

Human Trafficking Certification
Pursuant 2 CFR §175.105; 48 CFR §52.222-50; Code of Virginia §18.2-355 et seq. and §23.1-808.1
and Mason Policy 4022

Prohibitions

Federal law, Virginia state law and Mason policy prohibit all forms of human trafficking. As a recipient of federal funds, no project participant, regardless of role, may engage in:

- (1) Severe forms of trafficking in persons;
- (2) The procurement of a commercial sex act during the period of time that the grant or cooperative agreement is in effect;
- (3) The use of forced labor in the performance of the grant or cooperative agreement; or
- (4) Acts that directly support or advance trafficking in persons, including the following acts:
 - (i) Destroying, concealing, removing, 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 the Federal department or agency providing or entering into the grant or cooperative agreement; 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 recruited employees a placement or recruitment fee; or
 - (v) Providing or arranging housing that fails to meet the host country's housing and safety standards.

Certification

If the estimated value of services to be performed under the award occurring outside the United States exceeds \$500,000, or the estimated value of goods or services being procured outside of the United States (with the exception of commercial, off the shelf items) will exceed \$550,000, you, and all project participants, must certify that:

- (i) A plan to prevent the activities described above has been implemented and all project activities will remain in compliance with this plan (*minimum contents and guidelines for a Compliance Plan are incorporated as Attachment 1*);
- (ii) Procedures to prevent, monitor, detect, and terminate any subrecipient, contractor, subcontractor, or employee of the recipient engaging in any activities described above have been implemented;

(iii) To the best of the recipient's knowledge, neither the recipient, nor any subrecipient, contractor, or subcontractor of the recipient or any agent of the recipient or of such a subrecipient, contractor, or subcontractor, is engaged in any of the activities described above;

(iv) Will immediately inform the Federal agency and Inspector General of the Federal agency of any information received from any source that alleges credible information that the recipient, any subrecipient, contractor, or subcontractor of the recipient, or any agent of the recipient or of such a subrecipient, contractor, or subcontractor, has engaged in conduct described above;

(v) Agree to fully cooperate with any Federal agency responsible for audits, investigations, or corrective actions relating to trafficking in persons; and

(iv) Agree to provide this certification prior to the start of any work on this project, and annually thereafter, for each year the award is in effect.

I hereby certify that I have read, understood and agree to comply with the above and with all requirements of the Compliance Plan.

Name:

Title:

Role in the project:

Date:

Attachment 1

Compliance Plan Guidelines

(1) **Compliance plan.** Any plan or procedures implemented pursuant to federal law must be appropriate to the size and complexity of the federal award and to the nature and scope of its activities, including the number of non-United States citizens expected to be employed or participate.

(2) **Copies of the compliance plan.** The recipient must provide a copy of the plan to the federal grant or contracts officer upon request, and as appropriate, must post the useful and relevant contents of the plan or related materials on its website and at the workplace.

(3) **Minimum requirements of the compliance plan.** The compliance plan must include, at a minimum, the following:

(i) An awareness program to inform recipient employees and project participants about the Government's policy prohibiting trafficking-related activities described above, the activities prohibited, and the actions that will be taken against the employee or participant for violations. Additional information about Trafficking in Persons and examples of awareness programs can be found at the website for the Department of State's Office to Monitor and Combat Trafficking in Persons at <http://www.state.gov/j/tip/>;

(ii) A process for employees and participants to report, without fear of retaliation, activity inconsistent with the policy prohibiting trafficking in persons;

(iii) A recruitment and wage plan that only permits the use of recruitment companies with trained employees, prohibits charging recruitment fees to the employees or potential employees and ensures that wages meet applicable host-country legal requirements or explains any variance;

(iv) A housing plan, if the recipient, subrecipient, contractor, or subcontractor intends to provide or arrange housing, that ensures that the housing meets host-country housing and safety standards; and

(v) Procedures to prevent agents, subrecipients, contractors, or subcontractors at any tier and at any dollar value from engaging in trafficking in persons, including activities above, and to monitor, detect, and terminate any agents, subgrants, or subrecipient, contractor, or subcontractor employees that have engaged in such activities.