



**Moving our world forward  
by delivering what matters.**

**A UPS ANTI-TRAFFICKING TRAINING**

# Our Commitment to Combatting Human Trafficking



As a global leader committed to our purpose of moving the world forward by delivering what matters, UPS takes a strong stance against Human Trafficking and Human Rights violations in all forms. As part of this commitment, UPS strongly condemns the trafficking of persons. It strictly prohibits the use of any of its assets or resources for any purpose that would enable the trafficking of persons, including forced labor, debt bondage, involuntary servitude, sex trafficking or commercial sex acts. Reports of such abuses will be investigated and could result in termination of employment and legal prosecution.

The UPS infrastructure and workforce is embedded in communities globally, uniquely positioned to be the eyes and ears of potential human trafficking threats or networks. UPS offers one of the largest educational awareness programs in the transportation industry with Truckers Against Trafficking (TAT) arming our workforce with tools to perform an active role in Anti-Trafficking by training all UPS drivers nationwide on how to spot and report signs of human trafficking to the appropriate authorities. To date, more than 130,000 UPS employees have been trained to recognize and report human trafficking. UPS stands with human trafficking survivors everywhere and is committed to creating a more equitable and just world.

The UPS Anti-Trafficking in Persons Policy is shared in compliance with the UK Modern Slavery Act of 2015 and outlines our global stance and commitment to maintaining vigilance, preventing, and reporting instances of Human Trafficking. This policy governs the UPS enterprise, its employees, suppliers, consultants, third-party representatives, and subcontractors.

## ***What you can do to make a difference:***

- Call local authorities to report suspected human trafficking/crime in progress.
- Learn about the [red flags](#) of human trafficking.
- If located in the U.S., contact [1-888-373-7888](tel:1-888-373-7888) to access victim services.
- Hear from Nikki Clifton, president of social impact & The UPS Foundation on [three ways businesses can fight sex trafficking](#).
- Dive deeper into how UPS is driving the fight against human trafficking.

# UPS Training Film Content / Key Training Tips

## Live, Work, Travel Indicators



### Live

- Be alert for these among your own children, family members, your neighbors:
  - Tattoos, burns, or scars as a form of branding
  - Having the resources (beyond what is provided by family or a part-time job) for frequent hair, nails and/or tanning appointments
  - Hotel room keys
  - Fake ID
  - Numerous school absences
  - Dating much older, abusive or controlling men
  - Large amounts of cash, jewelry or new clothes
  - Signs of physical assault or unexplained injuries (branding or tattooing, fractures, bruising, black eyes)
  - Runaway or homeless

### Work

- Be alert for these wherever your job might take you ... universal application:

#### ***Recognize sex trafficking red flags:***

- Minors selling sex ... no such thing as a child prostitute
- Pimp control ... regardless of the age or gender of the victim
- Individuals talking about needing to “make a quota”
- Signs of branding (tattooing that would indicate ownership of a particular trafficker)
- Individuals that talk about having a “daddy” or “boyfriend” who is controlling
- Signs of bruising, fearful behavior
- Individuals being watched, followed or threatened
- Lack of knowledge of their whereabouts; not in control of ID/passport
- Restricted or controlled communication – not allowed to speak for self

# UPS Training Film Content / Key Training Tips

## Live, Work, Travel Indicators



### Work (cont.)

#### *Recognize labor trafficking red flags:*

- Feel pressured by their employer to stay in a job or situation they want to leave
- Owe money to an employer or recruiter and/or not being paid what they were promised or are owed
- Do not have control of their passport or other identity documents
- Appear to be monitored by another person when talking or interacting with others
- Are living in dangerous, overcrowded or inhumane conditions provided by an employer
- Are being threatened by their boss with deportation or other harm
- Are living and working in isolated or dangerous conditions
- Children engaged in work that is dangerous or not suitable for children
- Not dressed adequately or safely for the work they do

### Travel

- Be alert for these when traveling in airports and hotels:

#### *Airport*

- Traveler is unable to provide details regarding his/her location of departure and/or flight information and/or destination.
- Traveler has someone speaking for him/her.
- Traveler is being watched closely and has no freedom of movement.
- Traveler is an adult and is not carrying personal identification documents.
- Traveler does not have any personal luggage.
- Traveler is not appropriately dressed for travel and/or destination.
- Traveler shows signs of physical abuse.
- Traveler exhibits fear, anxiety, depression, submission, tension, nervousness and/or avoids eye contact.
- A group of people, or an individual, are traveling for an unrealistic/vague/suspicious job offer.
- Children are traveling in groups with people who are not relatives.

# UPS Training Film Content / Key Training Tips

## Live, Work, Travel Indicators



### Travel (cont.)

#### *Hotel*

- The parties are reluctant to provide IDs at check-in.
- Suspected trafficker pays for room in cash.
- Someone else speaks for the suspected victim, who is unable to talk freely or displays inadequate language skills.
- Suspected victim and trafficker are checked into a room together in an isolated part of the hotel, e.g., near a fire exit.
- Suspected victim is dressed inappropriately for age and/or weather.
- Suspected victim is never left alone.
- Suspected victim displays signs of physical or emotional abuse.
- Suspected victim seems submissive or fearful.
- Different visitors enter and exit the room of a suspected victim at an unusual rate.
- A room is being watched by someone in the hall or parked outside.
- Frequent room service orders, with high levels of alcohol, are made by different guests within the room.

### Questions To Ask a Potential Victim

***Assuming you have the opportunity to speak with a potential victim privately and without jeopardizing their safety if a trafficker might be watching, here are some sample questions to ask to follow up on the red flags you noticed:***

- Do you keep your own money? If not, who does?
- Do your parents/siblings/relatives know where you are? If not, why not?
- Is anyone hurting you?
- Are you or your family being threatened? How?
- Do you have to live with your employer or live where you work?
- Can you come and go as you please?
- If the victim is not being watched, please ask if you can call a victim service provider for or with them.



# Resources

## What you can do to make a difference



### Global Modern Slavery Directory

The Polaris managed Global Modern Slavery Directory (GMSD) is an interactive, searchable map and database of reporting hotlines, organizations and agencies across the globe that address the issue of modern slavery and human trafficking.

[GlobalModernSlavery.org](https://www.globalmodernslavery.org)

### United States Hotline Number & Resources

#### *National Human Trafficking Hotline*

+1 888-373-7888

Truckers Against Trafficking created a directory of survivor-vetted service providers throughout the United States. Location, contact information, and types of services offered by service providers in each state can be accessed below.

[Truckers Against Trafficking State Service Provider Directory](#)

### Parenting Resources

Truckers Against Trafficking released educational materials delineating the link between pornography and human trafficking, as well as tips on how parents can have productive conversations with their children about human trafficking. Both resources can be accessed below.

[Why Talk About Porn?](#)

[How to Talk to Your Kids About Human Trafficking](#)