

ILLINOIS GAMING BOARD - PROPOSED CASINO RULE
HUMAN TRAFFICKING RECOGNITION TRAINING, REPORTING, AND SIGNAGE
OCTOBER 24, 2024

Section 3000.175 Human Trafficking Recognition Training, Reporting, and Signage
[NEW]

- a) Human Trafficking Recognition Training
 - 1) Each owner's 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 owner's and organization gaming licensee employee must complete the training within 3 months after beginning employment with the licensee and every 1 year thereafter while employed by the licensee. Each owner's and organization gaming licensees shall maintain records of their compliance with this requirement.
 - 3) An owner's 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) 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) 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 owner's 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.
- b) Protocols for Documenting, Reporting, and Responding to Suspected Human Trafficking
 - 1) Each owner's 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 owner's 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 owner's 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.