

JOSH GREEN, M.D.
GOVERNOR

SYLVIA LUKE
LIEUTENANT GOVERNOR

JADE T. BUTAY
DIRECTOR

WILLIAM G. KUNSTMAN
DEPUTY DIRECTOR



STATE OF HAWAII
KA MOKU'ĀINA O HAWAII
DEPARTMENT OF LABOR AND INDUSTRIAL RELATIONS
KA 'OIHANA PONO LIMAHANA

February 5, 2026

To: The Honorable Adrian K. Tam, Chair,
The Honorable Shirley Ann Templo, Vice Chair, and
Members of the House Committee on Tourism

To: The Honorable Greggory Ilagan, Chair,
The Honorable Ikaika Hussey, Vice Chair, and
Members of the House Committee on Economic Development & Technology

Date: Thursday, February 5, 2026
Time: 9:30 a.m.
Place: Conference Room 423, State Capitol
From: Jade T. Butay, Director
Department of Labor and Industrial Relations (DLIR)

Re: H.B. 1960 RELATING TO HUMAN TRAFFICKING

The **DLIR supports the intent** of this measure to combat human trafficking and affirms its critical importance. However, the measure assigns responsibilities that are primarily law enforcement functions. After productive discussions with the Department of Law Enforcement (DLE), both departments agreed that these duties should be led by DLE to ensure effective enforcement and coordination. Accordingly, DLIR respectfully recommends transferring the responsibilities outlined in Section 2 to DLE.

DLIR is committed to collaborating closely with DLE and will actively support the program's success should the measure be enacted.

Thank you for the opportunity to provide testimony on this important matter.

JOSH GREEN, M.D.
GOVERNOR
KE KIA'ĀINA



MIKE LAMBERT
Director

ERNEST J. ROBELLO
Deputy Director
Administration

SYLVIA LUKE
LT GOVERNOR
KA HOPE KIA'ĀINA

STATE OF HAWAII | KA MOKU'ĀINA O HAWAII
DEPARTMENT OF LAW ENFORCEMENT
Ka 'Oihana Ho'okō Kānāwai
715 South King Street
Honolulu, Hawai'i 96813

JARED K. REDULLA
Deputy Director
Law Enforcement

TESTIMONY ON HOUSE BILL 1960
RELATING TO HUMAN TRAFFICKING
Before the House Committee on
TOURISM and ECONOMIC DEVELOPMENT & TECHNOLOGY
Thursday, February 5, 2026, 9:30 a.m.
State Capitol Conference Room 423
WRITTEN TESTIMONY ONLY

Chairs Tam and Ilagan, Vice Chairs Templo and Hussey, and members of the Committees:

The Department of Law Enforcement (DLE) supports House Bill 1960, which requires the Department of the Attorney General to develop a Human Trafficking Awareness Training Program for the transient accommodations sector.

This bill addresses a critical need in our ongoing efforts to combat human trafficking in Hawai'i. By requiring transient accommodations employers to provide human trafficking awareness training to employees and contract workers who have guest contact, the legislation creates a vital early detection and prevention system in locations frequently used for trafficking operations.

Human trafficking remains a persistent issue that affects vulnerable individuals in our communities. Hotel and lodging staff are uniquely positioned as frontline observers who, with proper training, can recognize potential trafficking situations and alert law enforcement. The requirements for employers to maintain training records, post

Department of Law Enforcement Testimony on
HB1960 Relating to HUMAN TRAFFICKING
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informational signage, and implement a human trafficking prevention policy with clear reporting procedures will significantly enhance our collective ability to identify and respond to suspected trafficking cases.

Because human trafficking investigations and victim response are inherently law enforcement–driven, the Department believes that DLE should serve as the lead operational agency for human trafficking training, in coordination with the Department of the Attorney General and the Department of Labor and Industrial Relations. DLE's statewide jurisdiction, investigative authority, and direct responsibility for trafficking enforcement position to ensure that training content reflects real-world indicators, reporting protocols, and victim-centered response practices.

The penalties established in this bill provide necessary accountability for compliance, ensuring that the transient accommodations sector takes these responsibilities seriously. Additionally, coordinated rulemaking and implementation will help ensure consistency, clarity, and effectiveness across the industry.

Law enforcement cannot combat human trafficking alone. This training program builds essential partnerships with private-sector stakeholders who can provide invaluable assistance in identifying trafficking situations before they escalate. Early intervention not only prevents victimization but also provides law enforcement with timely information to pursue traffickers and dismantle trafficking networks.

Thank you for the opportunity to testify in support of this bill.



AMERICAN HOTEL & LODGING ASSOCIATION



February 5, 2026

Representative Adrian Tam, Chair,
Representative Templo, Vice Chair,
and Members of the Committee on Tourism

Hearing: Committee on Tourism
Date: Thursday, February 5, 2026
Time: 9:30 a.m.
Place: Conference Room 423 & Videoconference
State Capitol
415 South Beretania Street

Testimony in Support of HB 1960
Relating to Human Trafficking

Aloha Chair Tam, Vice Chair Templo, and Members of
the Committee on Tourism:

Hawaii Hotel Alliance (“HHA”) and American Hotel & Lodging Association (“AHLA”) believe human trafficking awareness and training in the transient accommodations sector is important to ensure protection of our most vulnerable communities, which is why we are proud to support HB 1960.

Several HHA and AHLA members have already implemented their own training programs, and we support an industry-wide approach. We are requesting the following minor revisions to HB 1960:

1. Revise Section 1 of HB 1960 to allow the use of approved training programs created outside of the department. New language is underlined and deleted language is indicated with a strikethrough:

**“§28-_____ Human trafficking awareness training program;
transient accommodations sector.**

...

**(b) Training programs developed externally may be used within
the transient accommodations sector, provided they comply with
subsection (a) and are approved by the department. The
department shall review externally developed training programs**

and either approve or disapprove their use no later than 60 days following written receipt of such program.

(b) (c)”

2. Revise Section 2 of HB 1960 to ensure training is implemented by the employer or contractor with the authority to require or implement the training and ensure short-term vacation rental owners also need to comply. New language is underlined language below:

“371-__ Human trafficking awareness; transient accommodations sector; training; records; signage; reporting; penalties. (a) Every transient accommodations employer and transient accommodations third-party contractor shall take and provide human trafficking awareness training developed pursuant to section 28-__ to its employees and/or contract workers, as applicable, within one hundred eighty days of employment or placement, as applicable, and at least every two years thereafter.

(b) Each transient accommodations employer and transient accommodations third-party contractor providing human trafficking awareness training under this section shall maintain records documenting the completion of the required training by its employees and contract workers, as applicable, pursuant to rules adopted by the department. The director of the director's authorized representative shall, for the purpose of examination, have access to and the right to copy the records. Every transient accommodations employer and transient accommodations third-party contractor shall furnish to the director or the director's authorized representative any information relating to the training of employees and contract workers, as applicable, pursuant to this section in any manner as the director may prescribe.

(c) No later than _____, every transient accommodations employer and transient accommodations third-party contractor shall post and keep posted in a conspicuous place readily accessible to its employees and contract workers, as applicable, signage regarding human trafficking awareness in a form prescribed by the department by rule; provided that the signage shall be printed in an easily legible font in English and

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

(d) No later than _____, every transient accommodations employer and transient accommodations third-party contractor shall develop and implement a human trafficking prevention policy that shall:

(1) Apply to all of its individuals in employ and contract workers, as applicable; and

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

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

(f) Any transient accommodations employer or transient accommodations third-party contractor who violates this section shall be fined not more than \$ _____ for each separate offense.... ”

3. Revise Section 1 of HB 1960 to make minor clean-up edits. New language is underlined and deleted language is indicated with a strikethrough:

“~~§28-~~ Human trafficking awareness training program; transient accommodations sector. (a) No later than _____, the department of the attorney general shall develop a human trafficking awareness training program The training program shall include but not be limited to the following components:

....

(6) Contact information for:

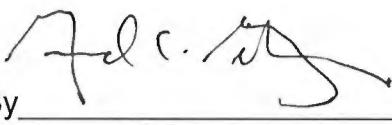
February 5, 2026

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- (A) The National Human Trafficking Hotline toll-free number and text line; and or
- (B) Appropriate local law enforcement agencies."

We thank you for your consideration of our requested revisions. HHA and AHLA thank the Senators for bringing this important measure forward.

Hawaii Hotel Alliance

By 
Gerard Gibson
President

American Hotel & Lodging Association

By 
Kekoa McClellan for The American Hotel &
Lodging Association
Principal, The McClellan Group



FEBRUARY 5, 2026

HOUSE BILL 1960

CURRENT REFERRAL: TOU

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Director

Corey Rosenlee,
Director

Amy Zhao,
Policy and Partnerships Strategist

POSITION: SUPPORT

Imua Alliance supports HB 1960, relating to human trafficking, which would require the Department of the Attorney General to develop a Human Trafficking Awareness Training Program to educate and train workers in the transient accommodations sector; require 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; and requires the Department of Labor and Industrial Relations to adopt rules.

Imua Alliance is a Hawai‘i-based organization dedicated to ending gender and sexual exploitation, and advancing human rights. We appreciate this measure, which recognizes the need for public-private collaboration to prevent human trafficking and sexual exploitation associated with our visitor industry.

Each of the survivors we have assisted has suffered from complex and overlapping trauma, including post-traumatic stress disorder, depression and anxiety, dissociation, parasuicidal behavior, and substance abuse. Trafficking-related trauma can lead to a complete loss of identity. A victim we cared for in 2016, for example, had become so heavily trauma bonded to her pimp that while under his grasp, she couldn’t remember her own name. Yet, sadly, many of the victims with whom we work are misidentified as so-called “voluntary prostitutes” and are subsequently arrested and incarcerated, with no financial resources from which to pay for their release.

Sex trafficking is a profoundly violent crime. At least 23 percent of trafficking victims in Hawai‘i report being first exploited before turning 18, according to a recent report, with the average age of trafficked keiki’s initial exposure to exploitation being 11. Based on regular outreach and monitoring, we estimate that approximately 150 high-risk sex trafficking establishments operate in Hawai‘i. In a recent report conducted by the State Commission on the Status of Women, researchers from Arizona State University found that 1

in every 11 adult males living in our state buys sex online. When visitors are also counted, that number worsens to 1 in every 7 men walking the streets of our island home, a daily online sex buyer market of 18,614 for O’ahu, and a total sex buyer population for Honolulu of 74,362.

ASU’s findings are grim, but not surprising to local organizations that provide services to survivors of sex trafficking. Imua Alliance, for example, has trained volunteers to perform outreach to victims in high-risk locations, like strip clubs, massage parlors, and hostess bars. More than 80 percent of runaway youth report being approached for sexual exploitation while on the run, over 30 percent of whom are targeted within the first 48 hours of leaving home. With regard to mental health, sex trafficking victims are twice as likely to suffer from PTSD as a soldier in a war zone.

Human trafficking and commercial sexual exploitation are global and local concerns, and Hawai‘i’s unique tourism economy heightens risks. According to the National Human Trafficking Hotline, transportation, tourism, and hospitality industries are among the top sectors where traffickers recruit, exploit, and conceal victims, often using legitimate travel networks, hotels, and rental services to facilitate exploitation and conceal abuse.

Hawai‘i welcomed over 9.7 million visitors in 2024, generating significant economic activity, but also creating environments where traffickers can operate with anonymity and access. According to statewide law enforcement and service provider reports, trafficking cases often intersect with the visitor economy, especially in areas with high hotel density, nightlife, and short-term rentals. Survivors report being moved between Kailua-Kona, Waikīkī, Līhu‘e, and other tourism hubs where traffickers leverage tourist demand for commercial sex and exploit transportation networks.

Airports, hotel chains, and rental platforms provide the infrastructure that traffickers use to recruit, house, and move victims, while obscuring their activities among legitimate visitors.

The visitor industry is not inherently a source of harm, but it occupies critical vantage points for identifying and preventing exploitation. Hotels, airlines, tour operators, and other tourism stakeholders intersect with residents and visitors daily. With appropriate training and protocols, they can serve as first responders who identify red flags and connect survivors to help.

Other states and regions have adopted targeted partnerships with the visitor sector. In Orlando and Orange County, Florida, the Haven for Hope initiative works with major hotel chains and airport personnel to implement human trafficking recognition training, compliance protocols, and reporting mechanisms. Hotels in the region have reported increased victim identification and law enforcement referrals after staff participated in structured education programs.

Similarly, in Las Vegas, Nevada, the Hotel Safety Alliance is a consortium of hospitality providers, law enforcement, and NGOs that meets quarterly to

share intelligence, adopt best practices, and implement staff training. Their programs include protocols for responding to suspected trafficking in licensed premises and standardized reporting tools.

These models demonstrate how structured visitor industry engagement can disrupt trafficking networks and strengthen community awareness.

With aloha,

Kris Coffield

President, Imua Alliance

HB-1960

Submitted on: 2/2/2026 5:59:56 PM
Testimony for TOU on 2/5/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
B.A. McClintock	Individual	Support	Written Testimony Only

Comments:

Please support this important bill. Mahalo.

HB-1960

Submitted on: 2/3/2026 5:58:07 AM
Testimony for TOU on 2/5/2026 9:30:00 AM

Submitted By	Organization	Testifier Position	Testify
Johnnie-Mae L. Perry	Individual	Support	Written Testimony Only

Comments:

I, Johnnie-Mae L. Perry Support

1960 HB RELATING TO HUMAN TRAFFICKING.	TOU	423 VIA VIDEOCONFERENCE	Feb 5, 2026 9:30 AM
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