

Notice Regarding U.S. Government Policy against Human Trafficking and Forced Labor

The University of Florida opposes human trafficking, sex trafficking, forced labor, and all trafficking-related activities. These activities are inherently harmful and contrary to the University of Florida's core values, and may violate applicable foreign, U.S., state, and/or local laws.

The U.S. government has adopted a policy prohibiting trafficking in persons, which includes sex trafficking, forced labor, and trafficking-related activities. As a recipient of federal funds from grants, cooperative agreements, and contracts (collectively, "awards"), the University of Florida must inform its employees and agents of the U.S. government's policy and the University of Florida's responsibilities under the policy.

What is Human Trafficking?

Under the U.S. policy, trafficking in persons (or human trafficking) includes the recruitment, harboring, transportation, provision, or obtaining of persons for labor or services through the use of force, fraud, or coercion, for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery. It also includes sex trafficking in which a commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform a commercial sex act is under 18 years old.

Definitions of other relevant terms used in the policy are set forth in the U.S. government's regulations available at 2 C.F.R. § 175.15 for grants and cooperative agreements and 48 C.F.R. § 52.222-50 for contracts.

Prohibitions & Requirements

As the recipient of active awards, and pursuant to the government's policy, the University of Florida and its employees, agents, and subrecipients are **prohibited** from doing the following:

- Engaging in severe forms of trafficking in persons during the period of performance of the award;
- Procuring a commercial sex act during the period of performance of the award or any subaward;
- Using forced labor in the performance of awards or subawards;
- Destroying, concealing, confiscating, or otherwise denying access by an employee to the employee's identity or immigration documents;
- Using misleading or fraudulent practices during the recruitment of employees, such as failing to disclose key terms and conditions of employment (e.g., wages and fringe benefits, location of work, living conditions, housing and associated costs);
- Charging employees or potential employees placement or recruitment fees;
- Failing to provide return transportation or pay for the cost of return transportation to an employee from a country outside the United States to the country from which the employee was recruited upon the end of the employment if requested by the employee unless:
 - (1) Exempted from the requirement to provide or pay for such return transportation by the Federal department or agency providing or entering into the grant or cooperative agreement; or
 - (2) The employee is a victim of human trafficking seeking victim services or legal redress

- Providing or arranging housing that fails to meet applicable housing and safety standards; or
- If required by law or contract, failing to provide an employment contract, recruitment agreement, or other required work document in writing and that meets certain requirements in the regulations.

Reporting Incidents or Policy Violations

Always contact 911 or local law enforcement if you or someone else is in immediate danger.

University of Florida employees **must** report any credible information regarding human trafficking incidents to the University by contacting:

University of Florida Compliance Hotline at (877) 556-5356 or <https://www.mycompliancerport.com/report?cid=UOFL>

and/or the

Global Human Trafficking Hotline at 1-844-888-FREE or send an email to help@befree.org.

The University of Florida and University employees must cooperate in responding to requests from contracting agencies and other responsible enforcement agencies to conduct audits, investigations, or other actions to ascertain compliance with the policy, the Traffic Victim Protection Act (TVPA), Executive Order 13627 (“Strengthening Protections Against Trafficking in Persons in Federal Contracts”), or any other applicable law or regulations establishing restrictions on trafficking in persons.

Violations

If the University of Florida determines that any University employee, agent, or subrecipient has violated the Government's policy on trafficking in persons, the University will take appropriate disciplinary or administrative action pursuant to law and University of Florida policies and procedures. Such action could include, but is not limited to, removal from the award or termination of employment.

Human trafficking regulations resources

National Human Trafficking Resource Center

<https://traffickingresourcecenter.org/>

[FAR 52.222-50 Combating Trafficking in Persons](#)

[2 CFR part 175: Award Terms for Trafficking in Persons –](#)

[22 USC Chapter 78: Trafficking Victims Protection](#)

[Executive Order 13627: Strengthening Protections against Trafficking In Persons In Federal Contracts](#)

[U.S. Department of Homeland Security](#)

[Chapter 787 Section 06 - 2021 Florida Statutes - The Florida Senate \(flsenate.gov\)](#)