

# Human Trafficking

## Quick Reference Guide

**Please note:** This is a live, working document. As more research is completed, states will be added.

If a particular section of a state is not listed in this document, assume that there are no statewide legal requirements for it. When in doubt, please check the legislation research document.

Additionally, while some states do not have legislation at the state-level, there are cities (like Houston, TX) that do have requirements. These will be added as time allows.

Finally, this is meant to be a one sentence distillation of legal requirements. It is not, in any way, a full and comprehensive explanation of the topic.

State	Training	Policy	Signage
California	X		X
Connecticut*	X		X
Florida	X	X**	X
Georgia			X
Louisiana*			X
Maine*			X
Minnesota*	X		X
New Jersey*	X		X
New Mexico			X
New York			X
North Carolina*			X
South Carolina*			X
Texas			
West Virginia			X

**X indicates materials that are required by state law.**

**\* indicates states that do not allow third-party materials.**

**\*\*A procedure is required, not a policy.**

City/State	Requirement	
California	Training	As of January 1 <sup>st</sup> , 2020, all employees who regularly interact with the public must be trained within 6 months of hire and every 2 years after that.
	Signage	Employers have to post a notice of a particular size and with specific text in a location that the public and employees can easily see.
Connecticut	Training	As of October 1 <sup>st</sup> , 2017, all hotels, motels, inns, and similar lodging establishments must train all employees upon hire and annually thereafter.
	Signage	All hotels, motels, inns, etc., must post a state approved notice in a conspicuous location.
Florida	Training	As of January 1 <sup>st</sup> , 2021, all employees who regularly interact with guests must be trained within 60 days of hire and annually after that.
	Policy	No policy is legally required; however, employers must have a documented procedure for reporting suspected human trafficking.
	Signage	Employers have to post a public awareness sign of a particular size and with specific text in a location that is accessible to employees.

Georgia	Signage	Any hotel must post a notice in each public restroom and in a conspicuous location where employees and the public can see the notice.
Louisiana	Signage	Each hotel must post a notice in the same location where other notices are posted. They also have to affix a state approved flyer to the inside of the door of every bathroom stall.
Maine	Signage	Any lodging place that holds a license must post a state approved sign that is clearly visible to the public and employees.
Minnesota	Training	As of August 1 <sup>st</sup> , 2018, every hotel or motel in Minnesota must train every employee within 90 days of hire and annually thereafter.
	Signage	Every establishment must post a poster written and approved by the state commissioner containing specific information.
New Jersey	Training	Hotels and motels must ensure that owners, operators, and staff attend a onetime training within 6 months of hire.
	Signage	Employers must display a state approved public awareness sign in a place that is conspicuous.

New Mexico	Signage	All employers must display a trafficking awareness poster that meets specific requirements.
New York	Signage	Employers must have informational cards displayed in specific locations throughout their establishment that contain helpful information for human trafficking victims.
North Carolina	Signage	If a hotel holds an Alcoholic Beverage Control permit, it must display a sign that meets specific requirements.
South Carolina	Signage	Any hotel, motel, room, or accommodation that serve transients must post information in each public restroom and in a prominent location in plain view of the public.
Houston (TX)	Training	All employees must be trained on how to recognize the signs of sex and labor trafficking and how to report concerns within 30 days of hire and annually after that.
	Policy	Employers must establish a policy that prohibits retaliation against employees.
	Signage	Employers must post specific signage, in multiple languages, where employees congregate and where it is clearly visible to associates.

West Virginia	Signage	All hotels must post notices in each public restroom and near the public entrance or in clear view of the public and employees.
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