

FIRST REGULAR SESSION

# HOUSE BILL NO. 480

100TH GENERAL ASSEMBLY

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INTRODUCED BY REPRESENTATIVE HANNEGAN.

0640H.011

DANA RADEMAN MILLER, Chief Clerk

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## AN ACT

To amend chapter 595, RSMo, by adding thereto one new section relating to human trafficking.

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*Be it enacted by the General Assembly of the state of Missouri, as follows:*

Section A. Chapter 595, RSMo, is amended by adding thereto one new section, to be  
2 known as section 595.123, to read as follows:

**595.123. 1. For purposes of this section, "employer" means any person or entity  
2 employing any person for work in any establishment listed under subsection 2 of section  
3 595.120.**

**4 2. Before January 1, 2021, an employer shall provide at least twenty minutes of  
5 classroom or other effective interactive training and education regarding human  
6 trafficking awareness to each employee who is likely to interact or come into contact with  
7 victims of human trafficking and is employed as of July 1, 2020, and, within six months of  
8 employment in such role, to each new employee who is likely to interact or come into  
9 contact with victims of human trafficking. An employer who has provided this training  
10 and education to an employee on or before January 1, 2020, shall not be required to  
11 provide additional training to that employee to meet the requirements of this subsection.**

**12 3. After January 1, 2021, an employer shall, once every two years, provide human  
13 trafficking awareness training and education to each employee who is likely to interact or  
14 come into contact with victims of human trafficking and, within six months of employment  
15 in such role, to each new employee who is likely to interact or come into contact with  
16 victims of human trafficking.**

EXPLANATION — Matter enclosed in bold-faced brackets [thus] in the above bill is not enacted and is intended to be omitted from the law. Matter in **bold-face** type in the above bill is proposed language.

17           **4. As used in this section, "an employee who is likely to interact or come into**  
18 **contact with victims of human trafficking" means an employee who has recurring**  
19 **interactions with the public.**

20           **5. The human trafficking awareness training and education required under this**  
21 **section shall include, but not be limited to, the following:**

22           **(1) The definition of human trafficking and commercial exploitation of children;**

23           **(2) Guidance on how to identify individuals who are most at risk for human**  
24 **trafficking;**

25           **(3) The difference between labor and sex trafficking specific to the particular**  
26 **industry in which the employee works;**

27           **(4) Guidance on the role of hospitality and service-industry employees in reporting**  
28 **and responding to this issue; and**

29           **(5) The contact information of appropriate agencies, including, but not limited to,**  
30 **the National Human Trafficking Hotline toll-free telephone number, 1-888-373-7888, and**  
31 **text line, 233733, and the telephone numbers of the appropriate local law enforcement**  
32 **agencies.**

33           **6. The human trafficking awareness training and education required under this**  
34 **section may also include, but is not limited to, materials and information provided by the**  
35 **Department of Justice, the Blue Campaign of the federal Department of Homeland**  
36 **Security, and private nonprofit organizations that represent the interests of victims of**  
37 **human trafficking.**

38           **7. The lack of reporting by an employee of a human trafficking case that occurs in**  
39 **an establishment listed under subsection 2 of section 595.120 shall not, by itself, result in**  
40 **the liability of any employer or employee of that establishment to the human trafficking**  
41 **victim or victims in the case in question or to any other legal party.**

42           **8. The provisions of this section shall not be construed to discourage or relieve an**  
43 **employer from providing for longer, more frequent, or more elaborate training and**  
44 **education regarding human trafficking awareness.**

45           **9. If an employer violates this section, the department of public safety may seek an**  
46 **order requiring the employer to comply with these requirements.**

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