

TRAFFICKING IN PERSONS COMPLIANCE POLICY

USEA is required to comply with the Trafficking in Persons provisions of Title XVII of the National Defense Authorization Act for Fiscal Year 2013. Specifically, all USEA employees, subawardees, and contractors, at any tier, or their employees, labor recruiters, brokers or other agents, must not engage in:

- (1) Trafficking in persons (as defined in the Protocol to Prevent, Suppress, and Punish Trafficking in Persons, especially Women and Children, supplementing the UN Convention against Transnational Organized Crime)
- (2) Procurement of a commercial sex act
- (3) Use of forced labor
- (4) Acts that directly support or advance trafficking in persons, including the following acts:
 - i. Destroying, concealing, confiscating, or otherwise denying an employee access to that employee's identity or immigration documents;
 - ii. Failing to provide return transportation or pay for return transportation costs to an employee from a country outside the United States to the country from which the employee was recruited upon the end of employment if requested by the employee, unless:
 - a. exempted from the requirement to provide or pay for such return transportation by the US government; or
 - b. the employee is a victim of human trafficking seeking victim services or legal redress in the country of employment or a witness in a human trafficking enforcement action;
 - iii. Soliciting a person for the purpose of employment, or offering employment, by means of materially false or fraudulent pretenses, representations, or promises regarding that employment;
 - iv. Charging employees recruitment fees; or
 - v. Providing or arranging housing that fails to meet the host country housing and safety standards.

All USEA employees are required to report, without fear of retaliation, any activity inconsistent with this policy by contacting the Global Human Trafficking Hotline at 1-844-888-FREE or help@befree.org.

Recruitment Agencies

USEA only utilizes recruitment agencies that have trained employees, prohibits charging of recruitment fees to the employee, and ensures that wages meet applicable host-country legal requirements or explains any variance.

Housing Plan

When paying for travel overseas, USEA will only house participants in commercially available three (3) star and above hotels with appropriate security staff and/or provisions in place.

Subagreements and Contracts

USEA includes Mandatory Provision M20. Trafficking in Persons (April 2016) in all subagreements and contracts. USEA will immediately terminate all subagreements and contracts if it finds a contractor to have violated any of these provisions.