

House \_\_\_\_\_ Amendment NO. \_\_\_\_\_

Offered By \_\_\_\_\_

1 AMEND House Bill No. 259, Page 3, Section 566.086, Line 21, by inserting after said section and  
2 line the following:

3  
4 "595.123. 1. For purposes of this section, "employer" means any person or entity  
5 employing  
6 any person for work in any establishment listed under subsection 2 of section 595.120.

7 2. Before January 1, 2023, an employer shall provide at least twenty minutes of classroom  
8 or other effective interactive training and education regarding human trafficking awareness to each  
9 employee who is likely to interact or come into contact with victims of human trafficking and is  
10 employed as of July 1, 2022, and, within six months of employment in such role, to each new  
11 employee who is likely to interact or come into contact with victims of human trafficking. An  
12 employer who has provided this training and education to an employee on or before January 1,  
13 2022, shall not be required to provide additional training to that employee to meet the requirements  
14 of this subsection.

15 3. After January 1, 2023, an employer may, once every two years, provide human trafficking  
16 awareness training and education to each employee who is likely to interact or come into contact  
17 with victims of human trafficking and, within six months of employment in such role, to each new  
18 employee who is likely to interact or come into contact with victims of human trafficking.

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

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

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

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

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

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

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

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

Action Taken \_\_\_\_\_ Date \_\_\_\_\_

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

5           8. The provisions of this section shall not be construed to discourage or relieve an employer  
6 from providing longer, more frequent, or more elaborate training and education regarding human  
7 trafficking awareness.

8           9. If an employer violates this section, the department of public safety may seek an order  
9 requiring the employer to comply with these requirements."; and

10  
11 Further amend said bill by amending the title, enacting clause, and intersectional references  
12 accordingly.