

JAN 23 2026

A BILL FOR AN ACT

RELATING TO HUMAN TRAFFICKING.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF HAWAII:

SECTION 1. Chapter 28, Hawaii Revised Statutes, is amended by adding a new section to part XIII to be appropriately designated and to read as follows:

"§28- Human trafficking awareness training program; transient accommodations sector. No later than , the department of the attorney general shall develop a human trafficking awareness training program for the purpose of educating and training workers in the transient accommodations sector. The training program shall include but not be limited to the following components:

(1) Definitions of human trafficking and the commercial exploitation of children;

(2) Explanation of the differences between labor trafficking and sex trafficking, as they relate to the transient accommodations sector;

(3) Guidance on indicators of human trafficking, including identifying:



1 (A) Individuals who may be vulnerable to or victims
2 of human trafficking; and

3 (B) Individuals who may be engaged in human
4 trafficking activity;

5 (5) Guidance on the appropriate response and reporting
6 procedures for transient accommodations workers when
7 indicators of human trafficking are observed; and

8 (6) Contact information for:

9 (A) The National Human Trafficking Hotline toll-free
10 number and text line; and

11 (B) Appropriate local law enforcement agencies.

12 (b) For the purposes of this section, "transient
13 accommodations" has the same meaning as defined in section
14 237D-1."

15 SECTION 2. Chapter 371, Hawaii Revised Statutes, is
16 amended by adding a new section to be appropriately designated
17 and to read as follows:

18 "§371- Human trafficking awareness; transient
19 accommodations sector; training; records; signage; reporting;
20 penalties. (a) Every transient accommodations employer shall
21 provide human trafficking awareness training developed pursuant



1 to section 28- to its employees and contract workers within
2 one hundred eighty days of employment or placement, as
3 applicable, and at least every two years thereafter.

4 (b) Each transient accommodations employer providing human
5 trafficking awareness training under this section shall maintain
6 records documenting the completion of the required training by
7 its employees and contract workers pursuant to rules adopted by
8 the department. The director or the director's authorized
9 representative shall, for the purpose of examination, have
10 access to and the right to copy the records. Every transient
11 accommodations employer shall furnish to the director or the
12 director's authorized representative any information relating to
13 the training of employees and contract workers pursuant to this
14 section in any manner as the director may prescribe.

15 (c) No later than , every transient
16 accommodations employer shall post and keep posted in a
17 conspicuous place readily accessible to its employees and
18 contract workers signage regarding human trafficking awareness
19 in a form prescribed by the department by rule; provided that
20 the signage shall be printed in an easily legible font in



1 English and any other language spoken by at least ten per cent
2 of its employees and contract workers.

3 (d) No later than _____, every transient
4 accommodations employer shall develop and implement a human
5 trafficking prevention policy that shall:

6 (1) Apply to all of its individuals in employ and contract
7 workers; and

8 (2) Include procedures for the reporting of suspected
9 human trafficking to the National Human Trafficking
10 Hotline or to a local law enforcement agency.

11 (e) A transient accommodations employer or its employee or
12 contract worker who in good faith complies with this section or
13 reports suspected human trafficking pursuant to policies adopted
14 pursuant this section shall not be subject to civil or criminal
15 liability for any act or omission arising out of or related to
16 human trafficking committed by a third party, unless the
17 employer, employee, or worker knowingly assists in the
18 commission of human trafficking.

19 (f) Any transient accommodations employer who violates
20 this section shall be fined not more than \$ _____ for each
21 separate offense. Each day the violation continues shall



1 constitute a separate offense. Any action taken to impose or
2 collect the penalty provided for in this subsection shall be
3 considered a civil action.

4 (g) The department shall, in consultation with the
5 department of the attorney general, adopt rules pursuant to
6 chapter 91 necessary to carry out the purposes of this section.

7 (h) For purposes of this section:

8 "Contract worker" means an individual employed by a
9 transient accommodations third-party contractor who, pursuant to
10 a contract for services with a transient accommodations
11 employer, has contact with guests or access to guest rooms of
12 the transient accommodations.

13 "Employee" means an individual employed by a transient
14 accommodations employer who has contact with guests or access to
15 guest rooms of the transient accommodations.

16 "Transient accommodations" has the same meaning as defined
17 in section 237D-1.

18 "Transient accommodations employer" means an employer that
19 owns, operates, manages, or controls transient accommodations
20 located in the State, and:

21 (1) Employs one or more employees; or



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1 (2) Contracts with a transient accommodations third-party
2 contractor for the services of one or more contract
3 workers.

4 "Transient accommodations third-party contractor" means any
5 person who, for a fee or other valuable consideration exacted,
6 charged, or received, furnishes or supplies contract workers for
7 placement with a transient accommodations employers upon
8 request."

9 SECTION 3. New statutory material is underscored.

10 SECTION 4. This Act shall take effect upon its approval.

11
INTRODUCED BY: Michelle A. Adams



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Report Title:

AG; DLIR; Human Trafficking Awareness; Transient Accommodations Sector; Training; Signage; Reporting; Penalties; Rules

Description:

Requires the Department of the Attorney General to develop a Human Trafficking Awareness Training Program to educate and train workers in the transient accommodations sector. Requires transient accommodations employers to periodically provide the human trafficking awareness training to certain employees and contract workers; keep records of the training; post signage; and develop and implement a human trafficking prevention policy that includes procedures for the reporting of suspected human trafficking. Establishes penalties. Requires the Department of Labor and Industrial Relations to adopt rules.

The summary description of legislation appearing on this page is for informational purposes only and is not legislation or evidence of legislative intent.

