

LEGISLATURE OF NEBRASKA
ONE HUNDRED NINTH LEGISLATURE
SECOND SESSION

LEGISLATIVE BILL 320

FINAL READING

Introduced by Sanders, 45.

Read first time January 16, 2025

Committee: Business and Labor

1 A BILL FOR AN ACT relating to human trafficking; to amend sections
2 81-1430 and 81-1431, Revised Statutes Supplement, 2025; to require
3 hotels and similar public lodging establishments to place posters
4 relating to human trafficking in such hotels and establishments; to
5 provide for training about human trafficking to employees of such
6 hotels and establishments; to provide powers to the Department of
7 Labor and the Attorney General; to limit the liability of owners,
8 operators, and employees of such hotels or establishments relating
9 to human trafficking committed by a third party; to harmonize
10 provisions; and to repeal the original sections.
11 Be it enacted by the people of the State of Nebraska,

1 **Section 1.** Section 81-1430, Revised Statutes Supplement, 2025, is
2 amended to read:

3 81-1430 (1) A task force is hereby established within the Nebraska
4 Commission on Law Enforcement and Criminal Justice for the purposes of
5 investigating and studying human trafficking, the methods for advertising
6 human trafficking services, and the victimization of individuals coerced
7 to participate in human trafficking. The task force terminates July 1,
8 2026.

9 (2) The task force shall examine the extent to which human
10 trafficking is prevalent in this state, the scope of efforts being taken
11 to prevent human trafficking from occurring, and the services available
12 to victims of human trafficking in this state. The task force shall
13 utilize information and research available from the Innocence Lost
14 National Initiative. The task force shall research and recommend a model
15 of rehabilitative services for victims of human trafficking that includes
16 input from the areas of law enforcement, social services, the legal
17 profession, the judiciary, mental health, and immigration. The task force
18 shall also investigate the limitations upon victims who wish to come
19 forward and seek medical attention; investigate the potential to stop
20 human trafficking; and investigate the potential to promote recovery, to
21 protect families and children who may be profoundly impacted by such
22 abuse, and to save lives.

23 (3)(a) The Department of Labor shall develop or select informational
24 posters for placement around the state. The posters shall be in English,
25 Spanish, and any other language deemed appropriate by the department. The
26 posters shall include a toll-free telephone number a person may call for
27 assistance, preferably the National Human Trafficking Resource Center
28 Hotline (888)373-7888.

29 (b) Posters shall be placed in rest stops, strip clubs, ~~and~~ casinos,
30 and hotels and similar public lodging establishments. The department
31 shall work with local businesses and nonprofit entities associated with

1 the prevention of human trafficking to voluntarily place additional signs
2 in high schools, postsecondary educational institutions, gas stations,
3 ~~hotels~~, hospitals, health care clinics, urgent care centers, airports,
4 train stations, bus stations, and other locations around the state deemed
5 appropriate by the department.

6 (c) Prior to July 1, 2026, the department shall work with the task
7 force to carry out this subsection.

8 (4) The task force shall consist of the following members:

9 (a) The Attorney General or his or her designee;

10 (b) The executive director of the Nebraska Commission on Law
11 Enforcement and Criminal Justice;

12 (c) The Superintendent of Law Enforcement and Public Safety or his
13 or her designee;

14 (d) The Director of Correctional Services or his or her designee;

15 (e) The chief of police or director of public safety of a city of
16 two hundred thousand inhabitants or more as determined by the most recent
17 federal decennial census or the most recent revised certified count by
18 the United States Bureau of the Census;

19 (f) The chief of police or director of public safety of a city of
20 less than two hundred thousand inhabitants as determined by the most
21 recent federal decennial census or the most recent revised certified
22 count by the United States Bureau of the Census;

23 (g) A county sheriff;

24 (h) A county attorney;

25 (i) A county commissioner;

26 (j) A mayor or city manager;

27 (k) A person involved with the control or prevention of juvenile
28 delinquency;

29 (l) A person involved with the control or prevention of child abuse;

30 (m) The Commissioner of Education or his or her designee;

31 (n) The director of the Commission on Latino-Americans or his or her

1 designee; and

2 (o) Six members, at least three of whom shall be women, from the
3 public at large.

4 (5) The Governor shall appoint the members of the task force listed
5 in subdivisions (4)(e) through (l) and (o) of this section for terms as
6 provided in subsection (6) of this section. The membership of the task
7 force shall represent varying geographic areas and large and small
8 political subdivisions. One member from the public at large shall be a
9 professional representing child welfare, and one member of the public at
10 large shall represent juvenile pretrial diversion programs.

11 (6) The members of the task force appointed by the Governor shall
12 serve six-year terms, except that of the members first appointed, four
13 shall serve initial two-year terms, four shall serve initial four-year
14 terms, and six shall serve initial six-year terms from January 1 next
15 succeeding their appointments. Thereafter, all members shall serve six-
16 year terms. A member may be reappointed at the expiration of his or her
17 term. Any vacancy occurring otherwise than by expiration of a term shall
18 be filled for the balance of the unexpired term in the same manner as the
19 original appointment.

20 (7) No member shall serve beyond the time when he or she holds the
21 office, employment, or status by reason of which he or she was initially
22 eligible for appointment. Any member of the task force appointed by the
23 Governor may be removed from the task force for cause upon notice and an
24 opportunity to be heard at a public hearing. One of the causes for
25 removal shall be absence from three regularly scheduled meetings of the
26 task force during any six-month period when the member has failed to
27 advise the task force in advance of such meeting that he or she will be
28 absent and stating a reason therefor.

29 (8) The chairperson of the task force shall be designated by the
30 Governor to serve at the pleasure of the Governor. The chairperson shall
31 be the chief executive officer of the task force but may delegate such of

1 his or her duties to other members of the task force as may be authorized
2 by the task force.

3 (9) Notwithstanding any provision of law, ordinance, or charter
4 provision to the contrary, membership on the task force shall not
5 disqualify any member from holding any other public office or employment
6 or cause the forfeiture thereof.

7 (10) The members of the task force shall serve on the task force
8 without compensation, but they shall be entitled to receive reimbursement
9 for expenses incurred incident to such service as provided in sections
10 81-1174 to 81-1177.

11 (11) Eleven members of the task force shall constitute a quorum for
12 the transaction of any business or the exercise of any power of the task
13 force. The task force shall have the power to act by a majority of the
14 members present at any meeting at which a quorum is in attendance.

15 (12) Every July 1 and December 1 until July 1, 2026, the task force
16 shall report electronically to the Clerk of the Legislature the results
17 of its investigation and study and its recommendations, if any, together
18 with drafts of legislation necessary to carry its recommendations into
19 effect by filing the report with the clerk.

20 **Sec. 2.** Section 81-1431, Revised Statutes Supplement, 2025, is
21 amended to read:

22 81-1431 (1) It is the intent of the Legislature that law enforcement
23 agencies, prosecutors, public defenders, judges, juvenile detention
24 center staff, and others involved in the juvenile justice system and the
25 criminal justice system and other relevant officials be provided
26 mandatory training regarding issues in human trafficking. Prior to July
27 1, 2026, the task force established in section 81-1430 shall work with
28 such agencies, persons, and staff to develop a proper curriculum for the
29 training and to determine how the training should be provided. The
30 ~~determination and accompanying legislative recommendations shall be made~~
31 ~~by December 1, 2012.~~ Such training shall focus on:

1 (a) State and federal law regarding human trafficking;

2 (b) Methods used in identifying victims of human trafficking who are
3 United States citizens and foreign nationals, including preliminary
4 interview techniques and appropriate questioning methods;

5 (c) Methods for prosecuting human traffickers;

6 (d) Methods of increasing effective collaboration with
7 nongovernmental organizations and other relevant social service
8 organizations in the course of investigating and prosecuting a human
9 trafficking case;

10 (e) Methods for protecting the rights of victims of human
11 trafficking, taking into account the need to consider human rights and
12 the special needs of women and minor victims;

13 (f) The necessity of treating victims of human trafficking as crime
14 victims rather than as criminals; and

15 (g) Methods for promoting the safety and well-being of all victims
16 of human trafficking.

17 (2) Employees of hotels and similar public lodging establishments
18 may be provided training regarding issues in human trafficking. The
19 Attorney General, the Department of Labor, and hotels and similar public
20 lodging establishments may work together to approve such training and
21 determine how such training should be provided. Such training may
22 include:

23 (a) The definition of human trafficking and the commercial
24 exploitation of children;

25 (b) Guidance on how to identify individuals at risk for human
26 trafficking;

27 (c) Guidance on how to identify the signs of human trafficking and
28 any individual potentially engaged in human trafficking;

29 (d) Differences between labor trafficking and sex trafficking,
30 specific to the hotel and public lodging sector;

31 (e) Guidance on the role of hospitality employees in reporting and

1 responding to potential or suspected human trafficking; and

2 (f) The contact information for the Nebraska Human Trafficking
3 Hotline toll-free telephone number and text line and contact information
4 for local law enforcement.

5 (3) (2) Prior to July 1, 2026, the task force shall also seek the
6 input and participation of appropriate nongovernmental organizations and
7 other relevant organizations regarding the provision, preparation, and
8 presentation of the training called for in this section.

9 **Sec. 3. (1) For purposes of this section:**

10 (a) Hotel means a facility in which the public may, for a
11 consideration, obtain sleeping accommodations. Hotel includes hotels,
12 motels, tourist homes, campgrounds, courts, lodging houses, inns, state-
13 operated hotels, and nonprofit hotels but does not include hospitals,
14 sanitariums, nursing homes, long-term care facilities, or dormitories or
15 facilities operated by an educational institution and regularly used to
16 house students; and

17 (b) Human trafficking means labor trafficking, labor trafficking of
18 a minor, sex trafficking, or sex trafficking of a minor as those terms
19 are defined in section 28-830.

20 (2) Any person, firm, or corporation that owns or operates a hotel
21 or similar public lodging establishment may:

22 (a) Provide to all employees of such hotel or public lodging
23 establishment within the State of Nebraska training on human trafficking
24 that has been approved pursuant to subsection (2) of section 81-1431;

25 (b) Implement procedures for the reporting of suspected human
26 trafficking to the Nebraska Human Trafficking Hotline or to a local
27 enforcement agency; and

28 (c) Implement a human trafficking prevention policy for employees of
29 the hotel or establishment within the State of Nebraska.

30 (3) An owner, operator, or employee of a hotel or similar public
31 lodging establishment who implements the training and policies as

1 prescribed in subsection (2) of this section shall not be liable for any
2 act or omission arising out of or related to human trafficking committed
3 by a third party occurring at such hotel or establishment unless the
4 owner, operator, or employee of the hotel or establishment knowingly
5 assists the commission of human trafficking, or has failed to act in a
6 reasonable manner.

7 (4) The Department of Labor may adopt and promulgate rules and
8 regulations to carry out this section.

9 **Sec. 4.** Original sections 81-1430 and 81-1431, Revised Statutes
10 Supplement, 2025, are repealed.