

Contractor Responsibilities

The United States has a “zero tolerance” policy against trafficking in persons. All U.S. Government contracts are required to prohibit contractors, subcontractors, and their employees from:

- Engaging in severe forms of trafficking in persons during the performance of the contract
- Procuring commercial sex acts during the period of performance of the contract
- Using forced labor in the performance of the contract
- Destroying, concealing, confiscating, or otherwise denying access by an employee to the employee’s identity or immigration documents
- Using misleading or fraudulent practices during the recruitment of employees or offering of employment
- Using recruiters that do not comply with local labor laws of the country in which the recruiting takes place
- Charging employees recruitment fees
- Failing to provide return transportation or pay for the cost of return transportation upon the end of employment, for an employee who is not a national of the country in which the work is taking place and who was brought into that country for the purpose of working on a U.S. Government contract or subcontract

If an abuse is occurring contact the Department of Defense Inspector General Hotline at:

1-800-424-9098

OR

dodig.mil/hotline

Worker Rights

Employees supporting U.S. installations abroad have many rights, including to:

- Hold their own passport or other identification documents
- Receive agreed upon wages on time
- Take lunch and work breaks
- Elect to terminate employment at any time
- Identify grievances without fear of reprisal
- Have a copy of their employment contract in a language they understand
- If housing is provided, live in housing that meets host-country housing and safety standards

Report suspected human trafficking to the Department of Defense Inspector General Hotline at:
1-800-424-9098 or dodig.mil/hotline.

For 24/7 assistance, call the National Human Trafficking Resource Center at 1-888-373-7888.

The National Human Trafficking Resource Center (NHTRC) is a national, toll-free hotline available to answer calls from anywhere in the country, 24 hours a day, 7 days a week, every day of the year. The NHTRC is not a law enforcement or immigration authority and is operated by a nongovernmental organization.

**VIOLATORS FACE SEVERE
CONSEQUENCES, INCLUDING LOSS OF
ALL U.S. GOVERNMENT BUSINESS**



**FAIR
TREATMENT FOR
ALL WORKERS**

If your organization receives defense contract funding from the U.S., you must ensure your workers are treated in accordance with U.S. law and regulation.

Supporting U.S. Installations
Abroad

**U.S. Department
Of Defense**

Trafficking in Persons

Introduction

The success of any U.S. contingency operation—whether military engagement or response to natural disaster—depends upon the quality of its contracting support. All U.S. Department of Defense organizations use contractors to provide essential services. When the contingency is abroad, the U.S. often relies on local companies to provide these services, either directly or by subcontract. To receive these funds, local companies must abide by the terms and conditions of the contract.

A commitment to *Combating Trafficking in Persons* is an essential requirement in any U.S. Department of Defense contract. This means organizations who receive U.S. funding face consequences if they employ people who are compelled into labor through force, fraud, or coercion or who are people forced to commit sex acts. Trafficking in Persons is a form of modern-day slavery that is strictly forbidden.

If you are aware of any situation that involves recruiting, harboring, providing, or obtaining victims, immediately notify your Contracting Officer—the U.S. government official responsible for the contract.

Preventing Worker Abuses

Rigorous U.S. Inspections to Prevent Abuses

Performance of U.S. Department of Defense (DoD) contracts are monitored by Contracting Officer's Representatives (CORs)—individuals who serve as DoD's "eyes and ears" at military installations where services are performed. CORs receive training to help them spot the warning signs for human abuses. Any findings will be reported to the Contracting Officer for appropriate action.

The DoD Inspector General periodically evaluates DoD contracts for compliance with the "Trafficking Victims Protection Act" by conducting site visits at U.S. military installations. The DoD Hotline is available to report suspected trafficking in persons:

DoD Hotline Website:

dodig.mil/hotline

DoD Hotline Telephone:

From U.S. installations with DSN access:

94-800-424-9098

Within U.S.:

800-424-9098 (toll free) OR

703-604-8799

Outside U.S.:

00-1-703-604-8799

Remedies against Abusers

Company Self-Reporting

Companies should prohibit human rights violations, remove employees who engage in them, and report such actions to the U.S. Contracting Officer. Self-correction can save you from severe consequences. If human rights abuses occur under a U.S. DoD contract, significant penalties are possible, including:

- Administrative actions:
 - Order to remove employee
 - Order to terminate a subcontract
 - Termination of contract
 - Placement on suspension or debarment list, making you ineligible for business with the U.S. government
- Legal actions:
 - Monetary fines
 - Jail time

DON'T WAIT FOR THE U.S. TO FIND THE VIOLATION. REPORT FORBIDDEN ACTIONS:

DEBT BONDAGE
INVOLUNTARY SERVITUDE
SLAVERY
PROCURING SEX ACTS