

SUBJECT: Human Trafficking

Bulletin 2025-01

March 28, 2025

All public lodging establishments regulated by the Division of Hotels and Restaurants must comply with the requirements of section 509.096, Florida Statutes.

Training Requirement:

This section requires all public lodging establishments to provide annual division-approved training on human trafficking awareness to employees of the establishment who perform housekeeping duties in the rental units or who work at the front desk or reception area where guests check in or check out. The training must initially be provided within 60 days of employment, and the employee must repeat the training every 365 days while employed in a role that requires training. The establishment must maintain a signed and dated acknowledgment of having received the training for each employee and the acknowledgement must be made available to the Department of Business and Professional Regulation upon request. The establishment may keep the acknowledgement electronically.

The human trafficking awareness training used by the establishment must be submitted to and approved by the Department of Business and Professional Regulation. Submittal of the training may be made via email at DHR.Info@myfloridalicense.com or by presentation during an inspection visit and must include all of the following:

- 1) The definition of human trafficking and the difference between the two forms of human trafficking: sex trafficking and labor trafficking.
- 2) Guidance specific to the public lodging sector concerning how to identify individuals who may be victims of human trafficking.
- 3) Guidance concerning the role of the employees of a public lodging establishment in reporting and responding to suspected human trafficking.

Reporting Requirement:

Lodging establishments must implement a basic procedure for the reporting of suspected human trafficking to the proper authorities or to a local law enforcement agency.

Sign Requirement:

Effective January 1, 2025, post in a conspicuous location in the establishment that is accessible to employees a human trafficking public awareness sign at least 11 inches by 15 inches in size, printed in an easily legible font and in at least 32-point type, which states in English and Spanish and any other language predominantly spoken in the area which the department deems appropriate substantially the following updated language:

“If you or someone you know is being forced to engage in an activity and cannot leave, whether it is prostitution, housework, farm work, factory work, retail work, restaurant work, or any other activity, call the Florida Human Trafficking Hotline, 1-855-FLA-SAFE, to access help and services. Victims of slavery and human trafficking are protected under United States and Florida law.”

The Division shall impose an administrative fine of \$2,000 per day on a public lodging establishment that is not in compliance with this section and remit the fines to the direct-support organization established under s. 16.618, unless the violation is corrected within 45 days after the Division provided the public lodging establishment with notice of its violation. For a second or subsequent violation, the division may not provide a correction period to a public lodging establishment and must impose the applicable administrative fines.

Detailed information on this subject is available at the Division's human trafficking webpage at <https://www2.myfloridalicense.com/hotels-restaurants/human-trafficking/>.

Operators may call the Customer Contact Center at 850-487-1395 or contact local District Offices for questions or additional information. Locate your District Office at <https://www2.myfloridalicense.com/hotels-restaurants/division-offices/>.

FLORIDA DEPARTMENT OF BUSINESS AND PROFESSIONAL REGULATION

Ron DeSantis, Governor

Division of Hotels and Restaurants

Melanie S. Griffin, Secretary

<https://www2.myfloridalicense.com/hotels-restaurants/> — Phone: 850.487.1395