



HUMAN RESOURCES POLICY MANUAL - GLOBAL

POLICY:	POLICY #	EFFECTIVE DATE	NEW	REV	PAGE
Anti-Human Trafficking & Child Exploitation Policy	001	04/01/19	X		1 of 3

PURPOSE

The purpose of this policy is to support MPI's commitment to fighting against all forms of human trafficking and commercial sexual exploitation of children.

SCOPE

This policy applies to all Employees and members of MPI - Globally.

POLICY

MPI condemns all forms of human trafficking and the sexual exploitation of children. MPI supports every person's right to safety and security, especially children, who are most vulnerable. The protection of children from sexual exploitation is a moral imperative, and socially responsible policies and practices must reflect this principle. MPI will strictly comply with all applicable laws and the regulations regarding the prevention of human trafficking and the sexual exploitation of children and will cooperate with law enforcement authorities to address any such instances of exploitation with MPI or its employees have become a party to.

No employee may:

- Use or allow the use of any of MPI's facilities, resources or equipment (including, but not limited to, MPI's computers and networks for the viewing, storage, distribution, promotion, or other use of materials in which children are depicted as engaging in any sexual act or otherwise made an object for prurient interests.
- Enter into, on behalf of MPI, or otherwise, any business relationships or any other arrangement with any organization which the employee has reason to believe participates in any way in human trafficking and the commercial sexual exploitation of children.
- Use or all the use of images or concepts that sexually exploit children.

Any employee of MPI entering into a contract or RFP process must include our anti-human trafficking and child exploitation policy within the contract as outlined below.

Contract Language



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“MPI is committed to combating human trafficking and the sexual exploitation of children. MPI believes that the protection of children from sexual exploitation is a moral imperative and socially responsible business policies must reflect this principle. MPI stands firm in our resolve to create awareness of these crimes by utilizing our professional resources. We ask our business partners, members and attendees to do the same.”

RFP Language

“The trafficking of women and children occurs in the around the world. Are you aware of this growing problem as it relates to the use of hotels by criminals for this activity? Yes or No

Does your company have a policy against human trafficking? Yes or No

Has your company signed the Tourism Child-Protection Code of Conduct? (thecode.org) Yes or No

Would you be interested in knowing more about the Code of Conduct and how you can actively participate in fighting this growing crime? Yes or No”

Under no circumstances may MPI’s funds, property (including electronic devices and MPI’s supported technology) or personnel be used to further support activities that participate in human trafficking and/or child exploitation.

MPI members are highly encourage to learn more about the sexual exploitation of children in travel and tourism. Related to which, all members acknowledge that they understand this policy.

If MPI members have concerns related to the sexual exploitation of children, they should contact ECPAT directly.

If MPI members witness first-hand a child-related crime, they should report it to the authorities immediately and follow up with ECPAT to discuss the crime and gain direction with any issues that came up or if further training is needed.

PROCEDURES



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All employees and members are encouraged to learn the signs of what to look out for with regards to human trafficking and to be vigilant and alert at large gatherings, such as when travelling and while holding/attending conventions. Employees are also encouraged to learn what to do in the case of suspected trafficking and are asked to report through the proper channels.

Encouragement of Reporting in the Field

Employees are not to engage or confront the child, but asked to alert airport security, flight attendants, or management of the facility or call local law enforcement agencies

Encouragement of Reporting in the Workplace

All employees must be vigilant and immediately report to their manager or People and Performance all situations that come to their attention in MPI's premises or businesses, conferences, etc. where human trafficking and the sexual exploitation of children is suspected or appears to be intended.

EDUCATION

MPI will provide annual training to all employees and community. Training can be as simple as an online video to in-person training.

In addition, MPI will continue to support the education of our community through the following means:

- Articles in The Meeting Professional, blogs or other publications
- Information on our website
- Educational sessions at our signature events

CHAPTER SUPPORT

MPI will encourage all Chapters to take an active role in supporting the fight against human trafficking. Resources from Meeting Professionals International (MPI), Meeting Professionals Against Human Trafficking (MPAHT), End Child Prostitution And Trafficking (ECPAT), and The Code will be shared to help educate and inspire regular meeting communications.



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Training for MPI's chapters will be included in MPI's monthly chapter newsletter.

Definitions:

Human Trafficking: The recruitment, harboring, transportation, provision, or obtaining a person through the use of force, fraud, or coercion for the purpose of exploitation.

Sex Trafficking: The recruitment, harboring, transportation, provision, obtaining, patronizing, or soliciting of a person for the purposes of a commercial sex act, in which the commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such an act has not attained 18 years of age.

Commercial Sexual Exploitation of Children: Sexual Abuse where remuneration in cash or kind is made to the child or a third person(s). This includes through prostitution, pornography, sex tourism, and other forms of human trafficking.

*Definitions are as defined by Trafficking Victims Protection Act of 2000

Resources

www.ecpatusa.org

www.ecpat.org/

www.thecode.org/

<https://humantraffickinghotline.org/>

<https://www.antislavery.org/>