

Date of Hearing: April 29, 2026

ASSEMBLY COMMITTEE ON APPROPRIATIONS

Buffy Wicks, Chair

AB 1845 (Krell) – As Amended April 9, 2026

Policy Committee:	Higher Education	Vote:	10 - 0
	Judiciary		12 - 0

Urgency: No            State Mandated Local Program: Yes            Reimbursable: Yes

**SUMMARY:**

This bill requires a postsecondary institution, including a private or independent educational institution, on or before July 1, 2027, to include information on human trafficking for employees and requires, beginning by the same date, each employee to annually complete this training. The bill allows this information to be incorporated within existing employee training provided at the institution.

**FISCAL EFFECT:**

- 1) One-time Proposition 98 General Fund costs of approximately \$460,000 for the California Community Colleges (CCCs), collectively statewide, to provide required employee training on human trafficking. According to the Chancellor’s Office of the CCCs (CCCCO), a training vendor estimated a cost of \$5 per employee and there are approximately 92,000 faculty and staff at the CCCs statewide.

Additionally, to the extent the training requires an increase in release time for employees to attend training the bill could create additional Proposition 98 General Fund cost exposure of an unknown amount, but potentially significant, for CCCs to pay for that time. It is unclear to the committee how much additional staff training time this bill may create given its allowance for human trafficking training to be incorporated within existing training.

- 2) Minor and absorbable costs to the University of California (UC). According to the UC Office of the President, the UC regularly updates employee trainings, which would facilitate the incorporation of this bill’s requirements into existing trainings without significant cost exposure.
- 3) Minor and absorbable costs to the Chancellor’s Office of the California State University (CSU) and campuses of the CSU to update existing employee trainings and establish or update memoranda of understanding with local police to the extent necessary in the case of human trafficking on campus.

**COMMENTS:**

- 1) **Purpose.** According to the author:

Requiring annual staff training and updating policies that reflect the seriousness of this crime will lead to safer and healthier campuses. The author further contends that California colleges are in a unique

position to reach students who may be vulnerable to exploitation and sex trafficking due to environmental risk factors such as housing instability, lack of social or familial support, or naivety to exploitive situations. AB 1845 ensures that campus policies are updated to include human trafficking identification and prevention. Expanding existing strategies to prevent human trafficking recruitment is vital to protecting the safety of college students.

## 2) **Background.**

***Title IX Required Information.*** Federal law (Title IX of the Education Amendments of 1972 to the 1964 Civil Rights Act) states that, "no person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program of activity receiving Federal financial assistance." Sexual harassment on college campuses may be considered a violation of Title IX because it impedes a student's right to receive an education free of sex-based discrimination. Federal law requires institutions of higher education to designate an individual on each campus to serve as a Title IX coordinator.

State law currently requires schools to post information on their websites related to the designated Title IX coordinator, rights of students and responsibilities of schools with regard to Title IX, and a description of how to file a complaint. In addition, state law requires each educational institution in California to have a written policy on sexual harassment. The policy is to be displayed on campus, be provided during orientations for new students and staff and appear in certain school publications. However, human trafficking is not defined as one of the various sexual assault crimes covered under Title IX or the associated complaint process.

***Human Trafficking.*** Per Penal Code section 236.1, subdivision (a), human trafficking occurs when a person deprives or violates the liberty of another person with the intent to obtain forced work or services, which can include commercial sex acts, forced labor, and domestic servitude. California is one of the largest sites of human trafficking in the country, with 12,696 human trafficking cases and 24,046 victims identified by the Human Trafficking Hotline since 2007. Current law requires urgent care centers, certain emergency rooms, airports, truck stops, hotels, and hair, nail, and skin care businesses to post a standard written notice about human trafficking developed by the Department of Justice and includes the phone numbers for several human trafficking victims' services hotlines.

Current law, for purposes of a postsecondary education institution's required policies and guidelines for Title IX compliance and the associated complaint process, includes sexual exploitation as a form of sexual harassment, and includes human trafficking within its definition. However, it is unclear to the committee how many institutions have incorporated information on human trafficking specifically into their employee training as this bill would require.