



Bill No. 18-29  
 Concerning: Human Trafficking Lodging  
Employee Training  
 Introduced: September 25, 2018  
 Revised: \_\_\_\_\_ Draft No. \_\_\_\_\_  
 Enacted: \_\_\_\_\_  
 Effective: \_\_\_\_\_  
 Expires: October 31, 2018  
 Frederick County Code, Chapter 1-6  
 Section(s) 67

## COUNTY COUNCIL FOR FREDERICK COUNTY, MARYLAND

By: Council Member Jessica Fitzwater

**AN ACT:** concerning Human Trafficking – Lodging Establishments – Employee Training, to be codified as Frederick County Code Section 1-6-67.

Executive: \_\_\_\_\_ Date Received: \_\_\_\_\_

Approved: \_\_\_\_\_ Date: \_\_\_\_\_

Vetoed: \_\_\_\_\_ Date: \_\_\_\_\_

By amending:

Frederick County Code, Chapter, 1-6 Section(s) 67

Other: \_\_\_\_\_

<b>Boldface</b>	<i>Heading or defined term.</i>
<u>Underlining</u>	<i>Added to existing law by original bill.</i>
[Single boldface brackets]	<i>Deleted from existing law by original bill.</i>
***	<i>Existing law unaffected by bill.</i>

Underlining indicates matter added to existing law.  
 [Single boldface brackets] indicates matter deleted from existing law.  
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The County Council of Frederick County, Maryland, finds it necessary and appropriate to require lodging establishments provide certain employee training; providing for a certain registration; providing for the updating of certain information; requiring the Human Relations Department to provide certain training materials; requiring lodging establishments to perform annual employee training certification; and generally relating to lodging establishment regulation in the County.

NOW, THEREFORE, BE IT IN ENACTED, that the Frederick County Code be, and it is hereby, amended as shown on the attached Exhibit 1, to be codified as Frederick County Code Section 1-6-67.

BE IT FURTHER ENACTED that the provisions of this Act are hereby declared to be severable; and, in the event that any section, subsection, paragraph, subparagraph, sentence, clause, phrase, or word of this Act is declared invalid or unconstitutional by a court of competent jurisdiction, such invalidity or unconstitutionality shall not affect the remaining words, phrases, clauses, sentences, subparagraphs, subsections, or sections of this Act, since the same would have been enacted without the incorporation in the Act of any such invalid or unconstitutional word, phrase, sentence, subparagraph, paragraph, subsection, or section.

BE IT FURTHER ENACTED that the Human Relations Department shall make the training video prescribed in this Act publicly available as prescribed within one hundred and twenty (120) calendar days after the effective date of this Act.

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Harold F. (Bud) Otis, President  
County Council of Frederick County,  
Maryland

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CHAPTER 1-6: BUILDINGS

Article

- I. IN GENERAL
- II. BUILDING CODE
- III. MINIMUM LIVABILITY CODE
- IV. WELLHEAD PROTECTION CODE
- V. RIGHT TO FARM
- VI. HUMAN TRAFFICKING

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**§ 1-6-67. LODGING ESTABLISHMENT – EMPLOYEE TRAINING**

(A) Definitions

**LODGING ESTABLISHMENT.** An Inn, Hotel, Motel, or any other facility used for occupancy with ten or more rooms, for the purpose of housing transient guests, where overnight sleeping accommodations are provided.

(B) Lodging Establishment Registration; Training; certification

(1) Any person who owns or operates a lodging establishment within the County shall be required to provide training to employees on how to identify human trafficking activities and human trafficking victims.

(2) Beginning on May 1, 2019, each new employee of a lodging establishment within the County shall complete a human trafficking training program approved by a national hotel brand, a recognized national lodging association, or other training approved by the Human Relations Department. Employees hired prior to May 1, 2019 shall complete the human trafficking training in this subsection by November 1, 2019.

(3) Beginning on November 1, 2019, Lodging Establishments registered pursuant to this section, shall be required to annually certify to the designated Division of Frederick County Government that all of their employees have completed the required training. The designated Division shall issue guidelines prescribing the process for annual certification within one hundred and twenty (120) days after the effective date of this Bill.

(C) The Interagency Internal Audit Authority (IAA) of Frederick County shall include this training requirement as part of its audit of hotels and lodging establishments.

(D) Penalties

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(A) A failure to provide training to employees on how to identify human trafficking activities and human trafficking victims under Sub Section (B) (1) and (B) (2) of this section shall be a Class A offense under Section 1-1-9 of the Frederick County Code and subject to a fine of up to one thousand dollars (\$1000.00) and shall be prosecuted in accordance with the provision of Section 1-1-9.

(B) A failure to annually certify that all employees have completed the required training under Sub Section (B) (3) shall be a Class A offense under Section 1-1-9 of the Frederick County Code and subject to a fine of up to one thousand dollars (\$1000.00) and shall be prosecuted in accordance with the provision of Section 1-1-9.

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