

# Required Human Trafficking Training

Virginia Department of Health Office of Environmental Health Services Update  
(Version 10/29/2024)



WHAT

## What's the requirement?

Certain lodging (e.g., hotels, motels, inns and bed and breakfast) employees will be required to complete training on recognizing and reporting instances of suspected human trafficking.



WHY

## Why?

[Chapter 751 of the 2022 Acts of Assembly \(HB258\)](#) directed changes to the Code of Virginia ([§35.1-15.1](#)) to require hotel owners and their employees, as defined in the code, to recognize and report instances of suspected human trafficking.



## What is human trafficking?

[Human trafficking](#) involves the use of force, fraud, or coercion to obtain some type of labor or commercial sex act. Every year, millions of men, women, and children are trafficked worldwide – including right here in the United States. It can happen in any community and victims can be any age, race, gender, or nationality.



WHO

## Which employees are affected by this requirement?

For this requirement, "employee" means any person employed by a hotel that (i) has frequent or regular interactions with guests, such as front desk staff, hotel porters, hotel concierge, restaurant waiting and bartending staff, or room service staff; (ii) is in a management position; or (iii) has access to the guest's room, including housekeeping staff.



WHEN

## When did this requirement take effect?

The law became effective January 1, 2023.

## Who enforces the training requirement?

The [Virginia Department of Health \(VDH\)](#) regulates [hotels, motels, inns and bed and breakfasts](#) through the [Sanitary Regulations for Hotels \(12VAC5-431\)](#) and the [Code of Virginia \(Title 35.1\)](#).



During routine inspections, VDH environmental health inspectors will check hotel employee training records during routine inspections.

*This requirement does not apply to short term rental properties.*



### What does it mean for hotel owners and employees?

Every hotel owner, operator, or manager shall require employees to complete a training course on recognizing and reporting instances of suspected human trafficking.

Each hotel employee must complete the human trafficking training course within six months of being employed by a hotel. After the initial training, employees must take the course at least once every two years, for as long as they are employed by a hotel.



### When is the training due?

An employee is required to complete the training 6 months after their hire date. For example, if the employee is hired on March 1, 2025, then the training must be completed no later than August 31, 2025.



### Who provides the training and how much does it cost?

The [Department of Criminal Justice Services \(DCJS\)](#) provides a [free online course](#) **AND** approves other training courses provided by other hotels, groups, and organizations. The list of approved existing courses is posted on the DCJS website. The training is FREE.

### Where can I find more information?



Virginia Department of Criminal Justice Services (DCJS)

<https://www.dcjs.virginia.gov/>

DCJS Human Trafficking Training Requirements for Hotels

<https://www.dcjs.virginia.gov/human-trafficking/human-trafficking-training-requirements-hotels>

Human Trafficking Training Requirements for Hotels - Curriculum Directory

<https://www.dcjs.virginia.gov/content/human-trafficking-training-requirements-hotels-curriculum-directory>



VDH Tourist Lodging <https://www.vdh.virginia.gov/environmental-health/touristlodging/>

VDH Office of Family Health Services <https://www.vdh.virginia.gov/injury-and-violence-prevention/preventing-violence/>

VDH Emergency Medical Services (EMS) First Responders Against Human Trafficking

<https://www.vdh.virginia.gov/emergency-medical-services/human-trafficking-information-for-ems-providers/>



Department of Homeland Security Blue Campaign

<https://www.dhs.gov/blue-campaign/about-blue-campaign>

Human Trafficking 101 Information Sheets (in 11 different languages)

<https://www.dhs.gov/blue-campaign/materials/human-trafficking-101>