

Chapter 437

(House Bill 1)

AN ACT concerning

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

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

BY adding to

Article – Transportation

Section 2–114

Annotated Code of Maryland

(2020 Replacement Volume and 2024 Supplement)

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

Article – Transportation**2–114.**

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

(B) THIS SECTION APPLIES ONLY TO:

(1) AN EMPLOYEE WHO IS:

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

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

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

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

(c) (1) THE DEPARTMENT SHALL:

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

(II) ADMINISTER THE TRAINING PROGRAM ~~TO~~:

1. TO ALL EMPLOYEES AND CONTRACT EMPLOYEES OF THE DEPARTMENT; AND

2. TO THE EXTENT FEASIBLE, DURING REGULAR WORKING HOURS.

(2) THE TRAINING PROGRAM SHALL:

(I) INCLUDE A DEFINITION OF HUMAN TRAFFICKING; AND

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

(d) (1) EXCEPT AS PROVIDED IN PARAGRAPH (2) OF THIS SUBSECTION, ON OR BEFORE JANUARY 1, ~~2026~~ 2027, AND EACH JANUARY 1 THEREAFTER, EACH EMPLOYER SHALL CERTIFY TO THE DEPARTMENT THAT ALL THE EMPLOYER'S EMPLOYEES HAVE COMPLETED THE TRAINING PROGRAM.

(2) AN EMPLOYER SHALL ~~PROVIDE~~:

(I) PROVIDE A NEW EMPLOYEE WITH THE TRAINING REQUIRED UNDER THIS SECTION WITHIN **90** DAYS AFTER THE DATE OF HIRE; AND

(II) TO THE EXTENT FEASIBLE, ADMINISTER THE TRAINING PROGRAM DURING REGULAR WORKING HOURS.

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

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

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

(I) RECOGNIZE POTENTIAL VICTIMS OF HUMAN TRAFFICKING;

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

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

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

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

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

Approved by the Governor, May 13, 2025.