

An aerial photograph of an airport is shown, with a large blue rectangular overlay on the left side containing white text. The overlay covers the top half of the image. The background image shows a runway with a small airplane in the center, taxiways with green markings, and various airport buildings and parking lots. In the distance, a city and a body of water are visible.

Developing Airport Programs to Combat Human Trafficking

Wednesday, October 25, 2023
11:00 AM – 12:30 PM

Today's Learning Objectives

- **Understand the specific challenges of detecting and responding to human trafficking at airports**
- **Gain insight into survivors' perspectives and potential indicators of trafficking activity**
- **Establish or expand an airport human trafficking program**

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**1.0 Continuing Education Units (CEUs)
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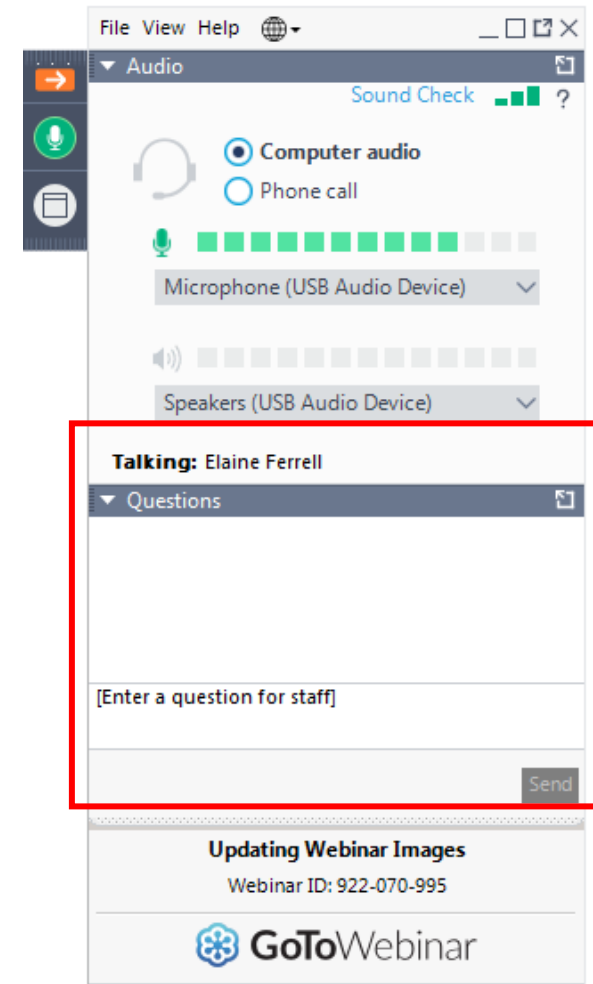
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Questions and Answers

Please type your questions into
your webinar control panel

We will read your questions out
loud, and answer as many as
time allows

#TRBwebinar



Damon Fordham

High Street Consulting

- 20+ years of experience in a variety of transportation organizations and state and federal agencies
- National thought leader in sustainable transportation and infrastructure
- Principal Investigator for ACRP Report 249: Developing an Airport Program to Address Human Trafficking



Today's Speakers



Hanni Stoklosa

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HEAL Trafficking



Damon Fordham

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High Street Consulting



Desiree Curtis

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Port San Antonio

“I often wonder how that day might have been different if someone at the airport or on board the aircraft knew how to relate to that young woman . . . When airport employees know the warning signs to watch for, the questions to ask, and the simple steps they can take to make people feel safe, they can make a big difference in the lives of people who are trafficked.”

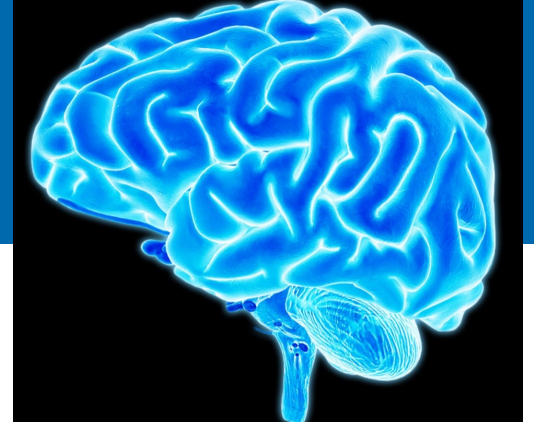
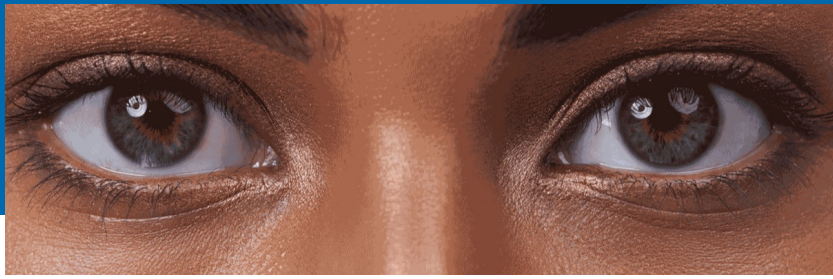
~trafficking survivor

Picture a victim of trafficking







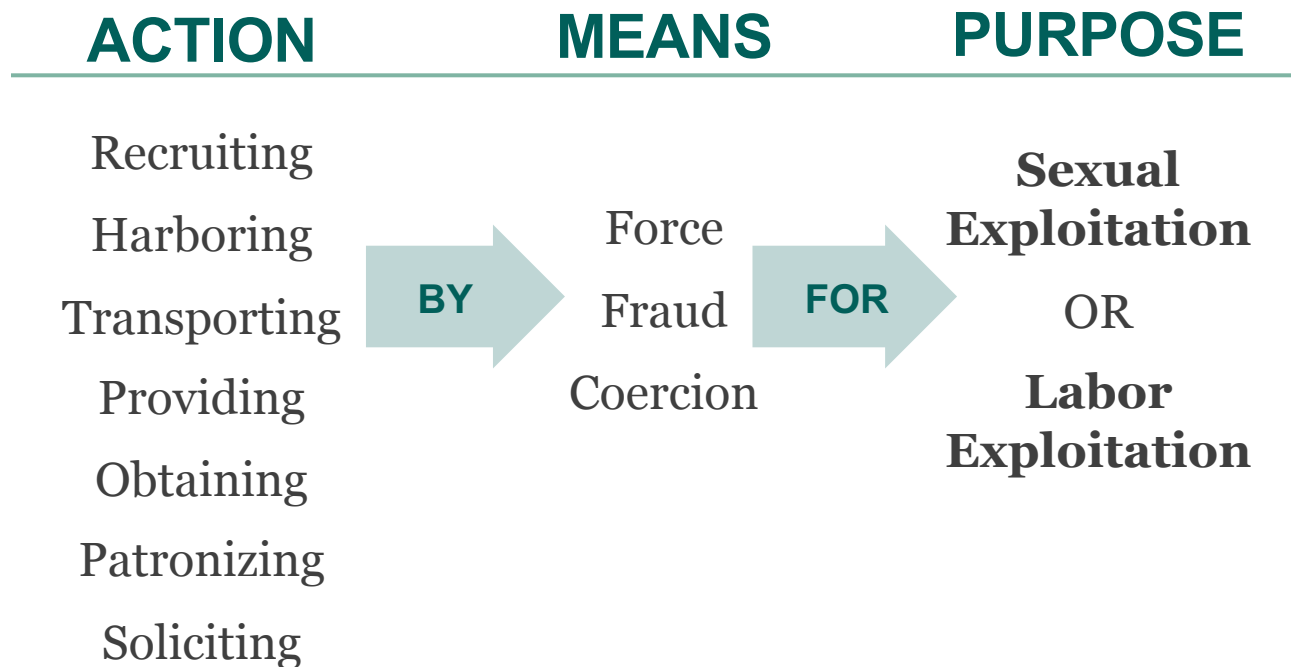


***The eye does not see what the mind does
not know***

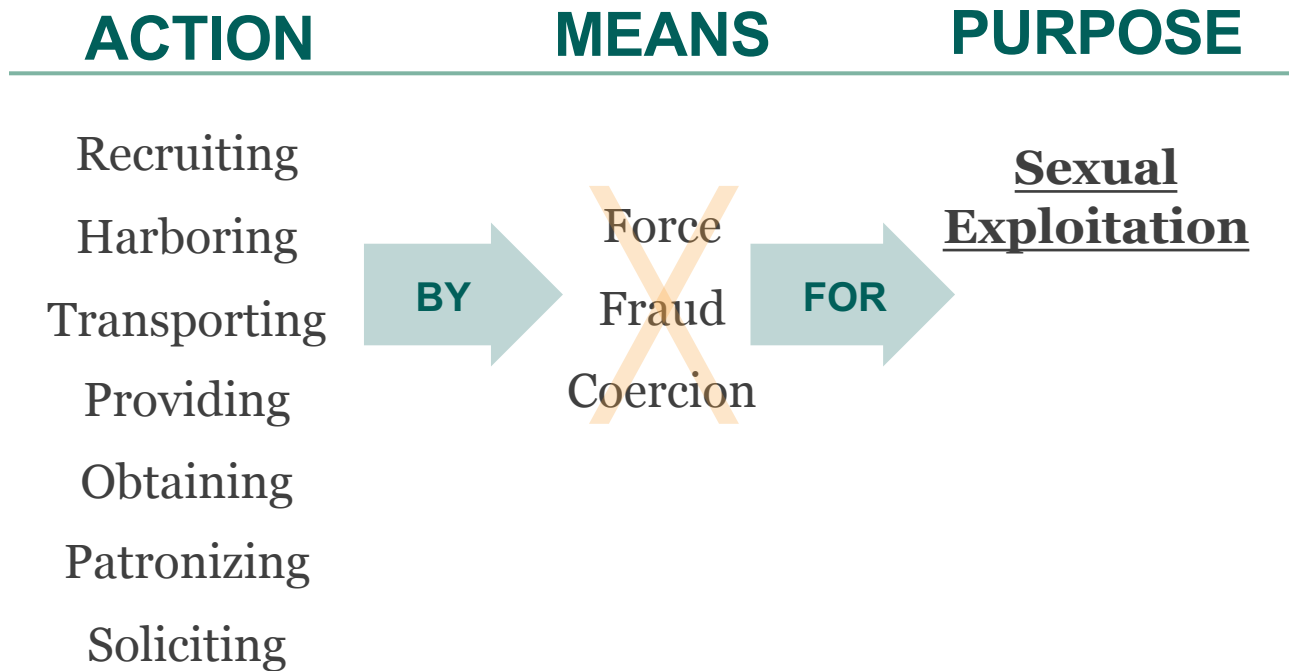
AND

***the mind does not know what the eye
has not seen.***

What is human trafficking?

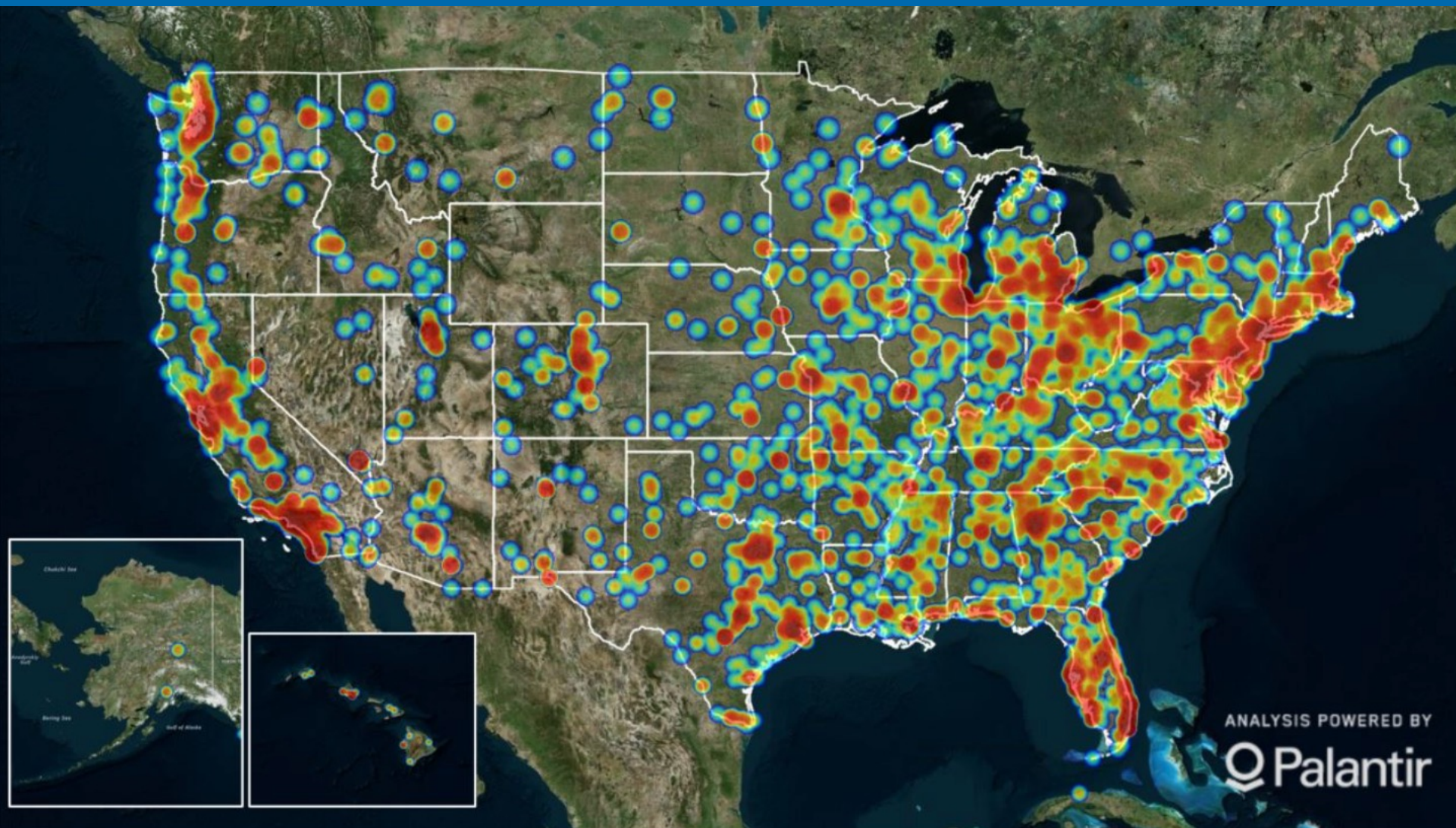


for < 18 years old

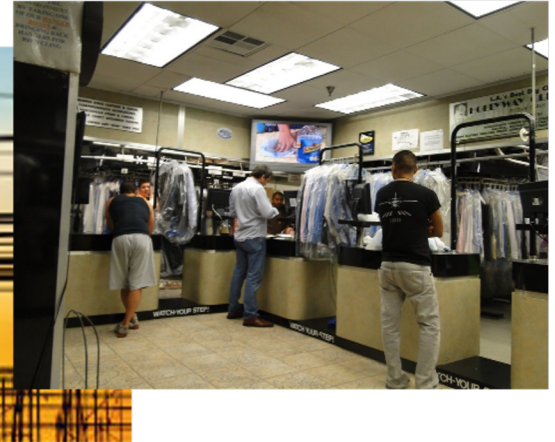


Any commercial sex under the age of 18 = trafficking

Calls to National Human Trafficking Hotline



What are people being trafficked to do? Work in under regulated underpaid "jobs"



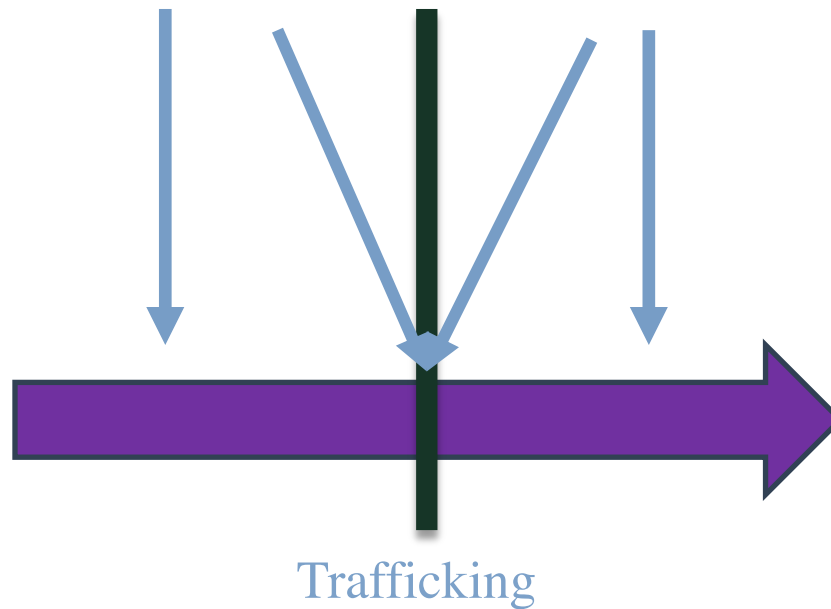


Escort Services
Illicit Massage, Health, & Beauty
Outdoor Solicitation
Residential Sex Trafficking
Domestic Work
Bars, Strip Clubs, & Cantinas
Pornography
Traveling Sales Crews
Restaurants & Food Service
Peddling & Begging
Agriculture & Animal Husbandry
Personal Sexual Servitude
Health & Beauty Services
Construction
Hotels & Hospitality
Landscaping
Illicit Activities
Arts & Entertainment
Commercial Cleaning Services
Factories & Manufacturing
Remote Interactive Sexual Acts
Carnivals
Forestry & Logging
Health Care
Recreational Facilities

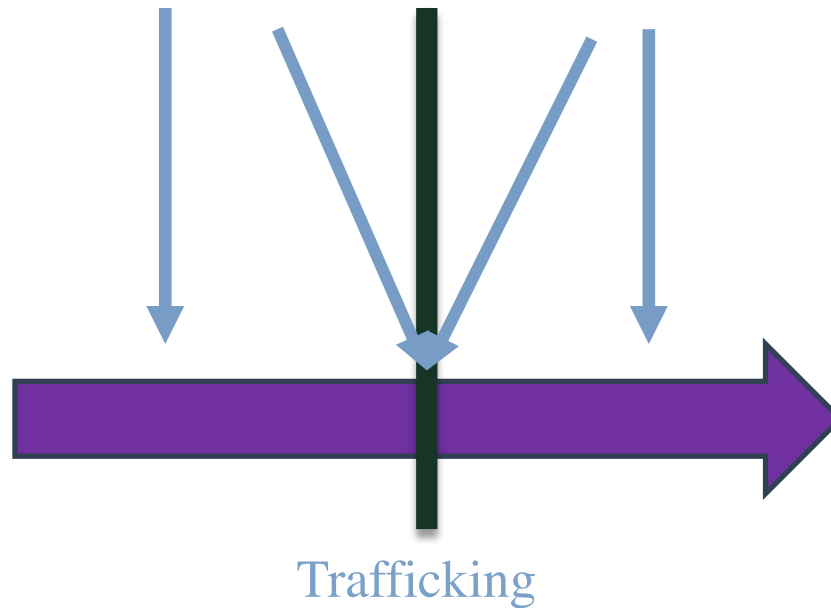
HOW can airports make a difference for trafficking victims?



Airport touchpoints before, during, and after trafficking



HOW can airports make a difference for trafficking victims?



What are the “visible signs” that someone is being trafficked?









Victim perspective

This is a bad job, but if I work harder/longer I can get out of here.

This is hell, but I don't have rights.

Victim perspective- engrained from traffickers

“You will not be believed”

“Your family will be harmed”

“You will be judged”

“People in this country don’t care about immigrants”

“You will be arrested”

“You will be deported”

Tipping the scale



If I ask for help, will life be better or worse?

What are the “visible signs” that someone is being trafficked?





Indicators of Labor and Sex Trafficking in an Airport Setting

It is imperative to contextualize any set of indicators, so readers understand their value as well as their limitations. There is no perfect set of indicators to identify human trafficking victims because they vary depending on the specific situation and type of victim. They also vary by region of the country, so the recommended indicators may need to be tailored to reflect the local context. Observers need to be keenly aware of their own biases when identifying potential victims and recognize that behavior-based indicators and pattern recognition are far more constructive than appearance-based indicators. **No list of indicators should be considered a checklist where one or more items are definitive proof of a trafficking situation.**

LABOR TRAFFICKING	BOTH LABOR AND SEX TRAFFICKING	SEX TRAFFICKING
OBSERVATIONS	OBSERVATIONS	OBSERVATIONS
<p>A child or person within a family appears particularly unkempt or uncared for</p> <p>Talks excitedly about a new job that awaits them at their destination yet does not know who they are meeting or where they are going</p> <p>Exhibits injuries specific to the labor performed, such as crushed hands or fractures</p>	<p>Is dressed inappropriately for travel or weather</p> <p>Appears fearful, withdrawn, anxious, depressed, submissive, intimidated, tense, ashamed, or nervous to the point of paranoia</p> <p>Avoids eye contact and interaction with others</p> <p>Has a travel companion that speaks on their behalf, restricts movement, or restricts their social interactions</p> <p>Sounds scripted or provides inconsistent stories</p> <p>Has difficulty articulating travel plans or detailed information about their destination</p> <p>Exhibits fear or avoidance of authority figures</p> <p>Lacks expected level of personal possessions</p> <p>Lacks or has false identification, documents, or money</p> <p>Appears drugged or disoriented</p> <p>Shows signs of malnourishment, poor hygiene, fatigue, sleep deprivation, or untreated illness or injuries</p> <p>Appears to have lost sense of time or place</p> <p>Appears to have lower-quality clothing compared to others in their party</p> <p>Appears to have a non-genuine relationship with travel companions, particularly within parent/guardian-child relationships</p> <p>Uses prepaid credit cards or gift cards</p>	<p>Particularly for minors, exhibits behaviors of a troubled teenager, such as lying about their age, not having identification, or acting secretive</p> <p>Exhibits traits of someone experiencing domestic violence, such as bruises or other signs of abuse</p> <p>Particularly for pimp sex trafficking, inappropriate clothing combinations between pimps and their victims, terminology such as “daddy” or “papi,” or overtly sexual behavior inappropriate to the situation</p> <p>One man traveling with several women, oftentimes not leaving any of the women unaccompanied</p>
INDICATED ITEMS	INDICATED ITEMS	INDICATED ITEMS
<p>Indicates they sleep or live at their place of work</p> <p>Indicates they work excessively long hours, having few or no breaks, and/or indicates their employer is withholding pay</p> <p>Indicates experiencing verbal or physical abuse (particularly from a supervisor), being made to work in unsafe conditions, or being forced to meet daily quotas</p> <p>Indicates being threatened with deportation if they do not work</p>	<p>Indicates they are being held against their will</p> <p>Indicates they have no control of travel identification or travel documents</p> <p>Indicates they are traveling on a last-minute booking paid by someone in cash</p>	<p>Indicates they have gifts not paid for by their guardians</p> <p>Indicates they have run away from home</p> <p>Indicates past involvement with the juvenile justice system</p>

CAVEATS

Some indicators on their own could represent typical behaviors of a child, such as not having control of travel documentation or money

There are indicators that should never be used as a sign of human trafficking, such as a parent or guardian being of a different race than their child

Victims can be of any age, race, gender, sexual orientation, religion, ethnicity, socioeconomic background, citizenship, or have any immigration status

Male, female, transgender, and non-binary persons can all be victims of trafficking

Behavior-based indicators should be prioritized over appearance-based indicators

Victim behaviors can vary based on how long the victim has been with their trafficker

Indicators serve as a reference point when evaluating whether a situation could involve human trafficking, but no list will be perfect or comprehensive

Recommendations

- Awareness materials: Plant seeds
- Train employees
- Display Human Trafficking Hotline #
- Survivor Informed, Trauma-informed



<https://polarisproject.org/wp-content/uploads/2018/08/A-Roadmap-for-Systems-and-Industries-to-Prevent-and-Disrupt-Human-Trafficking-Transportation-Industry.pdf>

“Passive” Impact- awareness signs

- **Who is the audience?**
 - Reading level?
- **What is the impact you are hoping to have?**
 - Knowledge, action
 - Images + Words
- **Do you have someone from that audience helping to create the content?**

What might be a better awareness sign?



What might be a better awareness sign?

- Who is the audience?
- What is the impact?
 - Knowledge, action
 - Images + Words



How could this be improved?

- Who is the audience?
- What is the impact?
 - Knowledge, action
 - Images + Words

GET HELP
If you are a victim of human trafficking, call this number
1-888-3737-888
Text Help to 233733 (BeFree)



www.TraffickingResourceCenter.org

Consigue ayuda 
Si eres víctima de la trata de personas, llama a este número
1-888-3737-888
Ayuda de texto al 233733 (BeFree)

Kumuha ng tulong 
Kung biktima ka ng human trafficking, tawagan ang numerong ito
1-888-3737-888
Tulong sa Teksto sa 233733 (BeFree)

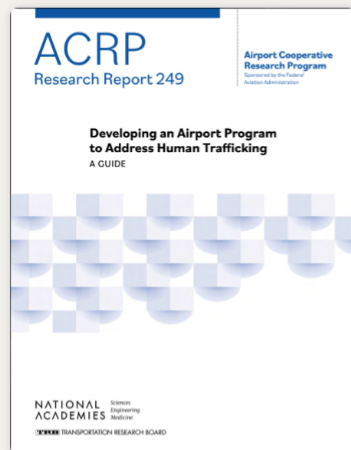
得到帮助 
如果您是人口贩运的受害者, 请拨打此号码
1-888-3737-888
文字帮助233733 (BeFree)

Recommendations

- Awareness materials: Plant seeds
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Developing an Airport Program to Address Human Trafficking: A Guide

(2023)

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Human trafficking has emerged as a critical public concern, with tens of millions of global victims who are moved across international borders and between states using various forms of transportation, including buses, trains, and airplanes, among others. Traffickers may be transporting victims through airports, or victims may be traveling of their own accord, unaware that the job opportunity at the end of their journey is not legitimate.

“I often wonder how that day might have been different if someone at the airport or on board the aircraft knew how to relate to that young woman . . . When airport employees know the warning signs to watch for, the questions to ask, and the simple steps they can take to make people feel safe, they can make a big difference in the lives of people who are trafficked.”

~trafficking survivor

Great indeed are our opportunities; great also is
our responsibility.

~William Wilberforce



Developing an Airport Program to Address Human Trafficking

Damon Fordham

High Street Consulting Group



ACRP Report 249 Research Team

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Earlyne Alexander, *Port Authority of New York and New Jersey*

Chappelle Broome-Stevenson, *Elevation! Services, LLC*

Vanessa D. Guyton, *Consulting Experts & Associates*

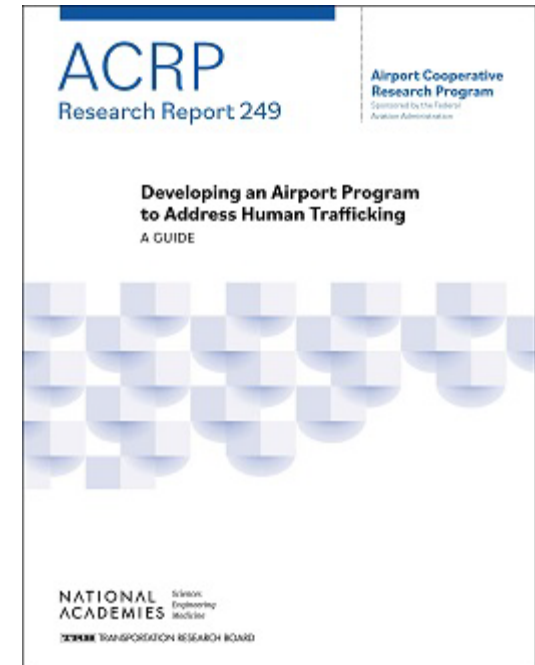
Donna Hubbard, *Airline Ambassadors International*

Hanni Stoklosa, *HEAL Trafficking, Arlington, MA*

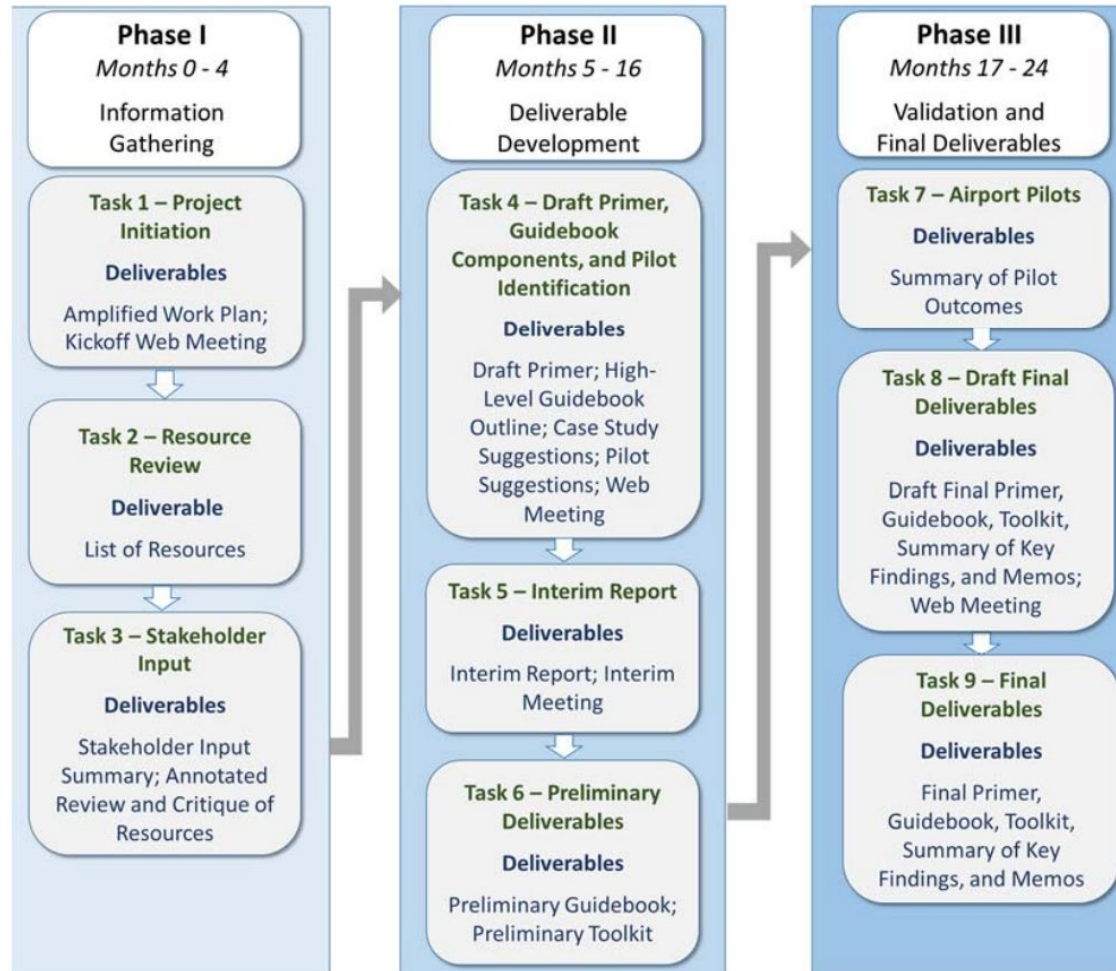
Elliott Black, *FAA*

Melinda Z. Pagliarello, *Airports Council International–North America*

Lisa Caselli, *U.S. Customs and Border Protection*



Research Approach



Outreach and Engagement

- A21 Campaign
- Airline Ambassadors International (AAI)
- Airlines for America (A4A)
- Airport Law Enforcement Agencies Network (ALEAN)
- Airport Restaurant and Retail Association (ARRA)
- Alaska Airlines
- American Airlines
- American Association of Airport Executives (AAAE)
- Baltimore/Washington International Thurgood Marshall Airport
- Businesses Ending Slavery and Trafficking (BEST)
- Centennial Airport
- Dallas Fort Worth International
- Delta Airline
- Federal Bureau of Investigations (FBI)
- Hartsfield-Jackson Atlanta International Airport
- HEAL Trafficking
- International Air Transport Association (IATA)
- JetBlue Airlines
- John Glenn Columbus International Airport
- National Air Transportation Association (NATA)
- National Survivor Network (NSN)/Coalition to Abolish Slavery and Trafficking (CAST)
- North Las Vegas Airport
- Paine Field/Snohomish County Airport
- Paradies Lagardère
- Polaris Project
- Port Authority of New York and New Jersey
- Reno-Tahoe International Airport
- San Antonio International Airport
- Seattle-Tacoma International Airport
- Signature Aviation
- The Avery Center
- U.S. Department of Homeland Security Blue Campaign
- U.S. Department of Homeland Security Investigations (HSI)
- U.S. Department of Transportation
- United Airlines
- University of Michigan Law Clinic

Piloting the Guidebook



Final Guidebook Structure

Guidebook for Developing an Airport Program to Address Human Trafficking

Primer

Standalone synopsis that provides fundamental information about the ways airports are used in human trafficking.

How-to Guide

Detailed, practical guide containing 20 action steps that airports can take to initiate or enhance a program to address human trafficking.

Toolkit

Extensive compilation of best-in-class resources to support the development and implementation of an airport program to address human trafficking.

How-to Guide “Action Steps”



Key Findings

- ➔ Survivor engagement throughout strategy development is critical
- ➔ Partnerships are critical to success
- ➔ Bias needs to be addressed
- ➔ Indicators need to reflect the specific context
- ➔ Individuals may not know they are victims of human trafficking
- ➔ Trafficking data may be misleading, misquoted, or inflated

FOR ADDITIONAL INFORMATION



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COMBATING HUMAN TRAFFICKING

THE PROBLEM

Terrorist Threats

Compliance with FAA and TSA regulations

Insider threat

Cyber Security

Customer Service

Development Projects

Active shooter

Aircraft emergencies

Resources and guidance





WHERE TO START

- Research
 - Data
- Roles and Responsibilities
 - Additional duties?
 - Time/Budget allocation
 - Who should be involved
 - Law Enforcement
- Leverage partners
 - BLI 2019 MOU
 - Local non-profits
 - Local, county, state offices
 - Tenants (Airlines/FBO)

THE GUIDE

01



Phase 1: Foundational Program -

- Determine program staffing
- Identify partnerships and victim resources
- Select indicators for victim identification
- Ensure clear reporting protocols
- Develop connections to victim support and aftercare
- Implement basic awareness program
- Providing training for key staff
- Identify funding and resources

02



Phase 2: Expanded Program -

- Undertake needs assessment
- Develop organizational plan/strategy
- Issue airport policy
- Formalize roles and responsibilities
- Implement Advanced Awareness Program
- Expand training to secondary staff
- Develop interdiction protocol and formalize jurisdictional coordination
- Began data collection efforts

03



Phase 3: Comprehensive Program -

- Provide Enhanced victim support and aftercare
- Support recovery opportunities
- Undertake data analysis and information sharing
- Develop mechanisms for Program evaluation

PHASE 1



- Need: Human Trafficking Call at the airport
- Lead: Airport Security Project Manager (15-20% time)
- Leadership buy-in
- Project Charter
- Project Committee
- External Partners
 - FBI
 - Non-profits
 - Texas Governors Task Force
- Budget
 - BLI posters and Computer Based Training
 - Bathroom signage
- Reporting Protocols
 - Control. Center
 - Fusion Center
- ACRP: details information on how to achieve based on airports experience scalable

PHASE 2



Needs assessment: Security Management Systems (SeMS)

Tenant and Airline support

- integrated into quarterly security briefs

Reference Applicable laws and regulations - AACAT

Childsafe MOU

Bexar County

Budget allocation

BLI Training Data

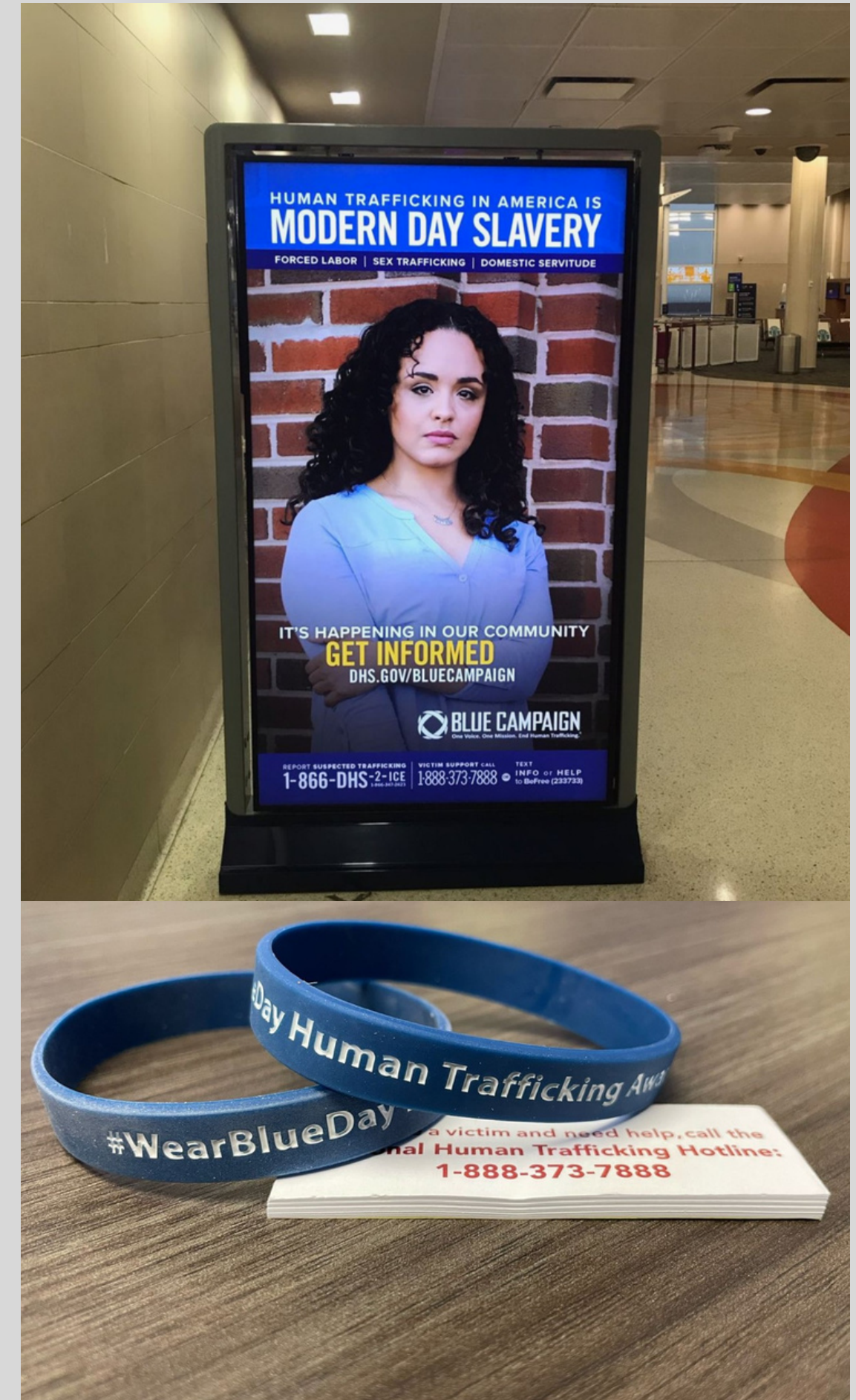
PHASE 3



- Security Management Systems (SeMS)
 - Quality Control
 - Quality Assurance
- Victim Support Center at airports
 - Childsafe MOU
 - Airline Mileage Donation
 - Police training on victim support and aftercare
 - Coordinate with airlines
- Newsletters
- Meet and Greets
 - support local advocacy organizations

LESSONS LEARNED

- Small Airports
 - lack of local resources
- Survivors Story
- Time and resources
- Survivor support at airports
 - Traveling through an airport
 - General Aviation flights
- Conferences





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HEALTH. EDUCATION. ADVOCACY. LINKAGE
BECAUSE HUMAN TRAFFICKING IS A HEALTH ISSUE



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Other Events for You:

November 9, 2023

TRB Webinar: Airfield Design Principles and Unmanned Aircraft Systems

November 13-15, 2023

TRB's Transportation Resilience 2023

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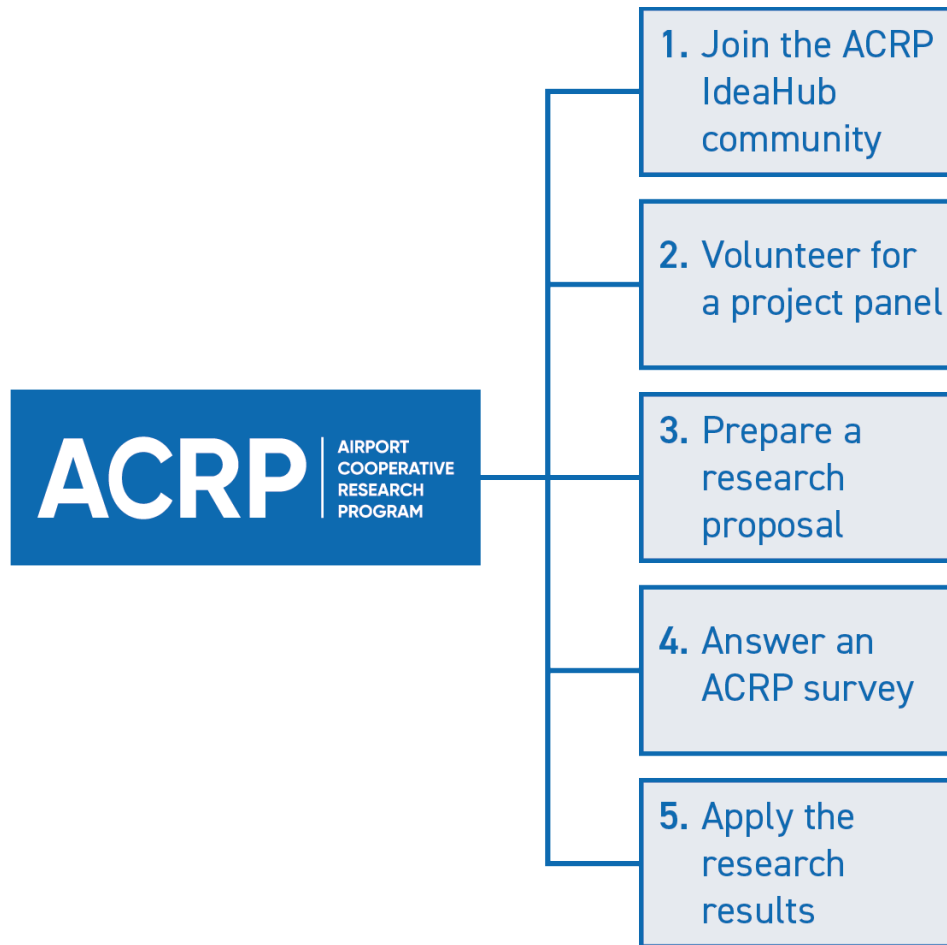


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