

SOUTHWESTERN COMMUNITY COLLEGE	PERSONNEL COMBATING HUMAN TRAFFICKING IN GLOBAL RESEARCH	POLICY 3.1.5
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I. PURPOSE

The Southwestern Community College ("College") is committed to combating Human Trafficking. Federal law mandates that federal contractors and subcontractors maintain an anti-trafficking compliance program to qualify for certain federal funds and grants. This policy establishes a compliance plan and reporting requirements that meet federal standards. This policy does not supersede the College's policies and procedures on Discrimination and Harassment, which applies to all campus activities, but rather applies federal research requirements as applicable.

This policy reflects the College's mission to advance a safe and ethical environment.

II. SCOPE

This policy applies to every person who completes work on behalf of the College, including all:

- Employees,
- Students,
- Subcontractors,
- Subrecipients,
- and Vendors' Employees,

III. POLICY STATEMENT

The College prohibits Human Trafficking in any form, reports allegations of Human Trafficking, and maintains a compliance plan to prevent the use of Forced Labor in operations and ensures compliance with federal contracts and awards.

A. Requirements for Federal Contracts and Awards

Federal Acquisition Regulations ("FAR") and other grant or award terms may require additional safeguards against Human Trafficking.

FAR 52.222-50 expressly prohibits:

- Forced Labor and Human Trafficking
- Procurement of commercial sex
- Obstruction of identity of immigration documents
- Illegal recruiting fees, failure to provide return transportation, and providing unsafe housing.

B. Reporting Requirements

The College reports all credible allegations of violations of anti-trafficking requirements to the relevant sponsoring federal agency, with timely and complete information. The College is committed to full cooperation with federal agencies to combat Human Trafficking.

Any person who completes work on behalf of the College must report credible violations of this policy to:

- The Grant/Program Principal Investigator (as applicable),
- Title IX Coordinator, and
- Law Enforcement.

The Principal Investigator must report credible violations to the Vice President for Financial and Administrative Services to coordinate communications with federal sponsors.

C. Compliance Plan

The College shall maintain a standard Anti-Human Trafficking Compliance Plan that will be published on its website. All employees subject to this policy will be provided a copy of the plan.

IV. DEFINITIONS

Human Trafficking: The Trafficking Victims and Protections Act of 2000 and its subsequent reauthorizations define two primary forms of human trafficking:

- **Sex Trafficking:** The recruitment, harboring, transportation, provision, obtaining, patronizing, or soliciting of a person for the purpose of a commercial sex act in which a commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such act has not attained 18 years of age. See 22 U.S.C. § 7102(11)(A).
- **Forced Labor:** The recruitment, harboring, transportation, provision, or obtaining of a person 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. See 22 U.S.C. § 7102(11)(B).

Adopted: