Department: Human Resources	Approval Date: 5/11/2015	Policy Number: 8100
Regulation Number: **13.9 State of MO EHS Contract**	**Regulation Title:** **Trafficking Victims Protection Act 2000 Code 7104**	**Policy Title:** **Human Trafficking**

Policy:

All direct service providers must respond to suspected or known trafficking whether it occurs inside or outside of the program. Each person within the organization must report trafficking in accordance with the provisions of applicable federal, state or local law.

Definitions:

Human trafficking is the recruitment, transportation, transfer, harboring or receipt of persons, by means of the threat or use of force or other forms of coercion of abduction of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation.

Forced labor is all work or service, not voluntarily performed, that is obtained from an individual under the threat of force or penalty.

Harmful Child Labor consists of the employment of children that is economically exploitative, or is likely to be hazardous to, or interfere with, the child's education, or to be harmful to the child's health, or physical, mental, spiritual, moral or social development.

Employees will follow all applicable laws in reporting trafficking and will not take matters into their own hands to deal with trafficking. Every employee will cooperate fully with all federal, state and local agencies.

(This policy is in response to the Trafficking Victims Protection Act of 2000: 22 U.S. Code § 7104.)