

# Human Trafficking Strategy Implementation 6 Month Update

July 24, 2018



# Port Human Trafficking Strategy

On January 9, Commission passed a motion committing staff to finalizing and implementing a Port-wide strategy to combat human trafficking with four main focus areas:

1. Training
2. Communications
3. Partnerships
4. Policies & Protocols

# Why a Port Anti-Trafficking Effort?

- A major global issue, including in the United States
- Washington had the 14th highest call volume to the National Human Trafficking Hotline in 2015.
- Our Role:
  - As both the operator of an airport and an owner of a wide array of maritime facilities
  - As a major employer
  - As a public sector leader,

# Commission Motion Timelines

- **By March 31, 2018:**
  - developing a curriculum and planning trainings for the most relevant Port employees;
  - joining key alliances and committees to ensure the Port's engagement on this topic regionally;
  - conducting initial awareness raising through media and communications efforts to users of the Port's facilities and local residents;
  - advocating at the state and federal level for policy changes that further the Port's and region's human trafficking reduction efforts; and
  - planning for the implementation of a broader set of tactics.

# Commission Motion Timelines Con't

- **By June 30, 2018:**
  - developing a curriculum and planning to making training broadly available to all Port employees;
  - ensuring that Port policies and our Code of Conduct fully restricts employee engagement in any aspect of trafficking;
  - installing signage in Port facilities that helps increase awareness of this issue and reduces trafficking in our region; and
  - exploring implementation of a final tier of tactics.
- **By December 31, 2018,** staff shall have begun implementation of those final tier tactics that not only are most achievable but also have the broadest return on investment in terms of multiplying the Port's impact on reducing human trafficking.

# Implementation Progress to-Date Overview

<b>Required Tactic</b>	<b>January Motion Deadline</b>	<b>Deadline Met?</b>
Developing a curriculum, planning trainings for key Port employees	March 31, 2018	No
Joining key alliances and committees	March 31, 2018	Yes
Conducting initial awareness raising	March 31, 2018	Yes
Advocating for policy changes	March 31, 2018	Yes
Developing a curriculum, planning trainings for all Port employees	June 30, 2018	No
Ensuring Port policies restrict engagement in trafficking	June 30, 2018	Yes
Installing signage in Port facilities to increase awareness	June 30, 2018	No
Exploring implementation of a final tier of tactics	June 30, 2018	Yes

# Training

## **Progress:**

- The Port has held three trainings for Port employees, including one specifically for Port police, reaching over 200 employees
- The Trafficking Training Subcommittee has finalized an RFP to request outside help in developing and conducting trainings for Port employees and others who work at our facilities
- The Police Department has developed a curriculum for all officers that they will begin to roll out at the end of the year.

## **Next Steps:**

- Release the training RFP, and solicit proposals for the contract.
- Request Commission update their motion to make this a December 31, 2018 deadline.

# Public Awareness

## Progress:

- Held a press conference to announce our initiative, and posted signage at Sea-Tac throughout January 2018 in honor of Human Trafficking Awareness Month.
- Formed a partnership with the City of Seattle, King County, Sound Transit and others to conduct a regional public awareness campaign, based on King County's successful 2013 campaign.
- Partnering with the FBI and the US Attorney's office to increase public awareness of both trafficking and in-flight sexual assault, including signage on Sea-Tac bathroom stall doors and a joint press conference.

## Next Steps:

- Launch the regional public awareness campaign in the coming months.
- Hang the trafficking/sexual assault bathroom signage in the coming months.
- Request Commission update their motion to make this a December 31, 2018 deadline.



# Public Awareness

HE LIED ABOUT THE  
JOB, NOW HE  
WON'T LET ME LEAVE.

HELP STOP HUMAN TRAFFICKING.  
AYUDE A TERMINAR CON LA  
EXPLOTACIÓN DE PERSONAS.

1-888-3737-888



## SEA-TAC AIRPORT IS A SAFE SPACE

Airport police can help if you are being forced to travel against your will, or if someone has touched you against your will.

Call us at (123) 456-7890



HUMAN TRAFFICKING IS A CRIME. SEXUAL ASSAULT ON AIRPLANES IS A CRIME.

antrafficking

## END HUMAN TRAFFICKING HERE. ANYWHERE.



JANUARY IS HUMAN TRAFFICKING  
AWARENESS MONTH

The Port of Seattle works with local transportation and travel industries, law enforcement agencies and nonprofits to save lives and prevent trafficking.

Learn more about how employers and businesses can help.  
[www.bestalliance.org](http://www.bestalliance.org)



SHE PROMISED ME  
WORK, THEN  
FORCED ME TO  
GIVE UP MY PASSPORT  
AND MY WAGES.



HELP STOP HUMAN  
TRAFFICKING.  
GIÚP NGĂN CHẶN NẠN  
BUỒN NGƯỜI.

1-888-3737-888

[kingcounty.gov/humantrafficking](http://kingcounty.gov/humantrafficking)



# Partnerships

## Progress:

- The Port has joined Businesses Against Slavery and Trafficking's Employer Alliance, the King County Commercially Sexually Exploited Children Task Force and the Washington Advisory Committee on Trafficking.
- We also sponsored a table at the 2018 Stolen Youth Luncheon.

## Next Steps:

- The Port will host the 2018 Statewide Commercially Sexually Exploited Children's Task Force Conference at the Sea-Tac Conference Center.
- We have held discussions with many other public and private sector partners about participating in Port training opportunities and joining our regional awareness campaign.

# Policy

## Progress:

- The Port is finalizing an Executive Policy that outlines the restriction on trafficking activity.

## Next Steps:

- Education about the policy will be incorporated into the training curriculum.

1. In reference to the port policy regarding travel and business expenses ([AC-2](#)), employees are prohibited from buying sex on port expense accounts, on corporate credit cards, or submitting expense reimbursements for buying sex. Employees are prohibited from buying sex while traveling on business for the port.
2. In reference to the port policy regarding promotional hosting and trade development ([AC-4](#)), employees are prohibited from buying sex as a promotional hosting expenditure.
3. Under the Port of Seattle's Code of Conduct Policy ([CC-01](#), [CC-07](#), and [CC-08](#)), employees are prohibited from using Port of Seattle resource (as defined above) to engage in or promote the buying or selling of sex, sex trafficking, or labor trafficking. Included in this prohibition are:
  - a. Creating, downloading, viewing, storing, copying, or transmitting content that is sexually explicit, sexually-oriented, or criminal during work hours, while traveling on business for the company, while engaged in any work-related activities, or using port resources.
  - b. Viewing/searching online advertisements for commercial sex, during work hours, while working on company business, while engaged in any work-related activities, or using port resources.
  - c. Viewing/searching websites where adult entertainment is offered for sale, during work hours, while working on company business, while engaged in any work-related activities, or using port resources.
  - d. Using port resources to lure individuals into a labor trafficking situation, or to engage a labor trafficker to purchase an individual for work against their will.
  - e. Knowingly accepting work from an individual who is being compelled against their will to provide those services.
  - f. Soliciting prostitution in any state in which it is unlawful
  - g. Even where not prohibited by law, soliciting prostitution during working hours, while working on company business, while engaged in any work-related activities, or using port resources.
  - h. Attending a venue that provides erotic entertainment/massages during working hours, while working on company business, while engaged in any work-related activities, or using port resources.
  - i. Exchanging money, employment, goods or services, or the promise thereof, for sex or sexual acts.
  - j. Exchanging port resources for sex or sexual acts.
4. In accordance with federal security requirements – including 49 CFR 1542 & 1570 – any employee who loses security clearance due to a disqualifying crime (including trafficking related offenses) and is therefore unable to perform essential job functions is subject to potential discipline or termination.
5. In accordance with federal and state requirements, any law enforcement officer or health and safety officer who engages in conduct detrimental to the duties of their role (including trafficking related offenses) is subject to potential discipline or termination.
6. In accordance with the values and mission, the Port of Seattle and its employees comply with all state and federal law related to workers right's.

# A Port-Wide Collaboration

- Chad Aldridge, Veterans Fellow
- Elias Calderon, Public Affairs
- Jamie Carter, Airport Training
- Chief Rodney Covey, Police Department
- Sean Gillebo, Police Department
- Heather Karch, Aviation Facilities & Infrastructure
- Sean McKee, Aviation Facilities & Infrastructure
- Mikel O'Brien, Labor Relations
- Russ Read, Maritime Security
- Wendy Reiter, Aviation Security
- Eric Schinfeld, Public Affairs
- Tony Scoccolo, Fire Department
- Olivia Sloan, Sea-Tac Conference Center
- Dannah Spsychalski, Airport Office Building Management
- Veronica Valdez, Commission Office
- Delmas Whittaker, Fishing & Commercial Vessel Management
- Tammy Woodard, Human Resources