



Sex Trafficking and Buying Sexual Services Policy

Purpose:

King County is committed to equity and social justice, which includes demonstrating the value of basic human life. Knowing that people, particularly women and girls of color, are the victims of human trafficking, the County's ESJ commitment includes standing against sexual exploitation, including sex trafficking and buying sex. Sex trafficking and buying sex creates a greater demand for human trafficking victims and results in an increase in the number of children and young people trafficked into commercial sex slavery. This policy has been developed to reinforce the County's existing policies and rules regarding employee conduct and, to support the County's overall commitment to ending human trafficking.

Policy:

King County is ultimately measured by the conduct of those who work on its behalf. For that reason, King County's policies and practices already require its employees to demonstrate the highest standards of ethics and personal integrity. Sexual exploitation and/or sexual abuse, which include the act of buying sex, will not be tolerated.

Definitions:

- **Sexual Exploitation:** Means any actual or attempted abuse for sexual purposes of a person in a position of vulnerability, differential power, or trust. This definition includes commercial sex, which is the practice of buying or selling sexual acts.
- **Buying and Selling Sex:** Exchanging money, employment, or goods or services for sexual services, including commercial sexual abuse of a minor, prostitution, escorts, adult clubs, erotic entertainment, and pornography.

Guidelines:

Employees are prohibited from using county work time, resources, equipment or property/facilities to engage in sexual exploitation or to buy or sell sex as follows:

1. Under the county travel, meal, and expense policy ([PER 17-1-3 \(AEP\)](#)), employees are prohibited from buying sex on county expense accounts or while travelling on county business.
2. Under the county Information Technology Policy (ITG- P-08-02-01), employees are prohibited from using work property (including buildings, parking lots, computers, telephones, vehicles, or any other county property) to engage in sexual exploitation, or to buy or sell sex. Included in this prohibition are:

- a. Viewing or searching online advertisements for commercial sex using county equipment.
 - b. Viewing or searching websites where adult entertainment is offered, whether or not for sale, using county equipment.
 - c. Soliciting prostitution while on or while using county property.
 - d. County employees, including those in the King County Sheriff's Office, and the Prosecuting Attorney's Office performing legitimate work-related functions, may be excluded from these prohibitions for work-related reasons with prior approval.
3. Under the county Code of Ethics (KCC 3.04), employees are prohibited from sexual exploitation, and buying or selling sex during work time or while on county business. Included in this prohibition are:
- a. Viewing or searching online advertisements for commercial sex during work hours.
 - b. Viewing or searching websites where adult entertainment is offered, whether or not for sale, during work hours.
 - c. Soliciting prostitution during work hours.
 - d. Exchanging money, employment, goods, or services for sex or sexual acts.

Reporting and disciplinary action is outlined in the Code of Ethics.

Procedures for Notice:

1. The County will inform employees about this policy by posting it online at:
<http://www.kingcounty.gov/audience/employees/policy-forms/hr-policies.aspx#personnel>
2. The County will incorporate training on this value and on this policy in New Employee Orientation.

Violations:

Employees who violate this policy will be subject to disciplinary action, up to and including termination.