

Combating Trafficking in Persons

University of Maryland's commitment to combating trafficking in persons

The University of Maryland (UMD) is opposed to human trafficking and forced labor in any form. Human trafficking violates UMD's core values and commitment to equity and inclusion, in addition to being illegal under Maryland and U.S. law.

The U.S. government has a zero-tolerance policy regarding government employees, contractor personnel or their agents engaging in any form of trafficking in persons.

UMD complies with all applicable regulations regarding combating trafficking in persons including, [FAR 52.222-50](#) Combating Trafficking in Persons for federally-funded contracts and [2 CFR Part 175](#) Award Term for Trafficking in Persons, for federally-funded grants and cooperative agreements.

What is human trafficking?

Human trafficking is the recruitment, harboring, transportation, provision or obtaining of a person for labor or services using force, fraud or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage or slavery, and sex trafficking.

How is this relevant to UMD's research projects?

When UMD receives a contract, grant or cooperative agreement from the federal government, UMD is **required** to prohibit its employees, subcontractors, and subrecipients from:

- engaging in all forms of trafficking in persons during the period of performance of the award.

- procuring a commercial sex act during the period of performance of the award.
- using forced labor in the performance of the award or subawards under the agreement

Who is responsible for compliance?

The Principal Investigator **must**:

1. notify all employees and volunteers working under the award of the United States government's zero-tolerance policy regarding trafficking in persons and the actions that will be taken against its employees or subrecipients for violation of this policy, including but not limited to removal from the contract, reduction in benefits, or termination of employment.
2. immediately report any information received from any source that alleges an employee or subcontractor employee has violated the policy.
3. work with UMD administration to take any appropriate actions up to and including termination of employees or subrecipients that violate the policy.

The Office of Research Administration will notify subrecipients by flowing down the clause, as required, in subrecipient agreements.

Purchasing will notify any vendors by including the clause in purchase orders, as needed.

UMD will report any violations of the clause to the sponsoring federal agency, which may result in sanctions by the agency.

Reporting violations

UMD employees are expected to report any credible information regarding human trafficking incidents by contacting the **UMD Ethics, Integrity and Compliance** Reporting (<https://vpaf.umd.edu/ethics-integrity-and-compliance-reporting>) or by calling the University System of Maryland Hotline at 877-330-2320.

UMD employees can also call the Global Human Trafficking Resource Center Hotline at 1-888-373-7888 or Text “BeFree” 233733.

Resources

Further information regarding state laws and policies, including how to recognize the potential signs of human trafficking, can be found on the UMD Safe Center site (<https://umdsafecenter.org/>).

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