

University of Florida

Appui à la Recherche et au Développement Agricole (AREA)

Support to Agricultural Research and Development

Anti-Trafficking Compliance Plan

1. This plan applies to any individual who is engaged in the performance of this award as a direct employee, consultant, or volunteer of the recipient or any subrecipient.
2. UF, subawardees, and/or contractors, at any tier, or their employees, labor recruiters, brokers or other agents, must not engage in:
 - 2.1. Trafficking in persons (as defined in the Protocol to Prevent, Suppress, and Punish Trafficking in Persons, especially Women and Children, supplementing the UN Convention against Transnational Organized Crime) during the period of this award;
 - 2.2. Procurement of a commercial sex act during the period of this award;
 - 2.3. Use of forced labor in the performance of this award;
 - 2.4. Acts that directly support or advance trafficking in persons, including the following acts:
 - i. Destroying, concealing, confiscating, or otherwise denying an employee access to that employee's identity or immigration documents;
 - ii. Failing to provide return transportation or pay for return transportation costs to an employee from a country outside the United States to the country from which the employee was recruited upon the end of employment if requested by the employee, unless:
 - a) exempted from the requirement to provide or pay for such return transportation by USAID under this award; or
 - b) the employee is a victim of human trafficking seeking victim services or legal redress in the country of employment or a witness in a human trafficking enforcement action;
 - iii. Soliciting a person for the purpose of employment, or offering employment, by means of materially false or fraudulent pretenses, representations, or promises regarding that employment;
 - iv. Charging employees recruitment fees; or
 - v. Providing or arranging housing that fails to meet the host country housing and safety standards.
3. In situations where housing is provided, the housing will meet host country housing and safety standards.
4. In situations where employees are recruited and paid wages, the recipient and any subawardees will only use recruitment companies with trained employees and those that prohibit the charging of recruitment fees. Wages will meet applicable legal requirements of host countries.
5. Violation of this plan is punishable by actions up to and including termination of employment or contract.
6. This plan will be included as part of all subawards/subcontracts. The plan will be available on Appui à la Recherche et au Développement Agricole (AREA)'s website (<https://area.ifas.ufl.edu>) and will be communicated via email to Principal Investigators of AREA subawards.

7. Without fear of retaliation, employees are encouraged to report any activity inconsistent with the policy prohibiting trafficking. Reports should be made to:

- The Global Human Trafficking Hotline
I-844-888-FREE(3733)
help@befree.org
- The UF Compliance Hotline Service
I-877-556-5356