



How San Francisco Businesses Can Help Fight Human Trafficking

1. Train Staff to Recognize Signs of Trafficking & to Refer to Resources

Staff at hotels, restaurants, and other hospitality-related businesses can play a key role in identifying persons who may be trafficked, referring them to services, and alerting law enforcement. Training staff on recognizing the signs of trafficking and how to respond can help connect trafficking survivors with resources and hold traffickers accountable.

2. Audit Supply Chain for Human Trafficking

Businesses can take proactive steps to ensure that they are not contracting with entities that use human trafficking supplied labor. The California Transparency in Supply Chains Act of 2010 (SB 657) requires large retailers and manufacturers doing business in California, with gross worldwide receipts of over \$100 million (USD), to be transparent about the efforts they have undertaken to eradicate human trafficking in their direct supply chains for tangible goods offered for sale. Similarly, the federal government requires certain contractors to develop compliance plans that specify how the contractor will monitor for human trafficking.

3. Distribute Posters & Resources to Increase Awareness

California state law requires certain businesses to display an anti-human trafficking poster (e.g. bars, public transit, massage parlors, emergency rooms, job recruiters). Any business can choose to display a poster, which is an effective way to educate bystanders and potential trafficking victims about whom they can call for help.

4. Sign on to an Anti-Trafficking Code of Conduct

Businesses can commit to a Code of Conduct that may include: developing policies, training employees, monitoring supply chain in contracts, providing information to travelers, supporting and engaging with stakeholders, and reporting on their implementation.

5. Connect Other Businesses to Anti-Trafficking Efforts

Businesses can outreach to their networks to engage other companies in anti-trafficking awareness and prevention efforts.

6. Provide Financial Support to Anti-Trafficking Service Providers & Prevention Efforts

Businesses that engage in philanthropic efforts can provide monetary or volunteer support, or vouchers for services, to non-profit organizations engaged in providing direct services or public education, awareness and prevention of human trafficking.



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Why San Francisco Businesses Should Care About Human Trafficking

- **The International Labor Organization estimates that forced labor and human trafficking is a \$150 billion industry worldwide.**
 - Human trafficking occurs daily in the Bay Area in all forms, from domestic servitude in homes to commercial sexual exploitation of minors on the street and online. Forty percent of the sex trafficking cases tracked by the National Human Trafficking Hotline involved children under the age of 18.
- **The FBI has listed the San Francisco Bay Area as one of the top 13 destination areas for human trafficking in the United States.**
 - The Bay Area's many transportation hubs, and its diverse immigrant communities, make it vulnerable to traffickers. The National Human Trafficking Hotline receives more calls from California than from any other state.
- **Businesses can play an important role in identifying trafficking victims, referring them to resources, and alerting law enforcement.**
 - **The National Human Trafficking Hotline is 1-888-373-7888**
 - **The San Francisco Police Department Trafficking Tip Line is 415-643-6233**
 - A San Mateo County desk clerk who had been trained in human trafficking was able to recognize a man checking several young women into the hotel as a trafficker, and alerted law enforcement, who was able to arrest the trafficker and connect the victims to services.
 - Over 10% of the labor trafficking calls received by the National Human Trafficking Hotline involve restaurant or food service industries.
- **Super Bowl 2016 Provides an Opportunity to Increase Awareness Around Trafficking**
 - While the data is unclear about whether large sporting events actually increase the level of human trafficking, other regions have used the increased attention around the Super Bowl to generate greater outreach and prevention on trafficking.
- San Francisco is part of regional planning efforts, being coordinated by the South Bay Coalition to End Human Trafficking, to reach out to local businesses and engage them in anti-trafficking efforts.