
ILLINOIS REGISTER

ILLINOIS GAMING BOARD

NOTICE OF ADOPTED AMENDMENT

TITLE 86: REVENUE
CHAPTER IV: ILLINOIS GAMING BOARD

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AUTHORITY: Implementing and authorized by the Illinois Gambling Act [230 ILCS 10], Video Gaming Act [230 ILCS 40], Sports Wagering Act [230 ILCS 45], and Illinois Horse Racing Act of 1975 [230 ILCS 5].

SOURCE: Emergency rule adopted at 15 Ill. Reg. 11252, effective August 5, 1991, for a maximum of 150 days; adopted at 15 Ill. Reg. 18263, effective December 10, 1991; amended at 16 Ill. Reg. 13310, effective August 17, 1992; amended at 17 Ill. Reg. 11510, effective July 9, 1993; amended at 20 Ill. Reg. 5814, effective April 9, 1996; amended at 20 Ill. Reg. 6280, effective April 22, 1996; emergency amendment at 20 Ill. Reg. 8051, effective June 3, 1996, for a maximum of 150 days; amended at 20 Ill. Reg. 14765, effective October 31, 1996; amended at 21 Ill. Reg. 4642, effective April 1, 1997; emergency amendment at 21 Ill. Reg. 14566, effective October 22, 1997, for a maximum of 150 days; emergency amendment at 22 Ill. Reg. 978, effective December 29, 1997, for a maximum of 150 days; amended at 22 Ill. Reg. 4390, effective February 20, 1998; amended at 22 Ill. Reg. 10449, effective May 27, 1998; amended at 22 Ill. Reg. 17324, effective September 21, 1998; amended at 22 Ill. Reg. 19541, effective October 23, 1998; emergency amendment at 23 Ill. Reg. 8191, effective July 2, 1999 for a maximum of 150 days; emergency expired November 28, 1999; amended at 23 Ill. Reg. 8996,

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effective August 2, 1999; amended at 24 Ill. Reg. 1037, effective January 10, 2000; amended at 25 Ill. Reg. 94, effective January 8, 2001; amended at 25 Ill. Reg. 13292, effective October 5, 2001; proposed amended at 26 Ill. Reg. 9307, effective June 14, 2002; emergency amendment adopted at 26 Ill. Reg. 10984, effective July 1, 2002, for a maximum of 150 days; adopted at 26 Ill. Reg. 15296, effective October 11, 2002; amended at 26 Ill. Reg. 17408, effective November 22, 2002; emergency amendment at 27 Ill. Reg. 10503, effective June 30, 2003, for a maximum of 150 days; amended at 27 Ill. Reg. 15793, effective September 25, 2003; amended at 27 Ill. Reg. 18595, effective November 25, 2003; amended at 28 Ill. Reg. 12824, effective August 31, 2004; amended at 31 Ill. Reg. 8098, effective June 14, 2007; amended at 32 Ill. Reg. 2967, effective February 15, 2008; amended at 32 Ill. Reg. 3275, effective February 19, 2008; amended at 32 Ill. Reg. 7357, effective April 28, 2008; amended at 32 Ill. Reg. 8592, effective May 29, 2008; amended at 32 Ill. Reg. 8931, effective June 4, 2008; amended at 32 Ill. Reg. 13200, effective July 22, 2008; amended at 32 Ill. Reg. 17418, effective October 23, 2008; amended at 32 Ill. Reg. 17759, effective October 28, 2008; amended at 32 Ill. Reg. 17946, effective November 5, 2008; amended at 34 Ill. Reg. 3285, effective February 26, 2010; amended at 34 Ill. Reg. 3748, effective March 11, 2010; amended at 34 Ill. Reg. 4768, effective March 16, 2010; amended at 34 Ill. Reg. 5200, effective March 24, 2010; amended at 34 Ill. Reg. 15386, effective September 23, 2010; amended at 36 Ill. Reg. 13199, effective July 31, 2012; amended at 37 Ill. Reg. 12050, effective July 9, 2013; amended at 37 Ill. Reg. 18255, effective November 1, 2013; amended at 38 Ill. Reg. 2808, effective January 8, 2014; amended at 38 Ill. Reg. 21471, effective October 29, 2014; amended at 39 Ill. Reg. 4362, effective March 10, 2015; amended at 39 Ill. Reg. 12312, effective August 18, 2015; amended at 40 Ill. Reg. 12776, effective August 19, 2016; amended at 41 Ill. Reg. 380, effective December 29, 2016; amended at 41 Ill. Reg. 12840, effective September 28, 2017; emergency amendment at 43 Ill. Reg. 9801, effective August 23, 2019, for a maximum of 150 days; emergency amendment at 43 Ill. Reg. 10512, effective September 5, 2019, for a maximum of 150 days; emergency amendment at 43 Ill. Reg. 10733, effective September 13, 2019, for a maximum of 150 days; amended at 44 Ill. Reg. 521, effective December 30, 2019; amended at 44 Ill. Reg. 3224, effective February 4, 2020; emergency amendment at 44 Ill. Reg. 6426, effective April 7, 2020, for a maximum of 150 days; emergency expired September 3, 2020; amended at 44 Ill. Reg. 11156, effective June 17, 2020; amended at 44 Ill. Reg. 13653, effective August 6, 2020; amended at 45 Ill. Reg. 14449, effective November 2, 2021; amended at 46 Ill. Reg. 5542, effective March 16, 2022; amended at 47 Ill. Reg. 8454, effective May 30, 2023; amended at 49 Ill. Reg. 747, effective December 31, 2024; amended at 49 Ill. Reg. _____, effective _____.

SUBPART A: GENERAL PROVISIONS

Section 3000.175 Human Trafficking Recognition Training, Reporting, and Signage

- a) Human Trafficking Recognition Training

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- 1) Each owners licensee and organization gaming licensee shall provide its employees with training in the recognition of human trafficking and protocols for documenting, reporting, and responding to instances of suspected human trafficking within the licensee's gaming and non-gaming areas.
- 2) Each owners licensee and organization gaming licensee employee must complete the training within three months after beginning employment with the licensee and every one year thereafter while employed by the licensee.
- 3) An owners licensee or organization gaming licensee may use its own human trafficking training curriculum or that of a third party so long as the training curriculum includes, at a minimum, all of the following:
 - A) a definition of human trafficking, including the differences between sex trafficking and labor trafficking;
 - B) an explanation of the individual and societal factors that make a person susceptible to human trafficking;
 - C) the differences between the forms of human trafficking as they relate to casinos, hotels, and other hospitality settings;
 - D) an explanation and guidance on how to identify red flags that indicate a person might be in a human trafficking situation with particular emphasis on human trafficking in casinos, hotels, and other hospitality settings;
 - E) instruction and protocols on the role of the employees of an owners licensee or organization gaming licensee in recognizing, documenting, reporting, and responding to suspected instances of human trafficking, including specific training based on the employee's job duties and access within the licensee's gaming and non-gaming areas;
 - F) identification of agencies that provide services to victims of human trafficking; and
 - G) any additional requirements the Administrator may identify.

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- b) Protocols for Documenting, Reporting, and Responding to Suspected Human Trafficking
 - 1) Each owners licensee and organization gaming licensee shall establish and implement protocols for its employees to follow for documenting, reporting, and responding to suspected instances of human trafficking within the licensee's gaming and non-gaming areas.
 - 2) The protocols shall be tailored for employees based on their job duties and access within the licensee's gaming and non-gaming areas.
- c) Each owners licensee and organizational gaming licensee shall provide copies of its human trafficking training curriculum and protocols, including all updates and revisions, to the Administrator.
- d) Human Trafficking Awareness Signage
 - 1) Each owners licensee and organization gaming licensee shall post human trafficking awareness notices informing the public and victims of human trafficking of telephone hotline numbers and other information about how to seek help or report instances of human trafficking. Licensees shall place the human trafficking awareness notices in bathrooms and a conspicuous place near the public entrance of the establishment or in another conspicuous location in clear view of the public and employees where similar notices are customarily posted.
 - 2) The text of the human trafficking awareness notice must, at a minimum, be materially consistent with the model notice developed by the Illinois Department of Human Services in compliance with the Human Trafficking Resource Center Notice Act [775 ILCS 50/10] and applicable rules.

(Source: Added at 49 Ill. Reg. _____, effective _____)

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- 11) Heading of the Part: Riverboat and Casino Gambling
- 2) Code Citation: 86 Ill. Adm. Code 3000
- 3)

<u>Section Number:</u>	<u>Adopted Action:</u>
3000.175	New Section
- 4) Statutory Authority: Implementing and authorized by Section 5 (c)(3) of the Illinois Gambling Act [230 ILCS 10].
- 5) Effective Date of Rule:
- 6) Does this rulemaking contain an automatic repeal date? No
- 7) Does this rulemaking contain an incorporation by reference? No
- 8) A copy of the adopted amendments, including any material incorporated by reference, is on file in the principal office and is available for public inspection.
- 9) Notice of proposal published in Illinois Register: 48 Ill. Reg. 17417; December 6, 2024
- 10) Has JCAR issued a Statement of Objection to this rulemaking? No
- 11) Differences between proposal and final version: No changes except for two additions of the word “an” before “explanation” in Section 3000.175 (a)(3)(B) and (D) that were proposed by JCAR.
- 12) Have all the changes agreed upon by the Agency and JCAR been made as indicated in the agreement letter issued by JCAR? Yes
- 13) Will this rulemaking replace any emergency rule currently in effect? No
- 14) Are there any rulemakings pending on this part? Yes

<u>Section Number</u>	<u>Proposed Action</u>	<u>Illinois Register Citation</u>
3000.680	New Section	48 Ill. Reg. 16752; November 22, 2024
- 15) Summary and purpose of rulemaking: This rulemaking adds a new Section 3000.175 (“Human Trafficking Recognition Training, Reporting and Signage”) to the Riverboat and Casino Gambling Part.

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Human trafficking is an illegal, predatory trade. There are two primary types of human trafficking: sex trafficking and labor trafficking. Under Illinois law, human trafficking “means the deprivation or violation of the personal liberty of another with the intent to obtain forced labor or services, procure or sell the individual for commercial sex, or exploit the individual in obscene matter.” 820 ILCS 95/1. “Depriving or violating a person’s liberty includes substantial and sustained restriction of another’s liberty accomplished through fraud, deceit, coercion, violence, duress, menace, or threat of unlawful injury to the victim or to another person, under circumstances where the person receiving or apprehending the threat reasonably believes that it is likely that the person making the threat would carry it out.” *Id.*

Human traffickers often target casinos and hospitality venues to conduct their unlawful activities. Casinos are attractive to human traffickers for several reasons. Their diverse legitimate operations offer access for traffickers and their victims to solicit customers or meet buyers arranged on-line. The casinos host high-traffic events that bring a broad range of customers from outside the local community who have extra money to spend and no ties to the community. Property amenities such as restaurants, retail shops, bars, entertainment spots, and nearby hotels make it easier for traffickers and their victims to blend in while conducting business.

While some Illinois casino operators may already provide some form of human trafficking awareness training, nevertheless the Board has an appropriate regulatory role to make human trafficking recognition training mandatory, establish minimum requirements for such training, and require that casino operators implement appropriate reporting protocols. Accordingly, the Board seeks the present rulemaking to require Illinois owners licensees and organization gaming licensees to undertake the following:

First, provide human trafficking recognition training to all employees within three months of beginning employment and every year thereafter, and maintain records evidencing completion of that training. The training curriculum shall include, at a minimum, the following:

- A definition of human trafficking, including the differences between labor and sex trafficking;

- Explanation of individual and social factors that make an individual susceptible to human trafficking;

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Differences in the forms of human trafficking in relation to casinos, hotels and other hospitality settings;

Explanation and guidance on red flags that may indicate a situation of human trafficking;

Instruction and protocols on the role of the employees of an owners licensee or organization gaming licensee in recognizing, documenting, reporting, and responding to suspected instances of human trafficking, including specific training based on the employee's job duties and access within the licensee's gaming and non-gaming areas;

Identification of agencies that provide services to victims of human trafficking; and

Any additional requirements the Administrator may identify.

[New Section 3000.175 (a)].

Second, develop and implement protocols for their employees to appropriately document, report, and respond to instances of suspected human trafficking. [New Section 3000.175 (b)].

Third, furnish copies of their human trafficking training curriculum and protocols, including all updates and revisions, to the Administrator. [New Section 3000.175 (c)].

Fourth, post human trafficking awareness notices that are materially consistent with the model notice developed by the Illinois Task Force on Human Trafficking and the Illinois Department of Human Services under the Human Trafficking Resource Center Notice Act. [New Section 3000.175 (d)].

- 16) Information and Questions regarding this adopted rulemaking may be addressed to:

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The full text of the Adopted Amendment begins on the next page.