

Chapter: 179

Session: 2018 Regular Session

Topic: Sex trafficking prevention training for hotel employees

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Overview

This bill requires hotel owners and operators to ensure that employees receive training on how to recognize potential victims of sex trafficking and activities commonly associated with trafficking.

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Subd. 1. Definition. Defines the term “sex trafficking” by adopting the definition in section 609.321, subdivision 7a. That section states:

“Sex trafficking” means:

- (1) receiving, recruiting, enticing, harboring, providing, or obtaining by any means an individual to aid in the prostitution of the individual; or
- (2) receiving profit or anything of value, knowing or having reason to know it is derived from an act described in clause (1).

Subd. 2. Prevention training required. Requires hotel or motel operators to ensure that each on-site employee receive training on the activities commonly associated with sex trafficking within the later of 90 days of hire or 120 days of the effective date of the bill. Operators must certify that the training was completed in each employee’s personnel file or an employee roster.

The department of health must consult with the state hotel and lodging association to recommend a training program that raises awareness of sex trafficking, offers guidance on how to recognize potential victims of sex trafficking and activities commonly associated with trafficking, and instructs how to report suspected trafficking to the proper law enforcement officials. To

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the extent possible, the department must allow the use of existing training modules. The department must inspect and enforce the training requirement as part of its regular inspection and licensing of hotels and motels.

Operators must also reinforce the training requirements by conducting ongoing awareness campaigns for employees and maintaining a poster in a place readily accessible to each employee.

Subd. 3. Exemptions. Employees who (1) are under the age of 16 and do not clean guest rooms, (2) work exclusively in a restaurant or providing catering services, or (3) do not have direct contact with either guests or guest rooms are not required to undergo training.

Subd. 4. Immunity. Hotel operators and employees are immune from civil liability for reporting suspected sex trafficking activities if the report is made in good faith.

Subd. 5. Enforcement. For a first violation of the duty to train employees, an operator must be given six months to comply with an order issued by the department of health before the department can take additional enforcement action.