**BILL ANALYSIS**

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| Senate Research Center | H.B. 754 |
| 89R2683 MCF-F | By: Thompson; Plesa (Parker) |
|  | Health & Human Services |
|  | 5/9/2025 |
|  | Engrossed |

**AUTHOR'S / SPONSOR'S STATEMENT OF INTENT**

Human trafficking remains a pervasive issue in Texas, with victims often seeking medical care in healthcare facilities without being identified or offered assistance. Medical assistants, who frequently interact with patients in clinical settings, are in a unique position to recognize signs of trafficking. However, many lack the necessary training to identify and respond to these cases effectively. Additionally, healthcare employees may fear retaliation if they report suspected trafficking, creating a barrier to intervention. Without clear training requirements and legal protections for whistleblowers, opportunities to assist victims and hold traffickers accountable are often missed.

H.B. 754 enhances human trafficking prevention efforts by requiring medical assistants to complete approved training on identifying, assisting, and reporting trafficking victims. The bill mandates that healthcare facilities display signage with information on recognizing trafficking, reporting procedures, and protections for employees who report suspected cases in good faith. To further safeguard whistleblowers, the bill prohibits healthcare facilities from retaliating against employees who report suspected human trafficking to law enforcement or other appropriate authorities. By implementing these measures, H.B. 754 strengthens awareness, ensures that medical professionals are equipped to identify trafficking victims, and protects those who take action to combat human trafficking.

H.B. 754 amends current law relating to human trafficking prevention, including training for medical assistants, disclosure of human trafficking information by certain health care facilities, and protection for facility employees who report human trafficking.

**RULEMAKING AUTHORITY**

Rulemaking authority is expressly granted to the executive commissioner of the Health and Human Services Commission in SECTION 4 of this bill.

**SECTION BY SECTION ANALYSIS**

SECTION 1. Amends Subtitle G, Title 4, Health and Safety Code, by adding Chapter 328, as follows:

CHAPTER 328. HUMAN TRAFFICKING PREVENTION IN CERTAIN FACILITIES

Sec. 328.001. DEFINITIONS. Defines "facility" and "medical assistant."

Sec. 328.002. HUMAN TRAFFICKING SIGNS REQUIRED. (a) Requires a facility to display a sign, at least 11 inches by 17 inches in size, written in at least a 16-point font and in the form prescribed by the attorney general, that includes certain information. Sets forth the language required to be included on the sign.

(b) Requires that the sign described by Subsection (a) be posted in a location easily visible to all facility employees and separately in English, Spanish, and any other primary language spoken by 10 percent or more of the facility's employees.

Sec. 328.003. DISCRIMINATION AND RETALIATION PROHIBITED. Prohibits a facility from disciplining, retaliating against, or otherwise discriminating against a facility employee who in good faith reports a suspected act of human trafficking to the facility, a law enforcement agency, the National Human Trafficking Resource Center, the attorney general, or another appropriate authority.

SECTION 2. Amends Subtitle A, Title 9, Health and Safety Code, by adding Chapter 763, as follows:

CHAPTER 763. HUMAN TRAFFICKING PREVENTION TRAINING

SUBCHAPTER A. TRAINING FOR MEDICAL ASSISTANTS

Sec. 763.001. DEFINITIONS. Defines "commission," "executive commissioner," "human trafficking," and "medical assistant."

Sec. 763.002. REQUIRED HUMAN TRAFFICKING TRAINING. Requires a medical assistant, within the time prescribed by Health and Human Services Commission (HHSC) rule, to successfully complete a training course approved by the executive commissioner of HHSC (executive commissioner) on identifying, assisting, and reporting victims of human trafficking.

Sec. 763.003. TRAINING COURSE APPROVAL. (a) Requires the executive commissioner to approve training courses on human trafficking prevention, including at least one course available without charge, and post a list of the approved training courses on HHSC's Internet website.

(b) Requires the executive commissioner to update the list of approved training courses described by Subsection (a) as necessary and consider for approval training courses conducted by health care facilities.

SECTION 3. Requires the attorney general, as soon as practicable after the effective date of this Act, to design the sign required by Section 328.002, Health and Safety Code, as added by this Act.

SECTION 4. Requires the executive commissioner, as soon as practicable after the effective date of this Act, to approve and post on HHSC's Internet website the list of approved human trafficking prevention training courses and adopt rules necessary to implement Subchapter A, Chapter 763, Health and Safety Code, as added by this Act.

SECTION 5. Effective date: September 1, 2025.