



# RECOGNIZE & RESPOND TO HUMAN TRAFFICKING

United Way Worldwide  
Presented by UPS



This training is created by the Center on Human Trafficking & Slavery at United Way Worldwide with input from the National Survivor Network. This effort is made possible through the generous support of UPS.





# OBJECTIVES

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Understand Human Trafficking

Types and Global Estimates

How to Recognize Human Trafficking

Interactive Section

What's Being Done

How Your Organization Can Help

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# UNDERSTAND HUMAN TRAFFICKING

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# WHAT IS HUMAN TRAFFICKING?

Human trafficking is compelling someone through force, fraud or coercion to work or engage in commercial sex acts against their will.



WHAT IS HUMAN TRAFFICKING?

**Human trafficking is illegal in every country in the world—but happens everywhere.**

**\$150 BILLION** **40 MILLION**  
**DOLLARS IN PROFIT** **VICTIMS**

WHAT IS HUMAN TRAFFICKING?

## U.S. Trafficking Victims Protection Act (2000 - Present)

The recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery



WHAT IS HUMAN TRAFFICKING?

## U.S. Trafficking Victims Protection Act (2000 - Present)

Sex trafficking 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





# CORE ELEMENTS

**Force**

**Fraud**

**Coercion**

# U.S. Trafficking Victims Protection Act (2000 - Present)



## Force

- Physical abuse
- Assaults
- Sexual violence
- Burns
- Physical restraints



## Fraud

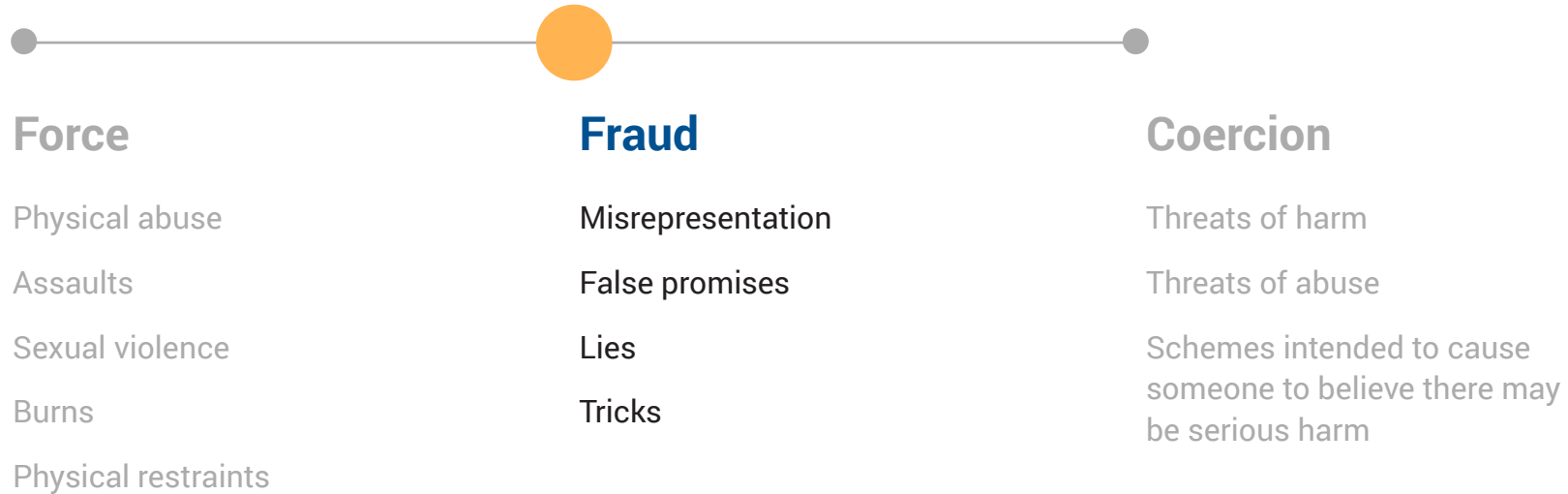
- Misrepresentation
- False promises
- Lies
- Tricks



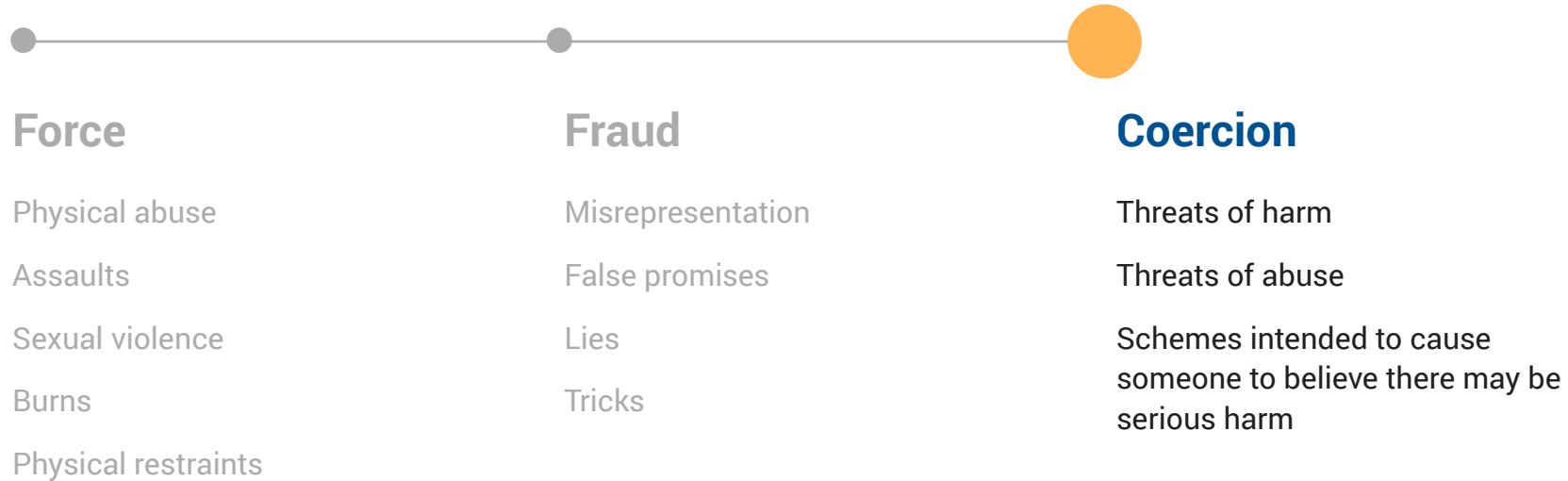
## Coercion

- Threats of harm
- Threats of abuse
- Schemes intended to cause someone to believe there may be serious harm

# U.S. Trafficking Victims Protection Act (2000 - Present)



# U.S. Trafficking Victims Protection Act (2000 - Present)





## CASES

# Forced Labor

**Martha**, a deaf woman from Indonesia, was promised a good job in a florist shop when she agreed to come to the United States. Once in the United States she was forced to peddle trinkets on the street, sexually assaulted and threatened by her trafficker if she did not make her daily quota.



These cases are real. Courtesy of Coalition to Abolish Slavery & Trafficking (CAST).



## CASES

# Sex Trafficking

**Angela** started running away at the age of 13 because of sexual abuse at home. She had contact with the Child Dependency system at least 11 separate times. At the age of 13, she was introduced by a friend to a man who forced her into sex trafficking through beatings and other abuse. Angela was arrested two separate times.

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# TYPES AND GLOBAL ESTIMATES

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# Types of Human Trafficking

A trafficking victim may be forced to work across multiple of these categories; they are not exclusive, but rather they are ways to understand the type of work that people may be compelled to undertake.



Forced Labor



Bonded Labor



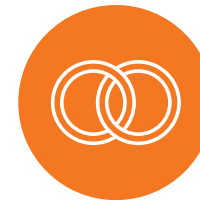
Sex Trafficking



Domestic Servitude



Child Labor



Forced Marriage



From The International Labor  
Organization & Walk Free Foundation

# 40.3 MILLION IN MODERN SLAVERY



## TYPES & ESTIMATES

### Of those:

24.9M

were trapped in a form of  
human trafficking

16M

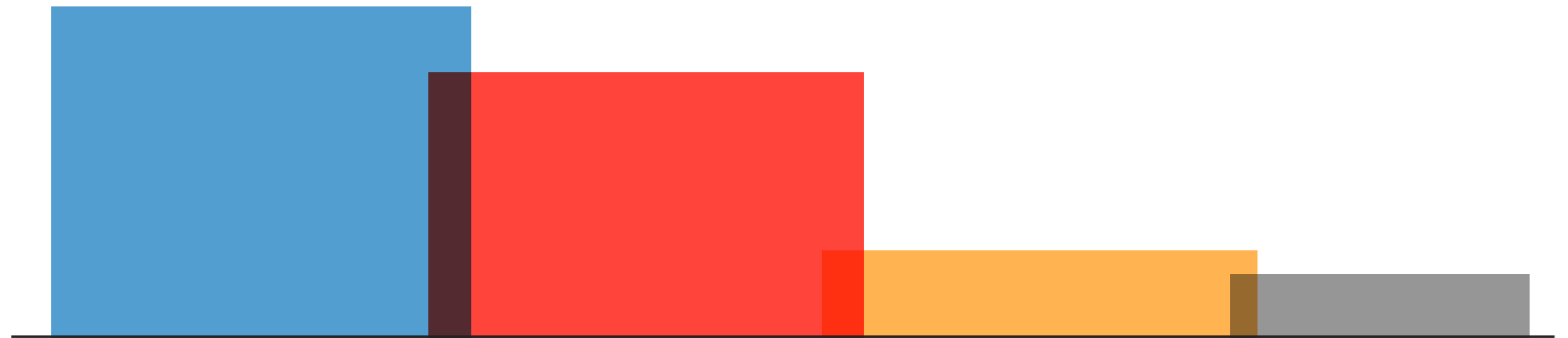
were victims of forced  
labor exploitation in the  
private economy

4.8M

were victims of forced  
sexual exploitation

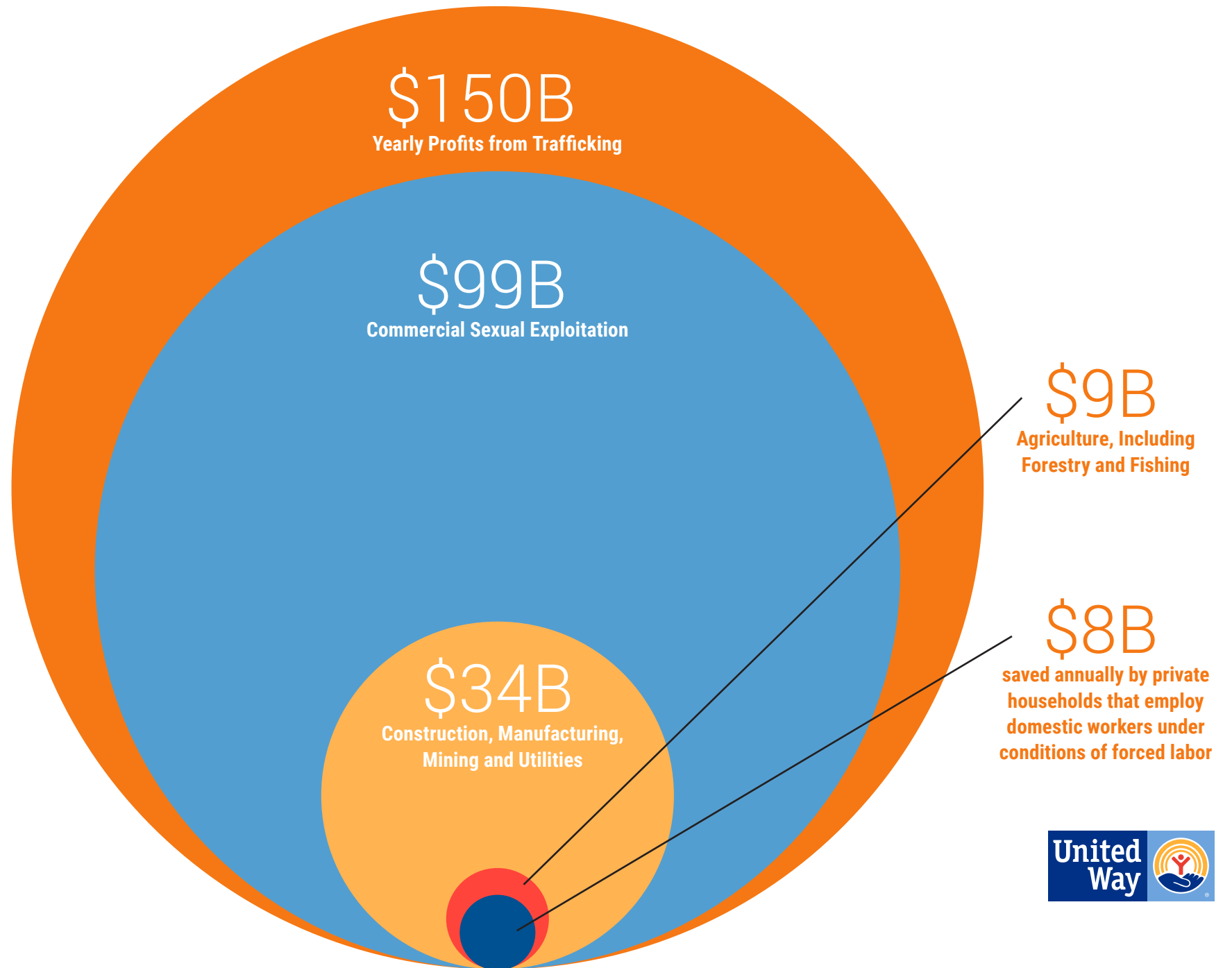
4.1M

were victims of state  
imposed forced  
labor exploitation



# Human Trafficking is Big Business

Human trafficking earns profits of roughly \$150 billion a year for traffickers, according to the ILO report from 2014. The following is a breakdown of profits, by sector:



OVERVIEW: UNITED STATES

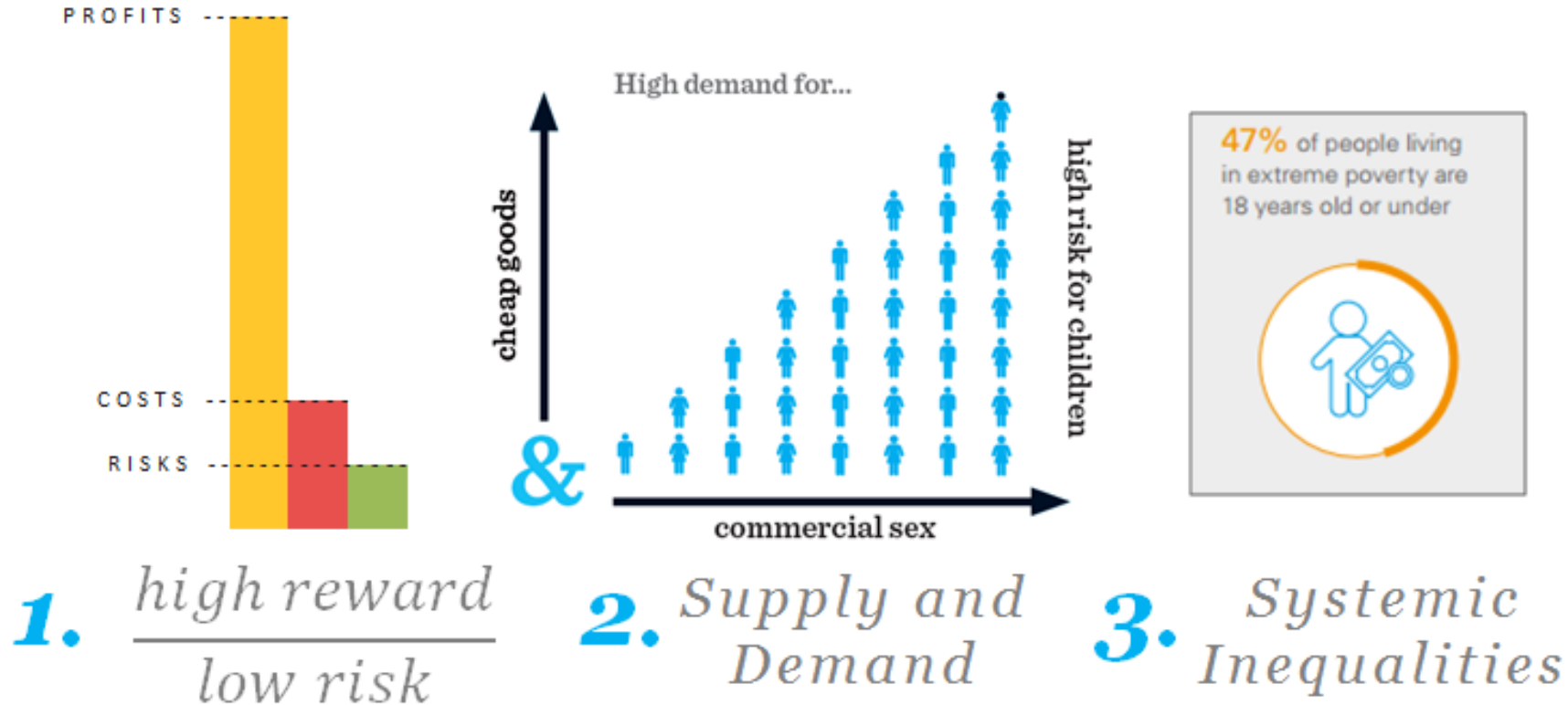
**There is no official estimate  
of the total number of human  
trafficking victims in the US.**

**41,088 contacts**  
made to the National Human Trafficking  
Resource Center in 2018

**1 out of 5  
runaways**  
reported to the National Center for Missing and  
Exploited Children are likely trafficked for sex

Cases reported in all  
**50 states**

# Human Trafficking—Fueled by Demand



“

...human trafficking is fueled by a high reward, low risk dynamic. This means that traffickers can expect to make a lot of money with minimal fear of punishment or legal consequence.

”

UNICEF USA

SOURCE: Unicef



## HUMAN TRAFFICKING MYTHS

### Myths

### Facts

Limited to developing countries.	It happens in every state in the US.
Defined by movement.	People do not need to move across borders to be victims.
Restricted to minors.	Adults make of $\frac{3}{4}$ of the world's victims.
Restricted to women & girls.	It happens almost as often to men and boys and includes people of all genders.
Only sex trafficking.	Forced labor occurs far more frequently.
Limited to foreign victims.	US citizens are victimized, too.



Video credit: Office for Victims of Crime, U.S. Department of Justice



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# HOW TO RECOGNIZE HUMAN TRAFFICKING

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## Common Work & Living Conditions



### RED FLAGS

- Is under the age of 18 and involved in the commercial sex industry
- Is in the commercial sex industry and has a pimp or manager
- Is unpaid or does not have access to their wages
- Works excessively long or unusual hours
- Lives at their place of work or is not allowed to leave
- Someone is always watching or guarding them

## Behavior

### RED FLAGS

- Show signs of physical abuse or is hiding physical abuse
- Lack of knowledge of whereabouts and/or loss of sense of time
- Appears fearful, anxious, distressed, tense or paranoid
- Avoids eye contact
- Has numerous inconsistencies in their story

## Lack of Control

### RED FLAGS

- Is intentionally isolated or shielded from view
- Is not in control of their own identification documents
- Is not in control of their own money or bank accounts
- Is not allowed to speak for themselves (a third party may insist on being present or translating)
- Is not free to contact family or friends
- Is coached on what to say if questioned by police
- Is not allowed freedom of movement

# **POPULATIONS VULNERABLE TO TRAFFICKING**

**Runaway and homeless youth**

**Youth in foster care**

**Formerly incarcerated individuals**

**People experiencing or at-risk of  
homelessness**

**Documented and undocumented  
immigrants**

**Persons in immigration detention  
centers**

**Persons with disabilities or  
mental illness**

**Persons dealing with substance abuse**

**Social marginalization & discrimination**

**Poverty and financial distress**

# COMMON WAYS VICTIMS ARE RECRUITED

Meet traffickers through  
advertisements for jobs

Promises of education, employment

Respond to advertisements to work or  
study abroad

Sold to traffickers by parents, family  
members, or intimate partners

Lured by promise of love or  
relationship

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# INTERACTIVE SECTION

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## Scenario 1

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Zoe works for the Jones' family cleaning the house, cooking and providing child care for their two children.

She works 14 hours/day on average; and is not allowed to leave the house.

She has never been paid in the three years she has worked for them.

# YES, THIS IS DOMESTIC SERVITUDE

## Scenario 1

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She has never been paid in the three years she has worked for them.





## Scenario 2

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Imani is 15 years old. Her parents recently told her not to bother with school anymore so she could learn to be a good wife.

After a few months of searching, Imani's parents forced her to marry a man they met a few towns over named Jafari.

They were married and Imani moved in with Jafari and his family against her will.

# YES, THIS IS FORCED MARRIAGE

## Scenario 2

---

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After a few months of searching, Imani's parents forced her to marry a man they met a few towns over named Jafari.

They were married and Imani moved in with Jafari and his family against her will.

## Scenario 3

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Miguel and his family are under persecution in their home country. They pay someone \$5000 USD to help them cross the border into the U.S.

The person they paid has arranged for false passports and locked them in the back of a truck for four days until they arrived across the border.

# NO, THIS IS HUMAN SMUGGLING, NOT HUMAN TRAFFICKING

## Scenario 3

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Miguel and his family are under persecution in their home country. They pay someone \$5000 USD to help them cross the border into the U.S.

The person they paid has arranged for false passports and locked them in the back of a truck for four days until they arrived across the border.

A man with a mustache and goatee, wearing a grey baseball cap and a white t-shirt, is working in an orchard. He is looking upwards and to the right, reaching towards a branch of a tree. In the foreground, he is holding a wooden crate filled with red apples. The background is filled with green leaves and branches of the orchard.

## Scenario 4

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José came to the U.S. to work the orchard harvest season. He has an H-2A visa, which is a temporary visa program for agricultural workers.

He works 12 hours/ day on average, lives in a trailer on the site, which is guarded at night so he can't leave the property, and his earnings are deposited into an account that only his employer has access to.

He would complain to authorities about his living and work conditions, but his employer threatened his family back home if he complained.



# YES, THIS IS LABOR TRAFFICKING

## Scenario 4

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## Scenario 5

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Jane is 19 years old and a sophomore in college. One day she meets John and they begin dating.

John promises he loves her and then encourages her to have sex with a friend of his. He says he will only continue loving her if she does this.

The friend turns out to be a customer. John requires Jane to engage in sexual acts for money repeatedly over the next 3 years.

# YES, THIS IS SEX TRAFFICKING

## Scenario 5

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Jane is 19 years old and a sophomore in college. One day she meets John and they begin dating.

John promises he loves her and then encourages her to have sex with a friend of his. He says he will only continue loving her if she does this.

The friend turns out to be a customer. John requires Jane to engage in sexual acts for money repeatedly over the next 3 years.



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# WHAT'S BEING DONE

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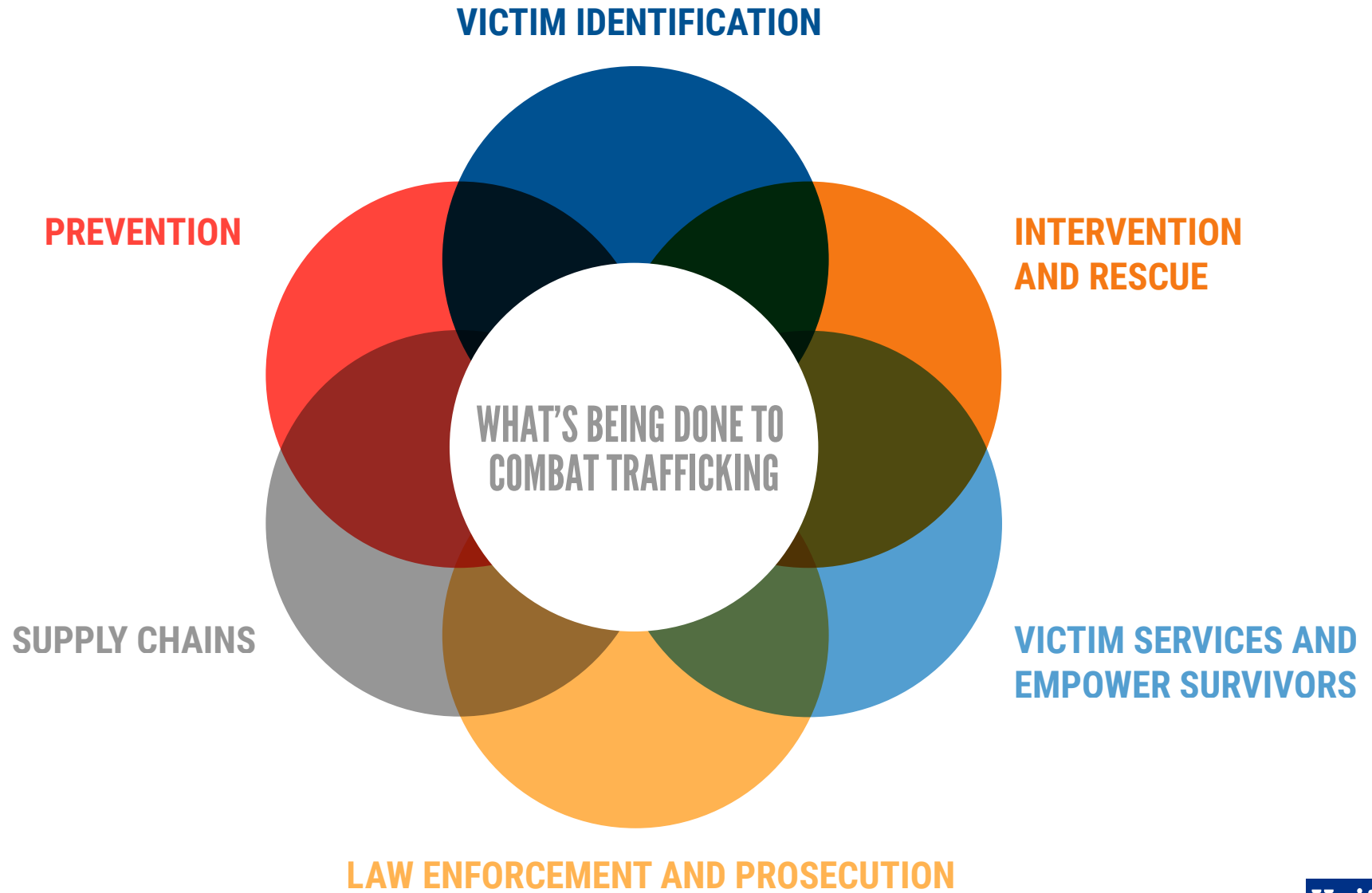


# WHAT'S BEING DONE

Human trafficking is a complex problem that requires

- multiple interventions and programs
- and a multi-sector approach

Comprehensive  
Program  
Response



WHAT'S BEING DONE

**A multi sector approach is also required involving different actors working together, including:**



Nonprofits



Government



Companies



Individuals

## WHAT'S BEING DONE



### Nonprofits

Government

Companies

Individuals

- Service delivery and coordination of services
- Advocacy for laws, policy and implementation
- Technical assistance and capacity building
- Support and empower survivors
- Awareness raising

## WHAT'S BEING DONE

Nonprofits



**Government**

Companies

Individuals

- Pass laws
- Law enforcement and criminal justice response
- Funding for and delivery of services
- Local, national and international coordination
- Public policy at local and federal level

## WHAT'S BEING DONE

Nonprofits

Government



**Companies**

Individuals

- Set standards and policies against trafficking
- Eliminate slavery and forced labor in supply chains
- Corporate Social Responsibility and charitable contributions
- Train employees to spot signs of trafficking
- Employ survivors

## WHAT'S BEING DONE

Nonprofits

Government

Companies



Individuals

- Learn to spot the signs of trafficking: “See something, say something”
- Advocate for policies and funding
- Support anti-trafficking organizations
- Don’t participate in the economies of exploitation
- Consumer advocacy



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# HOW YOUR ORGANIZATION CAN HELP

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## Identify & Respond to Human Trafficking

Offer Services Tailored to Victims

Advocacy

Involve Survivors

- Train staff to spot signs and respond
- Create HR policies and practices on anti- trafficking
- Post signs with anti-human trafficking hotline and encourage staff to load number into phones
- Create protocols for in-take or interactions with clients to screen for trafficking

Identify & Respond to  
Human Trafficking

● Offer Services  
Tailored to Victims

Advocacy

Involve Survivors

- **Legal Service Needs:** Immigration, social service, child custody, criminal justice
- **Short Term Service Needs:** Housing, crisis services, food, child-care
- **Long Term Service Needs:** Housing, job training, public benefits, child custody

## HOW TO HELP

Identify & Respond to  
Human Trafficking

Offer Services  
Tailored to Victims

● **Advocacy**

Involve Survivors

- Join local and national advocacy campaigns
- Join local anti-human trafficking taskforce
- Educate your local and state lawmakers
- Ask your local police department how they are responding
- Assist law enforcement with survivor advocacy and services
- Raise awareness in your community

## HOW TO HELP

Identify & Respond to  
Human Trafficking

Offer Services  
Tailored to Victims

Advocacy

### ● **Involve Survivors**

- Invite survivors to educate your team and organization
- **Hire survivors!**
- Promote survivor leadership at meetings and events
- Institutionally support survivor led organizations
- Mentor survivors and survivor led organizations



# WHAT TO DO

If you suspect something, report it to the **National Human Trafficking Hotline**

**1-888-373-7888**





# WHAT TO DO

In case of immediate danger, call 911 for an immediate response from law enforcement.

# Q&A



THANK YOU!



UNITED WAY CENTER ON  
HUMAN  
TRAFFICKING  
& SLAVERY

