

119TH CONGRESS
2^D SESSION

H. R. 4307

AN ACT

To direct the Secretary of Labor to train certain employees of Department of Labor how to effectively detect and assist law enforcement in preventing human trafficking during the course of their official duties, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

1 **SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “Enhancing Detection
3 of Human Trafficking Act”.

4 **SEC. 2. DEFINITION OF HUMAN TRAFFICKING.**

5 In this Act, the term “human trafficking” means any
6 act or practice described in paragraph (11) of section 103
7 of the Trafficking Victims Protection Act of 2000 (22
8 U.S.C. 7102).

9 **SEC. 3. TRAINING FOR DEPARTMENT PERSONNEL TO IDENTIFY HUMAN TRAFFICKING.**

11 (a) **IN GENERAL.**—Not later than 180 days after the
12 date of enactment of this Act, the Secretary of Labor shall
13 implement a program to provide the training and periodic
14 continuing education described in subsection (b) to em-
15 ployees of the Department of Labor whom the Secretary
16 determines should receive such training or education based
17 on their official duties. In making such determination with
18 respect to employees of the Wage and Hour Division, the
19 Secretary shall consider the training and education needs
20 of such employees operating in a State with a significant
21 increase in oppressive child labor (as defined in section
22 3(l) of the Fair Labor Standards Act of 1938 (29 U.S.C.
23 203(l)).

24 (b) **TRAINING AND CONTINUING EDUCATION DE-**
25 **SCRIBED.**—The training and continuing education pro-
26 vided under the program referred to in subsection (a)—

1 (1) may be conducted through in-class or vir-
2 tual learning capabilities; and

3 (2) shall include—

4 (A) training or continuing education
5 that—

6 (i) is most appropriate for the par-
7 ticular location or professional environment
8 in which the employees receiving such
9 training or continuing education perform
10 their official duties;

11 (ii) covers topics determined by the
12 Secretary of Labor to appropriately reflect
13 current trends and best practices for such
14 location or environment; and

15 (iii) includes—

16 (I) the provision of current infor-
17 mation on matters related to the de-
18 tection of human trafficking to the ex-
19 tent relevant to the official duties of
20 such employees, and consistent with
21 privacy laws;

22 (II) methods for identifying sus-
23 pected victims of human trafficking
24 and parties who may be suspected of
25 the trafficking activity; and

1 (III) a clear course of action for
2 referring potential cases of human
3 trafficking to the Department of Jus-
4 tice and other appropriate authorities,
5 in accordance with best practices for
6 protecting the rights of victims of
7 human trafficking, including appro-
8 priate collaboration with victim advo-
9 cacy organizations, Federal agencies,
10 and State and local officials; and

11 (B) an evaluation of the training or con-
12 tinuing education by such employees after the
13 completion of such training or education.

14 **SEC. 4. REPORTS TO CONGRESS.**

15 Not later than 1 year after the Secretary of Labor
16 first implements the program under section 3(a), and each
17 year thereafter, the Secretary of Labor shall submit to the
18 Committee on Education and Workforce of the House of
19 Representatives and the Committee on Health, Education,
20 Labor, and Pensions of the Senate, a report on—

21 (1) the training and continuing education pro-
22 vided under the program for the preceding year, in-
23 cluding—

1 (A) an evaluation (including the overall ef-
2 fectiveness) of such training and continuing
3 education; and

4 (B) the number of individuals who have
5 completed such training or continuing edu-
6 cation; and

7 (2) the number of cases related to the detection
8 of human trafficking, which were referred to the De-
9 partment of Justice and other appropriate authori-
10 ties during the preceding year by the Department of
11 Labor, and the processes used by the Department of
12 Labor to accurately measure and track the response
13 of the Department of Justice and other appropriate
14 authorities to such cases.

Passed the House of Representatives March 3,
2026.

Attest:

Clerk.

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