

SENATE BILL 7

R2

(PRE-FILED)

5lr0872
CF HB 1

By: **Senator M. Jackson**

Requested: September 18, 2024

Introduced and read first time: January 8, 2025

Assigned to: Judicial Proceedings

Committee Report: Favorable

Senate action: Adopted

Read second time: February 16, 2025

CHAPTER _____

1 AN ACT concerning

2 **Department of Transportation – Human Trafficking Awareness, Training, and**
3 **Response**
4 **(See Someone, Save Someone Act)**

5 FOR the purpose of requiring the Maryland Department of Transportation to develop or
6 identify and implement a certain training program for certain transportation–sector
7 employees on the identification and reporting of suspected human trafficking
8 victims; requiring certain transportation sector employers to certify that certain
9 employees have completed the training program; requiring certain transportation
10 sector employers to establish procedures for reporting suspected human trafficking
11 to certain entities and to implement a certain human trafficking prevention policy;
12 prohibiting certain employers or employees from being held civilly or criminally
13 liable for reporting or responding to in good faith a suspected incident of human
14 trafficking; requiring the Department to require frequent public service
15 announcements with safety information for trafficking victims at certain locations;
16 and generally relating to human trafficking awareness, training, and response.

17 BY adding to
18 Article – Transportation
19 Section 2–114
20 Annotated Code of Maryland
21 (2020 Replacement Volume and 2024 Supplement)

EXPLANATION: CAPITALS INDICATE MATTER ADDED TO EXISTING LAW.

[Brackets] indicate matter deleted from existing law.

Underlining indicates amendments to bill.

~~Strike out~~ indicates matter stricken from the bill by amendment or deleted from the law by amendment.



1 SECTION 1. BE IT ENACTED BY THE GENERAL ASSEMBLY OF MARYLAND,
2 That the Laws of Maryland read as follows:

3 **Article – Transportation**

4 **2–114.**

5 (A) IN THIS SECTION, “TRANSIT SERVICE” AND “TRANSIT STATION” HAVE
6 THE MEANINGS STATED IN § 7–101 OF THIS ARTICLE.

7 (B) THIS SECTION APPLIES ONLY TO:

8 (1) AN EMPLOYEE WHO IS:

9 (I) A STATE EMPLOYEE WHO WORKS AT A TRANSIT STATION,
10 AIRPORT, PORT FACILITY, OR HIGHWAY REST STOP;

11 (II) A STATE EMPLOYEE WHO PROVIDES TRANSIT SERVICE; OR

12 (III) EMPLOYED UNDER A CONTRACT WITH THE STATE TO
13 PROVIDE TRANSIT SERVICE; OR

14 (2) AN EMPLOYER OF AN EMPLOYEE DESCRIBED IN ITEM (1) OF THIS
15 SUBSECTION.

16 (C) (1) THE DEPARTMENT SHALL:

17 (I) IN CONSULTATION WITH STAKEHOLDERS, DEVELOP OR
18 IDENTIFY AND IMPLEMENT A TRAINING PROGRAM THAT INCLUDES A CURRICULUM
19 ON THE IDENTIFICATION AND REPORTING OF SUSPECTED HUMAN TRAFFICKING;
20 AND

21 (II) ADMINISTER THE TRAINING PROGRAM TO ALL EMPLOYEES
22 AND CONTRACT EMPLOYEES OF THE DEPARTMENT.

23 (2) THE TRAINING PROGRAM SHALL:

24 (I) INCLUDE A DEFINITION OF HUMAN TRAFFICKING; AND

25 (II) OFFER GUIDANCE TO EMPLOYEES AND CONTRACT
26 EMPLOYEES ON THE IDENTIFICATION OF POTENTIAL VICTIMS OF HUMAN
27 TRAFFICKING AND PROTOCOLS FOR REPORTING SUSPECTED HUMAN TRAFFICKING.

28 (D) (1) EXCEPT AS PROVIDED IN PARAGRAPH (2) OF THIS SUBSECTION,
29 ON OR BEFORE JANUARY 1, 2026, AND EACH JANUARY 1 THEREAFTER, EACH

1 EMPLOYER SHALL CERTIFY TO THE DEPARTMENT THAT ALL THE EMPLOYER'S
2 EMPLOYEES HAVE COMPLETED THE TRAINING PROGRAM.

3 (2) AN EMPLOYER SHALL PROVIDE A NEW EMPLOYEE WITH THE
4 TRAINING REQUIRED UNDER THIS SECTION WITHIN 90 DAYS AFTER THE DATE OF
5 HIRE.

6 (E) EACH EMPLOYER, IN CONSULTATION WITH THE DEPARTMENT, SHALL:

7 (1) ESTABLISH A PROCEDURE FOR EMPLOYEES AND CONTRACT
8 EMPLOYEES TO REPORT SUSPECTED INCIDENTS OF HUMAN TRAFFICKING TO THE
9 APPROPRIATE LOCAL AGENCIES, INCLUDING THE DESIGNATED REGIONAL
10 NAVIGATOR; AND

11 (2) IMPLEMENT A HUMAN TRAFFICKING PREVENTION POLICY FOR
12 EMPLOYEES AND CONTRACT EMPLOYEES BY PROVIDING INFORMATION ON HOW TO:

13 (I) RECOGNIZE POTENTIAL VICTIMS OF HUMAN TRAFFICKING;

14 (II) RESPOND TO AN INDIVIDUAL WHO MAY BE OR IS A VICTIM
15 OF HUMAN TRAFFICKING; AND

16 (III) CONNECT AN INDIVIDUAL WHO MAY BE OR IS A VICTIM OF
17 HUMAN TRAFFICKING WITH AVAILABLE RESOURCES.

18 (F) AN EMPLOYER, AN EMPLOYEE, OR A CONTRACT EMPLOYEE MAY NOT BE
19 HELD CIVILLY OR CRIMINALLY LIABLE FOR REPORTING OR RESPONDING IN GOOD
20 FAITH TO A SUSPECTED INCIDENT OF HUMAN TRAFFICKING.

21 (G) TO THE EXTENT PRACTICABLE, THE DEPARTMENT SHALL REQUIRE
22 FREQUENT PUBLIC SERVICE ANNOUNCEMENTS WITH SAFETY INFORMATION FOR
23 HUMAN TRAFFICKING VICTIMS TO BE MADE, IN BOTH ENGLISH AND SPANISH, AT
24 TRANSIT STATIONS, AIRPORTS, PORT FACILITIES, AND HIGHWAY REST STOPS.

25 SECTION 2. AND BE IT FURTHER ENACTED, That this Act shall take effect
26 October 1, 2025.