Protecting Human Rights: Stakeholder Engagement Report & Plan

FROM THE BALTIMORE-MARYLAND 2026 WORLD CUP HOST COMMITTEE
Stakeholder Engagement

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Stakeholder Engagement

Timeline- 2019-2021

Utilized combinations of bilateral and group meetings through virtual formats

Sought input from public and private organizations with expertise on matters related to human rights, workers’ rights, social justice, diversity, equity, & inclusion

Stakeholders were involved in reviewing the report prior to submission

Interest in seeking further stakeholder engagement
Risk Assessment and Mitigation Measures

Identified Areas of Risk:

- Human Trafficking (Sex, (Forced) Labor, Debt Bondage and Child Sex);
- Migrant Workers;
- Street Vendors (minors);
- Public Transit;
- Renters;
- International Visitors;
- Workers’ Rights;
- Children;
- Exercising of First Amendment Rights to Assemble and Protest
Priority Areas of Risk

- Preventing Increased Risk for Human Trafficking of Children & Adults
- Protecting Workers’ Rights and Preventing Labor Abuses

Leverage existing infrastructure and resources to combat these risks
Mitigation Measures - Preventing Human Trafficking

The Maryland Human Trafficking Task Force (MHTTF) was formed in 2007 under the leadership of the U.S. Attorney's Office, the Attorney General of Maryland, and the State's Attorney for Baltimore City to serve as the lead investigative, prosecutorial, and victim services coordinating body for anti-human trafficking activity in the State of Maryland.

Primary Goals - Rescue Victims and Prosecute Offenders

Multi-Disciplinary/Inter-Agency Model to support Collaboration across Federal, State, Local, and Community Partners to combat this issue.
Mitigation Measures- Preventing Human Trafficking

Since 2006, over 3,543 Law Enforcement Officers across the state have received training on how to identify and respond to victims of human trafficking.

In 2020, Maryland’s Federal Judicial Court had the fifth highest number of active sex trafficking cases in the country- 16!

To date, The United States Attorney’s Office District of Maryland has prosecuted 21 forced labor defendants, the 5th highest number in the country!
Mitigation Measures—Preventing Human Trafficking

Maryland has enacted several legislative initiatives and laws to combat human trafficking and ensure that victims have access to needed services and resources, including:

- **2019- HB 734 (The Anti-Exploitation Act)** criminalized labor trafficking by prohibiting a person from knowingly taking, placing, harboring, persuading, inducing, or enticing another to provide services or labor by force, fraud, or coercion.

- **2019- HB 827 (Child Sex Trafficking Screening and Services Act)** requires law enforcement agents and local Departments of Social Services who have reason to believe a child is a victim of sex trafficking to notify a Regional Navigator in their jurisdiction or region to obtain needed services for the child.
Mitigation Measures—Preventing Human Trafficking

Between 2013 and 2019, The Prevention of Adolescent Risks Initiative at the University of Maryland School of Social Work (UM SSW) has been awarded close to $5 million in Federal grants to help improve Maryland’s response to identifying, providing services, and improving outcomes for child and young adult victims of human trafficking.

Support training for first responders, child welfare, mental health, and medical professionals.

Development of E-Learning trainings to educate the general public about the signs and indicators of human trafficking.
Mitigation Measures– Preventing Human Trafficking

Baltimore City Human Trafficking Collaborative (BCHTC) was formed in 2017 through the Baltimore City Mayor’s Office of Neighborhood Safety & Engagement

BCHTC Goals: 1) Raising awareness through education, law enforcement training, and media campaigns. 2) Supporting the collaboration of Local, State, and Federal prosecutions of traffickers. 3) Supporting human survivors by providing them with access to quality services through a victim-centered, trauma informed approach.

The Collaborative is Comprised of six Subcommittees: (1) Public Awareness, (2) Medical, (3) Victim Services, (4) Law Enforcement, (5) Legislative, (6) Labor
Mitigation Measures– Preventing Human Trafficking

1. **21-0095: Labor Trafficking - Notice Requirements** - For the purpose of requiring certain contractors with the City of Baltimore to place a notice regarding the human-trafficking prevention hotline in certain locations; providing that certain contractors may obtain the required human-trafficking notices from the United States Department of Homeland Security’s Blue Campaign website; providing for certain penalties; and generally relating to labor trafficking notice requirements for city contractors.

2. **21-0038: Human-Trafficking Notice Requirements - Modifications** - For the purpose of requiring city-owned or -occupied buildings to place a notice regarding the human-trafficking prevention hotline in certain locations; deleting an obsolete reference to the “Maryland Department of Labor, Licensing, and Regulation”; providing that certain businesses may obtain the required human-trafficking notices from the United States Department of Homeland Security’s Blue Campaign website; and conforming and clarifying related provisions.

3. **21-0008R: Recognizing January as Human Trafficking Awareness Month** - For the purpose of recognizing January as Human Trafficking Awareness Month and recognizing the tireless and ongoing efforts of the Baltimore City Human Trafficking Collaborative in educating the citizens of Baltimore to assist in the prevention of human trafficking and supporting victims of human sex and labor trafficking.

4. **19-0323: Hotels - Anti-Human Trafficking Training** - For the purpose of requiring hotels to provide all hotel employees with anti-human trafficking training on an annual basis; conforming and correcting related provisions; and providing for a special effective date.

5. **18-0296: Licensing and Regulation - National Human Trafficking Resource Center Hotline Information Sign Posting** - For the purpose of requiring certain businesses to post a National Human Trafficking Resource Center hotline information sign in designated areas; requiring certain reports; defining certain terms; and establishing certain penalties.
Mitigation Measures- Preventing Human Trafficking

Example of a Collaborative Victim Service Intervention Model- The Blue Dot Program; Mercy Medical Center in Baltimore
Mitigation Measures—Preventing Human Trafficking

Through increasing public awareness, coordinating city/state policies & protocols, and implementing best practices for investigations, prosecution, victim identification, and victim service response, our message is clear:

In Baltimore/Maryland, victims will be identified and traffickers will be held accountable for their crimes!
Mitigation Measures– Protecting Workers’ Rights

Maryland’s and Baltimore’s organized labor community has been engaged in the effort to bring the 2026 FIFA World Cup™ (FWC) games to Baltimore since November 2019.

The President of the Maryland State and DC AFL-CIO (the umbrella of over 600 affiliated labor unions) was appointed to serve on the host committee, and on the Human Factor Subcommittee.

Numerous discussions about the FWC, including workers’ rights issues were held at large union meetings and one on one discussions with these and other labor organizations: AFT, AFGE, AFSCME, ATU, CWA, IBEW, UA, IATSE, IAM, NALC, APWU, SMART, OPEIU, UNITEHERE, UFCW, SEIU, TEAMSTERS and the Baltimore/DC Building Trades Council.

Labor unions representing workers directly impacted by the games and venues are continuously updated and consulted for input through the labor representative on the host committee.
Mitigation Measures—Protecting Workers’ Rights

Labor representatives and representatives of other worker organizations will serve on subcommittees related to FWC planning.

Key to mitigating workers’ issues is participation on subcommittees where decisions made will have substantial impact on union and non-union workers, including committees dealing with topics such as the Fan Fest, stadiums and venues, accommodations, community/civic engagement, and transportation.

Identify areas of potential dispute and facilitate meetings between parties to explore steps to resolve issues during the planning process.
Mitigation Measures—Protecting Workers’ Rights

Baltimore and Maryland have robust laws protecting workers that will be reviewed for enhancements and enforcements that strengthen the intent and expand protections to new groups of workers. Article IV of the Baltimore City Code which prohibits discrimination based on race, religion, color, national origin, ancestry, sex, physical or mental disability, age, sexual orientation, gender identity or expression, and marital status.

- Accommodation for Pregnancy Disabilities
- Ban The Box
- Living Wage
- CROWN Act
- Earned Sick and Safe Leave
- Equal Pay for Equal Work
- Health Insurance Coverage
- Maryland Minimum Wage and Overtime Law
- Notice to Tipped Employees
- Occupational Safety and Health Act - Private Sector
- Unemployment Insurance
- Workers' Compensation
- Employee Polygraph Protection Act
- Equal Employment Opportunity Is The Law (EEOC) - Includes GINA
- Family and Medical Leave Act (FMLA)
- OSHA –
- The Uniformed Services Employment and Re-Employment Rights Act (USERRA)
Mitigation Measures— Protecting Workers’ Rights

ADDRESS RISKS & REALIZE OPPORTUNITIES WITH WORKERS’ RIGHTS BY:

- Encouraging private agreements to build upon current standards
  - Community benefits agreements to ensure jobs targeted to people with needs, and job training exists to help succeed.
  - Labor peace agreements or other agreements to address certain concerns and avoid risk of labor disputes which could affect FIFA operations or public dollars.

- Establishing a taskforce including worker representatives to develop requirements and implement plans in these areas
Mitigation Measures– Protecting Workers’ Rights

Currently Baltimore City’s Office of Policy and Compliance provides expert counsel to the Department of Human Resources, the Mayor’s Office and agencies to ensure understanding, consistent interpretation, application, and compliance with City, State, and Federal human resources policies, employment laws, and regulations.

The office performs an extensive range of complex and sensitive investigations as well as work assignments through the creation and development of human resources policies, compliance monitoring, interpretation, application of and training on policies surrounding a broad range of Human Resources related matters.

We will explore using this model to either expand the role of the current agency to include private employers or establish a similar Office to provide this expertise to the agencies and private businesses providing any services or goods to Baltimore FWC 2026 activities. It will also provide training to employers regarding all labor laws in Maryland and Baltimore City.
Complaints and Remedy

Full Commitment to Identifying Risks, Finding Solutions, and Remediing any Potential Negative Impacts of the Events

Increase Public Awareness and Create Protections for Reporting
Implementation of Opportunities for a Positive Human Rights Legacy

Other States look to Baltimore and Maryland as a Leader in Combatting Human Trafficking and Protecting Workers’ Rights!

Our City & State has a history of commitment to Human Rights issues, and we are dedicated to developing partnerships and forming strategies to mitigate additional Risk Areas.

We will continue to collaborate with stakeholders to plan for a positive experience for all our residents and visitors and leave a positive and lasting legacy for our City and State!
Questions?