



HUMAN TRAFFICKING

Preventing and Responding to Human Trafficking

For Business Owners

Business owners can help play a role in preventing and responding to human trafficking by establishing different practices and policies in their businesses.

- **Employee Training.** Train employees to recognize the warning signs of human trafficking and how to safely respond to human trafficking.
- **Policies and Protocols.** Have policies and protocols in place for when employees indicate a suspected case of human trafficking. These policies can include avoiding confrontation, notifying supervisors and contacting appropriate resources.
- **Anti-Trafficking Policies.** Develop and enforce policies that demonstrate the business's commitment to preventing human trafficking. These policies can include reporting suspicious activity, employee safety policies and requiring suppliers to certify anti-trafficking policy compliance through contracts.
- **Signage and Awareness.** Display signs that describe the warning signs of human trafficking and resources to contact if individuals suspect human trafficking.
- **Collaboration with Law Enforcement.** Work with law enforcement and local agencies to stay current on the latest information regarding human trafficking warning signs, best practices for responding to human trafficking and resources.
- **Support for Survivors.** To help survivors reintegrate into society, businesses can provide employment opportunities to all individuals without stigma.

New Jersey Business Regulation for Human Trafficking Signage

Below are the current regulations in New Jersey for human trafficking signage in New Jersey that must be displayed in an area that is accessible to both the public and employees of the establishment.

Business Owners - [Download and Print Awareness Sign in Compliance with P.L. 2021, c.3 \(C.52:17B-237.1\)](#) | [En Español](#).

“Pursuant to section 1 of P.L. 2021, c.3 (C.52:17B-237.1), the following establishments to the extent practicable shall display the public awareness sign described in subsection a. in a place that is clearly conspicuous and visible to employees and the public:

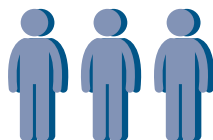
1. Strip clubs or sexually oriented businesses as defined in subsection a. of section 2 of P.L.1995, c.167 (2C:33-12.2), including, but not limited to, within every dressing room and within every restroom and restroom stall;
2. Places of business of employers of massage or bodywork therapists, which employers are subject to registration, and which therapists are subject to licensure, pursuant to P.L.1999, c.19 (C.45:11-53 et seq.) and section 13 of P.L.2007, c.337 (C.45:11-68 et al.), including, but not limited to, within every dressing room and within every restroom and restroom stall;
3. Bars;
4. Airports;
5. Passenger rail or light rail stations;
6. Bus stations;
7. Welcome Centers;
8. Truck stops;
9. Weigh Stations;
10. Emergency rooms within general acute care hospitals;
11. Urgent care centers;
12. Farm labor contractors and day haulers;
13. Privately operated job recruitment centers;
14. Service areas and safety rest areas located along interstate highways in New Jersey;
15. All forms of public transportation, including every railroad passenger car; and
16. Hotels, motels, bed and breakfast establishments, campsites, and similar places of public accommodation.
 - c. Owners and operators of private and public school buses are encouraged to display the public awareness sign described in subsection a. in a place that is clearly conspicuous and visible to students.
 - d. The public awareness sign to be posted pursuant to subsection b. shall be no smaller than eight and one-half inches by eleven inches in size, printed in 16-point font, in English and Spanish.
 - e. A business or establishment that fails to comply with the requirements of this section shall be liable for a civil penalty of \$300 for a first offense and \$1000 for each subsequent offense.”

Additional Human Trafficking Signage

Human Trafficking at a Glance

HUMAN TRAFFICKING

Human trafficking is the use of force, fraud or coercion for the purpose of forced labor, commercial sex or service.



NEW JERSEY

The National Human Trafficking Hotline has received 5,544 signals (calls, texts, online chats and tips) related to New Jersey since its inception. The Hotline has identified 1,799 cases of human trafficking in New Jersey. Of these cases, 3,882 survivors were identified.



WARNING SIGNS

PHYSICAL: Signs of abuse and injuries, looking malnourished thin and/or having tattoos/branding (ex: symbols, barcodes, names, etc.)

POSSESSIONS: Having a sudden increase in expensive clothing or jewelry without a reason, extreme increase in money or lacking identification documents

LACK OF CONTROL: Accompanied by someone who is controlling their movements, not able to speak freely or not being in possession of their own money



BEHAVIOR: Fearful, unable to speak for themselves or evidence of a controlling relationship (especially those with an older partner)

ISOLATION: Disconnected from family and friends, less engaged in school/activities or withdrawn from sports/social activities

RWJBarnabas
HEALTH

Institute for
Prevention
and Recovery

rwjbh.org/endtrafficking

Sources: Washington State Department of Commerce; Kid Central TN; Attorney General of Texas; Blue Campaign; love146; Administration for Children and Families, Office of Trafficking in Persons

Trauma-Informed Approach to Human Trafficking

Human trafficking involves a complex power and control dynamic. By taking a trauma-informed approach to human trafficking situations, you prioritize safety and autonomy, avoiding further traumatization.



DO NOT confront the trafficker directly.

This could put you and others in great danger. Suspected cases should be reported to the authorities for investigation.



Believe their story.

Due to trauma, memories may be sporadic and the story may change. Your posture and body language should reflect that you believe their experience.



Offer choices to empower the individual. Allow them to have autonomy over the next steps to take. Remind them that they can always say “No” and they are in control of the situation.



Try to limit the amount of times that they tell their story since it may be hard for them to share.

REPORTING

If you or someone you know is in immediate danger, call 9-1-1.

If you believe you may have information about a trafficking situation, contact the Human Trafficking Hotline or Covenant House NJ.

The National Human Trafficking Hotline: 1-888-373-7888

Covenant House NJ: 862-240-2453