



MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

IN ACCORDANCE WITH S 54(1) OF THE MODERN SLAVERY ACT 2012

American Institute for Foreign Study (AIFS) is committed to combatting slavery and human trafficking within its organization and its supply chains to ensure that we are conducting business in an ethical manner. AIFS believes that this commitment will protect our program participants and other stakeholders impacted by AIFS' activities.

AIFS considers its main exposure to the risk of slavery and human trafficking to be minimal. We recognize, however, that it is but one link in a supply chain to the end user that is long and, potentially global. Therefore, it is essential that AIFS' suppliers also understand and appreciate the standards of business conduct that are expected of a company doing business with AIFS: AIFS will not do business with any other organization worldwide, who knowingly supports or is found to involve itself in slavery, servitude or forced, compulsory labor.

DEFINITIONS

- Modern-Day Slavery: Any form of forced labor, bonded labor, involuntary servitude, or human trafficking.
- Human Trafficking: The recruitment, transportation, transfer, harboring, or receipt of persons by means of threat, coercion, abduction, fraud, deception, abuse of power, or vulnerability for the purpose of exploitation.

ORGANIZATION STRUCTURE

Since 1964, AIFS has been a leading organization providing cultural exchange and educational opportunities for more than 1.8 million young people.

For over 60 years, we have been committed to cross-cultural exchange. Under the direction of Chairman William L. Gertz, AIFS continues to operate its diverse selection of programs as a social enterprise. AIFS maintains an organizational structure that ensures that we have the resources to find new and innovative ways to pursue our core mission of bringing the world together; a mission dedicated to achieving positive social outcomes through global outreach.

We are very proud to consistently receive high satisfaction ratings from our program participants year after year.

AIFS was named one of the top places to work in Connecticut in **2011**, 2015, 2018 and again in 2024. A full description of all our divisions can be found here : www.aifs.com/about.asp

OUR VALUES:

- Excellence in our programs, operations and our people
- Respect for all cultures and ethnicities
- Exceptional, caring support for our program participants to ensure their safety and well-being
- Technological innovation
- Responsible financial stewardship
- Teamwork and collaboration both within the organization and with our global partners
- Encouragement of employee initiative and professional development
- Honest, equitable and non-discriminatory treatment of our employees and our program participants with an emphasis on diversity and inclusion
- Commitment to socially and environmentally responsible practices

OUR SUPPLY CHAINS:

Our supply chains for recruiting applicants for our programs include AIFS staff, international recruiting agents and worldwide recruitment fairs.

Third party providers include hosting families, US Summer Camps and International Colleges and Universities.

OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING:

We have appropriate policies in place that underpin our commitment to ensure that there is no modern slavery or human trafficking in our supply chains or in any part of our business. We continuously review and update our policies.

Our Anti-slavery policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. As reinforced in our values as outlined above as well as the following policies relevant to modern slavery, which we continually review and update:

- Open-Door policy and employee grievance
- Code of Conduct
- Whistleblower
- Workplace Bullying
- Diversity, Equity and Inclusion policy
- Immigration Compliance
- Sexual and other unlawful harassment

DUE DILIGENCE

We assess and monitor recruiting practices for our internal operations and third parties to ensure compliance with anti-slavery principles.

All third party contracts contain the following language:

- a) In the course of performance of this Agreement, Supplier will not knowingly employ, use, or otherwise benefit from involuntary or forced labor or labor that results from slavery or human trafficking.
- b) In the course of performance of this Agreement, Supplier is expected to make such reasonable enquiries as may be appropriate to satisfy itself that it is not knowingly engaging with any sub-contractor or sub-supplier who employs, uses, or otherwise benefits from involuntary or forced labor or labor that results from slavery or human trafficking. Where appropriate, Supplier may be required to provide details of the enquiries that it has made (and the answers provided) in order to demonstrate compliance with this clause.

- c) For purposes of this Agreement, involuntary or forced labor or labor that results from slavery or human trafficking includes:
- Holding a person in slavery or servitude.
 - Requiring a person to perform forced or compulsory labor (including but not limited to prison labor or compelling labor by taking control of a person's passport, identity card, visa, or other immigration documentation).
 - Child labor.
 - Subjecting a person to force, threats, or deception designed to induce that person to provide services of any kind.
 - Any other work or service which is extracted from any person under the threat of a penalty and for which the person has not offered themselves voluntarily

OUR PROGRAM PARTICIPANTS


All participants coming into the US are provided with the following document and pamphlet link from their sponsors. This document is provided by the US Department of State and outlines the parameters under the Wilberforce Act – Know your Rights:

<https://travel.state.gov/content/travel/en/us-visas/visa-information-resources/temporary-workers.html>

This document is also stored in the Resource Area of their participant portal once their application is accepted. The document is also available in multiple languages so the participant can gain a full understanding of their rights in their native language.

For Au Pair in America, the Wilburforce video is part of the required coursework during their orientation.

They are also asked to bring this document and confirm they have read it when they go for their visa appointments:

Information from US State Dept. 

- [Department of State welcome letter](#)
- [Exchange visitor brochure](#)
- [Wilberforce Act - Know your Rights](#)

Please print the following, which must accompany every visa application:

Please update your visa status after your embassy appointment.

SEVIS ID N0033682642
Appointment location SYDNEY
Appointment date/time 11 Apr 2023 at 16:00
Appointment outcome Visa Granted

[EDIT](#)

Each division of AIFS provides our program participants with 24 hour Crisis Support and they are advised to reach out should there be any issues with their placement.

EMPLOYEE TRAINING:

AIFS will provide training to existing and new employees that includes the following:

- Defining modern day Slavery and human trafficking and ensuring organization complies with the Act.
- Identifying victims of modern slavery and human trafficking
- How to prevent modern slavery and human trafficking
- How to report modern slavery and human trafficking

REPORTING MECHANISMS:

- We will establish confidential reporting mechanisms for employees to report concerns or suspicions of modern-day slavery or human trafficking without fear of retaliation.
- Reports will be promptly investigated, and appropriate action will be taken in accordance with our policies and legal obligations.

CONCLUSION

- AIFS is committed to fostering a work environment and supply chain that respects human rights and rejects modern-day slavery and human trafficking. We encourage all employees, contractors, and suppliers to join us in this commitment and to work together to eliminate these practices.