

Human Trafficking and the Hotel Industry

The below statistics include information from the calls, emails, or webforms received by the National Human Trafficking Resource Center hotline and from texts received by Polaris's BeFree texting helpline that specifically reference human trafficking in hotels and motels in the United States. Through these communications, Polaris has learned of, responded to, and analyzed thousands of cases of human trafficking. The data are not intended to represent the full scope of human trafficking, but to help identify trends. Statistics are from December 2007 to February 2015.



Cases of trafficking in hotels and motels
1,434



Victims and survivors identified
1,867

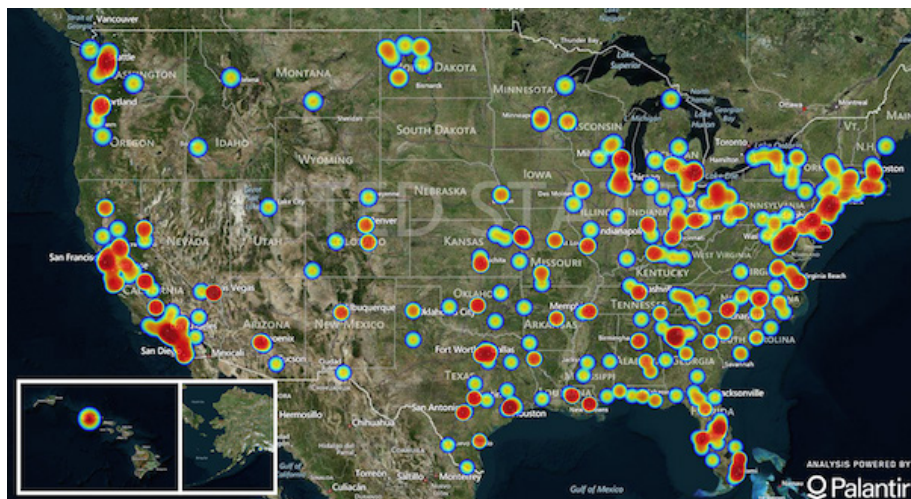
TYPE OF TRAFFICKING

Sex Trafficking
92%

Labor Trafficking
5%

Sex and Labor Trafficking
2%

POTENTIAL TRAFFICKING CASES IN HOTEL INDUSTRY*



TOP 5 NATIONALITIES OF POTENTIAL VICTIMS*

1. U.S.A.
2. Philippines
3. China
4. Mexico
5. India

DEMOGRAPHICS*

Age

Adults (69%)

Minors (45%)

Gender

Female (94%)

Male (8%)

Transgender (1%)

Citizenship

U.S. Citizen (59%)

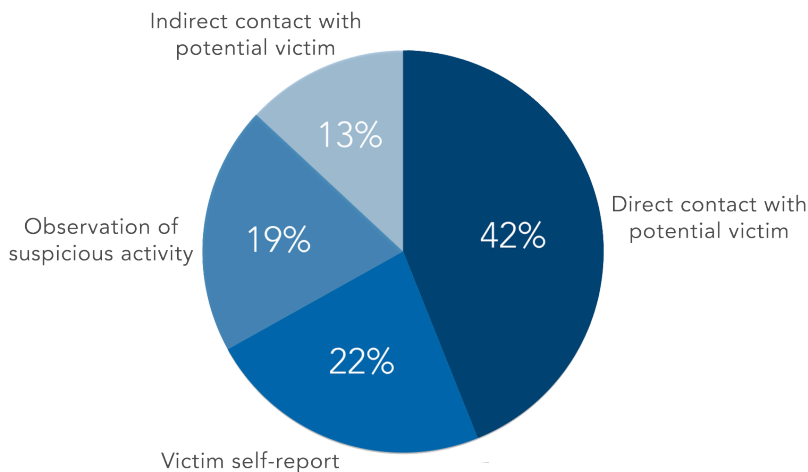
Foreign National (13%)

* These statistics are non-cumulative. Callers do not always provide demographic information, nationality, or the location of potential trafficking.

Call the National Human Trafficking Resource Center:
1-888-373-7888

Text HELP or INFO to the Polaris BeFree Helpline:
233733

CALLER PROXIMITY TO SITUATION



LABOR EXPLOITATION

Workers experiencing labor exploitation and related violations are at high risk for human trafficking. The following statistics are from cases reported within the hospitality industry which reference a range of workplace abuses and related violations, but that do not contain clear indicators of labor trafficking as defined by federal law.



Total Cases
294

RELATED VIOLATIONS

1. Wage and hour abuse 32%
2. Contract fraud 32%
3. Wrongful termination 10%
4. Discrimination 8%
5. Unsafe or unsanitary working conditions 5%
6. Verbal abuse 5%



Cases Involving Visas
228

H-2B	H-2A
50%	0.5%
J-1	F-1
46%	0.5%

CRISTOPHER'S STORY OF LABOR TRAFFICKING*

Cristopher's lifelong dream was to leave his home country of the Philippines to work in the United States. So when a labor recruiter approached him and offered him a job at a resort in the Appalachian mountains, he paid them nearly \$5,000 for the opportunity.

But when he arrived in the U.S., he was told the job didn't exist.

Instead, he was put on a bus to a Gulf state and traveled for 3 days with no money for food or water. He arrived in a small town and was told that he had to clean hotel rooms for 15-18 hours per day at a significantly lower wage than he was originally promised. He was constantly monitored and threatened with deportation. Cristopher was worried for his family and unsure how he would repay his debt to his recruiter.

Thankfully, Cristopher was able to escape. Once he did, he began working with Polaris to receive services, hoping to be able to continue working in the United States—this time legally. Through a special visa program for survivors of human trafficking, he's been able to stay here and has also been reunited with his family.

* To protect the identity of those we serve, Polaris has changed the name of the man in the story.

TRAFFICKING INDICATORS

SEX TRAFFICKING

- Pays for room in cash or with pre-paid card
- Extended stay with few possessions
- Requests room overlooking parking lot
- Presence of excessive drugs, alcohol, sex paraphernalia
- Excessive foot traffic in/out of hotel room
- Frequently requests new linens, towels, and restocking of fridge
- Exhibits fearful, anxious, or submissive behavior
- Dresses inappropriately given the climate

SEX AND LABOR TRAFFICKING

- No control of money, cell phone, or ID
- Restricted or controlled communications
- No knowledge of current or past whereabouts
- Signs of poor hygiene, malnourishment, or fatigue
- No freedom of movement, constantly monitored

LABOR TRAFFICKING

- Prevented from taking adequate breaks
- Doing different work than was contracted
- Living and working on-site
- Forced to meet daily quotas
- Forced to turn over wages
- Exorbitant fees deducted from paychecks
- Not paid directly



Freedom
happens
now.

RECOMMENDATIONS FOR THE HOTEL INDUSTRY

Human trafficking is a multi-billion dollar industry affecting millions worldwide; no industry or country is immune from this problem. The hotel industry has a unique role to play in the fight against human trafficking. Trafficking networks often rely on legitimate businesses, including hotels, to sustain their illegal operations and infrastructure. For example, traffickers may use hotels to house their victims while in transit or to sell their victim's forced services. This criminal activity presents a great risk for the safety and security of hotel businesses, as well as legitimate hotel customers. Fortunately, there are many ways in which the hotel industry can help prevent and combat human trafficking.

With the input of survivors, industry leaders, and subject matter experts, Polaris has developed a set of recommendations that we believe can help raise awareness, and in turn equip and empower hotel owners and employees to help put a stop to human trafficking:

1. **Formally Adopt A Company-Wide Anti-Trafficking Policy**

Adopt a policy that articulates your company's commitment to combating all forms of human trafficking (sex and labor, adult and minor victims, US citizen and foreign national victims) at all levels of your business. [The Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism](#) and the [United Nations Guiding Principles on Business and Human Rights](#), are good places to start. Once adopted, the policy should be clearly communicated and implemented at all levels, to ensure there is no human trafficking on-site, within your workforce, or within your company's sourcing/procurement supply chains.

2. **Train Staff On What To Look For And How To Respond**

Training is essential to identify and respond to human trafficking in your business. Education should occur annually, at the point of hire, and include staff at all levels (property owners, general managers, and line staff), to identify when a suspicious situation may be human trafficking. Trainings should incorporate internal processes and protocols for how to respond to and report human trafficking.

3. **Establish A Safe & Secure Reporting Mechanism**

Frontline staff, franchisees and vendors/suppliers need a safe and secure method to report concerns as they arise without fear of retaliation.

4. **Develop A Response Plan For Your Business**

Concerns of human trafficking or severe labor exploitation need to be taken seriously, investigated in a timely fashion, and remediated as quickly as possible. Develop an internal process for responding to and reporting human trafficking when it is suspected on-site, within your workforce, or within your supply chains.

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5. Directly Hire Employees Whenever Possible

It is well documented that the more removed or tenuous an employment relationship is, the more vulnerable workers are to abuse, including debt bondage and forced labor –two forms of human trafficking that have been found in the hotel industry. If it's not possible to directly hire, know your subcontractors and their recruitment practices well; don't tolerate abusive practices.

6. Work With Suppliers And Vendors Who Responsibly Source Their Products

Human trafficking can occur within your hotel's procurement or vendor's supply chains. Whenever possible, strive to purchase from businesses using fair trade and responsible sourcing models, such as [GoodWeave](#), [The Fair Food Program](#), and [Servv](#). Hotels can start by switching to fair trade certified coffee, or inviting these alternative businesses to attend your next trade show.

7. Contact The National Human Trafficking Resource Center (1-888-373-7888) Hotline And BeFree (233733) Texting Helpline

These [national resources](#) are available nationwide, toll-free, 24 hours a day, with tele-interpreting in over 170 languages for help or to report a situation of trafficking. Our trained call specialists are equipped to assess, provide safety planning, and refer to our network of trafficking experts across the United States for a targeted, victim-centered response.

Polaris Can Help

Polaris provides tailored solutions to help shape institutional responses to trafficking – from analyzing risk within corporate supply chains to developing response protocols for instances of human trafficking. For more information, [contact us](#).