

MOTION BY SUPERVISOR DON KNABE

October 4, 2016

Zero Tolerance Human Trafficking Policy

Los Angeles County has taken significant steps in its focus on protecting victims of child sex trafficking. We are combating incidents of human trafficking that involve children, some as young as 10 years old, who are being forced by adults to sell themselves on the streets for money. We must do everything within our power to rescue and protect our children from sex trafficking and support the victims of this heinous crime. As I have stated before, and the state of California declared last week: “There is no such thing as a child prostitute.”

It is time that Los Angeles County establish a zero tolerance policy explicitly prohibiting its employees and contractors from engaging in human trafficking ~~and related activities~~. As the largest employer in the region, we have a responsibility to set forth standards of behavior that are a model for other employers. It is for these reasons,

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and more, that I strongly believe this Board should adopt the position that no employee or contractor who is convicted of buying a minor for sex, or any human trafficking related activity, should be allowed to serve the County of Los Angeles in any capacity. While these policies will punish the true criminals of this manipulative and exploitive crime, they will also offer an opportunity for survivors to seek employment with the County. Working with Probation and other County departments, survivors play an absolutely essential role in providing wraparound services to victims and offering a healing force to our most vulnerable children.

I, THEREFORE, MOVE to direct the Department of Human Resources and Internal Service Department, to enact and communicate the following provisions in order to ensure that our employees and contractors are fully aware of the County's zero tolerance for human trafficking ~~and related offenses~~. This is to also direct the Office of the County Counsel to amend County Code § 5.12.110 to reflect our prohibition against human trafficking. Therefore,

1. The Department of Human Resources is directed to amend Section VI of the *Countywide Discipline Guidelines*, entitled "On- or Off-Duty Criminal or Unbecoming Conduct," Subsection C, to include "human trafficking ~~and related activities~~".
2. The Department of Human Resources is directed to amend its *Policies, Procedures and Guidelines*, Policy Number 514 entitled, "Designation of Sensitive Positions and Requirements for Criminal History," to include "human trafficking

~~and related activities~~” as a potentially disqualifying job related offense for sensitive positions with work functions such as:

- a. Care, oversight, or protection of persons through direct contact with such persons; and,
 - b. Public safety or law enforcement.
3. The Internal Services Department is directed to update its contracting policies and ensure that:
- a. Contractual provision(s) be added to the standard County contract boilerplate that would effectively disqualify any contractor(s) and/or contract worker(s) that has been convicted of a human trafficking offense from receiving a contract award or working on a County contract. Such provision(s) would be included in all County solicitations and awarded contracts.
 - b. An attestation form be included in the standard County solicitation package, for each proposer(s) to affirmatively acknowledge and certify, by signature, that they are both aware of, and would be in compliance with, the aforementioned provision(s) through the term of the contract.
 - c. Contractual provision(s) and form be included in every contract prospectively, at the effective date, and added to any existing County contract when amended.
4. The Office of the County Counsel is directed to amend County Code Section 5.12.110 to read:

Any applicant for County employment who has been convicted of either worker's compensation fraud or *human trafficking* is barred from employment with the County of Los Angeles.

The Office of the County Counsel is to add a subsection to Section 5.12.110 that reads:

If an individual can demonstrate that he/she was a minor or victim of human trafficking at the time of his/her arrest or conviction for prostitution or a related offense, this prohibition would not apply, as the County values survivors.

5. The Department of Human Resources, Internal Services Department and the Office of the County Counsel is to report back in 30 days on the status of the implementation of the above-referenced amendments.

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