

HUMAN TRAFFICKING HOSPITALITY RED FLAGS



DESK CLERKS

- Individuals looking for rooms accessible from parking lot, a side door or that do not require people to go through hotel lobby to gain access
- History of charge backs or failure to pay hotel bills
- Older man checking in with a younger female or male that appear to have no relation to one another
- Man checking in alone where you can see a female(s) in the car or a group of females that enter the hotel with the man after he's checked in
- Paying for hotel rooms with cash or prepaid credit cards
- Male renting a room in a female's name
- Multiple hotel rooms under one person's name
- Non-familial persons that want adjoining rooms
- Return customers asking for the same block of rooms

FOR SECURITY

- Outer doors to the property propped open
- Individuals who proposition female staff
- Car repeatedly circling the parking lot or vehicle parked with occupant(s) inside
- Car occupants on adult Internet websites offering sex for sale
- Car repeatedly leaves and returns after short intervals
- Patrons entering with abundant alcohol
- Females dressed inappropriately for the season or location
- Nervous, fidgety, anxious and/or will not make eye contact
- Men who are not hotel guests arrive texting, visit room of a hotel guest for brief period of time and then leave
- A room with an unusual number of people coming and going
- Language: "Daddy," "incalls/outcalls," "posting," "john," "trick," or "lick"

- Reported violence or complaints of loud sex in the rooms by other patrons
- Odors of marijuana or other illicit drugs
- Weapons either on people or in vehicles
- Female occupants of room don't leave – food and other items brought in

FOR CLEANING STAFF

- Condoms
- Piles of lingerie
- Sex toys
- Stacks of cash
- Weapons
- Personal lubricant
- Prepaid cards
- Video equipment
- Remnants of multiple fast food meals
- Drug residue, syringes, alcohol bottles
- Occupants who stay for multiple days without regular housekeeping
- Occupants with bruising, redness, swelling
- Occupants who look like they have been crying, are anxious, scared, depressed, strung out or don't respond normally to greetings or common questions

FOR MANAGEMENT

- Nature of the arrests made in the hotel over the past two years/news stories that indicate prostitution or trafficking
- Practices of the hotel that may be contributing to an environment conducive to traffickers:
 - Understaffing
 - Lack of strong and collegial staff relationships
 - Underpaying or overworking staff
 - Employment of people in the country without authorization who are scared to complain about exploitation
 - Lack of ownership oversight of onsite management

- No clear and sanctioned opportunity for staff to present concerns to management
- Corporate culture that puts money ahead of people, including money made from illicit activity such as drugs, prostitution, exploitation of labor, etc.
- Physical features of the hotel including: lack of appropriate lighting or cameras, brush or trees that provide cover for illicit conduct, whether it is necessary to access the lobby to access the rooms, ability to prop open exterior doors and line of sight from rooms to the parking lot
- Lack of identifying information taken by staff at check-in
- Failure to train employees regarding human trafficking
- No protocol for staff to report exploitation that they experience or observe
- Culture of retaliation for complaints or reports made to management
- Lack of transparency with labor recruiters/contractors and their practices
- Lack of inquiry into living, working, or recruitment terms and conditions for hotel staff in an effort to avoid liability for potential exploitation by recruiters/subcontractors

Please Note: The Red Flags are to be viewed within an individual's context and circumstances. For instance, someone who is an airline pilot may have multiple hotel keys due to the fact that she travels for a living, while if you saw those same hotel keys on a 16-year-old child, it could raise potential concerns. No one Red Flag means that an individual is being trafficked. If you are viewing multiple Red Flags, it is a cause for concern and a reason to start asking questions and trying to obtain more information, if you can do so without putting yourself or the person you are concerned about in danger. In the end, if you believe that someone is being trafficked and is in immediate danger, call 911 and provide descriptions of cars, people, locations, etc. to law enforcement or if you need to remain anonymous, you can call the National Human Trafficking Hotline at 1 (888) 3737-888.