
A BILL FOR AN ACT

RELATING TO HUMAN TRAFFICKING.

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

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

4 "§28- Human trafficking awareness training program;
5 transient accommodations sector. (a) No later than July 1,
6 2027, the department of the attorney general shall develop a
7 human trafficking awareness training program for the purpose of
8 educating and training workers in the transient accommodations
9 sector. The training program shall include but not be limited
10 to the following components:

- 11 (1) Definitions of human trafficking and the commercial
12 exploitation of children;
13 (2) Explanation of the differences between labor
14 trafficking and sex trafficking, as they relate to the
15 transient accommodations sector;
16 (3) Guidance on indicators of human trafficking, including
17 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) Training programs developed externally may be used
13 within the transient accommodations sector; provided that the
14 programs comply with subsection (a)(1) through (6) and are
15 approved by the department of the attorney general. The
16 department of the attorney general shall review externally
17 developed training programs and approve or disapprove of the
18 program's use no later than sixty days following written receipt
19 of the program.



1 (c) For the purposes of this section, "transient
2 accommodations" has the same meaning as defined in section
3 237D-1."

4 SECTION 2. Chapter 353C, Hawaii Revised Statutes, is
5 amended by adding a new section to be appropriately designated
6 and to read as follows:

7 **"§353C- Human trafficking awareness; transient**
8 **accommodations sector; training; records; signage; reporting;**
9 **penalties.** (a) Every transient accommodations employer and
10 transient accommodations third-party contractor shall take and
11 provide human trafficking awareness training developed pursuant
12 to section 28- to its employees and contract workers, as
13 applicable, within one hundred eighty days of employment or
14 placement, as applicable, and at least every two years
15 thereafter.

16 (b) Each transient accommodations employer and transient
17 accommodations third-party contractor providing human
18 trafficking awareness training under this section shall maintain
19 records documenting the completion of the required training by
20 its employees and contract workers, as applicable, pursuant to
21 rules adopted by the department. The director or the director's



1 authorized representative shall, for the purpose of examination,
2 have access to and the right to copy the records. Every
3 transient accommodations employer and transient accommodations
4 third-party contractor shall furnish to the director or the
5 director's authorized representative any information relating to
6 the training of employees and contract workers pursuant to this
7 section in any manner as the director may prescribe.

8 (c) No later than January 1, 2028, every transient
9 accommodations employer and transient accommodations third-party
10 contractor shall post and keep posted in a conspicuous place
11 readily accessible to its employees and contract workers, as
12 applicable, signage regarding human trafficking awareness in a
13 form prescribed by the department by rule; provided that the
14 signage shall be printed in an easily legible font in English
15 and any other language spoken by at least ten per cent of its
16 employees and contract workers.

17 (d) No later than October 1, 2027, every transient
18 accommodations employer and transient accommodations third-party
19 contractor shall develop and implement a human trafficking
20 prevention policy that shall:



- 1 (1) Apply to all of its individuals in employ and contract
2 workers, as applicable; and
- 3 (2) Include procedures for the reporting of suspected
4 human trafficking to the National Human Trafficking
5 Hotline or to a local law enforcement agency.
- 6 (e) A transient accommodations employer, transient
7 accommodations third-party contractor, or the employer's or
8 contractor's employee or contract worker who in good faith
9 complies with this section or reports suspected human
10 trafficking pursuant to policies adopted pursuant this section
11 shall not be subject to civil or criminal liability for any act
12 or omission arising out of or related to human trafficking
13 committed by a third party, unless the employer, employee, or
14 worker knowingly assists in the commission of human trafficking.
- 15 (f) Any transient accommodations employer or transient
16 accommodations third-party contractor who violates this section
17 shall be fined not more than \$100 for each separate offense.
18 Each day the violation continues shall constitute a separate
19 offense. Any action taken to impose or collect the penalty
20 provided for in this subsection shall be considered a civil
21 action.



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

4 (h) For purposes of this section:

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

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

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

15 "Transient accommodations employer" means an employer that
16 owns, operates, manages, or controls transient accommodations
17 located in the State, and:

18 (1) Employs one or more employees; or

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



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

6 SECTION 3. New statutory material is underscored.

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



Report Title:

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

Description:

By July 1, 2027, 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 and transient accommodations third-party contractors to periodically provide the human trafficking awareness training to certain employees and contract workers and keep records of the training. By January 1, 2028, requires transient accommodations employers and transient accommodations third-party contractors to post signage regarding human trafficking awareness. By October 1, 2027, requires transient accommodations employers and transient accommodations third-party contractors to develop and implement a human trafficking prevention policy that includes procedures for the reporting of suspected human trafficking. Establishes penalties. Requires the Department of Law Enforcement to adopt rules. (SD1)

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