

Signs of Modern Slavery



University of
**Southern
Queensland**

Modern slavery is a serious violation of an individual's dignity and human rights. Exploitative practices, including human trafficking, slavery, servitude, forced labour, debt bondage, deceptive recruitment for labour or services, forced marriage, and the worst forms of child labour are all considered modern slavery, and are serious crimes under Australian law.

As outlined in the [Modern Slavery Act 2018](#), modern slavery is a criminal offence.

Know the signs

It is important to know the signs of modern slavery and the following circumstances could be an indicator that someone is being subjected to modern slavery practices.

Travel or other important documents have been taken away by employer or a third-party	Threatened or actual physical and/or sexual violence	Withholding, underpayment or no payment of wages
Controlled or restricted freedom of movement; monitored, guarded or confined	Unable to end employment at any time	Excessive hours of work
	No discretion over life decisions	Debt bondage i.e. labour or services are provided as security or repayment of an inflatable debt
Living at the workplace or another place owned/controlled by employer	Deceived or lack of information about nature and conditions of work	Isolation: geographic, social and/or linguistic
		Abusive living and/or working conditions

Information sourced from the University of Technology Sydney and Anti-Slavery Australia's 'A Practical Guide to the Modern Slavery Act (on-demand)' course: <https://open.uts.edu.au/uts-open/faculty/law/A-practical-guide-to-the-modern-slavery-act-1/>

The University's processes for identifying, assessing, managing and reporting Modern Slavery risks within its operations and supply chains are outlined in the [Modern Slavery Prevention Procedure](#).

If you are concerned about a situation and are unsure whether someone could be at risk of modern slavery, please refer to UniSQ's Modern Slavery web page for further support:

<https://www.unisq.edu.au/about-unisq/contributing-to-communities/modern-slavery>