

Warmth & Protection

▶ Step One

Show warmth, care and kindness to a potential human trafficking (HT) victim to gain trust. Help victim gain a sense of control over the interview and give them choices.

- Separate victim from controlling person, including family members.
- Privately say. *I'm not going to hurt you. You're not under arrest. My job is to go after the perpetrators but also to help and protect you.* What can I do or get for you to help you feel more comfortable and/or safe?
- Tend to their basic needs (warmer clothes, water, snack, etc.).
- *Is there anyone we can call to be with you during the interview to help you feel supported and safe?*
- Give them choices on how the interview will go. *Do you prefer to be interviewed one-on-one? With two or more? Male/female?*

Referral may need to go to:

- Sexual Assault or HT Special Unit.
P: _____.
- Child Advocacy/Assessment Center.
P: _____.
- Commercial Sexual Exploitation of Children (SCEC) P: _____.

Victims of HT (U.S. citizens & non-U.S. citizens) are eligible for benefits under the Human Trafficking Victims Protection Act. If you think your patient is a HT victim call

**NATIONAL HUMAN
TRAFFICKING RESOURCE
CENTER Hotline Phone Number:**

1-888-373-7888

Assess the Situation

▶ Step Two, Part A

I'd like to ask some questions to know how I can help you, not to judge you. All your answers are confidential. The only thing I need to report is if you are going to hurt yourself or others.

1. **Do you have a boyfriend or girlfriend? How did you meet? How old is he/she?**
2. **Can you tell me what you like and don't like about your relationship?**
3. *Ongoing drug and alcohol abuse is often an indication of pain and that's my concern for you.* **Can you tell me about any drug/alcohol problems you may have had in the past? or that you may have now?**
4. **Where do you work? If job, do you control your money yourself? How do you get paid (cash, check)?**
5. *Kids run away for a reason.* **Have you ever run away? Were you in foster care?**
6. **Has anyone ever asked you or pressured you to engage in sexual acts that you really didn't want to engage in? Have you had more than 5 sexual partners?**

If answers "yes" to 2 or more questions in Part A, go to Part B

▶ Step Two, Part B

Remember, I'm not going to hold anything you say against you. To help me understand what you may have been through, I need to ask:

1. Has your body ever been wrongfully used to make money?
2. Is anyone hurting you?
3. Do you feel you are in danger of any kind?

If "Yes" to any of the above questions, your patient is likely a HT victim. If under 18, they are potential victims of CSEC.

Assess the Labor Situation

▶ Step Two, Part A

I'd like to ask the following questions to know how I can help you. All your answers are confidential. The only thing I need to report is if you are going to hurt yourself or others.

1. **Can you leave your job or work situation if you want to?**
2. *(For foreign-born)* **Did anyone help you arrange for travel and immigration documents?**
3. **Do you have access to the money you earn? Does anyone take your money or a portion of your money?**
4. **Has anyone ever threatened you or your family?**
5. **Is your communication ever restricted or monitored?**
6. **Were you ever physically hurt by anyone?**
7. **Do you have a debt to someone that is hard to pay off?**

If answers "yes" to 2 or more questions in Part A, go to Part B

▶ Step Two, Part B

Remember, I'm not going to hold anything you say against you. To help me understand what you may have been through, I need to ask:

1. Has your body ever been wrongfully used to make money?
2. Is anyone hurting you?
3. Do you feel you are in danger of any kind?

If "Yes" to any of the above questions, your patient is likely a HT victim. If under 18, they are potential victims of CSEC.

Release Shame

▶ Step Three (Under age 18)

You're not responsible for what happened to you. You deserve better. I want to help you.

If yes to any of the Step 2 Part B questions: Follow child abuse protocol. Comply with mandatory reporting.

Step Three (18 and over)

You didn't ask for this life. You have rights. You deserve better. I want to help you.

If yes to any of the Step 2 Part B questions: Assist victim in calling NHTRC hotline.

Release Labor Shame

▶ Step Three (18 and over)

This is not your fault. You deserve better. I want you to be safe. I can help you find: Emergency medical assistance; Emergency food and shelter; Translation services; Counseling and legal assistance.

If yes to any of the Step 2, Part B questions: Assist victim in calling NHTRC hotline

Foreign National Victims: Under federal law, foreign national victims of human trafficking are not subject to immigration or smuggling penalties and have the right to legal protections and social services. (22 U.S.C. 7105).

Follow your state's laws regarding labor trafficking reporting.

Red Flags

(If present proceed to Step One):

- Fearful of law enforcement or authorities
- High security measures exist in living location (e.g. opaque windows, boarded up windows, bars on windows, security cameras, etc.)
- Appears younger than stated age; in relationships with much older people
- Condoms, wet wipes (travel hygiene products), more than one cell phone and large amounts of cash
- Carries odors of chemicals indicating drug use or they are around drug use
- Not appropriately dressed for weather (not enough clothes for cold weather or too many clothes for hot weather). Or, dressed provocatively.
- Inability to clarify where he/she is staying/ address
- Has numerous inconsistencies in his/her story

Controlling Indicators

(If present proceed to Step One):

- Has few or no personal possessions
- Is not in control of his/her own money, no financial records, or bank account
- Is not in control of his/her own identification documents (ID or passport)
- Is not allowed or able to speak for themselves
- Victim exhibits:
 - Fear and/or submissiveness
 - Avoids eye contact
 - Traumatic stress response
 - Hyper-vigilance subordinate demeanor
- Overly concerned with pleasing or displeasing person they may call their partner, boyfriend or “Daddy,” or relative

Physical Indicators

(If present proceed to Step One):

- Appears unhealthy, malnourished, dehydrated
- Lack of sleep
- Visible signs of physical and/or sexual abuse, physical restraint, bruises, confinement, or torture
- Exhibits signs of inflicted physical trauma in protected places (neck, upper arms)
- Tattoos indicating branding (names, initials, bar codes, or numbers), unexplained injection marks, burns, or scars
- Exhibits signs of psychological trauma e.g. anxiety, fear, poor memory of recent events
- Exhibits signs of mental illness arising from stress or drug use

Red Flags of Labor Trafficking

(If present proceed to Step One & Two):

- Fearful of law enforcement or authorities
- Has numerous inconsistencies in his/her story
- Is accompanied by an individual who does not let the laborer speak for themselves, refuses to let the laborer have privacy, or who interprets for them.
- Demonstrates fearful or nervous behavior and/or avoids eye contact
- Is resistant to assistance or demonstrates hostile behavior
- Is not aware of his/her location, the current date, or time
- Is not in possession of his/her identification documents
- Is not in control of his or her own money
- Is not being paid or wages are withheld
- Sleeps at work premises



W.A.R. on Slavery

*HT Awareness for First Responders
& Safety Officers*

Human Trafficking is Modern Day Slavery

Sex Trafficking: Commercial sex act induced by force, fraud or coercion, or in which person performing the act is under age 18.

Definitions derived from 22 USC 7102

Labor Trafficking: Using force, fraud or coercion to recruit, harbor, transport, or obtain a person for labor or services in involuntary servitude, peonage, debt bondage or slavery.

**HUMAN
TRAFFICKING
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EDUCATE • EMPOWER • FREE VICTIMS

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