



Anti Human Trafficking Code of Conduct

Purpose

The CPSC is committed to a work environment that is free from human trafficking and slavery, which for purposes of this policy includes forced labor and unlawful child labor. The CPSC will not tolerate or condone human trafficking in any form. CPSC employees are prohibited from engaging in human trafficking while employed at the CPSC.

The Trafficking Victims Protection Act of 2000 and its subsequent reauthorizations equipped the federal government with the tools and resources to mount a comprehensive and coordinated campaign to protect trafficking victims, prevent trafficking, and prosecute traffickers.

The Act prohibits:

1. Forced labor;
2. Trafficking with respect to peonage, slavery, or involuntary servitude;
3. Sex trafficking of children or of others by force, fraud, or coercion; and
4. Sets penalties for violations, including life imprisonment.

The Trafficking Victims Prevention and Protection Reauthorization Act of 2022 requires federal agencies to train employees on how to prevent, identify, and report human trafficking and inform candidates about the anti-trafficking provisions in the agency's code of conduct before they are hired.

Scope

This policy applies to all CPSC employees.

Every CPSC employee is responsible for reading, understanding, and complying with this policy. CPSC supervisors are responsible for ensuring that their employees comply with this policy and complete the required training.

Training

New hires to CPSC are required to attend new employee orientation, which includes an introduction to the topic of Human Trafficking.

All CPSC employees are required to complete the mandatory annual training within thirty days of notification.

Reporting

Any conduct that you believe to be a violation of policy prohibiting human trafficking must be reported to one of the following:



- Office of Inspector General, CPSC, 4330 East-West Hwy., Room 702, Bethesda, MD 20814, (301) 504-7906 or via the Office of Inspector General contact form at <https://oig.cpsc.gov/hotline>.
- Homeland Security Investigations Tip Line at 1-866-347-2423 or www.ice.gov/tips.
- National Human Trafficking Hotline by calling 1-888-373-7888 or texting HELP or INFO to 233733 (BEFREE).
- If you have information on goods produced with forced labor destined for importation into the United States, provide it to CBP at www.eallegations.cbp.gov and HSI at ICE.ForcedLabor@ice.dhs.gov.

Employees who fail to report actual or suspected misconduct may be deemed in violation of this policy.

Disciplinary Actions

Any violation of this policy may be grounds for disciplinary action, up to and including removal. CPSC has the exclusive right to interpret this policy regarding their employees.

CPSC will not tolerate retaliation against an employee for reporting a concern in good faith or for cooperating with an investigation, even when no evidence is found to substantiate the report.

Violation of the U.S. Government's policy against human trafficking may also result in criminal prosecution of responsible individuals.