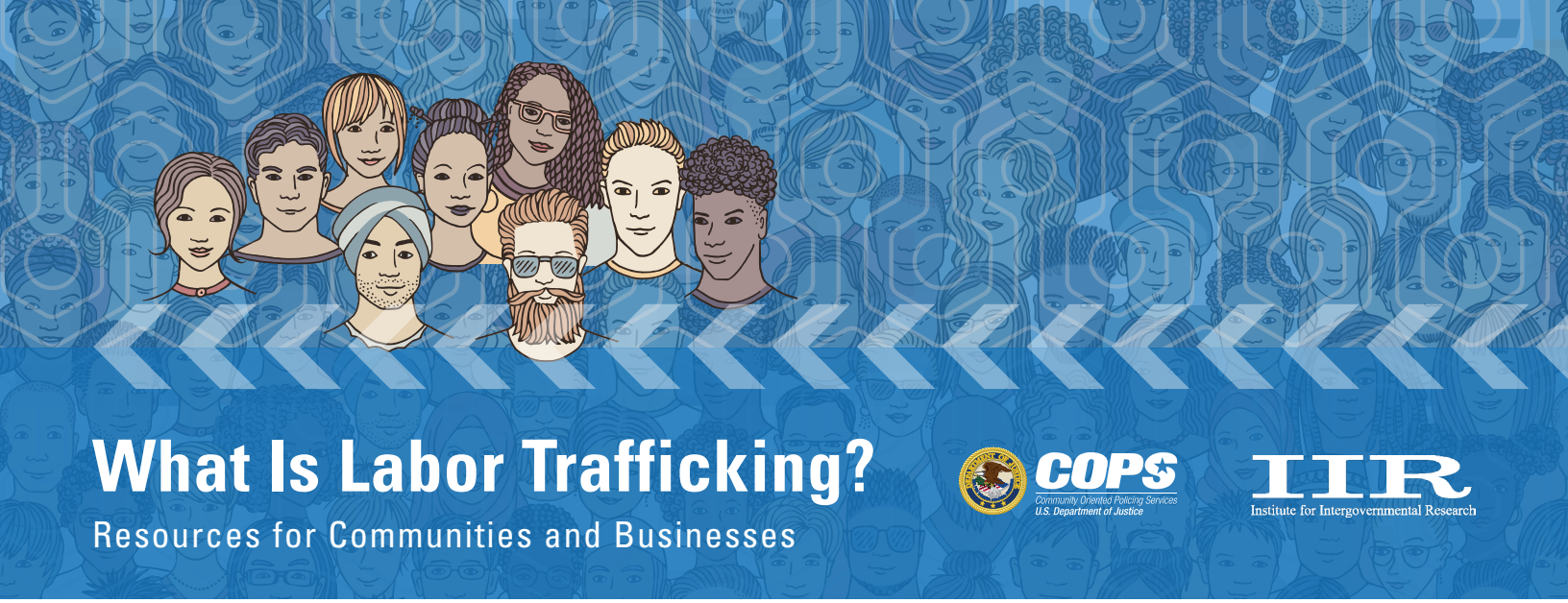


What Is Labor Trafficking?

Resources for Communities and Businesses

COPS Community Oriented Policing Services U.S. Department of Justice

IIR Institute for Intergovernmental Research

This resource was developed as part of the **Partnerships to Address Labor Trafficking** *project, designed to improve the awareness, responsiveness, and accountability among law enforcement, businesses, communities, and other stakeholders on labor trafficking. This project is a collaborative effort between the Office of Community Oriented Policing Services and the Institute for Intergovernmental Research. For more information and additional resources, visit https://cops.usdoj.gov/labor_trafficking.*

Human trafficking is a crime that involves exploiting a person for labor, services, or commercial sex. The Trafficking Victims Protection Act of 2000 defines labor trafficking as "the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services using force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery."[1]

Labor trafficking is a crime that affects persons of all ages, races, sexes, and nationalities. Labor traffickers often prey on those with vulnerable life circumstances and economic hardships, using violence, threats, lies, and other forms of coercion to force people to work for less than initially promised—with illegal deductions, wage theft, or entirely against their will.

1. "Human Trafficking," U.S. Department of Justice, accessed March 13, 2020, https://www.justice.gov/humantrafficking.



Industries Where Labor Trafficking May Occur

- **Agriculture,** including field workers at farms, orchards, and livestock ranches; landscaping; and dairy and food processing centers
- **Domestic servitude,** including home health care aids, nannies, and housekeepers within the home, as well as office/professional cleaning services
- **Food and beverage,** including cooks, bus staff, and wait staff at restaurants, bars, clubs, strip clubs, and cantinas
- **Hospitality,** including workers such as front desk attendants, maintenance workers, and housekeepers at hotels, resorts, casinos, cruise lines, and theme parks
- **Manufacturing,** including mining, factory, and construction-site laborers
- **Sales crews,** including peddlers of goods and services—such as magazines, trinkets, candy, and cheap goods—door-to-door or on street corners, often consisting of minors
- **Spas and nail or massage salons,** including hair stylists, manicurists, and massage workers
- **Transportation,** including venues used as part of labor trafficking recruitment, transfer of workers, or delivery of workers through buses, taxis, ride-share services, or private vans

Some industries may engage in both labor and sex trafficking activities, such as illicit massage parlors, adult entertainment venues, and other night life. Strip clubs have engaged in both sex and labor trafficking of dancers. While it may be difficult to identify a victim of labor trafficking based on a singular characteristic, understanding the indicators of labor trafficking and the characteristics of labor trafficking victims is a critical first step.



Examples of Labor Trafficking Victim Characteristics

- A person who works long or unusual hours
- A person who mentions a large debt that he or she is unable to pay off, specifically to a smuggler or a person managing his or her employment
- A person without possession of or access to personal identification or travel documents
- A person with bruises or other visible signs of physical abuse
- A person who exhibits unusually fearful or anxious behavior
- A person who appears to show signs of poor hygiene or malnourishment
- A person who defers to another person to speak for him or her, or is not allowed to socialize in community/family events
- A person who seems unsure of his or her personal surroundings or is unaware of the community in which he or she lives or his or her dwelling address
- A person who appears to be coached on what to say when talking to law enforcement, immigration, or work officials
- A person who seems fearful when mentioning immigration or law enforcement
- A person who shows signs of being under the control of another

Also, it is important to know that labor trafficking victims may not identify themselves as "victims" of a crime and may not fully understand what constitutes trafficking. Many foreign national victims may not understand that they have rights in the United States, irrespective of their immigration status. Some traffickers may be family members or associates of the victim.



What You Can Do to Help

Contact the National Human Trafficking Hotline or local law enforcement and provide a tip.

Resources

National Human Trafficking Hotline
Call: 888-373-7888
Text: "BeFree" (233733)

Live chat online: http://www.humantraffickinghotline.org
Polaris Project: https://polarisproject.org/human-trafficking/labor-trafficking



About IIR

The **Institute for Intergovernmental Research (IIR)** is a Florida-based, not-for-profit corporation specializing in research, training, and technical assistance for criminal justice, homeland security, and juvenile justice issues. IIR has a proven history of successful service delivery of federal programs to state, local, and tribal law enforcement agencies and homeland security partners.

With emphasis on intergovernmental collaboration, IIR offers expertise and an extraordinary track record in management and organization, operations, information systems, planning, research, technical assistance, program evaluation, curriculum development, training, and policy development and implementation. IIR has long-standing, trusted relationships with federal, state, local, and tribal law enforcement agencies as well as partnerships with national organizations dedicated to advancing the field of criminal justice.

In addition to IIR's experienced and resourceful staff of more than 140 employees, IIR partners with a cadre of more than 150 highly experienced criminal justice professionals, law enforcement practitioners, and academic researchers—many of whom are nationally and internationally recognized—in the delivery of federal programs.

IIR is one of the technical assistance providers for the U.S. Department of Justice, Office of Community Oriented Policing Services Critical Response Initiative and Collaborative Reform Initiative for Technical Assistance.

To learn more, visit IIR online at www.iir.com.

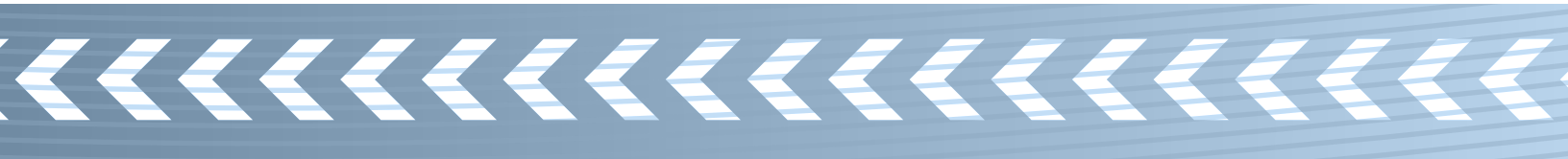
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The internet references cited in this publication were valid as of the date of publication. Given that URLs and websites are in constant flux, neither the author(s), the contributor(s), nor the COPS Office can vouch for their current validity.

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About the COPS Office

The **Office of Community Oriented Policing Services (COPS Office)** is the component of the U.S. Department of Justice responsible for advancing the practice of community policing by the nation's state, local, territorial, and tribal law enforcement agencies through information and grant resources.

Community policing begins with a commitment to building trust and mutual respect between police and communities. It supports public safety by encouraging all stakeholders to work together to address our nation's crime challenges. When police and communities collaborate, they more effectively address underlying issues, change negative behavioral patterns, and allocate resources.

Rather than simply responding to crime, community policing focuses on preventing it through strategic problem-solving approaches based on collaboration. The COPS Office awards grants to hire community policing officers and support the development and testing of innovative policing strategies. COPS Office funding also provides training and technical assistance to community members and local government leaders, as well as all levels of law enforcement.

Since 1994, the COPS Office has invested more than $14 billion to add community policing officers to the nation's streets, enhance crime fighting technology, support crime prevention initiatives, and provide training and technical assistance to help advance community policing. Other achievements include the following:

- To date, the COPS Office has funded the hiring of approximately 130,000 additional officers by more than 13,000 of the nation's 18,000 law enforcement agencies in both small and large jurisdictions.
- Nearly 700,000 law enforcement personnel, community members, and government leaders have been trained through COPS Office–funded training organizations.
- To date, the COPS Office has distributed more than eight million topic-specific publications, training curricula, white papers, and resource CDs and flash drives.
- The COPS Office also sponsors conferences, round tables, and other forums focused on issues critical to law enforcement.

COPS Office information resources, covering a wide range of community policing topics such as school and campus safety, violent crime, and officer safety and wellness, can be downloaded via the COPS Office's home page, www.cops.usdoj.gov. This website is also the grant application portal, providing access to online application forms.

Labor trafficking is a crime that involves compelling or coercing a person to provide labor or services and affects persons of all ages, races, and nationalities. Labor traffickers often prey on those with vulnerable life circumstances and economic hardships. Labor trafficking victims can be found in legal and illegal labor industries, as well as hidden behind closed doors and in plain view. This toolkit provides resources for law enforcement, businesses, communities, and other stakeholders to identify, respond to, and address labor trafficking and to support its victims and survivors.

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To obtain details about COPS Office programs, call the COPS Office Response Center at 800-421-6770.

Visit the COPS Office online at **www.cops.usdoj.gov**.

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