



# SCHOOL BUS DRIVERS ON THE LOOKOUT

## TO COMBAT HUMAN TRAFFICKING

A TOOLKIT FOR PUPIL TRANSPORTATION TRAINERS IN THE  
UNITED STATES & CANADA



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CREATED BY BUSING ON THE LOOKOUT  
A PROGRAM OF TRUCKERS AGAINST TRAFFICKING

# SCHOOL BUS DRIVERS ON THE LOOKOUT

Human trafficking — or modern-day slavery — is the exploitation of human beings through force, fraud, or coercion for the purposes of commercial sex or forced labor. There are an estimated 40 million victims of human trafficking globally, including thousands of school-age children in the United States and Canada. While all children are vulnerable to the manipulative and forceful methods traffickers use, children in foster care, the homeless, LGBTQ, or those who come from abusive homes are particularly susceptible.

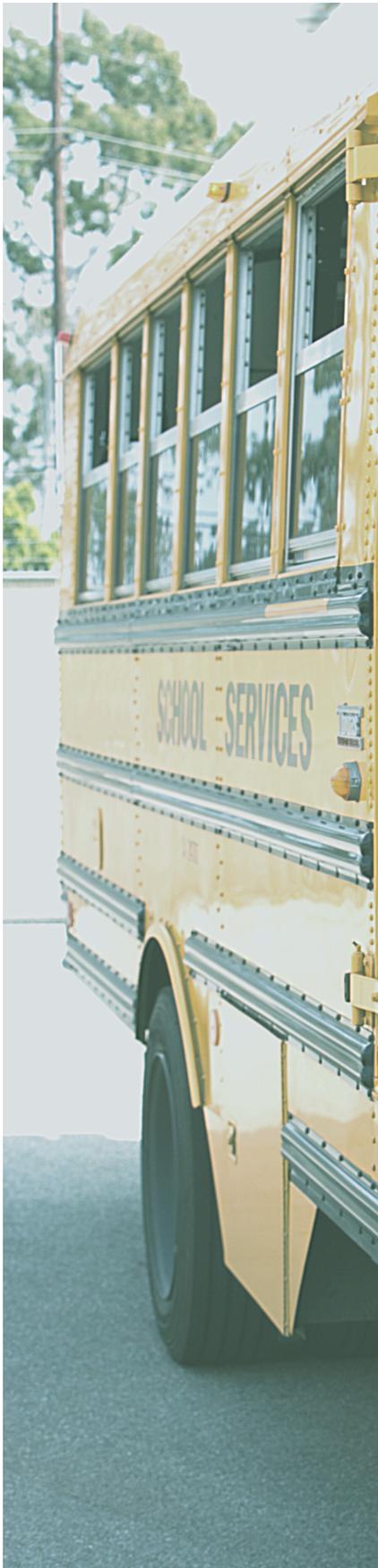
Busing on the Lookout (BOTL) exists to educate and equip all members of the bus industry with the information necessary to enable them to fight human trafficking as part of their everyday jobs. Human traffickers are counting on people not paying attention and not knowing the signs to look for or the questions to ask. If every school bus employee could be trained to identify the signs of human trafficking and how to report it effectively, imagine how many victims could be recovered and, potentially, how many traffickers could be arrested!

This toolkit provides an overview of the school-bus specific materials BOTL has developed and suggestions for how to use them when training school bus drivers, aides, and other relevant employees.

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# HUMAN TRAFFICKING AND SCHOOL BUSES: INTERSECTIONS

School transportation professionals are uniquely positioned to provide an extra set of eyes and ears for law enforcement in recovering victims and arresting traffickers. They can also play a critical preventative role by noticing signs that a child may be at risk of being trafficked or is being groomed for the sex trade prior to the child falling victim to commercial sexual exploitation.

→ Half of American and Canadian school children ride the bus daily, and some victims will continue attending school during the day — and riding the school bus — even while they are being trafficked or groomed at night and on weekends.

→ School bus drivers see students almost every day as they transport them between home and school. They are often keenly aware of changes in students' behavior, moods, physical appearance, and attendance.

→ School bus drivers can notice red flags that do not fit in with their usual route or routine, including if new or different people are waiting to pick up a student at the bus stop or at school, and may even observe signs of controlling or manipulative behavior.

→ All school personnel should be trained on how to detect signs of human trafficking – not only school bus drivers – however, the driver is in places where the principal, teachers and counselors are not.

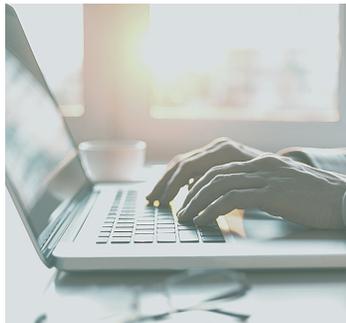
BOTL's goal is to train all student transportation professionals by showing them the 30-minute BOTL training video and obtaining a BOTL wallet card for every driver. These materials describe the crime of human trafficking, outline a series of red flags and tips of what to look for, and explain how to effectively report the situation to law enforcement and the human trafficking hotline. (See [Appendix B: BOTL Training Resources](#).)

# OPTIONS FOR IMPLEMENTING THE BOTL TRAINING

There are three ways that you can implement BOTL Training with your school bus drivers:

## 1. IN-PERSON

Driver Trainer facilitates showing the BOTL video to a group that has gathered in-person and passes out the wallet card. The trainer can either use a DVD or download the training video and red flag recap as an mp4 file. For these sessions, if you would like to hand out certificates, BOTL can create a co-branded one for the training facilitator to fill out and distribute to participants. To receive printed materials or files for download, contact [tat.truckers@gmail.com](mailto:tat.truckers@gmail.com). (See Appendix C: Sample Lesson Plan for In-person Training.)



## 2. TAT EDUCATION PORTAL

For a virtual learning opportunity, individuals can get BOTL-certified via the Truckers Against Trafficking education portal. Participants register on the website and can then watch the 30 minute BOTL video, after which they will be prompted to take a 15 question quiz. If they receive a score of 73% or above, the system auto-generates a certificate with their name/completion date on it. Access the portal at:

[EDUCATION.TRUCKERSAGAINSTTRAFFICKING.ORG/COURSES](http://EDUCATION.TRUCKERSAGAINSTTRAFFICKING.ORG/COURSES)

## 3. INTERNAL TRAINING SYSTEM

BOTL can work with state/provincial departments of education, school districts, private school bus contractors and/or school bus trainers to upload our training materials (including the video, quiz and a co-branded certificate) to your own internal learning management system or online training program.



**Please register your training numbers with us!** This helps us measure our reach and better understand how and where our training is being used. To register your training numbers visit <https://trained.truckersagainsttrafficking.org/> or contact [tat.truckers@gmail.com](mailto:tat.truckers@gmail.com).

# BEYOND TRAINING: WHAT ELSE CAN YOU DO?

While we firmly believe that BOTL-training your drivers is the best way for student transportation professionals to join the movement against human trafficking, here are additional things you can do:

## PROTOCOLS

Find out if your school has a policy on reporting suspicions of child trafficking and share it with your drivers. Regardless, make sure your drivers know your school protocol on reporting suspicions of abuse or neglect. (You can find a sample protocol for school districts in the US Department of Education's report on Human Trafficking in America's Schools. See Appendix B: BOTL Training Resources.)

## REPORT

Share your feedback or a quote about the training with us, and be sure to tell BOTL about actions your drivers have taken that have had an impact.

## SHARE

Share our regular Training Touches and/or monthly newsletters with your drivers.

## FOLLOW

Follow us on Facebook and Instagram @BusingOTL for regular updates and information. Have your drivers do the same.

## DISPLAY

If you have a break room or locker room for your drivers, hang our poster up as a reminder for all drivers to be on the lookout.

## NETWORK

Use your influence in the bus industry to tell others about BOTL. Share this information with other school districts, driver trainers, school bus contractors, etc. and introduce us!

## EMPOWER

Talk with your school administrators about identifying anti-human trafficking education opportunities for students. Appropriate student-focused curriculum should be designed for youth and be age-appropriate. The Empower Youth Program (EYP), created by i-Emphatize, is a curriculum that strives to equip youth with personal safety strategies and nurture empathy. For more on EYP visit <https://iemphatize.org/ey/>.



# APPENDIX A: OVERVIEW OF RED FLAGS AND HOTLINE NUMBERS FOR SCHOOL BUS DRIVERS

## RED FLAGS FOR SCHOOL BUS EMPLOYEES

Identifying a person who is being exploited is not a simple matter. School bus employees should be on the lookout for signs of control, vulnerability, recruitment or any indication that a person is involved in commercial sex. Keep in mind that multiple indicators will most likely present themselves when this crime is occurring.

- Students who have begun to accumulate frequent absences
- A new or different person, likely older, dropping off or picking the student up from the bus stop or school; this person may demonstrate controlling behavior
- Signs of bruises, physical trauma, or malnourishment
- Inappropriate dress for the weather or school
- Symptoms of anger, panic, irritability, phobia, or hyperactivity that weren't there before
- Mood swings, such as frequent crying, temper tantrums, or clingy behavior
- Markings or tattoos that could be a pimp's branding
- Students who suddenly have the latest gadgets, new clothes, manicured nails, or other material possessions that a pimp may give them during a grooming process
- Any acknowledgement that a student has a pimp and/or is making a quota

## HUMAN TRAFFICKING HOTLINE

Both the United States and Canada have national human trafficking hotlines that are available to answer calls 24 hours a day, 7 days a week, every day of the year.



Calls received by either hotline are always anonymous unless the caller chooses to provide the operator with his or her name and contact information and authorizes its use. This information is not given to law enforcement, other individuals or other agencies without prior consent.

Once a call is received, next steps may include:

- An additional call to the caller to confirm the accuracy of information (with the caller's consent);
- Provision of materials and/or referrals to organizations in the caller's area serving trafficking victims;
- A report to a local anti-trafficking organization, service provider, or law enforcement.

# APPENDIX B: BOTL TRAINING RESOURCES

## VIDEOS (AVAILABLE AS DVD, MP4, OR TO STREAM ONLINE)



How the bus industry can combat human trafficking

- 30 Minute training video (preferred video)
- 18 Minute training video (optional abbreviated video)
- 2 Minute recap (supplemental recap for either of the above)

## WALLET CARD



## DASH STICKER



## APP



<https://truckersagainsttrafficking.org/app/>

## BROCHURE



## BREAKROOM POSTER



For orders or questions, please email [tat.truckers@gmail.com](mailto:tat.truckers@gmail.com). In your email, please include the amount of each material needed, mailing address, and training date. All BOTL materials are available in both English and Spanish.

## ADDITIONAL RESOURCES ON HUMAN TRAFFICKING IN THE SCHOOL ENVIRONMENT

Human Trafficking In-Depth Review for Educators - National Human Trafficking Resource Center  
<https://humantraffickinghotline.org/resources/human-trafficking-depth-review-educators>

Human Trafficking in America's Schools - US Department of Education  
<https://safesupportivelearning.ed.gov/human-trafficking-americas-schools>

# APPENDIX C: SAMPLE LESSON PLAN FOR IN-PERSON TRAINING

## OVERVIEW AND OBJECTIVES

Human Trafficking happens everywhere, including in communities throughout the United States and Canada. School bus drivers can play an important role in combating it. In this training session, school bus drivers will learn about human trafficking as it relates to the school bus industry, and learn how to recognize the signs of human trafficking and how to respond/ report.

## MATERIALS NEEDED

- BOTL DVD or digital videos
- Video/audio capability to show videos
- BOTL Wallet Cards (1 per trainee)
- BOTL Dash Stickers (1 per trainee)

## TIMELINE OF ACTIVITIES

| Task                   | Description  | Time       |
|------------------------|--|------------|
| <b>1. Introduction</b> | <p>Introduce the topic by sharing these facts about human trafficking and school buses:</p> <ul style="list-style-type: none"><li>• There are an estimated 40 million victims of human trafficking globally, including thousands of school-age children in the US and Canada.</li><li>• All children are vulnerable to being trafficked, but children in foster care, the homeless, LGBTQ, or those who come from abusive homes are particularly susceptible.</li><li>• Traffickers recruit out of schools, and some victims will continue attending school during the day (and riding the school bus) even while they are being trafficked or groomed at night and on weekends.</li><li>• Half of American and Canadian school children ride the bus daily- school bus drivers are uniquely positioned to recognize potential signs of trafficking.</li></ul> | 5 minutes  |
| <b>2. BOTL Video</b>   | Show the 30 minute BOTL video.   | 30 minutes |

## TIMELINE OF ACTIVITIES (CONTINUED)

| Task                                  | Description   | Time              |
|---------------------------------------|---|-------------------|
| <p><b>3. Discussion</b></p>           | <p>Invite trainees share their reactions and/or takeaways from the film. Use the discussion questions at the end of this lesson plan to guide the conversation.</p> <p>Be sure to also share your school's protocol on child abuse and/or human trafficking. Besides or in addition to calling the National Human Trafficking Hotline, where are school bus drivers expected to report suspected trafficking? What is school protocol on reporting suspicions of abuse or neglect?</p>                    | <p>20 minutes</p> |
| <p><b>4. Red Flag Recap Video</b></p> | <p>Show the 2 minute red flag recap video. While you do this, pass out wallet cards and dash stickers to each trainee. Be sure to let the trainees know that all the information on the wallet card is also on the free BOTL app that is compatible with Androids and iPhones.</p> <p>Let trainees know that if they would like additional information, they can visit <a href="http://www.busingonthelookout.org">www.busingonthelookout.org</a> or follow BOTL on Facebook and Instagram @BusingOTL</p> | <p>5 minutes</p>  |

## REFERENCES / ADDITIONAL INFO

BOTL website: [www.busingonthelookout.org](http://www.busingonthelookout.org)  
 Polaris: [www.polarisproject.org](http://www.polarisproject.org)  
 US Data: <https://humantraffickinghotline.org/states>  
 Canada Data: <https://www.canadianhumantraffickinghotline.ca/statistics>

## ADAPTATION

This plan may be adapted to a 40-minute session by removing the time for discussion. If necessary, you may also choose to show the abridged 18-minute video in place of the suggested 30-minute one.

## DISCUSSION QUESTIONS

Use these questions to guide group discussion about the BOTL training video.

### **What surprised you in the film? Do you have a better understanding of human trafficking and what it looks like?**

*NOTES/POSSIBLE ANSWERS:*

With modern day slavery, actual chains and locked doors are rarely used. Instead, traffickers use the invisible chains of force, fraud, or coercion to keep their victims compliant. In addition, traffickers come from all types of racial, ethnic, gender, and socio-economic backgrounds. They most likely will not match stereotypes or inaccurate media depictions of pimps. Any child could be trafficked, but children in foster care, the homeless, LGBTQ, or those who come from abusive homes are particularly susceptible.

### **What are some signs you might notice that could indicate human trafficking?**

*NOTES/POSSIBLE ANSWERS:*

Unexplained absences; bruises or physical trauma; tattoos or branding; change in attire, behavior, relationships or material possessions; signs of drug addiction or malnourishment...

### **What kinds of questions might you ask a student if you thought they might be in a trafficking situation?**

*NOTES/POSSIBLE ANSWERS:*

Many victims of human trafficking may not identify as victims or may not know what "trafficking" is...instead, ask them if anyone is threatening them or making them do something they don't want to do. Ask them if someone else is controlling them or their money or identification documents, or if they are selling sex for money or goods. In the US, any minor involved in commercial sex is considered a victim of human trafficking, regardless of force, fraud, or coercion.

### **If you noticed some of these red flags, what would you do?**

*NOTES/POSSIBLE ANSWERS:*

In an emergency or if someone is in immediate danger, call 911. Report to local law enforcement and/or the National Human Trafficking Hotline (US) or the Canadian Human Trafficking Hotline. Follow school reporting protocol. NOTE: Even if you call local law enforcement, you should also call the human trafficking hotline. The hotlines geo-track data so they are able to determine hotspots and networks traffickers are using. Without also calling or texting the hotline, that national data will be lost. Also, you can call the hotline even if you're not 100% sure. The hotlines have 24/7 trained specialists who can help you determine if you are interacting with a victim. Calls to the hotlines are anonymous and confidential and a trained specialist is there waiting to take your call.