

## Senate Bill 1193

### Posting of Public notices Regarding Slavery and Human Trafficking

#### Frequently Asked Questions

##### **Question: What is Human Trafficking?**

Human trafficking is a form of modern-day slavery where people profit from the control and exploitation of others. As defined under U.S. federal law, victims of human trafficking include children involved in the sex trade, adults age 18 or over who are coerced or deceived into commercial sex acts, and anyone forced into different forms of “labor or services,” such as domestic workers held in a home, or farm workers forced to labor against their will.

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##### **Example 1: Sex Trafficking**

Sex trafficking is the act of forcing, coercing, or transporting a person for the purpose of a commercial sex act. These crimes are primarily committed against women and children. Sex trafficking can occur in residential brothels, brothels disguised as massage parlors, strip clubs, and via online escort services and street prostitution.

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##### **Example 2: Labor Trafficking**

Labor trafficking is the act of forcing a person to work for little or no money. It can include forced labor in underground markets and sweatshops, as well as legitimate businesses such as hotels, factories, restaurants, construction sites, farming, landscaping, nail salons, and traveling sales crews.

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##### **Example 3: Domestic Servitude**

A form of labor trafficking, domestic servitude often involves women who are forced to live and work in the homes of employers who confiscate their legal documents and prevent them from leaving. Domestic workers can be U.S. citizens, lawfully-admitted foreign nationals, or undocumented immigrants.

**Question: Why is the posting required?**

Senate Bill 1193, enacted April 1, 2013 added Section 52.6 to the Civil Code. This new law requires specified businesses and other establishments to post a notice informing the public and victims of human trafficking of telephone hotline numbers to seek help or report unlawful activity.

**Question: What happens if I do not post?**

A required business or establishment that fails to comply will be given 30 days from the date the violation notice to comply is sent. If the violation is not corrected, the business or establishment is liable for a civil penalty of \$500 for a first offense and \$1,000 for each subsequent offense.

**Question: Where do I have to post?**

Civil Code 52.6 requires that a specified business or other establishment must post the notice in 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.

**Question: Which poster do I need to display to be in compliance with the law?**

The enclosed poster is being provided for your convenience. This poster is designed for the optimum targeted outreach and does meet all the requirements of the law. For compliance, a required business must display a posting at 8.5 inches by 11 inches, written in 16 font, and including the required language as referenced in the SB1193. The Attorney General's Office for the State of California has also created a model template which can be found on their website.

**Question: How long do I have to keep the poster up?**

Law requires the posting and there is currently no expiration date.

**Question: How does the poster need to be hung?**

There is no specific requirement for how the poster is hung, other than it must be displayed and visible. The poster may be hung on any thickness or type of paper, and may be laminated and/or framed if desired.

**Question: In what languages do I need to post?**

The specified businesses and other establishments must post the notice in English, Spanish, and in one other language that is the most widely spoken language in the business or establishment's location. Within San Luis Obispo County, languages that

have been identified by the Attorney General's Office as most widely spoken include English and Spanish.

**Question: Should staff be made aware of the posting?**

There is nothing in the law that requires education of staff. Although, to ensure staff are fully comfortable with answering anticipated questions about the poster, and to optimize outreach efforts for victims, training staff on the content and requirements of the poster is highly recommended.