

Note to facilitator: The items within this guide are a recommendation to drive a discussion prior to and after watching the video for your industry. Take notes during the video of items that stick out to you or additional questions you may want to discuss.

Say: Welcome to our training session on human trafficking. Because of the nature of our industry, it is essential that we are equipped to identify potential indicators of human trafficking and understand the appropriate actions to take when encountering a possible victim, perpetrator or an individual involved in trafficking activities. We recognize this is a complex and sensitive topic but please remember we are in a safe and supportive space as we learn and discuss this together.

Ask: How many of you are familiar with what human trafficking is?

Do: Facilitate a 5-minute discussion with participants on the responses shared

Say: Whether you are new to this topic or already familiar with it, we hope you gain valuable insight from this session. We'll begin with a video that is presented by Chains Interrupted, an important nonprofit based out of Cedar Rapids, IA. This organization is dedicated to raising awareness of all forms of human trafficking through awareness, prevention and advocacy. As you watch, remember the hospitality industry has the rare opportunity to help intervene in trafficking activities, as those who traffic others or are trafficked still need regular services. Our daily interactions give us the ability to report suspicious activity, possibly making a real difference in a potential victim's future.

Do: Play video Businesses Customers Enter by Chains Interrupted

Say: Thank you all for your time and attention to this video. As we mentioned earlier, this topic can be difficult to discuss, but as we've learned, we can play a very important role in disrupting human trafficking and possibly even save a life!

Ask: Why does the Hospitality industry have a rare opportunity to help intervene in human trafficking activities?

Possible responses: could be the only outside contact the victim has, can observe booking patterns, guest traffic, frequent/unusual purchases or patterns

Ask: What are some things we should keep an eye out for when working with a customer, that could help identify there are signs of human trafficking?

Possible responses: one individual controlling the interaction, purchases that appear to be supporting a large group of people or in connection to trafficking services, uncertain of what they are purchasing something for, frequent traffic to a guest's room, somebody loitering outside or around the business, observing people working long and unusual hours or receiving little pay/no pay at all

Ask: How can you help somebody who may be a victim of human trafficking?

Possible responses: keep the interaction as normal as possible, ask them how they are doing or if they want to talk in private - but be respectful of their response, notify law enforcement where appropriate, save identifying information that could be useful

Closing and Call to action: Today we learned about the importance of this topic, what to look for and how we can help someone who may be a victim. Take this knowledge with you into your day-to-day work and use your voice to help end human trafficking!

