

AN ACT

relating to human trafficking prevention, including training for first responders, disclosure of human trafficking information by certain health care facilities, and protection for facility employees who report human trafficking.

BE IT ENACTED BY THE LEGISLATURE OF THE STATE OF TEXAS:

SECTION 1. Subtitle A, Title 9, Health and Safety Code, is amended by adding Chapter 763 to read as follows:

CHAPTER 763. HUMAN TRAFFICKING PREVENTION TRAINING

SUBCHAPTER A. TRAINING FOR FIRST RESPONDERS

Sec. 763.001. DEFINITIONS. In this subchapter:

(1) "Commission" means the Health and Human Services Commission.

(2) "Executive commissioner" means the executive commissioner of the Health and Human Services Commission.

(3) "First responder" means a public safety employee whose duties include responding rapidly to an emergency. The term:

(A) includes:

(i) fire protection personnel, as defined by Section 419.021, Government Code; and

(ii) emergency medical services personnel, as defined by Section 773.003; and

(B) does not include:

(i) volunteer emergency services

1 personnel;

2 (ii) an emergency medical services
3 volunteer, as defined by Section 773.003; or

4 (iii) a peace officer or reserve law
5 enforcement officer, as those terms are defined by Section
6 1701.001, Occupations Code, who is performing law enforcement
7 duties.

8 (4) "Human trafficking" means conduct that
9 constitutes an offense under Section 20A.02, Penal Code.

10 Sec. 763.002. REQUIRED HUMAN TRAFFICKING TRAINING. A first
11 responder, within the time prescribed by commission rule, shall
12 successfully complete a training course approved by the executive
13 commissioner on identifying, assisting, and reporting victims of
14 human trafficking.

15 Sec. 763.003. TRAINING COURSE APPROVAL. (a) The executive
16 commissioner shall:

17 (1) approve training courses on human trafficking
18 prevention, including at least one course available without charge;
19 and

20 (2) post a list of the approved training courses on the
21 commission's Internet website.

22 (b) The executive commissioner shall update the list of
23 approved training courses described by Subsection (a) as necessary
24 and consider for approval training courses conducted by health care
25 facilities.

26 SECTION 2. Section 241.011, Health and Safety Code, is
27 amended to read as follows:

1 Sec. 241.011. HUMAN TRAFFICKING SIGNS REQUIRED. (a) An
2 emergency department of a hospital shall display a sign, at least 11
3 inches by 17 inches in size, written in at least a 16-point font and
4 in the form prescribed by the attorney general, that includes:

5 (1) the following statements:

6 (A) "All health care practitioners and first
7 responders are required to receive human trafficking prevention
8 training."; and

9 (B) "A hospital employee may not be disciplined,
10 retaliated against, or otherwise discriminated against for
11 reporting in good faith a suspected act of human trafficking.";

12 (2) information on recognizing and reporting human
13 trafficking and a list of human trafficking indicators;

14 (3) a phone number the attorney general designates for
15 reporting a suspected act of human trafficking; and

16 (4) contact information for reporting suspicious
17 activity to the Department of Public Safety.

18 (b) The sign described by Subsection (a) must be posted:

19 (1) in a location easily visible to all hospital
20 employees; and

21 (2) separately in English, Spanish, and any other
22 primary language spoken by 10 percent or more of the hospital's
23 employees ~~[separate signs, in English and Spanish, that comply with~~
24 ~~Section 245.025 as if the hospital is an abortion facility]~~.

25 SECTION 3. Subchapter A, Chapter 241, Health and Safety
26 Code, is amended by adding Section 241.0115 to read as follows:

27 Sec. 241.0115. DISCRIMINATION AND RETALIATION PROHIBITED.

1 A hospital may not discipline, retaliate against, or otherwise
2 discriminate against a hospital employee who in good faith reports
3 a suspected act of human trafficking to the hospital, a law
4 enforcement agency, the National Human Trafficking Resource
5 Center, the attorney general, or any other appropriate authority.

6 SECTION 4. Subchapter D, Chapter 254, Health and Safety
7 Code, is amended by adding Sections 254.161 and 254.162 to read as
8 follows:

9 Sec. 254.161. HUMAN TRAFFICKING SIGNS REQUIRED. (a) A
10 freestanding emergency medical care facility shall display a sign,
11 at least 11 inches by 17 inches in size, written in at least a
12 16-point font and in the form prescribed by the attorney general,
13 that includes:

14 (1) the following statements:

15 (A) "All health care practitioners and first
16 responders are required to receive human trafficking prevention
17 training."; and

18 (B) "A freestanding emergency medical care
19 facility employee may not be disciplined, retaliated against, or
20 otherwise discriminated against for reporting in good faith a
21 suspected act of human trafficking.";

22 (2) information on recognizing and reporting human
23 trafficking and a list of human trafficking indicators;

24 (3) a phone number the attorney general designates for
25 reporting a suspected act of human trafficking; and

26 (4) contact information for reporting suspicious
27 activity to the Department of Public Safety.

1 (b) The sign described by Subsection (a) must be posted:

2 (1) in a location easily visible to all facility
3 employees; and

4 (2) separately in English, Spanish, and any other
5 primary language spoken by 10 percent or more of the facility's
6 employees.

7 Sec. 254.162. DISCRIMINATION AND RETALIATION PROHIBITED. A
8 freestanding emergency medical care facility may not discipline,
9 retaliate against, or otherwise discriminate against a facility
10 employee who in good faith reports a suspected act of human
11 trafficking to the facility, a law enforcement agency, the National
12 Human Trafficking Resource Center, the attorney general, or any
13 other appropriate authority.

14 SECTION 5. As soon as practicable after the effective date
15 of this Act, the executive commissioner of the Health and Human
16 Services Commission shall approve and post on the commission's
17 Internet website the list of approved human trafficking prevention
18 training courses and adopt rules necessary to implement Subchapter
19 A, Chapter 763, Health and Safety Code, as added by this Act.

20 SECTION 6. As soon as practicable after the effective date
21 of this Act, the attorney general shall design the sign required by
22 Section 241.011, Health and Safety Code, as amended by this Act, and
23 Section 254.161, Health and Safety Code, as added by this Act.

24 SECTION 7. This Act takes effect September 1, 2025.

President of the Senate

Speaker of the House

I certify that H.B. No. 742 was passed by the House on April 24, 2025, by the following vote: Yeas 145, Nays 1, 2 present, not voting.

Chief Clerk of the House

I certify that H.B. No. 742 was passed by the Senate on May 23, 2025, by the following vote: Yeas 31, Nays 0.

Secretary of the Senate

APPROVED: _____

Date

Governor