

# Combating Trafficking in persons (CTIP) for Acquisition and Contracting Professionals Course Practice Test (Sample)

## Study Guide



**Everything you need from our exam experts!**

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# Introduction

Preparing for a certification exam can feel overwhelming, but with the right tools, it becomes an opportunity to build confidence, sharpen your skills, and move one step closer to your goals. At Examzify, we believe that effective exam preparation isn't just about memorization, it's about understanding the material, identifying knowledge gaps, and building the test-taking strategies that lead to success.

This guide was designed to help you do exactly that.

Whether you're preparing for a licensing exam, professional certification, or entry-level qualification, this book offers structured practice to reinforce key concepts. You'll find a wide range of multiple-choice questions, each followed by clear explanations to help you understand not just the right answer, but why it's correct.

The content in this guide is based on real-world exam objectives and aligned with the types of questions and topics commonly found on official tests. It's ideal for learners who want to:

- Practice answering questions under realistic conditions,
- Improve accuracy and speed,
- Review explanations to strengthen weak areas, and
- Approach the exam with greater confidence.

We recommend using this book not as a stand-alone study tool, but alongside other resources like flashcards, textbooks, or hands-on training. For best results, we recommend working through each question, reflecting on the explanation provided, and revisiting the topics that challenge you most.

**Remember:** successful test preparation isn't about getting every question right the first time, it's about learning from your mistakes and improving over time. Stay focused, trust the process, and know that every page you turn brings you closer to success.

Let's begin.

# How to Use This Guide

**This guide is designed to help you study more effectively and approach your exam with confidence. Whether you're reviewing for the first time or doing a final refresh, here's how to get the most out of your Examzify study guide:**

## **1. Start with a Diagnostic Review**

**Skim through the questions to get a sense of what you know and what you need to focus on. Your goal is to identify knowledge gaps early.**

## **2. Study in Short, Focused Sessions**

**Break your study time into manageable blocks (e.g. 30 - 45 minutes). Review a handful of questions, reflect on the explanations.**

## **3. Learn from the Explanations**

**After answering a question, always read the explanation, even if you got it right. It reinforces key points, corrects misunderstandings, and teaches subtle distinctions between similar answers.**

## **4. Track Your Progress**

**Use bookmarks or notes (if reading digitally) to mark difficult questions. Revisit these regularly and track improvements over time.**

## **5. Simulate the Real Exam**

**Once you're comfortable, try taking a full set of questions without pausing. Set a timer and simulate test-day conditions to build confidence and time management skills.**

## **6. Repeat and Review**

**Don't just study once, repetition builds retention. Re-attempt questions after a few days and revisit explanations to reinforce learning. Pair this guide with other Examzify tools like flashcards, and digital practice tests to strengthen your preparation across formats.**

**There's no single right way to study, but consistent, thoughtful effort always wins. Use this guide flexibly, adapt the tips above to fit your pace and learning style. You've got this!**

## Questions

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- 1. Which geographies and industries are typically high-risk for TIP in procurement?**
  - A. Industries with migrant labor but short supply chains**
  - B. Regions with TIP prevalence but low migrant labor**
  - C. Industries with migrant labor and long, complex supply chains (construction, agriculture, textiles, fishing) and regions with TIP prevalence**
  - D. Fully automated industries**
  
- 2. Which activities comprise TIP in CTIP contracting?**
  - A. TIP involves recruiting, harboring, transporting, providing, or obtaining a person for labor or services through force, fraud, or coercion, or any commercial sexual exploitation of a child.**
  - B. TIP is limited to sex trafficking only.**
  - C. TIP refers to voluntary migration without coercion.**
  - D. TIP includes only labor trafficking with no child involvement.**
  
- 3. What is meant by transparency in recruitment in CTIP terms?**
  - A. Open, verifiable recruitment practices with clear terms, legitimate recruiters, and no worker-paid fees.**
  - B. Recruitment transparency means the recruiter provides a single point of contact.**
  - C. Transparency requires public posting of all recruiter fees.**
  - D. Workers must pay a portion of recruiting costs.**
  
- 4. Scenario: You observe a contractor charging workers recruitment fees; what steps should you take?**
  - A. Increase recruitment fees for other workers.**
  - B. Replace workers with new ones without documentation.**
  - C. Ignore it to avoid delays.**
  - D. Document the finding, require an immediate corrective action, escalate to the Contracting Officer (CO), and consider audits and sanctions.**

- 5. For contracts performed outside the United States with a value over \$550,000, what must be included?**
- A. A compliance plan and certification of compliance from each subcontractor**
  - B. The TIP clause**
  - C. A wage schedule**
  - D. A performance bond**
- 6. What is the purpose of CTIP reporting requirements for contractors and subcontractors?**
- A. To monitor vendor performance**
  - B. To inform the appropriate officials (IG and contracting officers) about credible CTIP violations and actions taken**
  - C. To audit procurement records**
  - D. To track payroll compliance**
- 7. Which reporting mechanisms must contractors implement under CTIP?**
- A. Clear channels for tip reporting, confidential options, and prompt escalation to the CO and CTIP points of contact**
  - B. A single public hotline**
  - C. Verbal reports to supervisors only**
  - D. No reporting mechanism**
- 8. Which statement best describes a mitigating factor in TIP compliance?**
- A. The presence of a TIP compliance plan and compliance with the plan**
  - B. The geographic location of performance**
  - C. The contract value**
  - D. The number of subcontractors**

- 9. What does NDAA FY2013 Title XVII, Ending Trafficking in Government Contracting, authorize?**
- A. It created a new government agency to investigate TIP**
  - B. It changed procurement thresholds**
  - C. It amended statute to allow remedial actions if the contractor, subcontractor, guarantee, or sub-guarantee engages in severe forms of TIP, procurement of a commercial sex act, and use of forced labor**
  - D. It set wage requirements**
- 10. How can you verify that a subcontractor is CTIP compliant?**
- A. Rely on the subcontractor's own statements alone.**
  - B. Only review past awards and marketing materials.**
  - C. Obtain certifications, request recent audits, conduct on-site visits, and review recruitment and payroll records.**
  - D. Wait for a government sanction before acting.**

## Answers

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1. C
2. A
3. A
4. D
5. A
6. B
7. A
8. A
9. C
10. C

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## **Explanations**

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**1. Which geographies and industries are typically high-risk for TIP in procurement?**

- A. Industries with migrant labor but short supply chains**
- B. Regions with TIP prevalence but low migrant labor**
- C. Industries with migrant labor and long, complex supply chains (construction, agriculture, textiles, fishing) and regions with TIP prevalence**
- D. Fully automated industries**

In procurement, TIP risk spikes where migrant labor is common and the supply chain travels through many layers, especially in regions where trafficking is prevalent. Migrant workers often face heightened vulnerability—language barriers, debt bondage, limited rights, and dependency on employers—which can lead to coercion or exploitation. When a product or service passes through numerous contractors, subcontractors, and brokers, visibility into each step fades, making it much harder to audit conditions and verify fair labor practices. That opacity creates fertile ground for traffickers to operate and for workers to be exploited across different stages, from sourcing to final delivery. Industries like construction, agriculture, textiles, and fishing typify this risk because they routinely rely on migrant labor and rely on long, complex supply chains with multiple tiers. Regions where TIP is prevalent add another layer of risk because oversight and enforcement can be inconsistent, making remediation and accountability more challenging. By contrast, short, well-audited supply chains with less migrant labor reduce these exposure points, and fully automated industries involve far fewer workers to exploit, further lowering TIP risk.

**2. Which activities comprise TIP in CTIP contracting?**

- A. TIP involves recruiting, harboring, transporting, providing, or obtaining a person for labor or services through force, fraud, or coercion, or any commercial sexual exploitation of a child.**
- B. TIP is limited to sex trafficking only.**
- C. TIP refers to voluntary migration without coercion.**
- D. TIP includes only labor trafficking with no child involvement.**

Trafficking in Persons in CTIP contracting covers a range of exploitative acts, not just one narrow form. The best description is that TIP includes recruiting, harboring, transporting, providing, or obtaining a person for labor or services through force, fraud, or coercion, and it also encompasses any commercial sexual exploitation of a child. This captures both labor and sex trafficking, acknowledges that coercive means drive the abuse, and includes situations involving children. It's not limited to sex trafficking, nor to voluntary migration, nor to labor trafficking without children—all of which would miss other abusive forms and the full scope of TIP that contracting officials must recognize. In practice, this understanding helps identify risks in supplier networks and supports compliance with anti-trafficking requirements.

**3. What is meant by transparency in recruitment in CTIP terms?**

- A. Open, verifiable recruitment practices with clear terms, legitimate recruiters, and no worker-paid fees.**
- B. Recruitment transparency means the recruiter provides a single point of contact.**
- C. Transparency requires public posting of all recruiter fees.**
- D. Workers must pay a portion of recruiting costs.**

Transparency in recruitment means open, verifiable practices that let workers clearly understand what they are agreeing to. It involves recruitment conducted by legitimate recruiters, with clearly stated terms in written contracts, and a strict rule against workers paying recruitment fees. When all aspects—who is recruiting, what the job entails, compensation, contract duration, location, and working conditions—are transparent and verifiable, workers are less exposed to deception, debt bondage, and other forms of exploitation that trafficking risks prey on. Providing clear information, ensuring contracts are in a language the worker understands, and keeping recruitment processes auditable creates trust and accountability. The other ideas don't fully capture this concept: having just a single point of contact doesn't ensure fair or ethical practices; publicly posting all fees is helpful but incomplete if workers still bear costs or if practices aren't verifiable; and requiring workers to pay recruitment costs directly increases vulnerability to trafficking and abuse. Thus, the best description is open, verifiable recruitment practices with clear terms, legitimate recruiters, and no worker-paid fees.

**4. Scenario: You observe a contractor charging workers recruitment fees; what steps should you take?**

- A. Increase recruitment fees for other workers.**
- B. Replace workers with new ones without documentation.**
- C. Ignore it to avoid delays.**
- D. Document the finding, require an immediate corrective action, escalate to the Contracting Officer (CO), and consider audits and sanctions.**

Observing recruitment fees charged to workers signals a serious trafficking risk and warrants an immediate, formal response. The right approach is to document what you found, require the contractor to take immediate corrective action (such as stopping the recruitment fees, refunding workers, and implementing compliant recruitment practices), escalate the issue to the Contracting Officer for formal oversight and enforcement, and consider audits and sanctions if the behavior does not stop or recurs. This sequence protects workers, ensures contract compliance, and provides a clear path for accountability and remediation. Increasing fees for other workers would worsen exploitation; replacing workers without proper documentation ignores legal and contractual protections and can hide trafficking; ignoring the finding allows harm to continue and undermines due diligence.

5. For contracts performed outside the United States with a value over \$550,000, what must be included?

- A. A compliance plan and certification of compliance from each subcontractor**
- B. The TIP clause**
- C. A wage schedule**
- D. A performance bond**

The key idea is that overseas contracts above a certain value must have a concrete plan to prevent trafficking in persons and proof that every supplier in the chain is compliant. Specifically, you need a compliance plan that lays out the steps, policies, training, due diligence, monitoring, and remedies your organization will use to meet TIP requirements. In addition, you must obtain certification of compliance from each subcontractor, ensuring that every tier of the supply chain attests to meeting those standards. This combination provides verifiable accountability across the entire contract, which is why it's the best fit for the scenario described. Wage schedules and performance bonds address different areas (wage compliance under labor standards and financial risk protection, respectively) and do not fulfill the anti-trafficking compliance requirement described. The TIP clause is a related tool often included in contracts, but the question specifically highlights the need for a formal plan plus subcontractor certifications.

6. What is the purpose of CTIP reporting requirements for contractors and subcontractors?

- A. To monitor vendor performance**
- B. To inform the appropriate officials (IG and contracting officers) about credible CTIP violations and actions taken**
- C. To audit procurement records**
- D. To track payroll compliance**

CTIP reporting requirements are about escalation for accountability and action. When there are credible CTIP violations or actions taken in relation to a contract, the information is meant to be shared with the agency's Inspectors General and contracting officers so they can investigate, determine appropriate remedies, and enforce compliance. This supports timely responses, enforcement actions, and overall integrity in the procurement process. It's not primarily about monitoring vendor performance, auditing procurement records, or payroll compliance, which are separate activities; the reporting is specifically to inform the officials who can take serious corrective or punitive actions.

**7. Which reporting mechanisms must contractors implement under CTIP?**

- A. Clear channels for tip reporting, confidential options, and prompt escalation to the CO and CTIP points of contact**
- B. A single public hotline**
- C. Verbal reports to supervisors only**
- D. No reporting mechanism**

The key idea here is that contracts under CTIP require reporting systems that are accessible, protect reporters, and raise issues promptly to the right officials. A strong CTIP reporting plan provides clear channels for tips, offers confidential options so individuals can report without fear of retaliation, and ensures any submission is quickly escalated to the Contracting Officer and the CTIP points of contact for timely action. This combination supports early detection, proper documentation, and swift accountability within the contractor's program. Why this matters: having multiple, well-publicized ways to report ensures people can come forward in ways that feel safe to them, not just through one public-facing option. Confidential reporting helps protect whistleblowers, which is essential for honest disclosure. Prompt escalation ensures reports don't get stuck in a queue and that leadership and CTIP coordinators can coordinate investigations, corrective actions, or training as needed. Conversely, relying on a single public hotline, only verbal reports to supervisors, or having no mechanism would fail to provide the necessary safeguards, records, and leadership response CTIP requires.

**8. Which statement best describes a mitigating factor in TIP compliance?**

- A. The presence of a TIP compliance plan and compliance with the plan**
- B. The geographic location of performance**
- C. The contract value**
- D. The number of subcontractors**

Mitigating factors in TIP compliance are indicators of proactive controls and due diligence that reduce risk. The best statement is that the contractor has a TIP compliance plan and is complying with it. This shows formal policies to prevent trafficking, plus training, monitoring, reporting mechanisms, and corrective actions in place and being followed. It demonstrates that the organization has actively built safeguards and is operating under established procedures, which contracting officers look for as evidence of responsible compliance. The other factors—geographic location of performance, contract value, or the number of subcontractors—don't by themselves show that proper controls exist or are being followed. They may influence risk in some contexts, but they don't inherently prove that a robust TIP program is in place or being implemented.

**9. What does NDAA FY2013 Title XVII, Ending Trafficking in Government Contracting, authorize?**

- A. It created a new government agency to investigate TIP**
- B. It changed procurement thresholds**
- C. It amended statute to allow remedial actions if the contractor, subcontractor, guarantee, or sub-guarantee engages in severe forms of TIP, procurement of a commercial sex act, and use of forced labor**
- D. It set wage requirements**

The idea being tested is the government's enforcement power in federal contracting to address trafficking in persons. NDAA FY2013 Title XVII strengthens accountability by amending the statute to authorize remedial actions when a contractor, or their subcontractor or related entities, engages in severe forms of trafficking in persons, procurement of a commercial sex act, or the use of forced labor. This gives contracting officers the tools to address TIP in the supply chain, such as remedying the situation through actions like contract termination, suspension, or debarment, and ensuring compliance to protect the government and workers. It does not involve creating a new agency, setting wage rules, or changing procurement thresholds.

**10. How can you verify that a subcontractor is CTIP compliant?**

- A. Rely on the subcontractor's own statements alone.**
- B. Only review past awards and marketing materials.**
- C. Obtain certifications, request recent audits, conduct on-site visits, and review recruitment and payroll records.**
- D. Wait for a government sanction before acting.**

Verifying CTIP compliance hinges on proactive due diligence that produces verifiable evidence, not just assurances. The strongest approach combines formal policy presence with independent validation and direct observation. Obtaining certifications shows the subcontractor has committed to anti-trafficking standards in writing and integrates them into their management systems. Requesting recent third-party audits provides objective findings about how well those policies are actually implemented in practice, including gaps that need remediation. Conducting on-site visits allows you to witness working conditions, interview workers, and see first-hand whether policies are being followed and if any red flags appear, such as inappropriate recruitment practices or unsafe labor conditions. Reviewing recruitment and payroll records lets you verify that workers were recruited through legitimate channels, that recruitment fees are not being charged to workers, that contracts reflect actual terms, and that wages and benefits are paid in a timely and transparent manner. Together, these steps create a robust picture of CTIP compliance across policy, practice, and data. Relying on the subcontractor's own statements is risky because it can be incomplete or biased. Marketing materials or past awards don't prove current compliance in daily operations. Waiting for a government sanction is reactive and does not prevent harm in the supply chain.

## Next Steps

**Congratulations on reaching the final section of this guide. You've taken a meaningful step toward passing your certification exam and advancing your career.**

**As you continue preparing, remember that consistent practice, review, and self-reflection are key to success. Make time to revisit difficult topics, simulate exam conditions, and track your progress along the way.**

**If you need help, have suggestions, or want to share feedback, we'd love to hear from you. Reach out to our team at [hello@examzify.com](mailto:hello@examzify.com).**

**Or visit your dedicated course page for more study tools and resources:**

**<https://ctipforacquisitioncontractingpro.examzify.com>**

**We wish you the very best on your exam journey. You've got this!**

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