

## Combatting Human Trafficking In-Person Event Policy

INCLUSION



EQUITY



Human trafficking is a rampant problem across the globe, Canada, and Ontario. We continue to see stories of individuals from marginalized communities, men, women, and children being targeted and exploited for a host of reasons including sex trafficking and labour. As an Association that works with municipalities across the province, we want to do our part to help prevent human trafficking to the best of our ability.

On an annual basis our Association offers programming in the form of large-scale events across the province of Ontario, including hosting in-person events and networking activities in many border cities. It is important for us to ensure every participant's safety – this includes being alert at all times and knowing the signs and signals of potential threats and danger such as human trafficking. As an organization, AMCTO also supports efforts from the hospitality industry and continues to work with vendors, our venue and event partners to curb this serious issue.

### When it comes to human trafficking, AMCTO commits to:

1. Educating all staff with the [PACT Anti-Human Trafficking Training](#), to help identify and respond to possible instances of human trafficking. Protect All Children from Trafficking (PACT) is a leading policy organization seeking to end the commercial, sexual exploitation of children, with a focus on awareness, advocacy, policy, and legislation. Through this training, AMCTO staff will learn about the potential signs and identifiers of human trafficking, focused on the hospitality sector. This training will provide a foundational understanding to help staff make more informed decisions regarding human trafficking prevention, response, and event participants' overall safety and well-being. AMCTO will also provide PACT literature and training notes in the annual conference master binder available on-hand for reference throughout the event.
2. Offering the opportunity for all AMCTO conference participants (including event volunteers, speakers, delegates, and other guests) to participate in PACT training. AMCTO will provide information on PACT training and other resources in annual conference promotional materials leading up to the event.
3. Having staff support annual conference venue and hospitality staff in the prevention of human trafficking by being an additional set of eyes to identify, combat, and prevent possible instances from occurring. Staff will be observant for behaviour or 'risk signs' as identified in PACT training and follow the below organizational protocol.



**What to do if you suspect human trafficking – AMCTO protocol:**

1. If you suspect you have identified potential human trafficking, make sure your safety is maintained first and foremost. NEVER follow, NEVER approach, and NEVER directly engage with the individual(s) that you suspect. If you ever feel threatened, find hotel or venue staff immediately.
2. Take detailed notes using your phone or a notepad and pen. Things to consider noting:
  - a. What does the person(s) look like (clothing, hair colour, height, skin colour, gender, anything noticeable like a tattoo, etc.)?
  - b. Where in the facility did you see them?
  - c. Where did you see them go? What direction?
  - d. What day and time did the instance occur?
  - e. Why did it make you feel it was a potential human trafficking scenario?
  - f. How many people did it look like were involved? Can you provide a physical description for each?
  - g. Have you seen the person(s) before? If so, where?
3. Reach out to the AMCTO conference manager and provide your notes, the AMCTO conference manager will ensure this information is provided directly to the on-site venue manager and event point of contact.
4. If the venue would like to conduct a follow-up investigation, AMCTO staff will be accompanied by the AMCTO conference manager and executive director who will make further determinations and provide instructions regarding the appropriate next steps.

All further investigations and actions will be determined on a case-by-case basis and at the discretion of the facility. AMCTO staff are not to interfere with investigations in any way and are not responsible for conducting further actions unless specifically asked to do so by the venue and/or in compliance with law enforcement.