



How Employers Can Prevent Human Trafficking

Business Ending Slavery & Trafficking (BEST)



As FWC26 approaches, fans from around the world will be traveling to Fan Zone Cities across Washington.

With the anticipated influx of tourists, it is essential that businesses start preparing now for an increased risk of human trafficking.

Human trafficking has been identified in over 25 industries across the U.S., including retail, restaurants, finance, recreation, hospitality, and transportation. This devastating crime creates risks for employers, staff, and customers as well as those exploited.



Risks to law-abiding employers caused by human traffickers include decreased safety, reputational harm, increased theft, financial fraud, and organized retail crime. Such risks are often accompanied by worsened employee morale and greater staff turnover.

Employers that enable and/or profit from human trafficking on their premises or among their workforce can face criminal liability, e.g.:

- Commercial landlords who get kickbacks from labor or sex trafficking in their stores or parking lots.
- Hotel managers who knowingly allow commercial sexual exploitation on their premises.
- Business owners who profit from the labor of trafficked contract workers.
- Employees using company-owned devices and/or networks to facilitate purchase of sex from a trafficked person.



Employers that develop and implement anti-human trafficking policies and protocols are better equipped to prevent these risks to their businesses. Every employer with public-facing premises should train their staff to recognize the indicators of human trafficking: equipping staff to respond promptly and effectively is crucial, and may save lives.

While human trafficking can happen anywhere and anytime, it is especially important to prepare staff in public-facing roles to know the signs of human trafficking and how to respond well before large numbers of tourists gather for popular events. A crowded area is perfect for traffickers looking to hide their criminal activities.



Businesses Ending Slavery and Trafficking (BEST) helps employers improve safety and make a difference in their employees' workplace and their community by providing accessible and impactful human trafficking prevention training courses that can be used in any industry.

According to Eric Drever, Chief of Police in Tukwila, WA, "Businesses cannot afford to ignore the crime of human trafficking. They need to train their staff to recognize the signs and be proactive in addressing it, for everyone's safety and for the sake of their business thriving. BEST provides excellent training that prepares employees to know what to look for and how to respond effectively."



Each of BEST's trainings are interactive online video courses that can be taken individually on a computer within 30 minutes, or in a group setting. The BEST Basics training course was designed for employees of any type of public-facing business, such as retail shops, restaurants, recreational facilities, banks, etc. Employees have the option to take the course in English or Spanish.

BEST Basics is available to employers for a modest fee that includes completion tracking and reports, with additional options such as live trainings, Q&A sessions, train-the-trainer services, and course customization.



BEST also provides industry-specific trainings to equip people who work in the hospitality, transit, maritime, and aviation industries to recognize and respond to human trafficking effectively and safely:

- *Inhospitable to Human Trafficking*: Traffickers use hotels for their schemes and illegal activities. While many believe hotels to only be venues of sex trafficking, labor trafficking victims are also housed there by their exploiters. BEST's *Inhospitable to Human Trafficking* training is designed to prepare to hospitality and staff to identify human trafficking and respond to it safely and is available in English and Spanish.
- *Transit to Freedom*: Many survivors of human trafficking have said they used public transportation while they were being exploited or to escape exploitation. Transit employees can help if they are prepared to recognize, respond safely to, and report human trafficking incidents effectively by taking BEST's *Transit to Freedom*.
- *Ports to Freedom*: Human trafficking victims can be exploited in port facilities as well onboard ships, with limited ways to contact help. Maritime employees can learn how to help to identify signs of human trafficking and respond by taking BEST's *Ports to Freedom*.
- *Flights to Freedom*: Survivors of human trafficking have reported having traveled through airports during their exploitation. Airport employees can equip themselves with the knowledge they need to identify victims being moved through airports by taking BEST's *Flights to Freedom*.



BEST offers both free and paid options for each of our four industry-specific trainings. The free training option for individuals provides each person who completes the training with an e-certificate of completion. It does not provide employers with a report of staff who took the training, nor any other support. Paid training options for employers include reports of staff completion for employers, live trainings, Q&A sessions, train-the-trainer services, course customization, and more.

To access the free option for any of these trainings, navigate to <https://best-training.org>. Choose "Individual" as the training type, click on the training you want to take and scroll down to fill out the account details.



Employees who take any of BEST's trainings will be able to recognize the signs of sex trafficking and labor trafficking in their workplace and know how to respond safely and effectively. BEST's partners affirm that addressing human trafficking proactively creates a safer environment for employees and customers, helps with staff retention, and is a way for businesses to enact their core values in their communities—as well as reduce risks to the business.



Human trafficking prevention training for employees and contracted labor is essential in helping businesses prevent exploitation from occurring on their premises or in their operations. It is also crucial that businesses develop survivor-centered anti-trafficking policies because training alone is not enough to address exploitation.

Contact BEST via info@bestalliance.org for information on the consulting services BEST's experts offer employers to develop a human trafficking prevention strategy customized for your business that addresses policies, response protocols, and communications practices.