

## **Appendix IX**

### **Multi-State Overview – Forced Labor, Involuntary Servitude, Slavery and Peonage Definitions**

December 31, 2021

Undocumented individuals who are victims of criminal activities covered by the U visa may be eligible to obtain legal status through the U visa program. The Department of Labor (“DOL”) is an agency authorized to sign U visa certifications,<sup>1</sup> as well as to investigate and bring cases against employers for labor violations that include forced labor.<sup>2</sup> Although forced labor is not a crime listed on the U visa criminal activity list, many U visa listed criminal activities occur along with the forced labor crimes that DOL investigates and enforces. For this reason, when DOL officials are conducting a forced labor investigation, they often uncover and encounter other criminal activities perpetrated by the employer who is the subject of the DOL investigation or enforcement action. DOL will sign U visa certifications for criminal activities that are similar to forced labor, including but not limited to trafficking, involuntary servitude, and peonage.<sup>3</sup> During investigations of violation of labor laws, federal and state labor agencies often also encounter facts indicating that employees were subjected to other criminal activities on the U visa list. Common examples include sexual assault, extortion, and felonious assault. When human trafficking is encountered, either sex or labor trafficking in addition to signing U visa certifications, labor agencies can provide T visa declarations for immigrant victims of severe forms of human trafficking.<sup>4</sup>

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<sup>1</sup> As part of the U visa application process, an individual must obtain certification from a government agency confirming that the applicant was helpful, is being helpful, or was likely to be helpful to law enforcement, prosecutors, judges, or other government agency officials in the detection, investigation, prosecution, conviction, or sentencing of the criminal activity. Government agencies authorized to sign U visa certifications include the U.S. Department of Labor (“DOL”), the U.S. Equal Employment Opportunity Commission (“EEOC”). For more information on U visa certification access Leslye Orloff et al., *U visa Certification and T Visa Declaration Toolkit for Law Enforcement Agencies and Prosecutors* (August 30, 2021) , <https://niwaplibrary.wcl.american.edu/pubs/u-t-visa-toolkit-law-enforcement-prosecutor>

<sup>2</sup> According to the Department of Homeland Security (“DHS”), agencies can certify U visa applications based on an enumerated list of Qualifying Criminal Activity (“QCA”), and “any similar activity” including “criminal offenses in which the nature and elements of the offenses are substantially similar to the statutorily enumerated list of criminal activities.” 8 C.F.R. 214.14(a)(9).

<sup>3</sup> See [http://www.dol.gov/whd/FieldBulletins/fab2011\\_1-addendum.pdf](http://www.dol.gov/whd/FieldBulletins/fab2011_1-addendum.pdf).

<sup>4</sup> For more information on T visa certification access Leslye Orloff et al., *U visa Certification and T Visa Declaration Toolkit for Law Enforcement Agencies and Prosecutors* (August 30, 2021) , <https://niwaplibrary.wcl.american.edu/pubs/u-t-visa-toolkit-law-enforcement-prosecutor>

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This appendix catalogues states laws of forced labor, involuntary servitude, slavery and peonage across the country. The definition of forced labor adopted by DOL may include crimes such as involuntary servitude, slavery and peonage as potential U visa qualifying criminal activity. This chart provides state and federal labor enforcement agencies, state prosecutors, law enforcement officials, and other certifiers easy access to forced labor laws of each U.S. jurisdiction. This chart will assist federal labor law enforcement agencies in identifying U visa criminal activities that they detect as part of their forced labor investigations, which can also serve as a direct statutorily listed basis for U visa certification. This approach will reduce the number of cases in which DOL and the immigrant victims they work with will have to prove that the forced labor the victim suffered is a “similar criminal activity” to a U visa listed criminal activity. Forced labor laws vary from state to state. This chart will provide DHS U visa adjudicators with a tool to assist in adjudication of U visa cases filed by victims of workplace violence. These victims may be working with DOL, EEOC, or other state, local, or federal agencies in investigating and bringing enforcement actions against employers who perpetrate forced labor and other criminal activities. Additionally, the chart below will assist attorneys and advocates working with forced labor victims in identifying a more complete list of U visa listed qualifying criminal activities that slave trade victims may also have suffered.

## Forced Labor, Involuntary Servitude, Slavery and Peonage

<b>Jurisdiction</b>	<b>Forced labor</b>	<b>Involuntary servitude</b>	<b>Slavery</b>	<b>Peonage</b>
<i>Alabama</i>	<p><u>Ala. Code § 13A-6-151(3)</u> Labor Servitude. Work or service of economic or financial value which is performed or provided by another person and is induced or obtained by coercion or deception.</p> <p><u>Ala. Code § 13A-6-151(1)</u> Coercion. Any of the following:            a. Causing or threatening to cause physical injury or mental suffering to any person, physically restraining or confining any person, or threatening to physically restrain or confine any person or otherwise causing the person</p>	<p><u>Ala. Code § 13A-6-151(8)</u> Sexual servitude. Any of the following:            (a) Any sexual conduct as defined in subdivision (3) of Section 14-11-30, for which anything of value is directly or indirectly given, promised to, or received by any person, which conduct is induced or obtained by coercion or deception from a person; provided, however, that if the sexual conduct is with a minor, no coercion or deception is required.</p> <p><u>Ala. Code §14-11-30</u> (3).</p>	-	-

	<p>performing or providing labor or services to believe that the person or another person will suffer physical injury or mental suffering.</p> <p>b. Implementing any scheme, plan, or pattern intended to cause a person to believe that failure to perform an act would result in physical injury, mental suffering, or physical restraint of any person.</p> <p>c. Destroying, concealing, removing, confiscating, or withholding from the person or another person, or threatening to destroy, conceal, remove, confiscate, or withhold from the person or another person, the person's or any person's actual or purported government records, immigration documents, identifying information, or personal or real property.</p> <p>d. Exposing or threatening to expose any fact or information that if revealed would tend to subject a person to criminal prosecution, criminal or immigration proceedings, hatred, contempt, or ridicule.</p> <p>e. Threatening to report the person or another person to immigration officials or to other law enforcement officials or otherwise blackmailing or</p>	<p>Sexual Conduct: Any of the following acts:</p> <p>a. Sexual intercourse. This term shall have its ordinary meaning and occurs upon a penetration, however slight; emission is not required.</p> <p>b. Sexual contact. Any known touching for the purpose of sexual arousal, gratification, or abuse of the following:</p> <ol style="list-style-type: none"> <li>1. The sexual or other intimate parts of the victim by the actor.</li> <li>2. The sexual or other intimate parts of the actor by the victim.</li> <li>3. The clothing covering the immediate area of the sexual or other intimate parts of the victim or actor.</li> </ol> <p>c. Sexual intrusion. Any intrusion, however slight, by any object or any part of the body of a person into the genital, anal, or oral opening of the body of another person if that sexual intrusion can reasonably be construed as being for the purposes of sexual arousal, gratification, or abuse.</p>		
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	<p>extorting the person or another person.</p> <p>f. Controlling a person's access to a controlled substance, as the term is defined in <u>Section 20-2-2</u>.<sup>5</sup></p> <p>g. Rape or sodomy or threatened rape or sodomy of any person, as defined in this title.</p> <p><u>Ala. Code § 13A-6-151(2)</u> Deception. Any of the following:</p> <p>a. Creating or confirming an impression of any existing fact or past event which is false and which the accused knows or believes to be false.</p> <p>b. Exerting financial control over the person or another person by placing the person or another person under the actor's control as a security or payment of a debt, if the value of the services as reasonably assessed is not applied toward the liquidation of the debt or the length and nature of those services are not respectively limited and defined or the principal amount of the debt does not reasonably reflect the value of the items or services for which debt was incurred or by preventing a person from acquiring information pertinent</p>			
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<sup>5</sup> Defined as “a drug, substance, or immediate precursor in Schedules I through V of Article 2 of this chapter”

	<p>to the disposition of the debt, referenced in this paragraph.</p> <p>c. Promising benefits or the performance of services which the accused does not intend to be delivered.</p> <p>d. Using any scheme, plan, or pattern, whether overt or subtle, intended to cause any person to believe that, if the person did not perform such labor, services, acts, or performances, the person or another person would suffer physical injury or mental suffering.</p>			
<i>Alaska</i>	<p><u>AS § 11.41.360</u>  Labor performed by a person who is compelled or induced to engage in such labor by force, threat of force against the person or deception.</p>	-	-	-
<i>Arizona</i>	<p><u>A.R.S. § 13-1308 (C) 1</u>  Forced labor or services:  (a) Means labor or services that are performed or provided by another person and that are obtained through a person's either:  (i) Causing or threatening to cause serious physical injury to any person.  (ii) Restraining or threatening to physically restrain another</p>	-	-	-

	<p>person.</p> <p>(iii) Knowingly destroying, concealing, removing, confiscating, possessing or withholding another person’s actual or purported passport or other immigration document, government issued identification document, government record or personal property.</p> <p>(iv) Abusing or threatening to abuse the law or the legal system.</p> <p>(v) Extortion.</p> <p>(vi) Causing or threatening to cause financial harm to any person.</p> <p>(vii) Facilitating or controlling another person’s access to a controlled substance.</p> <p>(b) Does not include ordinary household chores and reasonable disciplinary measures between a parent or legal guardian and the parent’s or legal guardian’s child.</p>			
<i>Arkansas</i>		<p><u>A.C.A. § 5-18-102(5) – Definitions</u></p> <p><b>“Involuntary servitude”</b> means the inducement or compulsion of a person to engage in labor,<sup>6</sup> services,<sup>7</sup> or commercial sexual activity<sup>8</sup> by means of:</p>		<p><u>A.C.A §5-18-102 (10)</u></p> <p>“Peonage” means holding a person against his or her will to pay off a debt.</p>

<sup>6</sup> “Labor” means work of economic or financial value. A.C.A. § 5-18-102(6).

<sup>7</sup> “Service” means an act committed at the behest of, under the supervision of, or for the benefit of another person. A.C.A. § 5-18-102(12).

<sup>8</sup> “Commercial sexual activity” means a sexual act or sexually explicit performance for which anything of value is given, promised, or received, directly or indirectly, by a person. A.C.A. § 5-18-102(1).

		<p>(A) A scheme, plan, or pattern of behavior with a purpose to cause a person to believe that if he or she does not engage in labor, services, or commercial sexual activity, he or she or another person will suffer serious physical injury or physical restraint;</p> <p>(B) Abuse or threatened abuse of the legal process;<sup>9</sup></p> <p>(C) The causing of or the threat to cause serious harm<sup>10</sup> to a person;</p> <p>(D) Physically restraining or threatening to physically restrain another person;</p> <p>(E) The kidnapping of or threat to kidnap a person;</p> <p>(F) The taking of another person's personal property or real property;</p> <p>(G) The knowing destruction, concealment, removal, confiscation, or possession of an actual or purported passport, other immigration document, or other actual or purported government identification</p>		
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<sup>9</sup> “Abuse or threatened abuse of law or legal process” means the use or threatened use of a law or legal process, whether administrative, civil, or criminal, in any manner or for any purpose for which the law was not designed, in order to exert pressure on another person to cause that person to take some action or refrain from taking some action. A.C.A. § 5-18-102(16).

<sup>10</sup> “Serious harm” means any harm, whether physical or nonphysical, including psychological, financial, or reputational harm, that is sufficiently serious, under all the surrounding circumstances, to compel a reasonable person of the same background and in the same circumstances to perform or to continue performing labor or a service in order to avoid incurring the harm. A.C.A. § 5-18-102(17).

		document of another person; (H) Extortion or blackmail; (I) Deception or fraud; (J) Coercion, duress, or menace; (K) Debt bondage; <sup>11</sup> (L) Peonage; or (M) The facilitation or control of a victim's access to an addictive controlled substance.		
<b>California</b>	<u>Cal.Penal Code § 236.1(h)(5)</u> "Forced labor or services" means labor or services that are performed or provided by a person and are obtained or maintained through force, fraud, duress, <sup>12</sup> or coercion, <sup>13</sup> or equivalent conduct that would reasonably overbear the will of the person.	<b><i>Mentioned in the Penal Code, but not defined</i></b>	<u>Cal.Penal Code § 181</u> Assuming or attempting to assume rights or ownership over a person, selling or attempting to sell any person to another, receiving money or anything of value consideration of placing any person in the custody, or under the power or	

<sup>11</sup> "Debt bondage" means the status or condition of a debtor arising from a pledge by the debtor of his or her personal services or of the personal services of a person under his or her control as a security for debt, if: (A) The value of the debtor's personal services or of the personal services of a person under his or her control as reasonably assessed is not applied toward the liquidation of the debt; (B) The length and nature of the debtor's personal services or of the personal services of a person under his or her control are not respectively limited and defined; or (C) The principal amount of the debt does not reasonably reflect the value of the items or services for which the debt was incurred. A.C.A. § 5-18-102(2).

<sup>12</sup> "Duress" includes a direct or implied threat of force, violence, danger, hardship, or retribution sufficient to cause a reasonable person to acquiesce in or perform an act which he or she would otherwise not have submitted to or performed; a direct or implied threat to destroy, conceal, remove, confiscate, or possess an actual or purported passport or immigration document of the victim; or knowingly destroying, concealing, removing, confiscating, or possessing an actual or purported passport or immigration document of the victim. Cal.Penal Code § 236.1(h)(4).

<sup>13</sup> "Coercion" includes a scheme, plan, or pattern intended to cause a person to believe that failure to perform an act would result in serious harm to or physical restraint against any person; the abuse or threatened abuse of the legal process; debt bondage; or providing and facilitating the possession of a controlled substance to a person with the intent to impair the person's judgment. Cal.Penal Code § 236.1(h)(1) The total circumstances, including the age of the victim, the relationship between the victim and the trafficker or agents of the trafficker, and any handicap or disability of the victim, shall be factors to consider in determining the presence of "deprivation or violation of the personal liberty of another," "duress," and "coercion". Cal.Penal Code § 236.1(h)(8) (i)



			control of another, or who buys, or attempts to buy, any person, or pays money, or delivers anything of value, to another, in consideration of having any person placed in his or her custody, or under his or her power or control, or who knowingly aids or assists in any manner any one thus offending.	
<i>Colorado</i>	-	<p><u>C.R.S. 18-3-503 (1)</u>  Involuntary servitude: Labor or services performed under coercion.</p> <p><u>C.R.S. 18-3-502 (2)(a)-(h)</u>  “Coercing” means inducing a person to act or to refrain from acting, if the inducement is accomplished by any one or more of the following means:</p> <p>(a) The use or threat of the use of force against, abduction of, causing of serious harm<sup>14</sup> to, or physical restraint of a person;</p> <p>(b) The use of a plan, pattern, or statement for the purpose of causing the person to believe that failure to perform the act</p>	-	-

<sup>14</sup> “Serious harm” means bodily injury or any other harm, whether physical or nonphysical, including psychological, financial, or reputational harm, which is sufficiently serious, under all the surrounding circumstances, to compel a reasonable person to perform or continue to perform labor or services or sexual activity to avoid incurring the harm. C.R.S.A. § 18-3-502-(10).

		<p>or failure to refrain from performing the act will result in the use of force against, abduction of, causing of serious harm to, or physical restraint of that person or another person;</p> <p>(c) Using or threatening to use the law or the legal process, whether administrative, civil, or criminal, in any manner or for any purpose for which the law was not designed;</p> <p>(d) Threatening to notify law enforcement officials that a person is present in the United States in violation of federal immigration laws;</p> <p>(e) The destruction or taking, or a threat to destroy or take, a person's identification document<sup>15</sup> or other property;</p> <p>(f) Controlling or threatening to control a person's access to a controlled substance, as defined in section 18-18-102(5);</p> <p>(g) The use of debt bondage;<sup>16</sup></p>		
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<sup>15</sup> “Identification document” means a real or purported passport, driver's license, immigration document, travel document, or other government-issued identification document, including a document issued by a foreign government. C.R.S.A. § 18-3-502-(5).

<sup>16</sup> “Debt bondage” means: (a) Demanding commercial sexual activity as payment toward or satisfaction of a real or purported debt; or (b) Demanding labor or services as payment toward or satisfaction of a real or purported debt and failing to apply the reasonable value of the labor or services toward the liquidation of the debt; or (c) Demanding labor or services where the length of the labor or services is not limited and the nature of the labor or services is not defined. C.R.S.A. § 18-3-502-(4).

		<p>or</p> <p>(h) The exploitation of a person's physical or mental impairment, where such impairment has a substantial adverse effect on the person's cognitive or volitional functions.</p>		
<i>Connecticut</i>	<p><u>Conn. Gen. Stat. § 53a-192a</u>  Labor or services a person has the legal right to refrain from providing, but is compelled or induced to perform by means of (A) the use of force against such other person or a third person, or by the threat of use of force against such other person or a third person, (B) fraud, or (C) coercion.</p> <p><u>Conn. Gen. Stat. § 53a-192 – Coercion:</u>  (a) A person is guilty of coercion when he compels or induces another person to engage in conduct which such other person has a legal right to abstain from engaging in, or to abstain from engaging in conduct in which such other person has a legal right to engage, by means of instilling in such other person a fear that, if the demand is not complied with, the actor or another will:</p>	-	-	-

	<p>(1) Commit any criminal offense; or</p> <p>(2) accuse any person of a criminal offense; or</p> <p>(3) expose any secret tending to subject any person to hatred, contempt or ridicule, or to impair any person's credit or business repute; or</p> <p>(4) take or withhold action as an official, or cause an official to take or withhold action.</p>			
<i>Delaware</i>	<p><u>11 Del. C. § 787(5)</u></p> <p>“Forced labor or services” means labor,<sup>17</sup> as defined in this section, or services, as defined in this section, that are performed or provided by another person and are obtained or maintained through coercion as enumerated in paragraph (b)(1) of this section;</p> <p>(b)(2)A person is guilty of forced labor if the person knowingly uses coercion to compel an individual to provide labor or services, except where such conduct is permissible under federal law or law of this State other than this act.</p> <p><u>11 Del. C. § 787(2)</u></p> <p>“Coercion” means:</p>	-	-	-

<sup>17</sup> “Labor or services” means activity having economic or financial value, including commercial sexual activity. Nothing in this definition should be construed to legitimize or legalize prostitution. 11 Del. C. § 787(8).

	<p>a. The use or threat of force against, abduction of, serious harm<sup>18</sup> to, or physical restraint of an individual;</p> <p>b. The use of a plan, pattern, or statement with intent to cause an individual to believe that failure to perform an act will result in the use of force against, abduction of, serious harm to, or physical restraint of an individual;</p> <p>c. The abuse or threatened abuse of law or legal process;</p> <p>d. Controlling or threatening to control an individual's access to a controlled substance enumerated in § 4714, § 4716, § 4718, § 4720 or § 4722 of Title 16;</p> <p>e. The destruction of, taking of, or the threat to destroy or take an individual's identification document<sup>19</sup> or other property;</p> <p>f. Use of debt bondage;<sup>20</sup></p> <p>g. The use of an individual's</p>			
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<sup>18</sup> “Serious harm” means harm, whether physical or nonphysical, including psychological, economic, or reputational, to an individual which would compel a reasonable individual of the same background and in the same circumstances to perform or continue to perform labor or services or sexual activity to avoid incurring the harm. 11 Del. C. § 787(12).

<sup>19</sup> “Identification document” means a passport, driver's license, immigration document, travel document, or other government-issued identification document, including a document issued by a foreign government, whether actual or purported. 11 Del. C. § 787(7).

<sup>20</sup> “Debt bondage” means inducing an individual to provide: a. Commercial sexual activity in payment toward or satisfaction of a real or purported debt; or b. Labor or services in payment toward or satisfaction of a real or purported debt if: 1. The reasonable value of the labor or services is not applied toward the liquidation of the debt; or 2. The length of the labor or services is not limited and the nature of the labor or services is not defined. 11 Del. C. § 787(4).

	<p>physical, cognitive disability or mental impairment, where such impairment has substantial adverse effects on the individual's cognitive or volitional functions; or</p> <p>h. The commission of civil or criminal fraud;</p>			
<i>District of Columbia</i>	<p><b><u>2021 DC L.B. 416 § 22 A 2601</u></b>  <b><u>(a) The Revised Criminal Code Act of 2021:</u></b>  (a) An actor commits forced labor when the actor:  (1) Knowingly causes a person to provide services; (2) By means of debt bondage or making an explicit or implicit coercive threat.  (b) An actor does not commit an offense under this section for, in fact, communicating that any person will engage in legal employment actions, such as threats of termination, demotion, reduced pay or benefits, or scheduling changes, in order to compel an employee to provide labor or services.</p> <p><b><u>2021 DC L.B. 416 § 22 A 101</u></b>  <b><u>(17)</u></b>  "Coercive threat" means a communication that, unless the complainant complies, any person will do any of the following:</p>	-	-	-

	<p>(A) Engage in conduct that, in fact, constitutes:</p> <ul style="list-style-type: none"> <li>(i) An offense against persons under Chapter 2 of this title; or</li> <li>(ii) A property offense under Chapter 3 of this title;</li> </ul> <p>(B) Take or withhold action as a public official, or cause a public official to take or withhold action;</p> <p>(C) Accuse a person of a crime;</p> <p>(D) Expose a secret, publicize an asserted fact, or distribute a photograph, video or audio recording, regardless of the truth or authenticity of the secret, fact, or item, that tends to subject another person to, or perpetuate:</p> <ul style="list-style-type: none"> <li>(i) Hatred, contempt, ridicule, or other significant injury to personal reputation; or</li> <li>(ii) Significant injury to credit or business reputation;</li> </ul> <p>(E) Notify a federal, state, or local government agency or official of, or publicize, another person's immigration or citizenship status;</p> <p>(F) Restrict a person's access to either a controlled substance that the person owns or a prescription medication that the person owns; or</p> <p>(G) Cause any harm that is sufficiently serious, under all the circumstances, to compel a reasonable person of the same</p>			
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	<p>background and in the same circumstances as the complainant to comply.</p> <p><b><u>2021 DC L.B. 416 § 22 A 101 (32)</u></b></p> <p>"Debt bondage" means the status or condition of a person who provides services or commercial sex acts, for a real or alleged debt, where:</p> <p>(A) The value of the services or commercial sex acts, as reasonably assessed, is not applied toward the liquidation of the debt;</p> <p>(B) The length and nature of the services or commercial sex acts are not respectively limited and defined; or</p> <p>(C) The amount of the debt does not reasonably reflect the value of the items or services for which the debt was incurred.</p>			
<i>Florida</i>	<u>Fla. Stat. § 787.06</u>	-	-	-



	<p>Forced Labor refers to labor<sup>21</sup> or services<sup>22</sup> performed under coercion.</p> <p><u>Fla. Stat. § 787.06 (2)(a)</u></p> <p>“Coercion” means:</p> <p>(1) Using or threatening to use physical force against any person;</p> <p>(2) Restraining, isolating, or confining or threatening to restrain, isolate, or confine any person without lawful authority and against her or his will;</p> <p>(3) Using lending or other credit methods to establish a debt by any person when labor or services are pledged as a security for the debt, if the value of the labor or services as reasonably assessed is not applied toward the liquidation of the debt, the length and nature of the labor or services are not respectively limited and defined;</p> <p>(4) Destroying, concealing, removing, confiscating, withholding, or possessing any actual or purported passport, visa, or other immigration</p>			
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<sup>21</sup> “Labor” means work of economic or financial value. 787.06. Human trafficking, FL ST § 787.06 (2)(e).

<sup>22</sup> “Services” means any act committed at the behest of, under the supervision of, or for the benefit of another. The term includes, but is not limited to, forced marriage, servitude, or the removal of organs. 787.06. Human trafficking, FL ST § 787.06 (2)(h)

	document, or any other actual or purported government identification document, of any person; (5) Causing or threatening to cause financial harm <sup>23</sup> to any person; (6) Enticing or luring any person by fraud or deceit; or (7) Providing a controlled substance as outlined in Schedule I or Schedule II of s. 893.03 to any person for the purpose of exploitation of that person.			
<b>Georgia</b>	<u>O.C.G.A. § 16-5-46 –(3) "Labor servitude"</u> means work or service of economic or financial value which is performed or provided by another person and is induced or obtained by coercion <sup>24</sup> or deception. <sup>25</sup>	-	-	-

<sup>23</sup> “Financial harm” includes extortionate extension of credit, loan sharking as defined in s. 687.071, or employment contracts that violate the statute of frauds as provided in s. 725.01.787.06. Human trafficking, FL ST § 787.06 (2)(c)

<sup>24</sup> (1) “Coercion” means: (A) Causing or threatening to cause bodily harm to any individual, physically restraining or confining any individual, or threatening to physically restrain or confine any individual; (B) Exposing or threatening to expose any fact or information or disseminating or threatening to disseminate any fact or information that would tend to subject an individual to criminal or immigration proceedings, hatred, contempt, or ridicule; (C) Destroying, concealing, removing, confiscating, or possessing any actual or purported passport or other immigration document, or any other actual or purported government identification document, of any individual; (D) Providing a controlled substance to such individual for the purpose of compelling such individual to engage in labor or sexual servitude against his or her will; or (E) Causing or threatening to cause financial harm to any individual or using financial control over any individual. (2) “Controlled substance” shall have the same meaning as set forth in Code Section 16-13-21. § 16-5-46. Trafficking a person for labor or sexual servitude, GA ST § 16-5-46.

<sup>25</sup> (3) “Deception” means: (A) Creating or confirming another’s impression of an existing fact or past event which is false and which the accused knows or believes to be false;(B) Maintaining the status or condition of an individual arising from a pledge by such individual of his or her personal services as security for a debt, if the value of those services as reasonably assessed is not applied toward the liquidation of the debt or the length and nature of those services are not respectively limited and defined, or preventing an individual from acquiring information pertinent to the disposition of such debt; or(C) Promising benefits or the performance of services which the accused does not intend to deliver or perform or knows will not be delivered or performed. Evidence of failure to deliver benefits or perform services standing alone shall not be sufficient to authorize a conviction under this Code section.

<p><b>Hawaii</b></p>	<p><u>HRS § 707-781—</u>  Labor<sup>26</sup> or services<sup>27</sup> a person performs compelled by one of the following:  (a) Any of the acts constituting extortion as described in section 707-764, except that for purposes of this paragraph "labor" and "services" shall be as defined in section 707-780;  (b) The acts constituting kidnapping as described in section 707-720(1)(a) through (g), except that for purposes of this paragraph "labor" and "services" shall be as defined in section 707-780;  (c) The acts described in section 707-721(1) or 707-722, relating to unlawful imprisonment;  (d) The acts described in section 707-730, 707-731, or 707-732, relating to sexual assault in the first, second, or third degree;</p>	<p>-</p>	<p>-</p>	<p>-</p>
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<sup>26</sup> “Labor” means work of economic or financial value. Prostitution-related and obscenity-related activities as set forth in chapter 712 are not forms of “labor” under this part. [§ 707-780]. Definitions, HI ST § 707-780.

<sup>27</sup> “Services” means a relationship between a person and the actor in which the person performs activities under the supervision of or for the benefit of the actor or a third party. Prostitution-related and obscenity-related activities as set forth in chapter 712 are not forms of “services” under this part. [§ 707-780]. Definitions, HI ST § 707-780.

	<p>(e) Force, deadly force, or unlawful force;</p> <p>(f) The acts described in the definition of deception pursuant to section 708-800, or fraud, which means making material false statements, misstatements, or omissions to induce or maintain the person to engage or continue to engage in the labor or services;</p> <p>(g) Requiring that labor or services be performed to retire, repay, or service a real or purported debt, if performing the labor or services is the exclusive method allowed to retire, repay, or service the debt and the indebted person is required to repay the debt with direct labor in place of currency; provided that this shall not include labor or services performed by a child for the child's parent or guardian;</p> <p>(h) The acts described in either section 707-710, 707-711, or 707-712, relating to assault;</p> <p>(i) Withholding any of the person's government-issued identification documents with the intent to impede the movement of the person;</p> <p>(j) Using any scheme, plan, or pattern intended to cause the</p>			
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	<p>person to believe that if the person did not perform the labor or services, then the person or a friend or a member of the person's family would suffer serious harm, serious financial loss, or physical restraint; or</p> <p>(k) Using or threatening to use any form of domination, restraint, or control over the person which, given the totality of the circumstances, would have the reasonably foreseeable effect of causing the person to engage in or to remain engaged in the labor or services.</p>			
<i>Idaho</i>	<p><u>I. C. § 18-8602 –</u></p> <p>(a)(ii) The recruitment, harboring, transportation, provision, or <b>obtaining of a person for labor or services, through the use of force, fraud or coercion</b> for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery.</p> <p>(b) May include but is not limited to, the use of the following types of force, fraud, or coercion:</p> <p>(i) Threatening serious harm to, or physical restraint against, that person or a third person;</p> <p>(ii) Destroying, concealing, removing, or confiscating any passport, immigration document,</p>	-	-	-

	<p>or other government-issued identification document;</p> <p>(iii) Abusing or threatening abuse of the law or legal process against the person or a third person;</p> <p>(iv) Using a condition of a person being a debtor due to a pledge of the debtor's personal services or the personal services of a person under the control of the debtor as a security for debt where the reasonable value of the services is not applied toward the liquidation of the debt or the length and nature of those services are not respectively limited and defined; or</p> <p>(v) Using a condition of servitude by means of any scheme, plan, or pattern intended to cause a reasonable person to believe that if the person did not enter into or continue in a condition of servitude, that person or a third person would suffer serious harm or physical restraint or would be threatened with abuse of legal process.</p>			
<i>Illinois</i>	-	<p><u>§ 720 ILCS 5/10-9(b)</u>  <b>Involuntary servitude.</b> A person commits involuntary servitude when he or she <b>knowingly subjects</b>, attempts to subject, or engages in a</p>		

		<p>conspiracy to subject another person to <b>labor</b><sup>28</sup> or services<sup>29</sup> obtained or maintained through any of the following means, or any combination of these means:</p> <p>(1) causes or threatens to cause physical harm to any person;</p> <p>(2) physically restrains or threatens to physically restrain another person;</p> <p>(3) abuses or threatens to abuse the law or legal process;</p> <p>(4) knowingly destroys, conceals, removes, confiscates, or possesses any actual or purported passport or other immigration document, or any other actual or purported government identification document, of another person;</p> <p>(5) uses intimidation, or exerts financial control over any person; or</p> <p>(6) uses any scheme, plan, or pattern intended to cause the person to believe that, if the person did not perform the</p>		
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<sup>28</sup> “Labor” means work of economic or financial value. Trafficking in persons, involuntary servitude, and related offenses, IL ST CH 720 § 5/10-9 (a)(5).

<sup>29</sup> “Services” means activities resulting from a relationship between a person and the actor in which the person performs activities under the supervision of or for the benefit of the actor. Commercial sexual activity and sexually-explicit performances are forms of activities that are “services” under this Section. IL ST CH 720 § 5/10-9(a)(8).

		labor or services, that person or another person would suffer serious harm or physical restraint.		
<b>Indiana</b>	<p><b><i>Indiana Code refers to forced labor and involuntary servitude in the context of trafficking, without defining them in that section.</i></b></p> <p><u>IC §35-42-3.5-1 – Promotion of human trafficking; sexual trafficking of a minor; human trafficking</u></p> <p>(a) A person who, by force, threat of force, or fraud, knowingly or intentionally recruits, harbors, or transports another person:</p> <p>(1) to engage the other person in:</p> <p>(A) forced labor; or</p> <p>(B) involuntary servitude;</p> <p>commits promotion of human trafficking, a Level 4 felony.</p> <p>(d) A person who knowingly or intentionally pays, offers to pay, or agrees to pay money or other property to another person for an individual who the person knows has been forced into:</p> <p>(1) forced labor;</p> <p>(2) involuntary servitude;</p> <p>commits human trafficking.</p>	<p><b><i>Labor relations section of Indiana Code refers to involuntary servitude in the context of labor relations, without expressly defining it.</i></b></p> <p><u>IC § 22-6-2-15</u></p> <p>Nothing in this chapter shall be construed to require an individual employee to render labor or service without his consent, or to make illegal the quitting of his labor or service or the withdrawal from his place of employment unless done in concert or by agreement with others. No court shall have power to issue any process to compel an individual employee to render labor or service or to remain at his place of employment without his consent.</p>		



	<p>IC § 5-22-15-24.2 (a) <u>Public purchasing – Purchasing preferences</u></p> <p>As used in this section, “forced labor” has the meaning set forth in 19 U.S.C. 1307.<sup>30</sup></p>			
<i>Iowa</i>	<p><u>I.C.A. § 710A.1 – Definitions</u></p> <p>(3) “<b>Forced labor or services</b>” means labor<sup>31</sup> or services<sup>32</sup> that are performed or provided by another person and that are obtained or maintained through any of the following:</p> <p>(a) Causing or threatening to cause serious physical injury to any person.</p> <p>(b) Physically restraining or threatening to physically restrain another person.</p> <p>(c) Abusing or threatening to abuse the law or legal process.</p> <p>(d) Knowingly destroying, concealing, removing, confiscating, or possessing any</p>	<p><u>I.C.A. § 710A.1 – Definitions</u></p> <p>(5) “<b>Involuntary servitude</b>” means a condition of servitude induced by means of any scheme, plan, or pattern intended to cause a person to believe that if the person did not enter into or continue in such condition, that person or another person would suffer serious harm or physical restraint or the threatened abuse of legal process.</p>	-	<p><u>I.C.A. § 710A.1 – Definitions</u></p> <p>(9) “<b>Peonage</b>” means a status or condition of involuntary servitude based upon real or alleged indebtedness.</p>

<sup>30</sup> “Forced labor”, as herein used, shall mean all work or service which is exacted from any person under the menace of any penalty for its nonperformance and for which the worker does not offer himself voluntarily. For purposes of this section, the term “forced labor or/and indentured labor” includes forced or indentured child labor. Convict-made goods; importation prohibited, 19 USCA § 1307.

<sup>31</sup> “Labor” means work of economic or financial value. IA ST § 710A.1

<sup>32</sup> “Services” means an ongoing relationship between a person and the actor in which the person performs activities under the supervision of or for the benefit of the actor, including commercial sexual activity and sexually explicit performances. IA ST § 710A.1

	<p>actual or purported passport or other immigration document, or any other actual or purported government identification document, of another person.</p> <p>e. Knowingly providing or facilitating the provision of a forged, altered, or fraudulent license purportedly issued pursuant to chapter 152C or 157, or a forged, altered, or fraudulent government identification, to another person in order to force, coerce, entice, assist, facilitate, or permit the other person to perform labor or services.</p> <p>f. Knowingly forcing, coercing, enticing, assisting, facilitating, or permitting another person in possession of a forged, altered, or fraudulent license purportedly issued pursuant to chapter 152C or 157, or a forged, altered, or fraudulent government identification, to produce such license or government identification to a peace officer upon request of the peace officer pursuant to <u>section 152C.5B</u> or <u>157.4A</u>.</p> <p>g. Knowingly forcing, coercing, intimidating, or compelling another person to perform an act in violation of state or federal law through the</p>			
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	use of debt bondage <sup>33</sup> or servitude or as a condition of being allowed to remain in the United States.			
<i>Kansas</i>	<p><u>K.S.A. 21-5426 (a) (3)</u></p> <p>[...] labor or services that are performed or provided by another person through any of the following:</p> <p>(A) Causing or threatening to cause physical injury to any person;</p> <p>(B) physically restraining or threatening to physically restrain another person;</p> <p>(C) abusing or threatening to abuse the law or legal process;</p> <p>(D) threatening to withhold food, lodging or clothing; or</p> <p>(E) knowingly destroying, concealing, removing, confiscating or possessing any actual or purported government identification document of another person.</p>	<p><i>Kansas Statutes mention involuntary servitude in the context of human trafficking, but do not define it</i></p>	-	<p><u>K.S.A. 21-5426 (i) (2)</u></p> <p>"Peonage" means a condition of <b>involuntary servitude</b> in which the victim is <b>forced to work</b> for another person by the use or threat of physical restraint or physical injury, or by the use or threat of coercion through law or the legal process.</p>
<i>Kentucky</i>	<u>KRS § 529.010</u>	-	-	-

<sup>33</sup> "Debt bondage" means the status or condition of a debtor arising from a pledge of the debtor's personal services or a person under the control of a debtor's personal services as a security for debt if the reasonable value of such services is not applied toward the liquidation of the debt or the length and nature of those services are not respectively limited and defined. IA ST § 710A.1

	<p>(5) "<b>Forced labor or services</b>" means labor<sup>34</sup> or services<sup>35</sup> that are performed or provided by another person and that are obtained through force, fraud, or coercion.</p> <p>(6) "Force, fraud, or coercion" includes but is not limited to:</p> <p>(a) The use or threat of force against, abduction of, restraint, or serious harm<sup>36</sup> of an individual;</p> <p>(b) The abuse or threatened abuse of law or legal process;<sup>37</sup></p> <p>(c) Facilitating, controlling, or threatening to control an individual's access to a controlled substance;</p> <p>(d) Knowingly destroying, concealing, removing, confiscating, or possessing, or attempting to destroy, conceal, remove, confiscate, or possess any actual or purported passport or other immigration documents or any other actual or purported governmental identification</p>			
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<sup>34</sup> "Labor" means work of economic or financial value; KY ST § 529.010

<sup>35</sup> "Services" means an ongoing relationship between a person and the actor in which the person performs activities under the supervision of or for the benefit of the actor; KY ST § 529.010

<sup>36</sup> "Serious harm" means any harm, whether physical or nonphysical, including psychological, financial, or reputational harm, that is sufficiently serious to compel a reasonable person to perform or to continue performing commercial sexual activity in order to avoid incurring that harm; KY ST § 529.010

<sup>37</sup> "Abuse or threatened abuse of law or legal process" means the use or threatened use of a law or legal process, whether administrative, civil, or criminal, in any manner or for any purpose for which the law was not designed, in order to exert pressure on another person to cause that person to take some action or refrain from taking some action; KY ST § 529.010

	documents of the person or family member; (e) Use of debt bondage; <sup>38</sup> or (f) The use of an individual's physical or mental impairment when the impairment has a substantial adverse effect on the individual's cognitive or volitional function.			
<b>Louisiana</b>	<u>LSA-R.S. 14:46.2 § 46.2</u> <i>Does not contain definition of forced labor, but prohibits the 'use of any person through fraud, force or coercion<sup>39</sup> to provide services or labor'.</i>	-	-	-
<b>Maine</b>	<u>ME ST. T. 17-A § 301</u> A person is guilty of criminal forced labor if the actor, without the legal right to do so, intentionally or knowingly: <b>A.</b> Withholds or threatens to withhold a scheduled drug or	-	-	-

<sup>38</sup> “Debt bondage” means the status or condition of a debtor arising from a pledge by the debtor of his or her personal services or of those of a person under his or her control as a security for the debt, if the value of those services as reasonably assessed is not applied toward the liquidation of the debt or the length and nature of those services are not respectively limited and defined; KY ST § 529.010

<sup>39</sup> “Fraud, force, or coercion” shall include but not be limited to any of the following: (a) Causing or threatening to cause serious bodily injury; (b) Physically restraining or threatening to physically restrain another person.(c) Abduction or threatened abduction of an individual. (d) The use of a plan, pattern, or statement with intent to cause an individual to believe that failure to perform an act will result in the use of force against, abduction of, serious harm to, or physical restraint of an individual.(e) The abuse or threatened abuse of law or legal process.(f) The actual or threatened destruction, concealment, removal, confiscation, or possession of any actual or purported passport or other immigration document, or any other actual or purported government identification document, of another person.(g) Controlling or threatening to control an individual's access to a controlled dangerous substance as set forth in R.S. 40:961 et seq.(h) The use of an individual's physical or mental impairment, where such impairment has substantial adverse effects on the individual's cognitive or volitional functions.(i) The use of debt bondage or civil or criminal fraud. (j) Extortion as defined in R.S. 14:66. § 46.2. Human trafficking, LA R.S. 14:46.2

	<p>alcohol from a person who is in a state of psychic or physical dependence, or both, arising from the use of the drug or alcohol on a continuing basis in order to compel that person to provide labor or services having economic value;</p> <p><b>B.</b> Withholds or threatens to withhold a substance or medication from a person who has a prescription or medical need for the substance or medication in order to compel that person to provide labor or services having economic value;</p> <p><b>C.</b> Uses a person's physical or mental impairment that has substantial adverse effects on that person's cognitive or volitional functions as a means to compel that person to provide labor or services having economic value;</p> <p><b>D.</b> Makes material false statements, misstatements or omissions in order to compel a person to provide labor or services having economic value;</p> <p><b>E.</b> Withholds, destroys or confiscates an actual or purported passport or other immigration document or other actual or purported government identification document in order to compel a person to provide labor or services having economic value;</p>			
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<p><b>F.</b> Compels a person to provide labor or services having economic value to retire, repay or service an actual or purported debt if:</p> <p>(1) The reasonable value of the labor or services is not applied toward the liquidation of the debt; or</p> <p>(2) The length of labor or services is not limited and the nature of the labor or services is not defined; or</p> <p><b>G.</b> Uses force or engages in any scheme, plan or pattern to instill in a person a fear that, if that person does not provide labor or services having economic value, the actor or another person will:</p> <p>(1) Cause physical injury to or death of a person;</p> <p>(2) Cause destruction of or consequential damage to property, other than property of the actor;</p> <p>(3) Engage in other conduct constituting a Class A, B or C crime or criminal restraint;</p> <p>(4) Accuse a person of a crime or cause criminal charges or deportation proceedings to be instituted against a person;</p> <p>(5) Expose a secret or publicize an asserted fact, regardless of veracity, that would subject a person, except the actor, to hatred, contempt or ridicule;</p>			
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	<p>(6) Testify or provide information or withhold testimony or information regarding a person's legal claim or defense;</p> <p>(7) Use a position as a public servant to perform some act related to an official duty or fail or refuse to perform an official duty in a manner that affects a person; or</p> <p>(8) Perform any other act that would not in itself materially benefit the actor but that is calculated to harm the person being compelled with respect to that person's health, safety or immigration status.</p>			
<i>Maryland</i>				
<i>Massachusetts</i>	<p><u>M.G.L. 265 § 49</u>  “Forced services”, services performed or provided by a person that are obtained or maintained by another person who: (i) causes or threatens to cause serious harm to any person; (ii) physically restrains or threatens to physically restrain another person; (iii) abuses or threatens to abuse the law or legal process; (iv) knowingly destroys, conceals, removes, confiscates or possesses any actual or purported passport or other immigration document, or</p>	-	-	-



	any other actual or purported government identification document, of another person; (v) engages in extortion under <u>section 25</u> ; or (vi) causes or threatens to cause financial harm <sup>40</sup> to any person.			
<b>Michigan</b>	<u>M.C.L. 750.462a – Definitions</u> (g) " <b>Forced labor or services</b> " means labor <sup>41</sup> or services <sup>42</sup> that are obtained or maintained by force, <sup>43</sup> fraud, <sup>44</sup> or coercion. <sup>45</sup>	-	-	-
<b>Minnesota</b>	<u>M.S.A. § 609.281 – Definitions</u> Subd. 4. <b>Forced labor or services.</b> " <b>Forced labor or services</b> " means labor or services	-	-	-

<sup>40</sup> "Financial harm", a detrimental position in relation to wealth, property or other monetary benefits that occurs as a result of another person's illegal act including, but not limited to, extortion under by section 25, a violation of section 49 of chapter 271 or illegal employment contracts. § 49. Definitions applicable to Secs. 49 to 57, MA ST 265 § 49

<sup>41</sup> "Labor" means work of economic or financial value. 750.462a. Definitions, MI ST 750.462a

<sup>42</sup> "Services" means an ongoing relationship between a person and an individual in which the individual performs activities under the supervision of or for the benefit of the person, including, but not limited to, commercial sexual activity and sexually explicit performances. 750.462a. Definitions, MI ST 750.462a

<sup>43</sup> "Force" includes, but is not limited to, physical violence or threat of physical violence or actual physical restraint or confinement or threat of actual physical restraint or confinement without regard to whether injury occurs. 750.462a. Definitions, MI ST 750.462a

<sup>44</sup> "Fraud" includes, but is not limited to, a false or deceptive offer of employment or marriage. 750.462a. Definitions, MI ST 750.462a

<sup>45</sup> "Coercion" includes, but is not limited to, any of the following: (i) Threatening to harm or physically restrain any individual or the creation of any scheme, plan, or pattern intended to cause an individual to believe that failure to perform an act would result in psychological, reputational, or financial harm to, or physical restraint of, any individual.

(ii) Abusing or threatening abuse of the legal system, including threats of arrest or deportation without regard to whether the individual being threatened is subject to arrest or deportation under the laws of this state or the United States.

(iii) Knowingly destroying, concealing, removing, confiscating, or possessing any actual or purported passport or other immigration document or any other actual or purported government identification document from any individual without regard to whether the documents are fraudulent or fraudulently obtained.

(iv) Facilitating or controlling an individual's access to a controlled substance, as that term is defined in section 7104 of the public health code, 1978 PA 368, MCL 333.7104, other than for a legitimate medical purpose. 750.462a. Definitions, MI ST 750.462a

	<p>that are performed or provided by another person and are obtained or maintained through an actor's:</p> <p>(1) threat, either implicit or explicit, scheme, plan, or pattern, or other action intended to cause a person to believe that, if the person did not perform or provide the labor or services, that person or another person would suffer bodily harm or physical restraint;</p> <p>(2) physically restraining or threatening to physically restrain a person;</p> <p>(3) abuse or threatened abuse of the legal process;</p> <p>(4) knowingly destroying, concealing, removing, confiscating, or possessing any actual or purported passport or other immigration document, or any other actual or purported government identification document, of another person; or</p> <p>(5) use of blackmail.</p>			
<i>Mississippi</i>	<p><u>Miss. Code Ann. § 97-3-54.4 – Definitions relating to human trafficking</u></p> <p>(e)“Forced labor or services” means labor or services that are performed or provided by</p>	<p><u>Miss. Code Ann. § 97-3-54.4 – Definitions relating to human trafficking</u></p> <p>(b) A person who knowingly subjects, or attempts to subject, another person to <b>forced labor or services</b> shall be guilty of the crime of procuring involuntary servitude.</p>	-	-

	another person and are obtained or maintained through coercion. <sup>46</sup>			
<b>Missouri</b>	<p><u>§566.200 R.S. Mo. – Definitions.</u></p> <p>(9) “Involuntary servitude or forced labor”, a condition of servitude induced by means of:</p> <p>(a) Any scheme, plan, or pattern of behavior intended to cause a person to believe that, if the person does not enter into or continue the servitude, such person or another person will suffer serious physical injury or physical restraint; or</p> <p>(b) The abuse or threatened abuse of the legal process.</p>			<p><u>§566.200 R.S. Mo. – Definitions.</u></p> <p>(11) “Peonage”, illegal and involuntary servitude in satisfaction of debt</p>
<b>Montana</b>		<p><b><u>MCA § 45-5-703</u></b></p> <p>A person commits the offense of involuntary servitude if the</p>		

<sup>46</sup> “Coerce” or “coercion” means: (i) Causing or threatening to cause bodily harm to any person, physically restraining or confining any person, or threatening to physically restrain or confine any person;

(ii) Exposing or threatening to expose any fact or information or disseminating or threatening to disseminate any fact or information that would tend to subject a person to criminal or immigration proceedings, hatred, contempt or ridicule;

(iii) Destroying, concealing, removing, confiscating or possessing any actual or purported passport or other immigration document, or any other actual or purported government identification document of any person;

(iv) Providing a controlled substance to a person for the purpose of compelling the person to engage in labor or sexual servitude against the person's will;

(v) Causing or threatening to cause financial harm to any person or using financial control over any person;

(vi) Abusing or threatening to abuse a position of power, the law, or legal process;

(vii) Using blackmail;

(viii) Using an individual's personal services as payment or satisfaction of a real or purported debt when: 1. the reasonable value of the services is not applied toward the liquidation of the debt; 2. the length of the services is not limited and the nature of the services is not defined; 3. the principal amount of the debt does not reasonably reflect the value of the items or services for which the debt is incurred; or 4. the individual is prevented from acquiring accurate and timely information about the disposition of the debt; or

(ix) Using any scheme, plan or pattern of conduct intended to cause any person to believe that, if the person did not perform the labor or services, that the person or another person would suffer serious harm or physical restraint. § 97-3-54.4. Definitions relating to human trafficking, MS ST § 97-3-54.4

		person purposely or knowingly uses coercion <sup>47</sup> to compel another person to provide labor or services, <sup>48</sup> unless the conduct is otherwise permissible under federal or state law.		
<i>Nebraska</i>	<u>Neb.Rev.St. § 28-830 – Human trafficking; forced labor or services; terms, defined</u> 5) Forced labor or services means labor or services that are performed or provided by another person and are obtained or maintained through: (a) Inflicting or threatening to inflict serious personal injury, as defined by section 28-318, <sup>49</sup> on another person; (b) Physically restraining or threatening to physically restrain the other person; (c) Abusing or threatening to abuse the legal process against			

<sup>47</sup> “Coercion” means:(a) the use or threat of force against, abduction of, serious harm to, or physical restraint of a person;

(b) the use of a plan, pattern, or statement with intent to cause a person to believe that failure to perform an act will result in the use of force against, abduction of, serious harm to, or physical restraint of a person;

(c) the abuse or threatened abuse of law or legal process;

(d) controlling or threatening to control a person's access to any substance defined as a dangerous drug pursuant to Title 50, chapter 32, parts 1 and 2;

(e) the actual or threatened destruction or taking of a person's identification document or other property;

(f) the use of debt bondage;

(g) the use of a person's physical or mental impairment when the impairment has a substantial adverse effect on the person's cognitive or volitional function; or (h) the commission of civil or criminal fraud. 45-5-701. Definitions, MT ST 45-5-701

<sup>48</sup> (7) “Labor or services” means activity having economic value 45-5-701. Definitions, MT ST 45-5-701

<sup>49</sup> Serious personal injury means great bodily injury or disfigurement, extreme mental anguish or mental trauma, pregnancy, disease, or loss or impairment of a sexual or reproductive organ; 28-318. Terms, defined, NE ST § 28-318

	<p>another person to cause arrest or deportation for violation of federal immigration law;</p> <p>(d) Controlling or threatening to control another person's access to a controlled substance listed in Schedule I, II or III of section 28-405;</p> <p>(e) Exploiting another person's substantial functional impairment as defined in section 28-368<sup>50</sup> or substantial mental impairment as defined in section 28-369;<sup>51</sup></p> <p>(f) Knowingly destroying, concealing, removing, confiscating, or possessing any actual or purported passport or other immigration document or any other actual or purported government identification document of the other person; or</p> <p>(g) Causing or threatening to cause financial harm to another person, including debt bondage.<sup>52</sup></p>			
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<sup>50</sup> Substantial functional impairment shall mean a substantial incapability, because of physical limitations, of living independently or providing self-care as determined through observation, diagnosis, investigation, or evaluation. 28-368. Substantial functional impairment, defined, NE ST § 28-368

<sup>51</sup> Substantial mental impairment shall mean a substantial disorder of thought, mood, perception, orientation, or memory that grossly impairs judgment, behavior, or ability to live independently or provide self-care as revealed by observation, diagnosis, investigation, or evaluation. 28-369. Substantial mental impairment, defined, NE ST § 28-369

<sup>52</sup> Debt bondage means inducing another person to provide: (a) Commercial sexual activity in payment toward or satisfaction of a real or purported debt; or (b) Labor or services in payment toward or satisfaction of a real or purported debt if: (i) The reasonable value of the labor or services is not applied toward the liquidation of the debt; or (ii) The length of the labor or services is not limited and the nature of the labor or services is not defined; 28-830. Human trafficking; forced labor or services; terms, defined, NE ST § 28-830

<i>Nevada</i>		<p><u>Nev. Rev. Stat. Ann. § 200.463 –<b>Involuntary servitude; penalties</b></u></p> <p>(1) A person who knowingly subjects, or attempts to subject, another person to <b>forced labor or services</b> by:</p> <p>(a) Causing or threatening to cause physical harm to any person;</p> <p>(b) Physically restraining or threatening to physically restrain any person;</p> <p>(c) Abusing or threatening to abuse the law or legal process;</p> <p>(d) Knowingly destroying, concealing, removing, confiscating or possessing any actual or purported passport or other immigration document, or any other actual or purported government identification document, of the person;</p> <p>(e) Extortion; or</p> <p>(f) Causing or threatening to cause financial harm to any person, is guilty of holding a person in <b>involuntary servitude</b>.</p>		
<i>New Hampshire</i>	<i>Not defined expressly as ‘forced labor’, but including all the relevant elements:</i>	-	-	<u>N.H. Rev. Stat. § 633:5 – Peonage</u>

	<p><u>N.H. Rev. Stat. § 633:7</u>  [... ] compelling a person against his or her will to perform a service or labor, including a commercial sex act or a sexually-explicit performance, for the benefit of another, where the compulsion is accomplished by any of the following means:</p> <p>(1) Causing or threatening to cause serious harm to any person.</p> <p>(2) Confining the person unlawfully as defined in <u>RSA 633:2</u>, II, or threatening to so confine the person.</p> <p>(3) Abusing or threatening abuse of law or legal process.</p> <p>(4) Destroying, concealing, removing, confiscating, or otherwise making unavailable to that person any actual or purported passport or other immigration document, or any other actual or purported government identification document.</p> <p>(5) Threatening to commit a crime against the person.</p> <p>(6) False promise relating to the terms and conditions of employment, education, marriage, or financial support.</p> <p>(7) Threatening to reveal any information sought to be kept concealed by the person which relates to the person's legal status</p>			<p>[...] holding a victim in a condition of <b>involuntary servitude</b> in satisfaction of a debt owed to the actor. In this section, "involuntary servitude" means a condition of servitude in which the victim is forced to work for the actor by the use or threat of physical restraint or physical injury, or by the use or threat of coercion through law or the legal process.</p>
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	<p>or which would expose the person to criminal liability.</p> <p>(8) Facilitating or controlling the person's access to an addictive controlled substance.</p> <p>(9) Engaging in any scheme, plan, or pattern, whether overt or subtle, intended to cause the person to believe that, if he or she did not perform such labor, services, commercial sex acts, or sexually explicit performances, that such person or any person would suffer serious harm or physical restraint.</p> <p>(10) Withholding or threatening to withhold food or medication that the actor has an obligation or has promised to provide to the person.</p> <p>(11) Coercing a person to engage in any of the foregoing acts by requiring such in satisfaction of a debt owed to the actor.</p>			
<i>New Jersey</i>	<p><b><i>Not expressly defined, inferred from the offence of human trafficking:</i></b>  <u>N.J. Stat. § 2C:13-8</u>  [... ] labor or services provided or obtained:  (a) by <u>causing or threatening to cause</u> serious bodily harm or physical restraint against the person or any other person;</p>	<p><b><i>Does not define involuntary servitude, but mentions it in the context of criminal restraint</i></b>  <u>N.J. Stat. § 2C:13-2—</u>  <u>Criminal restraint</u>  Criminal restraint 2C:13-2.  A person commits a crime of the third degree if he knowingly:</p>	-	-



	<p>(b) by means of any scheme, plan, or pattern intended to cause the person to believe that the person or any other person would suffer serious bodily harm or physical restraint;</p> <p>(c) by committing a violation of <u>N.J.S.2C:13-5</u> against the person;</p> <p>(d) by destroying, concealing, removing, confiscating, or possessing any passport, immigration-related document as defined in section 1 of <u>P.L.1997, c. 1 (C.2C:21-31)</u>, or other document issued by a governmental agency to any person which could be used as a means of verifying the person's identity or age or any other personal identifying information;</p> <p>(e) by means of the abuse or threatened abuse of the law or legal process;</p> <p>(f) by means of fraud, deceit, or misrepresentation against the person; or</p> <p>(g) by facilitating access to a controlled dangerous substance or controlled substance analog as set forth in chapter 35 of Title 2C of the New Jersey Statutes</p>	<p>(b) Holds another in a condition of <b>involuntary servitude</b>.</p>		
<i>New Mexico</i>	<i>No definition, but may be inferred from the content of human trafficking</i>	-	-	-

	<p><u>N.M. Stat. Ann. § 30-52-1 – Human trafficking</u></p> <p>(a) Human trafficking consists of a person knowingly:</p> <p>(1) recruiting, soliciting, enticing, transporting or obtaining by any means another person with the intent or knowledge that <b>force, fraud or coercion will be used to subject the person to labor, services</b> or commercial sexual activity;</p>			
<i>New York</i>	<p><u>NY CLS Penal § 135.35 – Labor trafficking</u></p> <p>A person is guilty of labor trafficking if he or she compels or induces another to engage in labor or recruits, entices, harbors, or transports such other person by means of intentionally:</p> <p>[...]</p> <p>(2) requiring that the labor be performed to retire, repay, or service a real or purported debt that the actor has caused by a systematic ongoing course of conduct with intent to defraud such person; [...]</p> <p>(4) using <b>force</b> or engaging in any scheme, plan or pattern to compel or induce such person to engage in or continue to engage in <b>labor activity</b> by means of instilling a fear in such person...</p>	-	-	-
<i>North Carolina</i>	-	<p><u>N.C. Gen. Stat. § 14-43.10 – Definitions</u></p>	-	-

		<p>(3) <b>Involuntary servitude.</b>  -- The term includes the following:  a. The performance of labor, whether or not for compensation, or whether or not for the satisfaction of a debt; and  b. By deception,<sup>53</sup> coercion,<sup>54</sup> or intimidation using violence or the threat of violence or by any other means of coercion or intimidation.</p>		
<i>North Dakota</i>	<p><u>N.D. Cent. Code § 12.1-41-03</u>   A person commits the offense of forced labor if the person knowingly uses coercion<sup>55</sup> to</p>	-	-	-

<sup>53</sup> Deception.--The term includes all of the following: a. Creating or confirming another's impression of an existing fact or past event that is false and which the accused knows or believes to be false. b. Maintaining the status or condition of a person arising from a pledge by that person of his or her personal services as security for a debt, if the value of those services as reasonably assessed is not applied toward the liquidation of the debt or the length and nature of those services are not respectively limited and defined, or preventing a person from acquiring information pertinent to the disposition of such debt. c. Promising benefits or the performance of services that the accused does not intend to deliver or perform or knows will not be delivered or performed. § 14-43.10. Definitions, NC ST § 14-43.10

<sup>54</sup> Coercion.--The term includes all of the following: a. Causing or threatening to cause bodily harm to any person, physically restraining or confining any person, or threatening to physically restrain or confine any person. b. Exposing or threatening to expose any fact or information that if revealed would tend to subject a person to criminal or immigration proceedings, hatred, contempt, or ridicule. c. Destroying, concealing, removing, confiscating, or possessing any actual or purported passport or other immigration document, or any other actual or purported government identification document, of any person.d. Providing a controlled substance, as defined by G.S. 90-87, to a person. § 14-43.10. Definitions, NC ST § 14-43.10

<sup>55</sup> “Coercion” means:

- a. The use or threat of force against, abduction of, serious harm to, or physical restraint of, an individual;
- b. The use of a plan, pattern, or statement with intent to cause an individual to believe that failure to perform an act will result in the use of force against, abduction of, serious harm to, or physical restraint of, an individual;
- c. The abuse or threatened abuse of law or legal process;

	compel an individual to provide labor or services, except when that conduct is permissible under federal law or law of this state other than this chapter.			
<i>Ohio</i>	-	<u>ORC Ann. § 2905.31(A)</u> <u>Involuntary Servitude</u> (A) “ <b>Involuntary servitude</b> ” means being compelled to perform labor or services for another against one's will.	-	-
<i>Oklahoma</i>	<i>Does not define forced labor, although it punishes human trafficking for labor (21 Okl.St. § 748)</i>	-	-	-
<i>Oregon</i>	-	<u>O.R.S. § 163.263 –</u> <u>Subjecting another person to involuntary servitude in the second degree</u> (1) A person commits the crime of subjecting another person to <b>involuntary servitude</b> in the second degree if the person knowingly and without lawful authority forces or attempts to force the other person to engage in services <sup>56</sup>	-	-

- d. Controlling or threatening to control an individual's access to a controlled substance as defined in section 19-03.1-01;
- e. The destruction or taking of or the threatened destruction or taking of an individual's identification document or other property;
- f. The use of debt bondage;
- g. The use of an individual's physical or mental impairment when the impairment has a substantial adverse effect on the individual's cognitive or volitional function; or
- h. The commission of civil or criminal fraud. § 12.1-41-01. Definitions, ND ST 12.1-41-01

<sup>56</sup> “Services” means activities performed by one person under the supervision or for the benefit of another person. 163.261. “Services” defined, OR ST § 163.261

		<p>by:</p> <ul style="list-style-type: none"> <li>(a) Abusing or threatening to abuse the law or legal process;</li> <li>(b) Destroying, concealing, removing, confiscating or possessing an actual or purported passport or immigration document or another actual or purported government identification document of a person;</li> <li>(c) Threatening to report a person to a government agency for the purpose of arrest or deportation;</li> <li>(d) Threatening to collect an unlawful debt; or</li> <li>(e) Instilling in the other person a fear that the actor will withhold from the other person the necessities of life, including but not limited to lodging, food and clothing.</li> </ul> <p><u>O.R.S. § 163.264 –</u>  <u>Subjecting another person to <b>involuntary servitude</b> in the first degree</u></p> <p>(1) A person commits the crime of subjecting another person to <b>involuntary servitude</b> in the first degree if the person knowingly and without lawful authority forces or attempts to force the other</p>		
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		<p>person to engage in services by:</p> <ul style="list-style-type: none"> <li>(a) Causing or threatening to cause the death of or serious physical injury to a person; or</li> <li>(b) Physically restraining or threatening to physically restrain a person.</li> </ul>		
<i>Pennsylvania</i>	-	<p><u>18 Pa.C.S. § 3012 – Involuntary servitude</u></p> <p><b>(a)</b> [...] if the person knowingly, through any of the means described in subsection (b), subjects an individual to labor <b>servitude</b> or sexual <b>servitude</b>, except where the conduct is permissible under Federal or State law other than this chapter.</p> <p><b>(b) Means of subjecting an individual to involuntary servitude.--</b>A person may subject an individual to <b>involuntary servitude</b> through any of the following means:</p> <ul style="list-style-type: none"> <li>(1) Causing or threatening to cause serious harm to any individual.</li> <li>(2) Physically restraining or threatening to physically restrain another individual.</li> <li>(3) Kidnapping or attempting to kidnap any individual.</li> <li>(4) Abusing or</li> </ul>	-	-

		<p>threatening to abuse the legal process.</p> <p>(5) Taking or retaining the individual's personal property or real property as a means of coercion.</p> <p>(6) Engaging in unlawful conduct with respect to documents, as defined in section 3014 (relating to unlawful conduct regarding documents).</p> <p>(7) Extortion.</p> <p>(8) Fraud.</p> <p>(9) Criminal coercion, as defined in section 2906 (relating to criminal coercion).</p> <p>(10) Duress, through the use of or threat to use unlawful force against the person or another.</p> <p>(11) Debt coercion.</p> <p>(12) Facilitating or controlling the individual's access to a controlled substance.</p> <p>(13) Using any scheme, plan or pattern intended to cause the individual to believe that, if the individual does not perform the labor, services, acts or performances, that individual or another individual will suffer serious harm or physical restraint.</p>		
<b>Rhode Island</b>	<u>R.I. Gen. Laws § 11-67.1-4</u>	-	-	-

	Labor or services <sup>57</sup> a person is compelled to provide under coercion. <sup>58</sup>			
<b>South Carolina</b>	<p><u>S.C. Code. Ann. §16-3-2010</u>  “Forced labor” means any type of labor or services performed or provided by a person rendered through another person's coercion of the person providing the labor or services.  This definition does not include labor or services performed or provided by a person in the custody of the Department of Corrections or a local jail, detention center, or correctional facility.</p>	<p><u>S.C. Code. Ann. §16-3-2010</u>  “<b>Involuntary servitude</b>” means a condition of <b>servitude</b> induced through coercion.</p>	-	-
<b>South Dakota</b>	<p><i>S.D. Codified Laws § 22-49-1 – Human trafficking prohibited mentions both forced labor and involuntary servitude, but does not define them</i></p>	<p><i>S.D. Codified Laws § 22-49-1 – Human trafficking prohibited mentions both forced labor and involuntary servitude, but does not define them</i></p>	-	-

<sup>57</sup> “Labor or services” means activity having economic value. § 11-67.1-2. Definitions, RI ST § 11-67.1-2.

<sup>58</sup> “Coercion” means: (i) The use or threat of force against, abduction of, serious harm to, or physical restraint of, an individual; (ii) The use of a plan, pattern, or statement with intent to cause an individual to believe that failure to perform an act will result in the use of force against, abduction of, serious harm to, or physical restraint of, an individual; (iii) The abuse or threatened abuse of law or legal process; (iv) Controlling or threatening to control an individual's access to a controlled substance as defined in § 21-28-1.02; (v) The destruction or taking of or a threatened destruction or taking of an individual's identification document or other property; (vi) The use of debt bondage; (vii) The use of an individual's physical or mental impairment when the impairment has a substantial adverse effect on the individual's cognitive or volitional function; or (viii) The commission of civil or criminal fraud. § 11-67.1-2. Definitions, RI ST § 11-67.1-2



<p><b>Tennessee</b></p>	<p><u>Tenn. Code Ann. § 39-13-301</u>  (7) “Forced labor or services” means labor or services that are performed or provided by another person and are obtained or maintained through the defendant's:  (A) Causing or threatening to cause serious harm to any person;  (B) Physically restraining or threatening to physically restrain another person;  (C) Abusing or threatening to abuse the law or legal process;  (D) Knowingly destroying, concealing, removing, confiscating or possessing any actual or purported passport or other immigration document, or any other actual or purported government identification document, of another person;  (E) Blackmail; or</p>	<p><u>Tenn. Code Ann. § 39-13-301</u>  (8) “Involuntary servitude” means the condition of a person who is compelled by force, coercion<sup>59</sup> or imprisonment and against the person's will to labor for another, whether paid or not;</p>	<p>-</p>	<p>-</p>
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<sup>59</sup> “Coercion” means:

- (A) Causing or threatening to cause bodily harm to any person, physically restraining or confining any person or threatening to physically restrain or confine any person;
  - (B) Exposing or threatening to expose any fact or information that, if revealed, would tend to subject a person to criminal or immigration proceedings, hatred, contempt or ridicule;
  - (C) Destroying, concealing, removing, confiscating or possessing any actual or purported passport or other immigration document, or any other actual or purported government identification document, of any person; or
  - (D) Providing a controlled substance, as defined in § 39-17-402, or a controlled substance analogue, as defined in § 39-17-454, to a person; § 39-13-301.
- Definitions, TN ST § 39-13-301

	(F) Causing or threatening to cause financial harm to in order to exercise financial control over any person.			
<i>Texas</i>	<u>Tex. Penal Code § 20A.01 – Trafficking of Persons</u> (2) " <b>Forced labor or services</b> " means labor or services, other than labor or services that constitute sexual conduct, that are performed or provided by another person and obtained through an actor's use of force, fraud, or coercion. <sup>60</sup>	-	-	-
<i>Utah</i>	<u>Utah Code Ann. § 76-5-308 – Human trafficking – Human smuggling</u> Any labor obtained through force, fraud or coercion. (1) [...] force, fraud, or coercion may include:	-	-	-

<sup>60</sup> (1-a) "Coercion" as defined by Section 1.07 includes:

(A) destroying, concealing, confiscating, or withholding from a trafficked person, or threatening to destroy, conceal, confiscate, or withhold from a trafficked person, the person's actual or purported:

- (i) government records; or
- (ii) identifying information or documents;

(B) causing a trafficked person, without the person's consent, to become intoxicated, as defined by Section 49.01, to a degree that impairs the person's ability to appraise the nature of or resist engaging in any conduct, including performing or providing labor or services; or

(C) withholding alcohol or a controlled substance to a degree that impairs the ability of a trafficked person with a chemical dependency, as defined by Section 462.001, Health and Safety Code, to appraise the nature of or resist engaging in any conduct, including performing or providing labor or services. § 20A.01.

Definitions, TX PENAL § 20A.01

	<p>(a) threatening serious harm to, or physical restraint against, that person or a third person;</p> <p>(b) destroying, concealing, removing, confiscating, or possessing any passport, immigration document, or other government-issued identification document;</p> <p>(c) abusing or threatening abuse of the law or legal process against the person or a third person;</p> <p>(d) using a condition of a person being a debtor due to a pledge of the debtor's personal services or the personal services of a person under the control of the debtor as a security for debt where the reasonable value of the services is not applied toward the liquidation of the debt or the length and nature of those services are not respectively limited and defined;</p> <p>(e) using a condition of servitude by means of any scheme, plan, or pattern intended to cause a person to believe that if the person did not enter into or continue in a condition of servitude, that person or a third person would suffer serious harm or physical restraint, or would be threatened with abuse of legal process; or</p>			
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	(f) creating or exploiting a relationship where the person is dependent on the actor.			
<i>Vermont</i>	<u>13 V.S.A. § 2651 – Definitions</u> (7) “ <b>Labor servitude</b> ” means labor or services performed or provided by a person which are induced or maintained through force, fraud, or coercion. “Labor servitude” shall not include labor or services performed by a family member of a person who is engaged in the business of farming as defined in <u>10 V.S.A. § 6001(22)</u> unless force, fraud, or coercion <sup>61</sup> is used.	-	-	-
<i>Virginia</i>	<i>Va. Code Ann. § 18.2-47 mentions “forced labor or services” in the context of “abduction”, but does not define forced labor</i>	-	-	-

<sup>61</sup> “Coercion” means:

- (A) threat of serious harm, including physical or financial harm, to or physical restraint against any person;
- (B) any scheme, plan, or pattern intended to cause a person to believe that failure to perform an act would result in serious bodily or financial harm to or physical restraint of any person;
- (C) the abuse or threatened abuse of law or the legal process;
- (D) withholding, destroying, or confiscating any actual or purported passport, immigration document, or any other government identification document of another person;
- (E) providing a drug, including alcohol, to another person with the intent to impair the person's judgment or maintain a state of chemical dependence;
- (F) wrongfully taking, obtaining, or withholding any property of another person;
- (G) blackmail;
- (H) asserting control over the finances of another person;
- (I) debt bondage; or
- (J) withholding or threatening to withhold food or medication. § 2651. Definitions, VT ST T. 13 § 2651

<b>Washington</b>	<u>Rev. Code Wash. § 9A.40.010 – Definitions</u> (3) “Forced labor” means knowingly providing or obtaining labor or services of a person by: (a) Threats of serious harm to, or physical restraint against, that person or another person; or (b) means of any scheme, plan, or pattern intended to cause the person to believe that, if the person did not perform such labor or services, that person or another person would suffer serious harm or physical restraint.	<u>Rev. Code Wash. § 9A.40.010 – Definitions</u> (4) “ <b>Involuntary servitude</b> ” means a condition of <b>servitude</b> in which the victim was forced to work by the use or threat of physical restraint or physical injury, by the use of threat of coercion through law or legal process, or as set forth in RCW 9A.40.110. <sup>62</sup> For the purposes of this subsection, “coercion” has the same meaning as provided in RCW 9A.36.070 <sup>63</sup>	-	-
<b>West Virginia</b>	<u>W. Va. Code, § 61-14-1</u> (5) “ <b>Forced labor or services</b> ” means labor or services that are performed or provided by another person and are obtained or maintained through the following: (A) Threat, either implicit or explicit, deception or fraud, scheme, plan, or	-	-	-

<sup>62</sup> (1) A person is guilty of coercion of involuntary servitude if he or she coerces, as defined in RCW 9A.36.070, another person to perform labor or services by:  
(a) Withholding or threatening to withhold or destroy documents relating to a person's immigration status; or  
(b) Threatening to notify law enforcement officials that a person is present in the United States in violation of federal immigration laws.  
(2) Coercion does not include reports to law enforcement that a person is present in the United States in violation of federal immigration laws.  
(3) A person may commit coercion of involuntary servitude regardless of whether the person provides any sort of compensation or benefits to the person who is coerced. 9A.40.110. Coercion of involuntary servitude, WA ST 9A.40.110

<sup>63</sup> (1) A person is guilty of coercion if by use of a threat he or she compels or induces a person to engage in conduct which the latter has a legal right to abstain from, or to abstain from conduct which he or she has a legal right to engage in. 9A.36.070. Coercion, WA ST 9A.36.070

	<p>pattern, or other action intended to cause a person to believe that, if the person did not perform or provide the labor or services that person or another person would suffer serious bodily harm, physical restraint or deportation.</p> <p>(B) Physically restraining or threatening to physically restrain a person;</p> <p>(C) Abuse or threatened abuse of the legal process; or</p> <p>(D) Knowingly destroying, concealing, removing, confiscating, or possessing any actual or purported passport or other immigration document, or any other actual or purported government identification document, of another person.</p> <p><i>Provided, That “forced labor” does not mean labor or services required to be performed by a person in compliance with a court order or as a required condition of probation, parole, or imprisonment.</i></p> <p>As applied in this article, forced labor shall not include labor, work or services provided by a minor to the minor's parent, legal custodian or legal guardian, so long as the legal guardianship or custody of the minor was not</p>			
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	obtained for the purpose of compelling the minor to participate in commercial sex acts or sexually explicit performance, or perform forced labor or services; nor shall it include physical restraint of a minor, or the threat of physical restraint to a minor, by his or her parents, legal custodian or legal guardian if conducted in an otherwise lawful manner and for the purpose of discipline, supervision or teaching.			
<b>Wisconsin</b>	-	-	-	-
<b>Wyoming</b>	<p><u>Wyo. Stat. § 6-2-704 – Forced labor or servitude; penalty.</u></p> <p>(a) A person is guilty of forced labor or servitude when the person intentionally, knowingly or recklessly uses coercion, deception or fraud to compel an individual to provide forced services.</p> <p><u>Wyo. Stat. § 6-2-701 – Definitions</u></p> <p>(vi) “Forced services<sup>64</sup>” means services performed or provided by a person that are obtained or maintained by</p>	-	-	-

<sup>64</sup> “Services” means activities resulting from a relationship between a person and the actor in which the person performs activities under the supervision of or for the benefit of the actor. § 6-2-701. Definitions, WY ST § 6-2-701

	<p>another person who:</p> <p>(A) Causes or threatens to cause serious harm to any person;</p> <p>(B) Physically restrains or threatens to physically restrain another person;</p> <p>(C) Abuses or threatens to abuse the law or legal process;</p> <p>(D) Knowingly destroys, conceals, removes or confiscates any actual or purported passport or other immigration document, or any other actual or purported government identification document, of another person;</p> <p>(E) Engages in blackmail; or</p> <p>(F) Causes or threatens to cause financial harm to any person.</p> <p>(vii) "Identification document" includes a passport, driver's license, immigration document, travel document and any other government issued identification document;</p>			
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