

LOVE146



RED FLAGS FOR HOTEL & MOTEL EMPLOYEES

Trafficking and exploitation can take many forms. Victims of exploitation can be found working in factory labor, mining, farming, nail salons, the commercial sex industry, massage services, commercial cleaning, hospitality, strip clubs, construction, bars, restaurants, and many other economic venues.

Hotel and motel employees are often in a good position to observe potential indicators of human trafficking, especially since their duties give them access to different areas of the properties. Identifying a person who is being exploited is not always simple. Use your instincts and power of observation. Here are some other possible indicators you may observe or learn from a victim in conversation. Please keep in mind that the presence of just one of these indicators does not mean that human trafficking is occurring. Instead, it is important to be vigilant of situations in which you identify multiple indicators.

- Is unpaid, paid little, or paid only through tips
- Works excessively long or unusual hours
- Is not allowed breaks or suffers under unusual restrictions at work
- Owes a large debt and is unable to pay it off
- Was recruited through false promises concerning their work
- Doesn't know their whereabouts or has a loss of a sense of time
- Malnourished or shows signs of abuse, restraint, confinement, or torture
- Fearful, anxious, depressed, tense, nervous, or paranoid
- Without access to their own identification, money, possessions or cell
- Room has unusually high number of patrons
- Has many inconsistencies in their story
- Extended stay with few/no personal possessions
- Individuals hanging out in hallways or appearing to monitor the area
- Appears to be deliberately isolated or shielded from view
- Is not allowed or able to speak for themselves (a third party may insist on being present and/or translating)
- Is under 18 and appear to be involved in commercial sex
- Patron requesting information or access to children or youth
- Minor taking on adult roles or behaving older than actual age (paying bills, requesting services)
- Rentals of pornography when children are staying in the room
- Minor accessing business center and frequenting social networking or sexually explicit websites (eg. Backpage, Tinder, Craigslist)
- Patron appears with a minor that they did not come with originally
- Constant flow of adults waiting in the lobby or outside of a room occupied by a minor.
- Children loitering and soliciting customers

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WHAT TO DO

Never interfere with a situation or attempt to directly assist the victim.

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

1. IN CASE OF IMMEDIATE DANGER, CALL 911

If you believe someone staying in your establishment is in danger (especially a child under 18) please call 911 for immediate response from local law enforcement.

2. IF YOU IDENTIFY A MISSING CHILD, CALL THE NCMEC HOTLINE

If you believe you can identify a missing child, call the National Center for Missing and exploited children toll-free Hotline at **1-800-843-5678**

3. IF YOU SUSPECT HUMAN TRAFFICKING, CALL THE NHTRC TRAFFICKING HOTLINE

If you suspect human trafficking or exploitation might be happening in your establishment but do not think anyone is in immediate danger, call the National Human Trafficking Hotline at **1-888-373-7888**, Text HELP to 233733 (BEFREE), or email nhtrc@polarisproject.org

The hotline is available to answer all calls 24 hours a day, 7 days a week, every day of the year. Calls received by the hotline are always anonymous unless the caller chooses to provide the NHTRC with his or her name and contact information and authorizes its use. This information is not given to law enforcement, other individuals, or other agencies without prior consent.

Once a call is received, the National Human Trafficking Hotline's next steps may include:

- An additional call to the caller to confirm the accuracy of information (with the caller's consent);
- Provision of materials and/or referrals to organizations in the caller's area serving trafficking victims;
- A report to a local anti-trafficking organization, service provider, or law enforcement.