

# LEARN THE SIGNS OF LABOR TRAFFICKING

## Working Conditions



- Unpaid or paid very little
- Excessive wage deductions
- Works excessively long hours
- Not allowed breaks
- Unable to identify the employer
- High security measures (e.g. boarded up windows, barbed wire, security cameras)
- Recruited through false promises
- Inadequate protective clothing or gear
- Poor or non-existent health and safety standards
- Experiences threats or intimidation by employer

## Living Conditions



- Imposed place of accommodation
- Lives with employer
- Lives with multiple people in cramped space
- High security measures
- Poor living conditions
- Claims of “just visiting” and inability to convey where he/she is staying/address

## Lack of Control



- Not free to come and go as desired
- Not in control of his/her own money
- Not in control of his/her own identification documents
- Not allowed or able to speak for themselves (a third party may insist on being present and/or translating)
- Owes a large debt and is unable to pay it off

## Behavior



- Fearful, anxious, depressed, submissive, tense, and/or nervous/paranoid
- Inability to speak to an “outsider” alone
- Answers appear to be scripted/rehearsed
- Unable to identify what city he/she is in
- Has numerous inconsistencies in his/her story

## Physical Health



- Appears malnourished or shows extreme fatigue
- Suffers chronic health problems due to working conditions
- Shows signs of physical abuse, physical restraint, confinement, or torture
- Lacks or is denied medical care/services by employer

## Questions to Ask

- How old are you?
- Can you quit your job if you want to?
- Can you come and go as you please?
- Have you ever tried to leave and were not allowed to?
- Have you been hurt or threatened if you tried to leave?
- Has your family been threatened?
- Do you live with your employer?
- Where do you sleep and eat?
- Are you in debt to your employer?
- How did you find your job?
- Do you owe anyone money because they helped find you find your job?
- Are you in possession of your passport/ID? If not, who has it?
- Do you get paid?
- How do you get paid? How much do you get paid? How often are you paid?
- Do you need medical assistance?
- Do you feel safe?

## What to Do

Explain first and foremost that you are concerned about the individual's well-being.

If you believe that someone is in immediate danger, call 911

- Tip the National Human Trafficking Hotline:
  - Phone: **1-888-373-7888** Text: **233733**
  - Email: **help@humantraffickinghotline.org**
  - File a report at:  
**<https://humantraffickinghotline.org/report-trafficking>**
- Contact the MA Attorney General's Fair Labor Division:
  - File a Non-Payment of Wage Complaint at **[www.mass.gov/ago/wagetheft](http://www.mass.gov/ago/wagetheft)**
  - Call the hotline (M-F/10AM-4PM): **617-727-3465**



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These are potential signs of labor trafficking.

The indicators listed are not determinative nor cumulative; they are meant to inform and to raise awareness that one or several of these red flags may be present in a forced services situation.