

Risk A/T[®] Work

"An ounce of prevention is worth a pound of cure." Benjamin Franklin 1736



We are pleased to introduce the next edition of **Risk A/T[®] Work**, a forum dedicated to sharing safety and loss control tips with our brokers and insureds. **Risk A/T[®]** is our proprietary risk management approach which promotes informed risk analysis based on two behavioral factors — **A**ptitude and **T**olerance.

ABOUT US

Sompo International Insurance works through a global distribution network of retail and wholesale brokers and MGUs to provide high-quality and responsive services to a broad range of clients from large multinationals to small businesses. We offer diverse specialty capabilities across a broad range of products and industry verticals.

If you would like to subscribe to **Risk A/T[®] Work**, please contact Victor Sordillo at vsordillo@sompo-intl.com

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Human Trafficking: Awareness, Education and Prevention

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The Month of January is National Slavery and Human Trafficking Prevention month. Increasing awareness and educating staff on human trafficking (also known as modern slavery) is key to identifying this activity and understanding best practices.

As defined by the Department of Defense, human trafficking is a crime in which force, fraud or coercion is used to compel a person to perform labor, services or commercial sex. It affects all populations: adults, children, men, women, foreign nationals and U.S. citizens, and all economic classes.

According to the 2020 National Human Trafficking Hotline Report, a total of 51,667 substantive phone calls, text, webchats, emails, or online tips were received. Each contact was evaluated for potential human trafficking and, if cause was found, handed over to the local authorities to address. Of the total number reported, 10,583 were deemed potential human trafficking incidents with 70% being sex-related, 13% labor-related, and the remainder considered unclassified.

Human trafficking occurs every day and across every industry and geography, so it is imperative that everyone recognize the signs and is trained on appropriate next steps.

Potential Human Trafficking Indicators:

If you don't currently have a Human Trafficking Program, it's important that one is implemented. A great starting point is the Department of Homeland Security Blue Campaign <https://www.dhs.gov/blue-campaign/identify-victim>. Here you will find a complete document library as well as videos to help implement your plan. The materials on this page are available in 17 languages and are designed to increase public and educate the community including common indicators that could suggest an individual(s) may be the victim of trafficking such as:

- Is a juvenile engaged in commercial sex acts?
- Has there been a sudden or dramatic change in behavior?
- Does the person have bruises in various stages of healing?
- Is the person fearful or timid?
- Does the person show signs of having been denied food, water, sleep or medical care?
- Does the person not talk in front of others and lets other talk for them? Does the person appear to be coached on what to say?
- Does the person have freedom of movement? Can the person freely leave where they live? Are there unreasonable security measures?



“Signs of human trafficking can be present in the workplace, in the behavior of the employee, or in the behavior of the trafficker.”

These indicators may not be present in every situation and the presence or absence of these indicators, is not necessarily proof of human trafficking.

Human Traffickers use coercion, threats and fraud to control their victims. It is important to recognize that human trafficking does not require a person to be moved from one place to another. As mentioned earlier, human trafficking is the exploitation of the person. Human Smuggling is transportation based and these are not interchangeable terms.

Identifying potential victims, understanding behaviors and scenarios associated with human trafficking, and being educated on company policy on how to report and respond to human trafficking is critical. Often victims are unnoticeable. Signs of human trafficking can be present in the workplace, in the behavior of the employee, or in the behavior of the trafficker.

Educating staff, both new hires and existing, on how to recognize and report signs of trafficking should be communicated throughout the year. Providing the appropriate training in addition to sharing safety tips and best practices on, at least, a monthly basis recommended. The communication does not have to be in-depth, but the message needs to be consistent and reinforce staff to follow a “see something, say something” mentality.

It is important that if trafficking is suspected, the victim or the trafficker is not confronted. Employees should be trained on how to report their suspicions to allow law enforcement to investigate.

We’re Here to Help

Implementing a written, effectively communicated and enforced Human Trafficking Awareness Program within your organization will help to reduce trafficking-type incidents. Ensuring that the program is understood by all employees will provide a higher potential of success at eliminating this practice.

For more information on Human Trafficking Awareness training, please reach out to your Sompso GRS Risk Control Specialist or contact us at 1 877 667 5733 or GRSRiskControlQuestions@sompo-intl.com.