



## *An Introductory Training*

# HUMAN TRAFFICKING AWARENESS AND REPORTING

Trainer Manual

Version 4: Updated on Aug 29, 2022



The Louisiana Child and  
Youth Trafficking Collaborative



## Training disclaimer:

This presentation is intended for trained professionals who have attended a Train-the-Trainer program through the LCYTC and are certified as a trainer. This user guide may not be distributed without the expressed written consent of LCYTC leadership. **This content is the intellectual property of the Governor's Office of Louisiana. Do not distribute or present this information without the express written permission of the Governor's Office of Human Trafficking Prevention. For questions about the training content, please email [humantrafficking@la.gov](mailto:humantrafficking@la.gov).**

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## Training overview:

This training manual is prepared for the 2022 version of the Louisiana Child and Youth Trafficking Collaborative's Human Trafficking Awareness and Reporting Presentation.





*An Introductory Training*  
**HUMAN TRAFFICKING  
AWARENESS AND REPORTING**

Coordinator Name



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### Training Notes

Use this slide to introduce yourself and this training. For example: ““Good morning. My name is [your name] and I serve as the [your title] and am a certified trainer for the Louisiana Child and Youth Trafficking Collaborative. Thank you for participating in this Louisiana Child and Youth Trafficking Collaborative Awareness and Reporting Training. This training is a standardized statewide training that provides basic knowledge on sex and labor trafficking. The information you receive today will by in no means make you a subject matter expert but will give you a foundation on which to build your knowledge base and empower you begin to better understand what human trafficking is and how to better identify and assist victims.”

Edit with your name and title.



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### Training Notes

*This text is required by the grant. You don't have to talk for this slide.*



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## Editors

*This presentation was collectively developed and edited by the following organizations:*

- Louisiana Governor's Office of Human Trafficking Prevention | Dr. Dana Hunter
- Department of Children and Family Services | Sec. Marketa Walters
- FREE Coalition | Laurie McGehee
- Gingerbread House Children's Advocacy Center | Jessica Milan-Miller
- Greater New Orleans Human Trafficking Task Force
- Consultant | Dr. Samantha Sahl
- Consultant | Dr. Laura Murphy
- Consultant | Alliece Cole
- Louisiana Alliance of Children's Advocacy Centers | Kate Shipley
- Louisiana Alliance of Children's Advocacy Centers | Leanne McCallum
- LCYTC Survivor Advisory Council

*Please do not use or distribute this powerpoint without permission.  
If interested in partnering to provide training, please contact Dr. Dana Hunter  
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### Training Notes

The purpose of this slide is to demonstrate that the development of this training was a collaborative effort. You can say, "This statewide training was developed and reviewed by a number of agencies, experts, and survivors from across the state, and in collaboration with federal partners such as the US Department of Justice Office for Victims of Crime and the Research Triangle Institute. Listed here are the statewide partners who assisted in the development of this training presentation. We could not be more thankful for the collective expertise of our partners."



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## Louisiana Child and Youth Trafficking Collaborative (LCYTC)

### LCYTC Key Partners:

Office of the Governor  
Louisiana Alliance of Child Advocacy Centers  
University of Louisiana at Lafayette Cecil  
J. Picard Center  
WestCoast Children' Clinic  
Department of Children and Family Services  
Department of Health (LDH)

Louisiana State Police (LSP)  
Free Coalition  
Empower 225  
Survivor Advisory Council  
Office of Juvenile Justice (OJJ)

*This training was supported by federal grant 2018-NZ-NX-K001, awarded by the  
Office for Victims of Crime, Office of Justice Programs, U.S. Department of Justice.*



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### Training Notes

You mentioned in a previous slide the editors who assisted in the development of the presentation. This slide lists additional partners who play a role in this statewide collaborative project. And again, we want to acknowledge and thank our federal partners the US Dept. of Justice for their generous funding to address this issue in Louisiana.



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## Louisiana Child and Youth Trafficking Collaborative (LCYTC)

The **Louisiana Child and Youth Trafficking Collaborative (LCYTC)** is a multi-year 1.6 million dollar project to improve outcomes of child and youth victims of human trafficking. The project is administered by the **Louisiana Governor's Office** in collaboration with the **Louisiana Alliance of Children's Advocacy Centers**.

*The Collaborative's goal is to strengthen Louisiana's human trafficking response in four core areas:*



- **COLLABORATION** Utilize the MDT model and case coordination to improve communication across agencies.
- **ADVOCACY** Ensure access to high-quality care centered on victim healing.
- **SCREENING** Utilize a validated screening tool to identify child and youth trafficking victims.
- **OUTREACH** Provide trauma-informed, victim-centered training to improve identification and response to human trafficking.



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### Training Notes

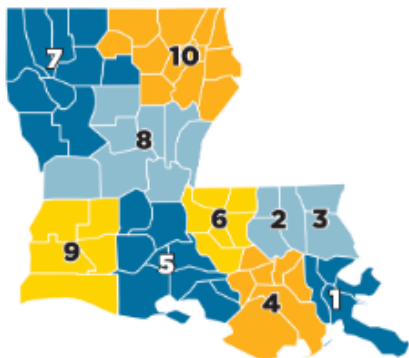
(This slide can be read and explained verbatim). This training was developed and will be conducted with community-based providers in each region of the state to increase statewide awareness of human trafficking.



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## Louisiana Child and Youth Trafficking Collaborative (LCYTC)



**Project Lead:**  
Governor's Office of  
Human Trafficking  
Prevention

**Project Manager:**  
Louisiana Alliance for  
Children's Advocacy  
Centers (LACAC)

- 1- Orleans:** New Orleans Children's Advocacy Center
- 2- Covington I:** Child Advocacy Services
- 3- Covington II:** Hope House Children's Advocacy Center
- 4- Thibodaux:** Terrebonne Children's Advocacy Center
- 5- Lafayette:** Hearts of Hope
- 6- Baton Rouge:** Baton Rouge Children's Advocacy Center
- 7- Shreveport:** Gingerbread House Children's Advocacy Center
- 8- Alexandria:** Children's Advocacy Network
- 9- Lake Charles:** Family and Youth Counseling Agency
- 10- Monroe:** Children's Advocacy Center of Northeast Louisiana



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### Training Notes

This slide is to highlight the regional model and placement of the coordinators. For example, you can say: "As I mentioned before, the Louisiana Child and Youth Trafficking Collaborative is a statewide initiative designed to improve the state and individual community's response to sex and labor trafficking. Regional coordinators have been hired throughout the state to assess, advocate, and assist in improved identification of victims and enhanced community/MDT response. Currently, 9 regional Coordinators are housed in the local Child Advocacy Centers across the state listed here. The project is operated by the Louisiana Governor's Office of Human Trafficking Prevention who contracts with the Louisiana Alliance of Children's Advocacy Centers to manage this project." *This would be a good time to include any specific details or information about your local agency.*



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## Content Warning

This presentation discusses human trafficking and refers to abuse, violence, other potentially upsetting content related to victimization. Pay close attention to your body and emotions. If at anytime you need to take a break or step outside of the room, feel free to do so.



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### Training Notes

For those who have experienced trauma, **trigger warnings** or content warnings help them to avoid being “triggered” or re-traumatized when they are exposed to words or imagery that remind them of the trauma. Trigger warnings are important because people in the audience may have experienced some type of victimization (or human trafficking) that they are reminded of during this presentation. For people who haven’t experienced trauma, trigger warnings are still helpful to prepare the audience for an emotionally challenging topic.

**Trigger warnings are critical to inclusion.** Even if it feels uncomfortable, it is a necessity. Offer for folks to get up, stretch, or get a glass of water any time. Offer suggestions for ground techniques, such as breathing deeply.



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## Overview

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- What is Human Trafficking?
  - Common Misconceptions
  - Labor Exploitation, Child Labor, Labor Trafficking
  - Sex Trafficking
- Understanding Victimization
  - Recruitment & The Grooming Process
  - Risk Factors and Vulnerability
- Victim Identification
  - Barriers
  - Potential Indicators
- Support for Victims
- Reporting and Resources



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### Training Notes

This is a good way to let people know that their questions will be answered.



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# What is Human Trafficking?



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## Training Notes

Use as an opportunity to ask people “what do you know or what have you heard about human trafficking?” Ask to raise their hands or enter in the chat box and share things they have heard. Let them know it’s okay to share things even if they aren’t sure or think it may be untrue.



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## Common Misconceptions



*"The only thing my pimp ever said that made sense was that we (survivors) all come from different walks of life."*  
-Survivor testimony

- Happens only in other countries
- Happens only to women or girls
- Power is always maintained through drugs or physical force
- Movement is required for trafficking
- Labor trafficking is less common, does not happen here, is less traumatic
- Traffickers are always strangers
- Trafficking doesn't happen at home
- Victim behavior causes trafficking
- All survivors present the same way



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### Training Notes

It could take a long time to go through all of these. Depending on time, choose a few to dive a little deeper into. You can also ask, "which one of these surprises you the most?" Or "which one of these have you heard?" Or if anyone mentioned specific ones, go ahead and explain those specifically.

The goal here is to clear up some misconceptions that exist around human trafficking. When people are looking for victims through the lens of these misconceptions (women from other countries, women chained in basements, etc.), they will likely miss victims that are right in front of them. A lot of these misconceptions are perpetuated in the media – movies like Taken, TV shows like Law and Order, etc. Misconceptions are also perpetuated when people generalize from really small sample sizes. The reality is there is a lot we don't know about human trafficking, and much of what we do know is based on really small sample sizes of mostly women and girls who are in treatment programs.

- Happens only in other countries – Human trafficking is happening in likely every country, including the United States. There are both foreign national victims and



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### domestic victims

- Happens only to women or girls – boys, men, trans individuals are also victimized by both sex and labor trafficking. Research on the experience of boys and men is lacking, and stigma/shame might prevent boys and men from seeking help or self-identifying as victims.
- Power maintained through drugs or physical force – traffickers often use many tactics to induce compliance/ prevent a victim from fighting back/ make a victim stay with them. Many of these tactics are forms psychological coercion that we will cover later on.
- Movement is required for trafficking – This is a confusion between Human Smuggling and Human Trafficking. The word “trafficking” sounds like it implies movement, but movement is not required for human trafficking to occur, people can be trafficked out of their own home/ in their own community. Human Smuggling is the illegal transportation of a person from one place to another – it is a crime against a border. Human Trafficking is a crime against a person.
- The Super Bowl is the biggest human trafficking event ever – Human Trafficking is a crime rooted in economic gain – someone is profiting. As an economic crime, it follows the laws of supply and demand – supply being victims of human trafficking, demand being people who want to purchase sex or who want the labor services of another person. If areas with more people, the demand increases, so they supply must rise to meet the demand. Statements like this about the Super Bowl are misleading because they lead us to believe that human trafficking only happens around big events – when the reality is it is happening in small towns, in the absence of large events, in homes, etc.
- Human trafficking “hubs” – same as above. The National Human Trafficking hotline puts out a “heat map” of the US – which leads people to believe that human trafficking is only happening in areas lit up on the map. In reality, those areas likely have more training and resources so more people are identifying and reporting victimization
- Sensationalism – media (TV, movies, songs, etc.) tend to sensationalize human trafficking and make it seem like a victim would be obvious as they would be chained up somewhere, crying for help, covered in bruises, etc. As mentioned earlier, psychological coercion is much more common.
- Labor Trafficking is less common – along with the media sensationalizing human trafficking, it tends to only focus on sex trafficking. Labor trafficking, which often also involves physical, sexual, and psychological violence and trauma is often left out of the conversation, or seen as “less traumatic”.
- Traffickers are always strangers - people can be trafficked by family members, close friends, or significant others - people who have formed a trusting



relationship with them. Similar to Trafficking doesn't happen at home - reminder that *movement* is NOT required for trafficking. People can be trafficked out of their own homes.

- Victim behavior causes trafficking - shaming and blaming. Traffickers manipulating a need or vulnerability of a victim is what causes trafficking.
- Same walk of life - trafficking survivors can come from two-parent loving households - anyone can become a victim of human trafficking.

#### SURVIVOR QUOTES:

*On understanding the experiences of survivors:* "People like to tell me that they understand and now I'll be able to move on, but that's not true... With the damage they've done to me, I won't." - DP





## U.S. GOVERNMENT HUMAN TRAFFICKING DEFINITION:

### SEX TRAFFICKING

Sex trafficking is the recruitment, harboring, transportation, provision, obtaining, patronizing, or soliciting of a person for the purposes of a commercial sex act, in which the commercial sex act is induced by *force, fraud, or coercion*, or in which the person induced to perform such an act has not attained 18 years of age (22 USC § 7102).

### LABOR TRAFFICKING

Labor trafficking is the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of *force, fraud, or coercion* for the purposes of subjection to involuntary servitude, peonage, debt bondage, or slavery, (22 USC § 7102).

*Trafficking Victims Prevention Act (TVPA)*



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### Training Notes

Use this as a transitional moment to say “now that you know what trafficking *isn't*, let's discuss what trafficking *is*.”

Read through entire definitions, pause, then acknowledge their “wordiness” and highlight the following:

- The many verbs in the legal definitions allow law enforcement and prosecutors to hold everyone involved accountable for exploitation. Give examples (ex. harboring – if a hotel owner allows a friend to use a room and knows that someone is being exploited in that room, or a hotel owner houses labor trafficking victims)
- For sex trafficking, force, fraud, or coercion must be present for adult victims but not for minors – note that you will break this down further
- For labor trafficking, force, fraud, or coercion must be present regardless of age –



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which, again, you will break down for them.

Three elements that make this easier to understand:

1. The trafficker acts.
2. They use force, fraud, or coercion.
  - Force = physical
  - Fraud = trickery
  - Coercion = psychological elements
3. For the purpose of commercial sex or labor

For sex trafficking the special component is that for any person under 18 you do not have to prove force, fraud, or coercion. All commercial sex work is not sex trafficking. If you are over 18, federal law says that you must prove force, fraud, or coercion.

Louisiana is a unique state because it has a law that covers not just people under the age of 18- it is for up to the age of 21 that force, fraud, and coercion does not need to be proven. This means that in Louisiana anyone under 21 who is engaging in commercial sex is considered a victim of human trafficking. We will dive a bit further into the differences of Louisiana law later in the presentation.



## What Does That Mean?

### FORCE

Kidnapping  
Physical violence  
Drugging  
Threats with weapons  
Denial of medical care and disability support

### FRAUD

False or deceptive work offers  
Promises of employment, marriage, or a better life  
Debt bondage

### COERCION

Threats of violence  
Control of children  
Photographing in illegal situations  
Long hours without reprieve  
Controlling communication  
Holding important documents

\*Inability to walk away



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### Training Notes

Quotes from survivors:

- *On the inability to walk away:* “You can’t walk away. They say, ‘ if you walk away, we’re going to put a bullet between your eyes.” - DP
- *On controlling communication:* “The only time that we were allowed to talk to other girls— not like us—was when we were recruiting them.” - DF
- *On fraud and controlling their movements:* “If we did have money, we weren’t allowed to spend it. We would have to give it to him and he might give us \$5 to buy food.” - MJ
- *On denial of medical care and disability support:* “They took my disability check... and after my arm was broken, they wouldn’t bring me to a doctor.” - DP
- *On holding identification, travel documents, debit/credit cards, and personal property:* “The pimps will keep all of our IDs but won’t carry their own... we had to bring him [the pimp] to the hospital once and he used a fake name.” -DF



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Depending on the length of the presentation, this is a good slide for audience involvement. Before switching to this slide, you can ask “What do you think an example of force is? Fraud? Coercion?”

- Force – physical force and violence. Discuss items in the list.
- Fraud – false promises of employment, marriage, or a better life. This includes promises of citizenship. For example, “Come to this country, you can work as a maid” but then they arrive and are forced to engage in commercial sex. Debt bondage is when someone gets trapped in a cycle of debt. For example, “Come work for me – you can pay me back for the flight” – person makes \$500/ week but owes \$400/ week for room and board, \$100/ week for food, \$50/ week for phone calls/ other, \$50/ week to pay back for the flight – so they are just in a perpetual cycle of debt.
- Coercion – this is more psychological: “If you don’t do \_\_\_\_, then \_\_\_\_ will happen.” If you don’t have sex for money, I will expose these images of you. If you don’t do this job, I will get you deported/ I will harm your children, etc.

Be prepared for people comparing their experiences to trafficking victims (“my student loans are debt bondage,” “my boss has those same expectations,” etc.). You should be prepared to shut that down in a respectful way.

An example of labor trafficking as psychological control: Imagine an extremely long day at work. When you get home, the first thing your partner asks is what do you want for dinner. You’re so exhausted you can’t make a decision. You might even say something like ‘I can’t even think about that right now.’ For people working in these circumstances, their mental facilities are diminished. That’s a means of psychological control.



# Labor Trafficking



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## Training Notes

Explain that you are going to talk specifically about Labor Trafficking - but also the common overlap between sex trafficking and labor trafficking

Even though we hear about sex trafficking more often, international studies show that labor trafficking occurred in 70% of cases of trafficking.

Ask people if they've ever been trained on labor trafficking or if they even knew that trafficking included labor.



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## Labor, Child Labor, & Labor Trafficking

### Labor Exploitation

- A person is working legally but is denied basic legal rights such as fair compensation

### Child Labor

- Youth working under the legal working age or engaged in work that is harmful to their health, development, or education
- 14 is the legal working age in Louisiana, some types of employment are off limits to youth under ages 16 & 18

### Labor Trafficking

- Someone forces, defrauds, or coerces another person into providing labor or services



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### Training Notes

#### Quotes From Survivors:

- “They denied my rights. They made me work for free.” - DP

The goal of this slide is to explain the difference between labor exploitation, Child Labor law violations and labor trafficking. An organization can violate child labor laws without trafficking the child. States have different child labor laws. In Louisiana, 14 is the legal working age, but some types of employment youth have to be 16 or 18, for example, carry heavy equipment, working with hot oils or dangerous chemicals, operating certain machinery.

Basic rights that can be denied under labor exploitation: minimum wage, breaks, etc.

Unless it's a family farm or restaurant, in most industries, children under 14 cannot work in Louisiana. The Dept of Labor in Louisiana just released guidance on this.



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It takes time and expertise to understand the differences between these types of abuse. It's okay to not know everything. Instead of saying "I don't know" and undermining your authority, say something like "that's a great question, I'd love to follow up with a report" or "I'd love to meet with you after." The worst thing you can do is make something up.

Human trafficking does not just happen in the normal economy. There are a lot of jobs in the 'grey' or 'informal' economy, such as selling drugs, sex work, and day laboring. Dr Laura Murphy's 10-city study of homeless and runaway youth across the US found that of the youth who experienced labor trafficking, 80% were trafficked in forced criminal activity.

Even if a person does something illegal, if it happens in the context of their labor trafficking, they are still a victim. That doesn't matter if it is Drug sales, panhandling, or theft.

Foreign nationals and unaccompanied minors can also experience labor trafficking.

Resources you can share with the audience or places you can go to learn more on the topics are:

Dept of State Trafficking in Persons Report  
DOL wage and Hour Child Labor Laws Handbook



## Forced Criminal Activity

- Requires that there be an element of force, fraud, or coercion
- Often begins when youth are very young or vulnerable
- Trafficker could be family member or friend or neighbor
- Usually involves threats, implied violence, or acts of violence



Murphy, Laura. *Labor and Sex Trafficking Among Homeless Youth*. Loyola University New Orleans, Modern Slavery Research Project, 2016.



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### Training Notes

Note that youth who have a missing caregiver (incarcerated, deceased parent), in poverty, and in high-crime neighborhoods are at high risk. Often youth are unable to leave the situation without undergoing extraordinary violence. In Louisiana we certainly have young people experiencing forced criminal activity labor trafficking. During the 10 city study conducted by Dr. Laura Murphy, she found that 80% of homeless youth who experienced labor trafficking did so in forced criminal activity.

Equate this to child soldiers. People understand that those children are poor, forced into it, ignorant of the resources available to the world at large, etc. These same things can be said about youth forced into criminal activity.

Be prepared for pushback on this slide. A great tool is to ask the rest of the room what they think about that. "Does anyone have a response to that?" Then, instead of the trainer calling out an audience member, you allow the room to moderate. You can "validate," by saying "That has been a common way to see this, but now we know more about these victims... "I can definitely understand how it might seem like this, but when you look a little deeper, you find..."



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When you're asked a difficult/problematic/offensive question, take a pause. Maybe say "that's an interesting point." Take the opportunity to meet people where they are at and create a learning moment.

Key questions to ask youth in these situations are "if you wanted to stop (enter illegal activity) could you?/ what would happen?" "If you wanted to stop, could you?" "What would happen if you tried?" If the youth were to respond, "sure I could just stop dealing drugs" it is not labor trafficking. But if they respond "well he would shoot me" it could be labor trafficking. HOWEVER: remind folks they shouldn't ask these questions unless they are trained and there's a benefit to screening.

## Sites/Types of Labor Trafficking in U.S.

- Restaurant and food service
- Peddling and begging
- Health and beauty services (salons)
- Construction
- Hotels and hospitality
- Landscaping
- Illicit activities (i.e. drug dealing)
- Forced begging
- Arts & entertainment
- Commercial cleaning services
- Factories and manufacturing
- Carnivals
- Forestry and logging
- Health care
- Recreational facilities
- Forced/fraudulent marriage
- Child marriage
- Domestic work



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## Training Notes

Point out the ones that are relevant to your audience:

For example, people who serve youth, I'd talk about restaurants and food service or illicit activities. For people who serve the homeless population, talk about peddling.

Questions that may come up:

- Child marriage: children leagally cannot consent to sexual activity or marriage. Louisiana actually does not have a law for a minimum age for marriage but there is a federal law.
- Carnivals: opportunities to abuse because it is deregulated, traveling and leaving town before people notice that workers may be abused.
- Health care: people exploit skilled guest worker visas. Someone may not speak great English or might have their passport taken away- for example, there were some big cases in California in 2019 about foreign workers at nursing homes being abused. Also important to note that survivors present in health care settings.
- Recreational facilities: Camp counselors. This happens in isolated environments where it can be difficult to get help or leave.
- Forestry and Logging: isolated logging camps. Very similar to herders, fisherman, ranchers, they get physically isolated. The working conditions are harsh or unsafe.
- Fishing and seafood industry. Not only are they physically isolated, but also socially isolating. There is often a cultural or language barrier as well. Migrant workers are reporting labor trafficking particularly in crawfish fields, aquaculture.

To learn more, go into the Polaris Typology Report.



## In Louisiana...

- Seafood industry
- Aquaculture
- Agriculture
- Restaurants
- Construction
- Drug trade



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### Training Notes

In 2019 the Greater Human Trafficking Task Force used open source data to identify the following as likely sectors for potential labor trafficking in Louisiana: agriculture, seafood, and others. In New Orleans the likely sectors are: construction, restaurants, health and home services. To learn more about this, visit [www.nolatrafficking.org/resources](http://www.nolatrafficking.org/resources).

This list also includes the drug trade because of research of Dr. Laura Murphy in the “10 City Study of Homeless Youth” which found that 80% of the homeless youth who had experienced labor trafficking were in forced criminal activity and drug trade.

To find labor trafficking specific awareness raising materials visit <http://www.nolatrafficking.org/awareness>



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# Sex Trafficking



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## Training Notes

This is a transition slide, but take a moment to say that labor and sex often overlap.



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## Sex Trafficking

Sex trafficking is the crime of using force, fraud, or coercion to induce another person into commercial sex acts, or to induce a person under the age of 21 into commercial sex acts.

### RS 14:46.2 Human Trafficking

It shall be unlawful: For any person to knowingly **recruit, harbor, transport, provide, sell, receive, isolate, entice, obtain, or maintain the use of another person** through **fraud, force, or coercion** to provide services or labor.

\*"commercial sexual activity" means any sexual act performed or conducted when **any thing of value** has been given, promised, or received by any person.

### RS 14:46.3 Trafficking of Children for Sexual Purposes

It shall be unlawful: For any person to knowingly **recruit, harbor, transport, provide, sell, purchase, receive, isolate, entice, obtain, or maintain the use of a person under the age of eighteen years for the purpose of engaging in commercial sexual activity.**\*



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### Training Notes

Sex Trafficking is the crime of using force, fraud, or coercion to induce another person into commercial sex acts, or to induce a person under the age of 21 into commercial sex acts.

Louisiana has become a leader in anti-trafficking legislation. Louisiana's criminal definitions of human trafficking are outlined in Revised Statute 14:46.2 and 14:46.3 (specifically covering trafficking of minors for sexual purposes). We would like to share some specific examples of Louisiana laws that expand upon the federal human trafficking laws.

One example of a particularly strong law is our Trafficking of Children for Sexual Purposes statute. This law includes extra words that expand forms of harm that qualify as trafficking, as well as expanding the ways in which abusers can be culpable of trafficking. Additionally, our law states that not knowing the victims age cannot be a defense. Overall, this law strengthens our ability to hold traffickers accountable.

Read this law verbatim. Explain the following:



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- This is similar to the LA adult trafficking law in RS 14:46.2, which is similar to national law.
- It defines “commercial sexual activity” as any sort of sex act performed or conducted by any person when a thing of value is given, promised, or received by any person.
- \*\*Good time for audience engagement – ask them “Imagine a child/ teenager who has been kicked out of their home, or who lives in a group home – what is a thing of value for them?” “What do they *need* or think they need in order to survive on the street?”
- Highlight the word “Purchase” and explain that the person buying sex from the child is also trafficking the child. In the absence of a third party (trafficker/ exploiter, or other person) who is benefiting from the child being exploited (ex. in the case of survival trafficking – child exchanging sex for a place to sleep/ food/ money) then the buyer can be arrested and charged with trafficking of children. This is true for all people under the age of 21, as we will see in a couple slides. For adult victims, over the age of 21, the purchase of sex is outlined in Louisiana’s prostitution-related offenses.
- Also highlight advertising – posting an ad of a child, or a dating app profile of a child. Also if a parent/ guardian knowingly permits the child to engage in commercial sex, they can also be charged with trafficking of children



## What does this mean?

- Any individual selling a person in their home, neighborhood, hotel, etc., in exchange for anything of value
- A child exchanging a sex act for anything of value (survival trafficking)
- Familial trafficking
- Gang trafficking
- Children exploited through pornographic images\*
- Intersection of sex trafficking and labor trafficking or forced labor

\*Meets the state definition of child sex trafficking

*"A lot of times it's intergenerational. My mom's mom and her sisters were trafficked on naval bases at age 14."*

- Survivor



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### Training Notes

- The first type of sexual exploitation is the one most commonly known and depicted in the news and media - "pimp-controlled" trafficking. This is when there is an individual (trafficker, pimp, exploiter) who is facilitating and/or profiting from the exploitation of the victim.
- Survival trafficking - the child is the one receiving the thing of value in exchange for a sex act.
- Familial trafficking - when a family member/ relative exploits a victim. This can happen to younger children who might know that they are being harmed/ sexually abused, but often do not know that a transaction is happening in the other room/ not know that their family member/ parent is facilitating and profiting from the abuse. We have seen this happen where children are sold for drugs, for money at the end of every month to pay for rent or a car note, or to help the parent with bills. We have also seen family members trafficking victims who have disabilities.

You can give specific examples from your work or you can explain hypotheticals "here's what that can look like..."



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## Victim Rights & Protection in Louisiana

### **CHC Art. 725 SAFE HARBOR:**

*Safe harbor law that protects minors from being arrested or charged with prostitution-related offenses.*

### **RS 14.46.2(A)(b):**

*Extends the age to 21 that force, fraud, and coercion don't need to be proven for a person to be considered a victim of sex trafficking*

**What does this mean?** Any person under the age of 21 that is engaged in commercial sex is considered a victim of human trafficking - force, fraud or coercion does not have to be proven. Louisiana law protects victims from being charged with crimes committed as a result of their trafficking.



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### **Training Notes**

Louisiana laws protect victims of human trafficking in a variety of ways. We would like to highlight two specific laws.

First, Louisiana has a safe harbor law. Many states have Safe Harbor laws that prevent children from being arrested and prosecuted for prostitution related offenses. In Louisiana, there is a Safe Harbor law protecting children from prosecution if they are victims of sex trafficking. Remind folks that this only applies to sex trafficking, not labor trafficking.

Second, Louisiana's human trafficking statute expands the federal definition to provide additional protection to young people. The statute increases the age from under 18 to under 21 that force, fraud, or coercion do not need to be proven. Any person under the age of 21 that is engaged in commercial sex is considered a victim of human trafficking - force, fraud or coercion does not have to be proven. In addition, through post-conviction relief (expungement and vacatur of criminal record) and affirmative defense laws, Louisiana law protects victims (adults and minors) from being charged with crimes committed as a result of their trafficking.

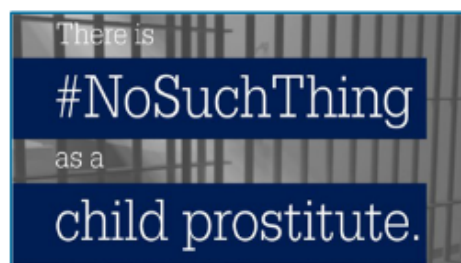


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## Changing Societal Norms

- **REMOVE** the word prostitution from your vocabulary, **especially** when discussing child sex trafficking
- Implies consent & criminality
- Victim-blaming



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### Training Notes

When discussing child sex trafficking or trafficking of a person under the age of 21, it is really important that we completely remove the work “prostitute/ prostitution” when we are talking about children. There is no such thing as child prostitution.

Prostitution is a criminalized act providing a sexual service BY AN ADULT where the person providing the service of their own consent and receives the profit. As prostitution is illegal in most of the U.S., and such, this word implies criminality.

**For children:** a child cannot commit that crime - they are being abused. This word also implies choice or consent, when a child under the age of 17 cannot consent to have sex with an adult - therefore they cannot consent to sell sex either.



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**For adults:** Adults survivors of human trafficking and adults engaged in commercial sexual activity/ sex work have shared that using the term “prostitute” to describe their experience is blaming and criminalizing. Regardless of whether an adult is engaging in commercial sexual activity by choice or by force, people who work with vulnerable communities need to show respect and care in the words we choose. Alternative words to describe “prostitution” can include: sex work, commercial sexual activity, and commercial sex work.

**Overall:** We need to be aware that the words we use when interacting with people will impact whether or not they can form a trusting relationship with us. And the words we use in our minds or in conversations with colleagues impact how we interact with child and adult victims. Words inform feelings which inform actions. Child trafficking victims are victims and survivors of child rape - there is no such thing as a child prostitute. Use person first language whenever possible, for example “victim of child sex trafficking”, “person engaged in commercial sex work”, or “person with down syndrome”.





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# Understanding Victimization



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## Training Notes

This is a section about what the trafficker does to victims that makes them stay in vulnerable situations. These apply to both sex and labor. This section explores how and what traffickers do to manipulate and control victims and who are often more vulnerable to the tactics of traffickers. This will help us explore why so many victims are unable to leave their situations of abuse.




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# MASLOW'S HEIRARCHY of NEEDS

## Grooming Process



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### Training Notes

The number one goal of this slide is empathy building. The slide is very relatable because we all have these needs. "How the hell does this happen?" This is a great slide to walk through a story. Empathy building not only for how they get them hooked, but also how they get them to stay.

Maslow's Hierarchy of needs describes the basic psychology behind human motivation. Maslow believed you had to meet your basic physiological needs before you could focus on meeting your higher level needs like self-esteem and self-actualization. There was a trafficker who wrote an article entitled: "How to be a Pimp: Using Maslow's Hierarchy of Needs to Make the Most Money." He said if you can identify what unmet needs a person has, you can meet these needs, then make them dependent on you for meeting these needs, and then exploit their dependence on you for need fulfillment. This can also be fulfilled in labor trafficking situations, for example in Gang settings. These groups can fill the need for family, friendship, basic needs, and self-actualization.

If you imagine a child who has run away from home, or a child who was kicked out of their home, or a homeless young adult, or an unemployed or underemployed young adult - it is easy for someone to meet their basic needs by giving them somewhere to sleep, food to eat. Next is the need for safety and security. The trafficker might promise protection - for harms that come to people on the streets, but also protection from family members or law enforcement that might be looking for missing children who don't want to be found. Beyond that is the need for love and belonging. Traffickers often make a victim feel like their boyfriend/ or girlfriend, or like they are part of their family. They build trust and rapport, they get the child to confide in them. Traffickers can even go beyond that and make victims feel valued and respected. They may meet all of these needs before ever asking the child or adult to do something in return. At that point, the victim may feel like they don't have a choice, or like they would rather do what the trafficker wants than lose the traffickers love or support.

You can talk about this as a push or a pull:

- Push: These are unmet needs that cause someone to search out and become vulnerable
- Pull: These are things that traffickers offer which pull people into trafficking

It's important also to mention that there are books sold on Amazon that describe pimping that use Maslow's Hierarchy. Trafficking is learned behavior. In the same way that victims are groomed to be victims, traffickers are also groomed to be traffickers.

"If they place me in homes with people who don't care about me, what's the big deal if I leave with someone who does care about me."



## Grooming Process

1. Target the victim
2. Befriend/ gain trust
3. Fill a need(s)
4. Isolate/ create dependence
5. Abuse while meeting needs
6. Maintain control



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### Training Notes

Quotes from survivors:

- *On gaining trust*: “In the beginning, I was allowed to go home to mom’s house, then eventually he wouldn’t let me go. If I said I wanted to go home, he said he would break my bones then he would bring me to my mom’s house.” - MJ
- *On creating dependence*: “He gave me a cell phone. He got me to come back to him everyday, so he could check his calls.” - MJ
- *On abusing and maintaining control*: “I was brainwashed... It all started when my mom died and they made me believe I was crazy and committed me into a mental hospital. After I go out, the day before my 22<sup>nd</sup> birthday, they changed. They told me that I deserved to die.” – DP

Process of Grooming:



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- Target the victim – target people with some noticeable vulnerability – (low self-esteem, living in poverty, abuse at home, homeless, etc.) This kid has this need that's not being met.
- Befriend, gain trust, or create a connection – collecting information – figuring out what they can exploit. Traffickers often befriend their victims or offer something, or have people who they've victimized for a long time do the recruiting or befriending for them. In cases of labor trafficking, this may be acting as a helper to find them a job, or a caring family member offering them something.
- Fill a need(s) – information gathered helps them fill a need – like Maslow's Hierarchy – easy to meet basic needs, then also meet emotional ones.
- Isolate/ create dependence – isolate from family and friends – people with other values and perspectives – but also to make it so the trafficker is the only one meeting those needs. This can occur through physical isolation, cultural isolation (such as lack of other people who speak the same language), or relationship isolation (not allowing them to talk to their family or loved ones, sabotaging their friendships).
- Abuse while meeting needs – continuing to intermittently meet some of these needs – but in exchange for the victim having sex with them – and then having sex with people for money. When the abuse starts, the victim often feels like the abuse/ exploitation was their idea, or is the only thing they are good for, or they deserve it, or it's how they have to show the trafficker that they love them. For labor trafficking survivors, they may occasionally be paid a small amount or be connected to them through a relationship that they don't feel they can walk away from.
- Maintain control – through threats, cycle of violence – sometimes giving gifts/ being kind - Then the trafficker maintains control through either psychological coercion, physical violence, drugging - often a combination of tactics that serve to induce compliance and prevent conflict.





## Psychological Coercion

### What does that look like?

- Simultaneously meeting the needs of victims while abusing
- Making the victim feel dependent on the trafficker
- Broken spirit, impaired judgement
- Trauma-bonds - relationships of Power and control
- Empathy for the abuser, attachment

*"He used my baby to control me. He would say if you make this much money you can go see him. It was never enough. I didn't see my baby for 5 months."*

-Survivor



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### Training Notes

Traffickers often use many tactics of psychological coercion to induce compliance and reduce the victim's will to fight back. These tactics are similar to those experienced by victims of domestic violence. Instead of asking why a victim hasn't left, or why they keep returning - the better question is "what does the trafficker do to get them to stay/ get them to come back?" Often the trafficker is meeting a lot of needs that the victim has - and the victim may feel like if they don't do what the trafficker wants, they will lose either very practical needs or emotional needs. USE EXAMPLES here if you have any. (Ex. one child said that there were many times she could have gotten away from the trafficker/ the violence if she wanted to, but ultimately she was afraid no one would ever *understand* her like he did.). Traffickers might use drugs, violence, tactics that create exhaustion - like over working or preventing sleep, in order to reduce the will or ability to fight back.

Note that these quotes were put here with survivor permission. Survivors of human trafficking are often reexploited for their story.



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## Recruiting Can Happen Anywhere

- Social media
- Gaming with live chat
- Home, neighborhood, on the street
- Foster homes, group homes
- Juvenile detention centers
- Runaway and homeless youth shelters
- Clubs, bars, hotels, casinos, parties
- Schools and bus stops
- Job sites, Craigslist
- Government assistance offices
- **Anywhere vulnerable people congregate**



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### Training Notes

- Again, traffickers prey on vulnerable populations/ people with an unmet need that they can exploit. Youth and young adults are also vulnerable because of their under developed frontal lobe and strong desire for validation and love. Traffickers know where schools are, where group homes and foster homes are, where homeless youth and young adult shelters are. They know where the unemployment offices are. They might prey on young adults exiting prison, or working at clubs or casinos.
- A lot of recruitment also happens online - on dating sites, other communication apps, or various websites where postings for commercial sex are made.
- Be familiar with your local area so that you can speak to hotspots



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# Vulnerabilities

*Anyone can experience human trafficking,  
but some people are at higher risk than others.*

- Childhood trauma
- Youth with runaway behavior or homelessness
- System involvement
- LGBTQIA+
- Immigrant or undocumented
- People with disabilities
- Substance use disorders and/or mental health disorders
- Poverty



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## Training Notes

- Anyone can experience trafficking, but some people are at higher risk than others. These are just a few of the vulnerabilities that can make a person more susceptible to human trafficking.



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# Risk Factors

## Individual

- Previous abuse
- Running from home
- Loss of caregiver
- Homelessness
- Truancy
- Foster system involvement

## Societal

- Racism, sexism, ableism, xenophobia, and other forms of discrimination
- Poor labor protections
- Poverty
- Lack of resources
- Criminalization of vulnerable communities



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## Training Notes

Quotes from survivors:

- *On having a disability:* "I don't like that word [autistic]. I don't like when they called me that 'autistic girl.'... People take advantage of vulnerable people." - DP
- *On recovery and healing:* "If it wasn't for my little girl, I wouldn't be here today. She gives me strength... And I wouldn't be here today, if y'all didn't help me." - DP

Anyone can be a victim of human trafficking, but it's important to look at who is especially vulnerable. Poverty compounds all other risk factors. Not to mention, many other risk factors stem from poverty. Anytime we can improve poverty, we are combating abuse.

LGBTQIA+ (lesbian, gay, bisexual, transsexual, queer, intersex, asexual, plus) Research to know what each of these letters mean



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# Identification



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## Training Notes

This is the identification section.

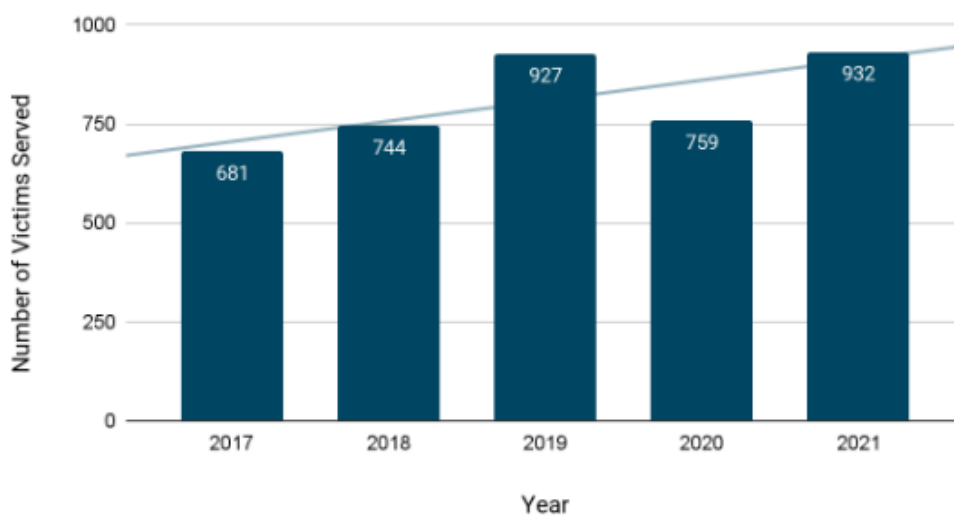


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## Scope of the Problem: Louisiana

*Louisiana Human Trafficking Data 2017-2021*



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### Training Notes

Update appropriately with statewide human trafficking statistics that demonstrate that trafficking is happening here.

The Governor's Office of Human Trafficking Prevention collects annual data on human trafficking, including demographics and services provided. This report relies on service providers around the state to report the number of victims served by their agency. This graph may make it look like human trafficking has been increasing in Louisiana, but in reality, the number of reported victims is increasing because training (like this one!) on identification and response has increased around the state, so more victims are being identified and supported.

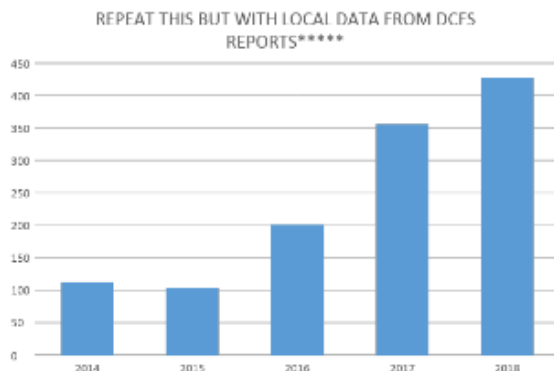


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## Scope of the Problem: Regional

INSERT YOUR LOCAL DATA HERE



- Age:
- Gender:
- Race:
- Type of trafficking:



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### Training Notes

**Individualize this slide to your region- DO NOT LEAVE IT AS IS!** Discuss the local Multidisciplinary response (whether it is established or in development), discuss numbers - and if they are low or 0, discuss why this could be (lack of training or coordination), maybe the difficulties in identifying victims in more rural/ spread out areas, fewer resources for victims or opportunities for identification.

\*To locate regional data, use the Louisiana Annual Human Trafficking Data reports by DCFS (2014-2020) and the Office of Human Trafficking Prevention (2021 and ongoing).

You need to be familiar with your area. Bring it home; know what your audience is interested in. Think about the jobs of the people in their audience (teachers, law enforcement, etc.) Explain sample cases that you have worked in your community, or what you have seen.



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## Barriers to Identification

### Victims often don't self-identify as victims

- Fear
- Shame, humiliation
- Trauma-bond to the trafficker
- Distrust in systems/ individuals
- Do not see the trafficking as trauma compared to other life events
- Language barriers
- Cultural barriers



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### Training Notes

Even with increased training and awareness there are so many barriers to identifying human trafficking victims. Victims often don't self-identify as victims - either because of fear of the trafficker, or trauma-bonds/ psychological coercion leading the victim to think that the trafficking is their fault, their choice, or just how they show the trafficker that they love them. Added layer of barriers for foreign victims - especially if there are language barriers that isolate victims, or fear of deportation.

Additional barriers include:

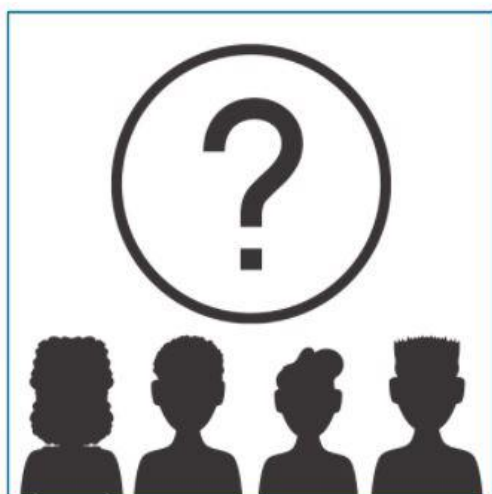
- Victims are removed and isolated from society
- Victims do not know they are being trafficked
- Service professionals not adequately trained in victim identification and the realities of human trafficking.



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## Flying Under the Radar



- Males
- LGBTQIA+ individuals
- People with substance use disorders
- **Who else are we missing?**



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### Training Notes

When you click through, first you will just see the silhouette. Ask your audience “who’s flying under the radar? Who are the victims we may not see because of barriers or bias?” After they share some examples, advance slides to show examples. Recognize that we don’t always know who we need to serve. This goes back to some of the misconceptions addressed in the beginning. Male, transgender, and LGBTQIA+ youth are often underreported due to shame, stigma, etc.

Ask the audience, who else are we missing? Who else might be extremely vulnerable and go undetected? Foreign nationals, especially non-English speakers, children of foreign nationals, homeless individuals, people with disabilities etc...



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## Bias Impacts Identification

**Bias is a disproportionate weight *in favor of* or *against* an idea or thing**

- Bias impacts the way that we serve the community
- Biases come from our identities: race, culture, gender, sexuality, socio-economic, religious, linguistic, age, culture
- Everyone has bias: what are your biases? How could bias impact how you interact with patients?



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### Training Notes

**You could have a multiple day training on this- there's such a big topic and this is just an introduction.**

**Bias** is a disproportionate weight *in favor of* or *against* an idea or thing, which can be in a way that is **closed-minded**, **prejudicial**, or unfair. Biases can be innate or learned. People may develop biases for or against an individual, a group, or a belief. Bias is inherent in all of us. We grew up a certain way, surrounded by certain people, with certain beliefs. Oftentimes, these biases are unconscious, meaning we do not realize they're there.

**Renee Navarro, PharmD, MD**, Vice Chancellor, Diversity and Outreach welcomes you to UCSF's initiative to address unconscious bias. ([Transcript](#))

### What is unconscious bias?

**Bias** is a prejudice in favor of or against one thing, person, or group compared with another usually in a way that's considered to be unfair. Biases may be held by an individual, group, or



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institution and can have negative or positive consequences.

There are types of biases

1. **Conscious bias** (also known as **explicit** bias) and
2. **Unconscious bias** (also known as **implicit** bias)

It is important to note that biases, conscious or unconscious, are not limited to ethnicity and race. Though racial bias and discrimination are well documented, biases may exist toward any social group. One's age, gender, gender identity physical abilities, religion, sexual orientation, weight, and many other characteristics are subject to bias.

**Unconscious biases** are social stereotypes about certain groups of people that individuals form outside their own conscious awareness. Everyone holds unconscious beliefs about various social and identity groups, and these biases stem from one's tendency to organize social worlds by categorizing.

Unconscious bias is far more prevalent than conscious prejudice and often incompatible with one's conscious values. Certain scenarios can activate unconscious attitudes and beliefs. For example, biases may be more prevalent when multi-tasking or working under time pressure.

<https://diversity.ucsf.edu/resources/unconscious-bias>

- The strategy of categorization that gives rise to unconscious bias is a normal aspect of human cognition. Understanding this important concept can help individuals approach their own biases in a more informed and open way (Burgess, 2007).
- Opportunities to have **discussions, with others (especially those from socially dissimilar groups)** can also be helpful. Sharing your biases can help others feel more secure about exploring their own biases. It's important to have these conversations in a safe space-individuals must be open to alternative perspectives and viewpoints.

<https://diversity.ucsf.edu/resources/strategies-address-unconscious-bias>

Unconscious bias for health professionals:

<https://www.aamc.org/what-we-do/diversity-inclusion/unconscious-bias-training>

**Give an example of a bias you may have. For example, Leanne is not from Louisiana, she's from the Northwest. She often hears that "people from Seattle have the Seattle freeze- meaning they're cold or mean to newcomers". This is a bias. It's not intentional, it's a social bias some folks may think.**


**Ask the community partners what their biases are! Engage in an open conversation.**





## Cautionary Tales


Bias can cause us to see trafficking where it isn't, and to miss trafficking where it is.


 Shopes.com

**Did Flight Attendant Sheila Fedrick Save a Girl from Human ...**

Alaska Airlines flight attendant saved a young female passenger from ... plus stories about local efforts to stop sex trafficking, none mention a ...

Feb 7, 2019

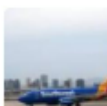


 Forbes

**Dad Questioned After Southwest Flight Attendant Suspects Human Trafficking**

This may have prompted the Southwest Airlines flight attendant to report the white man and Asian child. ... last week, however, AAI was still promoting the story as proof that flight attendants can and do stop human trafficking.

Dec 22, 2017





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### Training Notes

Unfortunately, some folks who are trying to help and spot potential victims do not recognize their biases, and as a result they either 1) see trafficking where it isn't happening (such as some misguided attempts to identify trafficking in airports which led to racial profiling and accidentally detaining families travelling for vacation), or the 2) or bias against victims and not seeing them as victims--- some people don't see victims who are right in front of them (like the now infamous case of Cyntoia Brown).

When we have bias we can also miss traffickers. If we have assumptions about what a trafficking victim or trafficker looks like, it will block us from seeing who is a victim and who is perpetrator.

For example: young, black men are disproportionately charged with child sex trafficking, even though we know that anyone can be a trafficker. This represents bias to SEE trafficking. Just imagine: who are the traffickers we are not seeing who are getting away with this horrible crime because of our bias? This is not to suggest we should not prosecute traffickers, this is to say that we are missing some abusers because we have expectations about who they are



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and what they look like. Here's an article about black men being prosecuted more for trafficking crimes:

<https://www.washingtonpost.com/news/monkey-cage/wp/2019/01/11/young-black-men-are-disproportionately-likely-to-be-prosecuted-for-human-trafficking-this-explains-why/>

Bias can also lead us to unintentionally see trafficking where it is not happening. One case example of this is Hawaiian family that was detained by flight attendant. Another example is of Cindy McCain when she told KTAR radio she thwarted a crime by alerting Phoenix airport police to a woman of a different ethnicity than the child she was with.

But Phoenix police told the station on Wednesday that they found no criminal wrongdoing after performing the check. Critics on social media have accused her of racial profiling and harassment. <https://www.bbc.com/news/world-us-canada-47148044>

Another example is in an airport when Southwest Airlines required that a mother of a biracial child prove that she was the mother. <https://www.bbc.com/news/world-us-canada-44292513>





## Potential Indicators

- Frequent truancy or running behavior
- Fearful, anxious, or submissive behavior
- Tattoos that they are reluctant to explain
- Evidence of controlling relationships, older boy/girlfriend
- Unexplained/suspicious injuries or health complications
- Scripted or recited story
- Physical exhaustion, malnourishment
- Not in possession of identification/ lies about identity
- Mentions not being paid for work or working in dangerous conditions

National Human Trafficking Resource Center: [www.TraffickingResourceCenter.org](http://www.TraffickingResourceCenter.org)



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### Training Notes

None of these things on their own mean someone is being trafficked. A trafficking victim may have one, all, or none of these things. The important thing is to look for suspicious behavior/signs and ask questions or alert the appropriate person. There are things that might not even be on here that can be suspicious.



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# Support for Victims



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## Training Notes

Tips for trainers: bring your own laptop and thumb drive. But print copies of the powerpoint and bring it. Because technical difficulties do happen.



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# Trauma-Informed Care

## What is helpful:

- Take time to build rapport and trust
- Be clear about your role and what will happen next
- Provide choices – restore autonomy
- Focus on strengths/ resilience
- Monitor signs of distress, minimize risk of re-traumatizing
- Only ask questions you need to know to do your job
- Listen and W.A.I.T. (why am I talking)
- Be aware of power imbalance
- Treat them as a victim- regardless of the context
- Recognize anxieties around legal issues or criminalization
- Offer translators to address language barriers



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## Training Notes

\*\*Spend some time on these slides. These slides give the audience some tools for when they do encounter victims. But remind people that they are not experts. Take time to build rapport and trust - recognize that victims have often been failed by people and systems that were designed to protect them. Understand why they will not immediately trust you.

Be clear about your role and what will happen next - we have a tendency to “go through the motions,” leaving people confused and scared, unsure of what is happening. Take the time to explain everything you are doing and ask if they have any questions.

Provide choices - part of the trauma involved with human trafficking the loss of control. This loss of control is often perpetuated by well-meaning service systems that think victims are vulnerable and unable to make decisions for themselves. Provide choices whenever possible, no matter how small, to help victims regain a sense of control over their lives. Make them feel like their voice and choice matter.



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Monitor signs of distress - if you are questioning or working with a victim, recognize if they are becoming agitated, shutting down, or other signs that they are “triggered”, and take a step back or a break. Only ask questions that you need to know the answer to in your role. If you aren’t a forensic interviewer or a therapist helping them build a trauma narrative, you do not need to know the gory details of the abuse they endured. Also be prepared in case they start flooding you with information.

Power imbalance - there is always a power imbalance between client/victim and provider - notice if the answers to your questions are all “yes ma’am, no sir” - take a step back, give choices, validate their experience and perspective

Be honest about your role and the next steps that you know will happen. But offer choices where you can. “I am your teacher. Because of that, I have to report this. Do you want to talk in the office or outside?”

Treat victimization even in the context of illegal activity - remember that illegal activity can be a result of human trafficking force, fraud, or coercion. If you see the individual only for the crime they allegedly committed, you will miss the victimization. If we see them primarily as a victim, we are more likely to build rapport.

Language barriers - NEVER have a “friend” or relative translate - always get a professional/certified translator through a language line service or another professional whenever possible. Recognize that language barriers are used to manipulate and control victims.

Quotes from survivors:

- “In the life, you tend to lose your faith in humanity. Victims need their faith in humanity restored...It’s important to let victims know that they are people out there that you can trust and want to see you become a survivor.” – DF
- We had a survivor on a recent (not trauma-informed) intake call with another agency that, after the call, said “I didn’t feel like I was trafficked enough to get services.”



## Trauma-Informed Care

### Practices to avoid:

- Shaming or asking intimate or accusatory questions
- Blaming words like prostitute, promiscuous, fast
- Making promises you can't keep
- Expecting them to trust you right away
- Expect them to self-identify as a victim of human trafficking or abuse - disclosure is NOT THE GOAL
- When possible, avoid touching the person without their permission or verbally explain why you're touching them



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### Training Notes

\*\*Spend some time on these slides

Practices to avoid - asking shaming/blaming questions, or any questions that you don't need to know the answer to in order to do your job.

Be careful with your word choice - and don't assume you know the meaning of words that they use to describe their experience.

Do not touch anyone without permission - and again, remember the power imbalance. If you ask "Can I hug you?" - they might not feel like they can say no. And is that for YOU or for them?

Do not make promises you can't keep. People respect and trust you more if you truthfully say "I don't know, let me try to find out" or "I'm not sure, I don't want to lie to you or be wrong."

Don't expect them to self-identify as a victim of human trafficking or abuse. Don't expect them



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to see the trafficker as a bad person. Remember that youth and young adults are often bonded to their offenders, and the trafficker has often met the needs of their victim better than other system providers or family members ever had.

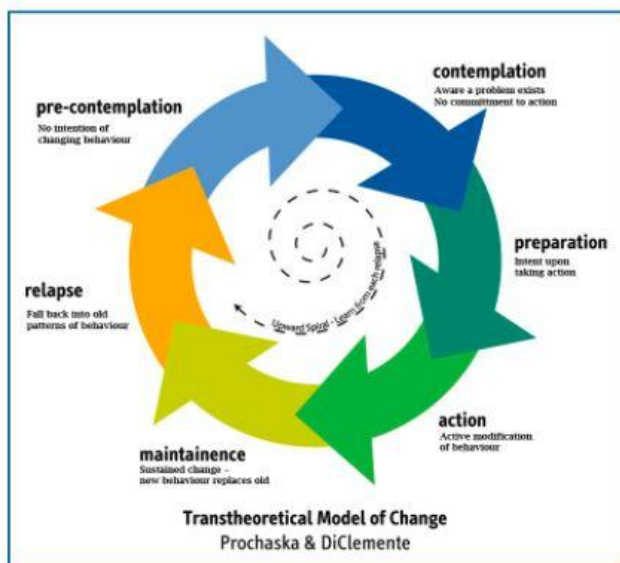
Additionally bullet point examples:

- Do not say you understand, unless you've been through it.
- Do not treat interview as an interrogation
- Do not prioritize paperwork over the victim





## Model of Change



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### Training Notes

(You can use the example of quitting smoking - or just jump in to how this applies to leaving a human trafficking situation)

This is about identifying where a minor or adult victim is in their change process and meeting them where they are in order to build rapport and encourage meaningful change.

Whenever we make a change in our lives, we go through this process - starting in pre-contemplation where we don't recognize that there is a problem. This could be a child who sees the trafficker as their boyfriend and believes they are having sex for money to prove their love to the trafficker. In contemplation, victims recognize there is something they don't like about the situation, but are weighing the pros and cons of making a change. Oftentimes, something *happens* to move an individual from precontemplation to contemplation - this could be an incident of violence (physical, sexual, or psychological), a sexual health complication, etc. For example, a victim might be weighing the pros of leaving the situation (not enduring



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more violence, not wanting to have sex for money) with the cons of leaving (will lose the trafficker who makes them feel seen/heard/ loved, etc., won't have a place to sleep, doesn't want to go back to a group home, etc.). In preparation, a victim is making a plan to leave the situation. This is when service providers can inform victims of various options for housing, mental health support, job programs, etc., and provide support in planning to leave. In action, a victim is actively leaving the situation and engaging in supportive services. Weighing the pros and cons of leaving is an ongoing process. A victim in action might feel like their housing placement is not supportive or like their needs aren't being met, and return to the trafficker. You should expect relapse and an extended time for healing.



## Reporting: Suspected Trafficking Victims

1. Follow protocol and work policy for reporting child abuse and neglect
2. Report to DCFS
  - 1-855-452-5437
  - \*Child sex trafficking cases require a mandatory report.
3. Report to Local Law Enforcement
  - Call 911 or your local law enforcement
  - Louisiana State Police Hotline 800-434-8007
4. Call the National Human Trafficking Hotline
  - 888-373-7888 or text “Be Free” to 233733



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### Training Notes

Especially for education professionals or people who work with young people: you must follow work protocol. Going to your boss alone to report is not enough. You have to be the person who reports to DCFS or law enforcement. Note, beginning in January of 2023, all child sex trafficking cases require a mandatory report to DCFS.

Encourage people to put the National Hotline in your phone. They will often direct you back to services in your local community.

NOTE - for adults, you need their consent to make a report. If they do not want to report trafficking, sexual assault, or any other crime committed against them to the police, you cannot report for them or make them report. Your job is to provide them with whatever form of support they would like from you, and support them in making a report if they choose to do so. Provide them with information about their options, provide them with choices whenever possible, and provide them with support.



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## Regional/ Local Response

*[Insert MDT or other Team Name]*

- Brief overview of process or protocol

*[Partner Agencies]*

- For example: Law Enforcement, DCFS, DA's Office, Juvenile Services, Mental Health Provider, Housing Provider, Advocacy or Mentorship Agency

*[Insert flow chart if available to show process]*

Each Coordinator should create this slide based on local/regional response. This slide should be reviewed and modified as needed as local trafficking response process is developed.



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### Training Notes

**DO NOT LEAVE THIS SLIDE AS IS: INSERT YOUR LOCAL REGIONAL RESOURCES HERE!** Brief overview of your local response and efforts. Emphasize that we now have regional trafficking coordinators.

Better to report and be wrong than to do nothing at all.

Teachers have to follow their work policy, but then they must follow up that process with a call to DCFS. Failure to report is a felony. Let your principal know that after you speak with them you will be reporting both to DCFS and to law enforcement. You can also report anonymously after school if you're worried about professional repercussions. Keep note of who you reported to and when, so that you can protect yourself against liability.

Communicate that if you have questions, your CAC is a great resource. It's a great neutral party to walk you through the process. But the CAC isn't the agency to report to.



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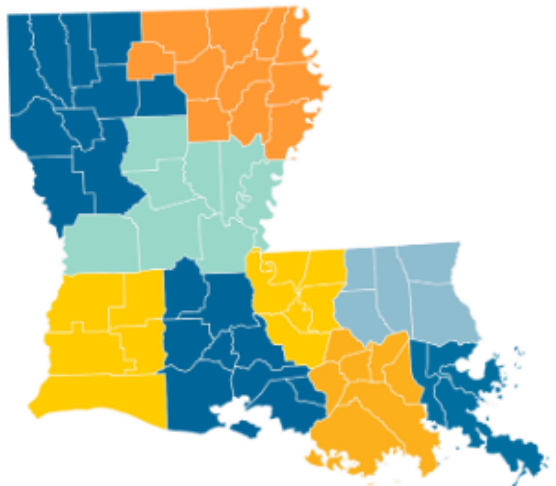


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## Resources for Survivors

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For information on services and resources for survivors in your region, please visit [humantrafficking.la.gov/resources](https://humantrafficking.la.gov/resources).



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### Training Notes

Share with the audience about the Human Trafficking Resource Center of Louisiana which includes a map with regional services and resources specifically for victims of human trafficking.

To be added to the resource map, contact the Office of Human Trafficking Prevention at [humantrafficking@la.gov](mailto:humantrafficking@la.gov).



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## Training Resources

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For additional training resources:

Contact your local Children's Advocacy Center and ask about their available trainings.

Visit the Louisiana Child Welfare Training Academy website:  
<https://www.lcwta.org/>.

Email the Office of Human Trafficking Prevention at  
[HumanTrafficking@La.Gov](mailto:HumanTrafficking@La.Gov).



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### Training Notes

Mention any additional resources or trainings you'd like to include from your agency or others in your region; such as, trainings on trauma-informed care, online safety, child abuse prevention, etc.



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# QUESTIONS?

REGIONAL COORDINATOR

CAC Name

Phone Number | E-mail



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## Training Notes

**Edit with your information.**



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