

# LEARN THE SIGNS OF LABOR TRAFFICKING

## WORKING CONDITIONS

- UNPAID OR PAID VERY LITTLE
- EXCESSIVE WAGE DEDUCTIONS
- WORKS EXCESSIVELY LONG HOURS
- NOW ALLOWED BREAKS
- UNABLE TO IDENTIFY THE EMPLOYER
- INADEQUATE PROTECTIVE CLOTHING OR GEAR
- EXPERIENCES THREATS OR INTIMIDATION BY EMPLOYER

- HIGH SECURITY MEASURES (E.G. BOARDED UP WINDOWS, BARBED WIRE, SECURITY CAMERAS)
- RECRUITED THROUGH FALSE PROMISES
- POOR OR NON-EXISTENT HEALTH AND SAFETY STANDARDS

## LIVING CONDITIONS

- IMPOSED PLACE OF ACCOMMODATION
- LIVES WITH EMPLOYER
- LIVES WITH MULTIPLE PEOPLE IN CRAMPED SPACE
- HIGH SECURITY MEASURES
- POOR LIVING CONDITIONS
- CLAIMS OF “JUST VISITING” AND INABILITY TO CONVEY WHERE HE/SHE IS STAYING/ADDRESS

## LACK OF CONTROL

- NOT FREE TO COME AND GO AS DESIRED
- NOT IN CONTROL OF HIS/HER OWN MONEY
- NOT IN CONTROL OF HIS/HER OWN IDENTIFICATION DOCUMENTS
- NOT ALLOWED OR ABLE TO SPEAK FOR THEMSELVES (A THIRD PARTY MAY INSIST ON BEING PRESENT AND/OR TRANSLATING)
- OWES A LARGE DEBT AND IS UNABLE TO PAY IT OFF

## BEHAVIOR

- FEARFUL, ANXIOUS, DEPRESSED, SUBMISSIVE, TENSE AND/OR NERVOUS/PARANOID
- INABILITY TO SPEAK TO AN “OUTSIDER” ALONE
- ANSWERS APPEAR TO BE SCRIPTED/ REHEARSED
- UNABLE TO IDENTIFY WHAT CITY HE/SHE IS IN
- HAS NUMEROUS INCONSISTENCIES IN HIS/ HER STORY

## PHYSICAL HEALTH

- APPEARS MALNOURISHED OR SHOWS EXTREME FATIGUE
- SUFFERS CHRONIC HEALTH PROBLEMS DUE TO WORKING CONDITIONS
- SHOWS SIGNS OF PHYSICAL ABUSE, PHYSICAL RESTRAINT, CONFINEMENT OR TORTURE
- LACKS OR DENIED MEDICAL CARE/SERVICES BY EMPLOYER

## QUESTIONS TO ASK

- HOW OLD ARE YOU?
- CAN YOU QUIT YOUR JOB IF YOU WANT TO?
- CAN YOU COME AND GO AS YOU PLEASE?
- HAVE YOU EVER TRIED TO LEAVE AND WERE NOT ALLOWED TO?
- HAVE YOU BEEN HURT OR THREATENED IF YOU TRIED TO LEAVE?
- HAS YOUR FAMILY BEEN THREATENED?
- DO YOU LIVE WITH YOUR EMPLOYER?
- WHERE DO YOU SLEEP AND EAT?

- ARE YOU IN DEBT TO YOUR EMPLOYER?
- HOW DID YOU FIND YOUR JOB?
- DO YOU OWE ANYONE MONEY BECAUSE THEY HELPED YOU FIND YOUR JOB?
- ARE YOU IN POSSESSION OF YOUR PASSPORT/ ID? IF NOT, WHO HAS IT?
- DO YOU GET PAID? HOW DO YOU GET PAID? HOW MUCH DO YOU GET PAID? HOW OFTEN ARE YOU PAID?
- DO YOU NEED MEDICAL ASSISTANCE?
- DO YOU FEEL SAFE?

## WHAT TO DO

EXPLAIN FIRST AND FOREMOST THAT YOU ARE CONCERNED ABOUT THE INDIVIDUAL’S WELL-BEING.

**IF YOU BELIEVE SOMEONE IS IN IMMEDIATE DANGER, CALL 911**

THESE ARE POTENTIAL SIGNS OF LABOR TRAFFICKING. THE INDICATORS LISTED ARE NOT DETERMINATIVE NOR CUMULATIVE; THEY ARE MEANT TO INFORM AND TO RAISE AWARENESS THAT ONE OR SEVERAL OF THESE RED FLAGS MAY BE PRESENT IN A FORCED SERVICES SITUATION. ALL INFORMATION HAS BEEN PROVIDED BY VARIOUS SOURCES. CONTACT THE KANSAS DEPARTMENT OF LABOR FOR MORE INFORMATION.

THE NATIONAL HUMAN TRAFFICKING HOTLINE:  
PHONE: 1-888-373-7888  
TEXT: “BEFREE” (233733)

FILE A REPORT AT:  
[HUMANTRAFFICKINGHOTLINE.ORG](http://HUMANTRAFFICKINGHOTLINE.ORG)