance

Miami Beach requires public lodging establishments (i.e., hotels, motels, nontransient apartments, transient apartments, bed and breakfast inns, timeshare projects, or vacation rentals) to display a trafficking notice that meet the following requirements:¹⁶³

(a) The sign should be displayed in a conspicuous location where other labor and employment signs are displayed, and which is clearly visible to the employees.¹⁶⁴

(b) The sign must state substantially in English, Spanish and Russian:¹⁶⁵

"If you or someone you know is being forced to engage in an activity and cannot leave—whether it is prostitution, housework, farm work, factory work, retail work, restaurant work, or any other activity—call the Florida Human Trafficking Hotline, 1-855-FLA-SAFE, to access help and services. Victims of slavery and human trafficking are protected under United States and Florida law." The sign must be at least 8.5 inches by 11 inches in size, must be printed in at least a 16-point type.¹⁶⁶

A violation of this ordinance is punishable by a maximum fine of \$500, and a continued violation shall be considered a separate offense for each day.¹⁶⁷

MIAMI LAKES, FLORIDA

Signage Ordinance

Miami Lakes law requires public lodging establishments¹⁶⁸ to post human trafficking notices that meet the following requirements:

(a) The notice should be posted in a place where they are clearly visible to their employees;¹⁶⁹

(b) The notice must be printed in English and Spanish;

(c) The notice should state the following:¹⁷⁰

"If you or someone you know is being forced to engage in an activity and cannot leave - whether it is prostitution, housework, farm work, factory work, retail work, restaurant work or any other activity - call the National Human Trafficking Resource Center at 1-888- 373-7888 or text INFO or HELP to 233-733 to access help and services. Victims of slavery and human trafficking are protected under United States and Florida Law."

A violation of this ordinance is punishable by a maximum fine of \$500, and a continued violation shall be considered a separate offense for each day.¹⁷¹



GEORGIA

Signage Law

Georgia mandates that hotels, inns, and other establishments that offer overnight accommodations to the public for hire post a notice that meets the following requirements:

- (a) The notice should provide information on how to contact the National Human Trafficking Hotline and the Statewide Georgia Hotline for Domestic Minor Trafficking.¹⁷²
- (b) Notices must be displayed in every public restroom and either in a conspicuous space near the public entrance or in another conspicuous location in clear view of the public and employees where notices are customarily posted.¹⁷³
- (c) The notices must be in English, Spanish and any other language deemed appropriate by the Georgia Bureau of Investigations.
- (d) The notices must also be at least 8½ x 11 inches and printed in not less than 16-point font.¹⁷⁴
- (e) Georgia law requires the Georgia Bureau of Investigation to develop a model notice available for download from its website.¹⁷⁵ In line with this requirement, the Georgia Bureau of Investigation has developed a model notice in English and Spanish that reads as follows:¹⁷⁶

Are you or someone you know being sold for sex or made/forced to work for little or no pay and cannot leave? Call the National Human Trafficking Resource Center at 1-888-373-7888 or the Statewide Georgia Hotline for Human Trafficking at 1-866-ENDHTGA (1-866-363-4842) for help. All victims of slavery and human trafficking have rights and are

protected by international, federal, and state law.

The hotline is:

- (1) Anonymous and confidential;
- (2) Available 24 hours a day, seven days a week;
- (3) Able to provide help, referral to services, training, and general information;
- (4) Accessible in 170 languages;
- (5) Operated by a nonprofit, non-governmental organization; and
- (6) Toll free.

Failure to comply with this statute, following a 30-day period after receipt of a notice to correct a violation, constitutes a misdemeanor and can result in a fine of no less than \$500 and no more than \$1,000. Upon a second or subsequent conviction, the offense is elevated to a high and an aggravated misdemeanor subjecting the lodging owner to a fine of no less than \$1,000 and no more than \$5,000.¹⁷⁷

Training Law

Georgia does not currently have a law that requires training employees of lodging facilities concerning human trafficking. However, Georgia's Criminal Justice Coordinating Council and the Statewide Human Trafficking Task Force's Work Group 1 publish a compendium that provides human trafficking prevention and awareness training that is specific to their industry and/or needs.¹⁷⁸

GEORGIA, continued

Criminal Liability

Georgia proscribes, in part, harboring, or providing, an individual for the purpose of sexual servitude.¹⁷⁹ A “person,” which includes a corporation,¹⁸⁰ can also be held criminally liable for benefiting financially or “receiving anything of value from the sexual servitude of another.”¹⁸¹

A corporation can be held liable for human trafficking only if (A) “an agent of the corporation performs the conduct which is an element of the crime while acting within the scope of his or her office or employment and on behalf of the corporation” and (B) the commission of the crime was either (1) “authorized, requested, commanded, performed, or within the scope of his or her employment on behalf of the corporation” or (2) “constituted a pattern of illegal activity that an agent of the company knew or should have known was occurring.”¹⁸²

Any person or corporation who commits the offense of human trafficking is guilty of a felony and may be fined up to \$100,000 and imprisoned for 10 to 20 years unless the victim is under the age of 18, in which case the offender may be imprisoned for 25 to 50 years or life and may be fined up to \$100,000.¹⁸³

Civil Liability

Georgia does not currently have a law concerning the civil liability of lodging facilities where human trafficking occurs.



FULTON COUNTY, GEORGIA (CONTAINS ATLANTA)

Signage Ordinance

Fulton County requires hotels (which includes any hotel, inn, or other establishment which offers overnight accommodations to the public for hire) to post a notice that meets the following requirements:

- (a) The sign should be posted in English, Spanish, and any other language deemed appropriate by the director of the Georgia Bureau of Investigation;
- (b) The sign should be posted in each public restroom and either a conspicuous place near the public entrance of the business or establishment or in another conspicuous location in clear view of the public and employees where similar notices are customarily posted;¹⁸⁴
- (c) The model notice shall be downloaded from the Georgia Bureau of Investigation's internet website. The notice shall be at least 8½ inches by 11 inches in size and printed in a 16-point font. Such Notice shall provide information giving individuals a method to contact the National Human Trafficking Hotline and Statewide Georgia Hotline for Domestic Minor Traffic.¹⁸⁵

A violation of this ordinance is punishable by a fine not more than \$500. Upon a second or subsequent conviction, the owner shall be guilty of a high and aggravated misdemeanor and shall be punished by a fine not to exceed \$5,000.00.¹⁸⁶

HAPEVILLE, GEORGIA

Signage Ordinance

Hapeville requires hotels to post a notice that meets the following requirements:

- (a) The sign should be posted in English, Spanish, and any other language deemed appropriate by the director of the Georgia Bureau of Investigation;
- (b) The sign should be posted in each public restroom and either a conspicuous place near the public entrance of the business or establishment or in another conspicuous location in clear view of the public and employees where similar notices are customarily posted;
- (c) The Georgia Bureau of Investigation is required to develop a model notice that is available for download from its website. The notice shall be at least 8½ inches by 11 inches in size and printed in a 16-point font. Such notice shall provide information giving individuals a method to contact the National Human Trafficking Hotline and Statewide Georgia Hotline for Domestic Minor Traffic.

A violation of this ordinance is punishable by a fine not more than \$500. Upon a second or subsequent conviction, the owner shall be guilty of a high and aggravated misdemeanor and shall be punished by a fine not to exceed \$5,000.00.¹⁸⁷

HAWAII

Signage Law

Hawaii requires employers that hold a liquor license or a cabaret license to keep a poster that meets the following requirements:

- (a) The sign must be posted in English in a place readily accessible to employees;
- (b) The poster should be at least 8½ x 11 inches;
- (c) The poster should state the following:¹⁸⁸
If you or someone you know is being forced to engage in any activity and cannot leave – whether it is commercial sex, housework, farm work, or any other similar activity – call the National Human Trafficking Resource Center Hotline at 1-888-373-7888 to access help and services. Victims of human trafficking are protected under United States and Hawaii law.

The hotline is:

- (1) Available twenty-four hours a day, seven days a week;
- (2) Toll-free;
- (3) Operated by a nonprofit, non-governmental organization;
- (4) Anonymous and confidential;
- (5) Accessible in one hundred seventy languages; and
- (6) Able to provide help, referral to services, training, and general information.

Any employer who willfully and knowingly fails, neglects, or refuses to post shall be fined not more than \$100 for each day of the violation. Any action taken to impose or collect this fine shall be considered a civil action.¹⁸⁹

Training Law

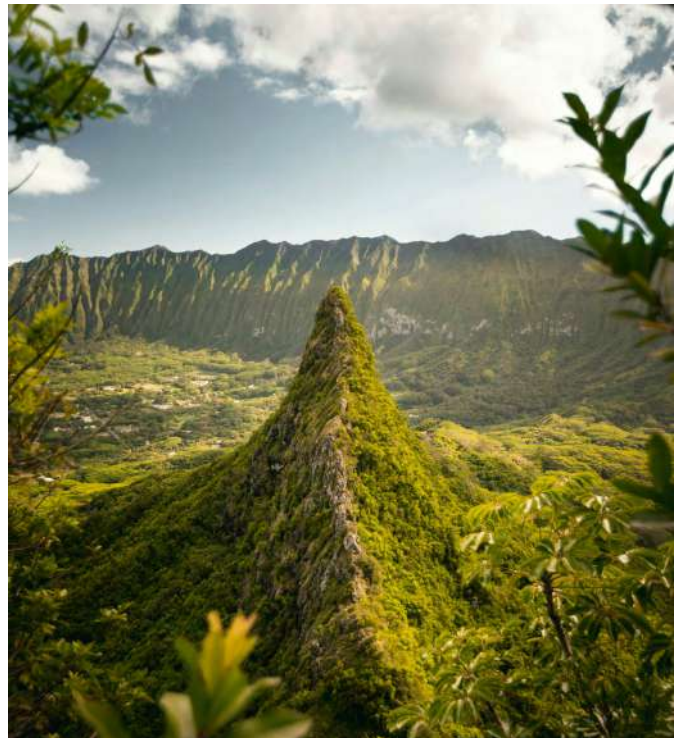
Hawaii does not currently have a law that requires training employees of lodging facilities concerning human trafficking.

Criminal Liability

Hawaii's human trafficking law prohibits advancing or profiting from the prostitution of a minor.¹⁹⁰ "Advancing" prostitution includes permitting "premises to be regularly used for prostitution purposes."¹⁹¹ Sex trafficking is a class A felony.¹⁹² Corporations can be held liable for the offense and a fine of up to \$50,000.¹⁹³

Civil Liability

Hawaii does not currently have a law concerning the civil liability of lodging facilities where human trafficking occurs.



IDAHO

Signage Law

Idaho does not currently have a law concerning human trafficking awareness signage in lodging facilities.

Training Law

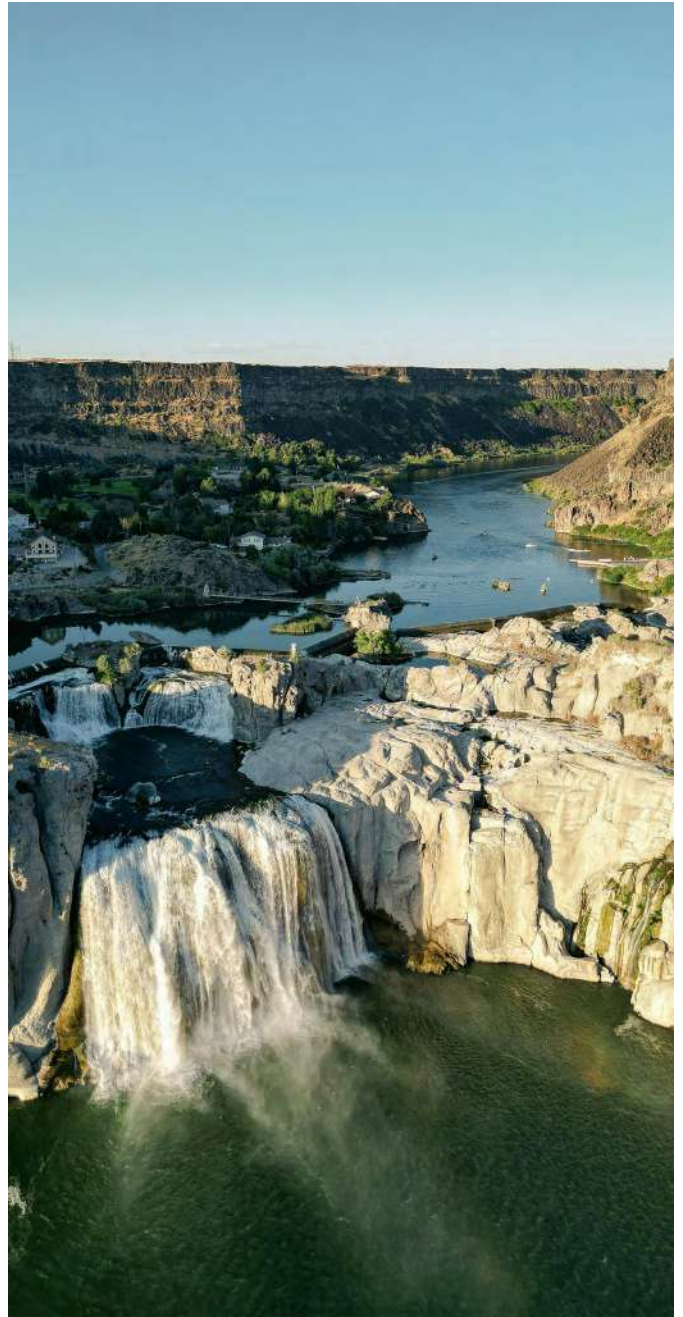
Idaho does not currently have a law that requires training employees of lodging facilities concerning human trafficking.

Criminal Liability

Under Idaho criminal law, a person commits the felony of human sex trafficking if the person receives any benefit from participating in a venture that involves human sex trafficking.¹⁹⁴ A corporation can be held liable for a violation of the statute and can be penalized up to \$50,000.¹⁹⁵

Civil Liability

Idaho does not currently have a law concerning the civil liability of lodging facilities where human trafficking occurs.



ILLINOIS

Signage Law

Illinois requires hotels and motels to post a human trafficking notice that meets the following requirements:

- (a) The notice should be posted in a conspicuous and accessible location on the premises that is in clear view of employees;¹⁹⁶
- (b) The notice must be at least 8½ x 11 inches in size, written in 16-point font;
- (c) The notice should be printed in English, Spanish, and one other language that is most widely spoken in the county (if not English or Spanish) where the establishment is located and for which translation is mandated by the federal Voting Rights Act, as applicable.¹⁹⁷
- (d) The notice must state the following:¹⁹⁸
If you or someone you know is being forced to engage in any activity and cannot leave, whether it is commercial sex, housework, farm work, construction, factory, retail, or restaurant work, or any other activity, call the National Human Trafficking Resource Center at 1-888-373-7888 to access help and services.

Victims of slavery and human trafficking are protected under United States and Illinois law.

The hotline is:

- Available 24 hours a day, 7 days a week.
- Toll-free.
- Operated by nonprofit non-governmental organizations.
- Anonymous and confidential.
- Accessible in more than 160 languages.
- Able to provide help, referral to services, training, and general information.

Model notices in different languages are

available on [Illinois's Department of Human Services](#) webpage, as required by the Act.¹⁹⁹

Establishments that fail to post a notice in compliance with the Human Trafficking Resource Center Notice Act, within 30 days of receipt of a notice of non-compliance is guilty of a petty offense and subject to a fine of up to \$500 for each violation.²⁰⁰ If the violation is not corrected within the 30-day period, the Attorney General or State's Attorney may prosecute a violation.²⁰¹

Training Law

Illinois's Lodging Services Human Trafficking Recognition Training Act requires that lodging establishments provide their employees with training in the recognition of human trafficking and protocols for reporting observed human trafficking to the appropriate authority.²⁰² The employees of lodging establishments must complete the training within six months after beginning employment and every two years thereafter if still employed there.²⁰³ Further, the training must be at least twenty minutes in duration.²⁰⁴

A lodging establishment may use its own human trafficking program or that of a third party if the program includes: (a) a definition of human trafficking and commercial exploitation of children; (b) guidance on how to identify individuals who are most at risk for human trafficking; (c) the difference between human trafficking for purposes of labor and for purposes of sex as the trafficking relates to lodging establishments; and (d) guidance on the role of lodging establishment employees

ILLINOIS, continued

in reporting and responding to human trafficking.²⁰⁵

In addition, the Department of Human Services has developed a curriculum for an approved human trafficking training recognition program in compliance with the Act.²⁰⁶ This program may be used by lodging establishments that do not administer their own program as described above.²⁰⁷

Criminal Liability

Illinois law criminalizes advancing or profiting from prostitution or trafficking as a Class 4 felony or if committed within 1,000 feet of real property comprising a school, a Class 3 felony. A second or subsequent violation or a combination of violations relating to advancing prostitution is a Class 3 felony.²⁰⁸ Advancing prostitution includes keeping a place that could offer seclusion or shelter for the practice of prostitution and permitting the continued use of the place after becoming aware of facts from which he or she should reasonably know that the place is being used for purposes of prostitution.²⁰⁹ Illinois law further imposes criminal liability on any person or company who knowingly benefits from participation in a venture that has engaged in human trafficking.²¹⁰

Civil Liability

Illinois's Trafficking Victims Protection Act allows victims of human trafficking to bring civil action against any person or entity who profits from the victim in any sex trade act.²¹¹ However, the Act notes if a person or entity

provides goods and services to the general public, they shall not be liable if they also provide those goods or services to persons who are liable under the criminal liability section, absent a showing that the person or entity either: (1) knowingly markets or provides its goods or services primarily to persons or entities liable; (2) knowingly receives a higher level of compensation from persons or entities liable than it generally receives from customers; or (3) supervises or exercises control over persons or entities liable.²¹²

CHICAGO, ILLINOIS

Signage and Training Resources

The [Cook County Human Trafficking Task Force](#) offers both voluntary signs and training materials available for free for businesses.²¹³



INDIANA

Signage Law

Indiana does not currently have a law concerning human trafficking awareness signage in lodging facilities.

Training Law

Indiana does not currently have a law that requires training employees of lodging facilities concerning human trafficking.

Criminal Liability

Indiana law imposes criminal liability on any “person” (which includes, among other things, a corporation, limited liability company or partnership)²¹⁴ “who, by force, threat of force, coercion, or fraud, knowingly or intentionally recruits, harbors, provides, obtains, or transports an individual to engage the individual in labor or services.”²¹⁵ Such actions constitute the promotion of human labor trafficking, a Level 4 felony.²²¹ Penalties for Level 4 felonies include imprisonment and fines of no more than \$10,000.²¹⁶

Civil Liability

Indiana law states that a victim of human trafficking may bring civil action against any person convicted of the related human trafficking offense under Indiana statutes §§ 35-42-3.5-1 through 35-42-3.5-1.4 within two years after the person is convicted of the offense.²¹⁷ The victim may recover actual damages, court costs, punitive damages (when determined to be appropriate by the court) and reasonable attorney’s fees in the civil action.²¹⁸



IOWA

Signage Law

Iowa does not currently have a law mandating human trafficking awareness signage in lodging facilities.

Training Law

Iowa does not have a law that mandates training of lodging facility employees. However, the crime victim assistance division of the Iowa Department of Justice is statutorily mandated to develop and conduct outreach, public awareness and training programs that are available, on a voluntary basis, to businesses “that have a high statistical incidence of debt bondage or forced labor or services.”²¹⁹ Lodging facilities fit within this category. The programs shall train participants to recognize and report incidents of human trafficking and to suppress the demand that fosters exploitation of persons and leads to human trafficking.

Since January 1, 2022, a lodging provider may voluntarily complete and certify to the commissioner of public safety that each of the lodging provider’s employees has completed human trafficking prevention training. The training may be developed and delivered to lodging providers by the office to combat human trafficking, a governmental agency or nongovernmental or community organization that has expertise in the area of human trafficking and it must be approved by the commissioner. The lodging provider shall maintain training records for each employee.²²⁰

The human trafficking prevention training shall focus on the accurate and prompt identification and reporting of, or response to, suspected human trafficking.

The training shall include, at a minimum, (a) a general overview of human trafficking, (b) a general overview of state law on human trafficking, (c) the definition of human trafficking and the commercial exploitation of children, (d) guidance on the difference between labor trafficking and sex trafficking, (e) guidance on how to recognize potential human trafficking victims, (f) guidance on how to recognize potential human traffickers, (g) guidance on how to identify activities commonly associated with human trafficking, and (h) safe and effective responses to human trafficking situations, including how to report suspected human trafficking to proper law enforcement officials.²²¹

The commissioner of public safety or the commissioner’s assignee shall issue a certification that a lodging provider may display, in an area readily visible to the public, the front entrance and check-in areas of the lodging and on any internet site advertising or promoting the lodging. The commissioner shall also maintain an internet site, readily accessible to the public, that identifies lodging providers in Iowa that are certified as having completed the training.²²² Lodging providers that have not completed this certification are not eligible to receive public funds as payment for services.²²³

IOWA, continued

The training developed by PACT (originally ECPAT-USA) and produced by Marriott International in collaboration with Polaris and with the support of the American Hotel and Lodging Association has been approved by Iowa officials as meeting the training requirements.

Criminal Liability

A “person,” including a corporation,²²⁴ can be held criminally liable for participating in a venture to recruit, harbor, transport, supply provisions or obtain a person for the purpose of sex trafficking.²²⁵ A person who knowingly engages in human trafficking in Iowa is guilty of a class “B” felony, except that if the victim is under the age of eighteen, the person is guilty of a class “A” felony.²²⁶ Further, a corporation can be prosecuted for benefiting financially or by receiving anything of value from knowing participation in human trafficking.²²⁷

A person who owns, rents, leases, or uses any part of a building, structure, boat, trailer, or other place offering shelter or seclusion, and who knows, or has reason to know, that the building, structure, boat, trailer, or other place offering shelter or seclusion is being used for the purposes of human trafficking, commits a class “D” felony.²²⁸

Class “A” felonies are punishable by confinement for life.²²⁹ Class “B” felonies are punishable by confinement for no more than twenty-five years.²³⁰ Class “D” felonies are punishable by confinement for no more than five years and a fine of at least

\$1,025 but not more than \$10,245.²³¹

Civil Liability

Iowa does not currently have a law concerning the civil liability of lodging facilities where human trafficking occurs.



KANSAS

Signage Law

A notice offering help to victims of human trafficking shall be posted in a prominent and accessible location visible to members of the public in certain “sexually oriented businesses” including lodging facilities characterized as “adult motels.”²³² Adult motels are defined to include any hotel, motel or similar commercial establishment which:

- (A) offers accommodations to the public for any form of consideration; provides patrons with closed-circuit television transmissions, films, motion pictures, video cassettes, slides or other photographic reproductions which are characterized by the depiction or description of specified sexual activities or specified anatomical areas and has a sign visible from the public right- of-way which advertises the availability of this adult type of photographic reproductions;
- (B) offers a sleeping room for rent for a period of time that is less than 10 hours; or
- (C) allows a tenant or occupant of a sleeping room to sub rent the room for a period of time that is less than 10 hours.²³³

The state attorney is required to create rules and regulations regarding the content, size and other characteristics of the notices.²³⁴

These signs will be made available in English, Spanish, and, if requested by an employer, another language.²³⁵ The Kansas secretary of labor, in consultation with the attorney general, is required to develop and implement an education plan to raise awareness among Kansas employers about the problem of human trafficking, about the national human trafficking hotline, and about other resources that may be available to employers,

employees, and potential victims of human trafficking.²³⁶

Training Law

Kansas does not currently have a law that requires training employees of lodging facilities about human trafficking.²³⁷

Criminal Liability

Under Kansas law, a corporate entity,²³⁸ such as a lodging facility, could be guilty of human trafficking if such entity intentionally benefited financially or received anything of value from participation in a venture that the entity had reason to know involved human trafficking.²³⁹ Such an entity could be guilty of aggravated human trafficking if it was harboring a child knowing that the child, with or without force, fraud, threat, or coercion, will be used to engage in sexual gratification of someone involving the exchange of anything of value.²⁴⁰ Penalties include a fine of \$2,500 to \$5,000 for human trafficking and at least \$5,000 for aggravated human trafficking.²⁴¹

Additionally, under Kansas law it is illegal to knowingly establish, own, maintain, or manage (or otherwise participate in any of the foregoing) any property, or to knowingly permit any property to be used as a place, where sexual relations are being sold or offered for sale by a person younger than 18 years of age.²⁴²

Civil Liability

A victim of human trafficking or commercial sexual exploitation of a child may bring a civil action in an appropriate state court against the person or persons who engaged in

KANSAS, continued

such conduct if the victim suffered personal or psychological injury as a result of such conduct. Such victims may seek actual damages, exemplary or punitive damages, injunctive relief, and any other appropriate relief.²⁴³

KENTUCKY

Signage Law

Kentucky does not currently have a law concerning human trafficking awareness signage in lodging facilities.

Training Law

Kentucky does not currently have a law that requires training employees of lodging facilities concerning human trafficking. However, [the Kentucky Attorney General's office](#) offers training to organizations throughout the state. Most recently, the office launched a statewide human trafficking awareness campaign that seeks to combat human trafficking by raising awareness of the signs of human trafficking.²⁴⁴

Criminal Liability

A "person", including a corporation,²⁴⁵ can be prosecuted for "promoting human trafficking" if they benefit financially or receive anything of value from knowing participation in human trafficking or from harboring (or attempting to harbor) another person knowing that the person will be subject to human trafficking.²⁴⁶ Under Kentucky state law, a corporation is guilty of an offense only

if (a) the conduct constituting the offense

consists of a failure to discharge a specific duty imposed upon corporations by law, (b) the conduct constituting the offense is engaged in, authorized, commanded or wantonly tolerated by the board of directors or by a high managerial agent acting within the scope of his employment in behalf of the corporation, or (c) the conduct constituting the offense is engaged in by an agent of the corporation acting within the scope of his employment and in behalf of the corporation.²⁴⁷

Corporations can be held liable for a fine of up to \$20,000 for a felony, including human trafficking.²⁴⁸

Civil Liability

Kentucky law provides a civil right of action for a victim of human trafficking against a defendant in the event of a conviction, allowing for recovery of the costs of bringing the action, attorney's fees, and compensatory and punitive damages, if the victim prevails.²⁴⁹



LOUISIANA

Signage Law

Louisiana requires hotels²⁵⁰ to post human trafficking awareness notices that meet the following requirements:²⁵¹

- (a) The notices must be no smaller than 8½ x 11 inches, and in bold font no smaller than 14 points.
- (b) The notices must be posted in the location where other employee notices required by state and federal law are posted.
- (c) The notices must be in English, Spanish, Louisiana French, and any other language required by the Commissioner of Alcohol and Tobacco Control.
- (d) The notices must state as follows:²⁵²

If you or someone you know is being forced to engage in any activity and cannot leave, whether it is commercial sex, housework, farm work, or any other activity, call the National Human Trafficking Resource Center hotline at 1-888-373-7888 or text “HELP” to 233733 (Be Free) in order to access help and services.

In addition to such notices, hotels must affix a flyer to the inside door to each bathroom stall at the establishment. Such a flyer shall be designed by the [Greater New Orleans Human Trafficking Task Force](#), with the approval of the Commissioner of the Office of Alcohol and Tobacco Control, and shall be no larger than 8 ½ x 11 inches. The flyer is available on the website for the Office of Alcohol and Tobacco Control.²⁵³

The first violation of this law can result in revocation or suspension of a business

permit and/ or a fine of \$50 to \$500. The fine for a second offense occurring within three years is \$250 to \$1000, and for a third offense within three years of the first the fine is \$500 to \$2500.²⁵⁴

Training Law

Louisiana does not currently have a law that requires training employees of lodging facilities concerning human trafficking. However, Louisiana provides for the Department of Children and Family Services and the Department of Health to develop a plan for the delivery of services to human trafficking victims, including the preparation and dissemination of educational materials and training programs for public use.²⁵⁵

Criminal Liability

Louisiana law defines felony human trafficking, in part, as knowingly recruiting, harboring, transporting, providing, soliciting, selling, receiving, isolating, enticing, obtaining, or maintaining the use of another person through fraud, force, or coercion to provide services or labor.²⁵⁶ In addition, it is a felony for any person to knowingly benefit from or to knowingly facilitate such activities.²⁵⁷

Under Louisiana law, a corporation,²⁵⁸ can be liable for human trafficking and can be fined up to \$15,000, or \$25,000 if the victim is under 18 years of age.²⁵⁹ In addition, the law directs courts to seize any personal property used in the commission of the offense.²⁶⁰

LOUISIANA, continued

Civil Liability

Louisiana law provides for a civil cause of action for victims of human trafficking.²⁶¹

Victims of human trafficking can recover actual damages, compensatory damages, and punitive damages, as well as court costs and attorney fees if they prevail and treble damages where such conduct was willful and malicious.²⁶²



MAINE

Signage Law

Maine requires certain businesses, where contact with victims of human trafficking is likely, including lodging establishments,²⁶³ to post human trafficking awareness posters that meet the following requirements:

- (a) The posters should contain a telephone number for the National Human Trafficking Hotline, with such posters to be provided by the Department of Labor;²⁶⁴
- (b) The posters should be posted in a place that is clearly visible to the public and employees;
- (c) The law does not specify the size or text of the posters.

The penalty for failing to comply with the law is a fine of \$300 per violation.²⁶⁵

Training Law

Maine does not currently have a law that requires training employees of lodging facilities concerning human trafficking.

Criminal Liability

Under Maine law, a person is guilty of sex trafficking if they knowingly promotes prostitution, including leasing or otherwise permitting a place controlled by such person (alone or in association with others) to be regularly used for prostitution.²⁶⁶ A person is guilty of aggravated sex trafficking if they knowingly promotes prostitution by compelling a person to enter into, engage in or remain in prostitution; promotes prostitution of a person 15, 16 or 17 years of age or younger; or promotes prostitution of a person who suffers from a mental disability

that is reasonably apparent or known to the actor and that in fact renders the other person substantially incapable of appraising the nature of the conduct involved.²⁶⁷ An organization is guilty of a crime when an agent engages in or causes the conduct outlined in a crime while acting in the scope of the agent's employment.²⁶⁸

Civil Liability

A trafficked person may bring a civil action for actual damages, compensatory damages, punitive damages, injunctive relief, any combination of those or any other appropriate relief, as well as an award of attorney's fees and costs if they prevail.²⁶⁹ A legal guardian, family member, representative of the trafficked person or court appointee may represent the trafficked person or the trafficked person's estate if deceased.²⁷⁰ Additionally, all assets, including money instruments, personal property and real property, used or traceable to a human trafficking offense are subject to forfeiture to the State.²⁷¹

MARYLAND

Signage Law

Maryland's law enforcement is authorized to issue a civil citation to a lodging establishment requiring the posting of a human trafficking awareness notice in each of its guest rooms for one year if there has been an arrest leading to a conviction for prostitution, solicitation of a child or human trafficking on the property.²⁷² Lodging establishments subject to the law include inns, hotels, motels, and any property that contains a minimum of four rooms available to temporary guests for lodging or sleeping purposes for a fee.²⁷³

The notice must meet the following requirements:

- (a) The notice should be at least 3 x 5 inches;
- (b) The notice should be printed in English, Spanish and any other language dictated by the federal Voting Rights Act.
- (c) The notice must include, in bold type, the telephone number of the National Human Trafficking Resource Center Hotline.
- (d) The notice, which is identical to that designed by the Department of Labor, Licensing and Regulation, must state as follows:²⁷⁴

REPORT HUMAN TRAFFICKING:

National Human Trafficking Resource Center – 1-888-373-7888.

CALL FOR HELP IF YOU OR SOMEONE YOU KNOW:

- Is being forced to have sex without consent
- Has had an ID or document taken away

- Is being threatened by or is in debt to an employer
 - Wants to leave a job but cannot freely do so. TOLL FREE. 24/7. CONFIDENTIAL. INTERPRETERS AVAILABLE.
- This sign is required under State law.

Failure to comply with the notice requirement can result in a fine of up to \$1,000 (in the aggregate, rather than for each room in violation).²⁷⁵

Training Law

Maryland law requires an innkeeper to provide training to employees of lodging facilities concerning human trafficking within 90 days of hiring and to certify annually to the Department of Labor that all employees of the lodging establishment (employed for at least 90 days) have received the prescribed annual training.²⁷⁶

Criminal Liability

Under Maryland law, a corporation²⁷⁷ can be criminally liable for human trafficking by knowingly "harboring" another for the purpose of prostitution.²⁷⁸ In addition, the statute proscribes knowingly benefiting financially or receiving anything of value from a venture that traffics others for the purpose of prostitution.²⁷⁹ It is also illegal for a person to knowingly allow a building, structure, or conveyance to be used for prostitution, or to allow a person into a building for prostitution, or set up, maintain or operate a building for prostitution.²⁸⁰ Property used in connection with trafficking is subject to forfeiture.²⁸¹

MARYLAND, continued

Human trafficking is a misdemeanor subject to a fine up to \$5,000 and imprisonment up to 10 years; or, if the victim is a minor, a felony subject to a fine up to \$15,000 and imprisonment up to 25 years.²⁸²

Civil Liability

Maryland does not currently have a law concerning the civil liability of lodging facilities where human trafficking occurs.



BALTIMORE, MARYLAND

Signage Ordinance

Baltimore requires hotels to post a sign that meets the following requirements:

- (a) The sign must be at least 3 x 5 inches in size;
- (b) The sign should be printed in English and Spanish;
- (c) The sign must draw attention to the phone number of the national human trafficking resource center hotline by showing the phone number in bold type;²⁸³
- (d) The sign must be posted on the back of each hotel room entry door;
- (e) The sign must state the following:²⁸⁴

REPORT HUMAN TRAFFICKING:
National Human Trafficking Resource Center
or text "BeFree" (233733) 1-888-373-7888
CALL FOR HELP IF YOU OR SOMEONE YOU
KNOW:

- is being forced to have sex without consent
- has had an ID or documents taken away
- is being threatened by or is in debt to an employer
- wants to leave a job but cannot freely do so TOLL-FREE | 24/7 | CONFIDENTIAL | INTERPRETERS AVAILABLE

This sign is required by Baltimore City law.

Beginning in 2020, any person who owns or operates a hotel within the city must annually certify to the housing commissioner, in the form and manner required by the department of housing and community development, no later than December 31 of each year, that the hotel is in compliance with the city's signage ordinance.²⁸⁵

Any person who violates any provision of

BALTIMORE, MARYLAND, continued

the city's signage ordinance is guilty of a misdemeanor and, on conviction, is subject to a fine of not more than \$1,000 for each offense.²⁸⁶

Training Ordinance

Baltimore requires anyone who owns or operates a hotel within the city to provide biennial, city-approved training to all hotel employees on how to identify human trafficking activities and human trafficking victims (with all new hotel employees receiving such training within 90 days of their hire).²⁸⁷ In addition, the hotel must annually certify to the police commission, no later than December 31 of each year, that all of their employees have completed the required training.²⁸⁸

A violation of this ordinance is subject to a fine of not more than \$1,000 or imprisonment for not more than 12 months. Each day that a violation continues after notification constitutes a separate charge.²⁸⁹



PRINCE GEORGE'S COUNTY, MARYLAND

Training Ordinance

Prince George's County requires public lodging establishments, including hotels, rooming houses, tourist homes, motels, or tourist cabin park, to provide training to employees on how to identify human sex trafficking activities and victims.²⁹⁰ Each new employee must complete the human trafficking training, and lodging establishments must annually certify that all their employees have completed the required training.²⁹¹

Any violation of this ordinance shall be punished by a fine not exceeding \$500 for the first offense and \$1,000 for subsequent offenses.²⁹²

Criminal Liability

Prince George's County defines human sex trafficking, in part, as knowingly harboring another in any place for prostitution.²⁹³ In addition, any person who knowingly benefits financially or by receiving anything of value from participation in a venture that engages in human trafficking can be subject to the same penalties.²⁹⁴ A violation of this human trafficking ordinance carries a fine not to exceed \$1,000.²⁹⁵

MASSACHUSETTS

Signage Law

Massachusetts does not currently have a law concerning human trafficking awareness signage in lodging facilities. However, there is a proposed bill to require hotels to post written notice in multiple languages encouraging victims of sex trafficking to seek support.²⁹⁶ The Massachusetts Attorney General's Office established a Human Trafficking Division that links businesses to trafficking awareness and prevention resources on its websites but the use of those resources by private business is not mandatory.²⁹⁷

Training Law

Massachusetts does not currently have a law that requires training employees of lodging facilities concerning human trafficking. However, there is a proposed bill to require hotels to develop a human trafficking recognition program.²⁹⁸

Criminal Liability

Under the Massachusetts Penal Code, human trafficking is defined, in part, as knowingly (i) recruiting, harboring, transporting, providing, or obtaining another person to engage in commercial sexual activity or (ii) benefiting, financially or by receiving anything of value, as a result of a violation of the previous activities.²⁹⁹ Punishment is imprisonment in state prison for not less than 5 years, but not more than 20 years and by a fine of not more than \$25,000. If the trafficked person is under the age of 18, then punishment is imprisonment in state prison for 5 years to life.³⁰⁰ Property

used to commit or facilitate human trafficking is subject to forfeiture.³⁰¹

A business entity that commits trafficking of persons for sexual servitude can be punished by a fine of not more than \$1,000,000.³⁰²

Civil Liability

Massachusetts law provides any business entity that knowingly aids or is a joint venturer in the trafficking of persons for sexual servitude shall be civilly liable.³⁰³ The court may award actual damages, compensatory damages, punitive damages, injunctive relief, or any other appropriate relief. A prevailing plaintiff shall also be awarded attorney's fees and costs. Treble damages may be awarded on proof of actual damages if the defendant's acts were willful and malicious.³⁰⁴



MICHIGAN

Signage Law

Michigan requires lodging establishments found to be a public nuisance to display posters that meet the following requirements:³⁰⁵

- (a) The posters must be placed in a location clearly visible to the public and employees, in each facility that is open to use by the public;
- (b) The posters must be no smaller than 8½ x 11 inches, with print no smaller than 14-point font, of durable construction;
- (c) The posters should be printed in English, Spanish, and any other language deemed appropriate by the Michigan Department of Licensing and Regulatory Affairs in consultation with the Attorney General.³⁰⁶
- (d) The posters must state as follows:³⁰⁷
If you or someone you know is being forced to engage in any activity and cannot leave, whether the activity is commercial sex, housework, farm work, or any other activity, please contact the National Human Trafficking Resource Center hotline at 1-888-373-7888 or text 233733 to access help and services. The victims of human trafficking are protected under U.S. law and the laws of this state.

An entity covered by the statute which does not comply with the signage requirement will be notified and provided 48 hours to come into compliance. An entity notified a second time within one year of the first notification will be fined up to \$250. If the same entity is notified a third time within one year of the previous

violations, it will be fined up to \$500.³⁰⁸

While lodging facilities that have not been found to be a public nuisance are not required to display human trafficking awareness posters, they may do so voluntarily and the posters are available in many languages on the Michigan Department of Labor and Economic Opportunity website.³⁰⁹

Training Law

Michigan does not currently have a law that requires training employees of lodging facilities concerning human trafficking. However, the Attorney General's website includes a number of human trafficking resources and publications, including some geared to the hospitality industry.³¹⁰ A training video entitled, "[Making the Invisible Visible](#)" is on the Michigan Attorney General's YouTube channel,³¹¹ while a publication entitled, "[Human Trafficking Red Flags for Hospitality Industry](#)" was published by the Attorney General.³¹²

Criminal Liability

Under Michigan criminal law, human trafficking is defined, in part, as recruiting, harboring, transporting, providing, or obtaining another person to engage in commercial sexual activity.³¹³ In addition, a "person," including a corporation,³¹⁴ can be prosecuted for knowingly benefiting financially or receiving anything of value from participation in an enterprise that is engaging in human trafficking, and any violations of Michigan's human trafficking

MICHIGAN, *continued*

laws may lead to a prison sentence of 93 days to 2 years and/or a \$500-\$2000 fine.³¹⁵

Civil Liability

Michigan allows victims of sex trafficking to file civil claims against any person or entity that violates any of the criminal human trafficking offenses detailed above.³¹⁶



MINNESOTA

Signage Law

Minnesota requires all hotel and motel establishments to display a poster that meets the following requirements:

- (a) The poster should be written or approved by the Commissioner of Health and contains information explaining what sex trafficking is in order to raise awareness; how to recognize potential victims; how to identify activities commonly associated with sex trafficking; and effective responses to trafficking situations, including how to report suspected sex traffickers to the proper law enforcement officials.
- (b) The poster must be displayed in a place readily accessible to all employees.
- (c) The law does not specify the size or text of the poster.³¹⁷

The law does not include any punishment for failure to comply.

Training Law

Minnesota law requires every hotel and motel in the state to ensure that every employee who works on-site, including, but not limited to, any owner, operator, or manager receives the sex trafficking educational training approved by the Commission of Health within 90 days of hiring and annually thereafter. The operator of every hotel and motel is required to certify annually that every employee has received the required training. In addition, lodging operators have an obligation to conduct an ongoing awareness campaign for employees addressing the required components of the training. Any operator who fails to

MINNESOTA, continued

comply with the training requirement will, upon the first violation, be given six months to comply with an order issued by the Health Commissioner.³¹⁸ Furthermore, any costs associated with the training requirements are the responsibility of the “licensee” to pay.³¹⁹

The training requirements, however, do not apply to employees who: (1) are under the age of 16 years unless they clean guest rooms; (2) work exclusively in a restaurant, providing catering services, or both; or (3) do not have direct contact with either guests or guest rooms.³²⁰

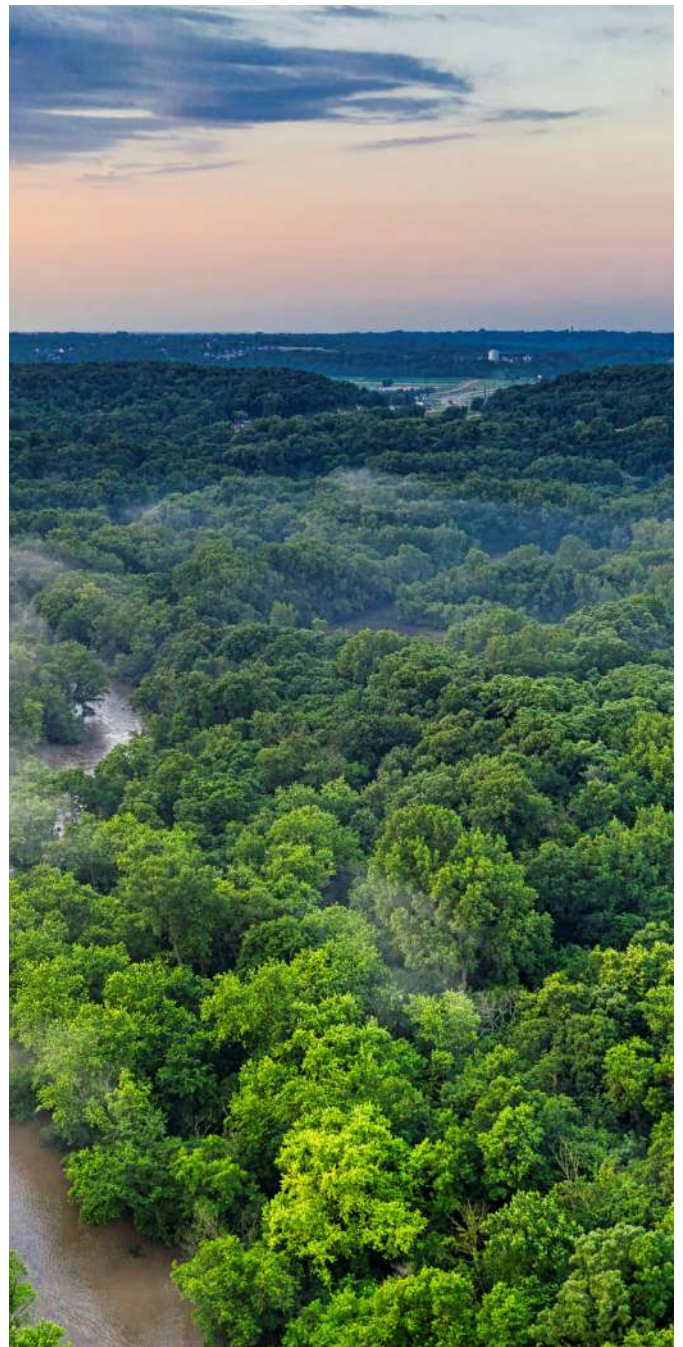
Criminal Liability

Under Minnesota law, a corporation or other business enterprise³²¹ can be held criminally liable for sex trafficking in the second degree for receiving profit, knowing or having reason to know that it is derived from the prostitution, or the promotion of the prostitution, of an individual.³²² The penalty for sex trafficking in the second degree is a fine of not more than \$40,000,³²³ as well as the potential order to dissolve the corporation, suspension or revocation of any license granted by the state, and/or the surrender of its charter under Minnesota law.³²⁴ The penalty for sex trafficking in the first degree is imprisonment for up to 25 years or to payment of a fine of not more than \$50,000 or both.³²⁵

Civil Liability

Any hotel or motel operator or employee

who acts in good faith is immune from civil liability for reporting suspected sex trafficking activities.³²⁶



ALBERT LEA, MINNESOTA

Training Ordinance

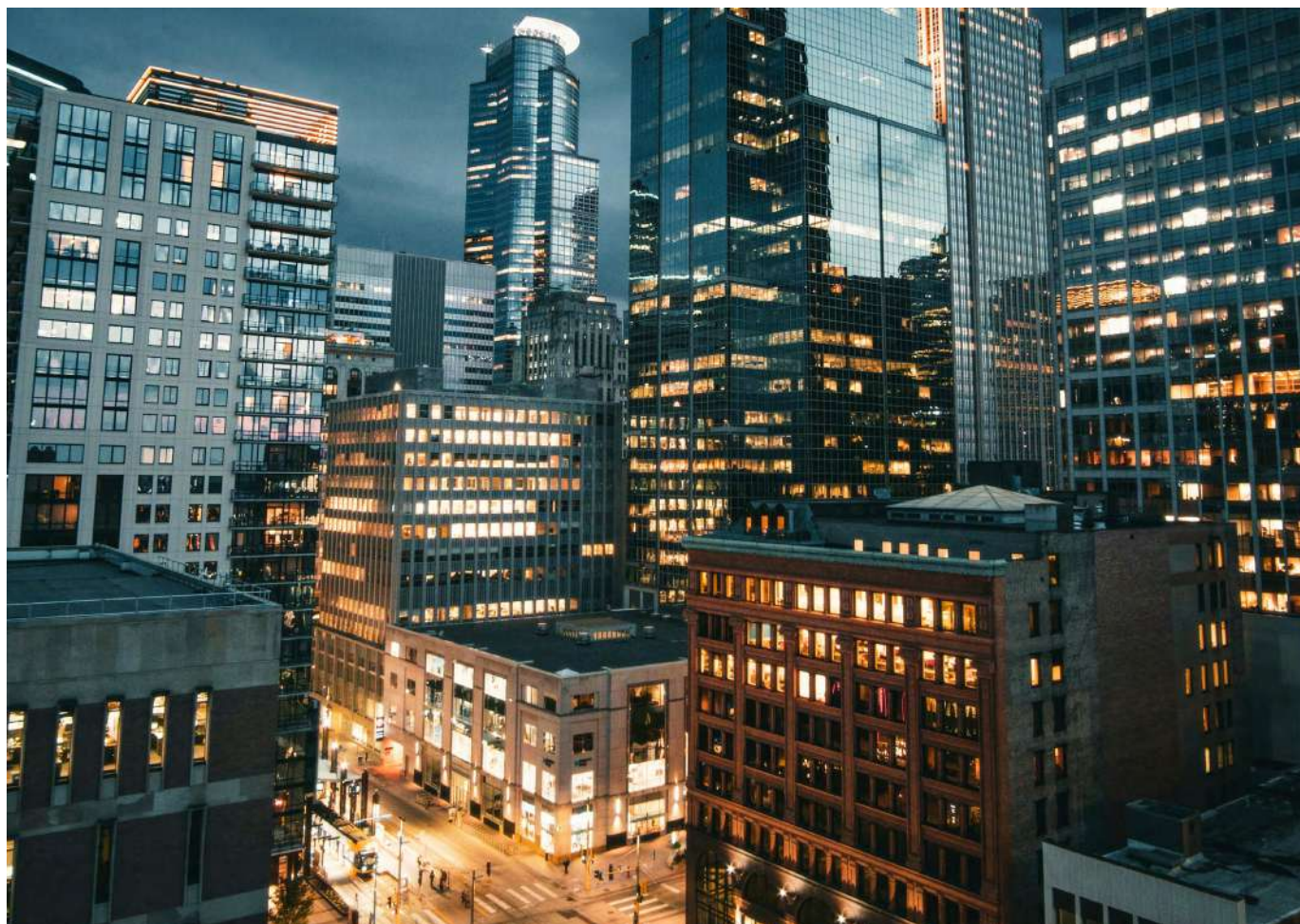
Under Albert Lea law, each person, firm, or corporation that operates a hotel, motel, or extended-stay hotel shall ensure each employee who works on-site, including but not limited to, owner, operator, or manager, receives sex trafficking prevention training.³²⁷

For a first violation, the business has six months to comply with a warning. A failure to comply with this requirement can result in a denial, suspension, revocation, or non-renewal of a business license.³²⁸

MINNEAPOLIS, MINNESOTA

Civil Liability

The city can deny, suspend, or revoke a hotel's license if hotels commit a prohibited act, including "knowingly allowing a room to be occupied for purposes of sex trafficking" or "failing to report observed or suspected illegal activity to police within a reasonable time."³²⁹



MISSISSIPPI

Signage Law

Mississippi does not currently have a law concerning human trafficking awareness signage in lodging facilities. However, [Mississippi hosts website](#) where suspected cases of human trafficking can be reported.³³⁰

Training Law

Mississippi does not currently have a law that requires training employees of lodging facilities concerning human trafficking but training resources can be found at this Mississippi Bureau of Investigation website.

Criminal Liability

Under Mississippi criminal law, human trafficking is defined, in part, as coercing, recruiting, harboring, transporting, providing, or obtaining another person to engage in commercial sexual activity.³³¹ In addition, a person or business entity can be criminally liable for human trafficking for benefiting, whether financially or by receiving anything of value, from participating in an enterprise that he knows or reasonably should have known has engaged in such acts.³³²

A business may be criminally liable if an agent of the enterprise knowingly engages in conduct that constitutes a human trafficking offense while acting within the scope of employment and for the benefit of the entity.³³³ A business may also be criminally liable if an employee of the enterprise engages in conduct that constitutes a human trafficking offense and

an agent of the enterprise either knew or recklessly disregarded the offense and the agent failed to take effective action to stop the illegal activity.³³⁴ There is an affirmative defense where the enterprise had in place adequate procedures, including an effective complaint procedure, designed to prevent persons from engaging in unlawful conduct and to promptly correct any violations of law.³³⁵ A business may be fined up to \$1,000,000 for human trafficking violations, may have to disgorge profits, could be debarred from government contracts and may be forced to forfeit assets.³³⁶

Any person who has reasonable cause to suspect that a minor under the age of 18 is a trafficked person shall immediately make a report of the suspected child abuse or neglect to the Department of Child Protection Services and to the Statewide Human Trafficking Coordinator.³³⁷

A circuit court also may, after making due provision for the rights of trafficked persons, enjoin violations of the act by issuing appropriate orders and judgment including, but not limited to:

- (a) Ordering a defendant to divest himself of any interest in any enterprise, including real property.
- (b) Imposing reasonable restrictions upon the future activities or investments of any defendant, including, but not limited to, prohibiting any defendant from engaging in the same type of endeavor as the enterprise in which he was engaged in

MISSISSIPPI, continued

violation of the act,

(c) Ordering the dissolution or reorganization of any enterprise,

(d) Ordering the suspension or revocation of a license or permit granted to any enterprise by any agency of the state, and

(e) Ordering the forfeiture of the charter of a corporation organized under the laws of the state, or the revocation of a certificate authorizing a foreign corporation to conduct business within the state, upon finding that the board of directors or a managerial agent acting on behalf of the corporation in conducting the affairs of the corporation, has authorized or engaged in conduct in violation of this chapter and that, for the prevention of future criminal activity, the public interest requires the charter of the corporation forfeited and the corporation dissolved or the certificate revoked.³³⁸

Civil Liability

Any person who injured by any violation of Mississippi's human trafficking act shall have a cause of action against any person or enterprise convicted of engaging in an activity in violation of the act for threefold the actual damages sustained and, when appropriate, punitive damages.³³⁹ The person shall also recovery attorney's fees in the trial and appellate courts and reasonable costs of investigation and litigation.³⁴⁰



MISSOURI

Signage Law

Missouri requires hotels, motels, and other establishments that have been cited as a public nuisance to display a human trafficking awareness poster that meets the following requirements:

- (a) The poster should be designed by the [Department of Public Safety](#).³⁴¹
- (b) The poster shall be displayed in a conspicuous place in or near the bathrooms or near the entrance;
- (c) The poster must be at least 8½ x 11 inches in size;
- (d) The poster must be printed in English, Spanish, and any other language required for voting material under the federal Voting Rights Act;
- (e) The poster must contain a statement substantially similar to the following:

If you or someone you know is being forced to engage in any activity and cannot leave – whether it is commercial sex, housework, farm work, or any other activity – call the National Human Trafficking Resource Center Hotline at 1-888-373- 7888 or text 233733 (BEFREE) or visit the following website: www.traffickingresourcecenter.org to access help and services. Victims of human trafficking are protected under U.S. and Missouri law.

The toll-free hotline is:

- Available 24 hours a day, 7 days a week
- Operated by a non-profit, non-governmental organization
- Anonymous and confidential

- Accessible in 170 languages
- Able to provide help, referral to services, training, and general information.³⁴²

Additional information about other hotlines providing assistance to human trafficking victims may also be included. Any owner of an establishment required to post the hotline notice who fails to comply with the requirement will receive a written warning for the first violation and “may be guilty of an infraction for any subsequent violation.”³⁴³

Training Law

Missouri does not currently have a law that requires training employees of lodging facilities concerning human trafficking. Training materials prepared in conjunction with local businesses and nonprofits are available on the Attorney General’s website.³⁴⁴

Criminal Liability

Under Missouri criminal law, human trafficking is defined, in part, as coercing, recruiting, harboring, transporting, providing, or obtaining another person to engage in commercial sexual activity.³⁴⁵ In addition, a person or business entity can be criminally liable for human trafficking for benefiting, whether financially or by receiving anything of value, from participating in such trafficking activities.³⁴⁶

Civil Liability

Missouri does not currently have a law concerning the civil liability of lodging facilities where human trafficking occurs.

MONTANA

Signage Law

Montana does not currently have a law requiring lodging facilities to display human trafficking awareness signage. However, the [Montana Department of Justice](#) has many informative resources, including a video covering sex trafficking in Montana, and is also statutorily required to design a poster that must be 8½ x 11 inches and that states the following:³⁴⁷

“If you or someone you know is being forced to engage in any activity and cannot leave – whether it is commercial sex, housework, farm work, or any other activity – call the National Human Trafficking Resource Center Hotline at 1-888-373-7888 to access help and services. Victims of human trafficking are protected under U.S. and Montana law. The toll-free hotline is:

- Available 24 hours a day, 7 days a week;
- Toll-free;
- Operated by a nonprofit, nongovernmental organization;
- Anonymous and confidential;
- Accessible in 170 languages; and
- Able to provide help, referral to services, training, and general information.”

The poster is available for print on the Montana Department of Justice’s website.³⁴⁸ While the display of the poster is encouraged in a location that is accessible to employees and members of the public, it is not mandated.

Montana requires that the poster be displayed at rest areas along interstate and state highways.³⁴⁹

Training Law

Montana does not currently have a law that requires training employees of lodging facilities concerning human trafficking. However, the Montana Department of Justice provides a voluntary and free training video on its website.³⁵⁰ Beginning July 1, 2019, Montana also established a two-person trafficking enforcement team, whose duties include providing training, outreach, education, and coordination on human trafficking at a state level.³⁵¹

Criminal Liability

Under Montana criminal law, human trafficking is defined, in part, as knowingly recruiting, transporting, transferring, harboring, receiving, providing, obtaining, isolating, maintaining, or enticing another person intending or knowing that the person will be subjected to involuntary servitude or sexual servitude.³⁵² In addition, a person or business entity³⁵³ can be criminally liable for human trafficking for benefiting, whether financially or by receiving anything of value, from participating in such trafficking activities.³⁵⁴ Property knowingly used in human trafficking is subject to forfeiture.³⁵⁵

A person convicted of human trafficking in Montana faces state prison time for a term of not less than 2 to 20 years, a fine in the amount of \$400,000, or both.³⁵⁶

Civil Liability

Montana allows victims to bring civil action against any person or business entities that violate the criminal human trafficking

laws detailed above.³⁵⁷ A court may award compensatory damages, punitive damages, injunctive relief, attorneys fees, and any other appropriate relief.³⁵⁸ The civil action must begin within 10 years after the victim reaches age 18 or 10 years after the trafficking ceases, whichever is later; this section does not, however, preclude any other remedy available to the victim under federal or state law.³⁵⁹



NEBRASKA

Signage Law

Nebraska does not currently have a law requiring lodging facilities to display human trafficking awareness signage. Effective November 14, 2020, Nebraska's human trafficking task force shall work with local businesses and nonprofit entities to voluntarily place human trafficking information posters in hotels (posters and other resources located here). The poster shall be in English, Spanish, and any other language deemed appropriate and shall include a toll-free telephone number a person may call for assistance, preferably the National Human Trafficking Resource Center Hotline.³⁶⁰

Training Law

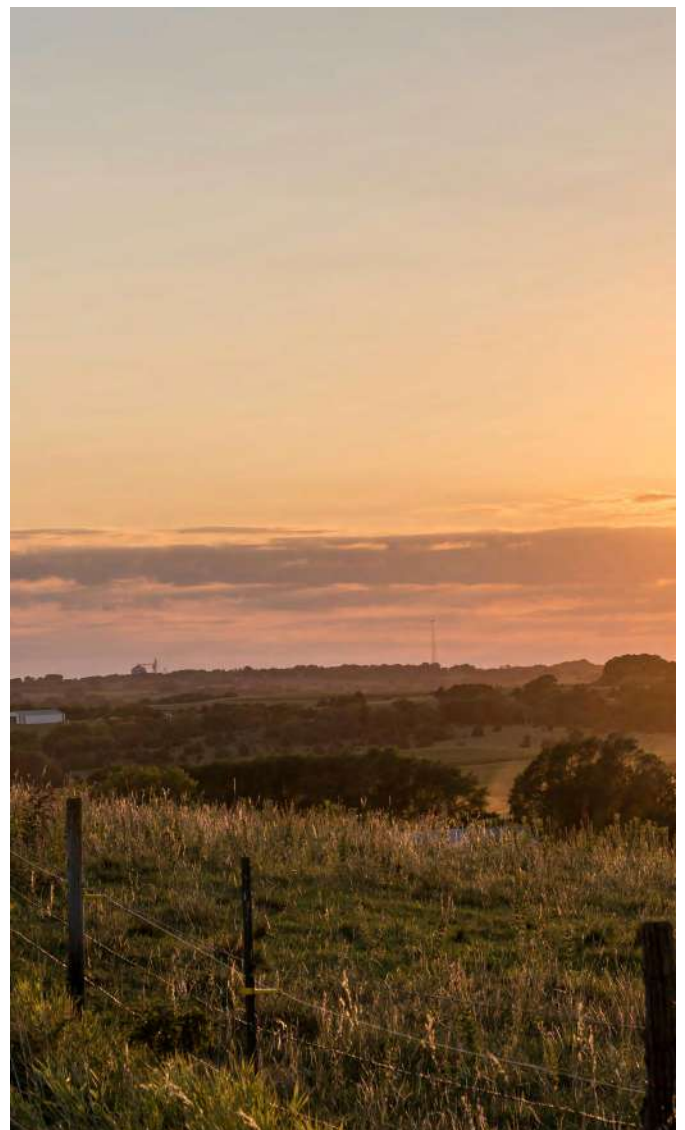
Nebraska does not currently have a law that requires training employees of lodging facilities concerning human trafficking. However, the [Attorney General's Office provides voluntary training resources on its website](#).³⁶¹

Criminal Liability

Under Nebraska criminal law, human trafficking is defined, in part, as knowingly recruiting, enticing, harboring, transporting, providing, soliciting, or obtaining another person to engage in commercial sexual activity without their consent.³⁶² In addition, a "person," including a corporation,³⁶³ can be prosecuted for several felonies for knowingly benefiting financially or receiving anything of value from participation in an enterprise that is engaging in human trafficking.³⁶⁴

Civil Liability

A trafficking victim who suffered personal or mental injury, death, or any other damages proximately caused by human trafficking may bring a civil action against any person who knowingly (a) engaged in human trafficking of such victim or (b) aided or assisted in the human trafficking of such victim.³⁶⁵



NEVADA

Signage Law

Nevada does not currently have a law concerning human trafficking awareness signage in lodging facilities.

Training Law

Nevada does not currently have a law that requires training employees of lodging facilities concerning human trafficking. However, the [Nevada Attorney General's Office](#) provides voluntary and free training resources on their website.³⁶⁶

Criminal Liability

Under Nevada criminal law, sex trafficking is defined, in part, as inducing, causing, recruiting, harboring, transporting, providing, obtaining, or maintaining another knowing or in reckless disregard of the fact that threats, violence, force, intimidation, fraud, duress or coercion will be used to cause the person to engage in prostitution.³⁶⁷ Subjecting another person to forced labor or services by threats of violence or other coercion also constitutes a trafficking offense.³⁶⁸ In addition, a "person," including a corporation,³⁶⁹ can be prosecuted for receiving anything of value with the specific intent of facilitating a violation of the human trafficking law.³⁷⁰

A violation of this human trafficking law constitutes a felony and may be punished by a prison sentence of 3 to 10 years and/or a fine of not more than \$10,000, or if the victim is a child less than 14 years of age, up to life in person and a fine not to exceed \$20,000.³⁷¹

Civil Liability

Nevada law allows a victim of human trafficking to bring a civil action against any person who caused, was responsible for, or profited from the human trafficking and the statute of limitations for an action brought under this section does not commence until: (a) the plaintiff discovers or reasonably should have discovered that he or she is a victim of human trafficking and that the defendant caused, was responsible for or profited from the human trafficking; (b) the plaintiff reaches 18 years of age; or (c) if the injury to the plaintiff results from two or more acts relating to the human trafficking, the final act in the series of acts has occurred, whichever is later.³⁷²



NEW HAMPSHIRE

Signage Law

New Hampshire does not currently have a law concerning human trafficking awareness signage in lodging facilities.

Training Law

New Hampshire does not currently have a law that requires training employees of lodging facilities concerning human trafficking. However, the [New Hampshire Human Trafficking Collaborative Task Force](#) offers voluntary training resources on its website.³⁷³

Criminal Liability

Under New Hampshire law, it is a class A felony to harbor a person, knowing or believing it likely that the person will be subjected to trafficking.³⁷⁴ In addition to its ordinary meaning, the statutory definition of “person” includes corporations and unincorporated associations.³⁷⁵

The penalty for sex trafficking includes a fine not exceeding \$4,000 for an individual, and \$100,000 for a corporation or unincorporated association³⁷⁶ and the forfeiture of any real property involved in the offense.³⁷⁷

Civil Liability

New Hampshire allows a victim to bring a civil action against a person that commits an offense under the criminal human trafficking law detailed above for damages, injunctive relief, or other appropriate relief.³⁷⁸



NEW JERSEY

Signage Law

Hotels must post an information sheet on reporting suspected human trafficking, that meets the following requirements:

- (a) it must include the contact information for the Hotline, New Jersey Commissioner on Human Trafficking, other applicable telephone number; and
- (b) it should be posted in conspicuous and visible locations in areas accessed by hotel employees including, but not limited to, laundry rooms and employee break rooms.³⁷⁹

New Jersey's Human Trafficking Prevention, Protection and Treatment Act created a [Commission on Human Trafficking](#) and gave the Commission the duty to "develop mechanisms to promote public awareness of human trafficking, victim remedies and services, and trafficking prevention including the creation of a public awareness sign promoting the national, 24-hour toll-free hotline telephone service on human trafficking... and the promotion of training courses and other educational materials for use by persons... to undergo training on the handling of and response procedures for suspected human trafficking activities."³⁸⁰ The Commission has worked with the Office of the Attorney General's Department of Law and Safety to create human trafficking awareness posters that may be displayed in lodging facilities, and the posters are [available on the Department's website](#).³⁸¹

Hotels that fail to post a human trafficking

hotline notice shall be liable for a civil penalty of \$300 for a first offense and \$1,000 for each subsequent offense.³⁸²

Training Law

New Jersey law requires the Department of Community Affairs and the Commission on Human Trafficking to create and provide a one-time training course on "the handling and response procedures of suspected human trafficking activities for owners, operators, and staff of hotels and motels."³⁸³ Verified completion of the course by required staff "shall be a condition of issuance, maintenance, or renewal" of any license, certificate, or permit. The training course must be reviewed at least every two years and modified as required.³⁸⁴ Further, the Department of Community Affairs must oversee and ensure that "all hotel and motel owners, operators, and required staff attend [a] one-time training course... within six months of the first day of ownership, operation, or employment for all new owners, operators and required staff."³⁸⁵

The regulations adopted by the Department of Community Affairs pursuant to this mandate specify that the employees to be trained are: hotel management, front desk and registration employees, janitorial and housekeeping staff, and hotel security staff.³⁸⁶ As part of the training the Department has provided a video on recognizing and reporting suspected human trafficking in English and Spanish,

NEW JERSEY, continued

and all the specified employees must view the video.³⁸⁷ The lodging facility is required to maintain a list of the current employees and the date on which they viewed the video and a certificate must be filed with the Department by the owner or manager stating that the employees have viewed the video and that the list of employees and the dates of viewing has been maintained and is available for inspection.³⁸⁸

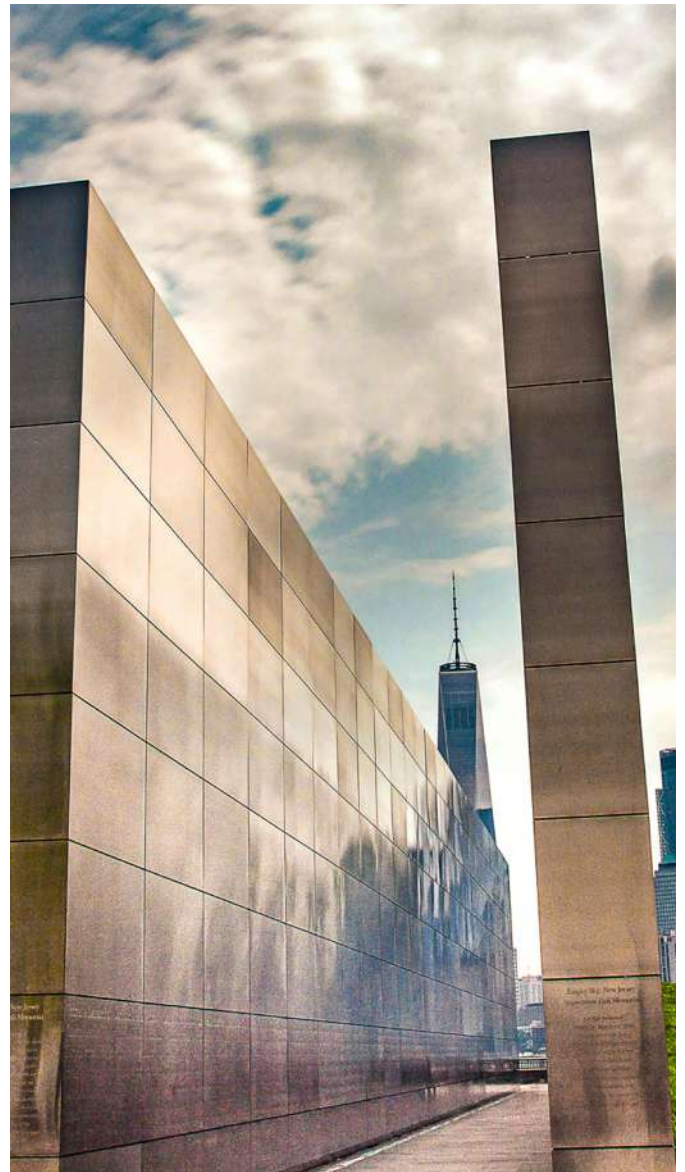
Criminal Liability

Under New Jersey law, a person can be held criminally liable for human trafficking if he or she knowingly harbors a victim of human trafficking.³⁸⁹ A person can be held criminally liable for human trafficking in the second degree if he or she provides services, resources, or assistance with the knowledge that the services, resources, or assistance are intended to be used in furtherance of the commission of the crime of human trafficking.³⁹⁰ For purposes of this law, “services, resources, or assistance” include business services, lodging, and the provision of facilities or any other service or property with a pecuniary value that exceeds \$200, whether or not a person is compensated for the services, resources, or assistance.³⁹¹

Civil Liability

Under New Jersey law, any person injured, including injury due to loss of money or property as a result of a human trafficking offense can bring a civil action against an offender, all those acting in concert with that offender, all those who knowingly derived a pecuniary benefit from the

offense, whether or not those parties were acting in concert with the offender, or all those who knowingly maintained a victim of the offense, whether or not those parties were acting in concert with the offender.³⁹²



NEW MEXICO

Signage Law

New Mexico requires all employers who are subject to the Minimum Wage Act to display a trafficking awareness poster that meets the following requirements:³⁹³

- (a) The poster must be at least 8½ x 11 inches.
- (b) The poster must be in English, Spanish, and any other written language where ten percent or more of the workers or users of the facility speak that language, with the portions in each language equal in size.
- (c) The poster must be displayed in a conspicuous location visible to both employees and the public.
- (d) The law mandates the inclusion of the following text:³⁹⁴

NOTICE ON HUMAN TRAFFICKING:
OBTAINING FORCED LABOR OR SERVICES
IS A CRIME UNDER NEW MEXICO AND
FEDERAL LAW. IF YOU OR SOMEONE
YOU KNOW IS A VICTIM OF THIS CRIME,
CONTACT THE FOLLOWING: IN NEW
MEXICO, CALL OR TEXT 505- GET-FREE
(505- 438-3733); OR CALL THE NATIONAL
HUMAN TRAFFICKING RESOURCE CENTER
HOTLINE TOLL-FREE AT 1-888-373- 7888
FOR HELP.

YOU MAY ALSO SEND THE TEXT "HELP" OR
"INFO" TO BEFREE ("233733"). YOU MAY
REMAIN ANONYMOUS, AND YOUR CALL OR
TEXT IS CONFIDENTIAL.

No penalties for failure to display the poster are specified.

Training Law

New Mexico does not currently have a law

that requires training employees of lodging facilities concerning human trafficking.

Criminal Liability

Under New Mexico criminal law, human trafficking is defined, in part, as knowingly recruiting, soliciting, enticing, transporting, or obtaining a person under 18 years of age with the intent or knowledge that the person will be caused to engage in commercial sexual activity,³⁹⁵ or with the intent or knowledge that force, fraud or coercion will be used to subject the person to labor, services or commercial sexual activity.³⁹⁶ In addition, a "person," including a corporation,³⁹⁷ can be prosecuted for benefiting, financially or by receiving anything of value, from the commercial sexual activity of another person with the knowledge that force, fraud, or coercion was used to obtain the commercial sexual activity.³⁹⁸

A violation of these criminal provisions is a third-degree felony carrying a fine of \$5,000 and punishable by between three and six years imprisonment; a second-degree felony carrying a fine of \$12,500 and punishable by between nine and 15 years imprisonment if the victim was under 16; or a first-degree felony carrying a fine of \$15,000 and punishable by up to 18 years imprisonment if the victim was under 13.³⁹⁹

Civil Liability

In New Mexico, a human trafficking victim may bring a civil action against an alleged human trafficker, as defined by the criminal law provision detailed above, for actual

NEW MEXICO, *continued*

damages, compensatory damages, punitive damages, injunctive relief, or any other appropriate relief. If a court finds that a defendant's actions are willful and malicious, the court may award treble damages to the plaintiff. Prevailing plaintiffs are also entitled to recover reasonable attorney fees and costs. The statute of limitations for a civil action for human trafficking is 10 years from either 1) the date on which the trafficking actions occurred, or 2) the date on which the victim attains 18 years of age if the victim was a minor when the defendant's actions occurred.⁴⁰⁰

Criminal Liability

PUEBLO OF LAGUNA, NEW MEXICO

Pueblo of Laguna's criminal law defines sex trafficking of children, in part, as harboring, transporting, or maintaining a person under 18 by any means for the purpose of commercial sex acts.⁴⁰¹ In addition, a corporation can be prosecuted for benefiting financially or for receiving anything of value, from participation in a venture engaged in the sex trafficking of children.⁴⁰²

A violation of this criminal law carries the maximum fine allowable under federal law.⁴⁰³



NEW YORK

Signage Law

New York law provides that every keeper of a lodging facility must display human trafficking information cards that meet the following requirements:

- (a) The cards should be available in public restrooms, guestrooms, and near public entrances and other conspicuous places;⁴⁰⁴
- (b) The cards must contain only information concerning services for human trafficking victims and must prominently include the National Human Trafficking Center Hotline telephone number.
- (c) The law does not require any specific text, other than the hotline number, nor does it specify size or font.
- (d) The content of the cards may be developed by the [Office of Temporary and Disability Assistance \(OTDA\)](#), in consultation with the [New York State Interagency Task Force on Human Trafficking](#), the United States Department of Homeland Security, or the lodging facility.

There are no specific penalties for failure to abide by the law. The law further provides that lodging facilities may, on a voluntary basis, also display a human trafficking awareness notice. The OTDA, in consultation with the [New York State Interagency Task Force on Human Trafficking](#), must provide the notice.

Training Law

New York requires training all employees of lodging facilities (defined as any inn, motel, motor court or other establishment that provides lodging to transient guests)⁴⁰⁵

who are likely to interact or come into contact with guests on how to recognize human trafficking.⁴⁰⁶ Training programs must be established or approved by the division of criminal justice services and the office of temporary and disability assistance in consultation with the New York state interagency task force on human trafficking.⁴⁰⁷

Such training must address the following issues: (i) the nature of human trafficking; (ii) how human trafficking is defined in law; (iii) how to identify victims of human trafficking; and (iv) who to contact, such as the national human trafficking hotline, which connects victims of human trafficking to (A) relief and recovery options and (B) social and legal services.⁴⁰⁸

All new employees who are required to receive training must do so within their first sixty days of employment.⁴⁰⁹ The training must take on the premises of the lodging facility and is considered compensable time.⁴¹⁰

Employers must keep records indicating each employee who is required to undergo training has indeed completed that training and keep those records for a year after the employee's employment ends.⁴¹¹

Criminal Liability

Under New York law, a person is guilty of sex trafficking if he or she intentionally advances or profits from prostitution by, among other activities, illegally

NEW YORK, *continued*

providing drugs to, making material false statements to, withholding documents of, or using force on a person patronized for prostitution.⁴¹² Sex trafficking is a Class B felony in the state of New York.⁴¹³

Under New York law, a person over 21 years of age is guilty of sex trafficking of a child when he or she intentionally advances or profits from prostitution of another person and such person is a child less than 18 years old.⁴¹⁴ Knowledge of the age of the victim is not an element of the offense, and lack of knowledge of the age of the victim is not a defense to this crime.⁴¹⁵ “Advancing prostitution” under this law is defined as engaging “in conduct that facilitates an act or enterprise of prostitution,” and “profiting from prostitution” under this law is defined as “accepting or receiving money or other property pursuant to an agreement or understanding with any person whereby he or she participates in the proceeds of prostitution activity.”⁴¹⁶ Sex trafficking of a child is a Class B felony in the state of New York.⁴¹⁷

In a prosecution for sex trafficking, the prostituted person will not be considered an accomplice to their own sale or attempted sale.⁴¹⁸ A person is guilty of “permitting prostitution,” a Class B misdemeanor in the state of New York, when “having possession or control of premises... which he or she knows are being used for prostitution purposes or for the purpose of advancing prostitution, he or she fails to make reasonable effort to

halt or abate such use.”⁴¹⁹

Civil Liability

A victim of the conduct prohibited by the above criminal provisions may bring a civil action against the perpetrator or whoever knowingly advances or profits from, or whoever should have known he or she was advancing or profiting from, an act in violation of the above provisions to recover actual, compensatory and punitive damages, injunctive relief, any combination of those or any other appropriate relief, as well as reasonable attorney’s fees.⁴²⁰



NORTH CAROLINA

Signage Law

North Carolina requires holders of Alcoholic Beverage Control permits, which includes hotels, to display a human trafficking awareness sign that meets the following requirements:⁴²¹

- (a) The sign should be created and provided by the North Carolina Human Trafficking Commission and should include the National Human Trafficking Resource Center Hotline information.
- (b) The sign must be displayed in a conspicuous location visible to both employees and the public.

Penalties may include suspension or revocation of the permit or fines up to \$1,250 (maximum for repeat violations).⁴²²

Effective July 1, 2025, a lodging establishment shall prominently display, on the premises, in a place that is clearly conspicuous and visible to employees and the public, a public awareness sign that contains the National Human Trafficking Resource Hotline information.⁴²³ The North Carolina Department of Labor shall consult with the North Carolina Restaurant and Lodging Association in developing public awareness signage language.⁴²⁴

The North Carolina Department of Labor may impose an administrative penalty against any lodging establishment who willfully and knowingly violates the above-mentioned new signage requirements, in the amount of \$500 for the first violation, \$1,000 for the second violation, and \$2,000 for the third

and each subsequent violation.⁴²⁵

Training Law

Effective July 1, 2025, the Department of Labor shall:

- (1) in consultation with the North Carolina Human Trafficking Commission, the North Carolina Restaurant and Lodging Association, and the Department of Health and Human Services, develop a training course, or identify existing training courses, to inform and educate individuals about human trafficking; and
- (2) ensure the training developed or identified is accessible electronically, in person, or in a classroom setting, without charge, to individuals required to complete the training. The Department of Labor shall not otherwise make the training readily available to the public.⁴²⁶

Effective July 1, 2025, for any vacation rental offered for lease, all of the following individuals, if applicable, shall complete human trafficking awareness training:

- The property manager, or if the property manager is a partnership, corporation, sole proprietorship, or limited liability company, any employee or third party contractor who oversees the listing, supervision, or maintenance of the vacation rental on behalf of the property manager.
- The property manager's employees who perform housekeeping services at the vacation rental or provide check in and check out services for the vacation rental.
- Any third party contractor or employee of a third party contractor who performs

NORTH CAROLINA, continued

housekeeping services at the vacation rental or provides check in and check out services for the vacation rental.⁴²⁷

Effective July 1, 2005, the Training Frequency for vacation rentals is as follows:

- For vacation rentals initially offered for lease on or after July 1, 2025, the property manager shall complete training prior to the vacation rental being offered for lease, and any employee of the property manager, or third party contractor or employee shall complete training within 60 days of first providing services for the vacation rental, and every two years thereafter.
- For vacation rentals initially offered for lease prior to July 1, 2025, the property manager and all individuals employed or contracted by the property manager prior to July 1, 2025, shall complete the training required by this section no later than June 30, 2027, and every two years thereafter.⁴²⁸

Effective July 1, 2025, training requirements for lodging establishments are required to do the following:

- Ensure that employees of the establishment who perform housekeeping services, provide food or beverage services, or perform check-in and check-out duties receive human trafficking awareness training;
- Implement a procedure for the reporting of suspected human trafficking to the National Human Trafficking Hotline or to a local law enforcement agency; and
- Prominently display on the premises in a place that is clearly conspicuous and visible to employees and the public a

public awareness sign that contains the National Human Trafficking Resource Hotline information.⁴²⁹

Effective July 1, 2025, any third-party contractor must ensure that any employee of the third-party contractor who performs housekeeping services at the lodging establishment, provides food or beverage services on site at the lodging establishment, or performs check-in and check-out duties at the lodging establishment receive human trafficking awareness training as required.⁴³⁰

Effective July 1, 2025, the training frequency for lodging establishments and third-party contractors is as follows:

- Employees of lodging establishments and third-party contractors that begin employment on or after July 1, 2025, shall complete the training required within 60 days of first providing services to the lodging establishment, and every two years thereafter.
- Persons employed by a lodging establishment or third-party contractor prior to July 1, 2025, shall complete the training required by this section no later than June 30, 2027, and every two years thereafter.⁴³¹

Effective July 1, 2025, training requirements for accommodation facilitators are as follows:

- Notify the property manager of statutory training requirements.
- For any vacation rental initially listed with the accommodation facilitator on or after July 1, 2025, prior to making the listing available, require the property manager to

NORTH CAROLINA, continued

certify that any training required has been completed.

- For any vacation rental initially listed with the accommodation facilitator prior to July 1, 2025, require the property manager to certify no later than June 30, 2027, that any training required has been completed.
- Report to the Department of Labor within 30 days of request on the methods used to notify property managers of the requirements, and to require certification of their compliance with the requirements.⁴³²

Penalties for willful and knowing non-compliance by any property manager, lodging establishment or third-party contractor of the above-mentioned new training requirements are \$500 (for 1st violation), \$1,000 (for second violation) and \$2,000 (for third violation and further).⁴³³

Falsified certification constitutes an unfair trade practice in violation of North Carolina General Statutes 75-1.1 which may result in significantly increased penalties for a property manager.⁴³⁴

Criminal Liability

Under North Carolina criminal law, human trafficking is defined, in part, as knowingly or recklessly disregarding the consequences of the action recruiting, enticing, harboring, transporting, providing, or obtaining by any means another person with the intent that the other person be held in involuntary servitude or sexual servitude.⁴³⁵ A violation of this law is a Class C felony if the victim is an adult or a Class B2 felony if the victim of the

offense is a minor.⁴³⁶

Civil Liability

An individual who is a victim of human trafficking may, in North Carolina, bring a civil action against any person or entity that violates the criminal provision detailed above or against a person who knowingly benefited financially from a venture which that person knew or should have known violated the criminal human trafficking provision.⁴³⁷ The victim may seek injunctive relief, compensatory damages, damages for noneconomic losses, and reasonable attorneys' fees, and a permanent no-contact order against their trafficker.⁴³⁸ The statute of limitations for bringing an action under this law is either:

- 1) 10 years after the cause of action arose, or
- 2) 10 years after the victim reaches 18 years of age if the victim was a minor at the time of the alleged offense.⁴³⁹



NORTH DAKOTA

Signage Law

North Dakota law provides that a proprietor may post a notice provided by the human trafficking commission including the contact information for an organization that provides assistance and support services to human trafficking victims.⁴⁴⁰ Under the law, the poster may be visibly displayed at the lodging establishment's check-in area, lobby, or transient guest services.⁴⁴¹

Training Law

North Dakota does not currently have a law that requires training employees of lodging facilities concerning human trafficking. However, the [state human trafficking commission](#) is statutorily tasked with establishing an educational training program with a focus on the accurate and prompt identification of, reporting of, or response to suspected human trafficking.⁴⁴² A lodging establishment's proprietor may provide each onsite employee with the training established by the human trafficking commission. A proprietor may annually certify each employee has received the training and may conduct an ongoing awareness campaign for their employees.⁴⁴³

Criminal Liability

Under North Dakota law, human trafficking is defined, in part, as knowingly recruiting, transporting, transferring, harboring, receiving, providing, isolating, or maintaining an individual in furtherance of sexual servitude.⁴⁴⁴ A business entity may be prosecuted for a human trafficking offense and may be penalized a fine of not more

than \$1,000,000, disgorgement of profit from activity in violation of North Dakota law, and debarment from state and local government contracts.⁴⁴⁵

Civil Liability

In North Dakota, a victim may bring a civil action against a person that commits an offense against the victim under the criminal provision discussed above for compensatory damages, exemplary or punitive damages, injunctive relief, and "any other appropriate relief."⁴⁴⁶ However, the law provides that a proprietor or employee of a lodging establishment who acts in good faith is immune from liability in any civil action for reporting suspected human trafficking activities.⁴⁴⁷



OHIO

Signage Law

Ohio law encourages but does not require lodging and other establishments to display the human trafficking awareness posters prepared by the [Division of Criminal Justice Services in the Department of Public Safety](#).⁴⁴⁸

If a lodging facility chooses to display such a poster, it must meet the following requirements:

- (a) The poster should be at least 8½ x 11 inches;
- (b) The poster should be printed in English, Spanish, and any other language required for voting material in a given county;
- (c) The poster should contain a statement with substantially the following text:⁴⁴⁹

If you or someone you know is being forced to engage in any activity and cannot leave whether it is commercial sex, housework, farm work, or other activity call the National Human Trafficking Resource Center Hotline at 1-888-373-7888 to access help and services.

Victims of human trafficking are protected under U.S. and Ohio law.

The toll-free Hotline is:

- Available 24 hours a day, 7 days a week
- Operated by a non-profit, non-governmental organization
- Anonymous & confidential
- Accessible in 170 languages
- Able to provide help, referral to services, training, and general information.

(d) In addition to the National Human Trafficking Resource Center Hotline, the statement on the poster may contain any additional hotline regarding human trafficking for access to help and services.

Training Law

Ohio does not currently have a law that requires training employees of lodging facilities concerning human trafficking. However, the state provides [voluntary human trafficking training resources on its website](#).⁴⁵⁰

Criminal Liability

Ohio defines human trafficking, in part, as knowingly recruiting, isolating, harboring, or maintaining a person for the purposes of commercial sexual activity. A violation of this law constitutes a felony in the first degree.⁴⁵¹

Civil Liability

Ohio does not currently have a law concerning the civil liability of lodging facilities where human trafficking occurs. Victims can, however, pursue civil damages against traffickers.⁴⁵²



OKLAHOMA

Signage Law

Oklahoma does not currently have a law concerning human trafficking awareness signage in lodging facilities.

Training Law

Oklahoma does not currently have a law that requires training employees of lodging facilities concerning human trafficking.

Criminal Liability

Under Oklahoma criminal law, human trafficking is defined, in part, as recruiting, enticing, harboring, maintaining, transporting, providing, or obtaining a minor⁴⁵³ or another person through deception, force, fraud, threat or coercion for purposes of engaging the person in a commercial sex act.⁴⁵⁴ In addition, a “person,” including a corporation,⁴⁵⁵ can be prosecuted for benefiting financially or by receiving anything of value from participating

in a venture that has engaged in an act of trafficking for commercial sex.⁴⁵⁶

Civil Liability

Any victim of human trafficking may bring a civil action against the person and persons who committed the criminal violation against them.⁴⁵⁷

In addition, the state can bring an action against any individual, including an employer, supervisor, or administrator, who knowingly and willfully fails to report suspected trafficking in children or who interferes with the prompt reporting of trafficking in children.⁴⁵⁸ Any person who is licensed by a state entity may be subject to discipline, including license revocation or suspension, if the person knowingly and willfully fails to promptly report suspected trafficking in children or interferes with the prompt reporting of trafficking in children.⁴⁵⁹



OREGON

Signage Law

Oregon does not currently have a law concerning human trafficking awareness signage in lodging facilities.

Training Law

Oregon does not currently have a law that requires training employees of lodging facilities concerning human trafficking. However, the [Oregon Department of Justice has a Trafficking Intervention Program](#), which has a stated goal of developing a comprehensive statewide response to human trafficking, including training and assistance for law enforcement and community partners.⁴⁶⁰

Criminal Liability

Under Oregon law, a person who knowingly (i) harbors, or attempt to harbor, another person and knows or recklessly disregards facts indicating that the other person is a victim of human trafficking, or (ii) benefits financially or receives something of value from participation in a venture that involves human trafficking can be held criminally liable.⁴⁶¹ The statutory definition of “person” includes public or private corporations, unincorporated associations, and partnerships, in addition to natural persons.⁴⁶²

Civil Liability

Irrespective of any criminal prosecution or the result of a criminal prosecution, a person injured by a violation of the above criminal provisions may bring a civil action for damages against the person whose actions

are unlawful.⁴⁶³ The plaintiff may recover (a) both special and general damages, including damages for emotional distress and (b) punitive damages.⁴⁶⁴



PENNSYLVANIA

Signage Law

Pennsylvania requires any hotel found to be a drug-related or common nuisance, to display human trafficking awareness posters that meet the following requirements:⁴⁶⁵

- (a) The posters must contain information about the National Human Trafficking Resource Center Hotline and state that victims of human trafficking are protected under state and federal law;⁴⁶⁶
- (b) The posters must be at least 8½ x 11 inches;
- (c) The posters must be printed in English, Spanish, and any other language mandated by the Voting Rights Act in the relevant county.⁴⁶⁷

Administrative penalties assessed by the licensing authority for failure to properly post such signs begin with a warning and increase to monetary fines of up to \$500. Criminal penalties for failure to properly post such signs begin with a fine of no more than \$100 and increase with any additional violations, up to a misdemeanor and a fine of up to \$500.⁴⁶⁸

Training Law

Pennsylvania does not currently have a law that requires training employees of lodging facilities concerning human trafficking. However, subject to availability of funds, grants are to be made available to state and local government and non-governmental agencies to develop or expand programs geared toward prevention of human trafficking, including increasing public awareness.⁴⁶⁹

Criminal Liability

Under Pennsylvania law, human trafficking is defined, in part, as recruiting, enticing, soliciting, harboring, transporting, or maintaining an individual if the person knows or recklessly disregards that the individual will be subject to sexual servitude.⁴⁷⁰

Human trafficking is a first-degree felony.⁴⁷¹

A person commits a felony of the first degree if the person engages in any sex act or performance with another individual knowing that the act or performance is the result of the individual being a victim of human trafficking.⁴⁷² Additionally, a person commits an offense if the person engages in any sex act or performance with another individual with reckless disregard for whether the act or performance is the result of the individual being a victim of human trafficking; this offense is a felony of the third degree if it is the first offense, and a felony of the first degree if it is a second or subsequent offense.⁴⁷³

In addition, any business entity that knowingly aids or financially benefits from human trafficking⁴⁷⁴ could be subject to any of the following penalties: (1) a fine of not more than \$1,000,000; (2) revocation of the business entity's (i) charter, if it is organized under laws of Pennsylvania, or (ii) certificate of authority to do business in Pennsylvania if the business entity is not organized under the laws of Pennsylvania; or (3) other relief as the courts deems equitable, including forfeiture of assets or restitution.⁴⁷⁵

PENNSYLVANIA, continued

Civil Liability

Pennsylvania law provides that a victim of human trafficking may bring a civil action against anyone who participated in trafficking the victim. It further provides that “a victim of the sex trade” may sue any person that: “(i) recruits, profits from or maintains the victim in any sex trade act; (ii) abuses or causes bodily harm to the victim in any sex trade act; and (iii) knowingly advertises or publishes advertisements for purposes of recruitment into sex trade activity.”⁴⁷⁶

It is possible that a lodging facility could be identified as an entity that “profits from” sex

trafficking, albeit indirectly, by collecting the fee of letting a room to traffickers, but the availability of civil liability is restricted. Lodging facilities would appear to fall under the explicit exception for “any person who provides goods and services to the general public,” contained in the statute. As a business providing services to the general public, a lodging facility could only be held civilly liable to a victim trafficked at the facility if it “knowingly markets or provides” services to traffickers, knowingly receives a higher level of compensation from a trafficker, or supervises or exercises control over a trafficker.⁴⁷⁷



RHODE ISLAND

Signage Law

Rhode Island requires lodging facilities previously cited as a nuisance to display human trafficking awareness posters.⁴⁷⁸ Any such business must display the sign in a location that is clearly conspicuous and visible to employees and the public.⁴⁷⁹ The law does not specify the size or exact text of the posters.

The penalty for knowingly failing to comply with the law is \$300 per violation.⁴⁸⁰

Training Law

Rhode Island does not currently have a law that requires training employees of lodging facilities concerning human trafficking. However, the council on human trafficking is statutorily tasked with bringing together governmental and non-governmental actors to, among other things, coordinate training on prevention for state and local employees.⁴⁸¹

Criminal Liability

A person commits the offense of human trafficking if the person knowingly recruits, transports, transfers, harbors, receives, provides, obtains, isolates, maintains, or entices an individual in furtherance of forced labor or sexual servitude.⁴⁸²

Under Rhode Island law, a business entity may be prosecuted for human trafficking if: (1) the entity knowingly engaged in conduct that constitutes human trafficking or (2) an employee or non-employee agent of the entity engages in conduct

that constitutes human trafficking and the conduct is part of a pattern of activity in violation of the statute governing human trafficking for the benefit of the entity, which the entity knew was occurring and failed to take effective action to stop.⁴⁸³

If a business entity is found criminally liable for human trafficking, the court may consider the severity of the entity's conduct and order penalties in addition to those otherwise provided for the offense, including: (1) a fine of not more than \$50,000 per offense; (2) disgorgement of profit from the activity; and (3) debarment from state and local government contracts.⁴⁸⁴

Civil Liability

An individual who is a victim of human trafficking may bring a civil action against any person that participated in the human trafficking of the individual for compensatory damages, punitive damages, injunctive relief, and any other appropriate relief.⁴⁸⁵



SOUTH CAROLINA

Signage Law

South Carolina requires all lodging facilities to display human trafficking awareness posters that meet the following requirements:

- (a) The posters must be no smaller than 8½ x 11 inches;
- (b) The posters must be printed in both English and Spanish on the same poster;
- (c) The notices must be posted in each public restroom of the business or establishment and in a prominent location conspicuous to the public at the entrance of the establishment where posters and notices are customarily posted.⁴⁸⁶
- (d) The posters must state as follows:⁴⁸⁷ If you or someone you know is being forced to engage in any activity and cannot leave, whether it is commercial sex, housework, farm work, or any other activity, call the National Human Trafficking Resource Center Hotline at 1-888-373-7888 to access help and services. Victims of human trafficking are protected under federal law and the laws of South Carolina.

The hotline is:

- 1. available twenty-four hours a day, seven days a week;
 - 2. operated by a nonprofit, non-governmental organization;
 - 3. anonymous and confidential;
 - 4. accessible in one hundred seventy languages;
 - 5. able to provide help, referral to services, training, and general information.
- (e) The law mandates several state agencies to provide the required posters by making them [available for download from their](#)

[websites](#). Lodging facilities are required to download the posters and post them in not less than 16-point font.

The penalty for failure to properly post such notice is a written warning for the first violation and a \$50 fine for each subsequent violation.⁴⁸⁸

Training Law

South Carolina does not currently have a law that requires training employees of lodging facilities concerning human trafficking. However, the [Attorney General's Office](#) provides voluntary and free training materials and resources.⁴⁸⁹

Criminal Liability

Under South Carolina law, a person who (i) knowingly harbors or transports a victim of sex trafficking or (ii) benefits, financially or by receiving anything of value, from participation in a venture which has engaged in sex trafficking, may be held criminally liable.⁴⁹⁰ The principal owners of a business that knowingly aids or participates in a violation of the above provisions will be subject to a fine or loss of business license in the State, or both.⁴⁹¹

Civil Liability

A victim of trafficking in persons may bring a civil action against anyone who violates the criminal provisions detailed above. The court can award actual damages, compensatory damages, punitive damages, injunctive relief, and other appropriate relief, including treble damages.⁴⁹²

SOUTH DAKOTA

Signage Law

South Dakota does not currently have a law concerning human trafficking awareness signage in lodging facilities.

Training Law

South Dakota does not currently have a law that requires training employees of lodging facilities concerning human trafficking. However, the [South Dakota West River Human Trafficking Task Force](#) offers free and voluntary training resources.⁴⁹³

Criminal Liability

Under South Dakota law, a person who purposely or knowingly harbors a victim of human trafficking or benefits financially or by receiving anything of value from facilitating human trafficking can be held criminally liable.⁴⁹⁴ If the victim is under 18 years of age, the crime of human trafficking need not be purposeful or knowing.⁴⁹⁵ The statutory definition of an actor for purposes of the criminal law includes limited liability companies, corporations, firms, organizations, and partnerships, and thus can cover lodging facilities.⁴⁹⁶

Civil Liability

South Dakota provides that a victim of human trafficking under the criminal provision detailed above may bring a civil cause of action.⁴⁹⁷

TENNESSEE

Signage Law

Tennessee strongly encourages any governmental entity or private business or establishment that provides or offers a place of lodging that is licensed by the state or engaged in commerce in this state to post a sign that meets the following requirements:

- (a) The sign should be no smaller than 8½ x 11 inches indicating certain information regarding the Tennessee human trafficking center hotline, a state-run hotline maintained by the Tennessee Bureau of Investigation.
- (b) The title of the sign and the Tennessee human trafficking center hotline should be in boldface and underlined and no smaller than 28 point font size.
- (c) The sign should be posted in a location visible to employees and the general public.⁴⁹⁸
- (d) The sign must be in English, Spanish, and any other language mandated by the Voting Rights Act of 1965, in the county where the sign will be posted.
- (e) The sign should state the following:⁴⁹⁹ Tennessee Human Trafficking Resource Center Hotline at 1-855-558-6484. If you or someone you know is being forced to engage in any activity and cannot leave – whether it is commercial sex, housework, farm work, or any other activity – call the Tennessee Human Trafficking Hotline to access help and services.

Victims of human trafficking are protected under United States and Tennessee law.

The hotline is:

- Anonymous and confidential

TENNESSEE, continued

- Available 24/7
- Toll free
- Available to Non-English speaking callers through assistance of Interpreters.

The law provides that the [Department of Labor and Workforce](#) shall make the sign available on its website and shall periodically send an electronic notification to any business or establishment that is licensed by the state or any subdivision thereof that encourages the posting of the sign.⁵⁰⁰

Training Law

Tennessee does not currently have a law that requires training employees of lodging facilities concerning human trafficking.

Criminal Liability

A person commits an offense of human trafficking if the person knowingly (1) harbors another person, intending or knowing that the person will be subjected to involuntary servitude or for the purpose of providing a commercial sex act or (2) benefits financially from participation in a venture that has engaged in human trafficking. Such an offense is a Class B felony unless the victim is over 12 years old but under 18, in which case the offense is a Class A felony.⁵⁰¹

Tennessee law provides that a corporation may be prosecuted for a violation of the human trafficking laws for an “act or omission constituting a crime under [human trafficking laws] only if an agent of the corporation performs the conduct that is an element of the crime while acting within the

scope of the agent’s office or employment and on behalf of the corporation and the commission of the crime was either authorized, requested, commanded, performed or within the scope of the agent’s employment on behalf of the corporation or constituted a pattern of illegal activity that an agent of the company knew or should have known was occurring.”⁵⁰² Applicable fines range from \$250,000 to \$350,000.⁵⁰³

Civil Liability

Tennessee law provides that the victim of a human trafficking offense may bring a civil action for actual damages, compensatory damages, punitive damages, injunctive relief, any combination of those, or any other appropriate relief, and will be awarded attorney’s fees and costs if successful.⁵⁰⁴



TEXAS

Signage Law

Texas law requires commercial lodging establishments to display human trafficking signs in locations easily visible to all employees. Signs must be posted in English, Spanish, and any other primary language spoken by 10% or more of employees.⁵⁰⁵ The Texas Office of the Attorney General has free, [downloadable and printable signs](#) in English, Spanish, French, Mandarin, Vietnamese, Arabic and Dari. Signs must be at least 11 inches by 17 inches in size and written in at least a 16-point font and contain the following information:

- (a) a statement that employees of the commercial lodging establishment are required to receive annual human trafficking training and may not be disciplined, retaliated against, or otherwise discriminated against for making a good faith report of a suspected act of human trafficking;
- (b) information on how to recognize and report human trafficking, including a list of indicators of human trafficking;
- (c) a phone number for reporting a suspected act of human trafficking or a violation of this chapter; and
- (d) contact information for reporting suspicious activity to the Department of Public Safety.

Training Law

Texas requires that commercial lodging establishments with more than 10 rooms train employees annually on recognizing human trafficking activity. New employees must be trained within 90 days of hiring. The training course can be online or in person

but must be approved by the Texas Office of the Attorney General,⁵⁰⁶ which the Attorney General's office provides a list of approved human trafficking training videos.⁵⁰⁷

Criminal Liability

Under Texas law, a person who knowingly harbors a victim of human trafficking or benefits financially or by receiving anything of value from facilitating human trafficking can be held criminally liable.⁵⁰⁸ The definition of "person" in the criminal law includes corporations, associations, limited liability companies and other entities and, consequently, could include businesses such as lodging facilities.⁵⁰⁹

Civil Liability

Texas law provides that a "defendant who engages in the trafficking of persons or who intentionally or knowingly benefits from participating in a venture that traffics another person is liable to the person trafficked for damages arising from the trafficking of that person by the defendant or venture."⁵¹⁰

Furthermore, if a legal entity is liable, a shareholder or member of such legal entity is "jointly and severally liable with the entity to the person trafficked for damages arising from the trafficking of that person if the person demonstrates that the shareholder or member caused the entity to be used for the purpose of trafficking that person and did traffic that person for the direct personal benefit of the shareholder or member."⁵¹¹

HOUSTON, TEXAS

Signage Law

The City of Houston requires that hotels display signs that include a statement that employees must receive annual human trafficking training and information on recognizing and reporting human trafficking and the signs should be in English, Spanish, and any other language spoken by 10% of hotel employees.⁵¹²

Training Law

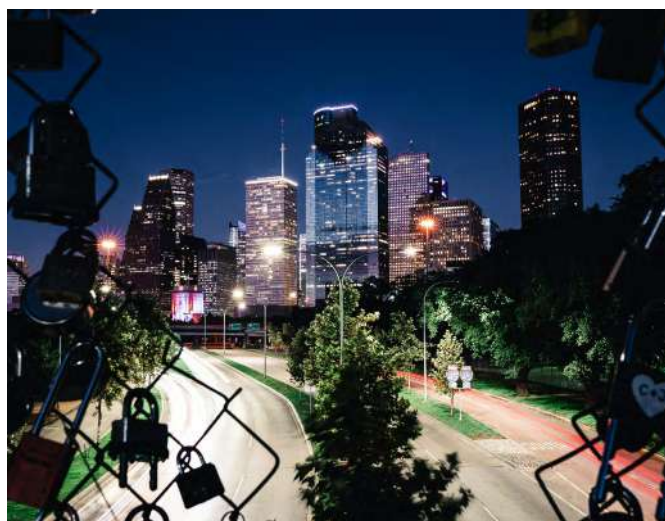
Houston law requires a hotel operator to provide at least 20 minutes of annual training to each hotel employee on how to identify human trafficking activities and victims and how to report human trafficking.⁵¹³ The training must be approved by the mayor's office and must include, but not be limited to, the following:

- (1) An overview of human trafficking, including the experience of its victims, how and why human trafficking takes place in the hospitality industry, and how it is defined under federal law;
- (2) Guidance on how to identify individuals who are most at risk for human trafficking;
- (3) An explanation of the difference between labor and sex trafficking specific to the hotel sector;
- (4) Guidance on the role of hospitality employees in reporting and responding to this issue;
- (5) The contact information of appropriate agencies, including, but not limited to, the National Human Trafficking Hotline toll-free telephone number and text line, and the telephone numbers of the appropriate local law enforcement agencies; and

(6) If online, the training shall contain a pacing mechanism that requires the trainee to read all course material, view all videos, and complete all coursework before generating a certificate.

Each trainee's completion of the training shall be documented with an attendance sheet or a certificate. The hotel must provide the training to any new employee within 30 days after the employee's hire and must certify each trainee's completion of the program no later than Mar. 31 each year, beginning Mar. 31, 2021.⁵¹⁴ A failure to comply with this ordinance is subject to a fine of \$100, with subsequent violations punishable by a fine up to \$500.⁵¹⁵

The [training developed by PACT](#) and produced by Marriott International in collaboration with Polaris and with the support of the American Hotel and Lodging Association has been approved by Houston officials as meeting the training requirements.



SAN ANTONIO, TEXAS

Signage Law

The City of San Antonio does not currently have an ordinance concerning human trafficking awareness signage in lodging facilities.

Training Law

The City of San Antonio does not currently have an ordinance that requires training employees of lodging facilities concerning human trafficking. However, on the [City of San Antonio's website](#), there are videos in several languages (French, Arabic, Tagalog-Filipino, Spanish, Russian, and German) describing the dangers of human trafficking.⁵¹⁶ The website provides an e-mail address and two telephone numbers for the San Antonio Police Department to report human trafficking.

Criminal Liability

San Antonio does not currently have an ordinance concerning the criminal liability of lodging facilities where human trafficking occurs. However, there is a special Human Trafficking Task Force in the District Attorney's Office, tasked with fighting human trafficking.⁵¹⁷

Civil Liability

San Antonio does not currently have an ordinance concerning the civil liability of lodging facilities where human trafficking occurs.

UTAH

Signage Law

Utah does not currently have a law concerning human trafficking awareness signage in lodging facilities.

Training Law

Utah does not currently have a law that requires training employees of lodging facilities concerning human trafficking.

Criminal Liability

Under Utah law, an actor who harbors a victim of human trafficking through the use of force, fraud, or coercion can be held criminally liable.⁵¹⁸ A violation of this criminal provision is a felony and carries a \$20,000 fine for corporations.⁵¹⁹

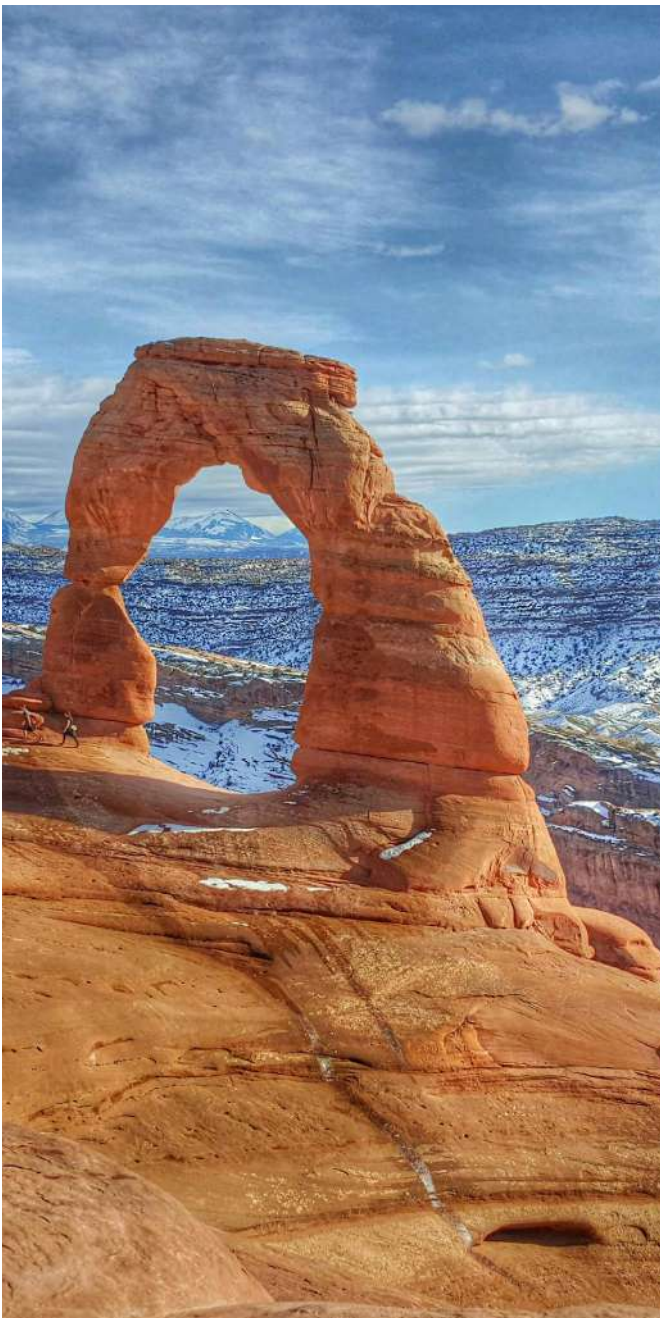
The definition of an actor for the purpose of the application of this statute includes public and private corporations, partnerships and unincorporated associations and thus may apply to businesses such as lodging facilities.⁵²⁰

Civil Liability

Utah civil law provides that a victim of human trafficking may bring a civil action against their trafficker, and the court may award actual damages, compensatory damages, punitive damages, injunctive relief, or any other appropriate relief, including treble damages on proof of actual damages if the court finds that the trafficker's acts were willful and malicious.⁵²¹ A civil cause of action can also arise against a person who benefited from human trafficking.⁵²² As this law applies to the broadly defined "persons,"

UTAH, continued

in the event that a business such as a lodging facility is found criminally liable, the business could be held civilly liable the same as a natural person.⁵²³



VERMONT

Signage Law

[Vermont Department of Labor](#) must make available a notice offering help to victims of human trafficking on its website and the notice may be posted in workplaces in accordance with the following:⁵²⁴

- (a) The notice can be posted in a prominent and accessible location;
- (b) The notice shall be made available in English, Spanish, and, if requested by an employer, another language;⁵²⁵
- (c) The notice will provide contact information for at least one local law enforcement agency and include the following text:⁵²⁶ If you or someone you know is being forced to engage in any activity and cannot leave – whether it is commercial sex, housework, farm work, or any other activity – call the toll-free National Human Trafficking Resource Center Hotline at 1-888-373- 7888 to access help and services. The toll-free hotline is:

- Available 24 hours a day, 7 days a week
- Operated by a nonprofit, non governmental organization
- Anonymous and confidential
- Accessible in 170 languages
- Able to provide help, referral to services, training, and general information.

Training Law

Vermont does not currently have a law that requires training employees of lodging facilities concerning human trafficking. However, Vermont law requires the Vermont Department of Labor to develop and implement an education plan to raise awareness among Vermont employers about

VERMONT, continued

the problem of human trafficking, the related hotline and resources available to employers, employees, and potential victims of human trafficking.⁵²⁷

Criminal Liability

Vermont law states that human trafficking includes knowingly harboring, transporting, or obtaining a person under the age of 18,⁵²⁸ or a person over 18 through force, fraud or coercion, for the purpose of having the person engage in a commercial sex act.⁵²⁹ It also includes knowingly “benefit[ing] financially or by receiving anything of value from participation in a venture, knowing that a person will be subject to labor servitude as part of the venture.”⁵³⁰ A violation of this criminal provision may result in a fine of not more than \$500,000, imprisonment for a term of up to life in prison, or both.⁵³¹

In addition, an individual or corporation can be prosecuted for knowingly permitting a place, structure, or building owned or controlled by it to be used for the purpose of human trafficking.⁵³² A violation of this law may result in a fine of not more than \$100,000.⁵³³ If a corporation is convicted of human trafficking, the Attorney General can commence a proceeding to dissolve the entity.⁵³⁴

Civil Liability

Vermont criminal law provides that a “victim of human trafficking may bring an action against the offender in the Civil Division of the Superior Court for damages, injunctive relief, punitive damages in the case of a

willful violation, and reasonable costs and attorney’s fees.”⁵³⁵



VIRGINIA

Signage Law

Virginia does not currently have a law concerning human trafficking awareness signage in lodging facilities.

Training Law

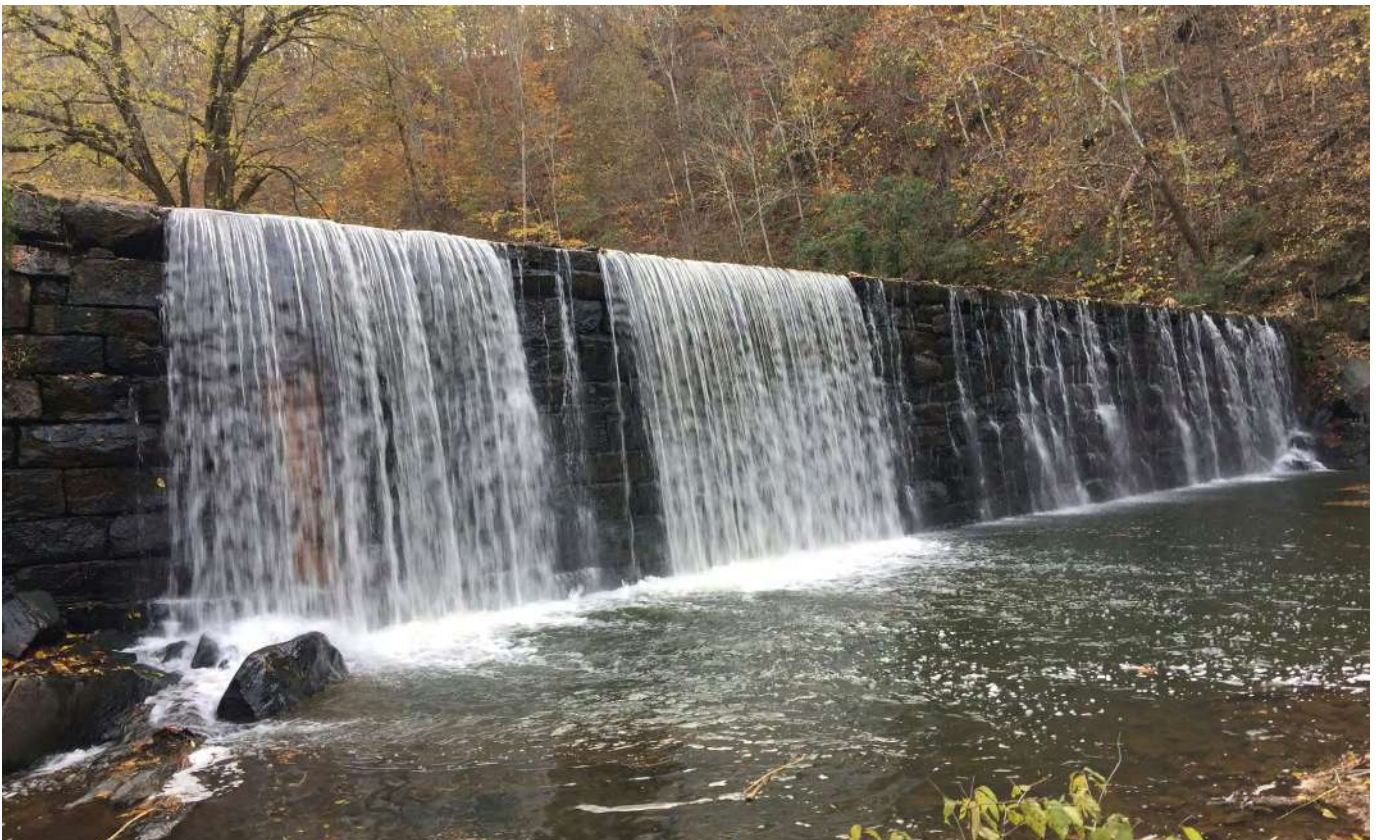
Virginia law provides that hotel proprietors require their employees to complete a course on recognizing and reporting cases of human trafficking. The Virginia Department of Criminal Justice Services provides free online training course. In addition, Virginia requires a Sex Trafficking Response Coordinator in the Department of Criminal Justice Services to promote strategies for the education, training, and awareness of sex trafficking.⁵³⁶

Criminal Liability

A person is guilty of commercial sex trafficking if the person solicits, invites, recruits, encourages, or otherwise causes or attempts to cause a person to engage in prostitution with the intent to receive money or to assist another in receiving money from prostitution.⁵³⁷

Civil Liability

Any person injured by the above violation may bring a civil action to recover compensatory damages, punitive damages, and reasonable attorney fees and cost.⁵³⁸



WASHINGTON

Signage Law

Washington does not currently have a law concerning human trafficking awareness signage in lodging facilities. However, Washington law provides that establishments offering public restrooms (which may include certain lodging facilities) may voluntarily post a sign in restrooms used by the public and employees.⁵³⁹ The notice may be in multiple languages and include toll-free telephone numbers of organizations providing assistance to victims of human trafficking, including the National Human Trafficking Resource Center and the Washington state office of crime victim advocacy.⁵⁴⁰

In addition, a proposed bill currently pending in the state legislature would require every operator of a transient accommodation to post in a location conspicuous to employees signage regarding human trafficking awareness, printed in an easily legible font in English and any other language spoken by at least ten percent of the employees.⁵⁴¹

Training Law

Washington does not currently have a law that requires training employees of lodging facilities concerning human trafficking.

However, a proposed bill currently pending in the state legislature would require transient accommodation to provide training regarding human trafficking to each of its employees.⁵⁴² The training required under this proposed bill must include, at a minimum, the following:

- The definition of human trafficking, commercial exploitation of children, and the difference between sex trafficking and labor trafficking;
- Content that is culturally responsive and includes information about implicit cultural bias;
- Guidance specific to the public lodging sector concerning how to identify individuals who may be victims of human trafficking including how implicit bias may interfere with the accurate identification of suspected victims of human trafficking;
- Guidance concerning the role of the employees in appropriately responding to suspected human trafficking, and the potential harms of involving law enforcement without the consent of the suspected victims; and
- The contact information of appropriate agencies, including a national human trafficking hotline telephone number and the telephone numbers of appropriate local law enforcement agencies.⁵⁴³

Moreover, the [Washington Hospitality Association](#) is partnering with [Businesses Ending Slavery and Trafficking \(BEST\)](#), a nonprofit organization in the United States dedicated to working with businesses to disrupt human trafficking, to provide free human trafficking training for Washington Hospitality Association members and staff.⁵⁴⁴

Criminal Liability

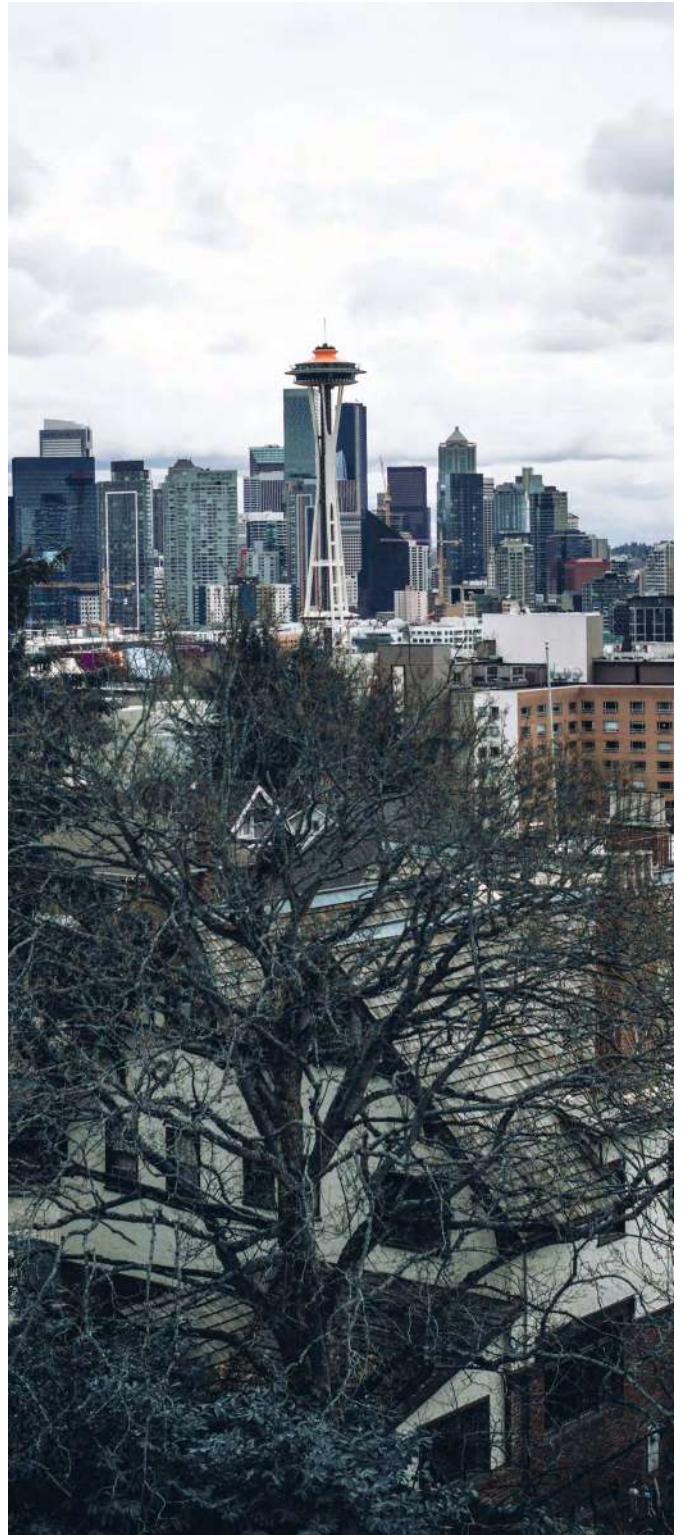
Washington law provides that a person is guilty of trafficking (a class A felony)

WASHINGTON, continued

when such person harbors another person knowing, or in reckless disregard of the fact, that force, fraud, or coercion will be used to cause the person to engage in forced labor, involuntary servitude, a sexually explicit act, or a commercial sex act, or benefits financially from participation in a venture that has engaged in such acts.⁵⁴⁵ In addition, a “person,” including a corporation,⁵⁴⁶ can be prosecuted for financially benefiting or receiving anything of value from participation in a venture that has engaged in human trafficking.⁵⁴⁷ Washington law also criminalizes any conduct which promotes the commercial sexual abuse of a minor, including “advanc[ing] a sexually explicit act of a minor,” such as providing premises for the purposes of a sexually explicit act involving a minor or engaging in other conduct designed to cause or aid a sexually explicit act of a minor.⁵⁴⁸

Civil Liability

Washington does not currently have a law concerning the civil liability of lodging facilities where human trafficking occurs, but victims of crimes may pursue civil lawsuits against offenders and responsible parties for injuries sustained as a result of the crime.⁵⁴⁹



WEST VIRGINIA

Signage Law

West Virginia requires hotels to post a notice to assist victims of human trafficking to obtain help and services, in accordance with the following requirements:⁵⁵⁰

- (a) The notice must be printed in English, Spanish, and any other language determined by legislative rule by the Director of the Division of Administrative Services;
- (b) The notice must be posted in public restrooms and either near the entrance or another clearly visible location where public notices are posted;⁵⁵¹
- (c) The Director is required to provide hyperlinks on the Division's website to downloadable notices that are 8½ x 11 inches in size and provide information regarding the National Human Trafficking Resource Center and display the telephone number for the National Human Trafficking Center hotline.⁵⁵²

The law further provides that any law enforcement officer, representative for the Bureau for Public Health or of a county health department representative of the State Alcohol Beverage Control Commissioner, representative of the Division of Labor, or other state representative inspecting a hotel or otherwise acting under state authority may notify any hotel in writing that it failed to comply with this statute. Failing to correct the violation within 30 days of receipt of the written notice constitutes a misdemeanor. First convictions carry a fine of \$250, and subsequent convictions carry fines between \$250 and \$500.⁵⁵³

Training Law

West Virginia does not currently have a law that requires training employees concerning human trafficking in lodging facilities.

Criminal Liability

West Virginia makes it a felony for any person (defined to include a business) to knowingly and willingly traffic (defined to include recruiting, transporting, transferring, harboring, receiving, providing, obtaining, isolating, maintaining or enticing)

- (i) an adult, resulting in imprisonment for 3-15 years and/or a fine of up to \$200,000, or
- (ii) a minor, resulting in imprisonment of 5–20 years and/ or a fine of up to \$300,000.⁵⁵⁴ Additionally, West Virginia declares all property which is directly or indirectly used or intended for use in any manner to facilitate a violation of Article 14 (Human Trafficking) to be contraband, subject to forfeiture, to which no person shall have a property interest, and any business entity convicted of such violation shall be debarred from state or local government contracts.⁵⁵⁵

Civil Liability

West Virginia does not currently have a law concerning the civil liability of lodging facilities where human trafficking occurs.

WISCONSIN

Signage Law

Wisconsin requires its [Department of Justice](#) to design a poster, or obtain a predesigned poster, that provides information regarding a human trafficking resource center hotline. The poster shall be in English and Spanish and any other language required under federal law for voting materials in a particular county. The law states that the Department of Justice shall make the poster available to others to print from its website and encourage hotels, among other establishments, to display the poster.⁵⁵⁶

Compliance with this law is not mandatory and there are no penalties for failing to display the poster.⁵⁵⁷

Training Law

Wisconsin law requires employees and owners of lodging facilities to undergo training on human trafficking. The training must be at least 20 minutes in length, in person or interactive, and undergone or provided within 60 days of an individual becoming an owner, principal or employee of a lodging establishment, and at least every 2 years thereafter. However, save for individuals required by law to report suspected human trafficking, failure to report a human trafficking case by an owner or employee who is trained does not, by itself, result in the liability of any entity or site principal, owner, or employee to the human trafficking victim or to any other party. The Wisconsin Department of Justice provides free and voluntary training materials and the Wisconsin Hotel & Lodging Association has

partnered with the Department of Justice and Department of Children & Families in its “No Room for Trafficking” campaign that includes educational resources.⁵⁵⁸

Criminal Liability

Wisconsin law defines human trafficking, in part, as harboring or transporting, or attempting to harbor or transport, an individual.⁵⁵⁹ In addition, a “person” including a corporation, can be prosecuted for benefiting from the human trafficking of an individual if they knew or reasonably should have known that the benefits came from a human trafficking scheme.⁵⁶⁰

Violation of human trafficking law is a ground for the administrative dissolution of a corporation.⁵⁶¹

Civil Liability

Any person who incurs an injury or death by virtue of a violation of the human trafficking criminal law may bring a civil action against the person who committed the violation, including actual damages, punitive damages, and reasonable attorney fees. Wisconsin law defines “person” to include all partnerships, associations, and bodies politic or corporate. Thus, liability could extend to businesses such as lodging facilities.⁵⁶²



WYOMING

Signage Law

Wyoming does not currently have a law concerning human trafficking awareness signage in lodging facilities.

Training Law

Wyoming does not currently have a law that requires training employees of lodging facilities concerning human trafficking.

Criminal Liability

Wyoming law makes it a felony for a person (defined to include a partnership, corporation or other association or entity)

to harbor an individual for the purpose of forced labor or sexual servitude, punishable by various terms of imprisonment and fines depending on which provision is violated.⁵⁶³ Additionally, Wyoming law makes subject to forfeiture all buildings knowingly used or intended to be used to further human trafficking if the owner has knowledge of or gives consent to the act of violation.⁵⁶⁴

Civil Liability

Wyoming does not currently have a law concerning the civil liability of lodging facilities where human trafficking occurs.



GUAM

Signage Law

The government of Guam is statutorily tasked with creating a public awareness program, including posters containing information for victims, that corporations can access and utilize voluntarily.⁵⁶⁵ The law does not specify the specifications of the postings.

Training Law

As explained above, the government of Guam is tasked with creating a public awareness campaign, including methods for reporting suspected recruitment activities.⁵⁶⁶ These resources are available for individuals and corporations to access on a voluntary basis.

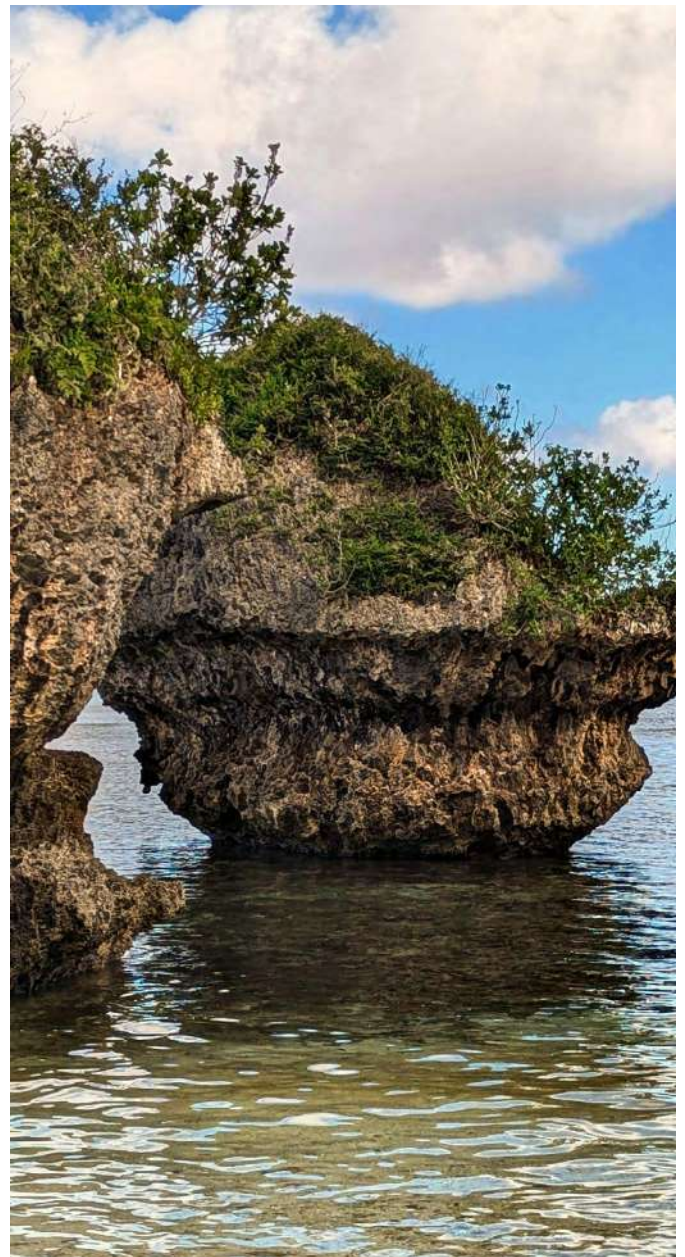
Criminal Liability

Guam criminal law defines trafficking in persons as including, in part, harboring or transporting another person knowing that the person will be subject to sexual servitude.⁵⁶⁷ In addition, a person or corporation can be prosecuted for trafficking in persons by benefiting financially or by receiving anything of value from participation in a trafficking venture.⁵⁶⁸

The Guam Human Trafficking provision explicitly provides that a business entity can be held criminally liable for aiding or participating a trafficking venture.⁵⁶⁹ As a penalty, the court can order the business's dissolution or reorganization, the suspension or revocation of any license or permit, or the surrender of the charter.⁵⁷⁰

Civil Liability

An individual who is a victim of trafficking may bring a civil action in the appropriate court for actual damages, compensatory damages, punitive damages, injunctive relief, and any other appropriate relief.⁵⁷¹



PUERTO RICO

Signage Law

Puerto Rico does not currently have a law concerning human trafficking awareness signage in lodging facilities.

Training Law

Puerto Rico does not currently have a law that requires training employees of lodging facilities concerning human trafficking. The Department of Education and the Department of the Family are empowered and designated as the government entities in charge of joining efforts to educate, inform, and raise awareness of human trafficking prevention and the effects thereof in Puerto Rico through fairs, workshops, seminars, presentations, and prevention programs.⁵⁷²

Criminal Liability

Puerto Rico criminalizes the promotion or enabling of entry or exit from the Commonwealth of Puerto Rico of another person, even with the consent of said person, for the practice of prostitution.⁵⁷³ The statutory definition of “person” includes “natural and juridical person,” therefore, it would be theoretically possible for a business to be held liable under the statute.⁵⁷⁴

Civil Liability

Puerto Rico does not currently have a law addressing the issue of civil liability concerning human trafficking in lodging facilities.



WASHINGTON, D.C.

Signage Law

The District of Columbia does not currently have a law concerning human trafficking awareness Signage in lodging facilities.

Training Law

The District of Columbia does not currently have a law that requires training employees of lodging facilities concerning human trafficking.

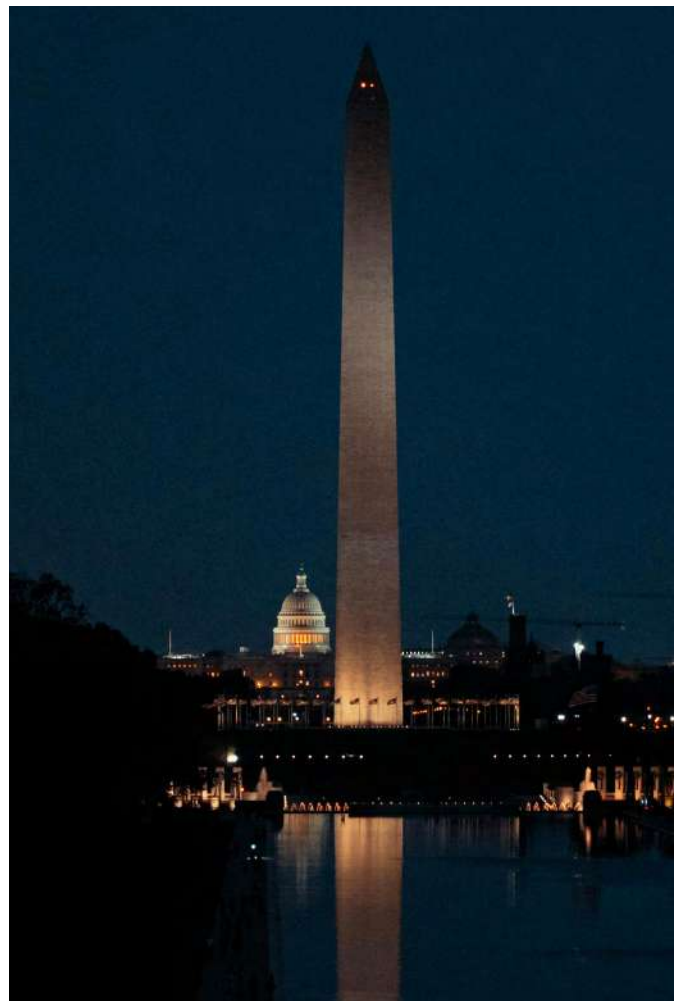
Criminal Liability

According to District of Columbia law, it is unlawful for a business to harbor a person knowing, or in reckless disregard of the fact, that they are being coerced to provide labor or services or engage in a commercial sex act.⁵⁷⁵ Similarly, it is unlawful for a business to knowingly or recklessly harbor a person under eighteen years old who will engage in a commercial sex act.⁵⁷⁶

The District of Columbia also makes it unlawful for a business knowingly to benefit, financially, or to participate, knowingly or recklessly, in a venture that violates the human trafficking laws.⁵⁷⁷ The penalties for such violations are fines calculated under various formulas set forth in the statute and/or imprisonment for not more than twenty years.⁵⁷⁸ In addition to any sentence imposed, the business must forfeit to the District of Columbia any property that was used or intended to be used to commit or facilitate the commission of the violation and any property constituting or derived from any proceeds that the business obtained as a result of the violation.⁵⁷⁹

Civil Liability

The District of Columbia generally imposes a civil fine if the owner of a hotel located on property where conduct resulting in a conviction for human trafficking has occurred fails to post signage concerning human trafficking awareness.⁵⁸⁰ In addition, an individual who is a victim of human trafficking may bring a civil action for damages (including actual, compensatory, and punitive damages), injunctive relief, and any other appropriate relief.⁵⁸¹



Alabama

¹ Businesses can be declared a nuisance if it “advances” prostitution, defined in part as “knowingly causes or aids a person to commit or engage in prostitution,” or of it “profits from” prostitution, defined in part as “accepts or receives money or other property pursuant to a prior agreement with any person whereby he or she participates or is to participate in the proceeds of prostitution activity.” ALA. CODE §§ 13A-12-110-- to 13A-12-122.

² Id. § 13A-6-170(a).

³ Id.

⁴ Id. Copies of the posters are available at https://labor.alabama.gov/docs/posters/dir_nhtrc%20flyer%20english.pdf (English) or https://labor.alabama.gov/docs/posters/dir_nhtrc%20flyer%20spanish.pdf (Spanish).

⁵ ALA CODE § 13A-6-170(d).

⁶ Id. § 13A-6-170(a). ⁷ Id. § 13A-6-170(f).

⁷ “Person” means “a human being, and where appropriate, a public or private corporation, an unincorporated association, a partnership, a government, or a governmental instrumentality.” Id. § 13A-1-2(11).

⁸ Id. § 13A-6-152.

⁹ Id. § 13A-6-153.

¹⁰ Id. § 13A-5-11.

¹¹ Id. § 13A-6-156.

¹² Id. § 13A-6-157.1(a).

¹³ Id. § 13A-6-157.1(b).

¹⁴ Id. § 13A-6-157.

¹⁵ See *E.H. v. Overlook Mountain Lodge*, 638 So. 2d 781, 783 (Ala. 1994). There, the court held that the plaintiff failed to provide substantial evidence that sexual abuse taking place at a hotel was foreseeable by the hotel. Id. at 784.

Alaska

¹⁶ However, the Governor’s Council on Human and Sex trafficking created by Administrative Order 328 has a suggested poster, available at <https://dps.alaska.gov/getmedia/5d0e192d-a0fb-4252-98a4-e61892dec2ec/Get-Help-poster-11x17-May-2024.jpg>.

¹⁷ ALASKA STAT. § 01.10.060(8).

¹⁸ Id. § 11.41.360(a).

¹⁹ Id. §§ 11.41.360(c); 12.55.035(c). Certain mitigating factors can be taken into account by a court in imposing such a fine, such as the measures taken by an organization to prevent a recurrence of the offense. Id. § 12.55.035(e).

²⁰ Id. § 11.81.900 (45) “organization” means a legal entity, including a corporation, company, association, firm, partnership, joint stock company, foundation, institution, government, society, union, club, church, or any other group of persons organized for any purpose; § 11.81.900 (47) “person” means a natural person and, when appropriate, an organization, government, or governmental instrumentality.

²¹ Id. § 11.41.365.

²² Id. § 12.55.035(c).

²³ Id. § 11.66.110.

²⁴ Id. § 11.66.135(c).

²⁵ Id. § 12.55.035(c)..

²⁶ Id. § 09.10.065

²⁷ ANCHORAGE, ALASKA CODE OF ORDINANCES § 16.90.050 (Posting anti-human trafficking information).

²⁸ Id. § 14.60.030.

Arizona

²⁹ “Person” means a human being and, as the context requires, an enterprise, a public or private corporation, an unincorporated association, a partnership, a firm, a society, a government, a governmental authority or an individual or entity capable of holding a legal or beneficial interest in property. Ariz. Rev. Stat. Ann. § 13-105(30).

³⁰ Id. § 13-1308(A)(2).

- 31 Id. § 13-3212(A)(4), (8) and (10).
- 32 Id. § 13-803 (fines against enterprises).
- 33 Id. § 13-823 (dangerous and repeat enterprise offenders).
- 34 Id. § 13-822(A) (effective programs to prevent and detect violations of law)
- 35 Id. § 13-822(B) (effective programs to prevent and detect violations of law).
- 36 Id. § 12-722 (trafficking of persons; civil liability; applicability; remedies; definitions); .
- 37 Id. § 12-722(E).
- 38 Stop Human Trafficking: Human Trafficking Is Happening Here in Arizona. <https://www.phoenix.gov/district2site/Documents/d2finalhtflyerforposting.pdf>.
- 39 <https://www.sacasa.org/resources/human-trafficking>.

Arkansas

- 40 ARK. CODE ANN. § 20-27-401.
- 41 Id. § 12-19-102(a).
- 42 Id. § 12-19-102(b)(2).
- 43 Id. § 12-19-102(b)(1).
- 44 See <https://www.labor.arkansas.gov/wp-content/uploads/2020/07/2ACT1157HumanTraffickingPoster2020.pdf>.
- 45 Id. § 12-19-102(c-d).
- 46 Id. § 12-19-102(e-f).
- 47 ARK. CODE ANN. § 5-1-102(13) (defining “person” as including an “organization,” when appropriate); id. § 5-2-501 (defining an “organization” as a “corporation, company, association, firm, partnership, or joint-stock company” or “[a]ny other group of persons organized for any purpose.”).
- 48 Id. § 5-18-103.
- 49 Id. § 5-18-103(a)(1), (2), (4) and (5).
- 50 Id. §§ 5-18-103(c)(1); 5-4-201(a)(1).
- 51 Id. §§ 5-18-103(c)(2); 5-4-201(a)(3).
- 52 Id. § 5-18-105.
- 53 Id. § 16-118-109.

California

- 54 As defined in § 24045.12(b) of the Business and Professional Code. CAL. CIV. CODE § 52.6(a)(14).
- 55 CAL. CIV. CODE § 52.6(b).
- 56 Id. § 52.6(c).
- 57 Id. § 52.6(a).
- 58 Id. § 52.6(b).
- 59 Id. § 52.6(h). Model notices are available at the California Department of Justice’s website: <https://oag.ca.gov/human-trafficking/model-notice>.
- 60 CAL. CIV. CODE § 52.6(e).
- 61 Id. § 52.6(g)(2).
- 62 Id. § 52.6(f).
- 63 CAL. PENAL CODE §§ 236.3; 11225(b).
- 64 Id. § 236.7.
- 65 CAL. CIV. CODE § 52.65(a).
- 66 Id. § 52.5. A plaintiff may be awarded up to three times the plaintiff’s actual damages or ten thousand dollars (\$10,000), whichever is greater. In addition, punitive damages may be awarded upon proof of the defendant’s malice, oppres-

sion, fraud, or duress in committing the act of human trafficking. *Id.* A city, county, or city and county attorney also may bring civil actions for violation of the statute. *Id.* § 52.65(b).

⁶⁷ Designated authorities include the Los Angeles County Sheriff's Department, Lancaster Station, and the Lancaster Public Safety Department.

⁶⁸ LANCASTER, CA. ORDINANCES § 9.50.040. The ordinance provides that indicators of human trafficking may include (i) attempting to rent a room for less than twelve (12) hours, or leaving after only a few hours; (ii) paying with cash to avoid a paper trail; (iii) attempting to rent a room without presenting valid identification; (iv) reserving multiple rooms at once; (v) reserving a room for extended periods of time, but bringing few or no possessions; (vi) a guest who appears malnourished or physically abused; (vii) a guest who is dressed inappropriately for his/her age; (viii); frequent guests coming and going; (ix) frequent vehicles coming and going; and (x) the smell of marijuana, chemicals and/or other unusual odors coming from a room or rooms.

⁶⁹ *Id.* § 9.50.030.

⁷⁰ *Id.* § 9.50.050.

⁷¹ *Id.* § 9.50.060.

⁷² *Id.* §§ 1.12.020; 9.50.070; 9.50.030.

⁷³ LONG BEACH, CA. ORDINANCES §5.57.30(A).

⁷⁴ *Id.*

⁷⁵ LOS ANGELES MUNICIPAL CODE § 59.00(b)(13).

⁷⁶ *Id.* § 59.00(c).

⁷⁷ *Id.* § 59.00(d).

⁷⁸ LOS ANGELES COUNTY CODE § 13.110.040.

⁷⁹ *Id.* § 13.110.050

⁸⁰ *Id.*

⁸¹ *Id.* § 13.110.060.

⁸² *Id.* § 13.110.070(A).

⁸³ *Id.* § 13.110.070(B).

⁸⁴ *Id.* § 13.110.070(C).

⁸⁵ *Id.* § 13.110.070(F).

⁸⁶ *Id.* §§ 13.110.070(D) and (E).

⁸⁷ *Id.* § 13.110.090(A).

⁸⁸ *d.* § 59.00(b).

⁸⁹ *Id.* § 13.110.070(G).

⁹⁰ LOS ANGELES COUNTY CODE § 13.110.110(C).

⁹¹ LOS ANGELES MUNICIPAL CODE § 59.00(f).

⁹² *Id.* §11.00(m).

⁹³ LOS ANGELES COUNTY CODE § 13.110.110(D).

⁹⁴ SAN DIEGO MUNICIPAL CODE § 510.0107.

⁹⁵ *Id.* § 510.0107.

⁹⁶ *Id.* § 510.0108.

⁹⁷ *Id.* § 510.0201(a)(3).

Colorado

⁹⁸ COLO. REV. STAT. §§ 18-3-505(1)(a), (4)(e).

⁹⁹ *Id.* § 18-3-505(6).

¹⁰⁰ *Id.*

¹⁰¹ *Id.* § 2-4-401(8).

¹⁰² *Id.* § 18-3-504(1)(a).

103 Id. §§ 18-3-504(1)(b), (2)(b); id. § 18-1.3-401(III).

104 Id. § 18-1.3-401(1)(a)(V.5)

105 Id. § 13-21-127(1).

106 Id. § 13-21-127(2).

Connecticut

107 CONN. GEN. STAT. § 54-234a(a)(1).

108 Id. § 54-222(b).

109 Id. § 54-234a(a)(1).

110 Id. § 54-222(b).

111 Id. § 54-234a(c).

112 Id. §44-5.

113 Id.

114 Id. § 17a-106g.

115 Id.

116 Id. § 53a-192a(a).

117 Id. § 53a-192a(c).

118 Id. § 53a-41.

119 Id. § 52-571i.

Delaware

120 11 DEL. LAWS §§ 787(l)(a)(10); 787 (a)(12).

121 Id. § 787(k)(3)(e).

122 Id. § 787(a)(20).

123 Id. § 787(l)(2)e.3.

124 Id.

125 Id. § 787(l)(5).

126 Id. § 787(k)(3)f

127 Id. § 787(b)(1).

128 Id.

129 Id. § 4201(c)(1).

130 Id. § 4205(b)(2).

131 Id. § 4205(b)(3).

132 Id. § 787(e)(1).

133 Id. § 787(i)(1).

134 Id.

135 Id. § 787(i)(2).

136 Id. § 787(i)(3).

Florida

137 FLA. STAT. § 509.096(1)(c).

138 Id.

139 Id. § 509.096(3).

140 Id. § 509.096(1)(a).

141 Id.

- 142 Id.
- 143 Id. § 509.096(1)(b).
- 144 Id. § 509.096(2).
- 145 Id. § 509.096(3).
- 146 Id.
- 147 Id. § 787.06(2)(d).
- 148 Id. § 787.06(3).
- 149 Id. § 170.
- 150 Id. § 787.06(7).
- 151 Id. § 772.104.
- 152 JACKSONVILLE ORDINANCE CODE, § 250.125(a).
- 153 Id. § 250.125(b).
- 154 Id.
- 155 Id. § 250.125(b).
- 156 Id.
- 157 Id.
- 158 Id.
- 159 Id.
- 160 Id. § 250.125(c).
- 161 Id.
- 162 Id. § 632.101(a)(3).
- 163 MIAMI BEACH, FL. ORDINANCES § 18-3(1)(b).
- 164 Id.
- 165 Id. § 18-3(2)
- 166 Id. (citing FS § 787.29(4)).
- 167 MIAMI BEACH, FL. ORDINANCES § 18-3(3).
- 168 Defined as a hotel, motel, non-transient apartment, transient apartment, bed and breakfast inn, timeshare project, or vacation rental. MIAMI LAKES, FL. ORDINANCES § 13-799.8(1)(b).
- 169 Id. § 13-799.8(1).
- 170 Id. § 13-799.8(2).
- 171 Id. § 13-799.8(4).

Georgia

- 172 GA. CODE ANN. §§ 16-5-47(a)(6); 16-5-47(b).
- 173 Id. § 16-5-47(b).
- 174 Id. § 16-5-47(c).
- 175 Id.
- 176 This model notice is available on the Georgia Bureau of Investigations' website at <https://gbi.georgia.gov/human-trafficking-notice>.
- 177 GA. CODE ANN. § 16-5-47(d)(1).
- 178 This compendium is available on the Georgia Criminal Justice Coordinating Council website at <https://cjcc.georgia.gov/human-trafficking-task-force/trainings-and-resources>.
- 179 GA. CODE ANN. § 16-5-46(c)(2).
- 180 Id. § 1-3-3(14).
- 181 Id. § 16-5-46(c)(3).

- 182 Id. § 16-5-46(j).
- 183 Id. § 16-5-46(f).
- 184 FULTON COUNTY, GA. ORDINANCES § 46-32(b).
- 185 Id. § 46-32(c).
- 186 Id. § 46-32(d)(1).
- 187 HAPEVILLE, GEORGIA ORDINANCES § 26-2-41.

Hawaii

- 188 HAW. REV. STAT. §§ 371-20(b); 281-31 (defining employers that need a liquor or cabaret license)
- 189 Id. § 371-20(e)
- 190 HAW. REV. STAT. § 712-1202(1)(b).
- 191 Id. § 712-1201(1) (defining “advances prostitution”).
- 192 Id. § 712-1202(2).
- 193 Id. §§ 701-118 (defining “person” as including a corporation); 706-640 (authorizing fines for class A felonies).

Idaho

- 194 IDAHO CODE § 18-8607(3).
- 195 Id. §§ 18-101(7) (defining “person” as including corporations); 18-112A (outlining authorized fines for felonies).

Illinois

- 196 775 ILL. COMP. STAT. 50/5(c).
- 197 Id. at 50/10.
- 198 Id.
- 199 Id. at 50/15. Model notices are accessible at https://www.dhs.state.il.us/OneNetLibrary/27894/documents/HumanTrafficking/A-VO_072020.pdf.
- 200 775 ILL. COMP. STAT. 50/20(a).
- 201 Id. § 50/20(c).
- 202 820 ILL. COMP. STAT. 95/10.
- 203 Id.
- 204 Id.
- 205 Id. at 95/15(a).
- 206 Id. at 95/15(b). For Illinois’ Department of Human Services training program, please refer to its website at <https://www.dhs.state.il.us/page.aspx?item=124138>.
- 207 820 ILL. COMP. STAT. 95/15(b).
- 208 720 ILL. COMP. STAT. 5/11-14.3 (establishing penalties for promoting prostitution or trafficking).
- 209 720 ILL. COMP. STAT. 5/11-0.1 (defining “advance prostitution”).
- 210 720 ILL. COMP. STAT. 5/10-9.
- 211 740 ILL. COMP. STAT. 128/15.
- 212 Id. at 128/15(c).
- 213 <https://www.cookcountytaskforce.org/task-force-outreach-materials>.

Indiana

- 214 Ind. Code Ann. § 35-31.5-2-234(a).
- 215 Id. § 35-42-3.5-1.
- 216 Id. § 35-50-2-5.5.

217 Id. §§ 35-42-3.5-3(a)(1); 35-42-3.5-3(b).

218 Id. § 35-42-3.5-3(a)(2).

Iowa

219 IOWA CODE § 710A(6).

220 Id. § 80.45A(2).

221 Id. § 80.45A(3).

222 Id. § 80.45A(4).

223 Id. § 80.45A(5)(c).

224 Id. § 703.5(1) (defining “person” party to a crime as including a corporation).

225 Id. § 710A.1(4)(a).

226 Id. § 710A.2(1)-(6).

227 Id. § 710A.2(7).

228 Iowa Code § 710A.2B(1).

229 Id. § 902.1(1).

230 Id. § 902.9(1)(b).

231 Id. § 902.9(1)(e).

Kansas

232 KAN. STAT. ANN. § 75-759(a)(3)

233 Id. § 12-770.

234 Id. §75-759(b). A copy of the approved sign is accessible in multiple languages under “Posters” at <https://www.ag.ks.gov/divisions/victim-services/human-trafficking>.

235 KAN. STAT. ANN. § 75-759(c).

236 Id. § 75-759(d).

237 Id. § 75-759(d). Kansas does require training in human trafficking identification and prevention for commercial driver’s license holders. Id. § 8-2, 157.

238 Id. § 21-5111(t) (defining “person” for statutory purposes as including corporations).

239 Id. § 21-5426(a)(2).

240 Id. § 21-5426(b)(4).

241 Id. §§ 21-5426(c)(4); 21-6611(a)(2) (authorizing fines for felonies).

242 Id. § 21-6422(a)(2), (3).

243 Id. § 60-5003(a).

Kentucky

244 A promotional video of the campaign, titled “Your Eyes Save Lives”, is available at <https://www.youtube.com/watch?v=I3VRacHPx9A>.

245 251 KY. REV. STAT. ANN. § 500.080(16) (defining “person” as including corporations).

246 Id. § 529.110(1)(a).

247 Id. § 502.050(1) (Corporate liability).

248 254 Id. § 534.050 (Fines against Corporations).

249 Id. § 431.082.

Louisiana

250 “Hotel” is defined in the statute as “any establishment, both public and private, engaged in the business of furnishing or providing rooms and overnight camping facilities intended or designed for dwelling, lodging, or sleeping purposes to

transient guest and does not encompass any hospital, convalescent or nursing home or sanitarium, or any hotel-like facility operated by or in connection with a hospital or medical clinic providing rooms exclusively for patients and their family.” The term “hotel” does not include bed and breakfasts or camp and retreat facilities owned and operated by nonprofit organizations. LA. STAT. ANN. § 15:541.1(A)(5).

- 251 Id. § 15:541.1(B)(1)-(2).
- 252 Id. § 15:541.1(B)(1)(a)
- 253 Id. § 15:541.1(D).
- 254 Id. § 26.96(A)(1)(c).
- 255 Id. §§ 46:2161(children); 46:2161.1 (adults).
- 256 Id. § 14:46.2(A)(1).
- 257 Id. § 14:46.2(A)(2)-(3).
- 258 Id. § 14:2(A)(7).
- 259 Id. § 14:46.2(B)(2)(c).
- 260 Id. § 15:539(A).
- 261 Id. § 46:2163.
- 262 Id.

Maine

- 263 The law is only applicable to lodging places that are licensed under title 22, section 562 of the Maine Revised Statutes. ME. STAT. tit. 26 § 879 (3)(D).
- 264 Id. § 879(1).
- 265 Id. § 879(4).
- 266 ME. STAT. tit. 17-A §§ 851; 853.
- 267 Id. § 852.
- 268 Id. § 60(1)(B).
- 269 ME. STAT. tit. 5 § 4701(2).
- 270 Id. § 4701(4).
- 271 ME. STAT. tit. 15 § 5821(9-10).

Maryland

- 272 MD. CODE ANN. BUS. REG. § 15-207(b).
- 273 Id. § 15-201.
- 274 Id. §15-207(a).
- 275 Id. §15-207(c).
- 276 Id. §15-210 (b). The following training protocols have been approved to satisfy the training requirement:
 (i) PACT, formerly ECPAT USA Training Title: “Your Role in Preventing Human Trafficking: Recognize the Signs” <https://ecpatusa.learnworlds.com/hotel-training>; (ii) BEST (Businesses Ending Slavery and Trafficking) Training Title: “Inhospitable to Human Trafficking” <https://bestalliance.org/hospitality>; (iii) Marriott Corporation Training Title: “Recognize and Respond: Addressing Human Trafficking in the Hospitality Industry.” The Department of Labor provides this information on their website: <https://www.labor.maryland.gov/forms/ess-inkeepnotice.pdf>. Maryland also require commercial driver’s license training schools to include as part of their curriculum education and training on the recognition of, prevention, and effective reporting of human trafficking. MD. CODE ANN. TRANSP. § 16-807.2.
- 277 MD. CODE ANN. CRIM. LAW § 1-101(h)(defining “person” in criminal statutes as including corporations).
- 278 Id. § 3-1102(a)(1)(ii).
- 279 Id. § 3-1102(e).
- 280 Id. § 11-307.

- 281 MD. ANN. CODE CRIM. PROC. § 13-502(3).
- 282 MD. CODE ANN. CRIM. LAW § 3-1102(e)(1)-(2).
- 283 BALTIMORE, BALTIMORE CITY CODE art. 15, § 42-2(b)(2).
- 284 Id. § 42-2(b)(1).
- 285 Id. § 42-2(d).
- 286 Id. § 42-8.
- 287 Id. §§ 10-6(a), 10-6(b).
- 288 Id. § 10-6(c). Training for the hospitality industry is available at <https://health.baltimorecity.gov/prevent-human-trafficking-hospitality-industry>.
- 289 BALTIMORE, BALTIMORE CITY CODE art. 15, § 10-9(a)-(b).
- 290 PRINCE GEORGE'S COUNTY, MD. ORDINANCES § 5-171.01(a).
- 291 Id. § 5-171.01(d)-(e).
- 292 Id. § 5-172(a).
- 293 Id. § 14-191(a)(5)(A)(ii).
- 294 Id. § 14-193(b).
- 295 Id. § 14-193(a).

Massachusetts

- 296 S. 2973, 191st Sess. (Mass. 2020) (proposing to require businesses, including hotels, determined to be a public nuisances to post such notices). There has been no further action taken since January 1, 2021. See Bill S. 2973, available at: <https://malegislature.gov/Bills/191/S2973/BillHistory>.
- 297 Human Trafficking Division Resources are available at <https://www.mass.gov/info-details/human-trafficking-division-resources>.
- 298 H. 2416, 193rd Sess. (Mass. 2023) (proposing mandatory human trafficking recognition trainings for certain hospitality workers). There has been no further action since the proposed bill was reported favorably by committee on May 22, 2024. See Bill H. 2416, available at: <https://malegislature.gov/Bills/193/H2416>.
- 299 MASS. GEN. LAWS ch. 265 § 50(a).
- 300 307 Id. § 50(a)-(b).
- 301 Id. § 56(a)(iv).
- 302 Id. § 50(c).
- 303 Id. § 50(d).
- 304 MASS. GEN. LAWS ch. 260 § 4D(a).

Michigan

- 305 MICH. COMP. LAWS § 752.1033(4)(a).
- 306 Id. § 752.1035.
- 307 Id.
- 308 Id. § 752.1039.
- 309 <https://www.michigan.gov/leo/bureaus-agencies/ber/wage-and-hour/human-trafficking-notification/human-trafficking-notification-act-posters>.
- 310 Attorney General: Human Trafficking ([michigan.gov](https://www.michigan.gov))
- 311 <https://www.youtube.com/watch?v=2yXGc8dvuUw>
- 312 https://www.michigan.gov/documents/ag/Red_Flags_-_Hospitality598574_7.pdf.
- 313 MICH. COMP. LAWS §§ 750.462b; 750.462e (sexual trafficking of minors)

314 Id. § 750.159f (defining “person” has including corporations).

315 Id. §§ 750.462d(b); 750.451(1-3).

316 Id. § 752.983.

Minnesota

317 MINN. STAT. § 157.177(2)(d).

318 Id. § 157.177(5). Requests for the training materials can be made at <https://www.health.state.mn.us/communities/humantrafficking/training/hoteltrafficking.html>.

319 Id. § 157.177(e).

320 Id. at Subd. 3.

321 Id. § 609.284 (stating that corporations can be held liable for labor or sex trafficking crimes).

322 Id. § 609.322(1)(a)(3).

323 Id.

324 Id. § 609.284(3) (outlining potential remedies in the event of corporate liability).

325 Id. § 609.322(1)(a)(3).

326 Id. § 157.177(4).

327 ALBERT LEA, MINN. ORDINANCES art. IV § 12.060.

328 335 Id. § 12.061.

329 MINNEAPOLIS, MINN. ORDINANCES tit. 13, ch. 297, §§ 297.100; 110.

Mississippi

330 <https://www.dps.ms.gov/humantrafficking>.

331 MISS. CODE ANN. § 97-3-54.1(1)(a)-(c).

332 Id.

333 Id. § 97-3-54.1(3).

334 Id.

335 Id.

336 Id.

337 Id. § 97-3-54.1(4).

338 MISS. CODE ANN. § 97-3-54.6(1).

339 Id. § 97-3-54.6(3).

340 Id.

Missouri

341 MO. REV. STAT. § 595.120. A copy of the poster can be found at <https://dps.mo.gov/human-trafficking/pdf/stop-human-trafficking-poster.pdf>.

342 MO. REV. STAT. § 595.120.

343 Id.

344 Resources available at <https://ago.mo.gov/home/human-trafficking>.

345 Id. §§ 566.209(1) (Trafficking for the purpose of sexual exploitation); 566.210(1) (Sexual trafficking of a child).

346 Id.

Montana

347 MONT. CODE ANN. § 44-4-1501.

348 Id. § 44-4-1501(2)(b).

- 349 Id. § 60-2-244.
- 350 Training resources can be found at <https://dphhs.mt.gov/faithandcommunity/trafficking>
- 351 MONT. CODE ANN. § 44-4-1504. See also <https://dojmt.gov/human-trafficking/>.
- 352 MONT. CODE ANN. § 45-5-702(1)(a).
- 353 Id. § 1-1-201(1)(b) (defining “person” as including corporations and other business entities).
- 354 Id. § 45-5-702(1)(b).
- 355 Id. § 45-5-707.
- 356 Id. § 45-5-702(2)(a).
- 357 Id. § 27-1-755.
- 358 Id.
- 359 Id.

Nebraska

- 360 NEB. REV. STAT. § 81-1430.
- 361 The Nebraska Attorney General’s Office provides voluntary training resources on its website that are available at <https://ago.nebraska.gov/nebraska-human-trafficking-task-force>.
- 362 NEB. REV. STAT. §§ 28-830(11); 28-830(12) (Human Trafficking of a Minor).
- 363 Id. § 28-807(12) (defining “person” as including, in part, a corporation, partnership, limited liability company, association, or any other legal entity.)
- 364 Id. § 28-831(3).
- 365 Id. § 25-21299.

Nevada

- 366 Resources are available at http://ag.nv.gov/Human_Trafficking/HT_Home.
- 367 NEV. REV. STAT. §§ 201.300(1)(Pandering and Sex Trafficking of a Child); 201.300(2) (Pandering and Sex Trafficking).
- 368 Id. §§ 49.25425; 200.463.
- 369 Id. § 193.0205.
- 370 Id. § 201.300(a)(5).
- 371 Id. § 201.300(b).
- 372 Id. § 41.1399.

New Hampshire

- 373 Training resources are available at <https://www.nhhumantraffickingtaskforce.com/training>.
- 374 N.H. REV. STAT. ANN. § 633.7(III).
- 375 Id. § 625:11(II).
- 376 Id. § 651:2(IV)(a), (b).
- 377 Id. § 633:8(I)(e).
- 378 Id. § 633:11(I).

New Jersey

- 379 N.J.A.C. § 5:10-29.1. A copy of the poster is available in English and Spanish at <http://www.nj.gov/dca/divisions/codes/resources/humantrafficking.html>. See also N.J. STAT. ANN. § 52:17B-237.1.
- 380 N.J. STAT. ANN. § 52:17B-237(f)(4).
- 381 <https://www.njoag.gov/programs/human-trafficking>.
- 382 N.J. STAT. ANN. § 52:17B-237.1(e).
- 383 Id. § 2C:13-12(b)(1).

- 384 Id.
- 385 Id. § 2C:13-12(b)(2).
- 386 Id. § 2C:13-12; N.J.A.C. 5:10-29.1(a).
- 387 The video is available in English and Spanish at <http://www.nj.gov/dca/divisions/codes/resources/humantrafficking.html>
- 388 N.J. STAT. ANN. § 5:10-29.1(b); N.J.A.C. § 5:10-29.1(a)(2).
- 389 N.J. STAT. ANN. § 2C:13-8(a)(1).
- 390 Id. § 2C:13-9(a)(1).
- 391 Id.
- 392 N.J. STAT. ANN. § 2C:13-8.1.

New Mexico

- 393 N.M. STAT. ANN. § 30-52-2.1. Lodging facilities appear to generally be covered by the Minimum Wage Act. See id. § 50-4-21 (defining “employer” as “any individual, partnership, association, corporation, business trust, legal representative or any organized group of persons employing one or more employees are any one time, acting directly or indirectly in the interest of an employer in relation to an employee...”).
- 394 Id. Versions in English, Spanish, and Navajo are available at https://www.dws.state.nm.us/Portals/0/DM/Business/Human_Trafficking_Poster.pdf.
- 395 Id. § 30-52-1(A)(2).
- 396 Id. § 30-52-1(A)(1).
- 397 Id. § 30-1-12(E) (defining “person” as including a legal entity, whether incorporated or unincorporated).
- 398 Id. § 30-52-1(A)(3).
- 399 Id. § 31-18-15 (Sentencing for Felonies).
- 400 Id. § 30-52-1.1.
- 401 PUEBLO OF LAGUANA, N.M. ORDINANCES § 15-7-11(A)(1)(2011).
- 402 Id. § 15-7-11(A)(2).
- 403 Id. § 15-7-11(B)(1)-(2).
- 404 N.Y. GEN. BUS. LAW § 206-f. The statute defines a lodging facility as “any inn, hotel, motel, motor court or other establishment that provides lodging to transient guests” but excludes bed and breakfasts. Information cards and notices provided by the OTDA are available at <http://otda.ny.gov/programs/bria/trafficking.asp>
- 405 N.Y. GEN. BUS. LAW § 205(1)(a). A lodging facility excludes an establishment treated as a dwelling unit for the purposes of any state or local law or regulation or an establishment located within a building that has five or less rooms for rent or hire and that is actually occupied as a residence by the proprietor of such establishment.
- 406 Id. § 205(1)(b).
- 407 Id.
- 408 Id. § 205(1)(c).
- 409 Id. § 205(1)(e).
- 410 Id. § 205(1)(f).
- 411 Id. § 205(2).
- 412 N.Y. PENAL LAW § 230.34.
- 413 Id.
- 414 Id. § 230.34-A(1).
- 415 Id.
- 416 Id. at (2)(b).
- 417 Id.
- 418 Id. § 230.36.

- 419 Id. § 230.40.
- 420 N.Y. SOC. SERV. LAW § 483-bb(c)(i).

North Carolina

- 421 N.C. GEN. STAT. § 18B-1003. A copy of the poster is available at <https://www.nccourts.gov/commissions/human-trafficking-commission/human-trafficking-awareness-resource-library>.
- 422 Id. § 18B-104.
- 423 N.C. GEN. STAT. § 130A-511(c)(3).
- 424 Id.
- 425 N.C. GEN. STAT. § 130A-511(f).
- 426 N.C. GEN. STAT. § 130A-511(b).
- 427 N.C. GEN. STAT. § 42A-39(c). A vacation rental is defined as “the rental of residential property for vacation, leisure, or recreation purposes for fewer than 90 days by a person who has a place of permanent residence to which he or she intends to return.” N.C. GEN. STAT. § 42A-4(3).
- 428 N.C. GEN. STAT. § 42A-39(d).
- 429 N.C. GEN. STAT. § 130A-511(c). Each lodging establishment shall maintain a training log with the name of the employee, date of training, and name of the approved training course. The log shall be made available to the Department of Labor if requested, and records for each employee shall be retained for at least three years after the employee has left employment. Id. § 130A-511(c)(1). The Department of Labor shall consult with the North Carolina Restaurant and Lodging Association in developing public awareness signage language. Id. § 130A-511(c)(3). N.C. GEN. STAT. § 130A-511(c).
- 430 N.C. GEN. STAT. § 130A-511(d).
- 431 N.C. GEN. STAT. § 130A-511(e).
- 432 N.C. GEN. STAT. § 42A-39(e). An “accommodation facilitator” is defined as “A person [including a real estate broker] that contracts, either directly or indirectly, with a provider of an accommodation to perform, either directly or indirectly, one or more of” the following activities: (1) “market the accommodation and accept payment or collect credit card or other payment information for the rental of the accommodation” and (2) “list the accommodation for rental on a forum, platform, or other application for a fee or other consideration.” N.C. GEN. STAT. § 105-164.3(3).
- 433 N.C. GEN. STAT. §§ 42A-39(f); 130A-511(f).
- 434 N.C. GEN. STAT. § 42A-39(g).
- 435 N.C. GEN. STAT. § 14-43.11(a).
- 436 Id. § 14-43.11(b).
- 437 N.C. GEN. STAT. § 14-43.18(a).
- 438 Id. § 14-43.18(b); § 50D-1(1a).
- 439 Id.

North Dakota

- 440 N.D. CENT. CODE § 54-12-33.1(4).
- 441 Id.
- 442 Id. § 54-12-33.1(2).
- 443 Id. § 54-12-33.1(3).
- 444 Id. § 12.1-41-02(1).
- 445 Id. § 12.1-41-07.
- 446 Id. § 12.1-41-15.
- 447 Id. § 54-12-33.1(5).

Ohio

- 448 OHIO REV. CODE ANN. § 5502.63. Posters in English, Spanish, Arabic, French, and Mandarin are available at <https://humantrafficking.ohio.gov/campaign.html>. OHIO REV. CODE ANN. § 5502.63(B)(2) suggests a list of establishments; a detailed definition of “hotel” is set forth in ORC Ann. § 3731.01.

- 449 Id. § 5502.63(B)(1)
450 Training resources are available at <https://humantrafficking.ohio.gov>.
451 OHIO REV. CODE ANN. § 2905.32.
452 Id. § 2307.51.

Oklahoma

- 453 OKLA. STAT. tit. 21, § 748(6)(b) (Human Trafficking of a Minor).
454 Id. § 748(6)(a).
455 Id. § 105 (defining “person” as including corporation).
456 Id. § 748(6)(c).
457 Id. § 748.2(b).
458 Id. § 870(A)(2).
459 Id. § 870(B).

Oregon

- 460 Resources are available at <https://www.doj.state.or.us/crime-victims/victims-resources/other-resources/exploitation-and-sex-trafficking>.
461 OR. REV. STAT. § 163.266.
462 Id. § 161.015(5) (defining “persons” as “a human being and, where appropriate, a public or private corporation, an unincorporated association, a partnership, a government or a governmental instrumentality”).
463 Id. § 30.867.
464 Id.

Pennsylvania

- 465 43 PA. CONS. STAT. §§ 1492, 1493.
466 Id. § 1493.
467 Id.
468 Id. § 1498.
469 18 PA. CONS. STAT. § 3031.
470 Id. § 3011(a)(1).
471 Id. § 3013.
472 Id. § 3013(a)(1)..
473 Id. § 3013(a)(2).
474 Id. § 3011(a)(4)
475 Id. § 3017.
476 Id. § 3051(a).
477 Id. § 3051(b)(1)-(3).

Rhode Island

- 478 R.I GEN. LAWS § 11-67.1-20.
479 Id.
480 Id.
481 Id. § 11-67.1-19.
482 Id. § 11-67-1-3.
483 Id. § 11-67.1-8.
484 Id.

485 Id. § 11-67.1-18.

South Carolina

486 S.C. CODE ANN. § 16-3-2100.

487 Id.

488 Id.

489 Resources are available at <https://www.scag.gov/human-trafficking>.

490 Id. § 16-3-2020(A)(1)-(3).

491 Id. § 16-3-2030(D).

492 Id. § 16-3-2060.

South Dakota

493 Resources are available at <http://rallyforthechallenge.com>.

494 S.D. CODIFIED LAWS § 22-49-1.

495 Id.

496 Id. § 22-1-2(31) (defining “person” as “any natural person, unborn child, association, limited liability company, corporation, firm, organization, partnership, or society”).

497 Id. § 20-9-46.

Tennessee

498 TENN. CODE ANN. § 39-13-313.

499 Id.

500 Id.

501 Id. §§ 39-13-307; 39-13-308; 39-13-309.

502 Id. § 39-13-311.

503 Id. § 40-35-111(c)(1).

504 Id. § 39-13-314(b).

Texas

505 TEX. ALCO. BEV. CODE ANN. § 104.07.

506 <https://gov.texas.gov/organization/women/preventing-human-trafficking>.

507 <https://www.houstonhotels.org/human-trafficking-prevention>.

508 TEX. PENAL CODE ANN. § 20A.02.

509 Id. § 1.07(a)(38).

510 TEX. CIV. PRAC. & REM. CODE ANN. § 98.002(a).

511 Id. § 98.0025.

512 HOUSTON, TX. ORDINANCES Ch. 28, art. VI, § 28-213 (2020).

513 Id. § 28-212.

514 Id.

515 Id. § 28-215(b).

516 See <https://www.sanantonio.gov/SAPD/Human-Trafficking>.

517 See <https://www.bexar.org/3130/Special-Initiatives>.

Utah

518 UTAH CODE ANN. § 76-5-308.

519 Id. §§ 76-3-302, 76-5-309.

520 Id. §§ 76-1-101.5(2) (defining “actor” as “a person whose criminal responsibility is in issue in a criminal action”); 76-1-101.5(11).

521 Id. § 77-38-15.

522 Id.

523 Id.; UTAH CODE ANN. § 76-1-101.5(11) (defining “person” as “an individual, public or private corporation, government, partnership, or unincorporated association”)

Vermont

524 13 V.S.A. § 2661.

525 Id.

526 Id.

527 Id. § 2661(d).

528 Id. § 2652(a)(1).

529 Id. § 2652(a)(2).

530 Id. § 2652(a)(7).

531 Id. § 2652(b).

532 Id. § 2654.

533 Id.

534 Id. § 2656.

535 Id. § 2662.

Virginia

536 VA. CODE ANN. § 9.1-116.5.

537 Id. § 18.2-357.1.

538 Id. § 8.01-42.4.

Washington

539 WASH. REV. CODE § 43.280.110.

540 Id.

541 H.B. 2320, 66th Leg., Reg. Sess. (Wash. 2020). Transient accommodation is defined as “any facility such as a hotel, motel, condominium, resort, or any other facility or place offering three or more lodging units to travelers and transient guests.” Rev. Code Wash. § 70.62.210(1).

542 H.B. 2320, 66th Leg., Reg. Sess. (Wash. 2020).

543 See Human Trafficking Prevention Partners, AM. HOTELS & LODGING ASS’N, <https://www.ahla.com/issue/human-trafficking-prevention>; see also BUSS. ENDING SLAVERY & TRAFFICKING, <https://www.bestalliance.org/>.

544 Id. H.B. 2320

545 WASH. REV. CODE § 9A.40.100.

546 Id. § 7.96.020.

547 Id. § 9A.40.100(1)(a)(ii).

548 Washington Code RCW 9.68A.101.

549 Washington Code RCW 4.16.100.

West Virginia

550 W. VA. CODE § 15A-2-5.

551 Id. § 15A-2-5(b).

552 Id. § 15A-2-5(c).

- 553 Id. § 15A-2-5(d).
- 554 Id. §§ 61-14-1(6), (11); 61-14-2.
- 555 Id. § 61-14-7(f).

Wisconsin

- 556 WIS. STAT. § 165.71.
- 557 Id.
- 558 Id. § 103.155. See also, Human Trafficking, WIS. DEP'T. OF JUSTICE, <https://www.doj.state.wi.us/ocvs/human-trafficking>; <https://www.wisconsinlodging.org/human-trafficking-prevention.html>; https://dcf.wisconsin.gov/elearning/aht-lodging-english/story_html5.html.
- 559 WIS. STAT. § 940.302(1)(d).
- 560 Id. § 940.302(2)(b).
- 561 Id. § 181.1420.
- 562 Id. §§ 948.051(3); 990.01(26).

Wyoming

- 563 WYO. STAT. ANN. §§ 6-2-701(a)(xi), 703.
- 564 Id. § 6-2-711.

Guam

- 565 GUAM CODE ANN. tit. 9, § 26.23.
- 566 Id.
- 567 Id. §§ 26.02(a)(1)(Trafficking in Persons); 26.02(b)(1)(Sexual Servitude of a Minor).
- 568 Id. §§ 26.02(a)(2); 26.02(b)(2).
- 569 Id. § 26.05.
- 570 Id.; Id. § 26.05(b)(3).
- 571 Id. § 26.31.

Puerto Rico

- 572 P.R. LAW ANN. tit.1, § 5279(d).
- 573 P.R. LAW ANN. tit.33, § 4780(c).
- 574 Id. § 4642(aa).

Washington D.C.

- 575 D.C. CODE § 22-1833.
- 576 Id. § 22-1834.
- 577 Id. § 22-1836.
- 578 Id. §§ 22-1837; 22-3571.01; 22-3571.02(a).
- 579 Id. §§ 22-1837, 22-1838.
- 580 Id. at (d)(1).
- 581 Id. § 22-1840.

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We protect every child's right to grow up free from child sexual exploitation and trafficking through education, legislative advocacy and partnerships.



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