

Protections Against Trafficking in Persons

Forgital USA has a zero-tolerance policy prohibiting trafficking in persons.

The policy complies with 48 CFR § 52.222-50 (FAR 52.222-50), Combating Trafficking in Persons.

This includes, but is not limited to, the following trafficking-related activities:

- Engaging in severe forms of trafficking in persons:
 - Sex trafficking in which recruitment, harboring, transportation, provisions, or obtaining of a person for the purpose of a commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such act has not attained 18 years of age; or
 - The recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery;
- Procuring commercial sex acts in the performance of any work;
- Using forced labor in the performance of any work or coercing any persons to perform work or activities under the threat of penalty;
- Destroying, concealing, confiscating, or otherwise denying access by an employee to the employee's identity or immigration documents, such as passports or driver's licenses, regardless of issuing authority;
- Using misleading or fraudulent practices during the recruitment of candidates/employees or offering of employment, such as failing to disclose, in a format and language understood by the employee or potential employee, basic information or making material misrepresentations during the recruitment of employees regarding the key terms and conditions of employment, including wages and fringe benefits, the location of work, the living conditions, housing and associated costs (if employer or agent provided or arranged), any significant costs to be charged to the employee or potential employee, and, if applicable, the hazardous nature of the work;
- Using recruiters that do not comply with local labor laws of the country in which the recruiting takes place;
- Charging applicants/candidates/employees recruitment fees;
- Failing to provide return transportation or pay for the cost of return transportation upon the end of employment, for an employee who is not a national of the country in which the work is taking place and who was brought into that country for the purpose of working on a U.S. Government contract or subcontract (for portions of contracts performed outside the United States), unless the employee is legally permitted to remain in the country of employment and chooses to do so, or if an appropriate agency has exempted this requirement;
- Failing to provide return transportation or pay for the cost of return transportation upon the end of employment, for an employee who is not a United States national and who was brought into the United States for the purpose of working on a U.S. Government contract or subcontract, if the payment of such costs is required under existing temporary worker programs or pursuant to a written agreement with the employee (for portions of contracts performed inside the United States), unless the employee is legally permitted to remain in the country or employment and chooses to do so, or if an appropriate agency has exempted this requirement;
- Providing or arranging housing that fails to meet the host country and safety standards; and
- If required by law or contracts, failing to provide an employment contract, recruitment agreement, or other required work document in writing and in a language the employee understands.

Forgital USA does not and will not permit its employees, subcontractors, vendors, suppliers, or other entities doing business with Forgital USA to engage in any form of human trafficking and the above activities.

Forgital USA prohibits retaliation against anyone who files a complaint or reports a suspected violation of this policy. An employee or other party who violates this policy will be subject to appropriate discipline by Forgital USA, including, but not limited to, termination and disclosure of the violation to government officials, when required by law or contract.

What to do if you suspect human trafficking . . .

Do not at any time attempt to confront a suspected trafficker directly or alert a victim to your suspicions.

Call 9-1-1 for emergency situations - threats of violence, physical assault, emergency medical needs, etc.

Notify your manager or the manager on duty immediately.

To get help:

Call 1-888-373-7888 (National Human Trafficking Resource Center - NHTRC)
1-844-888-3733 (Global Human Trafficking Hotline)

Text "HELP" or "INFO" to 233733

Email help@befree.org