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.

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ECPAT-USA is pleased to provide this update to Unpacking Human Trafficking Vols. 1-3, 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 that makes 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 ECPAT-USA’s website at www.ecpatusa.org/hotel, as well as free anti-trafficking training for hotel associates that was developed with the American Hotel & Lodging Association (AHLA) and Marriott International.

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.

<table>
<thead>
<tr>
<th>JURISDICTION</th>
<th>REQUIRED LANGUAGES SPECIFIED1</th>
<th>REQUIRED FONT SIZE SPECIFIED</th>
<th>MINIMUM POSTER SIZE SPECIFIED</th>
<th>PENALTY FOR FAILURE</th>
<th>SPECIFIC POSTERS REQUIRED 2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Alabama (Nuisance Only) 3</td>
<td>ENG, SPA</td>
<td>No</td>
<td>At Least 8½ x 11”</td>
<td>Warning/ $50 fine</td>
<td>Yes</td>
</tr>
<tr>
<td>Arkansas (Nuisance Only)</td>
<td>ENG, SPA</td>
<td>No</td>
<td>At Least 8½ x 11”</td>
<td>Warning/ $50 fine</td>
<td>Yes</td>
</tr>
<tr>
<td>California</td>
<td>ENG, SPA</td>
<td>At least 16pts</td>
<td>At Least 8½ x 11”</td>
<td>$500/ $1,000 fine</td>
<td>No</td>
</tr>
<tr>
<td>Connecticut</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>$100/ $250 fine</td>
<td>Yes</td>
</tr>
<tr>
<td>Delaware (Nuisance Only)</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>$300 fine</td>
<td>Yes</td>
</tr>
<tr>
<td>Florida</td>
<td>ENG, SPA</td>
<td>At least 32pts</td>
<td>At Least 11” x 15”</td>
<td>$200 per day</td>
<td>No (but identical text required)</td>
</tr>
<tr>
<td>Georgia</td>
<td>ENG, SPA</td>
<td>At least 16pts</td>
<td>At Least 8½ x 11”</td>
<td>$500/ $5,000 fine</td>
<td>No</td>
</tr>
<tr>
<td>Hawaii</td>
<td>ENG</td>
<td>No</td>
<td>At Least 8½ x 11”</td>
<td>$100 fine</td>
<td>No</td>
</tr>
<tr>
<td>Illinois</td>
<td>ENG, SPA</td>
<td>At least 16pts</td>
<td>At Least 8½ x 11”</td>
<td>$500 fine</td>
<td>No</td>
</tr>
<tr>
<td>Kansas (Adult Motels Only)</td>
<td>ENG, SPA</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>Louisiana</td>
<td>ENG, SPA, LAF</td>
<td>At least 14pts in bold</td>
<td>At Least 8½ x 11”</td>
<td>$50 – 2,500 fine</td>
<td>No</td>
</tr>
<tr>
<td>Main</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>$300 fine</td>
<td>Yes</td>
</tr>
<tr>
<td>Maryland (Nuisance Only)</td>
<td>ENG, SPA</td>
<td>No, but bold type</td>
<td>At Least 3” x 5”</td>
<td>$1,000 fine</td>
<td>No (but identical text required)</td>
</tr>
<tr>
<td>Michigan (Nuisance Only)</td>
<td>ENG, SPA</td>
<td>At least 14pts</td>
<td>At Least 8½ x 11”</td>
<td>$250/ $500 fine</td>
<td>No</td>
</tr>
<tr>
<td>Minnesota</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>Approval required</td>
</tr>
<tr>
<td>Missouri (Nuisance Only)</td>
<td>ENG, SPA</td>
<td>No</td>
<td>At Least 8½ x 11”</td>
<td>Warning/ Infraction</td>
<td>Yes</td>
</tr>
<tr>
<td>New Jersey (Back of House)</td>
<td>No 4</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>Impact on License</td>
</tr>
<tr>
<td>New Mexico (If Subject to Min. Wage Act)</td>
<td>ENG, SPA</td>
<td>No</td>
<td>At Least 8½ x 11”</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>New York (Information Cards)</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
</tr>
<tr>
<td>North Carolina (If Licensed to Sell Alcohol)</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>Permit Revocation/ Fine</td>
</tr>
<tr>
<td>Pennsylvania (Nuisance Only)</td>
<td>ENG, SPA</td>
<td>No</td>
<td>At Least 8½ x 11”</td>
<td>$100/ $500 fine</td>
<td>No</td>
</tr>
<tr>
<td>Rhode Island (Nuisance Only)</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>$300 fine</td>
<td>No</td>
</tr>
<tr>
<td>South Carolina</td>
<td>ENG, SPA</td>
<td>At Least 16pts</td>
<td>At Least 8½ x 11”</td>
<td>Warning/ Infraction</td>
<td>Yes</td>
</tr>
</tbody>
</table>

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.

4 Posters available in English and Spanish.
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 | No | At Least 8½ 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 | None | None | $500 fine | No
Hapeville, GA | ENG, SPA | None | None | $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 nuisance 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;
(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;
(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;
(d) The posters must be printed in English, Spanish and any other languages deemed appropriate by the Commissioner of Labor;
(e) The poster must state 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 to access help and services.

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).

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.
Further, Alabama criminalizes human trafficking in the second degree conduct 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 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 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.9 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

Civil Liability
A person commits the crime of sex trafficking in the third degree if the person receives compensation for prostitution services rendered by another and with the intent to promote prostitution, manages, monitors, controls, or owns, either alone or in association with others, a place of prostitution or engages in conduct that provides, aids, or facilitates a prostitution enterprise.21 Human trafficking in the third degree is a Class C felony and is punishable by a fine of up to $50,000,22

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 provides, aids, or facilitates prostitution under circumstances not prescribed in AK ST § 11.66.130(a)(2)(D).23 Human trafficking in the fourth degree is a Class A misdemeanor24 and is punishable by a fine of up to $25,000.25

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, retail work, 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.

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 www.safeactionproject.org.

**Criminal Liability**
It is a crime for a “person” (which includes an “enterprise”29) to engage in human trafficking, which includes knowingly harboring a person with the knowledge that (i) they will be subject to forced labor services; (ii) they will engage in prostitution or sexually explicit performance by deception, coercion or force; or (iii) the enterprise will benefit financially from a human trafficking offense.30 Each of these instances of human trafficking is classified as a felony and enterprises face a maximum fine of $1,000,000 for such felony offenses.31

For dangerous and repeat enterprise offenders, the court may impose a fine of up to $5,000,000.32 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.”33 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, 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.34
**ARIZONA, continued**

**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. 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.

**PHOENIX, ARIZONA**

**Signage and Training Ordinance**
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.

**TUCSON, ARIZONA**

**Training Ordinance**
Tucson does not currently have an ordinance addressing the issue of 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.

**ARKANSAS**

**Signage Law**
Arkansas requires that any hotel, motel, or other establishment cited as a public nuisance 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.
3. The posters must be printed in English, Spanish, and any other language mandated by the federal Voting Rights Act.
4. The poster must state 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 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. 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. 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).

**Training Law**
Arkansas does not require that lodging facilities provide their employees with training related to human trafficking. However, the Arkansas Hospitality Association has partnered with Businesses Ending Slavery and Trafficking (BEST) to provide free training for AHA members and their staff.
Criminal Law
It is a crime for a “person,” (including an “organization”)47 to engage in the trafficking of persons.48 A person or organization engages in human trafficking by knowingly (i) harboring or maintaining a person knowing 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 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

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

ARKANSAS, continued

CALIFORNIA

Signage Law
California requires all hotels, motels, and bed and breakfast inns to post notices concerning slavery and human trafficking that meets the following requirements:
1. The notices must be at least 8½ x 11 inches.
2. The notice should be printed in no smaller than 16 point font.
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.
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.
5. The notice must state as follows:
   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.58

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.59

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
CALIFORNIA, continued

on how to report human trafficking, including, but not limited to, national hotlines (1-888-373-7888 and text 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. An employee’s failure to report an incident of human trafficking is not, by itself, a basis for a finding of liability.60

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.61 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.62

Civil Liability
California does not currently have a law concerning the civil liability of lodging facilities where human trafficking occurs. However, 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.63 It is not clear whether this would apply only the perpetrator of the human trafficking (or would also include a lodging facility where the human trafficking occurred).64

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 authorities65 if they suspect human trafficking.66 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;67 (ii) prohibits renting a room on an hourly basis or more than once within a calendar day;68 (iii) and imposes strict registration requirements for the purpose of verifying the identity of motel guests.69 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.70

Signage Law
Long Beach requires that a motel deemed a nuisance71 must place human trafficking awareness postings in order to retain its business license.72 The law does not require any specifications for the postings.

LOS ANGELES, CALIFORNIA

Training Law
Los Angeles does not currently have an ordinance addressing the issue of training employees of lodging facilities concerning human trafficking, however. However, the hotel association of Los Angeles offers free human trafficking training to its members.73

SAN DIEGO, CALIFORNIA

Signage Law
San Diego does not currently have an ordinance concerning human trafficking awareness signage in lodging facilities.

Training Law
San Diego does not currently have an ordinance addressing the issue of training employees of lodging facilities concerning human trafficking. However, training staff on the content and requirements of the human trafficking awareness posting is highly recommended.74

LONG BEACH, CALIFORNIA

Signage Law
Long Beach requires that a motel deemed a nuisance71 must place human trafficking awareness postings in order to retain its business license.72 The law does not require any specifications for the postings.
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 proscribed 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.75 Absent further action, the statute providing for the council is scheduled to be repealed on September 1, 2024.76 Prior to repeal, the Department of Regulatory Agencies will review the council.77

Criminal Liability
It is a crime for a “person,” including (among other things) a corporation, limited liability company, partnership, or other legal entity,78 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.”79 Human trafficking is generally a Class 3 felony, for which the penalty 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 - $1,000,000.80

Civil Liability
A victim of human trafficking can recover damages proximately caused by any person who commits human trafficking as defined in the above criminal liability provisions.81 A criminal conviction is not a condition precedent to maintaining a civil action.82

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:83

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.84
2. The notice should be posted in plain view.
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 distribute it to persons who are required to post such notices.85

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.86

Training Law87
Connecticut law provides “[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.”88 The statute tasks the Commissioner of Children and Families and the Commissioner of Emergency Services and Public Protection with recommending a human trafficking training program in conjunction with the state and national hotel and lodging associations.89

Lodging establishment operators must also conduct ongoing awareness campaigns for employees on the activities commonly associated with human trafficking.90 Operators of lodging facilities were required to certify by October 17, 2017, and annually thereafter that every employee has received the required training and to keep such records in the employee’s personnel file.91

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 for a fee.”92 Sex trafficking is a Class A felony,93 which carries a maximum fine of $20,000.94

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 one thousand dollars for each day such person was coerced by another person and a reasonable attorney’s fee.95
**DELAWARE**

**Signage Law**
Delaware requires certain locations designated by the Human Trafficking Interagency Coordinating Council to display a public-awareness sign in accordance with the following:
1. The Human Trafficking Interagency Coordinating Council is required to create a sign that contains both the state and National Human Trafficking Resource Centers’ hotline information.
2. The sign must be displayed in a place that is clearly conspicuous and visible to employees.

The penalty for an employer who knowingly fails to comply with this law is $300 per violation.

**Training Law**
Delaware does not currently have a law that requires training employees of lodging facilities concerning human trafficking.

**Criminal Liability**
An organization is criminally liable for sex trafficking if the organization knowingly harbored or enticed forced labor or sexual servitude, and (1) the board of directors or a high managerial agent acting within his or her scope of employment engaged in, authorized, solicited, requested, commanded, or recklessly tolerated by the board of directors or by a high managerial agent acting within the scope of his or her employment and in behalf of the organization; or (2) the conduct constituting a violation of the statute is engaged in by an agent of the organization while acting within the scope of employment and in behalf of the organization.

In a civil suit, a victim may make a claim for compensatory damages, punitive damages, injunctive relief, or any other appropriate relief. The victim must commence the civil action no later than five (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.

**FLORIDA**

**Signage Law**
Florida requires public lodging establishments to post a human trafficking public awareness sign that meets the following requirements:
(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;
(e) The sign must 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 National Human Trafficking Resource Center at 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.”

Public lodging establishments must comply with the above-stated signage requirements by January 1, 2021. 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 ninety days of receiving a notice of violation.
Florida, continued

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.113

New employees must receive this training within 60 days of their first day in that role.111 Each employee must submit a signed and dated acknowledgment of having received the training, which may be kept electronically, but must be provided to the Department of Business and Professional Regulation upon request.112 Additionally, by January 1, 2021, 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.113

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:
(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.114

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 ninety days of receiving a notice of violation.115

The training developed by 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 Florida officials as meeting the training requirements.

Criminal Liability
Florida defines “human trafficking” as “transporting, soliciting, recruiting, harboring, providing, enticing, maintaining, or obtaining another person for the purpose of exploitation of that person.”116 Further, corporations can be criminally liable for knowingly or in reckless disregard of the facts “benefiting financially by receiving anything of value from participation in a venture that has subjected a person to human trafficking.”117

In Florida, the trafficking or forced labor of an adult or a minor is a felony in the first degree.118 The maximum fine for such an offense is $10,000.119 Additionally, any property used in violation of a human trafficking offense may be seized and forfeited.120

Civil Liability
Any person who has been injured due to sex trafficking or human trafficking shall have a cause of action for treble 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.121

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.122
(b) The signs must be placed on the inside of the main access door of all guest rooms and public restrooms.123
(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:124
   “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’s human trafficking ordinance requires all public lodging establishments to train all employees on spotting, reporting, and preventing human trafficking.125 The manager or owner 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. The acceptable training literature and programs include those developed and presented by the American Hotel & Lodging Association, the Polaris Project, ECPAT-USA, Business Ending Slavery & Trafficking, and the U.S. Department of Homeland Security. Other programs not listed may be approved by the Director of the Neighborhoods Department.126

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.127

Miami Beach, Florida

Signage Ordinance
Miami Beach requires public lodging establishments128 to post human trafficking notices that meet the following requirements:
(a) The notices should be posted in a place where they are clearly visible to the employees.129
(b) The notices must be printed in English and Spanish.
(c) The notices must state the following:130
   “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.131
MIAMI LAKES, FLORIDA

Signage Ordinance
Miami Lakes law requires public lodging establishments 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;
(b) The notice must be printed in English and Spanish;
(c) The notice should 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 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.

GEORGIA

Signage Law
Georgia mandates that hotels, inns, and other establishments that offer overnight accommodations to the public 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.
(b) Notices must be displayed in every public restroom and near the public entrance or in another location in clear view of the public and employees where notices are customarily posted.
(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.
(e) Georgia law requires the Georgia Bureau of Investigation to develop a model notice available for download from its website. In line with this requirement, the Georgia Bureau of Investigation has developed a model notice that reads as follows: “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 Domestic Minor Trafficking at 1-844-842-3678 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 up to $500. Upon a second or subsequent conviction, the offense is elevated to an aggravated misdemeanor subjecting the lodging owner to a fine of up to $5,000

Training Law
Georgia does not currently have a law that requires training employees of lodging facilities concerning human trafficking. However, the Georgians for Refuge, Action, Compassion, and Education Commission offers free and voluntary training materials for employees in Georgia and the general public.

Criminal Liability
Georgia proscribes, in part, recruiting, enticing, harboring, transporting, providing, soliciting, patronizing, or obtaining an individual for the purpose of sexual servitude. A “person,” which includes a corporation, can also be...
GEORGIA, continued

held criminally liable for benefiting financially or “receiving anything of value from the sexual servitude of another.”

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.”

Any person or corporation who commits the offense of human trafficking 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.

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 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.

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.

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.

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.
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:152
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.

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:156 “Advancing” prostitution includes permitting “premises to be regularly used for prostitution purposes.”157 Sex trafficking is a class A felony.158 Corporations can be held liable for the offense and a fine of up to $50,000.159

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
Idaho criminal law defines felony “human trafficking” as “[t]he recruitment, harboring, transportation, provision, or obtaining of a person for labor or services.”160 A corporation can be held liable for a violation of the statute and can be penalized up to $50,000.161

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.164
(b) The notice must be at least 8 ½ 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).163
(d) The notice must state the following:164
- The notice must be at least 8 ½ x 11 inches in size, written in 16-point font;
- The notice should be in English, Spanish, and one other language that is most widely spoken in the county (if not English or Spanish);
- The notice must state 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, construction, factory, retail, or restaurant work, or any other activity, call the National Human Trafficking Resource Center Notice Act may be found guilty of a petty offense and subject to a fine of up to $500.165
  - The hotline is: Toll-free.
  - Operated by nonprofit non-governmental organizations.
  - Available 24 hours a day, 7 days a week.
  - Able to provide help, referral to services, training, and general information.
  - A lodging establishment may use its own human trafficking program or that of a third party if the program includes:
    - A definition of human trafficking and commercial exploitation of children;
    - Guidance on how to identify individuals who are most at risk for human trafficking;
    - The difference between human trafficking for purposes of labor and for purposes of sex as the trafficking relates to lodging establishments;
    - Guidance on the role of lodging establishment employees in reporting and responding to human trafficking.
  - In addition, the Department of Human Services has developed a curriculum for an approved human trafficking training recognition program in compliance with the Human Trafficking Resource Center Notice Act, as required by the Act.166

**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 authorities.167 The employees of lodging establishments must complete the training within six months after beginning employment and every two years thereafter if still employed there.168 Further, the training must be at least twenty minutes in duration.169

**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.170 However, the Act notes if a person or entity provides goods and services to the general public, they shall not 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.171

**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.172 Training for businesses to identify child trafficking is also offered by the Chicago Children’s Advocacy Center.173

**ILLINOIS, continued**

or if committed within 1,000 feet of real property comprising a school, a Class 3 felony.174 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.175 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.176

**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.

**Civil Liability**
Indiana law imposes criminal liability on any “person” (which includes, among other things, a corporation, limited liability company or partnership)177 “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.”178 Such actions constitute the promotion of human labor trafficking, a Level 5 felony.179 Indiana law further imposes criminal liability on any person who “knowingly or intentionally pays to, offers to pay to, agrees to pay money or other property to, or benefits in some other manner another person for a human trafficking victim or an act performed by a human trafficking victim.”180 Such actions constitute having committed human trafficking, a Level 5 felony.181 Penalties for Level 4 and Level 5 felonies include fines and imprisonment.182

**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 35-42-3.5-14 within two years after the person is convicted of the offense.183 The victim may recover actual damages, court costs, punitive damages, and/or reasonable attorney’s fees in the civil action.184

**Criminal Liability**
Indiana law imposes criminal liability on any person who advances or profits from prostitution or trafficking as a Class 4 felony

**Training**
Indiana’s Trafficking Victims Protection 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 authorities.167 The employees of lodging establishments must complete the training within six months after beginning employment and every two years thereafter if still employed there.168 Further, the training must be at least twenty minutes in duration.169

**Civil Liability**
Indiana’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.170 However, the Act notes if a person or entity provides goods and services to the general public, they shall not 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.171

**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.172 Training for businesses to identify child trafficking is also offered by the Chicago Children’s Advocacy Center.173
IOWA

**Signage Law**
Iowa does not currently have a law mandating human trafficking awareness signage in lodging facilities. Instead, training is required.

**Training Law**
Iowa does not have a law that mandates training of lodging facility employees. However, the Iowa Department of Justice is statutorily mandated to create a human trafficking awareness training program that is available, on a voluntary basis, to businesses “that have a high statistical incidence of debt bondage or forced labor or services.”190 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.

Beginning January 1, 2022, a lodging provider may voluntarily complete and certify that each of its lodging facility employees has completed human trafficking prevention training and shall maintain training records for each employee.191 The training developed by 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,192 can be held criminally liable for participating in a venture to recruit, harbor, transport, or supply provisions for the purpose of sex trafficking.193 A person who knowingly engages in human trafficking in Iowa is guilty of a class “D” felony, except that if the victim is under the age of eighteen, the person is guilty of a class “C” felony.194 Further, a corporation can be prosecuted for benefiting financially or by receiving anything of value from knowing participation in human trafficking.195

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.196 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 $10,245.197 Class “C” felonies are punishable by confinement for no more than ten years and a fine of at least $1,370 but not more than $13,660.198

**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 the public in certain “sexually oriented businesses” including lodging facilities characterized as “adult motels.”199 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.200

The state attorney is required to create rules and regulations regarding the content, size and other characteristics of the notices.201 These signs will be made available in English, Spanish, and, if requested by an employer, another language.202 The secretary of labor, in consultation with the attorney general, is required to implement an education plan to raise awareness among Kansas employers about the problem of human trafficking, about the hotline described in this section, and about other resources that may be available to employers, employees, and potential victims of human trafficking.203

**Training Law**
Kansas does not currently have a law that requires training employees of lodging facilities about human trafficking. It has, however, a statutorily mandated plan to educate employers about human trafficking created by the Secretary of Labor.204

**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 such conduct if the victim suffered personal or psychological injury as a result of violations of the criminal liability provision. Such victims may seek actual damages, exemplary or punitive damages, injunctive relief, and any other appropriate relief.205
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 the state’s first coordinated effort to encourage Kentucky hotel owners to sign a pledge to have their front-line staff complete an online human trafficking training.212

Criminal Liability
A “person”, including a corporation,213 can be prosecuted for “promoting human trafficking” if they benefit financially or receive anything of value from knowing participation in human trafficking or harbor another person knowing that the person will be subject to human trafficking.214 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.215 Corporations can be held liable for a fine of up to $20,000 for a felony, including human trafficking.216

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, compensatory, and punitive damages, if the victim prevails.217

LOUISIANA

Signage Law
Louisiana requires hotels218 to post human trafficking awareness notices that meet the following requirements:219
(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:220
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 the 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.221

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 $2500.222

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 and Hospitals to develop a plan for the delivery of services to human trafficking victims and the creation of educational materials for public use.223

Criminal Liability
Louisiana law defines felony human trafficking, in part, as knowingly recruiting, harboring, transporting, providing, soliciting, receiving, isolating, enticing, obtaining, or maintaining the use of another person through fraud, force, or coercion to provide services or labor.224 In addition, it is a felony for any person to knowingly benefit from or to knowingly facilitate such activities.225 Under Louisiana law, a corporation,226 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.227 In addition, the law directs courts to seize any personal property used in the commission of the offense.228
LOUISIANA, continued

Civil Liability
Louisiana law provides for a civil cause of action for victims of human trafficking.224 Victims of human trafficking can recover actual damages, compensatory damages, and punitive damages, as well as court costs and attorney fees if they prevail.225

NEW ORLEANS, LOUISIANA

Posters and Training Resources
The New Orleans Trafficking Task Force offers free and voluntary awareness posters and training resources for businesses.225

MAINE

Signage Law
Maine requires certain businesses, where contact with victims of human trafficking is likely, including lodging establishments232, 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;233
(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.234

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 to be regularly used for prostitution.235 A person is guilty of aggravated sex trafficking if the person 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 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.236 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.237

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. A prevailing plaintiff is entitled to an award of attorney’s fees and costs.238 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.239 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.240
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.241 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.242 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:243

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 documents taken away
• is being threatened by or is in debt to an employer
• wants to leave a job but cannot freely do so.

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).244

Training Law
Maryland does not currently have a law that requires training employees of lodging facilities concerning human trafficking. A commercial driver’s license training school shall include as part of its curriculum education and training on the recognition, prevention, and effective reporting of human trafficking.245

Criminal Liability
Under Maryland law, a corporation246 can be criminally liable for human trafficking by knowingly “harboring” another for the purpose of prostitution.247 In addition, the statute proscribes knowingly benefiting financially or receiving anything of value from a venture that traffics others for the purpose of prostitution.248 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.249 Property used in connection with trafficking is subject to forfeiture. 250

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.251

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

MARYLAND, continued

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;252
(d) The sign must be posted on the back of each hotel room entry door;
(e) The sign state the following:251

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 this section. Any person who violates any provision of this subtitle is guilty of a misdemeanor and, on conviction, is subject to a fine of not more than $1,000 for each offense.

Training Law
Baltimore requires anyone who owns or operates a hotel within the city to provide biennial training to all hotel employees on how to identify human trafficking activities and human trafficking victims. Each new employee must complete the human trafficking training, and lodging establishments must annually certify that all their employees have completed the required training. Any violation of this ordinance shall be punished by a fine not exceeding $500 for the first offense and $1,000 for subsequent offenses.

Criminal Liability
Prince George's County defines human sex trafficking, in part, as knowingly harboring another in any place for prostitution. 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. A violation of this human trafficking ordinance carries of fine not to exceed $1,000.

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. The 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. There is a proposed bill to require signage in hair salons and cosmetology studios.

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.

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

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

Civil Liability
Massachusetts law provides any business entity that knowingly aids in the trafficking of persons for sexual servitude shall be civilly liable. 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.
MICHIGAN

**Signage Law**

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

(a) The posters must be displayed 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; and

(d) The posters must state as follows:

> Signage Law
> MICHIGAN

(1) A statement that any person or entity that violates any of the criminal human trafficking offenses detailed above, as well as the potential order to dissolve the enterprise, may be held criminally liable for sex trafficking in the second degree.

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

(3) A statement that the training requirements, however, do not apply to employees who work exclusively in a restaurant, providing catering services, or both; or do not have direct contact with either guests or guest rooms.

**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. A training video entitled, “Making the Invisible Visible” is on the Michigan Attorney General’s YouTube channel, while a publication entitled, “Human Trafficking Red Flags for Hospitality Industry” was published by the Attorney General.

**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. In addition, a “person,” including a corporation, can be prosecuted for knowingly benefiting financially or receiving anything of value from participation in an enterprise that is engaging in human trafficking.

**Civil Liability**

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

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 and how to recognize potential victims; how to identify activities commonly associated with sex trafficking; and 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.

**Training 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 and how to recognize potential victims; how to identify activities commonly associated with sex trafficking; and 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.

**Criminal Liability**

Under Minnesota law, a corporation or other business enterprise can be held criminally liable for sex trafficking in the second degree for receiving profits, knowing or having reason to know that it is derived from the prostitution, or the promotion of the prostitution, of an individual.

The penalty for sex trafficking in the second degree is a fine of not more than $40,000 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 charger under Minnesota law. 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.

**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.
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.297

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.298

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."299

MISSISSIPPI

Signage Law
Mississippi does not currently have a law concerning human trafficking awareness signage in lodging facilities. However, Mississippi launched a new website where suspected cases of human trafficking can be reported.300

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

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.301 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.302

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.303 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.304 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.305 A business may be fined up to $1,000,000 for violations and may also have to disgorge profits and could be debarred from government contracts. Additionally, a court may order forfeiture of assets for a criminal sex trafficking violation.306

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.307

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,

(i) ordering a defendant to divest himself of any interest in any enterprise, including real property, (ii) 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 violation of the act,
MISSISSIPPI, continued

(iii) ordering the dissolution or reorganization of any enterprise,
(iv) ordering the suspension or revocation of a license or permit granted to any enterprise by any agency of the state, and
(v) 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 funding 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. 308

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. The person shall also recover attorney’s fees in the trial and appellate courts and reasonable costs of investigation and litigation. 309

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; 311
(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.

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.”312

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.314

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. 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.315

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 provides a voluntary and free training video on its website. 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.

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. In addition, a “person,” including a corporation, can be criminally liable for human trafficking for benefiting, whether financially or by receiving anything of value, from participating in such trafficking activities. Property knowingly used in human trafficking is subject to forfeiture.

The penalty for trafficking offenses is a fine not to exceed $75,000, or, if the victim is a child, not to exceed $100,000.

Civil Liability
Montana allows victims to bring civil action against any person or business entities that violate the criminal human trafficking laws detailed above. A court may award compensatory damages, punitive damages, injunctive relief, attorneys fees, and any other appropriate relief. The section does not, however, preclude any other remedy available to the victim under federal or state law.

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. 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.

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.

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. In addition, a “person,” including a corporation, can be prosecuted for knowingly benefiting financially or receiving anything of value from participation in an enterprise that is engaging in human trafficking.

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.

The poster is available for print on the Department of Justice’s website. 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.

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. 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.

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. In addition, a “person,” including a corporation, can be criminally liable for human trafficking for benefiting, whether financially or by receiving anything of value, from participating in such trafficking activities. Property knowingly used in human trafficking is subject to forfeiture.

The penalty for trafficking offenses is a fine not to exceed $75,000, or, if the victim is a child, not to exceed $100,000.

Civil Liability
Montana allows victims to bring civil action against any person or business entities that violate the criminal human trafficking laws detailed above. A court may award compensatory damages, punitive damages, injunctive relief, attorneys fees, and any other appropriate relief. The section does not, however, preclude any other remedy available to the victim under federal or state law.
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.336

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.337 Trafficking also involves subjecting another person to forced labor or other activities of a commercial nature where the person will be subjected to trafficking.344

A violation of this human trafficking law constitutes a felony and may be punished by a fine of not more than $10,000, or if the victim is a child less than 14 years of age, not more than $20,000.341

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.342

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.343

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.344 In addition to its ordinary meaning, the statutory definition of “person” includes corporations and unincorporated associations.345

The penalty for sex trafficking includes a fine not exceeding $4,000 for an individual, and $100,000 for a corporation or unincorporated association346 and the forfeiture of any real property involved in the offense.347

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.348

NEW JERSEY

Signage Law
The Department of Community Affairs enacted a regulation, as part of a mandated training program, that requires the posting of an information sheet that meet the following requirements:

(a) The information sheet should be available in English and Spanish;
(b) The sheet should provide information on reporting suspected human trafficking;
(c) The sheet 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.349

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.”350 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.351 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.”352

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.353 As part of the training the Department has provided a video on recognizing and reporting suspected human trafficking in English and Spanish, and all the specified employees must view the video.354

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.355
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. 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. 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.

A proposed bill currently pending in the state assembly would expand criminal liability to include anyone who “benefits financially” from a human trafficking scheme.

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 actor and all those acting in concert with that actor who committed a human trafficking offense.

A proposed bill currently pending in the state senate would explicitly allow a victim of human trafficking to bring a civil action against all those who knowingly derived a pecuniary benefit from the offense, whether or not those parties were acting in concert with the offender, as well as those who knowingly maintained a victim of the offense, whether or not those parties were acting in concert with the offender.

NEW MEXICO

Signage Law

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

(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:

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, 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. In addition, a “person,” including a corporation, 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.

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.
NEW MEXICO, continued

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 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.

PUEBLO OF LAGUNA, NEW MEXICO

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

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.
(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.

Training Law
New York does not currently have a law that requires training employees of lodging facilities concerning human trafficking.

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

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. 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. “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.” Sex trafficking of a child is a Class B felony in the state of New York.

In a prosecution for sex trafficking, the prostituted person will not be considered an accomplice to their own sale or attempted sale. However, 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.”385

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 damages and reasonable attorney’s fees.386

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:387
(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).388

Training Law
North Carolina does not currently have a law that requires training employees of lodging facilities concerning human trafficking. However, the North Carolina Human Trafficking Commission does offer on-site training.389

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.390

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.391

A proposed bill currently pending in the state legislature would also criminalize benefiting financially or receiving anything of value from the services of another person they know is being subjected to or maintained in sexual servitude. The bill further would prohibit the selling of “travel services,” including hotel or other lodging accommodations that the person knows to include travel for the purpose of engaging in conduct that would constitute a human trafficking statute.392

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.393 The victim may seek injunctive relief, compensatory damages, damages for noneconomic losses, and reasonable attorneys’ fees.394 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.395
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. 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.

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.

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". 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.

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. 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:

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.

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.

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.

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.
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 minor or another person through deception, force, fraud, threat or coercion for purposes of engaging the person in a commercial sex act. In addition, a “person,” including a corporation, 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.

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

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. Any person who is licensed by a state entity may be subject to discipline, including 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 (iii) other relief as the courts deems equitable, including forfeiture of assets or restitution.

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.

Criminal Liability
Under Oregon criminal law, human trafficking is defined, in part, as recruiting, enticing, harboring, transporting, providing, or obtaining a minor or another person through deception, force, fraud, threat or coercion for purposes of engaging the person in a commercial sex act. In addition, a “person,” including a corporation, 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.

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

In addition, the plaintiff may bring a civil action for damages against the person and persons who committed the criminal violation against them.

PENNSYLVANIA

Signage Law
Pennsylvania does not currently have a law concerning human trafficking awareness signage in lodging facilities.

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.

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. Human trafficking is a first-degree felony. 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.

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.

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.

In addition, any business entity that knowingly aids or financially benefits from human trafficking 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.
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.”

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.

PENNSYLVANIA, continued

RHODE ISLAND
Signage Law
Rhode Island requires lodging facilities previously cited as a nuisance to display human trafficking awareness posters. Any such business must display the sign in a location that is clearly conspicuous and visible to employees and the public. 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.

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.

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.

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.

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.

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.
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;
(d) 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 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.

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.

SOUTH CAROLINA, continued

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.

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. 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.

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.

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.

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. If the victim is under 18 years of age, the crime of human trafficking need not be purposeful or knowing.

Civil Liability
A victim of trafficking in persons may bring a civil action against anyone who violates the criminal provision detailed above.
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.

(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:

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

The hotline is:
- Anonymous and confidential
- 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.

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.

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.
TEXAS

**Signage Law**
Texas does not currently have a law mandating that lodging facilities post human trafficking awareness notices.

However, Texas law requires the holder of a permit or license to sell alcoholic beverages (which could include certain lodging facilities) on or off of the premises to display a sign that meets the following requirements:

(a) The sign must be at 8½ x 11 inches;
(b) The sign must be in English (covering approximately 2/3 of the sign) and Spanish (covering approximately 1/3 of the sign);
(c) The sign should be displayed in a conspicuous manner clearly visible to the public and employees of the permit or license holder;
(d) The sign should state the following:
   
   **WARNING:** Obtaining forced labor or services is a crime under Texas Law. Call the National Human Trafficking Hotline: 1-888-373-7888. You may remain anonymous.

**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. 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.

**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.”

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.”

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.

**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. 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

The training developed by 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 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.472 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.472

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.473 A violation of this criminal provision is a felony and carries a $20,000 fine for corporations.475 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.476

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.477 A civil cause of action can also arise against a person who benefited from human trafficking.478 As this law applies to the broadly defined “persons,” 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.479

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:
(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;481
(c) The notice will provide contact information for at least one local law enforcement agency and include the following text:482
• Able to provide help, referral to services, and general information.
• Anonymous and confidential
• Available 24 hours a day, 7 days a week
• Operated by the National Human Trafficking Resource Center
• 1-888-373-7888

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 the problem of human trafficking, the related hotline and resources available to employers, employees, and potential victims of human trafficking.493

Criminal Liability
Vermont law states that human trafficking includes knowingly harboring, transporting, or obtaining a person under the age of 18, or a person over 18 through force, fraud or coercion, for the purpose of having the person engage in a commercial sex act.483 It also includes knowingly “benefiting” 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.484 A violation of this criminal provision may result in a fine of not more than $500,000.487

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.488 A violation of this law may result in a fine of not more than $100,000.489 If a corporation is convicted of human trafficking, the Attorney General can commence a proceeding to dissolve the entity.491

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.”494
VIRGINIA

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

**Training Law**
Virginia does not currently have a law that requires training employees of lodging facilities concerning human trafficking. However, 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.492

**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.493

**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.494

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.495 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.496

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.497

**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.498 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.499

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.500
Criminal Liability

Washington law provides that a person is guilty of trafficking (a class A felony) 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. In addition, a “person,” including a corporation, can be prosecuted for financially benefiting or receiving anything of value from participation in a venture that has engaged in human trafficking. 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.

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.

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:

(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;

(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.

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.

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 harboring) (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. 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.

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.512

Compliance with this law is not mandatory and there are no penalties for failing to display the poster.513

**Training Law**
Wisconsin does not currently have a law that requires training employees of lodging facilities concerning human trafficking. However, the Wisconsin Department of Justice provides free and voluntary training material.514

**Criminal Liability**
Wisconsin law defines human trafficking, in part, as harboring or transporting, or attempting to harbor or transport, an individual.515 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.516

Violation of human trafficking law is a ground for the administrative dissolution of a corporation.517

**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.518

**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.519 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.520

**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.532 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.533 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.534 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.535

The Guam Human Trafficking provision explicitly provides that a business entity can be held criminally liable for aiding or participating in a trafficking venture.536 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.537

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.538

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.529

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.530 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.531

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 generally requires the owner of a hotel located on property where conduct resulting in a conviction for human trafficking has occurred to post signage concerning human trafficking awareness.531

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.522 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.523

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.524 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.525 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.526

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.531 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.526
Endnotes

**Alabama**

1. Businesses can be declared a nuisance for “advancing” prostitution, defined in part as “knowingly causes or aids a person to commit or engage in prostitution,” or for “profiting from” prostitution, defined in part as “receiv[ing] or accept[ing] money or other thing of value 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 § 13-A-12-110—22.

2. Id. § 13A-6-170(a).

3. Id. § 13A-6-170(o).

4. Id. Posters are available here: https://labor.alabama.gov/docs/doc_type.aspx?id=2

5. Id.

6. ALA. CODE § 13A-6-170(f). In March 2020, a Bill was introduced into the Alabama House of Representatives to increase the penalty for a subsequent violation to $250. This amendment was referred to the House Judiciary Committee on March 10, 2020. 2020 AL H.B. 422.

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.” ALA. CODE § 13A-1-211.

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.

13. Id. § 13A-6-157.1. In March 2020, a Bill was introduced into the Alabama House of Representatives that would allow a court to appoint a master or receiver to seize the assets of a legal entity under certain specific conditions. 2020 AL H.B. 422. All elements of this Bill are now found in a pending bill introduced in February 2021. 2021 AL H.B. 270.


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. “Person” includes a corporation, company, partnership, firm, association, organization, business trust, or society, as well as a natural person. ALASKA STAT. § 09.10.065.

17. Id. § 11.41.360.

18. Id. § 12.55.035.

19. Id. § 11.41.365. A person 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. Id. § 11.41.360.

20. Id. § 12.55.035.

21. ALASKA STAT. § 11.66.130.

Endnotes

22. Id. § 12.55.035.

23. Id. § 11.66.135.

24. Id. § 12.55.035.

25. Id. § 12.55.035.

26. Id. § 09.10.065.

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

28. Id. § 114.60.030.

**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. §§ 13-1306 (unlawfully obtaining labor or services); 13-1307 (sex trafficking); 13-1308 (trafficking of persons for forced labor or services); 13-3212 (child sex trafficking).

31. Id. § 13-803 (fines against enterprises).

32. Id. § 13-823 (dangerous and repeat enterprise offenders).

33. Id. § 13-822(A) (effective programs to prevent and detect violations of law)

34. Id. § 13-822(B) (effective programs to prevent and detect violations of law).

35. Id. § 12-19-102. A “person” means a human being and, as the context requires, an enterprise, a public or private corporation, an unincorporated association, a partnership, or an entity capable of holding a legal or beneficial interest in property (among other things). Id. § 13-105(30).

36. Id. § 12-19-102(e).


38. About Us, SAFE ACTION PROJECT, https://safeactionproject.org/about.


**Arkansas**


41. Id. § 12-19-102(a).

42. Id. § 12-19-102(b)(2).

43. Id. § 12-19-102(b)(1).

44. Id. § 12-19-102(c-d).

45. Id. § 12-19-102(e-f).

46. See https://www.bestalliance.org.

47. Id. § 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 “[o]ther group of persons organized for any purpose.”)
Endnotes

48 Id. § 5-18-103.
49 Id. § 5-18-103(c). This list is non-exhaustive; the statute includes a comprehensive list of the ways by which a person or organization might engage in human trafficking.
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, not including personal residences.
55 CAL. CIV. CODE § 52.6(b).
56 Id. § 52.6(a).
57 Id. § 52.6(b).
58 Id. § 52.6(h).
59 Id. § 52.6(g).
60 Id. § 52.6(j)(2).
61 CAL. PENAL CODE §§ 236.3; 11225(b).
62 Id. § 236.7.
63 CAL. CIV. CODE § 52.5
64 Id.
65 Designated authorities include the Los Angeles County Sheriff’s Department, Lancaster Station, and the Lancaster Public Safety Department.
66 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.
67 Id. § 9.50.030.
68 Id. § 9.50.050.
69 Id. § 9.50.060.
70 Id. §§ 112.020; 9.50.070; 9.50.030.
71 LONG BEACH, CA. ORDINANCES §5.57.30.
72 Id.
74 Id.

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

Endnotes

76 Id. § 18-3-505(6).
77 Id.
78 Id. § 2-4-401(b).
79 Id. § 18-3-504(1)(a).
80 Id. §§ 18-3-504(1)(b), (2)(b); id. § 18-1.3-401 (detailing penalties for felonies).
81 Id. § 13-21-127(1).
82 Id. § 13-21-127(2).

Connecticut
83 CONN. GEN. STAT. §§ 54-222; 54-234(c).
84 Id. § 54-222(a).
85 Id. § 54-222(b).
86 Id. § 54-234(a).
87 Proposed legislation HB No. 5557 Jan 2021 would amend the relevant sections of these laws to streamline training requirements and clarify the entities required to be trained, in addition to providing funding to assist with the implementation of the training requirements. Conn. HB No. 5557 Jan 2021, amending §17a-106g.
88 Id. §44-5.
89 Id. § 17a-106g.
90 Id. § 44-5.
91 Id.
92 Id. § 53a-192a. A bill proposed in 2020 would repeal this section of the statute and replace it with a new statute that adds “knowingly” to the definition of sex trafficking. See 2020 CT H.B. 5502(3)(a). This would also add an affirmative defense for minors whose participation in offense was result of being sex trafficking victim. Id. at 5502(3)(b).
93 Id. § 53a-192a(c).
94 Id. § 53a-41 (Fines for felonies).
95 Id. § 52-571i.

Delaware
96 These locations include: adult entertainment facilities, entities found to be maintaining a criminal nuisance involving prostitution, job recruitment centers, hospitals, and emergency care providers. See id. § 7104 (defining criminal nuisance).
97 Del. LAWS § 787(k). The downloadable poster and other resources are available at https://dhss.delaware.gov/dhss/admin/humantraffickingcouncil.html.
98 Id. § 787(k)(3).
99 Id. § 787(k)(3). This list is non-exhaustive; the statute includes a comprehensive list of the ways by which a person or organization might engage in human trafficking.
100 Id. § 281 (Criminal liability of organizations).
101 Id. § 787(c).
102 Id. § 787(c).
Endnotes

Id. §§ 787(c)(1), 281. The statute specifies that a victim may bring civil action against a “person.” Delaware Code defines “person” to include (among other things) corporations, companies, and partnerships, where “appropriate.”

Id. § 787(t)(f).

Id. § 787(t)(g).

Id. § 787(t)(d).

Id. § 787(t)(3).

Florida

FLA. STAT. § 509.096(1)(c).

Id.

Id. § 509.096(3).

Id. § 509.096(1)(c).

Id.

Id.

Id. § 509.096(1)(b).

Id. § 509.096(2).

Id. § 509.096(3).

Id. § 787.06(2)(d).

Id. § 787.06(3). Though this statute states that a “person” may be liable for this conduct, which is defined to include firms, associations, corporations, and “all other groups or combinations.” Id. §1.01(3).

Id. § 787.06(3).

Id. § 775.083(1)(b).

Id. § 787.06(7).

FLA. STAT. § 772.104 (requiring proof by clear and convincing evidence).

JACKSONVILLE, FL. ORDINANCES tit. VI, ch. 250, § 250.125.

Id.

Id.

Id. § 250.125(b).

Id.

Id. § 250.125(c).

Defined as a hotel, motel, non-transient apartment, transient apartment, bed and breakfast inn, timeshare project, or vacation rental. MIAMI BEACH, FL. ORDINANCES § 18-3(1)(b).

Id.

Id. § F5 § 787.29(4).

Id. § 18-3(3).

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(2).

Id.

Id. § 13-799.8(2).

Id. § 13-799.8(4).

Endnotes

Georgia

GA. CODE ANN. § 16-5-47.

Id. § 16-5-47(b).

Id. § 16-5-47(c).

Id. § 16-5-47(d).


GA. CODE ANN. § 16-5-47(d)(1).

This Commission was created to specifically combat the threat of human trafficking in Georgia. The training materials are available at https://gov.georgia.gov/first-lady/grace-commission.

GA. CODE ANN. § 16-5-46(c)(2).

Id. § 1-3-3(4).

Id. § 16-5-46(c)(3).

Id. § 16-5-46(j).

Id. § 16-5-46(f).

FULTON COUNTY, GA. ORDINANCES § 46-32.

Id.

Id.

HAPEVILLE, GEORGIA ORDINANCES § 26-2-41.

Hawaii

HAW. REV. STAT. §§ 371-20(b); 281-31 (defining employers that need a liquor or cabaret license)

Id. § 371-20(e)

H.R. 2429, 30th Leg. (Haw. 2020). This bill is currently deferred.

Id.

HAW. REV. STAT. § 712-1202(1)(b).

Id. § 712-1201(1) (defining “advances prostitution”).

Id. § 712-1202(2).

Id. §§ 701-118 (defining “person” as including a corporation); 706-640 (authorizing fines for class A felonies).

Idaho

IDAHO CODE § 18-8602(1)(ii).

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

Idaho

775 ILL. COMP. STAT. 50/5(c).

Id. at 50/10.

Id.

Id. at 50/15. Model notices are accessible at https://www.dhs.state.il.us/OneNetLibrary/27894/
Endnotes

documents/121915HumanTraffickingPosterAVOFinalinEnglishandSpanish120715.pdf.

163 775 ILL. COMP. STAT. 50/20(o).
164 820 ILL. COMP. STAT. 95/10.
165 Id.
166 Id.
167 Id. at 95(15)(a).
168 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.
169 820 ILL. COMP. STAT. 95(15)(b).
170 720 ILL. COMP. STAT. 5/11-14.3 (establishing penalties for promoting prostitution or trafficking); 820 ILL. COMP. STAT. 5/11-0.1 (defining "advance prostitution").
171 720 ILL. COMP. STAT. 5/11-0.1. For Hawaii's Department of Human Services training program, please refer to its website at https://www.dhs.state.hi.us/.
172 820 ILL. COMP. STAT. 5/11-0.1.
174 740 ILL. COMP. STAT. 128/15.
175 740 ILL. COMP. STAT. 128/15(c).

Indiana
179 Id. § 35-42-3.5-1.
180 Id.
181 Id. §§ 35-50-2-5.5; 35-50-2-6.
182 Id. § 35-42-3.5-3(o)(1); (b).
183 Id. § 35-42-3.5-3(o)(2).

Iowa
184 IOWA CODE § 710A.6.
185 Id. § 80.45A(2).
186 H.F. 2259 § 80.45A.3.
187 Id. § 80.45A(4).
188 Id. § 80.45A(5)(c).
189 Id. § 703.5(l)(1) (defining “person” as including a corporation).
190 Id. § 710A.14(o).
191 Id. § 710A.2(f).
192 Id. § 710A.2(7).
193 Iowa Code § 710A.2B.
194 Id. § 902.9(1)(e).
195 Id. § 902.9(1)(d).

Kansas
196 KAN. STAT. ANN. §§ 75-759(a)(3).
197 KAN. STAT. ANN. § 12-770.
199 KAN. STAT. ANN. § 75-759(c).
200 KAN. STAT. ANN. § 75-759(d).
202 Id. § 21-5111(l) (defining “person” for statutory purposes as including corporations).
203 Id. § 21-5426(c)(2).
204 Id. § 21-5426(c)(4).
205 Id. §§ 21-5426(c)(4-4); 21-6611(c)(2)(authorizing fines for felonies).
206 Id. § 21-6422(o)(2).
207 Id. § 60-5003(c).

Kentucky
208 A video of the training, titled “See Something - Say Something - Save a Life!”, is available at https://www.youtube.com/watch?v=hhyxJ_wDPRY.
209 KY. REV. STAT. ANN. § 500.080(12) (defining “person” as including corporations).
210 Id. § 529.110(1)(c).
211 Id. § 502.050(1)(Corporate liability).
212 Id. § 534.050 (Fines against Corporations).
213 Id. § 431.082(1)(4).

Louisiana
214 “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 guests 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. L.A. STAT. ANN. § 15:541.1(A)(5).
215 Id. § 15:541.1(B)(1)-(2).
216 Id. § 15:541.1(B)(1)(c).
217 Id. § 15:541.1(D)(1)(3).
218 Id. § 26.96(A).
219 Id. § 46.216(A)(4).
220 Id. § 14:46.2(A)(1)(a).
221 Id. § 14:46.2(A)(2)-(3).
Endnotes

226 Id. § 14-2(A)(7).
227 Id. § 15:391.1(A).
228 Id. §14-46:2(B)(4)(o).
229 Id. § 46:2163.
230 Id. § 46:2163.

Maine
232 The law is only applicable to lodging places that are licensed under title 22, section 562 of the Maine Revised Statutes. ME. STAT. tit. 22, § 562(C).
233 Id. § 879.
234 26 M.R.S. § 879 (4).
235 ME. STAT. tit. 17-A §§ 851; 853.
236 17-A M.R.S. § 852.
237 Id. § 60.
238 ME. STAT. tit. 5 § 4701(2).
239 Id. § 4701(4).
240 ME. STAT. tit. 15 § 5821.

Maryland
241 MD. CODE BUS. REG. § 15-207.
242 Id. § 15-201.
243 Id. §15-207.
244 Id. §15-207.
245 MD. CODE TRANSP. § 16-807.2.
246 MD. CODE CRIM. LAW § 1-101(b)(defining “person” in criminal statutes as including corporations).
247 Id. § 3-1102(a)(ii).
248 Id. § 3-1102(e).
249 Id. § 11-307.
250 MD. CODE CRIM. PROC. § 13-502(3).
251 MD. CODE CRIM. PROC. § 3-1102(c)(1)- (2).
252 BALTIMORE, BALTIMORE CITY CODE art. 15, § 42-2(b)(2).
253 Id. § 42-2 .
254 Id. § 42-2(d)
255 Id. § 42-8.
256 Id. § 10-6(c).
257 Id. § 10-6(c). Training for the hospitality industry is available at https://health.baltimorecity.gov/prevent-human-trafficking-hospitality-industry.
258 BALTIMORE, BALTIMORE CITY CODE art. 15, 10-9.
259 PRINCE GEORGE’S COUNTY, MD. ORDINANCES § 5-171.01.
260 Id. § 5-171.01(d).

Massachusetts
261 S. 2973, a proposed bill currently pending in the Senate Judiciary Committee, would require businesses, including hotels, determined to be a public nuisances to post the notice. See 2019 Mass. S.B. 992. There has been no further action taken since January 1, 2021.
262 Human Trafficking Division Resources are available at https://www.mass.gov/service-details/human-trafficking-division-resources.
264 Massachusetts HD2592, a proposed bill currently pending in the House, would require human trafficking recognition trainings for certain hospitality workers.
265 MASS. GEN. LAWS ch. 265 § 50.
266 MASS. GEN. LAWS ch. 265 § 50.
267 Id. § 50(c).
268 Id. § 50(d).
269 MASS. GEN. LAWS ch. 260 § 4D(a).

Michigan
270 MICH. COMP. LAWS § 752.1033(4)(o).
271 Id. § 752.1035.
272 Id.
273 Id. § 752.1039.
275 https://www.michigan.gov/ag/0,4534,7-359-82915_82919_86407--,00.html.
276 https://www.youtube.com/watch?v=2yXGc8dvULw.
278 Id. §§ 750.462b; 750.462e (sexual trafficking of minors)
279 Id. § 750.462b; 750.462e (sexual trafficking of minors)
281 https://www.youtube.com/watch?v=2yXGc8dvULw.
283 Id. §§ 750.462b; 750.462e (sexual trafficking of minors)
284 Id. § 750.462b; 750.462e (sexual trafficking of minors)
285 Id. § 750.462d(b).
286 Id. § 752.983.

Minnesota
287 MINN. STAT. § 157.177(2)(d).
288 Id. § 157.177(5). Requests for the training materials can be made at https://www.health.state.mn.us/hoteltrafficking.
289 Id. § 157.177(e).
290 Id. at Subd. 3.
Endnotes

20 Id. § 609.284 (stating that corporations can be held liable for labor or sex trafficking crimes).
21 Id. § 609.322(1)(c).
22 Id.
23 Id. § 609.284(3) (outlining potential remedies in the event of corporate liability).
24 Id. § 609.322(1)(c).
25 Id. § 157.177(4).
26 ALBERT LEA, MINN. ORDINANCES art. IV § 12.060.
27 Id. § 12.061.
28 MINNEAPOLIS, MINN. ORDINANCES tit. 13, ch. 297, §§ 297.100; 110.

Mississippi
30 MISS. CODE ANN. § 97-3-54.1(1)(d)-(c).
31 Id. § 97-3-54.1(3).
32 Id.
33 Id.
34 Id. § 97-3-54.1(4).
35 MISS. CODE ANN. § 97-3-54.6(1).
36 Id. § 97-3-54.6(3).
37 Id.

Missouri
38 MO. REV. STAT. § 595.120. A copy of the poster can be found at https://dps.mo.gov/human-trafficking/order-posters.php.
39 MO. REV. STAT. § 595.120.
40 Id.
41 Resources available at https://ago.mo.gov/home/human-trafficking/resources.
42 Id. §§ 566.209(l) (Trafficking for the purpose of sexual exploitation); 566.210(l) (Sexual trafficking of a child).
43 Id.

Montana
44 MONT. CODE ANN. § 44-4-1501.
45 Id. § 44-4-1501(2)(b).
46 Id. § 60-2-244.
47 The training resources are available at https://dojmt.gov/agooffice/human-trafficking/#:~:text=Attorney%20General%20Tim%20Fox%2C%20in%2C(targets%20the%20customers%20of%20child.
48 MONT. CODE ANN. § 44-4-1504. See also https://dojmt.gov/agooffice/human-trafficking.

Endnotes

322 MONT. CODE ANN. § 45-5-702(l)(c).
323 Id. § 1-201(l)(b) (defining “person” as including corporations and other business entities).
324 Id. § 45-5-702(l)(b).
325 Id. § 45-5-707.
326 Id. § 45-5-702(2)(a).
327 Id. § 27-1-755.
328 Id.
329 Id.

Nebraska
330 NEB. REV. STAT. § 81-1430.
331 The training resources are available at https://ago.nebraska.gov/identifying-trafficking-0.
333 Id. § 28-807(12) (defining “person” as including, in part, a corporation, partnership, limited liability company, association, or any other legal entity.)
334 Id. § 28-831(3).
335 Id. § 28-831(3).
336 Nebraska
337 Resources are available at http://ag.nv.gov/Human_Trafficking/HT_Home.
338 NEV. REV. STAT. §§ 201.300(l)(Pandering and Sex Trafficking of a Child); 201.300(2) (Pandering and Sex Trafficking).
339 Id. §§ 49.25425; 200.463.
340 Id. § 193.0205.
341 Id. § 201.300(a)(5).
342 Id. § 201.300(b).
343 Id. § 41.1399.

New Hampshire
344 Training resources are available at https://www.nnhumantraffickingtaskforce.com/training.
345 N.H. REV. STAT. ANN. § 633.7.
346 Id. § 625:11.
347 Id. § 651:2(V)(d), (b).
348 Id. § 633:8.
349 Id. § 633:11.

New Jersey
Endnotes

352 N.J. STAT. ANN. § 52:17B-237.1(e).
354 Id.
355 Id. § 2C:13-12(2).
357 The video is available in English and Spanish at http://www.nj.gov/dca/divisions/codes/resources/humantrafficking.html
358 Id.
360 Id. § 2C:13-9(a)(1).
361 Id.
362 2020 N.J. A.B. 3778. The bill was referred to the Assembly Judiciary Committee in February 2020. A copy of the bill can be found at https://www.njleg.state.nj.us/2020/Bills/A4000/3778_I1.PDF.
364 2020 N.J. S.B. 982. The bill was referred to the Senate Judiciary Committee on January 30, 2020. A copy of the bill can be found at https://www.njleg.state.nj.us/2020/Bills/S1000/982_I1.PDF.

New Mexico
365 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…”).
366 Id. Versions in English, Spanish, and Navajo are available at https://www.dws.state.nm.us/Business/Publications/State-and-Federal-Posters.
367 Id. § 30-52-1(A)(2).
368 Id. § 30-52-1(A)(f).
369 Id. § 30-1-12(E) (defining “person” as including a legal entity, whether incorporated or unincorporated).
370 Id. § 30-52-1(A)(3).
371 Id. § 31-18-15 (Sentencing for Felonies). A proposed bill currently pending in the state legislature would increase the penalties for human trafficking to a second degree felony or, if the victim is under 18, to a first degree felony. See N.M. House Bill 237 at https://legiscan.com/NM/text/HB237/id/2110322.
372 Id. § 30-52-1.1.
374 Id. § 15-7-11(A)(2).
375 Id. § 15-7-11(B)(1)-(2).

New York
376 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.
377 The New York State Senate has passed a bill that, if enacted, would establish human trafficking recognition training for all lodging employees. See https://www.nysenate.gov/legislation/bills/2021/s244/amendment/a.
378 N.Y. PENAL LAW § 230.34.
379 Id.
380 Id. § 230.34-A(f).
381 Id.
382 Id. at (2)(b).
383 Id.
384 Id. § 230.36.
385 Id. § 230.40.
386 N.Y. SOC. SERV. LAW § 483-bb(c).

Endnotes

377 The New York State Senate has passed a bill that, if enacted, would establish human trafficking recognition training for all lodging employees. See https://www.nysenate.gov/legislation/bills/2021/s244/amendment/a.
378 N.Y. PENAL LAW § 230.34.
379 Id.
380 Id. § 230.34-A(f).
381 Id.
382 Id. at (2)(b).
383 Id.
384 Id. § 230.36.
385 Id. § 230.40.
386 N.Y. SOC. SERV. LAW § 483-bb(c).

North Carolina
388 Id. § 18B-104.
389 Training resources are available at https://www.nccourts.gov/commissions/human-trafficking-commission. There is also a partnership between the North Carolina Restaurant & Lodging Association (NCRLA) and a nonprofit, Businesses Ending Slavery & Trafficking (BEST) that provides free human trafficking training for NCRLA hotel members and employees. See https://www.nclr.org/2019/free-human-trafficking-prevention-training-for-nc-hotels.
389 N.C. GEN. STAT. § 14-43.11(c).
390 Id. § 14-43.11(b).
391 2021 NC S.B. 539 (NS).
392 N.C. GEN. STAT. § 14-43.18(a).
393 Id. § 14-43.18(b).
394 Id.

North Dakota
395 N.D. CENT. CODE § 54-12-33.1(4).
396 Id. § 54-12-33.1(2).
397 Id. § 54-12-33.1(3).
398 Id. § 12.1-41-02(1).
399 Id. § 12.1-41-07.
400 Id. § 12.1-41-15.
401 Id. § 12.1-41-15.
Ohio

404 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.

405 Id. § 5502.63(B)(1)

406 Training resources are available at https://humantrafficking.ohio.gov.

407 OHIO REV. CODE ANN. § 2905.32.

408 OHIO REV. CODE ANN. § 5502.63(B)(2).

409 OKLA. STAT. tit. 21, § 748(6)(b) (Human Trafficking of a Minor).

410 Id. § 748(6)(a).

411 Id. § 105 (defining “person” as including corporation).

412 Id. § 748(6)(c).

413 Id. § 748.2(b).

414 Id. § 870(A)(2).

415 Id. § 870(B).

416 Resources are available at https://www.doj.state.or.us/crime-victims/victims-resources/other-resources/exploitation-and-sex-trafficking.

417 OR. REV. STAT. § 163.266.

418 Id. § 161.015(6) (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”).

419 Id. § 11-67.2.

420 Id. § 11-67.1.

421 43 PA. CONS. STAT. §§ 1492, 1493.

422 Id. § 1493.

423 Id. § 1498.

424 18 PA. CONS. STAT. § 3031.

425 Id. § 3011(a)(1).

426 Id. § 3013.

427 Id.

428 Id. § 3011(a)(4).

429 Id. § 3017.

430 Id. § 3051(b)(1)-(3).

431 Id. § 3051(b)(1)-(3).

432 Id. § 3011(a)(1)(A).

433 Id. § 3051(b)(1)-(3).

434 Id. § 3011(a)(1)(B).

435 Id. § 3017.

436 Id. § 3051(b)(1)-(3).

437 Id. § 3051(b)(1)-(3).

438 Id. § 3051(b)(1)-(3).

Pennsylvania


440 Id. § 39-13-311.

441 Id. § 39-13-314(b).

Endnotes

463 TEX. PENAL CODE ANN. § 20A.02.
464 Id. § 107(1)(38).
465 TEX. CIV. PRAC. & REM. CODE ANN. § 98.002(a).
466 Id. § 98.0025.
467 HOUSTON, TX. ORDINANCES Ch. 28, art. VI, § 28-213 (2020).
468 Id. § 28-212.
469 Id. § 28-215(b).
470 See https://www.sanantonio.gov/SAPD/Human-Trafficking.
471 See https://www.bexar.org/3130/Special-Initiatives.
472 UTAH CODE ANN. § 76-5-308.
473 Id. §§ 76-3-302, 76-5-309.
474 Id. §§ 76-1-601(2) (defining “actor” as “a person whose criminal responsibility is in issue in a criminal action”); 76-1-601(11).
475 Id. § 77-38-15.
476 Id.
477 Id.
478 Id.
479 V. T. STAT. ANN. tit. 13, § 2661.
480 Id.
481 Id.
482 Id. § 2661(d).
483 Id. § 2652(o)(1).
484 Id. § 2652(o)(2).
485 Id. § 2652(o)(7).
486 Id. § 2652(b).
487 Id. § 2654.
488 Id.
489 Id. § 2656.
490 Id. § 2662.

Endnotes

Washington

499 WASH. REV. CODE § 43.280.110.
500 Id.
501 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(f).
504 Id. H.B. 2320
505 WASH. REV. CODE § 9A.40.100.
506 Id. § 7.96.020.
507 Id. § 9A.40.100(1)(a)(i).
509 Washington Code RCW 4.16.100.

West Virginia

506 W. VA. CODE § 15A-2-5.
507 Id. § 15A-2-5(b).
508 Id. § 15A-2-5(c).
509 Id. § 15A-2-5(d).
510 Id. §§ 61-H-1(6), (11); 61-14-2.
511 Id. § 61-14-7(f).

Wisconsin

512 WIS. STAT. § 165.71.
513 Id.
515 WIS. STAT. § 940.302(1)(d).
516 Id. § 940.302(2)(b).
517 Id. § 181.1420.
518 Id. §§ 948.051(3), 990.01(26).

Wyoming

519 WYO. STAT. ANN. §§ 6-2-701(a)(x), 703.
520 Id. § 6-2-711.
521 Washington, D.C.
523 D.C. CODE § 22-1833.
Endnotes

123 Id. § 22-1834.
124 Id. § 22-1836.
125 Id. §§ 22-1837, 22-3571.01; 22-3571.02(a).
126 Id. §§ 22-1837, 22-1838.
127 Id. at (d)(1).
128 Id. § 22-1840.

Puerto Rico
129 P.R. LAW ANN. tit.1, § 5279(d).
130 P.R. LAW ANN. tit.33, § 4780(c).
131 Id. § 4642(a).

Guam
132 GUAM CODE ANN. tit. 9, § 26.23.
133 Id.
134 Id. §§ 26.02(a)(1)(Trafficking in Persons); 26.02(b)(1)(Sexual Servitude of a Minor).
135 Id. §§ 26.02(a)(2); 26.02(b)(2).
136 Id. § 26.05.
137 Id.; Id. § 26.05(b)(3).
138 Id. § 26.31.
Protecting every child’s human right to grow up free from the threat of sexual exploitation and trafficking.