# Learning Objectives

## Standard Curriculum Toolkit, Section 1.1

## Required Element

*February 2021*

**Combating Trafficking in Persons (CTIP) Program Management Office**

## Warning

**This training contains language and images depicting physical violence and sexual violence to accurately portray the nature of trafficking in persons. The DoD has determined that this level of candor is necessary in order to properly convey the subject matter.**

# Learning Objectives

This resource outlines the 12 key learning objectives in Section 3 of the CTIP DoDI (2200.01) and related topics you must include in your Combating Trafficking in Persons (CTIP) training materials. Add objectives and topics as necessary.

**Requirement**: **Include each of the twelve learning objectives listed below in your CTIP training**

- The prevalence of DoD-related TIP
- What constitutes trafficking in persons (TIP), utilizing the term “severe forms of trafficking in persons” as defined in Section 7102 of Title 22, U.S.C.
- Why TIP occurs
- Who is involved in TIP
- How TIP occurs
- The methods for combating TIP
- TIP laws and policies
- How TIP can affect mission readiness
- TIP concerns in the DoD
- The basic characteristics of TIP crimes
- Your role in combating TIP
- Reporting procedures for alleged TIP violations

**Note: The term "human trafficking" is used interchangeably with the legal term "trafficking in persons." The term “labor trafficking” is used interchangeably with the legal term, “forced labor.”**

# Learning Objectives

## 1. The prevalence of DoD-related human trafficking

Trafficking in persons is a crime in the United States and almost every other country. The Department of Defense (DoD) prohibits trafficking in persons and any related activities.

The DoD investigates trafficking in persons incidents involving:

- Service members
- Civilian employees
- DoD contractors
- Indirect hires
- Foreign national employees of DoD
- All dependents

For example, in 2018, 141 trafficking in persons or related cases were reported and investigated in the DoD.

Over the past ten years, DoD members were involved as traffickers, as buyers, and as victims. There were reports involving DoD contractors and reports involving the dependent children of Service members. Trafficking in persons is a problem in the DoD and requires all of us to prevent its occurrence and protect those it victimizes.

## 2. What constitutes trafficking in persons (TIP), utilizing the term “severe forms of trafficking in persons” as defined in Section 7102 of Title 22, U.S.C.

Human trafficking is a crime and a human rights abuse. The three most common forms of trafficking in persons (TIP) that DoD personnel may encounter are:

- Sex trafficking
- Labor trafficking
- Child soldiering

**Definition of "severe forms of trafficking in persons"**

The Trafficking Victims Protection Act (TVPA) of 2000 defined "severe forms of trafficking in persons" in 22 U.S.C. 7102 as:

A) Sex trafficking in which a commercial sex act is induced by force, fraud, or coercion, or in which a person induced to perform such act has not attained 18 years of age;

OR

B) 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

**Sex trafficking is the:**

- Recruitment
- Harboring
- Transportation
- Provision
- Obtaining
- Patronizing or
- Soliciting

of a person for the purpose of a commercial sex act.

The term "commercial sex act" means any sex act on account of which anything of value is given to or received by any person. (22 U.S.C. 7102(4))

**Victims of sex trafficking can be found anywhere, but are often found in:**

- Bars and Brothels
- Dance clubs and strip clubs
- Massage parlors and spas
- Escort services
- Private parties
- Pornography industry, and
- On the Internet

**Labor Trafficking (Forced Labor is the term used in U.S. law.) is the:**

- Recruitment
- Harboring
- Transportation
- Provision
- Obtaining

  of a person using force, fraud, or coercion to compel labor or services

Labor trafficking includes:

- Involuntary servitude
- Peonage
- Debt bondage
- Slavery

**In the DoD, labor trafficking has occurred in contracts that cover labor intensive industries such as:**

- Food services
- Janitorial and disposal services
- Truck and driver services
- Security guards
- Construction work

**Child Soldiering**

The term child soldier is defined in the Child Soldiers Prevention Act of 2008 as:

- Any person under 18 years of age who takes direct part in hostilities as a member of governmental armed forces, police, or other security forces;
- Any person under 18 years of age who has been compulsorily recruited into governmental armed forces, police, or other security forces;
- Any person under 15 years of age who has been voluntarily recruited into governmental armed forces, police, or other security forces; or
- Any person under 18 years of age who has been recruited or used in hostilities by armed forces distinct from the armed forces of a state.

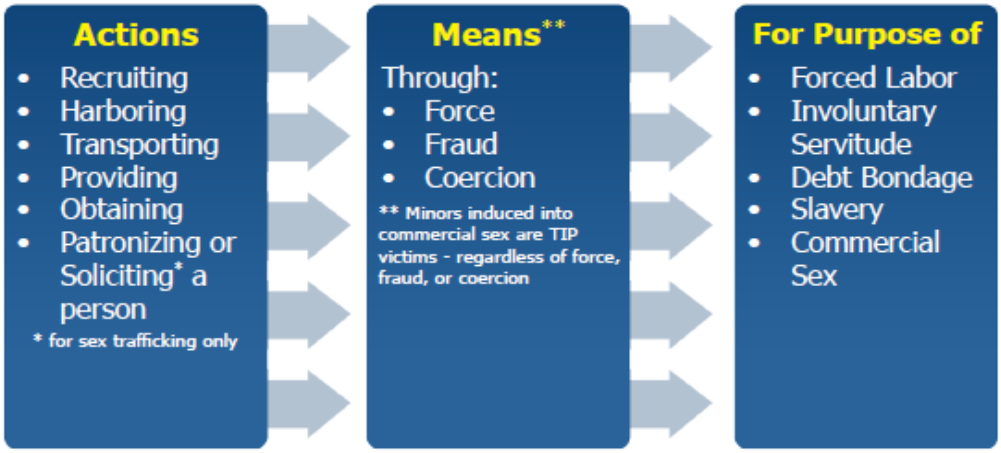
Note: This Act is found in the Trafficking Victims Protection Reauthorization Act of 2008 (P.L. 110-457) and was amended in P.L. 115-425.

**Child soldiers are forced to fight but also used as:**

- Cooks
- Porters
- Messengers
- Medics
- Guards
- Spies
- Sex slaves

## 3. How TIP occurs

The AMP Model is a visual depiction of the main elements of trafficking in persons: Action, Means, and Purpose.




**Main Elements of Trafficking**

Action:

- Recruitment
- Harboring
- Transporting
- Providing
- Obtaining
- Patronizing or Soliciting*

*Patronizing and Soliciting apply to sex trafficking only

**Means:****
Through:

- Force
- Fraud
- Coercion

**Minors induced into commercial sex are TIP victims – no proof of force, fraud, or coercion is required

**For Purpose of:**

- Commercial Sex
- Forced Labor
- Involuntary Servitude
- Debt Bondage
- Slavery

Traffickers use force, fraud, and coercion to compel victims to perform labor or services or commercial sex acts.

Here are some examples of force, fraud, and coercion drawn from actual cases. Please note, these examples do not comprise an all-inclusive list.

**Force:**

- Physical assault such as being hit, kicked, punched, stabbed, strangled, burned, shot, raped
- Confinement such as being locked in a room or closet, handcuffed, tied up, bound, or otherwise physically prevented from moving or leaving a situation
- Drugging a person to incapacitate him/her

**Fraud:**

- False promises of a better job, good pay, new life in the U.S., better circumstances for one's family
- Use of fraudulent travel documents such as passports or visas
- False advertising

**Coercion:**

- Physical Coercion:
  - Putting a gun to someone's head
  - Holding a person at knifepoint
  - Threatening to hit or hurt someone

- Psychological Coercion:
  - Threats or intimidation against the victim or victim's family, including threats to physically harm a loved one
  - Blackmail (such as threatening to release nude photos of a person)
  - Threats of deportation or sending someone to jail
  - Showing a person a dead body and intimating that if the person doesn't cooperate he/she will end up the same way

Trafficking in persons occurs in the DoD. Here are cases of the three most common forms of TIP.

**Sex Trafficking Case -** In 2013, a Service member was arrested by civilian police in an undercover operation in Florida. The Subject agreed to pay money for sexual relations with a fictitious 14-year-old. He traveled to the identified location and inquired about purchasing the child for the purpose of "pimping" her to others. He was charged in Florida under state statutes of Traveling to Meet a Minor and Use of a Computer to Solicit. He was prosecuted under the Uniform Code of Military Justice (UCMJ) and found guilty of UCMJ Article 134 (Pandering and Prostitution).
The elements of trafficking in this case include attempted recruiting, transporting, and obtaining a minor for purposes of commercial sexual exploitation.

**Labor Trafficking Case -** The Defense Criminal Investigative Service (DCIS) received a referral from the DoD Inspector General (DoDIG) Contractor Disclosure Program about subcontractor non-compliance violations. The case was reported to the DoDIG by the director of the subcontracting company.

DCIS investigated and determined the subcontractor violated Kuwait labor laws and engaged in violations of trafficking in persons (TIP) laws and regulations in the treatment of its employees. The violations included failing to provide employees with copies of their employment agreements, failing to include TIP prohibitions in the employment agreements, failing to provide employees with pay slips, failing to pay full salaries to its employees as agreed upon, and failing to provide CTIP training to its employees.

As a result of a DCIS investigation, in November 2017, the U.S. Army, Judge Advocate General, Procurement Fraud Division, debarred the DoD subcontractor from federal contracting for three years (until September 2020).

**Child Soldiering Case** - In 2012, armed terrorist groups in Afghanistan recruited 47 children as child soldiers. They used most of the children to manufacture and plant improvised explosive devices and to transport provisions. Ten children were used to conduct suicide attacks. That year, a 16-year-old boy killed himself conducting a suicide attack at the entrance to the International Security Assistance Force (ISAF) headquarters in Kabul. During the attack, seven children were killed and two others were injured.

## 4. Why TIP occurs

Experts agree that trafficking in persons occurs for many reasons including:

- The worldwide demand for commercial sex or cheap labor
- Economic or political instability, war, civil unrest, and natural disasters which create large scale migration and other vulnerabilities
- Criminal enterprises such as terrorist organizations, organized crime, and extremist groups who use human trafficking to fund their operations

Who are the Victims?

Victims can be:

- Any gender, age, race, nationality, social status, economic background, or immigration status
- Female or male
- Adult or child
- Foreign national or U.S. citizen
- Homeless youth
- Undocumented migrants
- People displaced by civil conflicts and natural disasters
- Service members, DoD civilians, DoD contractor employees, and DoD family members

Who are the Traffickers?

Traffickers can be:

- Any gender, age, race, nationality, social status, economic background, or immigration status
- Members of organized crime groups
- Terrorist organizations
- Gangs and warlords
- Foreign national or U.S. citizen
- Male or female
- Pimps
- Business owners
- Family members
- Service members, DoD civilians, DoD contractors, and DoD family members

## 5. Who is involved in TIP

LT Gen Vechery USAF, Deputy to the Commander for Military Operations AFRICOM, talks about trafficking in persons and its effects on victims.

**What Exactly Is Trafficking In Persons?**
"Modern slavery," "trafficking in persons," and "human trafficking" are all umbrella terms for the act of recruiting, harboring, transporting, providing, or obtaining a person for compelled labor or commercial sex acts through the use of force, fraud, or coercion. Other terms you might hear associated with human trafficking include involuntary servitude, slavery, debt bondage, and forced labor. Any minor under the age of 18 involved in commercial sex is always a victim of human trafficking, regardless of whether force, fraud, or coercion are present.

Human trafficking can include, but does not require, movement. People are considered trafficking victims regardless of whether they were born into a state of servitude, were exploited in their home town, were transported to the exploitative situation, previously consented to work for a trafficker, or participated in a crime as a direct result of being trafficked."

**Who Are The Victims Of Trafficking In Persons?**
"Human trafficking occurs both domestically and internationally, including on and around DoD Military installations. Traffickers look for victims in vulnerable situations due to child abuse, sexual assault, adverse childhood events, economic hardship, political instability, natural disasters, as well as other causes. Sex trafficking victims are most frequently women and children and they can be U.S. citizens or foreign nationals. Traffickers also exploit people who are vulnerable because of their age, social, economic, or immigration status. In the U.S., traffickers frequently target runaway or homeless youths who have histories of physical or sexual abuse."

## 6. How human trafficking can affect mission readiness

Trafficking in persons impacts the United States Military's mission and readiness in many ways.

- Sex traffickers target Service members near U.S. military installations
- Subcontractor employees performing under U.S. government contracts on military installations have been subjected to steep recruitment fees, unsafe working and living conditions, or violence and abuse on the job
- Children are being trafficked into rogue and extremist militias where they serve as soldiers, spies, cooks, porters, messengers, medics, guards, or sex slaves
- Terrorist organizations, organized crime, and extremist groups use trafficking in persons to fund their operations

## 7. Human trafficking concerns in the DoD

Trafficking in persons occurs in every region of the world.

**USAFRICOM**
In Africa, we face multiple issues with trafficking in persons.

Child soldiering is a problem in:

- Nigeria
- Rwanda
- Somalia
- Sudan
- South Sudan
- The Democratic Republic of the Congo

There are more than 17,000 child soldiers in South Sudan alone.

Sex and labor trafficking are also a serious problem in places like Nigeria, Niger, and Cameroon.

Training to familiarize ourselves with these issues is the first step in putting an end to this crime in our Area of Responsibility (AOR).

> *"In Africa, we face multiple issues that our Combating Trafficking in Persons program must address. For example, child soldiering is a problem in countries such as Nigeria, Rwanda, Somalia, Sudan, South Sudan, and the Democratic Republic of the Congo. According to UNICEF, there are more than 17,000 child soldiers in South Sudan alone. These children fight for both rebel forces and the government. They carry AK-47s and M-16s on the front lines of combat while also serving as human mine detectors and suicidal agents; one out of every five suicide bombers in this region is a child. Trafficking of young females in places like Nigeria, Niger, and Cameroon is also a serious problem.*

*Boko Haram, insurgent organizations and militant Islamic groups promise these young women to their soldiers as wives and to work in their camps. Training to familiarize ourselves with these issues is the first step in putting an end to this crime in our area of responsibility."*

- LT Gen Vechery USAF,
Deputy to the Commander for Military Operations, USAFRICOM

**USCENTCOM**

In the Middle East, thousands of Other Country Nationals (OCNs) are hired under U.S. government contracts to work on U.S. military installations in Iraq and Afghanistan.

Although the U.S. Government has a zero-tolerance policy for trafficking in persons, OCNs can still be vulnerable to deceptive hiring practices, substandard living conditions, unsafe or hazardous working conditions, and other forms of abuse.

In addition, militant Islamic terrorist organizations engage in trafficking as a means of making money. Funds from human trafficking are used by organized criminal networks, warlords, and other rogue armed forces to further destabilize weak democracies.

If you see any signs of trafficking in persons, you should report it to your chain of command.

*"In the Middle East, thousands of Other Country Nationals, or OCNs, are hired under U.S. government contracts to work on U.S. Military installations in Iraq and Afghanistan. This large civilian workforce comes primarily from developing countries such as Nepal, India, Bangladesh, Sri Lanka, the Philippines, and Uganda.*

*Although the U.S. Government has a zero-tolerance policy for human trafficking, OCNs can still be vulnerable to deceptive hiring practices, substandard living conditions, unsafe or hazardous working conditions, and other forms of abuse. These workers can become an unstable element on military installations.*

*In addition, militant Islamic terrorist organizations engage in trafficking as a means of making money. Funds from human trafficking are used by organized criminal networks, warlords, and other rogue armed forces to further destabilize weak democracies.*

*If you see any signs of human trafficking, you should report it to your chain of command."*

- BG Jeffery Doll USA,
Director FWD Operational Contract Support, USCENTCOM

**USEUCOM**

In the European theater, many countries have legalized prostitution and U.S. Military members can be prime targets for the sex industry. It is important for all DoD members in this area to remember that while prostitution may be legal in these countries, it is a violation of UCMJ Article 134 which prohibits patronizing or soliciting and is a punishable offense. It is the DoD's policy to oppose prostitution, forced labor, and any related activities contributing to trafficking in persons.

In addition, there has been an increased flow of migrants, including refugees, to Europe since the beginning of 2015. Trafficking victims have been identified among those fleeing civil war and unrest, and many migrants remain vulnerable to trafficking en route to or after arriving in Europe.

**USINDOPACOM**

According to the International Labour Organization (ILO), nearly 25 million people are victims of trafficking in persons worldwide. Approximately two-thirds of the estimated victims of trafficking are in the Indo-Asia Pacific region, or reside within the U.S. Indo-Pacific Command AOR.

Sex trafficking and labor trafficking are common in this region, and include millions of women and children bought and sold for commercial sex, as well as large labor trafficking enterprises in many industries, including fishing, construction, garment and other industries, agriculture, and mining.

**USNORTHCOM**

North America has a serious problem with trafficking in persons. Human traffickers exploit domestic and foreign national victims in Canada, the United States, and Mexico. Traffickers compel victims to engage in commercial sex and force them to work in both legal and illegal industries.

As an example, during FY 2018, DOJ secured convictions against 526 traffickers, an increase from 499 convictions in FY 2017. Of these, 501 involved predominantly sex trafficking and 25 involved predominantly labor trafficking. Children, including the children of military members, may be targets for traffickers online, at schools, or in neighborhoods. Traffickers have sophisticated business models involving new technologies including smartphones, social media, and specialized apps. In addition, trafficking may occur in bars, massage parlors, and brothels situated near U.S. Military bases.

Mexico struggles with trafficking, smuggling, and corruption issues, including a well-developed corridor for moving people across the Southern border of the U.S. For example, Mexican authorities initiated 112 federal and 304 state investigations in 2018 and convicted 60 traffickers involved in 25 federal and 35 state cases.

Canada also has problems with trafficking in persons. For example, in 2018, federal, provincial, and municipal law enforcement officials initiated prosecutions against 116 individuals in 72 cases (one for labor trafficking).

**USSOUTHCOM**

In South and Central America, trafficking in persons takes various forms:

- Sex trafficking
- Labor trafficking
- Child soldiering

Latin America is a primary source region for victims trafficked to the United States, including by transnational criminal networks like MS-13.

If you see signs of human trafficking, report this through your chain of command.

> *"In South and Central America, trafficking in persons exists in various forms; including sex trafficking, labor trafficking, and child soldiering. Latin America is a primary source region for victims trafficked to the United States, including by transnational criminal networks like MS-13. If you see signs of labor trafficking, report this to contracting personnel and through your chain of command."*

- VADM Daniel Abel USCG,
Former Director of Operations, USSOUTHCOM

## 8. The basic characteristics of TIP crimes

There are some key red flags to look for that could alert you to a potential trafficking in persons situation.

Be alert for signs that may indicate trafficking in persons is taking place and follow the appropriate procedures for reporting this type of incident. Please note the following list is not all-inclusive.

**Physical/Environmental Indicators**

- Signs of physical abuse (i.e., bruises, cuts, and/or broken bones)
- Serious communicable diseases
- Injuries from violence or hazardous work conditions
- No ID (i.e., passport and/or papers)
- Escorted or closely monitored at all times
- Someone speaks for them
- In debt bondage to employer
- Live or work in unsafe conditions
- Live at or are confined to their worksite
- Exposure to toxic or hazardous materials
- Evidence of a sexually explicit online advertisement, especially of minors

**Psychological/Behavioral Indicators**

- Fearful
- Submissive
- Anxious
- Angry
- Aggressive, antagonistic, or defensive
- Depressed
- Substance abuse
- Dependent on others
- Unsure where they are

**Sex Trafficking Case:** In 2016, a military criminal investigative organization was notified by a military member's spouse that their child was a victim of sex trafficking. The mother found sexually provocative advertisements on the internet of her 17-year-old daughter offering sexual services for a fee. The daughter was interviewed and admitted that she was engaging in prostitution and that her 19-year old civilian boyfriend was keeping the money and posting the advertisements. This case was supported by military criminal investigators, the FBI, and multiple local law enforcement offices. The elements of sex trafficking in this case are a minor being advertised online for commercial sex. Note, any person under the age of 18 found in commercial sex is a per se victim and no proof of force, fraud, or coercion is needed.

## 9. TIP laws and policies

Over the past 20 years, Congress has passed laws to prevent trafficking, prosecute traffickers, and protect and assist victims including:

- **Trafficking Victims Protection Act (TVPA) of 2000 and Reauthorizations**

  Establishes a whole of government approach to combating trafficking in persons
  Creates a 3P framework:
  - Prevention: Encourages education, awareness, and training to understand trafficking, identify victims, and respond appropriately
  - Prosecution: Encourages a vigorous law enforcement response to traffickers
  - Protection and assistance: Provides holistic services for survivors
  - The TVPA of 2000 was reauthorized in 2003, 2005, 2008, 2013, and 2018

- **National Defense Authorization Act (NDAA) for Fiscal Year 2013, Title XVII, the "Ending Trafficking in Government Contracting Act"**

  The NDAA for Fiscal Year 2013, Title XVII, "Ending Trafficking in Government Contracting Act," includes requirements for contractors to prevent trafficking in persons.

  It imposes monitoring, reporting, and compliance plan requirements on DoD to ensure U.S. government taxpayer money does not support human trafficking.

- **Justice for Victims of Trafficking Act (JVTA) of 2015**

  The JVTA:
  - Increases penalties for sex traffickers and buyers
  - Expands the definition of sex trafficking to those patronizing a prostitute and soliciting commercial sex
  - Requires DoD to provide DOJ with sex offender registration information for persons required to register who are released from military corrections facilities or convicted under the Uniform Code of Military Justice (UCMJ) and sentenced without confinement

A Presidential Directive was signed which created the U.S. Government's "zero tolerance" policy:

- **National Security Presidential Directive – 22**

  The United States adopted a "zero-tolerance policy" on trafficking in persons for all U.S. Government employees and contractor personnel with the signing of the National Security Presidential Directive 22 (NSPD-22) in 2002.

The DoD updated its criminal code and issued an Instruction:

- **Uniform Code of Military Justice, Article 134**

  Criminal code that applies to Service members, and in time of declared war or a contingency operation, persons serving with or accompanying U.S. Armed Forces in the field.

  Prosecutable offenses under Article 134 of the UCMJ related to sex trafficking include:
  - Prostitution
  - Patronizing a prostitute
  - Pandering by compelling
  - Inducing, enticing, or procuring an act of prostitution
  - Pandering by arranging or receiving consideration for arranging for sexual intercourse or sodomy

- **DoD Instruction 2200.01, "Combating Trafficking in Persons (CTIP)"**

  Established DoD CTIP policies, responsibilities, and reporting requirements for promoting the U.S. Government's zero tolerance policy within the DoD. (first published in 2007, updated in 2010, 2015, and 2019)

**What if you're serving in or visiting a country or state where prostitution is legal?**

It is always a violation of the Uniform Code of Military Justice (UCMJ) to patronize a prostitute or engage in prostitution even if it is legal in the country you are serving in or visiting.

Why is prostitution prohibited in the UCMJ?
Those involved in prostitution may be under the age of 18 and therefore per se victims of TIP. Others are compelled through force, fraud, or coercion, making them victims of trafficking in persons even in countries where prostitution is legal.

It's also important to remember that Service members and contractors may be targeted by the sex industry. Strip clubs and prostitution venues are often set up around military installations.

Remember: Sex with minors and production of child pornography are human trafficking crimes and prohibited by federal law and the UCMJ.

If you see signs of trafficking in persons, you should report it through your chain of command.

## 10. The methods for combating TIP

Some methods for combating trafficking in persons are things you can do:

- Learn the signs and indicators of trafficking in persons
- Don't engage in prohibited activities
- Follow your command/agency reporting procedures
- Report all suspected abuses through your Chain of Command or Inspector General
- Stay informed: CTIP PMO has a website, newsletter, and resources to learn more about combating TIP in DoD – https://ctip.defense.gov/

COMBATING TRAFFICKING IN PERSONS
U.S. DEPARTMENT OF DEFENSE
STOP Human Trafficking
Force, fraud, or coercion to compel a person to provide labor, services, or commercial sex.
Victims come from all backgrounds and can be women, men, and children.
Any minor (under 18 years of age) involved in commercial sex is a victim of human trafficking.
There's no One face
Recognize SIGNS
Physical/Environmental Indicators include signs of abuse, no identification, confined to worksite.
Psychological/Behavioral Indicators include submissive, anxious, lack of free will.
REPORT IT
Chain of Command
Local Law Enforcement
DoD Inspector General Hotline
1-800-424-9098 or visit http://www.dodig.mil/hotline
National Human Trafficking Hotline
1-888-373-7888.
For more information go to:
CTIP.defense.gov/

## 11. Your role in combating TIP

What is your role in combating trafficking in persons?"

BG Jeffery Doll, U.S. Arm, Director FWD Operational Contract Support, USCENTCOM answered the following questions:

**I don't go to strip clubs, or purchase sex, or solicit prostitutes, so why do I need to know any of this?**

> *"Knowing about off limits establishments is important, and situational awareness is equally important. In areas of conflict, an understanding of the people, cultures, and environment of the region can help you know how these elements affect the mission."*

**I almost never leave the U.S. Military base. How does trafficking in persons affect me?**

> *"Human trafficking can also happen in and around U.S. Military installations. Human trafficking doesn't stop at prostitution or even sex trafficking. Men, women, and children are also trafficked for forced labor and in some cases on the very subcontracts that support our U.S. Military installation operations.*
>
> *Traffickers look for victims in vulnerable situations due to economic hardship, political instability, natural disasters, and other causes. Traffickers also exploit people who are vulnerable because of their age, social, economic, or immigration status. As defined in the Federal Acquisition Regulation (FAR) Subpart 22.17, severe forms of trafficking involve the recruitment, harboring, transportation, provision, patronizing, soliciting, or obtaining of a person for labor or services, using force, fraud, or coercion for the purpose of forced labor. Human trafficking crimes, occurring on U.S. Military installations, compromise the security of day-to-day operations and require us to practice vigilance—not just when deployed—but even on the Homefront."*

**What are some signs of labor trafficking?**

> *"Some common labor trafficking practices include fraudulent recruiting with promises of well-paying jobs, charging recruiting fees, not providing contracts in the employee's native language, confiscating passports, not paying employees in a timely manner, and providing unsafe or unsanitary living or working conditions.*
>
> *Employees who have fallen victim to such illicit practices may be scared to report issues due to fear of reprisal. If you see signs of distress or indicators that an employee's communication is being limited by the employer, you should report through your chain of command."*

Combating trafficking in persons starts with you.

If you keep your eyes and ears open and know what to look and listen for, you can be part of the solution. But what if you DO suspect trafficking in persons is taking place. The following is a final message from BG Jeffrey Doll.

**Why is it important to report if I suspect trafficking in persons?**

*"Everyone has a role to play in combating human trafficking. Reporting suspected TIP violations makes a difference and, in some cases, has saved lives. Your everyday decisions impact the culture and climate for mission readiness in the DoD. Not only do you have a responsibility to record and report any human rights violations you may witness, but it is also your responsibility to avoid establishments that show indicators of trafficking in persons, and report these establishments to your chain of command. When you ignore a situation that appears to involve trafficking in persons, you compromise not only the safety of the victims involved, but also the safety of those in your unit and the region as a whole. Nothing can be done to solve a problem that no one knows about.*

*On the other hand, you might be inclined to investigate a situation or to rescue a person. It is not safe to act on your own and not your responsibility to investigate a situation. If you suspect trafficking in persons, you should first report the incident through your chain of command and local or command-level Inspector General's office. You can also call the Department of Defense IG Hotline."*

## 12. Reporting procedures for alleged TIP violations

Reporting procedures for alleged TIP violations:

- Report anything suspicious that you see to your chain of command
- You can report incidents to your local DoD IG office, through the DoD IG Hotline at 1-800-424-9098, or visit their website at **http://www.dodig.mil/hotline**
- Report and avoid any establishments or persons that you believe may be involved in TIP
- Never act ALONE, you may want to help, but trafficking situations are dangerous

# HELP STOP TRAFFICKING

# REPORT SUSPICIOUS ACTIVITY