Title 13 – Department of Labor

***Notice*** *is hereby given in accordance with G.S. 150B-21.2 that the Department of Labor intends to adopt the rules cited as 13 NCAC 01D .0101, and .0102.*

**Link to agency website pursuant to G.S. 150B-19.1(c):***https://www.labor.nc.gov/rules-and-regulations*

**Proposed Effective Date:***September 1, 2025*

**Instructions on How to Demand a Public Hearing**: *(must be requested in writing within 15 days of notice): Email dol.rules@labor.nc.gov requesting a public hearing.*

**Reason for Proposed Action:** *13 NCAC 01D .0101 - Session Law 2024-26 requires the Department of Labor to develop or identify human trafficking awareness training. The trainings are required to be completed by certain groups of individuals as identified by the Session Law. This rule sets forward the specific requirements to implement that provision of the Session Law.*

*13 NCAC 01D .0102 - Session Law 2024-26 also requires lodging establishments to display public awareness signs developed by the Department of Labor. This rule sets forth the required components of those signs.*

*The Department consulted with the Human Trafficking Commission, the NC Restaurant and Lodging Association, and DHHS in developing these requirements.*

**Comments may be submitted to:** *Ashley Snyder, 1101 Mail Service Center, Raleigh, NC 27699-1101; email dol.rules@labor.nc.gov*

**Comment period ends:***July 14, 2025*

**Procedure for Subjecting a Proposed Rule to Legislative Review:** If an objection is not resolved prior to the adoption of the rule, a person may also submit a written objection to the Rules Review Commission. If the Rules Review Commission receives written and signed objections after the adoption of the Rule in accordance with G.S. 150B-21.3(b2) from 10 or more persons clearly requesting review by the legislature and the Rules Review Commission approves the rule, the rule will become effective as provided in G.S. 150B-21.3(b1). The Commission will receive written objections until 5:00 p.m. on the day following the day the Commission approves the rule. The Commission will receive letters via U.S. Mail, private courier service, or hand delivery to 1711 New Hope Church Road, Raleigh, North Carolina, or via email to oah.rules@oah.nc.gov. If you have any further questions concerning the submission of objections to the Commission, please review 26 NCAC 05 .0110 or call a Commission staff attorney at 984-236-1850.

**Fiscal impact. Does any rule or combination of rules in this notice create an economic impact? Check all that apply.**

**State funds affected**

**Local funds affected**

**Substantial economic impact (>= $1,000,000)**

**Approved by OSBM**

**No fiscal note required**

Chapter 01 - Departmental Rules

SUBCHAPTER 01D – HUMAN TRAFFICKING AWARENESS

SECTION .0100 – HUMAN TRAFFICKING AWARENESS

13 NCAC 01D .0101 TRAINING ON HUMAN TRAFFICKING

(a) Any individual required to complete the training required by G.S. 130A-511(b) shall complete one of the following existing training courses identified by the Department:

(1) Businesses Ending Slavery and Trafficking ("BEST"): "Inhospitable to Human Trafficking;"

(2) Protect All Children from Trafficking ("PACT"): "Your Role in Preventing Human Trafficking: Recognize the Signs;"

(3) PACT for Employees: "Recognize and Respond: Addressing Human Trafficking in the Hospitality Industry for Associates;"

(4) PACT for Managers: "Recognize and Respond: Addressing Human Trafficking in the Hospitality Industry for Managers;"

(5) Unbound Now: "Identifying and Responding to Human Trafficking: Commercial Lodging and Hospitality Industry;" or

(6) Marriott International Human Trafficking Prevention Training.

(b) The Department shall provide links to register for each training course on its website at www.labor.nc.gov.

History Note: Authority G.S. 130A-511;

Eff. September 1, 2025.

13 NCAC 01D .0102 HUMAN TRAFFICKING AWARENESS SIGNAGE

(a) Displaying any sign including the following information shall meet the requirements of G.S. 130A-511(c)(3):

(1) the toll-free National Human Trafficking Resource Hotline telephone number, 1-888-373-7888;

(2) the link for the National Human Trafficking Hotline's website, https://humantraffickinghotline.org/en;

(3) the number to contact the National Human Trafficking Hotline via text message, 233733;

(4) the teletypewriter number for the Human Trafficking Resource Hotline, 711; and

(4) the link for the National Human Trafficking Hotline Web Chat, https://humantraffickinghotline.org/en/chat.

(b) The Department shall make signs containing the information in Paragraph (a) of this Rule available to the public at no cost. These signs will be available for download on the Department's website at www.labor.nc.gov.

(c) Displaying any awareness sign developed by the North Carolina Human Trafficking Commission and available for download at https://www.nccourts.gov/commissions/human-trafficking-commission/human-trafficking-awareness-resource-library#awareness-signs-9133 shall meet the requirements of G.S. 130A-511(c)(3).

History Note: Authority G.S. 130A-511;

Eff. September 1, 2025.