



February 20, 2026

Keith Varnes, RRT, RRT-NPS, RRT-ACCS, AE-C  
President  
Respiratory Associates

Subject: Human Trafficking Training Course Approval

Dear Keith Varnes:

This letter is to notify you that the Respiratory Associates course, "Human Trafficking Awareness Training" (the Course), is approved until February 20, 2028, by the Texas Health and Human Services Commission (HHSC) in accordance with the Texas Occupations Code as of February 20, 2026. With this approval, the Course will be added to the list of HHSC-approved trainings for health care practitioner licensure renewal requirements.

*The human trafficking courses are reviewed and approved based on the Texas Health and Human Services Commission's standards, but the content does not necessarily represent, or reflect the endorsement of, the Texas Health and Human Services Commission.*

*Training reviews follow a biennial review schedule and all currently approved trainings must be submitted for review again to maintain their approved status.*

*HHSC reserves the right to remove approved training courses from the approved list to comply with any significant and unforeseen statutory changes or applicable policy revisions. External entities must notify HHSC if their approved training is revised or changed at any time, within 5 business days of the change.*

For questions or concerns, you may contact the Human Trafficking Resource Center at [Human\\_Trafficking@hhs.texas.gov](mailto:Human_Trafficking@hhs.texas.gov).

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Sincerely,

**Texas Human Trafficking Resource Center**

HHSC Office of Family Services

Family Health Services

Human\_Trafficking@hhs.texas.gov