

WHAT YOU NEED TO KNOW

SEX TRAFFICKING AND SEXUAL EXPLOITATION

A TRAINING TOOL FOR THE TRAVEL, TOURISM & HOSPITALITY SECTOR

ASU School of Social Work

**Office of Sex Trafficking
Intervention Research**



ASU School of
Social Work
ARIZONA STATE UNIVERSITY

Every day, the travel, tourism, and hospitality sectors are unknowingly being used by traffickers to transport their victims on planes, trains, and buses, and then go on to book hotel rooms out of which to exploit vulnerable individuals. Traffickers may use public transportation or rideshare services to move their victims to and from buyers, where they are sexually exploited for a trafficker's financial gain. This happens every day in every state in the United States. Given the travel sector's position in the path of human traffickers, the travel industry has a role and responsibility to protect the individuals it serves, transports, accommodates, and employs, and is in a unique position to make a meaningful impact on preventing, detecting, and disrupting human trafficking.

79% of surveyed human trafficking victims had contact with the hotel sector. (Anthony et al., 2018)

WHAT IS HUMAN TRAFFICKING?

Human trafficking occurs every day in the United States. Detailed information about human trafficking in the U.S. began to be collected when a U. S. federal law, the Trafficking Victim Protection Act (2000), created the definition of sex trafficking and established the parameters for the prosecution of sex traffickers. The definition of sex trafficking is *the recruitment, harboring, transportation, provision, obtaining, patronizing, or soliciting of a person for the purposes of a commercial sex act, in which the commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such an act has not attained 18 years of age (TVPA, 2000;22 USC § 7102).*

Human trafficking and terms like "modern-day slavery" usually bring to mind images of victims being sold to sex tourists in faraway countries. Movies and documentaries often feature scenes of tourists being kidnapped and forced into sexual servitude. In reality, sex trafficking is both a local and a national issue. Victims are sex trafficked by their boyfriends, friends, or relatives. Rarely is a sex trafficker a total stranger to the victim. The economics of sex trafficking and the commercial sex industry create situations where many sex buyers and traffickers continuously recruit and victimize vulnerable persons to meet the demand of the sex buyers. As long as there remains a demand for a commercial sex industry, there will remain a supply of individuals willing to profit from its sale. Sex trafficking is a high-profit, low-risk business where the commodity, a person, can be sold repeatedly, unlike drugs or weapons, where the product can only be sold once.

Sex trafficking includes sexual assault, emotional abuse, psychological manipulation, interpersonal violence, and in many cases, goes without identification and intervention by those who witness it. All of these factors contribute to continuing the cycle of exploitation.

Traffickers capitalize on the lack of awareness around sex trafficking within the travel and tourism industry. Their exploitation of victims is allowed to continue because tourism staff, managers, and executives do not know what to look for. The travel and tourism industry are in a key position to protect victims from human trafficking by making sure their services and venues are not misused by traffickers and by training their staff to be aware of possible warning signs so they can prevent, intervene, and disrupt sex trafficking situations.

"America's roadways, railways, airways, and waterways are being used to facilitate a modern form of slavery, and the transportation sector plays a critical role in countering these horrible crimes." -Former U.S. Secretary of Transportation Elaine L. Chao, (Combating Human Trafficking in Transportation Virtual Conference, 2020)

47% of human trafficking survivors surveyed by the Polaris Project (2018) reported that their traffickers used taxis to transport them to buyers.

HOW DOES SEX TRAFFICKING INTERSECT WITH TRAVEL?

Survivors surveyed by the Polaris Project (2018) reported using multiple forms of transportation during their sex trafficking experiences, including **taxis, rental cars, airplanes, public buses, private vehicles, the subway/metro, ridesharing companies, etc.**

There were over 300 million people worldwide employed in the travel and tourism industry (World Travel & Tourism Council 2021). Those numbers represent millions of potential trafficking interveners and disruptors. A combination of individual and corporate action is necessary to create meaningful and lasting change in the travel and tourism industry regarding the detection and intervention of sex trafficking situations within their customer or property base.



If you suspect human trafficking anywhere in the United States, call the National Human Trafficking Hotline: 1-888-373-7888 or text 'HELP' or 'INFO' To BEFREE (233733) Arizona Human Trafficking Tipline: 1-877-4AZ-TIPS



WHO ARE THE VICTIMS?

Sex trafficking spans all victim demographics, and the vulnerabilities traffickers exploit are unique and specific to each victim (e.g., a developmental disorder, past child abuse, cultural beliefs, etc.).

RUNAWAY AND HOMELESS YOUTH

- Traffickers target vulnerable runaway and homeless teens and those who they perceive have trouble at home. These youth are at an increased risk for predators as they have few resources, limited trusted adults who support and supervise them, and may not be old enough to legally get employment to support themselves. The vulnerable youth targeted by sex traffickers are often running away from difficult situations, and sex traffickers offer to meet their needs and provide safety.

FOSTER CARE

- Youth in foster care may move around a lot and are prone to victimization because they may not have trusted adults to supervise and turn to for support. These youth may crave the attention, family situation, and sense of belonging that a sex trafficker offers.

GANGS

- Increasingly, gangs are using prostitution as a means of income, much like how gangs are involved in selling drugs or guns. While drugs or guns can be sold just once, a human body can be sold for sex acts over and over. Some girls are told they must sell their bodies as part of gang membership or initiation, for protection, or as their contribution to the gang.

JUVENILE JUSTICE SYSTEM

- Youth who have been arrested or are currently on probation may be at a higher risk for trafficking due to the risk factors that led them to being involved in the juvenile justice system. Youth with family instability, disconnection from school, and limited social support from adults and caregivers, also make excellent targets for sex traffickers.

BOYS

- Young males are not thought of as the typical sex trafficking victims the same way girls are, which makes them even more vulnerable to victimization due to adults not watching for sex trafficking among boys and young males. Traffickers use homophobic stigma and shame as control tactics to keep boys from coming forward. In other situations, due to a lack of education about the meaning of sex trafficking, boys may not be aware of their victim status. It is vital to ask sex trafficking screening questions to any person of any gender or age that is at risk for sex trafficking.

SPECIAL ED

- Persons with intellectual disabilities are at an increased risk due to potential barriers in their understanding of the coercive nature of the sex trafficking situation, challenges in communicating their abuse, dependence on a caregiver to meet their needs, and social prejudice that disregards their plight and allows their victimization to be overlooked.

Stages of sex trafficking situations where those in the travel industry could intersect with a victim to prevent, intervene, and disrupt the situation.

- 1.) **Recruitment** - Sex traffickers often make first contact with potential victims at transit stations, including ports of entry, bus stops and stations, and rest areas. They often target teenagers and young adults from low-socioeconomic status areas, runaways, or homeless youth.
- 2.) **Movement** - The travel and the transportation industries are involved in nearly every aspect of human trafficking. Traffickers repeatedly relocate their victims in order to protect themselves from possible suspicion of local law enforcement, to keep their victims from developing relationships and a support network in an area, and to connect with new sex buyers. Traffickers seek out events that they see as places where there are men and money together, such as major sporting or cultural events. The sex traffickers chosen methods of transportation will depend on a variety of factors, including the legal status and age of the victim. (Habermann et al., 2020).
- 3.) **Exploitation** - Sex trafficking victims are often forced to work in multiple situations such as truck stops, rest areas, streets, casinos, and hotels- wherever there is a concentration of potential clients. Victims of sex trafficking have reported having to solicit sex buyers in hotel lobbies and parking lots.
- 4.) **Escape** - Many victims do not have access to private vehicles, making public transit their most viable option of escape. Research done by the Polaris Project found that 26 percent of survivors that they surveyed had used public transportation to escape. However, lack of financial resources or even access to identification documents acts as a barrier for victims trying to use public transportation. (Habermann et al., 2021)

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HOW VULNERABLE PEOPLE ARE LURED INTO SEX TRAFFICKING

- Recruitment by a “Romeo/boyfriend” trafficker who convinces the victim that he loves and cares for them
- Gang-related prostitution, either as a means of gang initiation, as work to provide money for the gang, or for protection
- A parent or family member traffics their child for drugs, money to pay for other needs, such as food or rent
- Youth who have run away or are living on the streets who are forced to participate in survival sex, where they exchange sex acts for basic needs such as food, clothing, and shelter

THE THREE T’S OF TRAFFICKING

- **TARGETED** Traffickers shop for their victims online, in shopping malls, at bus stops, at schools, at after-school programs, or hang-out locations, such as popular fast-food restaurants or parks where teens spend their time.
- **TRICKED** Traffickers invest a lot of time and effort forming a bond with their victims. They often buy gifts, provide a place to stay, and give affection before revealing their real intent – to sell them for sex.
- **TRAUMATIZED** The trafficker’s use of psychological manipulation, physical violence, and rape can make the victim feel trapped and powerless. The “trauma bond” between the trafficker and the victim is very difficult to break and may require intensive long-term treatment and counseling. (National Center for Missing and Exploited Children, 2012)

TRAFFICKERS ARE PREDATORS WHO COMMIT THE CRIME OF HUMAN TRAFFICKING. A trafficker is someone who forces another person into prostitution and then keeps some or all of their earnings. The trafficker makes arrangements for customers to have sex with their victim. Traffickers often brand their victims with a tattoo or mark to show they are property, much like a rancher might brand their cattle.

TRAFFICKERS LOOK LIKE ORDINARY PEOPLE. Traffickers can be family members, trafficking a child for food, money, or drugs. Traffickers can be men or women and might work as couples trying to recruit young girls- where the woman might act as a mentor, friend, or big sister.

TRAFFICKERS ARE MASTER MANIPULATORS. They are talented actors and salespeople who target people who are emotionally vulnerable. From promising to help pay for basic needs or provide extravagances, traffickers are skilled and accomplished at reading people and knowing what to say and offer to get someone’s attention. A trafficker can make someone feel loved, desired, and spoiled with indulgences like trendy clothes and shoes, expensive hairstyling, manicures and pedicures, tattoos, designer purses, hotel stays, eating at restaurants, or travel to new and exciting places. Ultimately, the victim feels like they owe them something in return.

TRAFFICKERS USUALLY BEGIN CONTACT WITH A COMPLIMENT. Pretending to be a talent scout, or modeling agent, initial contact may start with “Girl, you are so pretty, you should be a model.” Or, “I know a guy who is looking for a girl just like you to be in his music video.” Compliments turn to romantic attention, then graduate to physical affection, and ultimately earn “boyfriend status,” which includes physical intimacy. Eventually, the trafficker will “flip the switch” and ask his girl to sell sex.

TRAFFICKERS OFTEN INVEST A LOT OF TIME AND ENERGY INTO FINDING THE PERFECT VICTIM. They have been known to frequent areas where teen girls like to hang out – the mall, concerts, parks, bus stops outside of high schools, popular fast-food establishments, bars, and coffee shops. Traffickers also pursue their victims online. They are mass consumers of popular social media and “friend” or “follow” or “like photos” of potential victims on Facebook, Twitter, Instagram, or other popular sites.



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TRAFFICKING IN THE HOSPITALITY INDUSTRY

The traffickers in hotel/motel-based commercial sex situations are often individual controllers, commonly known as “pimps.” These traffickers may vary in their relationship with the victim but are similar in the tactics they employ to recruit, control, and exploit their victims. Some traffickers may only be exploiting one or a couple of victims, while others maintain control over a larger group of adults or minors.

Sex traffickers seek to develop dependencies between themselves and their victims by creating a false sense of romantic relationship or taking on a caretaker or parent-figure role. When multiple victims are working for the same trafficker, a sense of family becomes critical in the maintenance of the exploitative relationship. Traffickers use these relationship bonds to compel victims into providing commercial sex.

In some hotel/motel-based commercial sex, the trafficker may not be taking on the role of an intimate partner or caretaker but rather that of a business manager. Sex trafficking networks operating under the premise of an escort service may have a business manager who is responsible for setting up dates but who is also compelling victims to provide commercial sex against their will.

A survey done by Polaris found that 94 percent of sex trafficking survivors reported never receiving any assistance or perceived concern or identification by hotel staff.

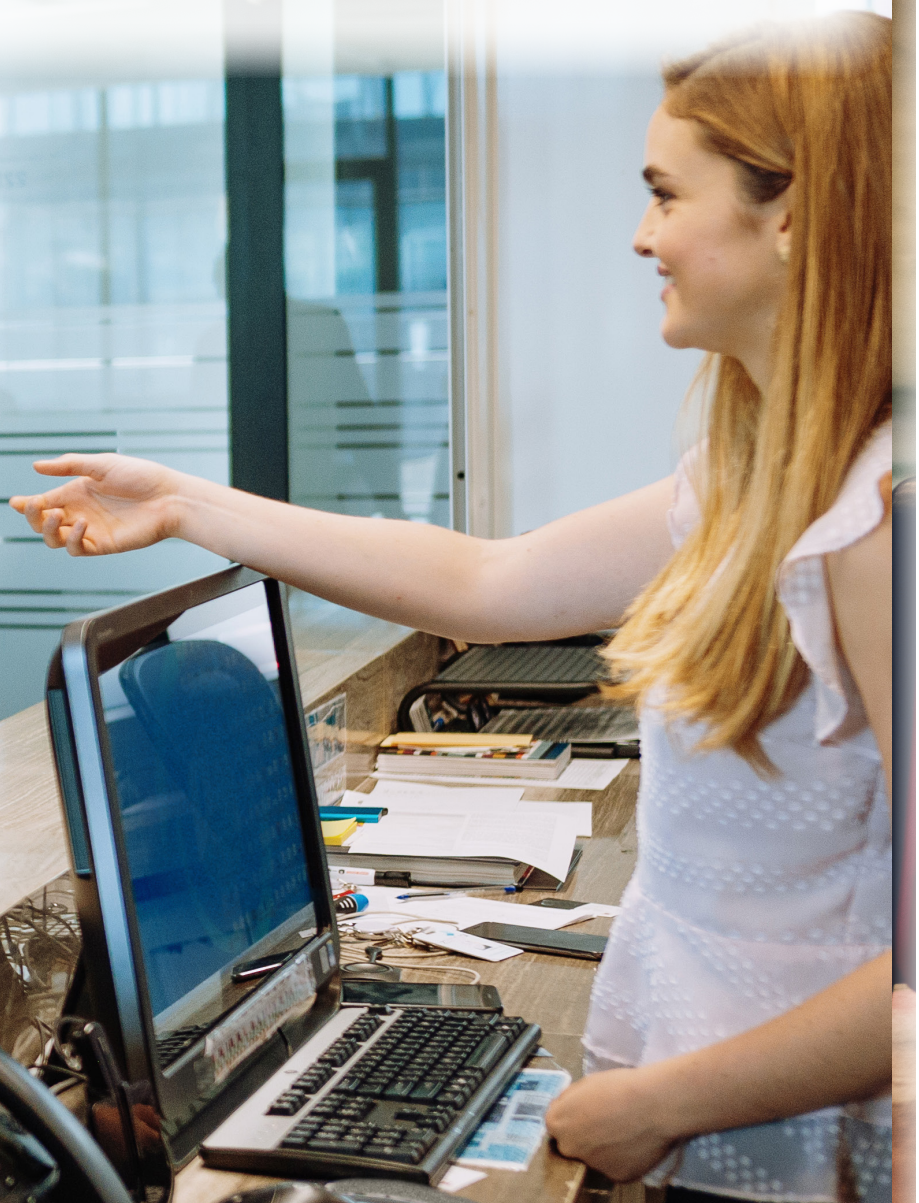
One survivor shared their experience when they were being trafficked out of a hotel: “...[My trafficker] was sitting outside in the [hotel] parking lot waiting. He knew I was going to leave, so he was just watching me... He broke the T.V., threw it over the railing, took the phone, smashed my face, put ashtrays in the pillowcase and was swinging it [at me]. I was screaming, but nobody did [anything]. It was all just girls that had pimps themselves [around the immediate area], so nobody’s going to say anything. I remember he took my car, he took my phone and all that. So I was just sitting in the parking lot and crying [and] bleeding. The [front desk clerk] was just like, “I’m not getting involved in all that,” and just said, “you guys can’t get a room here anymore, I’m keeping your deposit.” [The front desk clerk] wouldn’t even let me use the phone to call the police.” (Polaris Project, 2015)

Training hotel staff can help prevent this situation from ever being repeated. Establishing internal protocols for flagging and addressing potential trafficking cases is vital in helping victims get safely out of these life-threatening situations.

LOGISTICS OF SELLING SEX

Commercial sex within hotels and motels is most frequently advertised through online platforms, where they can covertly coordinate pricing, location, etc. In many ways, the commercial sex industry has moved away from the street and public places and moved indoors because of the anonymity online advertising offers.

Top hotels have been sued for ‘industry-wide failures’ to prevent U.S. sex trafficking. Landmark U.S. legal action has been filed accusing several major hotel groups of profiting from sex trafficking on behalf of women who claimed they were sold for sex in hotel rooms. Twelve hotel chains were named and accused of knowing and ignoring warning signs that women and children were sold as sex slaves on their premises, according to the filing, a consolidation of 13 existing cases, in U.S. federal court in Columbus, Ohio. The filing marked the first time the hotel industry - which has long been accused of serving as a breeding ground for sexual exploitation of women and children - faced action as a group. The case drew together 13 separate actions that had been filed in Ohio, Massachusetts, Georgia, Texas and New York. (Reuters. Lavietes, Matthew. Top hotels sued for ‘industry-wide failures’ to prevent U.S. sex trafficking. www.reuters.com 12-9-2019) Hotels can take preventative measures to train their training staff to identify potential victims and raising awareness of the crime among guests like participating in the SAFE Action Project training.)



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INDICATORS

AIRPORT

- Individuals without access to their own I.D., cell phone, or money.
- Not able to move freely, constantly monitored; avoids interaction with others.
- Asking permission to eat or use the restroom.
- Restricted, mediated, or controlled communication (not allowed to speak for self); answers seem coached.
- Averts eyes or does not make eye contact, especially with a partner.
- Treated in a demeaning or aggressive manner, or evidence of verbal threats.
- Presence of an overly controlling and abusive partner.
- Demeanor is fearful, anxious, depressed, submissive, tense, or nervous.
- Uneasy around authority figures, especially law enforcement and/or security.
- Dressed inappropriately for age, has lower quality clothing than companions or is wearing clothing inappropriate for weather conditions or surroundings.
- Signs of poor hygiene, fatigue, or sleep deprivation.
- Injuries/signs of physical abuse or torture, such as bruises, burns, scars, and/or malnourishment.
- Noticeably underfed; eating ravenously.
- Few or no personal possessions, possibly carried in small or plastic bags.
- Lack of knowledge about current/past whereabouts; exhibits loss of sense of time.
- Does not know the names of the individuals they are traveling with.

RIDESHARE AND GROUND TRANSPORTATION

- Someone other than the driver paid for the trip.
- Does not know the person who purchased their ticket/ride or is picking them up or is not traveling with them.
- Traveling to obtain a job with no specific information, such as who will be meeting them.
- No control of travel identification or documents or money.
- Lies about identity and/or age.
- Has no logical means of reaching or lacks knowledge of final destination.
- Does not know what city they are in or where they have been.
- Does not know their home/work address.
- Appears to have lost sense of time.
- Traveling on a last-minute booking paid by someone else, especially if paid in cash.
- Controlled or unusually submissive to a traveling companion.
- Not allowed to speak for themselves (a third party may insist on speaking for them).
- Avoids eye contact, interaction with others, or is watchful to the point of paranoia.
- Appears fearful, anxious, depressed, submissive, tense, nervous, or paranoid.
- Wounds, marks, or bruises at various stages of healing.
- Appears drugged or disoriented.
- Indicates they are being held against their will.
- Any acknowledgment that they have a trafficker or are working to meet a quota.
- Offers to exchange sex for a ride/meal.
- Minor does not appear to be accompanied by their legitimate parent or guardian.
- Minors traveling without adult supervision.
- Minors traveling during the school day.

CAR RENTAL

When traveling, traffickers will often rent cars in their victims' names. This is to avoid leaving behind any identifying information for authorities to find and allows traffickers to avoid their movements being monitored by law enforcement. It's crucial that car rental company employees should be aware of the signs of trafficking in order to take the proper steps when necessary. "Traffickers are capitalizing on the lack of awareness around this issue within the hotel industry. All too often, they continue to exploit their victims unchecked because staff, managers, and executives do not know what to look for." (Polaris Project, 2015)

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MOTELS/HOTELS/RESORTS

Hotels and Motels are routinely used for sex trafficking, where victims are forced to provide commercial sex acts for paying customers. Victims may stay at a hotel or motel where customers come to them (in-call), or they are required to go to rooms rented out by the customers (out-call). Sex trafficking victims often stay in hotels and motels with their traffickers while moving to different cities or states.

You may notice excessive amounts of sex paraphernalia in rooms (condoms, lubricants, rubbing alcohol, lotion). Multiple women may be living in the room with all their belongings, and someone known to the victims could be staying in an adjoining or nearby room.

THE COMMERCIAL SEX BUSINESS MODEL

An “in-call” trafficking business model can provide hotel staff with more opportunities for identification since the victim and trafficker are typically both on-site for an extended period of time (as opposed to one night). In these cases, there is typically a reservation and payment footprint associated with the victim or trafficker, and there is usually more foot traffic on the property from buyers.

“Out-calls” are when the victim is delivered to the buyer’s location, which is often a hotel room but can also be a residence. While hotel staff may be able to detect potential sex trafficking activity in out-calls, it is less likely due to the duration of time the victim is at the hotel, lack of visits to the hotel room, and lack of interaction with staff. This cyclical business operation is often repeated in numerous hotels as the trafficker moves victims and business throughout the region or country.



Hotel staff plays a key role in disrupting trafficking. Here are some possible signs to look out for:

GENERAL HOTEL

- Individuals exhibiting anxious or nervous behavior and avoiding contact with staff and other patrons.
- Individual loitering and soliciting male customers.
- Individuals without access to their own I.D., cell phone, or money.
- No freedom of movement or constantly monitored; avoids interaction with others.
- Restricted, mediated, or controlled communication (not allowed to speak for self); answers seem coached.
- Averts eyes or does not make eye contact, especially with an older “boyfriend or girlfriend.”
- Lack of knowledge about current/past whereabouts; exhibits loss of sense of time.
- Dressed inappropriately for age, has lower quality clothing than companions or is wearing clothing inappropriate for weather conditions or surroundings.
- Appears to be with a significantly older “boyfriend” or in the company of older males.
- Treated in a demeaning or aggressive manner, or evidence of verbal threats.
- Individuals hanging out in the lobby or hallways or appearing to monitor the area.
- Minor with patrons late at night or during school hours (and not on vacation).
- Overt sex solicitation by possible victims in the hotel common areas and parking lots.

IN-CALL ESCORT SERVICES	OUT-CALL ESCORT SERVICES
<ul style="list-style-type: none"> • Pays for hotel in cash or with prepaid credit card • Extended stay with few possessions • Short stay with excessive luggage • Initial reservation is for one night, but extended day by day • Requests room overlooking parking lot or not within view of front desk • Presence of excessive drugs or sex paraphernalia • Excessive condoms in trash cans • Frequently asks for new towels, washcloths, and/or linens • Excessive foot traffic in/ out of rooms • Checks in alone but requests two beds, two keys, etc. • Multiple rooms under one name • One person (or couple) checking in with several females 	<ul style="list-style-type: none"> • Staff observes the same female(s) on different visits with different men • Guest is overly concerned with surveillance cameras or entrance policies • Female is dropped off and visits for 30 minutes - 1 hour only • Someone waits onsite (e.g. in parking lot) for female • Room is booked with business card but is paid in cash

Traffickers do not exclusively operate out of low-budget hotels or motels. Instead, traffickers running an in-call business model look for a range of factors, including convenient locations, buyer comfort, price, a hotel’s policies, procedures, infrastructure, and whether the hotel is prone to law enforcement monitoring. Depending on the clientele demographics of the traffickers, they can operate at luxury hotels to meet the client’s standards. As a result of these needs, trafficking may often occur at hotel chain franchises that offer a good balance of quality and price while giving buyers a sense of anonymity and safety.

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FRONT DESK

- Individuals checking into the room appear distressed, coerced, or injured.
- Few or no personal possessions carried in small or plastic bags.
- Guests are not forthcoming about full names, home address, or vehicle information when registering.
- Guest appears with a minor that he did not come with originally.
- Individuals dropped off at the hotel or visit repeatedly over a period of time.
- Individuals checking into the room have no identification.
- Guest requesting information or access to adult services or to the local sex industry.
- Room paid for with cash or rechargeable credit card.
- Excessive use of hotel computers for adult-oriented websites.
- Minor taking on adult roles or behaving older than actual age (paying bills, requesting services).
- Rentals of pornography when children are staying in the room.
- Room is rented hourly, less than a day, or for an abnormal long-term stay; guests continue to extend their visit day-to-day.
- Room rented has fewer beds than guests.
- Requesting rooms that have a “sight” advantage (such as on the second floor and to be able to see cars coming in and out of the parking lot and on the main street).

GUEST SERVICES

- Non-guest minors who are dropped off at the hotel or repeatedly visit over a period of time; guests with minors who were not identified or present at check-in.
- Individuals dropped off at the hotel or visit repeatedly over a period of time
- Individuals checking into the room have no identification.
- Excessive use of hotel computers for adult-oriented websites.
- Rentals of pornography when children are staying in the room.
- Individuals hanging out in the lobby, hallways, or outside of the room or appearing to monitor the area.

HOUSEKEEPING/MAINTENANCE

- “Do Not Disturb” sign is used constantly.
- Orders room service or requests amenities but refuses access to the room for delivery.
- Excessive amounts of cash in the room.
- Presence of multiple computers, cell phones, pagers, credit card swipes, or other technology.
- Children’s items or clothing but no child registered with the room.
- Excessive amounts of alcohol, illegal drugs, or sex paraphernalia in rooms; condoms in mass quantity, and/or garbage cans containing many used condoms.
- Refusal of cleaning services for multiple days, especially when excessive linens or amenities are requested.
- Overly smelly room (cigarette, marijuana, sweat, bodily fluids, and musk).

- Minibar in need of constant restocking, especially with children staying in the room.
- Individuals leaving room infrequently, not at all, or at odd hours; a constant flow of men to a room at all hours.
- Individuals hanging out in the lobby, hallways, or outside of the room or appearing to monitor the area.
- Excessive foot traffic in and out of a room (or rooms rented by the same person).
- Minors are left alone in the room for long periods of time.
- Excessive number of people staying in a room.
- Provocative clothing and shoes.
- Extended stay with few or no personal possessions.
- Excessive or multiple amounts of personal hygiene products (lubrication, douches, etc.).
- Shades or curtains are always drawn on the outward-facing room.
- Presence of photography equipment (cameras, video cameras, lighting, etc.) in the room, suggesting possibly other similar types of crimes occurring.

SECURITY

- Avoids eye contact or interaction with others, especially about sharing personal situations.
- Signs of poor hygiene, fatigue, or sleep deprivation.
- Injuries/signs of physical abuse or torture, such as bruises, burns, scars, and/or malnourishment.
- Suspicious tattoos, marks, or branding, especially on girls (e.g., a tattoo of the trafficker’s name or that reflects money or ownership; two or more individuals with the same tattoo/mark; tattoos on the hands, neck, and face).
- Shades or curtains are always drawn on an outward-facing room.
- Excessive foot traffic in and out of a room (or rooms) rented by the same person.
- Cars in parking lots are regularly parked “backward,” so license plates can’t be read from the lot.
- The same driver repeatedly dropping off/transporting people who might be victims
 - o If you suspect someone is being trafficked, here are some sample questions you can ask- be aware of your safety. If you feel unsafe, call security or 911.
 - Who are you traveling with today?
 - Is there anything I can help you with?
 - Where are you staying?
 - What sort of work do you do?
 - Have you had enough to eat?
 - Has someone hurt you?
 - Would you like to talk in private?
- Is there something you’re afraid of?

FOOD AND BEVERAGE

- Customer entertaining a young person at the bar or restaurant that they did not come in with originally.
- Individuals exhibiting anxious or nervous behavior and avoiding contact with staff and other patrons.
- Individuals loitering and soliciting male customers for sex.
- Individuals waiting at a table or bar and picked up by a male.
- Minor with patrons late at night or during school hours (and not on vacation)

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ABOUT SAFE ACTION PROJECT

The SAFE Action Project (Safeguarding All From Exploitation), a program of the Arizona Anti-Trafficking Network is a travel, tourism, and hospitality training program to elevate awareness and action with the industry to combat human trafficking. AATN has partnered with the Arizona Attorney General's Office and Homeland Security Investigations - Arizona to bring this specialized training and community collaboration to provide hospitality and tourism industry staff with the knowledge and skills to recognize and properly report potential trafficking situations. Training sessions are provided free of charge and can be in-person, virtual or online.

HOW TO BECOME SAFE CERTIFIED

"Be SAFE" is a voluntary SAFE Action Project initiative encouraging travel, tourism, and hospitality organizations to conduct SAFE Action Project Training for all levels of staff and employees. "Be SAFE" participation is a no-cost process, and a relatively easy one, requiring three steps to complete.

STEP 1

Designate a SAFE liaison for your organization. This individual will be the designated SAFE liaison, responsible for coordinating your training and education efforts with SAFE staff. After completion of the training, employees will receive a certificate of completion as well.

STEP 2

Train at least 75% of your organization's staff members, based on a mid-line estimate of the total number of employees.

STEP 3

Commit to implementing SAFE training information into your new-hire process or through an annual training update for your staff. This is a requirement to keep your "Be SAFE" recognition each year.

ACTION STEPS AND RESOURCES

If a potential situation of human trafficking is uncovered, consider the following actions steps:

- Call 9-1-1 for emergency situations (e.g., threats of violence, physical assault, emergency medical needs).
- Never interfere with a situation or attempt to assist the victim.
- Immediately alert the designated manager (General Manager, Director of Security, etc.) if indicators are observed.
- Follow existing internal protocols that govern actions when criminal activity is suspected.

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Authors:

Dominique Roe-Sepowitz, MSW, Ph.D. Arizona State University
Office of Sex Trafficking Intervention Research

Christopher Glover, B.A. Political Science, M.S. Management,
Arizona State University

Stacey Sutherland, B.S. Sociology, Arizona State University,
Arizona Anti-Trafficking Network | TRUST Program Director

Johanna Huckeba, Arizona State University Office of Sex
Trafficking Intervention Research

For more information, please contact:

**Arizona Anti-Trafficking Network
SAFE Action Project**

Phone: 1-844-400-2286 | Email: info@aatn.org
www.aatn.org

**Office of Sex Trafficking
Intervention Research**

Phone: 602-496-0093 | Dominique.Roe@asu.edu
<http://ssw.asu.edu/research/stir>

**If you suspect human trafficking anywhere in the United States, call the
National Human Trafficking Hotline: 1-888-373-7888 or text 'HELP' or 'INFO' To BEFREE (233733)
Arizona Human Trafficking Tipline: 1-877-4AZ-TIPS**