The House Committee on Economic Development and Tourism offers the following substitute to HB 490:

A BILL TO BE ENTITLED

AN ACT

To amend Article 1 of Chapter 21 of Title 43 of the Official Code of Georgia Annotated, relating to rights, duties, and liabilities of innkeepers, so as to provide for a required human trafficking training program for inns and short-term rental properties; to provide for definitions; to provide for training policies and procedures; to provide for the retention of certain records; to provide for limitations; to provide for penalties; to provide an effective date; to provide a short title; to provide for related matters; to repeal conflicting laws; and for other purposes.

BE IT ENACTED BY THE GENERAL ASSEMBLY OF GEORGIA:

SECTION 1.

This Act shall be known and may be cited as the "Georgia Human Trafficking Prevention Training Act."

SECTION 2.

Article 1 of Chapter 21 of Title 43 of the Official Code of Georgia Annotated, relating to rights, duties, and liabilities of innkeepers, is amended by adding a new Code section to read as follows:

16 ″43-21-16.

17 (a) As used in this Code section, the term:

18 (1) 'Department' means the office of the Attorney General.

19 (2) 'Hosting platform' means an electronic platform used by a rental operator to advertise
20 or facilitate the rental of a short-term rental property.

21 (3) 'Human trafficking' means an offense provided for in Code Section 16-5-46. Such
22 term shall include the use of force, fraud, or coercion to obtain some type of labor or
23 commercial sex act as defined in 22 U.S.C. Section 7102.

24 (4) 'Human trafficking awareness training' means a course developed or approved by the
25 department, in consultation with the Georgia Hotel and Lodging Association, the
26 Criminal Justice Coordinating Council, and hosting platforms.

27 (5) 'Short-term rental property' means a residential unit used or offered for tourist or
28 transient use through a hosting platform by a property owner who limits the use of a
29 third-party management service to no more than 15 days per calendar year.

30 (6) 'Third-party managed short-term rental property' means a short-term rental property
31 whose operations, including but not limited to marketing, guest communications,
32 check-in procedures, cleaning, or maintenance, are conducted by a person or entity other
33 than the property owner. A property shall be considered third-party managed if such
34 services are provided by a property management company, rental management service,
35 or any other commercial entity operating on behalf of the owner for compensation.

36 (b)(1) All on-site employees of an inn and every operator of a third-party managed
37 short-term rental property in this state shall be required to receive annual human
38 trafficking awareness training within 60 days of employment and on an annual basis
39 thereafter, with the training being completed by December 31 during the first full year
40 of employment. This subsection shall not apply to short-term rental properties that are
41 managed directly and exclusively by the property owner.

42 (2) The training requirements under subsection (c) of this Code section shall not apply
43 to an inn employee who has completed human trafficking awareness training that meets
44 the criteria set forth in this Code section within the 12 month period prior to July 1, 2026,
45 and provides a record of completion to the owner, operator, or manager of the inn.
46 (c) The department shall, in consultation with the Georgia Hotel and Lodging Association,
47 the Criminal Justice Coordinating Council, and hosting platforms, develop human
48 trafficking awareness training or identify existing training courses that include, but are not
49 limited to, the following:
50 (1) The definition of human trafficking and commercial exploitation of children;
51 (2) Guidance on how to identify individuals at risk for human trafficking;
52 (3) Guidance on how to identify the signs of human trafficking and individuals
53 potentially engaged in the act of human trafficking;
54 (4) The differences between labor and sex trafficking as such terms relate to the inn
55 industry;
56 (5) Guidance on the role of hospitality employees in reporting and responding to this
57 issue; and
58 (6) The contact information for the National Human Trafficking Hotline or local law
59 enforcement agency.
60 (d) Every owner, operator, or manager of an inn or short-term rental property in this state
61 shall implement procedures and adopt policies for the reporting of suspected human
62 trafficking to the National Human Trafficking Hotline or local law enforcement agency.
63 (e) Every owner, operator, or manager of an inn or a short-term rental property in this state
64 shall comply with the posting requirements in Code Section 16-5-47, and the sheriff of the
65 county or the local law enforcement agency where such inn or short-term rental property
66 is located or the municipal police department having jurisdiction over such location shall
67 assist in enforcement of such posting requirements.

68 (f) Any person who operates an inn or short-term rental property in this state shall
69 maintain records of employee training acknowledgments. Such records shall be retained
70 by the inn or short-term rental property for the period during which the employee is
71 employed by such inn or short-term rental property and for one year after such employment
72 ends. An inn or short-term rental property shall provide records to the applicable agency
73 no later than ten business days after such request is made in writing by such agency.
74 (g) Nothing in this Code section shall be construed as creating a private cause of action
75 against an inn, or its employees, for any act or omission arising out of the requirements of
76 this Code section or in any way limiting or impairing the rights or remedies which are
77 otherwise available to a victim of human trafficking under any other law.
78 (h)(1) The department may impose against any owner, operator, or manager who
79 willfully and knowingly violates the requirements of this Code section an administrative
80 penalty of:
81 (A) For a first violation, $500.00;
82 (B) For a second violation, $1,000.00; and
83 (C) For a third or subsequent violation, $2,000.00.
84 (2) The clear proceeds of administrative penalties assessed under this subsection shall
85 be remitted to the department."

86 **SECTION 3.**

87 This Act shall become effective on July 1, 2026.

88 **SECTION 4.**

89 All laws and parts of laws in conflict with this Act are repealed.