1   **VIRGINIA ACTS OF ASSEMBLY — CHAPTER**

2 *An Act to amend the Code of Virginia by adding in Chapter 1 of Title 40.1 a section numbered*
3   *40.1-11.3, relating to human trafficking hotline; posted notices.*

4   [H 1200]
5   Approved

6   **Be it enacted by the General Assembly of Virginia:**
7 **1. That the Code of Virginia is amended by adding in Chapter 1 of Title 40.1 a section numbered**
8 **40.1-11.3 as follows:**
9   *§ 40.1-11.3. Human trafficking hotline; posted notice required; civil penalty.*
10   *A. Any employer who (i) operates a business that provides entertainment commonly called*
11 *stripteasing or topless entertaining or entertainment that has employees who are not clad above or*
12 *below the waist and (ii) fails to post notice of the existence of a human trafficking hotline to alert*
13 *potential human trafficking victims of the availability of assistance, is subject to a civil penalty of $500*
14 *payable to the Literary Fund. The notice required by this section shall be posted in the same location*
15 *where other employee notices required by state or federal law are posted.*
16   *The provisions of this subsection shall not apply to businesses providing entertainment in theaters,*
17 *concert halls, art centers, museums, or similar establishments that are devoted primarily to the arts or*
18 *theatrical performances, when the performances that are presented are expressing matters of serious*
19 *literary, artistic, scientific, or political value.*
20   *B. The Department shall (i) determine the content of the notice which shall include the National*
21 *Human Trafficking Resource Center Hotline, (ii) the size of the notice, (iii) determine the languages in*
22 *which the notice is to be posted, and (iv) publish the notice size and notice languages, and make the*
23 *notice available in each of those languages, on the website of the Department and by any other means*
24 *of publication the Department deems appropriate. The Department is not otherwise required to produce*
25 *or distribute the notice.*