

**END HUMAN
TRAFFICKING
HERE. EVERYWHERE.**

An illustration of a diverse group of people, including men, women, and children of various ethnicities, standing in two rows. The top row shows a woman in a green top, a man in a blue shirt, a young boy in a green shirt, and a young girl in a blue dress. The bottom row shows a woman in a pink top, a man in a brown shirt, a woman in a red dress, and a woman in a light blue top.

Port of Seattle Human Trafficking Strategy

Executive Summary

January 2018

Every year, millions of men, women, and children are trafficked in countries around the world, including the United States. It is estimated that human trafficking generates billions of dollars of profit per year – second only to drug trafficking as the most profitable form of transnational crime. Human trafficking is modern-day slavery and involves the use of force, fraud, or coercion to obtain some type of labor or commercial sex act.

The Port of Seattle has a unique role to play in stopping human trafficking here in King County, where hundreds of victims of human trafficking are identified each year. As both the operator of an airport and an owner of a wide array of maritime facilities, we can help reduce the probability that our properties will be used as a transit point for traffickers and their victims. As a major employer, we can train our employees to understand both what human trafficking is as well as how it undermines our commitment to equity and social justice. As a public sector leader, we can collaborate with other jurisdictions, customers, tenants, vendors and partners to raise awareness of this important issue.

The Port has addressed human trafficking in various ways over the years, but we have the opportunity to take the next step in our engagement on this important topic by developing a comprehensive strategy that ties together training, resources, policies and procedures. Given the Port's commitment to ensuring that we use our resources to ensure the safety and prosperity of all King County residents and everyone who uses our facilities, now is the perfect time to develop and implement such a plan.

Elements of Port of Seattle's Anti-Human Trafficking Strategy

Four key areas of focus could help the Port take a leadership role in addressing human trafficking issues:

- 1) **Training** – Ensure that all employees have access to the proper training and education to understand both what human trafficking is as well as how it undermines our commitment to equity and social justice. As appropriate, provide additional training to customer-facing employees and public safety personnel to identify and stop human trafficking taking place through our facilities.
- 2) **Communications and Infrastructure** – Utilize port facilities and communications channels to raise public awareness of human trafficking, and provide information to stop trafficking taking place at our facilities. In particular, focus on airport passengers through signage and by providing clear, accessible reporting infrastructure and procedures.
- 3) **Partnerships** – Leverage existing resources and relationships both to reduce duplication and to maximize the impact of our efforts, including collaborating with nonprofits; local, state and federal government agencies; and key customers and vendors like airlines, airport dining & retail, taxis & TNCs, ocean carriers, intermodal transportation providers and construction contractors. Work with the Northwest Seaport Alliance to ensure cohesion in policy, procedures and efforts at their facilities and through their customer and vendor networks.
- 4) **Policies & Protocols** – Ensure that Port policies (such as travel and expenses, as well as use of Port resources and electronic devices) prohibit engagement in human trafficking, and provide clear procedures for employees to follow to report suspicion of human trafficking and violations of these policies.

Port-wide Anti-Human Trafficking Strategy Tactics

While the Port has a clear role to play in addressing human trafficking, our organization has multiple priorities and limited resources. Therefore, Port leadership must tackle our efforts to combat human trafficking in an incremental way – prioritizing near-term activities and then expanding our reach to additional actions as time and capacity allows. Below is the initial timeline for action.

Tier I – Initial Engagement

- Pass a Commission motion demonstrating the Port’s comprehensive commitment to this issue
- Conduct a comprehensive review of relevant Port policies, and send a clear email communication to Port employees about relevant policies and procedures
- Institute a training for Port public safety personnel and frontline, customer-facing Port employees
- Join the Washington Advisory Committee on Trafficking to coordinate investigations and prosecution of trafficking cases, and the Businesses Ending Slavery & Trafficking’s Employer Alliance; become a signatory to the USDOT’s Transportation Leaders Against Human Trafficking pledge
- Utilize part of an ELT retreat to help Port leadership better understand how they can drive commitment to combatting human trafficking through their teams
- Hold an optional lunch & learn with trafficking experts for Port staff
- Advocate at the state and federal level for policy changes that further the Port’s and region’s human trafficking reduction efforts
- Conduct a media and social media announcement of the Port’s commitment
- Take steps to prepare for implementation of Tier II actions, including but not limited to reviewing the Port Code of Conduct to identify any necessary changes to fully address anti-human trafficking, planning for broader training opportunities for Port staff and designing Port anti-human trafficking signage; as appropriate, move Tier II items into Tier I if they are easily and affordable done sooner

Tier II – Secondary Engagement

- Make appropriate amendments to the Port Code of Conduct to address anti-human trafficking policies more explicitly
- Increase training opportunities for all Port employees
- Install signage throughout Port facilities 1) with information on what individuals being trafficked can do to get help, and 2) highlighting human trafficking awareness for visitors and travelers who use our facilities
- Incorporate human trafficking awareness efforts into Port communications, such as website, social media and marketing
- Explore benefits, costs and other impacts of the implementation of Tier III actions; as appropriate, move Tier III items into Tier II if they are easily and affordable done sooner

Tier III – Long-Term Engagement

- Consider installing panic buttons or other emergency assistance technology in key places throughout Port facilities (such as restrooms), which could be used not only for human trafficking victims to call for rescue but also other individuals in need of help or crisis
- Partner with vendors, tenants and concessionaires to conduct trainings and implement awareness campaigns in their parts of Port facilities, such as airport ticket counters, cruise ship terminals, marinas, and commercial fishing and maritime facilities
- Create an optional training for all non-Port employees who work at Port facilities
- Consider a certain level of anti-human trafficking effort from vendors and contractors through a Supplier Code of Conduct, specific procurement & RFP language or contract requirements
- Consider how current workforce development partnerships could support victims of human trafficking in their efforts to build employment skills and job training
- Consider implementation of new HR policies that could support victims of human trafficking interested in Port employment
- Explore how the Northwest Seaport Alliance can implement training, communications, policies and partnerships at their facilities and through their customer and vendor networks

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