UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

PERSONNEL AND
READINESS

MAR 6 2008

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Combating Trafficking In Persons Training Report

Trafficking in persons (TIP) is a worldwide problem posing a transnational threat involving violations of basic human rights. TIP is a leading source of profits for organized crime, together with drugs and weapons, generating billions of dollars. Trafficking in persons affects virtually every country in the world.

The Department of Defense has a zero tolerance policy for TIP. Awareness training is mandatory for all DoD military members and civilian employees. The training is available online at: www.jkddcjmo.org [Public View: http://www.dodig.mil/Inspections/IPO/combatinghuman.htm].

Paragraph 5.1.9, DoD Instruction 2200.01(February 16, 2007), *Combating Trafficking in Persons (CTIP),* charges the Office of the Under Secretary of Defense (Personnel and Readiness), in coordination with the Military Services, to establish a metric to track TIP awareness training and understanding of TIP-related policy and programs.

To capture data on training awareness, a DoD TIP report will be generated. The first report will be for Fiscal Year 2007. The performance measures for the program to be reported are the two awareness training requirements for military members and civilian members, based on the end strength for each, as outlined in the attached summary from a TIP metrics conference held at the Defense Manpower Data Center. In addition, the Military Services are to present information as to which leadership institutes they have or will have TIP training required by paragraph 5.9.1, DoDI 2200.1, for both enlisted personnel and officers.

Request these data be submitted by April 30, 2008. Should you have questions or need additional information, my point of contact is Linda Daniels at Linda.daniels@osd.pentagon.mil or (703) 696-7186.

David S. C. Chu

Attachment:
As stated

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OFFICE OF THE UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

PERSONNEL AND
READINESS

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Summary of DoD Combating Trafficking in Persons (CTIP) Conference at DMDC West January 15-16, 2008

PURPOSE: The conference explored ways to develop TIP data requirements for metrics/ performance measures as prescribed in DODI 2200.1.

Summary of the presentations and information provided:

- DMDC, Ms. Kris Hoffman presented information regarding DMDC West's mission and responsibilities. She explained some of the personnel services that DMDC provides such as the access card, DEERS, DMDC data request system and personnel surveys.

- The DoD TIP program manager provided background information on what's been done; where DoD is with regard to TIP; and what still needs to be done. Each service representative was asked to Explain their TIP Program:

  - Data collecting methods/format
  - Who receives the data
  - How do you know your program is effective

- The United States Forces Korea TIP representative sent information on metrics used to assess their TIP program which is called Prostitution and Human Trafficking Program (PH&T). USFK reports approximately 40,000 Military, DoD Civilians and Contractors assigned with 90% having received some form of P&HT / TIP training. The USFK uses their IG inspection to determine the effectiveness and leadership compliance with the PH&T Program within USFK. The following are the objectives of the USFK program to determine success:

  - OBJECTIVE 1: Assess if the USFK leadership is aware of USFK policies concerning illegal Prostitution and Human Trafficking (P&HT), and if the leadership is engaged in efforts to combat the problem.

  - OBJECTIVE 2: Assess if the USFK P&HT program concerning illegal P&HT is effective and sufficient towards increasing awareness, identification and prevention.

- Navy-Navy Knowledge Online reports total active duty strength is 333,596 (military) with 201,455 completed training 60%. Civilian training is unknown.

- Marine Corps- Marine Net online system TBD.

- Army- training available on Army Knowledge Online- More than 1 M Soldiers (Active, Guard, Reserve) assigned, approximately 40% completed training. Civilian training is unknown.

- Air Force- training provided by Distributed Learning System- Total AF (Mil & Civ) 625,986 assigned 403,452 completed training 64.5%. The Air Force also presented the following TIP initiatives:
    - AF Instruction (AFI) on CTIP in draft (ECD: Apr 08)
        - Implements DoDI and defines responsibilities at all levels
        - Installation Policy Guidance included in AFI
        - IG Inspection Checklist included in AFI
    - AF CTIP Web Site (projected rollout with AFI)
        - Information on AF policy and links to other resources to support CTIP programs at all levels
        - Hosted on AF Portal website
        - Maintained by AF CTIP Office (HQ USAF/A1SFC)
    - AF enterprise tracking solution for training
        - Future goal is integration with Personnel Systems -- will allow for automated updates of training requirements
    - AF CTIP Awareness Posters

- The Joint Staff TIP representative will request updated information on the COCOM's TIP program. More information is needed to determine the best course of action regarding the COCOM TIP program. A separate meeting will be held on this issue.

- Susan Kelly, a senior Program Analyst with OSD P&R gave a presentation on some of the Performance Measures/Metrics that are captured within P&R. She then presented proposed input measures (awareness training and understanding of TIP-related policy and programs):

    - # CTIP awareness trained at Component / # assigned to Component
    - # CTIP trained at Leadership training / # attending Leadership training
    - # CTIP trained at pre-deployment venues / # trained at pre-deployment venue
    - # of installations establishing MOUs with local law enforcement and NGOs / # of overseas military installations
    - # CTIP trained at U.S. Army's P&SOI / # trained at U.S. Army's P&SOI
    - # CTIP trained via JKDDC and joint institutional training curriculum / # trained via JKDDC and joint institutional training
    - # CTIP awareness trained by subordinate commands/ # assigned to subordinate commands

She also spoke about the potential for pre/post test scores to show an understanding metric as an output measure.

Ms. Kelly presented the following proposed output measures:

- # of types of dispositions in TIP criminal cases / # of types of dispositions in non-TIP criminal cases
- # of convictions of TIP criminal cases / Baseline # of pre-CTIP program convictions of TIP criminal cases
- # of TIP hotline calls / # of DoD hotline calls
- # of TIP hotline calls in year / # of TIP hotline calls in pre-CTIP program baseline

- The DoD Office of the General Counsel (Mr. Bob Reed) presented information on MEJA and UCMJ criminal jurisdiction. He spoke about the 2006 amendment to Article 2(a) (10) of the Uniform Code of Military Justice (UCMJ) establishing jurisdiction over civilian personnel and contractors who, during a declared war or a contingency operation, serving with or accompanying an armed force in the field (section 802(a) (10) of title 10, United States Code). He spoke about the UCMJ accountability for civilian being statutorily unlimited as it related to DoD employees, contractors, and Third Country Nationals. He explained that "In the Field" is judicially construed to mean a military operation with a view toward the enemy (purpose), not locality. Additionally, Mr. Reed gave insight on TIP related offenses and how to possibly tag those offenses as indicators of TIP.

- Defense Contract Management Agency (Mr. Anthony Carr) provided current information on the agency to include the number of contractors; 17,775 and active contracts; 322,905, that DCMA manages. He explained that DCMA does not have oversight of all DoD contracts. There are many contracts that the services manage of which DCMA has no information on.

Comments/recommendations regarding DoDI 2200.1, Combating Trafficking in Persons (CTIP):

- Section 5.1.8
  - An amendment may be needed to reflect the changes that will be published in the Federal Acquisition Regulation final rule.
  - Information regarding DoD contractor adherence/compliance needs to come from OSD AT&L.
  - Need to delete the word "convicted" in the last sentence regarding disposition of criminal cases. The intent is to show the commander's intended disposition of the case by court-martial when charges are formally initiated (referral), as well as the results of any courts-martial.
- Section 5.1.10
  - Amend 5.2.1 based on the DFAR clause elimination and the development of the FAR final rule
  - Put in place measures to ensure contractors are aware of the FAR rule and the DoD TIP policy
- Other proposed changes/recommendations for DoDI 2200.1:
  - Add a specific direction to release reports of inspection to COCOM-JS-OSD
  - Define End Strength
  - Define TIP related cases

Deliverables/information needed to achieve data requirements for metrics/performance measures as prescribed in DoDI 2200.1:

- Defense Manpower Data Center West (DMDC) will work with the Service representative to provide a uniform definition of End strength, listing the categories that make up what is reported in their system. After looking at this a determination will be made for what categories will be depicted in the TIP training report data for 2008 and forward.
- Send a memorandum to the Services requesting the total number assigned (End Strength that they are currently using to train) and the total number trained. Additionally, the services are to set 2007 as the baseline and set goals for increasing the number trained with annual targets.
- Meet with DMDC East to develop a survey that will gauge awareness and understanding of the DoD TIP program. It was determined at the conference that a survey should be developed and distributed DoD wide to measure the understanding of the CTIP program.
- Meet with the Services Criminal Law Chiefs to discuss TIP related definition. List cases that have charges that involve TIP offenses and methods to receive this information from the services.
- Send a memorandum to OSD AT&L from OSD (P&R) requesting the total number of DoD contractors along with the total number of contracts with/without the TIP clause.
- To capture data on training awareness; a DoD TIP report will be generated. The first report will be for FY 07. The performance measures for the program to be reported are two awareness training requirements for Military members (MM) and Civilian members (CM):

  (1) MM total trained
  MM end strength

  (2) CM total trained
  CM end strength

- The COCOM will develop CTIP policy and program guidance unique to each Combatant Command, supplementing DoD CTIP training to include unique cultural and legal considerations for their respective areas of responsibility.

  (1) # MMs receiving COCOM TIP awareness training
  # MMs assigned to COCOM

  (2) # CMs receiving COCOM TIP awareness training
  # CMs assigned to COCOM

- The following time line is projected for the report:
  - Data Call April 08
  - Compile data Jun 08
  - Report out to OSD Coordinating Council Aug 08

- Services were asked to look at what leadership institutes they have or will include TIP training in for both enlisted and officers per DoDI 2200.1 paragraph 5.9.1.

Conclusion:

Personnel in attendance at the conference identified methods to track DoD compliance with the laws and regulations that govern the US policies on trafficking in persons. In addition to compliance, our continued strategy as DoD TIP managers is to ensure awareness training for all DoD personnel: military members, civilian employees, contractors, whether assigned permanently, or on temporary duty.

Agenda and attendee list are attached.

My TIP point of contact is Linda Daniels. She may be reached at 703.696.7186 or linda.daniels@osd.pentagon.mil, if you have questions or comments.

John F. Awtrey
Director
Law Enforcement Policy and Support

Attachments:
As stated

DISTRIBUTION:
Under Secretary of Defense for Policy, Mr. Steven Schleien
Under Secretary of Defense for AT&L, Ms. Susan Hildner
Director, Joint Staff, LtCol David Penczar
Directorate for Strategic Plans and Policy (J-5), Joint Staff
Assistant Secretary of the Army (Manpower and Reserve Affairs), COL William J. McCloskey
Assistant Secretary of the Air Force (Manpower and Reserve Affairs), Lt Col Justin W. Hall
Assistant Secretary of the Navy (Manpower and Reserve Affairs), Maj Ian Facey
Commander, U.S. Marine Corps, (Military Personnel Plans & Policy Division) Mr. Kerry Cerny
Director, Defense Contract Management Agency, Mr. Michael J. McLaughlin
Office of General Counsel, Mr. Robert Reed