

AIRPORT EMPLOYEE TRAINING TOOLKIT: OVERVIEW AND GUIDANCE FOR LEADERS



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OVERVIEW

Leaders of airports and other transportation hubs are encouraged to develop and implement a comprehensive approach to counter human trafficking. Often, this process starts with providing training materials to their employees that raise awareness on the crime of human trafficking in trauma-informed ways.

When airport employees know how to recognize the signs of human trafficking, they are more likely to report a potential incident and can therefore be the reason why someone is able to leave their exploitative situation.



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TRAINING MATERIALS

Airport Employee Training (PDF)

The Airport Employee Training PDF was created for leaders to provide to their employees and contains the most comprehensive training content within this toolkit. The PDF has distinct sections that educate employees on labour and sex trafficking, describe behavioural indicators of force, fraud, and coercion, explain how to respond to potential signs of human trafficking, and provide recommendations on what else an employee can do to counter human trafficking.

The content developed in the PDF was created in collaboration with survivor leaders to ensure that the information presented is accurate and presented in a way that reduces the risk of causing unintentional harm to people who may already be experiencing immense fear.



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Airport Employee Training PowerPoint (PPT)

The Airport Employee Training PPT is a derivative of the PDF described above. The PPT enables leaders to present a distillation of key information to employees. Leaders are encouraged to introduce this presentation as supplemental to the PDF, since the PDF goes into deeper detail on each aspect of understanding how to counter human trafficking.

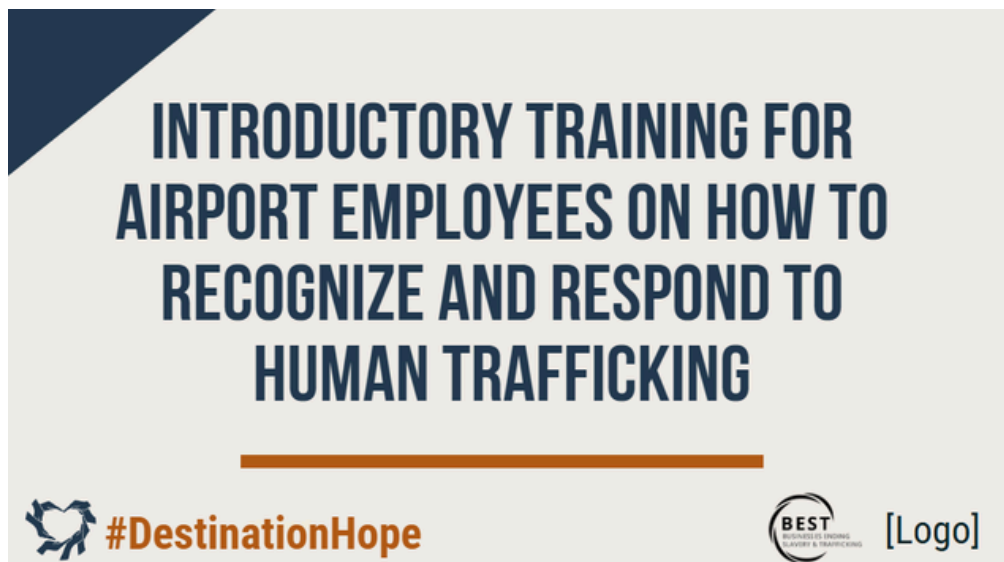


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Airport Employee Training Card

The Airport Employee Training Card is a small pocket card that can be printed for employees to carry. The Card contains summary information on the definition of human trafficking, what to do if an employee suspects human trafficking and the behavioural indicators of human trafficking specific to air travel. The Card should be distributed to employees that have read through the Airport Employee Training PDF and/or viewed the PPT.

Human trafficking happens when (1) force, fraud, or coercion are used to compel a person into work or prostitution or (2) a minor exchanges sex for anything of value.

IF YOU SUSPECT HUMAN TRAFFICKING

If a potential trafficking victim wants you to contact local authorities, **call 911**. If a victim does not want you to call local authorities, give them the number of the **National Human Trafficking Hotline of the country you are in:**

- Canada National Human Trafficking Hotline: 1-833-900-1010
- U.S. National Human Trafficking Hotline: 1-888-373-7888
- Mexico National Human Trafficking Hotline: 800-5533-000



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BEHAVIOURAL INDICATORS SPECIFIC TO AIR TRAVEL

- A passenger who does not know the person who purchased their ticket, how the ticket was purchased, who is picking them up, and/or who is travelling with them.
- Someone travelling on a one-way, last-minute, stand-by, or same-day booking paid by someone else in cash.
- Someone travelling with little or no money or personal items, e.g. no carry-on bag.
- A passenger who seems unaware of what items are in their carry-on or checked baggage.
- Someone whose travelling companions speak for them to refuse food or beverages.
- A traveller who indicates little or no knowledge of their destination or who is meeting them.
- Someone wearing clothing inappropriate for the weather, or clothing used to conceal signs of abuse like wounds or bruises.
- Any other signs of control, violence, deception, or manipulation.



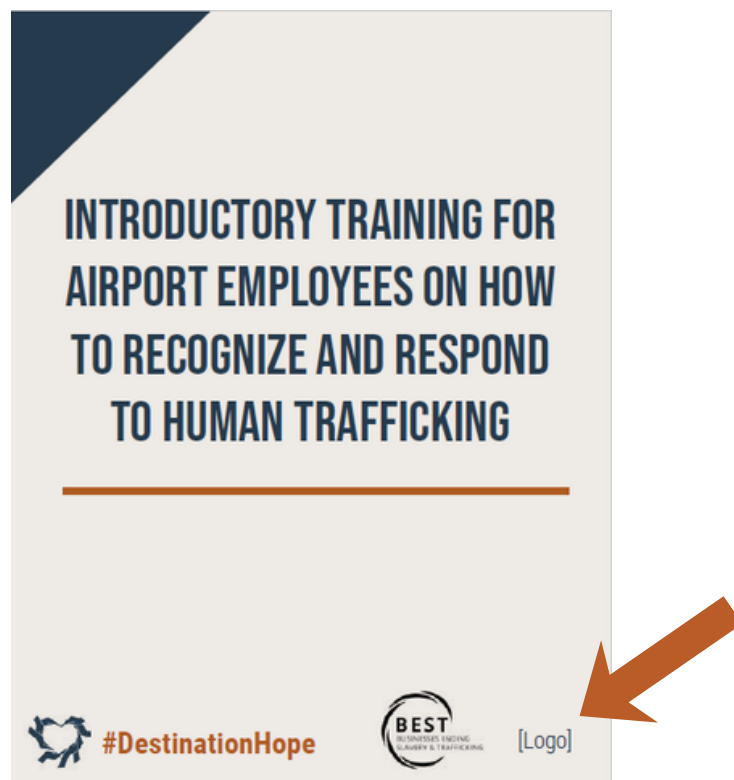
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Co-Branding Guidelines

All the training materials may be downloaded and used as is without cost. The logo for BEST may not be removed and the material may not be altered, with the exception of co-branding by the addition of an airport's logo.

Any airport using the signs should co-brand the PDF and the PPT by adding their logo to cover the [Logo] text on the sign. When co-branding, use a logo that is not transparent. It is recommended to use a black and white logo for accessibility by those with vision impairment.

The orange arrows below point to the location where an airport's logo should be placed on the PDF and PPT.



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INTRODUCTORY TRAINING FOR AIRPORT EMPLOYEES ON HOW TO RECOGNIZE AND RESPOND TO HUMAN TRAFFICKING



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[Logo]



Airports may contact BEST to request more information on training content by emailing info@bestalliance.org.



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