Assessing Child Protection Agency Staffs’ Current Knowledge on Human Trafficking and Creating Resources based on their Expressed Needs

by
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A thesis submitted to the School of Community Services in partial fulfilment of the requirements for the Honours Bachelor of Behavioural Psychology. The procedures outlined in this resource are meant to be used by agency staff, as part of the broader services they provide.

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Dedication

I would like to dedicate the work of this thesis to myself. You did it. I congratulate myself for being able to overcome the many obstacles that were faced throughout the entire duration of my thesis completion. As well as the perseverance that I had despite the many challenges and limited supports. Continue to work hard and strive for your goals.
Abstract

Human trafficking for the purposes of sexual exploitation has been prevalent amongst society for decades. Studies have identified that children involved with child protection agencies are at greater risk of becoming involved in human trafficking. The local child protection agency identified a growing need to provide resources for staff to utilize when working with children, youth, or families where the issue of human trafficking may be or is a current issue. Using an online survey, data were collected on staff’s current knowledge levels, their perceived need of resources, and their preferred way of accessing information. The results of the survey highlighted that staff at the child protection agency were actively managing cases where human trafficking was a known or suspected issue and staff are seeking additional resources to better support them. Once the data were analyzed, the purpose of the thesis was to create a resource package that covered a wide variety of topics addressing the needs identified by staff to best assist them in supporting children, youth and families who may be or are involved in human trafficking. The student expected that the resources compiled would provide staff with tools to assist them in their approach to managing and supporting individuals who may be or are involved in human trafficking. An electronic staff data base, was used to house the information compiled to assist staff when working with children, youth or families and will host the resources compiled. The resource content includes but is not constrained to definitions, differentiating between human trafficking and sex work, terminology and slang, screening and/or assessment tools, information for parents, training modules, legal support, community resources, as well as information retrieved from the literature review. Time did not permit for the resources to be implemented or tested for efficacy. It is recommended that future research examine the efficacy of the resources.
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Chapter I: Introduction

The context for the proposed project is that there is a correlation with children who have been involved with the child protection agency and victims of human trafficking for the purposes of sexual exploitation (Panlilio, Miyamoto, Font & Schreirer, 2018). Human trafficking can be defined as “the recruitment, transportation, and/or harbouring of people for the purposes of exploitation through the use of force, coercion, fraud, deception or threats” (United Nations, 2000, para. 3a). Furthermore, Healey (2018) stated that any information that is available on child trafficking is largely linked with crimes of sexual exploitation. Sexual exploitation includes but is not limited to internet sex/webcam, nude or semi-nude dancing, stripping, pornography, and/or pimp-directed prostitution (Corbett, 2018). Thus, going forward, the focus of this research will be on the commercial sexual exploitation of children.

According to the Government of Canada (2017), as stated in the Child, Youth, and Family Services Act, the child protection agency is “mandated to protect children and youth who are or who may be at risk of all forms of neglect and maltreatment” including sexual exploitation (para 1). Healey (2018) asserts that any form of exploitation is a violation of human rights. Furthermore, it is essential to acknowledge that if the participant is under the age of 18, they are not able to give consent, regardless if it was their own choice or desire (Cimino at al., 2017). Equally important is to consider the fact that there are numerous children and youth who are considered in the legal care of the child protection agency, referred to as extended society care or temporary society care (Government of Canada, 2017). Therefore, the child protection agency is tasked with a parliamentary role of moderating the risks involved within the commercial sexual exploitation of children and youth.

Panlilio, Miyamoto, Font and Schreirer (2018) stated that crimes of human trafficking have been around for decades. Another study affirmed that until recently, many youths involved in sex trade work were mainly regarded as delinquents (Mitchell, Finkelhor, and Wolak, 2010). Reconceptualization of youth involvement in sex trade work has turned the conversation from these youths being regarded as criminals to victims (Mitchell, Finkelhor, and Wolak, 2010). Yet, limited prevention and reduction strategies have been made by child protection systems to support effective and appropriate intervention or withdrawal methods.

York Regional Police and York Region Children’s Aid Society (2017) stated that once a human trafficking concern has been identified, victims require immediate specialized attention, intervention, and support to address the complex matters. However, Panlilio, Miyamoto, Font and Schreirer (2018) identified that there is limited examination on appropriate reduction and prevention methods for this population. Moreover, most of the literature that has been completed relates to adults and is lacking in areas associated with children and youth (Panlilio, Miyamoto, Font & Schreirer, 2018). Furthermore, Corbett (2018) acknowledged that programs for sexually exploited youth have not been appropriately measured for rates of success. In general, there is a paucity of evidence-based direction on methods to reduce or prevent the sexual trafficking of children and youth (Panlilio, Miyamoto, Font & Schreirer, 2018). However, it is evident that there is an identified need for the creation of a resource to address the complex needs of this pervasive crime within child protection agencies to assist in mitigating risks.

It may be the case that computers, cell phones, and social media have escalated the recruitment and management of trafficking children and youth for the purposes of sexual exploitation. Statistics Canada (2016) reported a steady increase in the number and rate of
incidents that have been reported on human trafficking since 2010. However, Corbett (2018) acknowledged that it is not evident whether reporting has increased due to furthered awareness of this crime, or if there are more cases of exploitation, or both. Additionally, Corbett (2018) recognized that despite improved options for reporting, numerous cases of sexual exploitation are not reported.

Healey (2018) attested that human trafficking is one of the most difficult crimes to measure. Many survivors or those actively involved in human trafficking have a general sense of distrust for authorities or healthcare providers (Corbett 2018). Feelings of shame, guilt, and reluctance for disclosure due to distrust are also reasons why many cases of sexual exploitation are not reported (Corbett, 2018). Moreover, Rafferty (2018) emphasized that commercial sexual exploitation of children is an area of research where data were unreliable with few evaluated and effective interventions.

Corbett (2018) highlighted how the adverse health effects experienced by individuals who have been sexually exploited can inhibit a child’s well-being—more specifically, psychosocially and physically. Traffickers’ use of coercion and/or manipulation to remain in control leave victims subject to problems with self-esteem, substance abuse, and physical or sexual abuse (Corbett, 2018). Increased risk factors of mental health, as well as sexually transmitted infections, are another complication faced by this vulnerable population group (Corbett, 2018). Furthermore, Corbett acknowledged that if the needs of this susceptible population are not approached correctly, they have the possibility of worsening.

Cimino et al., (2017) conveyed that there is a limited number of social workers who are adequately trained on how to support and respond to the needs of children who have been sexually exploited for commercial purposes. A common theme in sex related interventions is the creation of trust amongst victims which the authors state may be significant for engagement efforts for youth who have been affected by commercial sexual exploitation (Cimino et al., 2017). Moreover, the literature suggests that practices such as harm reduction and trauma-informed care are best suited for the needs of victims of commercial sexual exploitation. Rekart (2005) elucidated how reduction strategies may successfully empower youth in modifying their own risks and ultimately have a better grasp of their options for the future.

Lastly, considering the correlation between children and youth who have been commercially sexually exploited and having had past involvement with child protection agencies, child protection staff need to be well informed on the issue of human trafficking and their role in helping to prevent and diminish sexual exploitation. Thus, the evidence-based treatment modalities outlined in this thesis were included to address the lack of resources available to child protection staff and to assist in development and implementation of prevention and intervention strategies for children and youth who may be involved in human trafficking. It is hypothesized that the development of a Human Trafficking Resource Package that reconceptualizes how child protection workers approach children and youth with this issue on their caseloads will be able to better equip those providing support to clients.

This thesis contains five chapters: the introduction, literature review, method, results, and discussion. The introduction is an overview of the topic including a rationale for the creation of a staff resource on the topic. Following that is a comprehensive literature review that is separated to recognize all aspects of the project development (creating the survey, gaps in research, human trafficking and harm reduction, as well as behavioural strategies). The methodology section includes a description of participants, consent procedures, research design, apparatus and materials, as well as the measures and procedures used. The results chapter will include a
summary of the survey results that help to guide the creation of this thesis. Additionally, the discussion section includes a discussion of the strengths, limitations, ethical issues and recommendations for future and furthered research. Conclusively, this thesis will be considered for its application to the field of psychology.
Chapter II: Literature Review

Survey Methodology

Choi, Mitchell, and Lipkus (2017) argued that web-based services are an inexpensive tool that assists in the gathering of participants in a timely manner. Moreover, Choi, Mitchell, and Lipkus (2017) confirmed that the use of online research has expanded significantly because of its efficiency in data analysis. The use of online surveys has been validated as the most effective method for accumulating data and connecting with a wide selection of individuals (Huang, 2006). This is due to the fact that people can access the survey at their convenience and complete it on their own time (Choi, Mitchell, and Lipkus, 2017).

According to Jason, Pokorny, and Katz (2001), consent procedures for research projects is a commonly disputed argument amongst many research professionals. Researchers must be aware of the potential risks and benefits that may occur when conducting surveys for data collection (Jason, Pokorny, and Katz, 2001). The authors state that for surveys that permit anonymous answers, are not asking intrusive information, or elicit emotional responses are therefore not required to obtain active consent. Jason, Pokorny, and Katz (2001), explained how active consent can consume more time than passive. This is due to the fact that active consent is required to inform participants about all of the potential risk factors, as well as obtain a signed copy of the consent form (Jason, Pokorny, and Katz, 2001). Correspondingly, active consent requires additional resources or persons to acquire the signed consents and ensure that participants are aware of any risks. On the contrary, passive consent can obtain a larger return rate (Jason, Pokorny, and Katz, 2001). In addition to that, section 8.05 of the American Psychological Association (2017) ethics code established that when research is comprised of anonymous questionnaires, consent is not mandatory. Moreover, the risk to respondents is further nullified by the fact that the data collected concerned the organization’s efficacy and confidentiality is upheld (APA, 2017).

Gaps in Research on the Sexual Exploitation of Children and Youth

There is a lack of attention on the role that social workers can have in supporting potential victims or survivors of sexual exploitation (Hodge, 2014). Correspondingly, research conducted by Ross and O’Carroll (2004) acknowledged how there are limited studies with sufficient treatment data for children involved in sexualized crimes. Roby and Vincent (2017) supported this concern acknowledging that until more recently, there has not been attention brought forth to address the lack of victim support for this pervasive crime. In essence, Roby and Vincent (2017) determined that minors involved in crimes of sexual exploitation need to be addressed primarily as victims. Even currently, there is a lack of direction of evidence-based literature to support children and youth who have been trafficked (Panlilio, Miyamoto, Font & Schreirer, 2018). Conversely, Panlilio, Miyamoto, Font and Schreirer (2018) noted how the majority of research that has been validated has been conducted with adults. Accompanying to the literature, it has been identified through conversations with individuals who work within the local child protection agency that, limited resources are currently available to staff who are working with children, youth, and families who are troubled with involvement of human trafficking issues.

Roby and Vincent (2017) attested that the United States policy development at all levels is at a standstill. In comparison, information regarding Canada’s legislation on human trafficking is also extremely limited with most of the research conducted by the Royal Canadian Mounted Police. Staff within the local child protection agency also identified that most of the validated research has been conducted in Ontario within the Toronto area. However, Roby and Vincent
(2017) expressed extreme support for social workers, as well as other professionals who are involved with children and youth at risk of commercial exploitation to exchange information and work in collaboration to ensure service provided is relevant, timely and appropriately matched to the needs of the individual.

Moreover, considering the child protection systems have direct involvement with children and youth, they should adopt a more substantial level of knowledge to identify and support these individuals who are at a predisposed risk of becoming victims of sexual exploitation (Hounmenou, 2012). Interestingly, research conducted by Corbett (2018) emphasized how children protection agencies lack mandated protocols surrounding interventions for victims of sexually exploitation. Corbett (2018) identified in his research that many agencies such as schools, law enforcement, education systems, and the child protection systems do not have established practices or policies to address concerns relating to the risks of sexual exploitation. To date, there is more programming available for youth after they have successfully exited trafficking, in comparison to intervention and prevention programs that empower children and youth actively involved in trafficking to successfully exit (Corbett, 2018).

Risk Factors Associated with Child Exploitation

Panlilio, Miyamoto, Font and Schreirer (2018) conducted a study using self-reporting methods where children involved in a child protection agency identified possible risk factors associated with child sexual exploitation. From the study, Panlilio, Miyamoto, Font and Schreirer (2018) recognized that there is limited empirically validated evidence regarding victims of child exploitation. The researchers further explained that there are no other pre-existing studies that recognized items in which may be predictive for youth to be involved in commercial sexual exploitation. In the findings reported by Panlilio, Miyamoto, Font and Schreirer (2018) ) these four items were commonly identified as high-level risk factors for sexual exploitation: running away from home, drug and alcohol use, engaging in sexual behaviour before 14 years of age, and having hitchhiked. Additionally, the researchers identified that involvement with the child protection agencies increased vulnerabilities towards risk factors associated with child exploitation. Panlilio, Miyamoto, Font and Schreirer (2018) encouraged child protection agencies to utilize the knowledge found in that study to assist in screening methods used in the agency. Another risk factor identified by Rigby (2011) was that if the needs of the youth were not met appropriately, there was a potential of the youth being revictimized. Children who have been trafficked often do not cease relationships with their traffickers sometimes out of fear, because they are genuinely misguided, and/or they do not acknowledge themselves as being mistreated (Rigby 2011). Simultaneously, Roby and Vincent (2011) discussed how risk factors subjecting children and youth to victimization of commercial sexual exploitation remain slightly elusive.

Despite extensive research by the Human Trafficking National Coordination Centre (HTNCC) of the Royal Canadian Mounted Police there is not an established set of risk factors for children and youth who may be at risk of commercial sexual exploitation. This was established through conversations with a supervising manager of a family services team at the local child protection agencies, in addition to reviewing the HTNCC published literature. However, the HTNCC has determined common themes that have been associated with potential involvement of sexual exploitation. These can be loosely defined as withdrawal, secretive, new relationships, returning home late, wearing expensive or name brand clothing, as well as unexplained physical injuries (Royal Canadian Mounted Police, 2012). Overall it may be concluded, that child protection agencies should be utilizing this information to form direction
for staff to understand and recognize these factors to best support for children or youth who may be at risk of or may be involved in commercial sexual exploitation.

**Role of Child Protection Agencies**

The study conducted by Berry, Tully, and Egan (2017) recognized the importance in the development of interventions and prevention strategies to be used with agency staff to address the increasing issue of child sexual exploitation. Human trafficking is a pervasive crime that leaves long lasting impacts on children and youth (Berry et al., 2017). Furthermore, Berry et al., stated that this can leave children and youth more vulnerable to further risks which warrants the need for more informative interventions and prevention strategies. Berry et al., reported the positive findings within psycho-educational groups for children and youth who are vulnerable to child exploitation. More specifically, Berry et al., utilized a single case study wherein the goal was to determine the effectiveness of a psychoeducation group treatment for a 17-year-old female youth who was deemed to be at risk of future commercial sexual exploitation. The researchers used a variety of measurements to determine levels of impulsivity, self-report measures for self-esteem and perceived difficulties, and observational methods of behavioural as well as attitudes of the youth. Furthermore, pre- and post-testing verified that knowledge levels increased and engagement in risky behaviours decreased. Results also demonstrated an increase in self-esteem and pro-social behaviours by analyzing self-report measures and observations of behaviours (Berry et al., 2017). Providing children and youth with the appropriate awareness of risk factors associated with human trafficking is a collaborative approach that encourages autonomy of the individual while also reducing their vulnerability (Berry et al., 2017).

Hodge (2014) acknowledged how minimal attention has been placed on social workers to respond to the needs of human trafficking. Social workers employed in the child protection sector have the potential to play a critical role in the areas of identification, exiting from traffickers, and restoration (Hodge, 2014). However, Hodge reported that there is an absence of training methods provided to equip social workers with the appropriate trauma-based approaches. Therefore, that study suggests that child protection agencies employ this information to start playing a more direct role in prevention, intervention, and rehabilitation of commercial sexual exploitation of children and youth. In the findings presented by Hodge, he offered a variety of ways in which social workers can assist in addressing and supporting victims of human trafficking. It should be a requirement for all front-line workers to be acquainted with the available resources for human trafficking within their area of work. This will allow staff to knowledgeably and sensitively support and explain potential options for a victim exiting human trafficking (Hodge, 2014). Furthermore, the author stated that it is highly likely that victims of human trafficking are unaware of the various supports that are available to them. Hodge emphasized the critical nature of building a trusting working relationship with the victim. Communicating acceptance, understanding, as well as genuine concern can be influential and encouraging for victims who may decide to seek help and lead an alternative lifestyle (Hodge, 2014).8 Social workers hold an advantage in contrast to other authority presence, such as police, at recognizing potential factors of human trafficking (Hodge 2014). For instance, social workers are in frequent contact with the individual, can make note of the loss of importance documentation, signs of physical abuse, changing of addresses, or commonly frequenting hotels (Hodge, 2014). For example, if a client is not in control of his/her personal identification and claims that their boyfriend has it, staff would then be able to start identifying characteristics of involvement with a trafficker and provide them with the appropriate support. Likewise, Hodge acknowledged that staff whose work demonstrates characteristics of empathy, follow through,
and a non-judgemental approach create a safe space for survivors to disclose more detailed information. Additionally, the author suggested that interactions with potential victims should be completed in isolation to ensure that the individual is able to communicate their own thoughts, as well as to mitigate any other influencing factors.

In support with Hodge (2014), Rigby (2011) described in his research how staff in child protection agencies have the opportunity of establishing positive and healthy connections to develop trusting relations with children and youth. The significance of a helping alliance allows children to feel safe when disclosing their experiences (Rigby, 2011). Furthermore, Rigby highly supported the efforts that can be made by child protection workers to assist in the collection of pertinent information by approaching other supports involved collaboratively. Information sharing between agencies such as schools, hospitals, and police can assist in the detection of critical information (Rigby, 2011). Research conducted by Cimino et al., (2017) further supported the findings by Rigby (2011) as he explained how impactful engagement from social workers can be in building trust with youth affected by sexual exploitation. In summary this research is highlighting the role that child protection workers can have in mitigating risks and supporting individuals who are or may become involved in human trafficking. Social workers are perhaps ideally situated to address these challenges and give voice to victims.

**Pre-existing Framework within a Child Protection Agency**

Signs of safety (SoS) is a technique developed by Andrew Turnell and Steve Edwards, that has been widely adopted by many children protection agencies across the globe (Lwin, 2016). The core principals of SoS require engagement with families, in addition to other professionals, while refraining from judgement, and maintaining a critical inquiry of the settings and conditions (Lwin, 2016). In this approach, workers seek to explore past worries, future concerns/danger, complicating factors, and identify what is functioning well (Lwin, 2016). This information is utilized to assist in the formation of the safety plan for the persons or family (Lwin, 2016).

The purpose of a safety plan is to work with the individual to give them an opportunity to recognize the difficulties they are having, how they can contribute to changing their own problems, as well as creating some strategies to help the individual or family act upon the change they want to see (Gibson, 2014). Gibson (2014) explained that the SoS approach addresses complex concerns without producing feelings of shame or generating resistance or avoidance with the persons. By involving the individual in the safety plan this creates an open relationship as opposed to outdated child protection practices wherein the social worker acted as if they knew what was best for the problem and how to address it (Gibson, 2014). Gibson (2014) further acknowledged that child protection agencies are trying to integrate a more inclusive, collaborative approach. Correspondingly, the process involves engagement of the persons by having open discussions about their behaviour and offering ideas on how to work towards positively changing that behaviour to fit the desired end goal (Gibson, 2014).

In contrast, Gibson (2014) described how if complex concerns are confronted incorrectly, difficulties may arise within the working relationship, especially with children and youth. In other words, the SoS approach minimizes the possibility of feelings of shame and guilt by offering a variety of ways in which complexities can be managed and dealt with appropriately (Gibson, 2014). This type of approach can be defined as strength-based, which is highly reinforced by the literature, and utilizes brief therapy focus to strive towards a positive outcome (Gibson, 2014). Markedly, there is a parallel between the framework that child protection agencies operate under as it relates to harm reduction model as both focus on strengths and
autonomy of the individual. Simultaneously, child protection agencies can utilize and adapt their approach to better serve clients who may be experiencing problems in relation to sexual exploitation. For example, creating rigorous and vital safety plans for children or youth involved in aspects of human trafficking.

**Behavioural Strategies in Child Protection**

Descriptive analysis is described by Pence and St. Peter (2018) as the recording of a behavioural occurrence in a natural environment. Events that occurred before the behaviour presents is recorded and thought of as the antecedent (Pence & St. Peter, 2018). Additionally, any consequent events that occur after the behaviour(s) are recorded (Pence & St. Peter, 2018). This type of data collection permits correlations to be made between the antecedent, the behaviour, and the consequent events following the behaviour (Pence & St. Peter, 2018).

Although this form of data compilation is utilized amid behavioural analysts attempting to determine the function of a behaviour, the recording of events could be easily adapted within the child protection system to be utilized by foster parents, families, or others (Pence & St. Peter, 2018). This type of behavioural approach could be modified to assist foster parents in identifying common patterns of youth in their care who may be engaging in troublesome behaviour related to human trafficking. ABC narrative recording gathers information surrounding the behaviour of concern, which elucidates common patterns of activities (Pence & St. Peter, 2018). According to Pence and St. Peter, ABC narrative data collection does not require comprehensive training or expertise and can be completed with just a piece of paper and pencil. If foster parents were trained to record behaviours they could assist child protection workers in approximating how frequently the behaviours are occurring, which common antecedents may be occurring, and where the individual may be ending up as a consequent of that behaviour (Pence & St. Peter, 2018). The accumulation of data describes continuing events and there are no constraints on what information could be recorded. For instance, staff in child protection agencies can assist parents, foster families, kin providers or others in interpreting the data and identify potential triggers or patterns in behaviour.

Ross and O’Carroll (2004) completed research that focused on how different modalities are required to meet the differentiating behavioural needs of each victim. By focusing on the prosocial behaviours that the youth is engaging in, this can assist in the development of increasing levels of self-esteem. Considerably, if adapted by staff this could help to encourage youths’ autonomy while also promoting a positive self-worth (Ross & O’Carroll, 2004). Therefore, also strengthening the working relationship between themselves and the youth. Staff who adapted a strength-based approach, and boosted the positive behavioural outcomes as opposed to emphasizing the unacceptable behaviours, were more successful in increasing self-worth in the victims (Ross & O’Carroll, 2004). For example, involving a child or youth in an activity that is matched with their skill level and using positive reinforcement was an effective method of increasing the self-esteem levels (Ross & O’Carroll, 2004).

**Self Esteem**

In recent years, Markowitz (2015) highlighted how mental health advocates, service providers, and researchers have argued for a model that dually focuses on the symptoms of a mental disorder, as well as the life situation of the individual. There are many well established self-help groups available for those with mental health diagnoses, however the validity of their efficacy has shown mixed outcomes regarding symptomology and social functioning (Markowitz, 2015). Utilization of self-help groups and their influence on the recovery process is not well understood (Markowitz, 2015). Nevertheless, despite minimal empirical evidence on
interventions for survivors of commercial sexual exploitation, self-help groups have been positively correlated with higher levels of self-esteem with individuals who have experienced other forms of sexual exploitation (Countryman-Roswurm & Bolin, 2014). Arguably, Markowitz (2015) recognized that the motivational tools used in self-help groups could allow children to make necessary modifications to view themselves in a more positive manner. Corbett (2018) outlined that victims of human trafficking can face extreme self-esteem difficulties from the traffickers’ use of coercion and manipulation. Correspondingly, Countryman-Roswurm and Bolin (2014) acknowledged that the variety of psychological and emotional trauma that occurs as a result of the varying harm done by traffickers warrants a need for an effective treatment that requires empowerment of the individual. In other words, Markowitz (2015) argued strongly that significant components of recovery needed to include empowerment, self-efficacy, meaningful relationships, in addition to medication to manage symptoms of mental health.

In agreement Countryman-Roswurm and Bolin (2014) argued that service providers needed to be appropriately addressing the trauma in such a way that empowers, as well as acknowledges the resiliency of each individual who have exited from the life of being trafficked. Markowitz (2015) noted how there is variety in the focuses and dynamics of each self-help group, but that most groups share a common value of a supportive, non-judgmental environment. Additionally, Markowitz (2015) highlighted how self-efficacy can be further enhanced by allowing the individual to transform their role of person being helped, to the person helping others. Corbett (2018) further emphasized how the understanding and involvement of survivors of human trafficking could be beneficial for the development of programs that aid in addressing human trafficking concerns. Moreover, Markowitz (2015) stressed the importance for using a survivor-centered approach, which allows for survivors to be the experts of their own life and make choices on their path in recovering.

Conclusively, self-help groups have been positively correlated with the increase of self-esteem as well as quality of life (Markowitz, 2015). Countryman-Roswurm and Bolin (2014) furthered acknowledged within their findings that the combination of self-help along with psychoeducation regarding sexual exploitation can strengthen ones’ capabilities within themselves and equip them with the appropriate education to decrease possibilities of being victimized or re-victimized. The local child protection agency should attend to this information to better serve their clientele with resources that increase self-efficacy.

**Evidence-Based Literature to Support Victims of Human Trafficking**

A study conducted by Rekart (2005) highlighted the benefits of using a harm reduction model in relation to sexualized crimes. Furthermore, Rekart (2005) acknowledged that there are achievable steps in approaching human trafficking with a harm reduction approach, and reconceptualising the idea needs to be brought forward amongst many front-line service workers. The use of harm reduction strategies have been shown to increase individuals’ understanding of contributing factors as well as techniques to lessen ones’ risk. This allows clients to modify their behaviour by making informed decisions. To support women who have been involved in sexual exploitation, Rekart (2005) suggested a supportive and empowering environment. The purpose of this model is to enable individuals to choose a more positive cycle and mitigate risk for themselves (Rekart, 2005). Ultimately, empowering youth to make the decision for themselves to leave their trafficker. Roby and Vincent (2017) illuminated how low self-esteem is a common attribute of victims of sexual exploitation. Therefore, the authors noted that the literature highly accredited the use of positive comments that focus on strengths and resiliency of the individual.
The harm reduction framework supports the pre-existing strength-based framework within the child protection agency as they both share a primary focus of the individuals’ strengths. Furthermore, needs assessments should play an important role in identifying immediate necessities of the individual involved in order to address the multifactorial requirements that may persist (Roby & Vincent, 2017). Considering the variety of differentiating needs of children and youth who have been exploited for the purposes of sex, there should be a utility of distinctive modalities utilized to address the immediate needs (Roby & Vincent, 2017). For instance, the authors acknowledged how family unification can play an important role in victims making successful exiting attempts. Additionally, Roby and Vincent suggested there is effectiveness in involving family in the intervention and prevention strategies as they may act as therapeutic agents. Interventions that are accompanied by caregivers conveyed in the study conducted by Roby and Vincent (2017) emphasized the importance of involvement of supportive caregivers at all phases, as well as matching their involvement in unison with the needs of child and/or youth. In essence, positive caring supports can be a significant feature in promoting change amongst children and youth. In addition, as the child’s behaviour begins to change upon exiting from their traffickers, so may their psychological needs (Roby & Vincent, 2017). Roby and Vincent highlighted the importance in re-addressing the needs of the individual as well as adapting intervention strategies to support the child as they age into their adulthood.

Pearce (2014) further acknowledged how assessments of individuals are an ongoing process that provides information for constant treatment planning, diagnostic impressions, and comprehensive understanding of the needs of the persons who has been sexually exploited. Pearce suggested that an immediate focus should be prioritized with the direst necessities such as safe shelter with amenities provided, in addition to appropriate trauma informed healthcare. On the other hand, the author identified that many exploited youths insist that their experience was not traumatic and some of it was their choice. It may be the case that it is helpful for frontline workers to directly identify common strategies utilized amongst exploiters (Pearce, 2014). For instance, providing vulnerable youth with the tools to identify when they are being groomed or how the traffickers can alternate the type of affection given in order to remain in control (Pearce, 2014). However, Pearce duly noted that discussing the direct impact that the trafficker may have had is unlikely to engage the youth in treatment. Therefore, child protection employees should be aware of this information when formulating their approach with a child or youth. Furthermore, Pearce acknowledged in his findings numerous techniques of successful engagement strategies with youth. These include acknowledging the perception that the youth had of the relationship to the trafficker, why this relationship was better than previous relationships, connecting any past trauma responses or experiences for increased risk for exploitation, and providing psychoeducation in a way that supports the working relationship (Pearce, 2014). Correspondingly, Pearce echoed the need for a dedicated resource to be developed to support young people who are vulnerable to becoming sexually exploited using a multi-agency approach.

In a study conducted by Corbett (2018) she utilized the past experiences of human trafficking survivors to relay information to further inform social service workers on crucial lived experiences about the exiting process, as well as recommendations for youth who are at risk. The importance of lived experiences provides invaluable information that contributes to the expansion of knowledge for this vulnerable population. Child protection agencies should consider the recommendations provided by Corbett, to help support individuals who are or who could potentially be involved in human trafficking. Similarly, it would be beneficial for child protection workers to exchange information on cases they have worked with children, youth or
families who have been involved with this pervasive offense. This would allow workers to
explore different approaches utilized within their agencies that best supports the needs of the
youth, as well as learn about resources they may have not been aware of.
Chapter III: Method

This project utilized an online survey method for data collection to examine and interpret information regarding the staff members’ current level of perceived knowledge and experiences concerning human trafficking for the purposes of sexual exploitation. A non-experimental comparison was conducted using the results from the survey and the literature to create resources for staff to use within the child protection agency. This regarded strategies and recommendations for children, youth and/or families who may be, or have current involvement with human trafficking.

Setting

The child protection agency is a local sector of a provincially funded service under the Child, Youth, and Family Services Act. Furthermore, it is a not-for-profit agency that works to protect children from harm such as emotional, physical, sexual and neglect (Family and Children Services, 2017). The agency provides services to help strengthen, protect, and promote well-being of children, youth and families (Family and Children Services, 2017). Services are provided on referral basis, which may come from any service provider, professional involved with the family or child, or self-referrals. The geographical region that the child protection agency currently serves includes four local county areas.

Participants

Participants for this study were accessed through the staff directory at the agency. Participants were staff from the departments of: family services, children services, management, resource services, enhanced support services, kin and adoption services, legal, as well as the non-service departments. Respondents ranged in age from 22 to 65 years old and all were full-time employees. Specific demographics regarding the respondents’ gender were not collected. However, there is currently more female staff employed than male. Additionally, educational levels of staff were not accounted for. There was however, a common theme noted amongst the majority of staff to have had a bachelor’s degree in social work or psychology. The survey was distributed to 120 participants with 48 responses returned.

Selection Procedures and Consent

The selection procedures for this project were to include staff who may have had direct interactions or connection to files with children, youth and/or families who may be or are experiencing issues related to human trafficking. This decision was made based on conversations with the agency supervisor who supervises the roles and responsibilities of the family service workers on her team. Additionally, the agency supervisor connects with other managers from the various different departments in the agency to exchange information, and collaboratively work together.

Furthermore, the agency supervisor was consulted to determine the internal procedures required to obtain consent for this project. In this case, consent is implied upon respondents completing the survey. The start of the survey summarized the purpose of the survey, what the data would be used for, and guaranteed anonymity. Jason et al., (2001) stated that this form of consent is known as passive consent. Furthermore, the authors stated that active consent is not required of surveys that avoid intrusive questioning. The participants were asked to complete the survey on a voluntary basis, no compensation was provided upon completion of the survey. In conclusion, this research study did not have to be approved by the St. Lawrence College Research Ethics Board as no data were recorded on human participants and no treatment was implemented with human subjects.
Design

The project design was non-experimental. Gravetter and Wallnau (2017) discussed how in this method there is no control by the researcher of the variables. This can be further explained that a survey method requires the researcher to report only on what has occurred or what is currently happening (Gravetter & Wallnau, 2017). Child protection services has a responsibility to educate, train, and support their staff to better assist and support children, youth and families. As such, this survey was created to retrieve information to guide the development of resources that staff could use when working with clients that are at risk of becoming involved in human trafficking or are currently involved in human trafficking.

In order to compile potential resources, the researcher conducted their own inquiry to obtain any local information that was published within the community. In addition, resources that the agency currently had were collected and reviewed. As well as notable information found within the literature review were consulted with supervising managers from the local child protection agency to identify those resources of relevance for inclusion in a staff resources package.

The design of the resources were established by consulting two supervising managers at the child protection agency. It was decided that the resource would be electronic and uploaded to the agencies content server. Different options were explored regarding how to best separate the information, and it was recommended that there be one folder titled Human Trafficking with access to all available resources upon clicking that tab. This aligned with the current design of the agency content server. Furthermore, the design incorporated resources that accommodated both the examined literature and responses from the survey, as well as the differentiating needs of victims or survivors of human trafficking.

Apparatus and Materials

Survey monkey. Survey Monkey is an on-line survey maker that was used to gather the survey questions distributed to the child protection staff. Survey Monkey was selected as the choice of survey distributor used because the agency commonly uses it. This was done to ensure staff’s familiarity with the operating procedures of the survey distributor. Limited permission was granted to allow the researcher to access the survey monkey account. This ensured confidentiality would be maintained while conducting the research.

Content server. Content server can be described as an electronic resource available to all agency employees. Employees of the child protection agency are only able to access the content server when they are using a company laptop and are connected to the agency’s internet connection. Moreover, employees are also able to access the content server outside of the agency by connecting to an internet source and turning on a company enabled feature that ensures the network is secure and safe for workers to be able to access restricted information. If staff do not turn on the additional protection software when connected to an outside internet source, they will not be able to access any files on the content server.

The content server holds information to assist staff when working with children, youth, or families including but is not limited to: substance abuse, the use of routines, mental health, nutrition, fitness, employment, education, developmental services, budgeting, attachment and autism. Additionally, content also includes, but is again not restricted to information for community agency services and referrals, management materials, legal resources, human resources information, training materials, volunteer services, and/or community relations. Access to content server requires appropriate passwords and permissions, which vary depending on the individual and their role within the organization.
Resource content. All information in the resource guide is related to various aspects of the topic human trafficking. Specifically, the resource content includes but is not constrained to definitions, differentiating between human trafficking and sex work, terminology and slang, screening and/or assessment tools, information for parents, training modules, legal support, community resources, as well as information retrieved from the literature review. The resources will be placed on the agency’s electronic content server that houses other additional materials to assist staff in their work with children, youth and families.

Measures
The quantitative findings from the survey were analysed and displayed according to Graphing Guidelines 2018 on BPSYC Central and included tables and graphs. Survey monkey interpreted raw numerically (e.g., frequency, percent) data and displayed the data graphically. The qualitative findings were analysed to determine preferences, patterns, parallels, or major differences to appropriately acknowledge the results.

The survey (Appendix A) was comprised of ten questions that required participants roughly five minutes to complete as predetermined by Survey Monkey. The design of the survey incorporated features such as multiple answers, as well as sections for respondents to leave comments. Furthermore, respondents did not have the option to leave questions blank or skip them. The questions were designed to elicit topic responses. For example, participants used a Likert scale to rate their perceived knowledge levels. In addition, staff were able to select multiple answers when responding to where their knowledge on the topic came from as well as utilize comment sections to accurately capture their response.

This short survey informed the development of resource package for child protection employees regarding the trafficking of children and youth. Moreover, an electronic email (Appendix B) was disseminated to the participants that contained information about the survey’s purpose and instruction for completing the survey. Findings from the survey, along with outcomes suggested within the reviewed literature informed and guided the creation of the resource package regarding human trafficking.

The survey was the only measurement tool used. Time constraints did not permit the implementation or measurement of the resource package. It was expected that the resources would provide staff with tools to assist them in their approach to managing and supporting children, youth and families experiencing human trafficking or at risk of becoming involved in human trafficking. It is recommended that future research examine the efficacy of the resource package itself and the various materials contained within it. This is to ensure that information is current and relevant to the topic of human trafficking.

Procedures
Survey procedures. Distribution of the survey Appendix A allowed the child protection agency to collect information could assist in the preparation and dissemination of valuable resources for staff. Furthermore, it may help guide the future development and creation of useful techniques and strategies to further support the work of the agency. The child protection agency provided access to the researcher to upload their survey on the agency’s own survey monkey account.

After consulting with the supervising manager from the child protection agency it was determined there was a desire to understand the perceived level of knowledge and self-identified need for resources amongst staff relating to human trafficking. However, before the staff were provided with resources, the agency supervisor wanted to understand where they agency
believed their current knowledge levels were at, the source of their information, and how to best assist in providing resources.

The survey was developed by referencing related projects that were conducted throughout other agencies associated with child protection in relation to human trafficking. Such as the York Regional Police and York Region Children Aids Society recommendations from their Human Trafficking Protocol development. Additionally, significant information was re-examined to identify and explore the needs within the agency. This was done by understanding the different responsibilities of the employees within child protection and their role with children or youth who may be or are involved in sexual exploitation. In addition to understanding techniques and recommendations demonstrated by the literature, this information was used to produce the questions for the survey.

On September 27th, 2018, a draft of the survey was established, and feedback was obtained from the supervising manager at the child protection agency between October 2nd and October 19th, 2018. The survey was then revised and distributed electronically by the community relations department manager by emailing the in-agency contacts on October 30th, 2018. The manager of the community relations department was provided with instructions of when to release the survey as well as who to send the survey too. The survey was made available for respondents from October 30, 2018 until November 19th, 2018.

All surveys were completed electronically. No respondents of the survey chose to complete the survey over the phone or by hand. There were 48 respondents who completed the survey questions. The information collected from the survey was used for data collection and analysed to determine the perceived level of knowledge workers currently had, identify the source of this information, and guide the development of relevant resources.

**Literature review procedures.** Electronic literature search strategies acquired in the Honour’s Bachelor in Behavioural Psychology program were used to search the EBSCOhost database, and the child protections database. The most up to date literature was examined for recommendations that would be applicable to the work being done by child protection staff in serving children, youth or families as it relates to the issue of human trafficking related. When the literature was examined terms such as; human trafficking, sexual exploitation, commercial sexual exploitation, children, youth, child protection, children’s aids society, survivors, intervention, prevention, and identification were used to explore the pre-existing literature. The literature was organized and complied based on relevance to the agency and suggestions for direction or strategies for child protection agencies to utilize amongst their own practices. Parallels and common themes were also acknowledged upon completion of the literature review.

**Assembling the resource materials.** The human trafficking resources were assembled with guidance and input from supervising managers from the local child protection agency. Survey responses highlighted areas identified by staff as being of highest priority. In addition to analysing and designing components consistent with employee survey responses, the researcher explored the literature for recommendations of best practices to be included in the resource content. All resources have been saved electronically. Once it has been determined where best to house the resource materials, staff will be advised of their location and encouraged to access them as needed to support their work with children, youth and families. The materials gathered, were scanned individually to facilitate easy access to one or more resources at a time, thereby reducing search time and potential paper waste possible from unnecessary printing.
The resources that are included in the package for staff at the local child protection agency are varied. There are PowerPoint presentations, video vignettes, teaching aids, and poster (Appendix C). Additionally, resource materials include information on the following: age of consent to sexual activity, contacts for provincial and territorial hotlines, applications for specific treatment housing, special referral applications for housing within the area, funding programs for specialized victims, HTNCC pamphlet, informative posters, identification tools, help sheets for parents on indicators of involvement, ABC data collection sheet to identify common behaviour patterns, frequently asked questions on human trafficking, current legislation including legal support for restraining orders, relevant information distributed by the RCMP accumulated, and training modules provided by the Canadian Mental Health Association and the Ontario government.

**How the resources will be used.** The Human Trafficking Resource package was electronically uploaded to content server for the local child protection agency staff to reference and utilize when supporting children, youth and/or families who may be or are experiencing human trafficking related issues. These resources were available for staff access at any point in time by directly clicking on the pre-loaded icon on their agency laptop. Once uploaded, the resource was accessed by employees of child protection by going onto content server. These resources will be available for staff members to access on an as needed basis.

It is anticipated that having resource information readily available to staff, they will be better equipped to respond to the needs of potential victims/survivors of human trafficking. There is no specific order in which staff are instructed to use the resources provided. Staff are able to access resources to meet their own learning needs or in preparation for educating those who may be working directly with those already involved in or potentially at risk of involvement in human trafficking. The worker is able to pick and choose which resources may be required based on the individualized client needs. For example, staff may start by the use of the training modules provided to increase their own knowledge on informed approaches and special considerations when working with this vulnerable population. On the other hand, staff are able to use the resources provided to give parents and/or guardians techniques on how to identify patterns or behaviours correlated with human trafficking. Such as using the ABC Recording sheet to start recording behavioural patterns of the child or youth. Accordingly, there are other differentiating materials to be used for potential victims and/or survivors to access the appropriate resources or services they need throughout the different stages of trafficking.

**Staff focus group.** Resources were prepared and shown to a small staff focus group that contained 10 employees and a manager at the local child protection agency. This focus group was conducted to seek feedback from some of the people who will be making use of the resources within their direct line of work. The structure of the focus group was informal. The session commenced with a brief overview of the topic of human trafficking and the work being done locally in response to the issue. Important recommendations and suggestions from the results of the survey were highlighted and discussed in relation to the reviewed literature were provided to the focus group. The different types of resources were presented to staff and a description of useful application were provided. For example, parent help sheets used to identify signs of involvement or potential involvement were reviewed with staff. The ABC Data recording sheet was also introduced to focus group participants, along with an explanation of how they could assist parents and substitute caregivers in gathering data of a child or youth to recognize patterns of involvement with human trafficking. Information was also circulated regarding legal support available to assist children, youth or families impacted by human
trafficking. The example provided was that an individual or parent of a child or youth could file for a restraining order against a person known or suspected of being a trafficker, as opposed to placing responsibility on a victim to not associate with the trafficker. The researcher then invited members to the staff focus group prepare one question or comment they had as well as one positive about the resources. This was done to establish suggestions and recommendations for further direction or development regarding the human trafficking resource guide.
Chapter IV: Results

The response rate of the human trafficking survey was 25%. Of the 120 possible respondents, there were 48 employees at the local child protection agency that responded to the survey. Responses remained anonymous with the exception of one question that had participants select which department at the child protection agency they were working within. No participants chose to complete the survey by hand or over the phone. All responses collected were from the electronic survey that was distributed to in-agency contacts. Participants of the survey did not have the option to skip questions or leave questions blank, aside from question five. This was because question five was looking for respondents who answered yes to question four to write a comment about where they had sent people that were looking for further information about human trafficking. As well as the last question that asked for additional comments that were not addressed throughout the survey could have been left blank. Survey questions allowed participants to select multiple responses, as well as leave personal opinions for specific questions. The data for the survey questions were calculated by utilizing Survey Monkey’s ability to render the raw data in percentages. Summary and recommendations based on the findings from the ten survey questions distributed were analysed, and utilized to guide the creation of the human trafficking resource package that were developed for staff at the local child protection agency.

The survey findings per question are as followed:
Question 1 - On a scale of 0 to 10, with 0 being no knowledge at all and 10 being a great deal of knowledge, what number would you select to describe your current knowledge about the trafficking of children and youth for sex?

The average answer of the 48 respondents for this survey question was 5 out of 10. Current knowledge on the topic of human trafficking of children, youth and families ranged from one to nine. One being very limited knowledge, and nine being extensive knowledge on the topic of human trafficking. Therefore, the researcher concluded that staff perceived knowledge is varied on the topic of human trafficking for the purposes of sexual exploitation, and has ample room for additional educational opportunities to expand staff knowledge on the topic.

Question 2 - Please identify the primary source of your current knowledge on the issue of trafficking children and youth for sex?

Responses from the survey indicated that 77% of current knowledge levels on human trafficking of staff at the local child protection agency came primarily from informal or formal training sessions (see Figure 1). The second most commonly reported source of knowledge came from colleagues or coworkers (42%). Following that, media was reported as the third highest source of information for staff on the topic of human trafficking (37%). Online information was reported to be another way that staff were receiving knowledge on the topic of human trafficking (33%), interestingly 22% of respondents identified that their knowledge about human trafficking were from interactions with clients. There were five written responses to this question, which outlined other areas where staff knowledge stemmed from. These written responses that were provided could have been categorized to the current options of the survey question. This question allowed the researcher to conclude that perceived levels of knowledge of human trafficking varied heavily throughout the agency and that knowledge had been acquired through a variety of resources. Additionally, staff had sought out formal or informal training opportunities to further their own knowledge on the topic of human trafficking, which acknowledges the need for resources within the agency but also reflects the desire for further learning opportunities.
Question 3 - In your role at the local child protection agency have you ever worked with a family or youth for whom human trafficking has been a known or suspected concern?

From the 48 respondents, 70.83% of staff identified that they have worked with a human trafficking concerns on their caseload (see Figure 2). On the other hand, 25% of staff reported that in their time working for child protection agency they had not worked with a family or youth who may have been involved in human trafficking. The data also indicated that 4.17% of staff were unsure if they had previously worked with families or youth that may have have involvement with human trafficking. The data collected from this question exemplified the need for the creation of resources within the local child protection agency for staff to utilize as more than half of the employees who responded to this question have worked with children, youth, and families who have or may have been exploited for the purposes of human trafficking. Additionally, this question suggests that the agency should be providing staff with more formal training opportunities on this topic.

Question 4 - Have you been approached by others seeking information or resources on the subject of trafficking children and youth for sex.
Responses from the survey specified that 60.42% of workers had not been approached by others seeking additional information on the subject of human trafficking (see Figure 3). On the contrary, there were 37.50% who identified they had been approach for additional information, whereas 2% of respondents were unsure. The data collected from this question allowed the researcher to conclude that there is a vast majority of staff who have not been asked about additional materials regarding human trafficking by outside sources or by other internal staff members. However, for staff who have been asked for additional information or resources on the topic have limited resources to provide those persons asking. In conclusion, considering that 37.50% of the respondents have been approached by others seeking additional information, it is important to provide the staff with the resources they need to support children, youth or families who may be or are experiencing this awful crime.

**Question 5 - If yes, where or to whom have you directed them?**

Of the 28 written responses to this question, the most commonly identified answers acknowledged that direction towards the local police agency, or victim services was given to individuals or families who were seeking more information on the topic of human trafficking. Secondly, responses identified that persons requesting information on the topic of human trafficking were directed to resources within the agency. Following that, two responses gave direction to the informative package put together by the Royal Canadian Mounted Police. Nine of the written responses indicated that the question was not applicable. If this question did not relate to the respondent, they had the option to skip this question in which 20 respondents did so. The researcher assumed that for this question the participants whom wrote N/A were those who had never been exposed to the issue of human trafficking.
Question 6 - What do you need to bring you one point higher on your knowledge scale to assist you in supporting children, youth, and families on the subject of trafficking children and youth for sex?

A response rate of 68.75% indicated that formal training would help increase knowledge levels for staff at the child protection agency. Moreover, 10.42% of respondents further indicated that they were unaware of what would increase their knowledge levels, and 2.08% responded that this did not apply to their role. There were 18.75% of responders who selected other and stated they would like more research conducted and posted throughout the agency, ongoing planning and support with other community agencies, consultations with those who have experience in the field of human trafficking, and additional trainings and strategies to utilize with youth. The data collected from this question alludes that the agency staff were in need of materials to better educate and support their roles as employees of child protection to actively manage and assist children, youth or families who may be or are being sexually exploited for the purposes of human trafficking. Another important factor to note about the data collected from this question is that, despite a staff want for formal training, it is not readily available for staff at this time. However, this was taken into consideration when creating the resource. Therefore, the resource developed contained a link for additional training for those interested in furthering their knowledge on the topic of human trafficking.

Question 7 - What materials would you hope to see included as we develop a Human Trafficking resources (Select all that apply)

The most commonly reported item staff hoped to be included in a Human Trafficking resource was additional information about resources available within the community (87.5%). Following that, was common terminology or slang used within those who have involvement or potential involvement in human trafficking (85.42%). Comparatively, both red flags/indicators
and engagement strategies were rated identical in regard to inclusion in a human trafficking resources package (77%). Additionally, 72% identified interest in a high-risk profile sheet. For example the high risk profile sheet might contain pertinent information about a youth such as their social media accounts, common hang out spots, past and current cellphone numbers, people they hang around with, as well as other general information about that specific individual.

Safety considerations were rated at 67% and worker safety strategies were rated at 65%. For example the high risk profile sheet would contain pertinent information about a youth such as their social media accounts, common hang out spots, past and current cellphone numbers, people they hang around with, as well as other general information about that specific individual. Respondents’ feedback to the involvement of information soliciting questions which can be defined as questions for the worker to ask the family, or youth who may be, or are involved in human trafficking, was measured at 60%. Likewise, definitions and legislation regarding human trafficking were rated at 54.17%. Respondents who selected other stated that they would like specific contacts at the local police department who actively manage matters of human trafficking.
Question 8 - If this information was complied, how would you like to see it presented? (Check all that apply.)

There were 58.33% of respondents who indicated that they would like to see information on human trafficking compiled in the form of workshops or awareness training. 14.58% respondents reported that they would like online materials available at their convenience, where as another 14.58% indicated they would prefer materials printed and available within the agency. There were 4% of participants who expressed a preference for information to be presented within a webinar format, and 2% of submitted responses stated that they would like team level presentations and discussions. There were 6% of responses that were documented in the other section and of those responses, the respondents identified that they would like agency wide presentations that included printed materials and opportunities for discussions, as well as, printed materials that could be distributed to families, children and youth. The data collected from this question supports the gathering and development of resources on the topic of human trafficking to be utilized within the agency staff throughout the different departments. Additionally, the responses from this question conclude the need for diverse types of resources for the various complexities of human trafficking for staff within child protection to better support their clients. It also reflects the various learning styles that exist within the staffing group.
Question 9 - Please indicate your area of work within Family and Children Services.

Out of the 48 respondents, the department with the highest response rate was family services workers (41.67%). Following that was children services (6.25%), resource services (25%), kinship and adoption services (6.25%), management staff (6.25%), and non-service staff (2.08%). There were 12.5% of respondents that selected to not identify what department of the child protection agency they worked in. Moreover, there were no respondents from the legal department. The feedback from this survey allowed the researcher to conclude that majority of the responses given were from employees who are actively working with children, youth or families on a day-to-day basis. As these are the frontline workers of the agency they need information to support families in managing their difficulties to the best of their ability. Moreover, the researcher did not conclude as to why there were no respondents from the legal department.

Question 10 - Any additional comments are welcomed on areas that were not addressed in this survey. Your input is valuable in furthering the work of the agency in building a resource package on the topic of Human Trafficking.

There was a total of eleven responses to this question. The answers varied. Two respondents expressed excitement about the agency starting to talk about and build resources about human trafficking. Other respondents included comments about how this issue is not just occurring in Toronto or the areas of Montreal. Moreover, another comment established how there are specific individuals within the agency with an acquired set of knowledge on the topic of human trafficking that should come together to form a working group within the agency. In addition to those comments, there was a comment pertaining to more active awareness on the topic throughout the agency. Furthermore, respondents expressed a desire for a consistent procedure across the agency for planning and responding to persons at risks of human trafficking.

Irrefutably, another comment expressed concern on how the categories for staff employment options within the agency was missing a section for enhanced social supports services. This comment could potentially be linked to question nine, and how this group of individuals was not represented adequately. The researcher assumed that the respondents whom
selected prefer not to answer could be the group of misrepresented enhanced social support workers.

Conclusively, there was a comment expressing interest about having the resources available online and developing a plan for resource sustainability. The information collected from this survey question allowed the researcher to better understand that there was a requirement for the creation of a resource to assist staff within child protection agencies as they strive to address the complexities of this pervasive crime.

**Results of staff focus group**

The focus group was an informal group of seven family services workers whom reviewed the materials that were put into the resource. Each question was reviewed and the results of each question were discussed. At the start of the focus group, staff were asked to write down one question and/or one comment they had about the resources. The researcher described the findings of the survey to the staff focus group.

After the information regarding the survey, and the resource material was reviewed, the researcher asked each staff member to share their question and/or comment. Staff comments included that the resource materials were much needed, and that staff were in need of local resources and community information. Another comment expressed enthusiasm that the survey started the conversation around the agency about the topic of human trafficking. Similarly, a member of the focus group acknowledged that the resources that were compiled addressed the different stages that can occur within human trafficking.

On the contrary, one comment expressed worry about how the information would be kept up to date. Other staff members echoed hopes of another placement student taking over with a view of having the agency establish a working group on the topic. Another comment from a focus group participate expressed optimism within the agency’s direction on the topic of human trafficking for the purposes of sexual exploitation.
Chapter V: Discussion

The purpose of the human trafficking survey was to gain insight into workers’ current perceived knowledge levels and to understand their experience on the topic of human trafficking for the purposes of sexual exploitation. The development of the survey questions were created to allow several responses to be selected. Questions were developed to echo the Signs of Safety approach being utilized within the agency and reflect the principles of partnership. Additional comment sections were adapted for respondents to acknowledge or identify anything that was not addressed within the survey questions. Thereby ensuring the opportunity for their voices to help shape the development of the resource package. The overall goal of the survey was to identify noticeable trends within the data for creation of innovative resources for staff on the topic of human trafficking for the purposes of sexual exploitation.

After examining and comparing the data collected from the survey and the focus group, as well as conversations had with managers at the local child protection, it was evident that the agency was in need of resources for the topic of human trafficking. The common themes found within the data were that staff had experience working with youth or families who were or suspected to be involved in human trafficking. Staff responses on the survey also indicated that knowledge levels about human trafficking varied throughout the agency as information was acquired through a variety of resources. The results collected illuminates the need for local child protection agencies to provide staff with more formal training opportunities on this topic.

The researcher acknowledged that the data collected indicated a desire for workshops or awareness training, but due to scheduling this was not able to be completed. Training for the issue of human trafficking was also beyond the scope of this researcher’s work with the organization and may be future area for consideration. The resources that were compiled could be utilized for the agency to provide future workshops or awareness training opportunities for staff. The information collected from this question was passed on to supervising managers at the local child protection agency to better understand the needs of their front-line staff. The researcher also took the information collected into account when creating the resources.

Taking into consideration that the most evident direction was given towards the local police station, it would be beneficial for child protection services to form an ongoing working group between the police and child welfare agencies to formulate a protocol. This would be beneficial to have a police contact who is knowledgeable about the issue and would consider all factors associated. As there police contacts change over time, it is important that contact information contained in the resource package be maintained and updated to ensure it is current and accurate. Therefore, building a network between the two agencies would allow them the ability to ultimately strengthen their services for the individuals that they serve.

In addition to that, there were extremely limited resources or training opportunities available for staff to further expand their knowledge or utilize with clients. Similarly, staff responses indicated that in order to support their children, youth and families better they would appreciate some form of additional training on the topic of human trafficking. The survey data ensured that the child protection agency was not replicating resources previously established or offered by other agencies. At the beginning of this thesis the researcher found that there were no firmly established resources available within the community, and survey responses confirmed this.

Partial prevention and reduction strategies have been made by other child protection systems in the area to support effective and appropriate intervention or withdrawal methods for children or youth involved in human trafficking. However, data collected for this project and the
existing literature indicated a need for the local child protection staff to be adequately trained on the topic of human trafficking to help reduce or decrease the sexual trafficking of children and youth. Therefore, the resources formulated in this thesis were generated to acknowledge the scarcity of resources offered to child protection staff to assist in prevention, and intervention procedures for children, youth or families who may be involved in human trafficking.

Moreover, the survey warrants a need for the local child protection agency to provide their staff with resources to prevent and mitigate risks for children, youth and families who may be, or are suspected to be involved in human trafficking. The literature examined confirmed this notion and discussed how child protection employees should be educated on the matter of human trafficking in order to best support and mitigate risks for this population group. It was recognized amongst the literature that children or youth involved with child protection agencies are at a predisposed risk of becoming victims of sexual exploitation (Hounmenou, 2012). Moreover, a common theme found within the literature was that staff within the child protection systems need to be playing a direct role in supporting children, and youth who may be at risk or already experiencing this issue by increasing their knowledge levels on the topic of human trafficking (Hounmenou, 2012).

The outcomes of the survey are consistent with the literature as there is insufficient empirically validated data for children who have been involved in sexual exploitation for the purposes of human trafficking (Ross & O’Carroll, 2004). Similarly, the researcher had difficulties obtaining the most relevant updated literature, which could explain the lack of resources available for staff within the local child protection agency. Another factor for the lack of research discovered is to consider that victims involved in this crime may not be coming forward, which then limits the amount of information available, and does not give insight to how prevalent it really is.

In essence, the information collected from the survey, in addition to the information from focus group allowed the researcher to better understand the growing need within the local child protection agency for information and resources to support the children, youth or families that may be or are already involved in human trafficking. Due to the limited resources available within the agency, it is not a surprise to see such high reports for each different type of resource to be made available for staff within the local child protection agency.

After reviewing the literature, analyzing the results from the survey, and consultations that were had with employees of the child protection agency it was evident to the researcher that there was a lack of materials available to support children, youth, and families who may be or are involved in human trafficking. Therefore, through the use of the resource package it allows the agency to engage in techniques that support, mitigate, and decrease risks of becoming victims of sexual exploitation for children, youth and families who they may serve by the development of a resource package. This thesis also builds upon the literature for practices that have a primary focus on children as opposed to adults.

It was the hope of the researcher that the developmental of a Human Trafficking Resource Package would assist in the reconceptualization of how child protection staff approach children and youth on their caseloads. Lastly, the survey provided a range of potential areas of needs and interest for future areas of development for the local child protection agency, and information on topics that may be of greatest need to be prioritized. The numbers gathered from the survey indicate a need for supplementary resources for staff at the local child protection agency to better identify, intervene, and respond to potential human trafficking concerns.
Motivation may be lost if the agency does not begin to provide staff with the resources to better assist this vulnerable population group.

**Strengths**

The human trafficking survey provided valuable information for the development of resources for child protection employees who are working with child, youth or families that are suspected to be or are involved in sexually exploited trafficking. The researcher confirmed with the survey data that there were limited resources available within the agency. Consequently, staff reported that when they would experience the issue of human trafficking on their caseload, they resorted to the local police station or victim services. The literature acknowledged a need for frontline workers within child protection to engage in strategies to help diminish the risks of human trafficking for children, youth and families involved in the child protection system. It is encouraging to see staff eager to receive information, training and resources to help them better support those they are working to help protect. Another strength of this thesis is that the resources compiled provided staff information about the topic, whereas beforehand staff perhaps were unsure of where to go when they needed to support this type of client.

Since the majority of the literature conducted on prevention and intervention strategies for human trafficking is related to adults, another strength of this thesis was that the focus was primarily on children and youth. The survey also aided to generate consensus regarding resources that were wanted by employees of the child protection agency, and therefore, will allow the agency to create further educational opportunities. Similarly, the distribution of this survey initiated the conversation about human trafficking around the agency. Respondents also had the option to select multiple responses for specific questions, which allowed for a broad range of answers. Another added benefit was that the respondents of the survey were frontline personnel who worked directly with these youth or families who may be or are experiencing the issue of human trafficking. Moreover, the responses collected from the surveys were from different departments within the agency, which allowed for a variety of perspectives. Conclusively, the survey results and literature review could assist the child protection agency in further research and exploration to offer new innovative services that best suit the needs of their clients.

Lastly, this survey provided the most updated literature and resources that can be developed for further exploration by the local child protection agency to address any remaining service gaps.

**Limitations**

A potential limitation recognized in the study was once potential participants received the survey, it was up to their discretion to complete the survey to its entirety with honest answers. This may have had direct impact on the accuracy of the data, as well as the response rate. This could be because child protection workers commonly have heavy workloads and may have rushed their answers, which could have affected the honesty of some responses. Another factor was the survey was disseminated within the local area and the results of this survey may not be applicable within other agencies. The needs and wants are different in each area of Ontario. Therefore, the survey’s data may be conclusive for the local child welfare agency; however it cannot be generalized.

An internal limitation that was unknown to the researcher at the start of the project was that the manner in which the survey was distributed. Having been from the community relations department, it may have influenced the rate of response for the survey. Focus group participants later suggested that staff may be less inclined to complete a survey when distributed in this...
manner as the relevance of these emails to their job function may vary. Additionally, an external limitation prevented the researcher from appropriately providing staff with the type of resources that were desired as per the data collected from the survey. This would have been staff training opportunities to better equip staff with the information they need to help reduce or prevent the sexual trafficking of children and youth.

Another limitation is that due to lack of formal or informal training for employees at the child protection agency, interpretations and use of the resource material may vary depending on the personnel. The fact that some of the information presented within the resources do not provide instructions for use may result in inconsistent application across the agency. It is recommended that the agency utilize this knowledge to develop and implement further educational opportunities in order for employees to have comparable levels of comprehension on the resource material and human trafficking. The final limitation of this thesis was that the information and resources that were compiled for staff at the child protection agency were not tested for efficacy. It is suggested that going forward the agency explores ways to measure the outcomes of their staff use of these resources.

**Multi-level challenges**

**Client.** A client level challenge experienced is that youth and families are also not aware of the techniques used to groom and lure potential victims. Clients may be influenced to think that they are in a loving relationship and may not be aware of the signs. When the relationship starts to go wrong, clients do not know where to turn to and how to get help. Clients may also struggle with a fear of disclosure of the events or shame.

**Program.** A challenge experienced at the program level was the lack of awareness on the topic of human trafficking for staff within the child protection agency. The lack of awareness could be based on the fact that employees were not knowledgeable on the topic of human trafficking for the purposes of sexual exploitation. Therefore, making it challenging for staff to support their clients effectively. Another challenge experienced at the program level was that there were extremely limited resources available for staff to utilize amongst the agency. When staff would come across the issue of human trafficking with families, or youth they had inadequate resources to appropriately support the various needs for potential or active victims that are involved in human trafficking.

**Organization.** At the organizational level a challenge identified was that there are no formal or informal training opportunities for staff to further their knowledge levels on the topic of human trafficking and how to respond. The lack of training opportunities available may leave staff feeling ill prepared to identify, intervene and respond to those at risk of or already involved in human trafficking.

**Society.** Societal knowledge on the topic of human trafficking for the purposes of sexual exploitation is extremely limited. In addition to that, within the community where the child protection agency is located, the majority of the population is under the impression that this crime is only relevant to those in larger cities. Therefore, this has a direct result within the local community making efforts towards diminishing this crime.

**Practical Application and Recommendations for Future Research**

The results of this survey are beneficial for the local child protection agency for the development of informative resources for staff. The data obtained from the survey provided pertinent information that can be further analysed and used within the agency to assist in the creation of formal or informal training opportunities that will better assist staff in supporting children, youth or families that may be or are involved in human trafficking.
Additionally, this survey contributed to the field of psychology for future educational purposes for staff on the most updated literature and resources available. This survey also served as a template for future or further examination to provide greater insight around the wants and needs regarding the issue of human trafficking. Similarly, the ABC data collection sheet was an applied behavioural analysis technique that was adapted for the use of this thesis topic.

Also, having this information readily available for staff on the agency server will allow staff to access this information at their convenience. Moreover, the information collected can be further dispersed amongst other community partners. Collaboration and information sharing between agencies will better the success in addressing all aspects of human trafficking.

To conclude, the resource material should be regarded as a first draft, taking into consideration that it has not be implemented or tested for efficacy. Therefore, it is suggested that completion of future research incorporates changes in the materials in order to reflect the most updated evidence-based approaches. Furthermore, the researcher encourages the agency to formulate a working group on the topic to ensure that the resources provided can be kept up to date. Improvements within the structure and content of the resources compiled are also encouraged to facilitate easier comprehension of the materials for staff supporting children, youth or families that may be or are involved in human trafficking.
References


Appendix A

Survey

This survey is being conducted by a 4th year student from the Honours Degree in Behavioural Psychology at St. Lawrence College, on placement with the local child protection agency. The data collected from this survey will inform decision making on the creation of a resource package of materials on the subject of Human Trafficking for the purpose of Sexual Exploitation.

I want to include your voice in identifying resource of greatest need to you as you continue to respond to the needs of children, youth and families in our community. This survey is voluntary, and I appreciate your assistance in gathering this relevant information. This survey will take approximately five minutes to complete and contains ten questions relating to human trafficking. Feel free to contact me at emoses01@sl.on.ca or (613) 545-3227 ext. 3345 should you have any questions, comments, concerns, or wish to complete the survey orally. My college supervisor is also available and can be reached at [redacted] or [redacted]. Paper copies of the survey are available on the third floor, by [redacted] desk, for those who wish to complete the survey by hand. Please direct the completed survey to the attention of [redacted] or myself through inter-office mail.

The anonymity, privacy, and confidentiality of respondents is assured. Survey results will be
- Summarized
- Analyzed
- Distributed internally
- Inform the creation of the resource
- Influence the direction of and extensive evidence-based literature review
- Integrated into my thesis and may, in fulfilment of course requirements, appear on my poster at the St. Lawrence College poster gala

Your survey responses will shape the breadth, quality, and nature of the resource by speaking to your expertise, questions, recommendations, and suggestions for further consideration. I would greatly appreciate your help in creating a resource to address this important problem. Thank you in advance for your time and participation in answering this brief survey.

Elizabeth Moses

1. On a scale of 0 to 10, with 0 being no knowledge at all and 10 being a great deal of knowledge, what number would you select to describe your current knowledge about the trafficking of children and youth for sex?

2. Please identify the primary source of your current knowledge on the issue of trafficking children and youth for sex?
   - Printed materials
   - Training – formal or informal
   - Directly from those with lived experience with human trafficking
   - Media
• Colleagues/coworkers
• Online
• I have no knowledge of this topic

3. In your role at the child protection agency, have you ever worked with a family or youth for whom human trafficking has been a known or suspected concern?
   • Yes    No    Unsure

4. Have you been approached by others seeking information or resources on the subject of trafficking children and youth for sex.
   • Yes    No

5. If yes, where or to whom have you directed them?

6. What do you need to bring you one point higher on your knowledge scale to assist you in supporting children, youth, and families on the subject of trafficking children and youth for sex?
   • Formal training
   • I don’t know
   • N/a not applicable
   • Other (please specify)

7. What materials would you hope to see included as we develop human trafficking resources (Select all that apply)
   • Definitions
   • Distinguishing sexual trafficking from sex work
   • Terminology/slang used
   • Clinical screening/assessment measures
   • Intervention strategies
   • Placement
   • Red flags/indicators
   • Age of consent
   • High risk profile sheet
   • Safety considerations (please specify)
   • Community resources
   • Legislation/protocols
8. If this information was complied, how would you like to see it presented? (Check all that apply.)
   - Workshops or awareness training
   - Online materials to access at your convenience
   - Webinar
   - Printed materials available within the agency
   - Team level presentations/discussions
   - Other (please specify all others)

9. Please indicate your area of work within the child protection agency.
   - Family Services
   - Children Services
   - Resources
   - Kin
   - Legal
   - Management
   - Non-service staff
   - Prefer not to answer

10. Any additional comments are welcomed on areas that were not addressed in this survey. Your input in valuable in furthering the work of the agency in building a resource package on the topic of Human Trafficking.
Appendix B

Email for Staff with Survey Link

Hello,

My name is Elizabeth Moses. I am a fourth year student in the Honours Bachelor of Behavioural Psychology programme at St. Lawrence College completing my field placement and thesis project at Family and Children Services.

Child protection is tasked with gathering, understanding, and mobilizing up-to-date evidence-based practices to achieve measurable, impactful, positive, and sustainable results for those we serve. This short survey will inform the development of a resource for Family and Children Services employees regarding the trafficking of children and youth for the purposes of sexual exploitation.

Employees will receive an electronic link to an on-line data collection tool (Survey Monkey) through Family and Children Services e-mail. The link will be available up to and including Friday, November 16, 2018.

Feel free to contact me at emoses01@sl.on.ca or (613) 545-3227 ext. 3345 should you have any questions, comments, concerns, or wish to complete the survey orally. Paper copies of the survey are available on the third floor, by [name's] desk, for those who wish to complete the survey by hand. Please direct the completed survey to the attention of [name's] or myself through inter-office mail.

The anonymity, privacy, and confidentiality of respondents is assured. Survey results will be
  • Summarized
  • Analysed
  • Distributed internally
  • Inform the creation of the resource
  • Influence the direction of and extensive evidence-based literature review
  • Integrated into my thesis and may, in fulfilment of course requirements, appear on my poster at the St. Lawrence College poster gala

Your survey responses will shape the breadth, quality, and nature of the resource by speaking to your expertise, questions, recommendations, and suggestions for further consideration. I would greatly appreciate your help in creating a resource to address this important problem.

Kind regards,

Elizabeth Moses, Year 4 student, HBBP, St. Lawrence College

-----Link for survey goes here.-----
Appendix C

Human Trafficking Data Collection and Analysis for Staff Resource Package within Child Protection
Created by: Elizabeth Moses

Honors Bachelor of Behavioural Psychology

St. Lawrence College
Rational for Resource

According to the Government of Canada (2017), as stated in the Child, Youth, and Family Services Act, the child welfare system is “mandated to protect children and youth who are or who may be at risk of all forms of neglect and maltreatment” including sexual exploitation.

Information regarding Canada’s legislation on Human trafficking has been explored and is extremely limited with most of the research conducted by the Royal Canadian Mounted Police. Staff within the local child welfare agency have also identified that most of the validated research has been conducted in Ontario within the Toronto area.

Accompanying to the literature, it has been identified through conversations with individuals who work within the local child welfare system that, within the agencies current practices there is extremely limited resources available for staff who are working with children, youth, and families who are troubled with involvement of human trafficking issues.

The materials in this package were compiled to provide staff at the local child welfare agency with resources to better support children, youth and families who may be, or who are currently involved with human trafficking for the purposes of sexual exploitation.
What’s Included in the Resources?

Training Modules: the resources in this section are to be used by staff to further increase their own knowledge on informed approaches and special considerations for this population group until the agency create their own training.
- Online Training Initiative to address Human Trafficking by the Government of Ontario
- CAMH Free Online Training Modules

Community Resources: the resources in this section are to be utilized by the staff to better assist children, youth or families at getting connected with the appropriate resources that are located in the surrounding areas.
- Local Response tree
- Application for Treatment Housing—Ottawa
- Special Priority Application for Housing—Kingston
- Victims Quick Response Program

Identification Tools: the resources in this section are to be used by staff or parents/guardians to better understand signs of potential or current involvement, in addition to supporting families and/or guardians in recognizing the signs of human trafficking.
- Physical Signs, Attitudes, Behavioural Signs
- Common Language Used
- Risk assessment Forms

Information on Human Trafficking: the resources in this section are to be used to better inform parents/guardians about human trafficking, as well as provide strategies to help identify potential or current involvement.
- RCMP Pamphlets
- HTNCC Pamphlet
- Frequently Asked Questions
- ABC Data Collection Sheet

Psychoeducation: the resources in this section are used to provide children and youth with the information they need to be aware of human trafficking related concerns.
There is a game, as well as a guided slide show with DVD talking points created by the RCMP to test pre and post knowledge levels of children and youth.
- RCMP Pocket Guide for Youth
- RCMP Jeopardy Game
- RCMP Guided Slide show with DVD talking points
Legal: The resource provided in this section is to be used by staff to inform children, youth or families about the type of legal support that can be provided to them.

◊ Free Legal Support for HT Potential Victims/Survivors
Training Modules
Training Modules

The training modules provided are for staff to utilize to increase their own knowledge on informed approaches and special considerations when working with this vulnerable population.

Visit this website that offers virtual training modules presented by the Government of Ontario. And/or check out the modules put out by the Canadian Association of Mental Health.

http://helpingtraffickedpersons.org/
An introduction to human trafficking

Are you a counsellor, social worker, nurse, physician, or other service provider working in mental health and addictions?

Human trafficking is commonly referred to as a modern form of slavery. People often think of it as an international crime, but human trafficking is also an issue in Ontario. Many victims come into contact with healthcare and social service professionals but remain unidentified and unassisted.

This free online course will help you learn to recognize and respond to the needs of human trafficking survivors.

After taking the course you will be able to:

- Define human trafficking, including types and indicators.
- Identify common impacts of human trafficking on survivors, especially in the area of mental health and addiction.
- Describe approaches you can use to help human trafficking survivors.

...and more

The course is connected to an online community of practice, where you can discuss course content and issues related to human trafficking, addiction, and mental health.

This course was developed by Evidence Exchange Network (EENet). EENet helps create and share evidence to build a better mental health and addictions system in Ontario. We connect stakeholders with each other and with relevant, actionable evidence to inform decision-making.

Part of the Provincial System Support Program (PSSP) at the Centre for Addiction and Mental Health (CAMH), the network includes researchers, clinicians, service providers, system planners, policymakers, persons with lived experience, and families. Visit eenet.ca.
Community Resources
<table>
<thead>
<tr>
<th>Services</th>
<th>Contacts</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Police</strong></td>
<td></td>
</tr>
<tr>
<td>City of Kingston Police</td>
<td>613-776-3600</td>
</tr>
<tr>
<td>Highway Safety Services</td>
<td>613-776-3600</td>
</tr>
<tr>
<td>Child and Youth Services</td>
<td>613-776-3600</td>
</tr>
<tr>
<td><strong>Crisis Line</strong></td>
<td></td>
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<tr>
<td>Kingston Crisis Line</td>
<td>613-776-3600</td>
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<tr>
<td><strong>Kingston boldly enough</strong></td>
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<tr>
<td>Sexual Assault Crisis Line</td>
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<td>613-776-3600</td>
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</tbody>
</table>

**Emergency Response**

The purpose of Sexual Human Trafficking for the purpose of sexual exploitation.

**Immediate Response**

Kingston Frontenac

Medial Services

Post-Harm - up to 12 days - Over 12 days - Immediate Response

Kingston Frontenac

KINGSTON FRONTENAC
Please wait...

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Windows is either a registered trademark or a trademark of Microsoft Corporation in the United States and/or other countries. Mac is a trademark of Apple Inc., registered in the United States and other countries. Linux is the registered trademark of Linus Torvalds in the U.S. and other countries.
Special Priority Status is reserved for individuals eligible for Rent-Geared-to-Income (RGI) assistance who are victims of abuse or trafficking as defined below:

<table>
<thead>
<tr>
<th>“Abuse”</th>
<th>“Trafficking”</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physical or sexual violence, controlling behaviour; OR intentional destruction of or intentional injury to property; OR words, actions or gestures that threaten an individual to fear for his or her safety; OR trafficking of the member done by any individual.</td>
<td>Recruitment, transportation, transfer, harbouring or receipt of the member by improper means, including force, abduction, fraud, coercion, deception and repeated provision of a controlled substance, for an illegal purpose, including sexual exploitation or forced labour.</td>
</tr>
</tbody>
</table>

The Housing Services Act, 2011, Ontario Regulation 367/11, Section 52 - 58 (“Special Priority Household Category”), gives priority ranking to social housing applicants and/or tenants whose personal safety, or whose family’s safety is at risk because of abuse by an individual with whom they currently or recently lived with, or who is sponsoring the member as an immigrant. This special priority is to enable the household to separate permanently from the abuser.

Social housing applicants are also eligible for special priority if a member of the household is being or has been trafficked.

Special Priority Status allows victims of abuse or human trafficking to move ahead of other applicants on waiting lists for housing. The Social Housing Registry must ensure that this special priority is reserved for those at risk. This policy does not apply to those who simply want to separate from someone because their relationship is not working.

If you have any questions, please contact this office at the below address or phone number.
General Rules:

NOTE: Supporting documentation is required to determine your eligibility for Special Priority Status

- A request for Special Priority may be submitted prior to applying for RGI assistance.
- Households not yet eligible for RGI assistance must also complete a Part “A" application for RGI assistance and submit it to the Social Housing Registry.
- Households currently in receipt of RGI assistance must complete this application for Special Priority Status if they wish to be considered for their current housing provider’s internal transfer list only.
- Households currently in receipt of RGI assistance and who wish to move to another housing provider’s subsidized addresses in the Kingston & Frontenac service area must complete a Part “A” application for RGI assistance and submit it to the Social Housing Registry along with their Request for Special Priority Status application.

Any member of the household who is 16 years of age or older may submit a Request for Special Priority Status for themselves or on behalf of a household member(s) under 16 years of age;

1. The request must include a statement of abuse indicating that the abusing individual lives or lived with a household member, or is sponsoring a member as an immigrant and the abused member intends to live permanently apart from the abusing individual;

2. Applicants may occupy shared accommodations defined as: rooming houses; boarding houses; roommates sharing one location – i.e. house/apartment with common entrance and common kitchen and bathroom facilities, but does not include living in a motel, hotel or another apartment in the same building. (Applicants must provide proof of joint residency with the abusing individual – i.e. recent lease, joint bank account, utility bills, OW/ODSP stubs, or other relevant documents);

3. If the abused member and abusing individual no longer live together, the date of separation must be specified;

4. The information you provide will assist in assessing your eligibility for Special Priority Status. If you are unable to provide required documentation or you believe that you will be at risk in obtaining information and documents supporting your request for Special Priority Status, you may request an office interview with the Social Housing Registry staff;

5. The Declaration & Consent must be signed by the abused member, or the trafficked member of the household, or if the abused member, or the trafficked member is under 16 years old or is unable to sign, the parent, guardian, attorney or authorized person may sign the consent on the abused member’s, or trafficked member’s behalf;

6. Applicants must complete the section of the application to indicate the safest and most appropriate way to be contacted with regard to this request for Special Priority Status.
Request for Special Priority Household Status

Please Print Name: ________________________________

To be completed in full by the abused member, or trafficked member of the Household over 16 years of age or on behalf of the abused member, or trafficked member if under 16 years of age or if unable to complete:

NOTE: If completed on behalf of abused member, or trafficked member the form must be completed by parent, guardian, attorney or authorized person

Last Name: ____________________________ First Name: ____________________________
Date of Birth (m/d/yyyy): _____________ Social Insurance Number: ________________

a) I am completing on behalf of ___________________________ Date of Birth ________________
   (Name of abused member, or trafficked member under 16 years of age or unable to complete request who is a member of the Household who has been a victim of abuse or human trafficking) Yes ☐
   OR
   I am the abused member of the Household. Yes ☐
   OR
   I am the trafficked member of the Household. Yes ☐

b) I am or a member of the household is being sponsored as an immigrant by the abusive individual. Yes ☐ No ☐

c) I am at least 16 years old Yes ☐ No ☐

d) I or the above named member of the Household presently or recently lived with the abusing individual (including shared accommodation) – see #2 under ‘General Rules’ on Page 2. Yes ☐ No ☐

e) I or the above name member of the Household am currently being trafficked or have exited trafficking within the last three (3) months Yes ☐ No ☐

f) I have attached proof of joint tenancy. (Note: You must provide proof of joint tenancy – see item #2 under ‘General Rules’ on Page 2 of this document.) Yes ☐ No ☐

g) I or the above named member of the Household intends to live permanently apart from the abusive individual. Yes ☐ No ☐

h) I have attached a completed “Confirmation Form for Special Priority Status” (Note: if unable to provide you may request an office interview with The Social Housing Registry). Yes ☐ No ☐

i) I am a current tenant in receipt of RGI assistance and I wish to move: Yes ☐ No ☐

Request for Special Priority Status 09-07-2018
Choose only 1:  ☐ to another location with my current Housing Provider  
☐ to another location with another Social Housing Provider in this service area  
☐ to both of the above

NOTE: The Social Housing Registry will provide appropriate forms based on your response.

To ensure that your safety or well-being is not put at risk, please indicate below the method by which you wish to be contacted.

In the case where eligible applicants for RGI assistance have the abusing individual, or trafficking individual listed as a household member on their Part A application the abusing individual, or trafficking individual will need to be contacted.

Please indicate if it is safe to contact the abusing individual, or the trafficking individual

Yes ☐ or No ☐

☐ I wish to be contacted by the Social Housing Registry by mail at the address indicated on my Part A application for Rent-Geared-to-Income assistance.

OR

Please check one of the following options:

☐ By Mail

Name: _________________________________  Relationship: _________________________________

Street Number and Name: _________________________________

City: _________________________________

☐ By Telephone

Name: _________________________________  Relationship: _________________________________

Number: __________________ Best time to call between 8:30 and 4:30: __________________

☐ By Email

Name: _________________________________  Relationship: _________________________________

Email: _________________________________
NOTE: If applying for Special Priority Status for human trafficking, please do not fill out this form and proceed to page 6.

Declaration and Consent (Abuse)
(to be completed by person making the request)

I ______________________________ hereby declare and consent as follows:

(Name of person making request)

1. ______________________________ lived or lives with ______________________________
   (Name of abused individual) (Name of abuser)

the abusing individual at the following address:

(Street Address) (City, Province)

From ______________________________
   (Date of Move-In)

and, CHOOSE ONLY ONE

☐ continue to live together, OR ☐ separated. Date of Separation: ______________________________

2. The following is a description of the abusive situation: (you may attach a separate page if needed)

3. That all information given in this request is true and complete.

4. That the member of the household who has been a victim of abuse intends to live permanently apart from the abusing individual.

5. I give consent for the purpose of assessment of my request for Special Priority Status and for no other purpose.

6. That Personal information collected by the Social Housing Registry, pursuant to the Housing Services Act, 2011, will be used to determine eligibility for Special Priority Status.

7. Pursuant to the Housing Services Act, 2011 and Provincial/Municipal Freedom of Information and Protection of Privacy Act, I give my consent:
   - to confirm information given in this request and I authorize the person, corporation or any social agency who provided any such required information to release the information to the Social Housing Registry
   - to provide any supporting materials as will be required for my application
   - to notify a Housing Provider of my eligibility for Special Priority Status.
Declaration and Consent (Trafficking)  
(to be completed by person making the request)

I ____________________________ hereby declare and consent as follows:

(Name of person making request)

1. ____________________________ Is being trafficked or was trafficked by:

(Name of trafficked individual)

(Name of trafficker)

from ____________________________

(Date the trafficking started)

and, CHOOSE ONLY ONE

☐ continue to be trafficked,  OR  ☐ the trafficking ended on: ____________________________

5. The following is a description of the trafficking situation: (you may attach a separate page if needed) ____________________________

6. That all information given in this request is true and complete.

7. That the member of the household who has been a victim of trafficking intends to live permanently apart from the trafficking individual.

5. I give consent for the purpose of assessment of my request for Special Priority Status and for no other purpose.

8. That Personal information collected by the Social Housing Registry, pursuant to the Housing Services Act, 2011, will be used to determine eligibility for Special Priority Status.

9. Pursuant to the Housing Services Act, 2011 and Provincial/Municipal Freedom of Information and Protection of Privacy Act, I give my consent:

   • to confirm information given in this request and I authorize the person, corporation or any social agency who provided any such required information to release the information to the Social Housing Registry
   • to provide any supporting materials as will be required for my application
   • to notify a Housing Provider of my eligibility for Special Priority Status.
Notice with Respect to the Collection of Personal Information

Personal information as defined by the Municipal Freedom of Information and Protection of Privacy Act (MFIPPA), including (but not limited to), names, addresses and phone numbers, contained in this form or in attachments is collected by the Social Housing Registry pursuant to the Housing Services Act, 2011, Freedom of Information and Protection of Privacy Act (R.S.O. 10090 C.F.31) or the Municipal Freedom of Information and Protection of Privacy Act (R.S.O. 1990 C.56), Personal Health Information Protection Act, 2004 as applicable. The information will be used to determine eligibility for Special Priority Status. Information collected will be kept confidential and used only for the purpose of assessing an applicant’s eligibility for Special Priority Status.

This declaration and consent must be signed by the abused member, or trafficked member, or authorized person on behalf of the abused member, or trafficked member.

Abused member, or trafficked member of the Household: (print name)  

__________________________________________

Abused member, or trafficked member of the Household:

(Signature)________________________________________

OR

Authorized person (parent, guardian, or Attorney, if under 16 years of age)

Print name:  _______________________________________

Signature (after printing): ___________________________  Date:________________________

Please complete forms in full, sign and deliver to:
The Social Housing Registry, 362 Montreal Street, Kingston, ON K7K 3H5

Inquiries can be directed to: Phone: 613-546-2695
Toll Free: 1-888-778-4531
Email: theregistry@cityofkingston.ca

Request for Special Priority Status  09-07-2018
Victim Quick Response Program

This is to be used for victims of human trafficking to seek assistance in funding their recovery.

https://www.attorneygeneral.jus.gov.on.ca/english/ovss/vqrp.php

If each of the following applies to your client, they may be eligible for VQRP assistance:

- I am requesting emergency, crime scene cleanup and/or funeral expenses no later than 45 calendar days after the date of the crime, or counselling services and related transportation costs, no later than 90 calendar days after the date of the crime.

- I am a victim of a violent Criminal Code offence that occurred in Ontario, and I have not been charged as a result of the crime.

- I have no other financial resources to assist me with funeral expenses; and/or emergency expenses; and/or crime scene cleanup, and/or short-term counselling services.
Identification Tools
Parent Help Sheet

Globally, young boys and girls are among those who have fallen victim to human trafficking. Canada is no exception. Our youth have also fallen victim to human trafficking and the trend is continuing. Police investigations have shown our youth have been primarily coerced or forced into prostitution. Forced prostitution is a form of human trafficking.

In order to help parents stay vigilant in keeping their children safe, the following child attitudes, behaviors and/or physical signs of abuse could be indicators that your child is being groomed for or already involved in forced prostitution.

Children could be at risk for involvement in forced prostitution if they demonstrate a number of the following attitudes, behaviours and/or signs of physical abuse:

**Attitudes:**

- Withdraws from family and/or friends;
- secretive and reserved with information about where they have been or with whom;
- extreme mood swings ranging from withdrawn to angry outbursts to very happy;
- angry, confrontational or abusive; and
- protective of a new boyfriend/girlfriend or friend and provides little information when asked about the relationship.

**Potential Behavioural Indicators:**

- Comes home later than usual for unexplained reasons;
- binge eats or eats less, resulting in weight loss;
- hangs around with new and different group of friends;
- wears expensive clothing and/or jewelry he/she could not possibly afford to buy;
- carries a cell phone or pager using blocked or private phone numbers;
- carries condoms or other sexual aids; and
- is secretive about Internet sites and contacts.

**Physical Abuse Indicators:**

- Unexplained bruises, cuts and or broken bones;
- black eye(s);
- tattooing or branding symbols, particularly names tattooed on neck, arms and/or legs; and
- cigarette burns on body.

Children who are trafficked for sexual exploitation in Canada are often exploited by pimps. A pimp is a person who makes money off a prostitute’s earnings. Pimps are usually male, but can also be female, in which case they are referred to as “madams”. They both often use violence
and threats to control their victims. This may include sexual assaults, threats of violence, and/or physical abuse such as beating and tattooing/branding.

Often pimps will purport themselves as a loving boyfriend and shower their “girlfriends” with expensive gifts and romantic or expensive dates. This may include expensive jewelry, clothing, eating out at expensive restaurants, etc. Pimps will often give their “girlfriends” lots of compliments about their appearance and make them feel very comfortable. Pimps build trust with their victims by romancing and seducing them. This is all part of the recruitment and grooming stage, prior to forcing their victims into prostitution.

Keep in mind that the above listed indicators do not necessarily mean that your child is a victim of forced prostitution/human trafficking. Our help sheet is simply reminding parents that forced prostitution of young girls/boys by pimps is a form of human trafficking in Canada. If you need further assistance or have any questions or concerns please refer to the RCMP Human Trafficking National Coordination Centre (HTNCC) webpage located at www.rcmp-grc.gc.ca, contact the RCMP HTNCC directly by telephone at 613-993-2325, or contact your local police.
Common Language Utilized Amongst Those Involved in Human Trafficking

**Automatic** — A term denoting the victim’s “automatic” routine when her pimp is out of town, in jail, or otherwise not in direct contact with those he is prostituting. Victims are expected to comply with the rules and often do so out of fear of punishment or because they have been psychologically manipulated into a sense of loyalty or love. All money generated on “automatic” is turned over to the pimp. This money may be used to support his concession/phone account or to pay his bond if he’s in jail.

**Bottom** — A female appointed by the trafficker/pimp to supervise the others and report rule violations. Operating as his “right hand,” the Bottom may help instruct victims, collect money, book hotel rooms, post ads, or inflict punishments on other girls.

**Branding** — A tattoo or carving on a victim that indicates ownership by a trafficker/pimp/gang.

**Brothel (a/k/a Cathouse or Whorehouse)** — These establishments may be apartments, houses, trailers, or any facility where sex is sold on the premises. It could be in a rural area or nice neighborhood. Most brothels have security measures to prevent attacks by other criminals or provide a warning if law enforcement is nearby. The security is two sided—to keep the women and children in, as well as robbers out. The places often are guarded (and open) 24 hours a day, but some have closing times in which the victims are locked in from the outside. Victims may be kept in this location for extended periods of time or rotated to other locations every few days.

**Caught A Case** — A term that refers to when a pimp or victim has been arrested and charged with a crime.

**Choosing Up** — The process by which a different pimp takes “ownership” of a victim. Victims are instructed to keep their eyes on the ground at all times. According to traditional pimping rules, when a victim makes eye contact with another pimp (accidentally or on purpose), she is choosing him to be her pimp. If the original pimp wants the victim back, he must pay a fee to the new pimp. When this occurs, he will force the victim to work harder to replace the money lost in transaction. (See Reckless Eyeballing)

**Circuit** — A series of cities among which prostituted people are moved. One example would be the West Coast circuit of San Diego, Las Vegas, Portland, and the cities between. The term can also refer to a chain of states such as the “Minnesota pipeline” by which victims are moved through a series of locations from Minnesota to markets in New York.

**Daddy** — The term a pimp will often require his victim to call him.

**Date** — The exchange when prostitution takes place, or the activity of prostitution. A victim is said to be “with a date” or “dating.”

**Escort Service** — An organization, operating chiefly via cell phone and the internet, which sends a victim to a buyer’s location (an “outcall”) or arranges for the buyer to come to a house or apartment (an
“in-call”); this may be the workplace of a single woman or a small brothel. Some escort services are networked with others and can assemble large numbers of women for parties and conventions.

**Exit Fee** — The money a pimp will demand from a victim who is thinking about trying to leave. It will be an exorbitant sum, to discourage her from leaving. Most pimps never let their victims leave freely.

**Family/Folks** — The term used to describe the other individuals under the control of the same pimp. He plays the role of father (or “Daddy”) while the group fulfills the need for a “family.”

**Finesse Pimp/Romeo Pimp** — One who prides himself on controlling others primarily through psychological manipulation. Although he may shower his victims with affection and gifts (especially during the recruitment phase), the threat of violence is always present.

**Gorilla (or Guerilla) Pimp** — A pimp who controls his victims almost entirely through physical violence and force.

**“John” (a/k/a Buyer or “Trick”)** — An individual who pays for or trades something of value for sexual acts.

**Kiddie Stroll** — An area known for prostitution that features younger victims.

**Lot Lizard** — Derogatory term for a person who is being prostituted at truck stops.

**Madam** — An older woman who manages a brothel, escort service or other prostitution establishment. She may work alone or in collaboration with other traffickers.

**Out of Pocket** — The phrase describing when a victim is not under control of a pimp but working on a pimp-controlled track, leaving her vulnerable to threats, harassment, and violence in order to make her “choose” a pimp. This may also refer to a victim who is disobeying the pimp’s rules.

**Pimp Circle** — When several pimps encircle a victim to intimidate through verbal and physical threats in order to discipline the victim or force her to choose up.

**Quota** — A set amount of money that a trafficking victim must make each night before she can come “home.” Quotas are often set between $300 and $2000. If the victim returns without meeting the quota, she is typically beaten and sent back out on the street to earn the rest. Quotas vary according to geographic region, local events, etc.

**Reckless Eyeballing** — A term which refers to the act of looking around instead of keeping your eyes on the ground. Eyeballing is against the rules and could lead an untrained victim to “choose up” by mistake.

**Renegade** — A person involved in prostitution without a pimp.

**Seasoning** — A combination of psychological manipulation, intimidation, gang rape, sodomy, beatings, deprivation of food or sleep, isolation from friends or family and other sources of support, and
threatening or holding hostage of a victim’s children. Seasoning is designed to break down a victim’s resistance and ensure compliance.

**Squaring Up** — Attempting to escape or exit prostitution.

**Stable** — A group of victims who are under the control of a single pimp.

**The Game/The Life** — The subculture of prostitution, complete with rules, a hierarchy of authority, and language. Referring to the act of pimping as ‘the game’ gives the illusion that it can be a fun and easy way to make money, when the reality is much harsher. Women and girls will say they’ve been “in the life” if they’ve been involved in prostitution for a while.

**Track (a/k/a Stroll or Blade)** — An area of town known for prostitution activity. This can be the area around a group of strip clubs and pornography stores, or a particular stretch of street.

**Trade Up/Trade Down** — To move a victim like merchandise between pimps. A pimp may trade one girl for another or trade with some exchange of money.

**Trick** — Committing an act of prostitution (*verb*), or the person buying it (*noun*). A victim is said to be “turning a trick” or “with a trick.”

**Turn Out** — To be forced into prostitution (*verb*) or a person newly involved in prostitution (*noun*).

**Wifeys/Wife-in-Law/Sister Wife** — What women and girls under the control of the same pimp call each other. (See *Family/Folks* and *Stable.*)
Rapid Human Trafficking Assessment (RHTA)

Directions: The Screener asks the following questions to the self-identifying or third party reporter and checks off the appropriate response with “Yes” or “No.”

<table>
<thead>
<tr>
<th>Self-Identifying Victim</th>
<th>Third-Party Reporter</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Yes</strong></td>
<td><strong>No</strong></td>
</tr>
<tr>
<td><strong>Yes</strong></td>
<td><strong>No</strong></td>
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<tr>
<td><strong>Yes</strong></td>
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<td><strong>No</strong></td>
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<td><strong>Yes</strong></td>
<td><strong>No</strong></td>
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<tr>
<td><strong>Yes</strong></td>
<td><strong>No</strong></td>
</tr>
<tr>
<td><strong>Yes</strong></td>
<td><strong>No</strong></td>
</tr>
</tbody>
</table>

Department of Health and Human Services, Screening Tool For Victims of Human Trafficking. Polaris Project, Comprehensive Human Trafficking Assessment, 2011.
### WestCoast Children’s Clinic

**Commercial Sexual Exploitation Identification Tool (CSE-IT) – version 2.0**

<table>
<thead>
<tr>
<th>1. HOUSING AND CAREGIVING. The youth experiences housing or caregiving instability for any reason.</th>
<th>No Information</th>
<th>No Concern</th>
<th>Possible Concern</th>
<th>Clear Concern</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Youth runs away or frequently leaves their residence for extended periods of time (overnight, days, weeks).</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>b. Youth experiences unstable housing, including multiple foster/group home placements.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>c. Youth experiences periods of homelessness, e.g. living on the street or couch surfing.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>d. Youth relies on emergency or temporary resources to meet basic needs, e.g. hygiene, shelter, food, medical care.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>e. Parent/caregiver is unable to provide adequate supervision.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>f. Youth has highly irregular school attendance, including frequent or prolonged tardiness or absences.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>g. Youth has current or past involvement with the child welfare system.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

**Indicator 1 Score:** A subtotal of 4-5 indicates Possible Concern. A subtotal > 6 indicates Clear Concern.  
Circle score here ➔ 0 | 0 | 1 | 2 |

<table>
<thead>
<tr>
<th>2. PRIOR ABUSE OR TRAUMA. The youth has experienced trauma (not including exploitation).</th>
<th>No Information</th>
<th>No Concern</th>
<th>Possible Concern</th>
<th>Clear Concern</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Youth has been sexually abused.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>b. Youth has been physically abused.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>c. Youth has been emotionally abused.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>d. Youth has witnessed domestic violence.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

**Indicator 2 Score:** A subtotal of 2 indicates Possible Concern. A subtotal > 3 indicates Clear Concern.  
Circle score here ➔ 0 | 0 | 1 | 2 |

<table>
<thead>
<tr>
<th>3. PHYSICAL HEALTH AND APPEARANCE. The youth experiences notable changes in health and appearance.</th>
<th>No Information</th>
<th>No Concern</th>
<th>Possible Concern</th>
<th>Clear Concern</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Youth presents a significant change in appearance, e.g. dress, hygiene, weight.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>b. Youth shows signs of physical trauma, such as bruises, black eyes, cigarette burns, or broken bones.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>c. Youth has tattoos, scarring or branding, indicating being treated as someone’s property.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>d. Youth has repeated or concerning testing or treatment for pregnancy or STIs.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>e. Youth is sleep deprived or sleep is inconsistent.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>f. Youth has health problems or complaints related to poor nutrition or irregular access to meals.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>g. Youth’s substance use impacts their health or interferes with their ability to function.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>h. Youth experiences significant change or escalation in their substance use.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

**Indicator 3 Score:** A subtotal of 2-3 indicates Possible Concern. A subtotal > 4 indicates Clear Concern.  
Circle score here ➔ 0 | 0 | 1 | 2 |

<table>
<thead>
<tr>
<th>4. ENVIRONMENT AND EXPOSURE. The youth’s environment or activities place them at risk of exploitation.</th>
<th>No Information</th>
<th>No Concern</th>
<th>Possible Concern</th>
<th>Clear Concern</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Youth engages in sexual activities that cause harm or place them at risk of victimization.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>b. Youth spends time where exploitation is known to occur.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>c. Youth uses language that suggests involvement in exploitation.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>d. Youth is connected to people who are exploited, or who buy or sell sex.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

---

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<table>
<thead>
<tr>
<th>Indicator 4 Score: A subtotal of 1 indicates Possible Concern. A subtotal ≥ 2 indicates Clear Concern.</th>
<th>No Information</th>
<th>No Concern</th>
<th>Possible Concern</th>
<th>Clear Concern</th>
</tr>
</thead>
<tbody>
<tr>
<td>e. Youth is bullied or targeted about exploitation.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>f. Youth has current or past involvement with law enforcement or juvenile justice.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>g. Gang affiliation or contact involves youth in unsafe sexual encounters.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

5. RELATIONSHIPS AND PERSONAL BELONGINGS. The youth’s relationships and belongings are not consistent with their age or circumstances, suggesting possible recruitment by an exploiter.

<table>
<thead>
<tr>
<th>Indicator 5 Score: A subtotal of 1-2 indicates Possible Concern. A subtotal ≥ 3 indicates Clear Concern.</th>
<th>No Information</th>
<th>No Concern</th>
<th>Possible Concern</th>
<th>Clear Concern</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Youth has unhealthy, inappropriate or romantic relationships, including (but not limited to) with someone older/an adult.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>b. Youth meets with contacts they developed over the internet, including sex partners or boyfriends/girlfriends.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>c. Explicit photos of the youth are posted on the internet or on their phone.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>d. Youth receives or has access to unexplained money, credit cards, hotel keys, gifts, drugs, alcohol, transportation.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>e. Youth has several cell phones or their cell phone number changes frequently.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>f. Youth travels to places that are inconsistent with their life circumstances.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

6. SIGNS OF CURRENT TRAUMA. The youth exhibits signs of trauma exposure.

<table>
<thead>
<tr>
<th>Indicator 6 Score: A subtotal of 1-2 indicates Possible Concern. A subtotal ≥ 3 indicates Clear Concern.</th>
<th>No Information</th>
<th>No Concern</th>
<th>Possible Concern</th>
<th>Clear Concern</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Youth appears on edge, preoccupied with safety, or hypervigilant.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>b. Youth has difficulty detecting or responding to danger cues.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>c. Youth engages in self-destructive, aggressive, or risk-taking behaviors.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>d. Youth has a high level of distress about being accessible by cell phone.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

7. COERCION. The youth is being controlled or coerced by another person.

<table>
<thead>
<tr>
<th>Indicator 7 Score: A subtotal of 1 indicates Possible Concern. A subtotal ≥ 2 indicates Clear Concern.</th>
<th>No Information</th>
<th>No Concern</th>
<th>Possible Concern</th>
<th>Clear Concern</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Youth has an abusive or controlling intimate partner.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>b. Someone else is controlling the youth’s contact with family or friends, leaving the youth socially isolated.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>c. Youth is coerced into getting pregnant, having an abortion, or using contraception.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>d. Someone is not allowing the youth to sleep regularly or in a safe place, go to school, eat, or meet other basic needs.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>e. The youth or their friends, family, or other acquaintances receive threats.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>f. Youth gives vague or misleading information about their age, whereabouts, residence, or relationships.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>

8. EXPLOITATION. The youth exchanges sex for money or material goods, including food or shelter.

<table>
<thead>
<tr>
<th>Indicator 8 Score: A subtotal of 1 indicates Possible Concern. A subtotal ≥ 2 indicates Clear Concern.</th>
<th>No Information</th>
<th>No Concern</th>
<th>Possible Concern</th>
<th>Clear Concern</th>
</tr>
</thead>
<tbody>
<tr>
<td>a. Youth is exchanging sex for money or material goods, including food or shelter for themselves or someone else, e.g. child, family, partner.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>b. Youth is watched, filmed or photographed in a sexually explicit manner.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>c. Youth has a history of sexual exploitation.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
<tr>
<td>d. Youth is forced to give the money they earn to another person.</td>
<td>0</td>
<td>0</td>
<td>1</td>
<td>2</td>
</tr>
</tbody>
</table>
**Scoring Instructions:**

1. Enter each Indicator Score in the corresponding box in this table.
2. Add Indicator Scores 1-7 and enter the total in box A.
3. If Indicator 8 score = 1 (Possible Concern), enter 4 in box B. If Indicator 8 score = 2 (Clear Concern), enter 9 in box B.
4. Add boxes A and B for a Total Score between 0 and 23, and enter the Total Score in the final box.
5. Plot the Total Score on the Continuum of Concern below to determine level of concern for exploitation.

<table>
<thead>
<tr>
<th>Indicator:</th>
<th>Indicator score</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. HOUSING AND CAREGIVING</td>
<td></td>
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<tr>
<td>2. PRIOR ABUSE OR TRAUMA</td>
<td></td>
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<td>3. PHYSICAL HEALTH AND APPEARANCE</td>
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<tr>
<td>4. ENVIRONMENT AND EXPOSURE</td>
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<tr>
<td>5. RELATIONSHIPS AND PERSONAL BELONGINGS</td>
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<tr>
<td>6. SIGNS OF CURRENT TRAUMA</td>
<td></td>
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<tr>
<td>7. COERCION</td>
<td></td>
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<tr>
<td>Add scores for indicators 1-7 (Score cannot exceed 14):</td>
<td>A.</td>
</tr>
<tr>
<td>8. EXPLOITATION</td>
<td></td>
</tr>
<tr>
<td>If Indicator 8 score is 1 (Possible Concern) put 4 in Box B</td>
<td>B.</td>
</tr>
<tr>
<td>If Indicator 8 is a 2 (Clear Concern) put 9 in Box B</td>
<td>TOTAL: Add boxes A and B for a total score between 0-23.</td>
</tr>
</tbody>
</table>

**Continuum of Concern**

*(draw a line indicating level of concern for exploitation)*

- **No Concern** 0-3
- **Possible Concern** 4-8
- **Clear Concern** 9-23
Information on Human Trafficking
I'm not for sale
Are They Victims?

- Are they doing the work and being paid what was promised?
- Are they being forced or pressured to work?
- Do they have access to their papers/travel documents/identification?
- Are they or a person known to them being threatened?
- Are they free to go where they please?

Human trafficking is a global and multi-faceted phenomenon. This modern form of slavery is characterized by the exploitation of women, men and children who are deprived of liberty. The United Nations has stated that human trafficking is tied with illegal arms sales as the second largest criminal activity in the world.

We're Talking Human Trafficking – Not Human Smuggling

While the two terms are often used interchangeably, it is important to distinguish between human trafficking and human smuggling. The major difference involves matters of exploitation.

What's the Difference?

**Human smuggling** is a form of illegal migration involving the organized transport of persons across an international border, usually in exchange for a sum of money, and sometimes involving dangerous conditions. The relationship between the smuggler and the person being smuggled is a voluntary business transaction, which usually ends when the client reaches the intended destination. The financial component of a human smuggling transaction may be a one-time fee paid to the smuggler before arrival or instalment payments after arrival.
**Human Trafficking** involves the exploitation of people through force, coercion, threat, fraud or deception and may include acts generally defined as human rights abuses. Victims may be forced into labour, prostitution or some other form of servitude. The relationship between trafficker and victim does not end upon arrival at destination, as the victim may be subjected to debt bondage (forced labour to pay off a debt). Unlike human smuggling, **Human Trafficking** occurs both across international borders and within national boundaries.

**International Human Trafficking** involves someone who, in the process of being trafficked, crosses an international border. Although it may include an element of human smuggling, internationally trafficked persons do not necessarily enter a country clandestinely or illegally. They may enter with a valid passport, visa or working papers.

**Domestic Human Trafficking**

While human trafficking is usually associated with migrant victims being trafficked into Canada, it may also be a purely domestic phenomenon occurring wholly within Canada. Vulnerable, economically challenged and socially dislocated sectors of the Canadian population represent a potential pool of trafficking victims. This includes teenage runaways, as well as those who may be lured to urban centres or who migrate there voluntarily.

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**The Promises Made to the Victims**

- Money
- Work
- Education
- Freedom
- The life of your dreams
- Financial help for the family
- A better life
- A promising future

**How to Recognize Victims**

**The victims may:**

- Speak neither English nor French, or may not speak on their own behalf;
- Originate from foreign countries;
- Be unaware of local surroundings even though they have been in the area for an extended period of time;
- Show evidence of control, intimidation or abnormal psychological fear;
- Not be able to move or leave job;
- Have bruises or show other signs of abuse;
- Show signs of malnourishment;
- Be frequently accompanied or moved by their trafficker.
What is the Victim’s Mindset?

The victims may:

- Not self-identify as victims of human trafficking. Victims may not appear to need social services because they have a place to live, food to eat, medical care and what they think is a paying job;
- Be taught to distrust outsiders, especially law enforcement. They have a sense of fear and distrust toward the government and police (i.e. fear of deportation in international cases);
- Feel better in their current situation than where they came from, even if they are being exploited;
- Be completely unaware of their rights or may have been intentionally misinformed about their rights in Canada;
- Fear for their families or someone known to them as some traffickers may threaten to harm them if they report their situations to, or cooperate with, law enforcement.

If you or someone you know is being exploited, contact your local police.

If you wish to report a crime anonymously, call Crime Stoppers at 1-800-222-TIPS (8477).
Je ne suis pas à vendre
Sont-elles victimes?

- Font-elles le travail convenu et reçoivent-elles le salaire promis?
- Sont-elles forcées ou contraintes à travailler?
- Ont-elles leurs papiers, documents de voyage ou pièces d'identité avec elles?
- Préfère-t-on des menaces à leur endroit ou envers une personne qu'elle connaît?
- Sont-elles libres de partir?

La traite de personnes est un phénomène multidimensionnel, perpétré à l'échelle internationale. Cette forme d'esclavage moderne se caractérise par l'exploitation de femmes, d'hommes et d'enfants qui sont privés de liberté. Les Nations Unies estiment que la traite de personnes et le trafic d'armes sont la deuxième source de revenus au monde pour le crime organisé.

Ne pas confondre passage de clandestins et traite de personnes

Si les deux termes sont souvent utilisés de façon interchangeable, il importe de faire la distinction entre les deux. La principale différence tient à la notion d'exploitation.

Quelle est la différence entre les deux?

Le passage de clandestins est une forme de migration illégale où il y a un passage organisé d'une personne à la frontière, habituellement en échange d'une somme d'argent et parfois dans des conditions dangereuses. Les rapports entre le passeur et le migrant clandestin relèvent d'une transaction volontaire et prennent généralement fin lorsque le client parvient à la destination visée. Le volet financier de la transaction peut être acquitté par le versement ponctuel d'une somme au passeur avant l'arrivée ou par des versements échelonnés par la suite.
La **TRAITE DE PERSONNES** implique l’*exploitation* de sujets par la force, la coercition, la menace, la fraude ou la tromperie et peut impliquer des actes qui constituent généralement une violation des droits de la personne. **Les victimes peuvent être assujetties à des travaux forcés, à la prostitution ou à diverses autres formes d’asservissement.**

Les rapports entre le trafiquant et la victime ne prennent pas fin à l’arrivée à destination, car la victime est habituellement contrainte à une servitude pour dettes (assujettissement à des travaux forcés pour acquitter une dette). Contrairement au passage de clandestins, la **traite de personnes** peut avoir lieu entre deux pays ou à l’intérieur d’un même pays.

**La traite de personnes internationale**

La traite internationale est associée aux victimes migrantes qui, durant le processus de la traite, traversent une frontière internationale. Bien qu’un passage clandestin soit possible, les personnes victimes de la traite ne pénètrent pas nécessairement dans un pays de façon clandestine ou illicite. Elles peuvent détenir un passeport, un visa ou un permis de travail valide.

**La traite de personnes à l’intérieur du pays**

Si la traite de personnes est habituellement associée aux cas de victimes migrantes, il peut aussi s’agir d’un phénomène qui se produit à l’intérieur des frontières d’un même pays. Certains secteurs plus défavorisés de la population canadienne peuvent constituer un bassin éventuel de victimes de la traite de personnes. Des adolescents en fugue de même que des personnes peuvent être attirés dans les centres urbains ou migrer de façon volontaire.

**Les promesses faites aux victimes**

- Argent
- Travail
- Études
- Libéré
- Vie de rêve
- Aide financière à la famille
- Vie meilleure
- Avenir prometteur

**Comment reconnaître les victimes**

- Ne parlent ni français ni anglais;
- Provient de pays étrangers;
- Ne connaissent pas leur quartier, même si elles y habitent ou y travaillent depuis longtemps;
- Paraissent être contrôlées et peuvent montrer des signes d’intimidation ou de peur;
- Sont contraintes dans leurs mouvements ou ne peuvent quitter leur emploi;
- Peuvent montrer des signes de violence physique (coups et blessures);
- Peuvent montrer des signes de malnutrition;
- Peuvent être accompagnées et déplacées fréquemment par leur trafiquant.
Nous rejoindre
Gendarmerie royale du Canada
Centre national de coordination contre
la traite de personnes – Quartier général (24 h)
1 855 850-4640

Région de l'Atlantique (24 h)
Nouveau-Brunswick 1 888 506-7267
Terre-Neuve et Labrador 1 800 709-7267
Nouvelle-Écosse 1 800 803-7267
Île-du-Prince-Édouard 902 566-7112

Région du Québec (24 h)
1 800 771-5401
ou 1 866 227-2124

Région de la capitale nationale (24 h)
613 993-8688
ou 613 952-4200

Région de l'Ontario (24 h) 1 800 387-0020

Région Nord-Ouest (24 h)
Alberta 403 276-5794
Manitoba 204 983-5462
Les Territoires du Nord-Ouest 867 669-1111
Nunavut 867 979-1111
Saskatchewan 306 780-5563

Région du Pacifique (24 h)
Colombie Britannique
Communiquez avec votre détachement de la GRC ou service de police municipal
Yukon 867 667-5555

Pour de plus amples renseignements, visitez le www.grc.gc.ca.

Quel est l’état d’esprit des victimes?

~ Ne se considèrent pas victimes de traite de personnes. Elles ne perçoivent pas avoir besoin d’aide parce qu’elles ont un toit, de la nourriture et considèrent avoir un emploi payant;
~ Apprennent à se méfier des étrangers, en particulier des agents de la paix. Elles ont un sentiment de peur et de méfiance envers le gouvernement et les agents de la paix (peur d’être expulsées du pays dans le cas de traite internationale);
~ Peuvent croire que bien qu’elles soient exploitées, leur situation actuelle est meilleure que dans leur pays d’origine;
~ Peuvent ne pas connaître leurs droits ou ont été intentionnellement mal informées de leurs droits au Canada;
~ Peuvent avoir peur pour leur famille ou pour des personnes qu’elles connaissent. Certains trafiquants menacent de leurs faire du mal si les victimes n’obéissent pas ou si elles dénoncent ou coopèrent avec les agents de la paix.

Si vous, ou quelqu’un de votre entourage, subissez cette forme d’exploitation, communiquez avec votre service de police local.

Si vous souhaitez signaler un crime en toute confidentialité, communiquez avec Échec au Crime au 1-800-222-TIPS (8477).
- **HUMAN TRAFFICKING (HT)** involves the recruitment, transportation or harbouring of people for the purpose of exploitation through the use of force, coercion, fraud, deception or threats against the victim or a person known to them. Victims of HT are forced into prostitution, labour or some other form of servitude.

- HT occurs both across international borders and within national boundaries, and may involve organized crime networks.

- In 2002, the *Immigration and Refugee Protection Act* criminalized HT (Section 118), providing the RCMP with tools to combat HT across international borders. In November 2005, amendments to the *Criminal Code* (Section 279.01-04) were made to address HT, more specifically the issue of victim exploitation.

- In September 2005, the RCMP established the **HUMAN TRAFFICKING NATIONAL COORDINATION CENTRE (HTNCC)** at RCMP Headquarters in Ottawa.

- The HTNCC develops law enforcement tools, coordinates national awareness and anti-trafficking initiatives, develops national and international partnerships and promotes the advancement of intelligence in support of enforcement. As an extension of the HTNCC, there are HT coordinators located in regions across the country who raise awareness about HT and build partnerships with law enforcement, government and non-government organizations (NGOs) and the public.

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**STRATEGIC OBJECTIVE**

- To provide a focal point for law enforcement in their efforts to combat and disrupt individuals and criminal organizations involved in HT activities.

**MANDATE**

- To develop and coordinate anti-HT activities/initiatives related to the four pillars of Prevention, Protection, Prosecution and Partnership with domestic and international partner agencies, NGOs and the community at large.

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The HTNCC has **five main priorities**:

1) Develop tools, protocols and guidelines to facilitate HT investigations.

The HTNCC develops tools, protocols and guidelines to assist law enforcement in the coordination of HT investigations and in the identification and protection of victims. The HTNCC is also responsible for the development of Memorandums of Understanding with national and international partner agencies to assist investigators during HT operations.

2) Coordinate national awareness/training and anti-trafficking initiatives.

The HTNCC develops awareness tools and training sessions on HT for Canadian and international law enforcement to help identify trafficked victims as well as individuals and criminal organizations involved in HT activities. The HTNCC also raises awareness among government agencies, NGOs and the public. In addition, the HTNCC coordinates domestic and international anti-trafficking initiatives with internal and external partners within the law enforcement and NGO communities.

3) Identify and maintain lines of communication, identify issues for integrated coordination and provide support.

The HTNCC is an active participant in the Human Trafficking Task Force. This Task Force is mandated by the federal government to coordinate Canada’s anti-trafficking efforts to combat and disrupt HT. The HTNCC, together with partner agencies, identifies issues and challenges, domestic or foreign, in relation to law enforcement and HT activities and makes recommendations to assist law enforcement with their HT operations.

4) Develop and maintain international partnerships and coordinate international initiatives.

The HTNCC serves as a national point of contact for international agencies and/or organizations that are combating HT globally. The HTNCC also develops and maintains international partnerships in order to liaise with and coordinate international requests, initiatives and research. These partnerships are also vital in order that Canada learn from international best practices related to HT.

5) Coordinate intelligence and facilitate the dissemination of all sources of information/intelligence.

The HTNCC is a central point of contact for all national and international law enforcement and intelligence sections/agencies. The HTNCC is responsible for conducting an on-going national threat assessment and intelligence briefs in an attempt to determine the extent of HT in Canada and identify criminal organizations and HT trends. In order to keep the national threat assessment current, the HTNCC relies greatly on the partnerships it has created with law enforcement. The HTNCC coordinates, gathers and disseminates tactical and strategic information/intelligence to operational units across the country promoting the advancement of intelligence in support of enforcement.

For further information please visit [www.rcmp-grc.gc.ca](http://www.rcmp-grc.gc.ca) or call 1-855-850-4640.

To report a crime anonymously, call Crime Stoppers at 1-800-222-TIPS (8477).
La TRAITE DE PERSONNES consiste en le recrutement, le transport ou l’hébergement de personnes aux fins d’exploitation par le recours à la force, à la coercition, à la fraude, à la tromperie ou à la formulation de menaces contre la victime ou une personne qu’elle connait. Les victimes de la trame sont soumises à la prostitution forcée, au travail forcé ou à d’autres formes de servitude.

La TRAITE DE PERSONNES peut avoir lieu entre deux pays ou à l’intérieur d’un même pays et peut impliquer des réseaux du crime organisé.

Depuis que la TRAITE DE PERSONNES a été reconnue à titre d’infraction à la Loi sur l’immigration et la protection des réfugiés en 2002 (article 11), les organismes d’application de la loi sont mieux outillés pour lutter contre la traite internationale de personnes. En novembre 2005, des modifications ont été apportées au Code criminel (articles 279.01-04) pour aborder la trame de personnes et, plus précisément, la notion d’exploitation des victimes.

En septembre 2005, le CENTRE NATIONAL DE COORDINATION CONTRE LA TRAITE DE PERSONNES (CNCTP) a été créé à la Direction générale de la GRC à Ottawa.

Le CNCTP élabore des outils de répression criminelle, coordonne les initiatives nationales de sensibilisation et de lutte contre la trame de personnes, établit des partenariats nationaux et internationaux, et encourage le développement des activités de renseignement à l’appui de l’application de la loi. Le CNCTP compte coordonnateurs de la trame de personnes en poste dans différentes régions du pays. Leurs responsabilités consistent principalement à mieux faire connaître cette réalité et à conclure des partenariats avec les agents d’application de la loi, organismes gouvernementaux et non gouvernementaux (ONGs) et le public.

OBJECTIF STRATÉGIQUE

- Servir de point de liaison aux organismes d’application de la loi qui cherchent à réprimer et perturber les activités des personnes et des organisations criminelles qui se livrent à la trame de personnes.

MANDAT

- Élaborer et coordonner avec les partenaires nationaux et étrangers, les ONG et la collectivité en général des activités et des initiatives liées aux quatre piliers qui constituent la prévention, la protection, les poursuites et les partenariats.

Le CNCTP a établi cinq grandes priorités :

1) Élaborer des outils, des protocoles et des directives afin de faciliter les enquêtes sur la trame de personnes.

Le CNCTP élabore des outils, des protocoles et des directives afin d’aider les organismes d’application de la loi à coordonner les enquêtes sur la trame de personnes ainsi qu’à repérer et à protéger les victimes. Le CNCTP se charge également d’élaborer des protocoles d’entente avec des organismes partenaires au Canada et à l’étranger en vue de leur participation aux enquêtes sur la trame de personnes.

2) Coordonner les initiatives nationales de sensibilisation, de formation et de lutte contre la trame de personnes.

Le CNCTP met au point des outils de sensibilisation et des séances de formation sur la trame de personnes à l’intention d’organismes canadiens et internationaux d’application de la loi afin de faciliter le repérage des victimes et le ciblage des personnes et des organisations criminelles qui se livrent à la trame. Le CNCTP assure également la sensibilisation des organismes gouvernementaux, ONGs et du public à cette forme de criminalité. De plus, il coordonne les initiatives nationales de lutte contre la trame de personnes avec les partenaires internes et externes du milieu des ONGs et de la collectivité d’application de la loi.

3) Établir et maintenir des voies de communication, cerner les problèmes exigeant une coordination intégrée et fournir un soutien.

Le CNCTP est un membre actif du Groupe de travail, qui a été mis sur pied par le gouvernement fédéral pour coordonner la lutte contre la trame de personnes. Avec l’aide de ses partenaires, le CNCTP relève les problèmes et les défis que soulève la répression de la trame de personnes, au Canada comme à l’étranger, et formule des recommandations afin de faciliter les enquêtes en la matière.

4) Former et entretenir des partenariats internationaux et coordonner des initiatives internationales.

Le CNCTP sert de point de liaison national pour les organismes étrangers qui luttent contre la trame de personnes à l’échelle mondiale. Le CNCTP établit et entretenait des partenariats internationaux afin d’assurer la coordination de demandes, d’initiatives et de recherches internationales. Il est également essentiel d’avoir de tels partenariats pour que le Canada puisse tirer des leçons des pratiques exemplaires en vigueur à l’étranger et communiquer ses propres initiatives en matière de trame de personnes.

5) Coordonner le renseignement et faciliter la diffusion de l’information et du renseignement de toutes les sources.

Le CNCTP sert de point de liaison central en matière de trame de personnes pour tous les organismes d’application de la loi et de renseignement au Canada et à l’étranger. Il veille à l’évaluation continue des menaces à l’échelle nationale dans le but de déterminer l’étendue de la trame de personnes au Canada, de cibler les personnes et les organisations criminelles qui s’y livrent, et de reléver les tendances en la matière. Le CNCTP mette beaucoup sur les partenariats tissés avec les organismes d’application de la loi pour actualiser l’évaluation nationale de la menace. Le CNCTP coordonne, recueille et diffuse de l’information et du renseignement tactique et stratégique aux services opérationnels du pays entier dans une optique de répression criminelle axée sur le renseignement.

Pour de plus amples renseignements, veuillez consulter le www.rcmp-grc.gc.ca ou composer le 1-855-850-4640.

Pour signaler un crime de façon anonyme, appelez Échec au crime, au 1-800-222-TIPS (8477).
Fact Sheet # 3: Trafficking in Persons – Victims

Victims of trafficking in persons (TIP) are often reluctant to cooperate with investigators because of cultural issues, language barriers, and fear for their safety or the safety of loved ones, lack of trust in police and a desire to simply return home and not reveal what they were forced to do in Canada. Therefore, before starting an investigation, it is critical to provide stability, security and assistance to victims to ensure that their needs are met and to address any safety concerns.

Vulnerable Groups
Although anyone could become a victim of trafficking in persons, certain groups are more vulnerable to trafficking. For example, Aboriginal women and youth, migrants and new immigrants, at-risk youth, runaway children, and those who are socially or economically disadvantaged, are often the most likely to become victims of this crime. When working with any potential child victim, child welfare authorities or child protection agencies must be contacted. Investigators should also videotape interviews with children (see section 715.1 of the Criminal Code).

Working with Traumatized Victims
Trafficked victims may experience severe trauma, which occurs when someone lives through an experience so severe that they cannot fully comprehend or accept it. Key symptoms of such trauma, likely to have serious implications, include:

- Denial of being trafficked, even in the face of contradictory evidence;
- De-personalization of the abusive experience and coming to regard it as having happened to another person;
- Fragmentation of memory, perception, feeling, consciousness and sense of time;
- Difficulty in providing clear and consistent statements to investigators; and,
- "Stockholm syndrome", i.e., when a victim emotionally bonds with an abuser as a survival strategy.

Due to these various types of trauma, expert support may be required in different forms. Support for victims can often be provided by provincial and territorial victim services as well as non-governmental organizations that have the needed expertise and trauma informed programming to properly meet the victims’ needs. If you are not aware of local services, you may conduct a search in the Policy Centre for Victim Issues’ Victim Services Directory: http://canada.justice.gc.ca/eng/cj-jp/victims-victimes/vsd-rsv/schp1-rchp1.asp.

Specific Concerns regarding Children Brought to Canada
Everyone, including a child, who arrives in Canada from abroad, must appear for an examination by an officer to determine whether they have the right to enter Canada or whether they are authorized to enter and remain in Canada. Citizenship and Immigration Canada has developed a procedural manual entitled Recovering Missing, Abducted and Exploited Children. For more information on the measures in place at Canadian Ports of Entry to ensure that exploited children, or children at risk of exploitation, are identified and protected, please see: http://www.cic.gc.ca/english/resources/manuals/enf/enf21-eng.pdf.
Temporary Residence Permits (TRPs)
Citizenship & Immigration Canada has developed a Temporary Residence Permit (TRP) for foreign nationals who are believed to be victims of human trafficking. TRP status provides access to Interim Federal Health Care, counselling services and the opportunity to apply for a work permit. Both short-term (valid for up to 180 days) and long-term TRPs are available. Victims are not required to collaborate with law enforcement agencies or testify against their traffickers to obtain TRPs. For more information, please see: http://www.cic.gc.ca/english/resources/publications/tfw-rights.asp

Witness Protection Programs from Provinces and Territories
In Canada, responsibility for the protection of victims of crime is shared between the federal and provincial/territorial governments. Legal aid programs, social services such as emergency financial assistance, including food allowances and housing, are administered at the provincial and territorial levels and are available to those in need.

Some provinces also operate legislated (Alberta, Manitoba and Saskatchewan), policy-based (Ontario and Québec), or operationally structured (British Columbia, in an integrated team) witness protection programs. A victim of human trafficking could be deemed eligible under the terms of either the federal or provincial programs to receive protection in order to assist law enforcement and prosecution.

If interpretation services are required and an interpreter/translator is not available for the initial meeting, consider using the Victim-Translation-Assistance (VITA) tool available on the United Nations Global Initiative to Fight Human Trafficking website at: www.ungift.org.

Federal Witness Protection Program Act (WPPA)
The Federal Witness Protection Program Act (WPPA) is administered by the RCMP. It provides the legal framework to protect persons who are involved in providing assistance to law enforcement. This can include persons who are assisting the RCMP in law enforcement matters or those who are assisting another law enforcement agency, provided an agreement has been concluded between the RCMP and that agency. Services offered to witnesses/victims are decided on a case-by-case basis but can include relocation, accommodation, counselling, change of identity, and financial support to ensure the person's security and help them re-establish their life.

Law enforcement may also contact the RCMP Human Trafficking National Coordination Centre at 1 855 850-4640 or htncc-cnetp@rcmp-gcc.gc.ca.

Fact Sheet # 4: Testimonial Aids for Victims

In Canada, a human trafficking investigation/prosecution can proceed in the absence of victim participation. Moreover, access to victim services is not dependent on victims’ co-operation with law enforcement and prosecution services. However, victim support for criminal prosecution is encouraged through the provision of services and assistance to victims throughout the criminal justice process. Toward this end, Canada’s Criminal Code contains numerous provisions to facilitate victim’s/witness’ participation in criminal proceedings, including the use of testimonial aids.

Testifying in criminal proceedings can be a difficult and frightening experience for any witness, but may be particularly difficult for victims of human trafficking who have to testify against the person who exploited them. The Criminal Code includes provisions that allow judges to order testimonial aids and other measures to make it easier for vulnerable victims and witnesses, such as trafficking victims, to provide testimony during criminal proceedings. One of the objectives of these provisions is to help reduce the trauma which may result from testifying and to help ensure that, in the case of victims, they are not re-victimized by their participation in the criminal justice system. These measures include:

- Allowing a support person to be present during the witness’s testimony to make the victim or witness more comfortable (section 486.1);
- Allowing a witness to provide testimony outside of the courtroom by closed-circuit television or behind a screen so that the witness may avoid seeing the accused (section 486.2);
- Appointing a lawyer to conduct the cross-examination of a victim when the accused is self-represented (section 486.3);
- Ordering a publication ban which prevents the publication, broadcast or transmission in any way of any information that could identify the victim or witness (section 486.4-486.5);
- Admissibility of video-recorded evidence for victims who were under the age of 18 at the time the offence was committed (section 715.1);
- Issuing an exclusion order requiring some or all members of the public to leave the courtroom during the criminal proceedings, if a judge is of the opinion that it is (section 486):
  - in the interest of public morals;
  - in the interest of the maintenance of order;
  - in the interest of the proper administration of justice; or,
  - necessary to prevent injury to international relations, national defence or national security.

Fact Sheet #5: Trafficking in Persons – Sentencing

Under both the Criminal Code and the Immigration and Refugee Protection Act, the maximum sentences for trafficking in persons offences are at the very high end of the penalties prescribed by Canadian law. These penalties are a statement by Parliament about the nature and seriousness of these crimes. At the same time, courts must be guided by the fundamental principle of sentencing; that is, a sentence must be proportionate to the gravity of the offence and the degree of responsibility of the offender. Crafting an appropriate sentence in any case, let alone a human trafficking case, is no easy task.

When making sentencing submissions before a court in a human trafficking case, it is important to convey the extent of the harm that is caused to victims, including through the submission of victim impact statements. Victims are often repeatedly traumatized, abused (physically and psychologically), exploited and assaulted while under the control and direction of the traffickers. Sentencing objectives of both general and specific deterrence are particularly relevant in such cases.

General Objectives and Principles of Sentencing
The fundamental purpose of sentencing is to contribute, along with prevention initiatives, to respect for the law and the maintenance of a just, peaceful and safe society by imposing just sanctions that have one or more of the following objectives: denunciation, specific and general deterrence, separation of offenders from society, rehabilitation, reparation for harm done to victims and the promotion of a sense of responsibility in offenders. A sentence must also be proportionate to the gravity of the offence and the degree of responsibility of the offender.

Aggravating Factors Listed
Section 718.2 sets out a number of additional sentencing principles, including the principle that a sentence should be increased or reduced to reflect any relevant aggravating or mitigating factors. Of the aggravating factors listed, those which are most likely to be present in human trafficking cases include:

- Evidence that the offender, in committing the offence, abused a person under the age of 18 years (subparagraph 718.2(a)(ii.1));
- Evidence that the offender, in committing the offence, abused a position of trust or authority in relation to the victim (subparagraph 718.2(a)(iii)); and
- Evidence that the offence was committed for the benefit of, at the direction of, or in association with a criminal organization (subparagraph 718.2(a)(iv)).

Other Aggravating Factors
In addition to those aggravating factors which a court must take into consideration, other factors which may be relevant in a human trafficking case include:

- Preying upon vulnerable victims: such as individuals with precarious immigration status, women, children, those who are marginalized or isolated, and those who are financially destitute;
- Offence involved planning and deliberation or a level of organization;
Previous convictions or involvement with the judicial system;
Duration of crime: human trafficking cases are not like other crimes in that they often occur over a protracted period of time, involving the ongoing exploitation of the victim;
Offence was motivated by financial or material gain: human trafficking cases centre on the exploitation of victims for the financial or material gain of the offenders;
Violence and/or the use of weapons: violence, threats of violence and other conduct engaged in by an offender to coerce the victim to provide their labour or services will be present in almost all trafficking cases;
Intimate relationship with the victim: where an offender seduces his victim and use the emotional bond as a way to manipulate and control his victim;
Use of drugs or alcohol to maintain control over the victim or as inducements; and
Exposure to serious illness or injury: malnutrition, unsanitary living conditions, lack of adequate medical care, exposure to sexually transmitted infections (HIV/AIDS).

Mitigating Factors may also be present in a human trafficking case:

First-time Offender: the fact that the offender has no previous criminal record;
Remorse or conduct following arrest/early guilty plea/cooperation with the police and prosecutor;
Offender was previously a victim of human trafficking: reasons why a victim becomes a trafficker and any past history of victimization may be relevant as mitigating factors;
Young age of the offender.

Preparing for a Sentencing Hearing
Investigators should prepare for the sentencing hearing during the investigative stage. They should consider factors that will relate to sentencing and obtain evidence for the proof thereof, including:

documents;
photographs/video;
witness statements;
victim impact statements (read aloud in court by the victim, by a third party or filed); and
reports from financial, medical and/or psychological experts.

Each province and territory has created a victim impact statement form, and all provincial/territorial victim-services organizations offer assistance to victims in preparing victim impact statements. This support is particularly important for trafficking victims as preparing a victim impact statement may be an emotionally difficult experience due to the nature and severity of the harm they have suffered.

Fact Sheet # 6: Trafficking in Persons – Pre-trial Detention/Release

At an early stage of a human trafficking investigation/prosecution, police officers can play an important role in supporting applications for pre-trial detention, when justified, investigating possible sureties and associates, or engaging in proactive monitoring of an accused to ensure that they are complying with their conditions. This can be a vulnerable time for trafficked victims, especially if accused are released and do not abide by their conditions, such as “no contact” conditions. Moreover, the victims’ perception of their safety can be important to maintaining their cooperation in the prosecution of TIP offences.

Pre-trial Detention/Release

Grounds for Detention
All three grounds of detention in subsection 515(10) are potentially applicable bases for seeking the detention of an accused charged with trafficking in persons offences. The following considerations are particularly germane to TIP cases:

- **Primary grounds (ensuring the offender’s attendance to court):** pay special attention to the mobility of the accused, they may have methods of moving from one country to another or across the country without being observed. Ensure passports are surrendered;
- **Secondary grounds (protection and safety of the public, victims and witnesses):** given the violence and threats inherent with the offence of trafficking in persons, victim/witness protection and safety is a prime consideration; and
- **Tertiary ground (maintaining the confidence in the administration of justice):** the gravity of the offence and the potential for the accused to receive a lengthy term of imprisonment are some of the key factors for consideration (sub-paragraphs 515(10)(c)(ii) and (iv)).

Onus
While the trafficking in persons offences do not per se trigger a reverse onus on a bail hearing, even where a firearm is involved, there may be features of a case that do trigger the reverse onus (e.g., the accused is charged with a criminal organization offence under sections 467.11, 467.12, or 467.13, or where it is alleged that the human trafficking offence was committed for the benefit of, at the direction of, or in association with a criminal organization, see sub-paragraph 515(6)(a)(ii)).

Preparation for the Bail Hearing

Good preparation for the bail hearing can help secure the pre-trial detention of the accused in appropriate cases. Therefore it may be helpful for the prosecutor to seek an adjournment pursuant to subsection 516(1) of the Criminal Code, either prior to the commencement of the hearing or once it is underway and the need for further investigation becomes apparent. If the prosecutor does obtain an adjournment, the prosecutor should generally request a non-communication order for that period of remand, pursuant to subsection 516(2).
When preparing for a bail hearing, below are some considerations to keep in mind:

- Consider having the officer attend and testify at the bail hearing;
- Have the proposed sureties investigated;
- If the accused had outstanding charges at the time of the offence, take steps to have the earlier release revoked pursuant to section 524;
- Where the accused is not from Canada, the police should try to determine if the accused has a criminal record or outstanding charges in his/her home country or elsewhere;
- Contact the Canadian Border Services Agency (CBSA) if the accused is not a Canadian citizen;
- Consider preparing a package of material to file with the court (e.g., victim’s and accused’s statements, background of the accused and the victims, corroborative material such as debt lists and ledgers, immigration documents, cell-phone records, surveillance, videos as well as before and after photos of the victim);
- Remember that procedural rules of evidence are reduced to a minimum (hearsay is generally admissible and so is the criminal record of the accused, pending charges, etc.) (section 518(1)); and
- Where bail supervision programs are available, seek conditions regarding reporting and residency. Bail supervisors can play an instrumental role in monitoring an accused and inform the Crown of any breaches of release conditions.

Non-Communication Order upon Detention

Where the accused is ordered detained, the prosecutor should generally seek a direction, pursuant to subsection 515(12), that the accused abstain from communicating, directly or indirectly, with any victim, witness or other identified person.

Conditions of Release

Mandatory Conditions or Considerations
Where an accused is charged with “an offence in the commission of which violence against a person was used, threatened or attempted” (which would likely include the majority of charges for trafficking in persons under sections 279.01 and 279.011), the Criminal Code requires the inclusion or consideration of certain conditions in any release order:

- **Mandatory firearms and weapons prohibition:** Paragraph 515(4.1)(a) requires the inclusion of a condition prohibiting the accused from possessing a firearm or prohibited weapon, unless the justice considers that it is not required in the interests of safety of the accused or the safety and security of a victim or any other person;
- **Non-communication condition:** Paragraph 515(4.2)(a) requires the justice to consider whether this condition is desirable or not. The prosecutor should urge such a condition in respect of the victim, family of the victim, witnesses, and associates of the accused; and
- **Remain away condition:** Paragraph 515(4.2)(a) also requires the justice to consider whether it is in the interests of the safety and security of a victim, witness, justice system participant, or any other person, to include a condition that the accused refrain from going
to any place specified in the order (e.g., where the offence occurred and/or victim is living).

Optional Conditions
In most cases, the prosecutor should consider asking for conditions that the accused:

- Have sureties;
- Report to a peace officer;
- Remain within a particular territorial jurisdiction;
- Deposit his/her passport;
- Reside with the surety at a named address;
- Notify any change of address and employment;
- Be under house arrest and/or keep a curfew, except with written permission from a designated person; and
- If relevant to the facts of the case, that the accused not consume drugs, except in accordance with a medical prescription, alcohol or any other intoxicating substance.

Publication Bans during Bail Proceedings

Section 517 of the Criminal Code enables a prosecutor to apply for a publication ban covering the bail proceedings in order to ensure the proper administration of justice.

Frequently Asked Questions on Human Trafficking

Q1 What is the difference between human trafficking and human smuggling?

Human trafficking and human smuggling are not the same thing. The differences are as follows:

**Human Trafficking** involves the **recruitment, transportation** or **harbouring** of persons for the purpose of **exploitation** (typically in the sex industry or for forced labour). Traffickers use various methods to maintain control over their victims, including force, sexual assault, threats of violence and physical or emotional abuse. Human trafficking may occur across or within borders, may involve extensive organized crime networks, and is clearly a violation of the basic human rights of its victims. The relationship between the trafficker and the victim is continuous and extends beyond the border crossing. Victims may be forced into labour, prostitution or some other form of servitude. Victims may suffer abuse from their traffickers and may face severe consequences if they attempt to escape.

A distinction between international and domestic human trafficking is made by the RCMP for law enforcement purposes in order to determine the application of the appropriate piece of legislation as well as determine the jurisdictions based on law enforcement mandates. The RCMP defines these two concepts as follows:

**Domestic Human Trafficking** refers to any victim of human trafficking who is trafficked within Canada (regardless of the victim’s status).

**International Human Trafficking** refers to any victim of human trafficking who, in the process of being trafficked, crossed an international border (regardless of the victim’s status).

**Human smuggling** is a form of **illegal migration** involving the organized transport of a person **across an international border**, usually in exchange for a sum of money and sometimes in dangerous conditions. When the final destination is reached the business relationship ends, and the smuggler and the individual part company. In some cases, a person who has agreed to be smuggled into a country becomes a trafficking victim at the hands of the smuggler.

Q2 Who would be vulnerable to becoming a victim of domestic or international HT in Canada?

Vulnerable populations at risk of becoming trafficked include migrant workers, new immigrants, youth, Aboriginal women and girls, those who are socially or economically disadvantaged, or those who may have been lured to urban centres or have gone of their own free will with the hopes of bettering their lives. Convictions for human trafficking for the purpose of sexual exploitation demonstrate that Canadian girls and women are often victims.

Q3 What is the scope of human trafficking in Canada and internationally?

Canada has been identified as a transit and destination country for human smuggling. The extent of human trafficking is difficult to assess due to the clandestine nature of these offences, the reluctance of victims/witnesses to come forward to law enforcement and the difficulty in distinguishing between human trafficking victims and illegal migrants. Canada is also a country where domestic trafficking for sexual exploitation prevails.

Q4 Who are the traffickers?

The involvement of transnational organized crime groups in human trafficking is part of a growing global trend. Human trafficking generates huge profits for criminal organizations, which often have operations extending from the source to the destination countries. These transnational crime networks also utilize smaller, decentralized criminal groups that may specialize in recruiting, transporting or harbouring victims. Human trafficking is also known to be perpetrated by small family criminal groups who control the entire operation. Individuals working independently also traffic persons for profit/personal gain.
How are victims recruited and controlled?

Traffickers approach potential victims in a variety of manners including:

- direct contact with the person
- direct contact with family and relatives
- agents who scout for potential victims in source regions, sometimes representing themselves as a potential sponsor or love interest
- misleading advertisements promising jobs and opportunity
- contact on the internet

More abusive methods are also used and range from:

- coerced compliance
- extortion
- kidnapping
- servitude
- violence, including physical and emotional abuse

Human trafficking may occur locally or domestically, without any movement, such as within the same city.

In international cases, victims may be transported by plane, boat, train or any type of vehicle, and often a combination of them, using genuine and/or fraudulent documents that are usually removed from them upon arrival at their destination.

Victims may be isolated and/or taken to illicit businesses where they may be subjected to physical and sexual abuse and concealment. They may be forced to perform a variety of services including working in the sex trade, factories, restaurants, agriculture, or providing domestic work.

How would I recognize a victim? (Usually includes a combination of indicators).

- they may be controlled or intimidated by someone else (i.e. being escorted or watched)
- they may not speak on their own behalf and may not be English/French speaking
- they may not have a passport or other I.D.
- they may not be familiar with the neighborhood they live/work in
- they may be moved frequently by their traffickers
- they may have injuries/bruises from beatings and/or weapons
- they may show visible signs of torture i.e. cigarette burns, cuts
- they may show visible signs of branding or scarring (indicating ownership by the trafficker)
- they may show signs of malnourishment
- they may express fear and intimidation through facial expressions and/or body language

There are very few clear black and white indicators of human trafficking.

Where would I find a victim who has been trafficked for sexual exploitation?

Victims may be found anywhere in Canada. Some basic examples include:

- nightclubs/bars
- modeling studios
- hospitals
- escort services
- massage parlours
- shelters
- private residences
- internet
Where would I find a victim who has been trafficked for forced labour?

Victims can be found anywhere in Canada. Some basic examples include:

- non-unionized industries
- restaurants
- commercial agriculture sites
- construction sites
- domestic servitude

Considering the clandestine nature of human trafficking, how does law enforcement learn of potential cases to investigate?

Information may be obtained from:

- the public reporting suspicious activities including the reporting of missing persons/children to police
- government agencies and non-government organizations (i.e. working at ports of entry or dealing with health and social services)
- international agencies working in partnership to combat human trafficking
- victims escaping from traffickers
- law enforcement conducting criminal investigations.

It is also the responsibility of law enforcement to seek out and identify potential victims through awareness initiatives and investigations.

What is the role of law enforcement in addressing human trafficking?

- identify children and adults at risk
- inform potential victims of their rights
- identify and investigate criminal elements of circumstances and seek to prosecute individuals involved in human trafficking
- refer potential victims who are not Canadian citizens or permanent residents to Citizenship and Immigration Canada to learn of their options regarding immigration status
- identify support services and refer victims/potential victims to specialist non-government organizations that may assist with finding safe accommodation, and various needs including medical, psychological, legal assistance, education, and work placement
- conduct interviews, seek intelligence, undertake investigations with immigration officials and any other appropriate parties, and ensure that links are made with other agencies and national/international policing organizations
- provide protection to victims and staff supporting them
- work closely with Citizenship and Immigration Canada, Canada Border Services Agency, provincial/territorial and municipal agencies, social services, child welfare authorities and any non-government organizations involved in service delivery to provide protection to victims, including children
- conduct a continuous risk assessment with respect to the safety and welfare of the victims and their families at every stage of the investigation and judicial process and beyond
- enforce the laws of Canada including those in the Immigration and Refugee Protection Act (IRPA) Section 118, and the Criminal Code, Section 279.01-279.03 (Section 279 is kidnapping).

What enforcement powers do the human trafficking Criminal Code provisions give law enforcement?

Sections 279.01-279.04 contain four indictable offences which specifically address human trafficking:

279.01 (1) Every person who recruits, transports, transfers, receives, holds, conceals or harbours a person, or exercises control, direction or influence over the movements of a person, for the purpose of exploiting them or facilitating their exploitation is guilty of an indictable offence and liable

(a) to imprisonment for life and to a minimum punishment of imprisonment for a term of five years if they kidnap, commit an aggravated assault or aggravated sexual assault against, or cause death to, the victim during the commission of the offence; or
(b) to imprisonment for a term of not more than 14 years and to a minimum punishment of imprisonment for a term of four years in any other case.

(2) No consent to the activity that forms the subject-matter of a charge under subsection (1) is valid.

279.011 (1) Every person who recruits, transports, transfers, receives, holds, conceals or harbours a person under the age of eighteen years, or exercises control, direction or influence over the movements of a person under the age of eighteen years, for the purpose of exploiting them or facilitating their exploitation is guilty of an indictable offence and liable

(a) to imprisonment for life and to a minimum punishment of imprisonment for a term of six years if they kidnap, commit an aggravated assault or aggravated sexual assault against, or cause death to, the victim during the commission of the offence; or

(b) to imprisonment for a term of not more than fourteen years and to a minimum punishment of imprisonment for a term of five years, in any other case.

(2) No consent to the activity that forms the subject-matter of a charge under subsection (1) is valid.

279.02 (1) Everyone who receives a financial or other material benefit, knowing that it is obtained by or derived directly or indirectly from the commission of an offence under subsection 279.01(1), is guilty of an indictable offence and liable to imprisonment for a term of not more than 10 years.

(2) Everyone who receives a financial or other material benefit, knowing that it is obtained by or derived directly or indirectly from the commission of an offence under subsection 279.011(1), is guilty of an indictable offence and liable to imprisonment for a term of not more than 14 years and to a minimum punishment of imprisonment for a term of two years.

279.03 (1) Everyone who, for the purpose of committing or facilitating an offence under subsection 279.01(1), conceals, removes, withholds or destroys any travel document that belongs to another person or any document that establishes or purports to establish another person’s identity or immigration status — whether or not the document is of Canadian origin or is authentic — is guilty of an indictable offence and liable to imprisonment for a term of not more than five years.

(2) Everyone who, for the purpose of committing or facilitating an offence under subsection 279.011(1), conceals, removes, withholds or destroys any travel document that belongs to another person or any document that establishes or purports to establish another person’s identity or immigration status — whether or not the document is of Canadian origin or is authentic — is guilty of an indictable offence and liable to imprisonment for a term of not more than 10 years and to a minimum punishment of imprisonment for a term of one year.

279.04 (1) For the purposes of sections 279.01 to 279.03, a person exploits another person if they cause them to provide, or offer to provide, labour or a service by engaging in conduct that, in all the circumstances, could reasonably be expected to cause the other person to believe that their safety or the safety of a person known to them would be threatened if they failed to provide, or offer to provide, the labour or service.

(2) In determining whether an accused exploits another person under subsection (1), the Court may consider, among other factors, whether the accused

(a) used or threatened to use force or another form of coercion;

(b) used deception; or

(c) abused a position of trust, power or authority.

These Criminal Code sections complement the existing Immigration and Refugee Protection Act trafficking offence and existing trafficking-related Criminal Code provisions. These offences enable law enforcement to address not only international but also domestic human trafficking cases. Human trafficking does not require the crossing of borders or any movement at all. Exploitation is the key element of the offence. Canadian law enforcement has a significantly enhanced ability to ensure that charges - whether under the Immigration and Refugee Protection Act or the Criminal Code - best respond to the facts of a specific human trafficking investigation.
Q12 What training is available for law enforcement to enhance their investigative skills regarding human trafficking?

National and international conferences expose participants to best practices, roundtables, discussions, workshops and seminars to raise awareness of human trafficking.

Information pertinent to training for police regarding cases of missing persons/children can be obtained through the National Centre for Missing Persons and Unidentified Remains (NCMPUR).

The RCMP’s Human Trafficking National Coordination Centre has developed a Human Trafficking Tool Kit available to all law enforcement officers across Canada. One of the main objectives is to inform investigators of the human trafficking legislation.

An informative and detailed "Human Trafficking Reference Guide for Canadian Law Enforcement" is available.

The RCMP’s Human Trafficking National Coordination Centre (HTNCC) has developed an online training course for law enforcement that is available through the Canadian Police Knowledge Network (CPKN) at www.cpkn.ca.

The RCMP Human Trafficking National Coordination Centre (HTNCC) in collaboration with the Canadian Police College has developed a Human Trafficking Investigator’s Course for Canadian law enforcement.

British Columbia's Office to Combat Trafficking in Persons (OCTIP) developed an on-line training course for front line service providers. It can be accessed by visiting Human Trafficking: Canada is Not Immune.

Q13 Where can I find more information on human trafficking?

For more information, visit http://www.rcmp-grc.gc.ca/ht-tp/index-eng.htm.

Q14 How can I help?

If you or someone you know is being exploited, contact your local police.

If you or someone you know needs help, speak to a trusted adult (family member, teacher or school counselor), or contact a counselor anonymously at the Kids Help Phone at 1-800-668-6868 or online at www.kidshelpphone.ca.

If you wish to report a crime anonymously, call Crime Stoppers at 1-800-222-TIPS (8477). Remember, do not take the law into your own hands or get involved in any illegal activities.
ABC Data Collection

Give explanation to parents about how to record ABC data. Explain to parents that this is a type of data collection method that is known to identify potential triggers or patterns of behaviour.

Collecting the data is simply! It describes the ongoing events of the situation, and there are no limitations on what is to be recorded. The antecedent describes what was happening just before the behaviour started to occur. The behaviour is a description of what the child or youth did because of the antecedent. The consequence column describes information relating to what happened after the behaviour occurred? Look at example in the chart provided.

If foster parents or guardians were trained to record behaviours they could assist child welfare workers in approximating how frequently the behaviours are occurring, what common antecedents may be occurring, and where the individual may be ending up as a consequent of that behaviour.

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Antecedent</th>
<th>Behaviour</th>
<th>Consequence</th>
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<tbody>
<tr>
<td>11-03-18</td>
<td>5:55pm</td>
<td>Asked youth to come home after school as parent wanted them to clean their room</td>
<td>Youth got upset, stated they did not want to clean their room and stated they were not returning home. They did not return home.</td>
<td>Youth was found by family at the local shopping centre with 3 older males.</td>
</tr>
<tr>
<td>11-04-18</td>
<td>7:22pm</td>
<td>Told youth it was time to shower and to put away her laptop.</td>
<td>Youth began to scream and would not shut off laptop. Tried to kick parent away.</td>
<td>Youth was told they were not allowed to hang out with friends after school for the rest of the week.</td>
</tr>
<tr>
<td>11-05-18</td>
<td>3:30</td>
<td>Guardian asked child or youth to be home after school, told not to hang out with friends.</td>
<td>Youth did not return home for supper and came home at 11pm with a new watch and purse.</td>
<td>Parent was upset and asked where they got the stuff from. Sent them to their room.</td>
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## ABC Data Collection Sheet

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Psychoeducation
Human Trafficking

Human trafficking is recruiting, transporting, transferring, receiving, holding, concealing, harbouring, or exercising control over a person for the purpose of exploiting them.

In recent years, there has been a noticeable emphasis on "hypersexualization" in television ads and programs, the Internet, and particularly in music lyrics and videos. It may be easy to be attracted to a pimp and drawn into a certain lifestyle because parts of it look to be glamorous and rewarding.

How do pimps find and recruit you?
- Meeting people
- Friends or acquaintances
- Boyfriends or girlfriends
- Family members
- Newspaper classified ads
- The internet

It can be as simple as someone messaging you on a social networking site, asking to be friends and wanting to get to know you.
Pimps
Pimps can be human traffickers
Key in the human trafficking world
Males or females called “madams” or “pimps”
Both mean the same
Using girls and even boys to make money
And that’s “The Game”
Don’t think it’s chill
You don’t want to get stuck in “The Game”
It’s about making money from prostitution
And it doesn’t happen overnight
This is what happens
Recruitment, control, isolation
This is how you get trapped

Recruiting
This can happen to anyone
At parties, shopping malls, bars
Your favorite hangouts
Bus stops, train stations, airports
Places you wouldn’t think of
Youth centres, shelters, schools
Where you think you might be safe
On the street, on the Internet
Be on the lookout

You’re young and innocent
Pimps take advantage of your trust
You may have no money,
Feeling down, facing a challenge in your life
Not getting along with your parents
Lack of attention or feeling of love

Have few friends
Pimps will be there
Pretending to be your friend
Sometimes even your boyfriend or girlfriend

Oh! You’ll get the royal treatment
They will buy you things
Brand name shoes, clothes and purses
Take you out to restaurants
Even offer you a place to stay
You may fall in love
Yes they make you feel like a prince or princess
Isolation

Once you're "recruited", you're "in"
Pimps will isolate you
From your family and friends
This is how it's done
Compliments and attention
Oh! Much you'll get
More than you would have experienced before, really
You might feel understood
They will gain your trust, your love, your loyalty

All to brainwash and manipulate you

Time to get serious
Pimps can get violent
Find ways to control you
Limit your talking to family or friends
Listen to your phone calls
You'll get scared
If that's not enough
Violence starts
Holding, hitting, choking, raping
And this is not the end

Your world will change
You are forced to do things
you don't want to
Dancing for money
Sex with others
You try to say "NO"
Wrong answer

You are removed from your friends and family
No one to turn to
They put you down
Break you down
It doesn't stop

They say you owe them money
For rent, gifts, food
They make you feel you have no way out
They make you feel you owe them something

Now they own you
Control and Exploitation

Once they "own" you
"The Game" is moving on
You will be controlled
Intimidation, threats,
vigilence towards you
Your family and even
your friends

Taking away your ID
Giving you false ID
Calling you names
Swearing at you
Making you feel like
you are worth nothing
Forcing you to have
sex for money, drugs
You name it

Pimps lay the rules
Dropping you off and
picking you up
Checking up on you
You do what you’re told
and give them what
you’ve earned
They might tell you
it’s for your future
Yeah, right!

Epilogue

What’s in “The Game”
for the pimp
Making tons of money
All the money goes
to them
All for them
Not you
They don’t care
about you
They only lookout
for themselves
You are just a pawn
in “The Game”
A victim

Be the best at
“The Game”
That’s what the
pimps want to be
Don’t get trapped
in “The Game”

PIMPS who
traffic people are
committing CRIMES
and will be
prosecuted

FORCED PROSTITUTION =
HUMAN TRAFFICKING =
CRIME
Do you need help?

If you or someone you know is a victim of human trafficking, call your local police OR
If you wish to report a crime anonymously, call Crime Stoppers at 1-800-222-8477 OR
If you or someone you know needs help, speak to a trusted adult (family member, teacher or school counselor), or contact a counselor anonymously at the Kids Help Phone at 1-800-668-6868 or online at www.kidshelpphone.ca.

For more information about human trafficking, visit www.rcmp-grc.gc.ca or www.deal.org.
Je ne suis pas à vendre

Gendarmerie royale du Canada
Royal Canadian Mounted Police
La traite de personnes

La traite de personnes consiste à recruter, transporter, transférer, recevoir, détenir, cacher, héberger une personne ou exercer un contrôle sur elle dans le but de l'exploiter.

Depuis quelques années, on note une tendance marquée vers l'hypersexualisation dans les publicités et les émissions télévisées, sur Internet et, en particulier, dans les paroles et les vidéos de musique. Il peut être facile d'être attiré par l'illusion d'une vie d'aisance et de prestige offerte par les proxénètes ou les pimps, comme ils sont appelés dans le milieu.

Comment êtes-vous repérés et recrutés par les « pimps » ?

- Bouche à oreille
- Amis ou connaissances
- « Chum » ou « blonde »
- Famille
- Annonces classées
- Internet

Ils peuvent tout simplement vous faire parvenir un message sur un site de réseautage social ou vous faire une demande d'amitié dans le but d'apprendre à mieux vous connaître.
« Pimps »

Les « pimps » peuvent être des trafiquants de personnes
Clés dans le monde de la traite de personnes
Hommes ou femmes
Appelés « pimps » ou « madames »
C'est la même chose
Ils se servent de filles et de garçons
Pour faire de l'argent
C'est ça « la game »
Y'a rien de cool dans « la game »
Il ne faut pas lancer les dés
Il s'agit de faire de l'argent par la prostitution
Mais rien ne se produit du jour au lendemain
Recrutement, contrôle et isolement
Voici comment on vous prend

Recrutement

Ça peut arriver à n'importe qui
Lors de « parties », au centre commercial, dans les bars
À vos endroits préférés
Aux arrêts d'autobus, aux gares, aux aéroports
Des lieux que vous ne soupçonneriez pas
Dans les centres jeunesse, les centres d'accueil, les écoles
Où vous pensiez être en sécurité
Dans la rue, sur Internet
Soyez à l'affût

Vous êtes jeunes et naïfs
Les « pimps » veulent gagner votre confiance
Vous n'avez peut-être pas d'argent
Vous êtes découragés, faîtes face à des problèmes
En chicane avec vos parents
Manque d'attention et d'amour
Peu d'amis

Ne vous inquiétez pas,
les « pimps » sont là
Maitres du déguisement
Dans le rôle de votre meilleur ami et confident
Prétend être votre « chum » ou « blonde »

Oh! Vous aurez le traitement royal
Ils achèteront tant de choses pour vous
Chaussures, sacs et vêtements griffés
Des invitations au restaurant
Même un toit où rester
Vous tomberez même en amour
Oui un vrai rêve de prince ou de princesse
Isolement


Vous allez vous sentir compris. Les « pimps » gagneront votre confiance, votre amour, votre fidélité.

Tout pour vous manipuler.


Limitant vos contacts avec la famille, les amis. Écouter vos appels téléphoniques. Vous faire peur.
Si cela ne suffit pas.

La violence physique commence. Emprisonnement, agression, suffocation, viol. Et ce n’est que le début.

Votre monde va changer. Maintenant on vous oblige à faire des choses que vous ne voulez pas.

Danser pour l’argent.
Sexe avec les autres.
Vous essayez de dire « NON ».

Mauvaise réponse.

On va vous sortir de votre cercle d’amis et famille. Plus personne vers qui vous tourner.

Tout pour vous détruire, vous briser.

On vous insultera.
Oui, ça ne finit plus.

Ils diront que vous leur devez de l’argent.
Pour le loyer, les cadeaux, la nourriture, tout.
Ils vous feront sentir qu’il n’y a pas d’autre issue.

Voilà le tour est joué, ils vous possèdent.
Controle et exploitation
Maintenant que vous êtes leur possession
« La game » continue
Vous serez sous leur contrôle
Intimidation, menaces, violence
Envers votre famille, même vos amis
Vous n’aurez plus de papiers, plus d’identité
On vous fournira de fausses identités

Les « PIMPS » qui exploitent les gens sont des CRIMINELS et seront poursuivis

On vous criera des noms, des insultes
Vous n’êtes plus rien
Forcés à des relations sexuelles
Pour de l’argent, de la drogue
Autres ou plus
Les « pimps » sont les maîtres du jeu
Vous suivez, vous écoutez
On vous dépose et on vient vous chercher
On vérifie vos allées et venues
Vous faites ce qu’on vous dit
Vous leur donnez ce que vous avez gagné
Ils vous disent : c’est pour votre avenir
Ouais, c’est ça!

Épilogue
Qu’est-ce que « la game » rapporte
De l’argent, beaucoup d’argent
Tout va aux « pimps »
Rien pour vous
Vous n’êtes rien pour eux
Une machine à sous
Un pion dans « la game »
Une victime
Une parmi tant d’autres

Soyez vigilant!
Jouez gagnant
Ne vous laissez pas prendre au jeu
Vous ne voulez pas lancer les dés
Il n’y a que des perdants.

PROSTITUTION FORCÉE =
TRAITE DE PERSONNES =
CRIME
Vous avez besoin d’aide?

Si vous ou quelqu’un de votre entourage êtes victime de traite de personnes, communiquez avec votre service de police local.
OU
Si vous souhaitez signaler un crime de façon anonyme, communiquez avec Échec au Crime au 1 800 222-8477.
OU
Si vous ou quelqu’un de votre entourage avez besoin d’aide, parlez à un adulte de confiance (famille, professeur, conseiller pédagogique) ou communiquez de façon anonyme avec un conseiller de Jeunesse J’écoute au 1 800 668-6868 ou en ligne à www.jeunessejecoute.ca.

Activity

Title: Jeopardy Game

Duration: Approximately 15 - 20 minutes

Number of players: All (Two teams)

Objectives:

- Review components of healthy relationships;

- encourage team work; and

- promote healthy decision making by recognizing signs of abuse.

Description:

Two teams aim to win the match: The facilitator reads a question out loud, and the first team to “buzz in” (the first team to have a member raise a hand) gets to answer the question. If they get it wrong, the other team gets a chance to answer. Each correct response is worth one point. When all the questions have been read, the team with the most points wins the game.

Jeopardy Game Questions:

1. Pushing, shoving, hitting, slapping, punching, choking, hair pulling, kicking and branding.
   Answer: What are examples of physical violence?

2. Non-threatening behavior, respect, trust, support, honesty, accountability, responsibility, fairness and compromise.
   Answer: What are characteristics of a healthy relationship?

3. Emotional abuse, over-controlling behavior, temper outbursts/angry words, blaming the other person if something doesn’t go their way, damaging or destroying the other person’s property, threatening to hurt the other person’s pet, a person with an abusive partner (boyfriend or girlfriend).
   Answer: What are characteristics of an unhealthy relationship?

4. Giving gifts such as cell phones, clothing or drugs, showing affection or seducing and giving compliments to someone with the intention of exploiting that person at a later time, are elements of this activity related to trafficking.
   Answer: What is grooming?
5. The process of befriending, or selecting people to “work” as prostitutes.
   Answer: What is recruitment?

6. A person forces another person to have sex, even if they know them or it is with their boyfriend/girlfriend.
   Answer: What is sexual assault?

7. Someone who forces another person to prostitute, arranging their "dates" or clients for them and then taking the money from them. This person often uses violence, drugs, blackmail, and coercion to keep the person working for them as a prostitute.
   Answer: What is a pimp?

8. Improper treatment of a person. Breaking down an individual through physical, emotional and mental badgering that ultimately strips their spirit. This usually involves repetitive acts over a period of time.
   Answer: What is abuse?

9. Force or threat, a tactic used by pimps to brainwash and/or threaten youth.
   Answer: What is coercion?

10. Taking advantage of a person by making them have sex for money, or anything of value including, a place to stay, cigarettes, hoodies, cell phones, food, drugs, transportation.
    Answer: What is forced prostitution or human trafficking?

Daily Double Question
11. The act of taking advantage of someone’s needs or weaknesses for one’s own benefit or satisfaction.
    Answer: What is exploitation?
Human Trafficking Youth Toolkit User Guide

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    - Human Trafficking National Coordination Centre Pamphlet;
    - Human Trafficking Booklet;
    - Human Trafficking Awareness Posters;
    - Human Trafficking DVD;
    - Parent Help Sheet;
    - Frequently Asked Questions on Human Trafficking;
    - Department of Justice Handout.
**Introduction to Users**

The purpose of this guide is to provide users, primarily high school educators and police high school liaison officers, the tools to deliver a human trafficking awareness presentation to youth between the ages of 13 and above. The user guide will provide insight into the youth human trafficking toolkit awareness presentation material, including the PowerPoint presentation, DVD, group discussion and activities. The goal is to have users provide a clear and concise presentation to youth in our schools and communities to help them better understand human trafficking, as well, recognize and avoid becoming victims of this heinous crime.
Human Trafficking PowerPoint Presentation Notes

Slide 1

Ask the audience what they think this means.

Ask the audience if they think this happens in Canada.

Slide 2

It is important to start by explaining the difference between human smuggling (HS) and human trafficking (HT) because both terms have been, and sometimes continue to be, used interchangeably when in fact they are both different.

➢ HS is the clandestine/hidden movement of people across an international border, through legal or illegal means.

➢ The person(s) doesn’t have valid document(s) to enter the country.

➢ HS is a business transaction that ends upon arrival at the destination.

➢ HS is about movement across international borders while HT does not have to do with borders at all. “i.e. Domestic Trafficking”.

➢ The main difference between HS and HT is the exploitation upon arrival at destination.

➢ HS is defined in the Immigration & Refugee Protection Act (IRPA) S.117 as the (knowing) organization, inducement, aiding or abetting of one or more people to come into Canada who are not in possession of a visa, passport or other document required by the Immigration & Refugee Protection Act.

Slide 3

➢ Essentially, this is what human trafficking means.

➢ HT does not necessarily require physical movement. You, right here in Canada, can become a victim of HT. If for example, you are forced to prostitute (or deceived, or intimidated to do it), then you are a victim of HT.

➢ Internationally, the Palermo Protocol defines HT. Individual countries then create their own legislation and definition based on the Palermo Protocol definition of HT.

➢ Forms of HT in Canada – Domestic and International

➢ Domestic Human Trafficking - refers to any person who is trafficked within Canada. Usually involves Canadian victims (especially young girls and women).
> **International Human Trafficking** – refers to any person who, in the process of being trafficked, crossed an international border.

> Trafficking victims are usually not free to go (perceived captivity may be as a result of physical and/or psychological factors).

**Slide 4**

> It has been referred to by many people around the world as a modern day form of slavery.

> Serious human rights violation and is reported by the United Nations (UN) to be the fastest growing form of transnational organized crime.

> The UN estimates that HT profits are tied with illegal arms as the 2nd largest criminal activity in the world, just behind illegal drugs.

> The UN estimates that 600,000 to 800,000 people are trafficked globally each year. (Sourced from the United States (US) Department of State Trafficking in Persons Report 2005).

**Both stats however are unsupported by any factual evidence.**

> Currently, there are no viable statistics to assess the extent of HT in Canada (2010).

> Examples of locations/scenarios where a person might find a victim of HT are the following:

<table>
<thead>
<tr>
<th>Sexual Exploitation</th>
<th>Forced Labour</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Nightclubs</td>
<td>- Non-unionized industries</td>
</tr>
<tr>
<td>• Modeling studios</td>
<td>- Restaurants</td>
</tr>
<tr>
<td>• Massage parlours</td>
<td>- Commercial agriculture</td>
</tr>
<tr>
<td>• Hospitals</td>
<td>- Construction sites</td>
</tr>
<tr>
<td>• Shelters</td>
<td>- Private residences (domestic servitude, live-in caregivers)</td>
</tr>
<tr>
<td>• The Internet</td>
<td></td>
</tr>
<tr>
<td>• Escort services</td>
<td></td>
</tr>
<tr>
<td>• Private residences</td>
<td></td>
</tr>
</tbody>
</table>

> There are also victims of organ removal in other parts of the world; we are not aware of this occurring in Canada.

> **Anyone can be a victim of trafficking.**

**Slide 5**

The main difference between HS and HT is the exploitation of a person.
Slide 6

This slide just points out that Canada does have laws for HT.

ADDITIONAL NOTES FOR PRESENTER IF THEY ARE ASKED ABOUT THE LAWS ETC.:

IRPA S. 118:

- The first law created in Canada to combat HT.
- Applies only to International HT (i.e. person crossed an international border).
- Focuses on the way in which entry into Canada was achieved, rather than the ultimate purpose of the entry.
- Evidence of some form of deceptive, fraudulent, coercive or otherwise improper recruiting is required.
- Indictable offence with a maximum penalty of life imprisonment and/or a fine of up to $1 million (Canadian).

Criminal Code

- Deals with both domestic HT and international HT; no distinction between the two terms for this offence. Movement is not required.
- All of us may have our own definition for “exploitation” but for human trafficking under the criminal code, exploitation is defined as above.
- Must be able to prove reasonable fear for safety (their own or that of loved ones); but doesn’t necessarily have to be a fear for actual physical reprisals, can be psychological fear such as threats made to tell the victim’s family what they have been doing, or threats of deportation, etc…

CC 279.01-279.04:

- Permits inclusion of the offender in the sex offender registry.
- May form the basis of warrants to intercept private communications and to take DNA samples.
- Expands the ability to seek restitution for victims who are subjected to psychological or bodily harm.
- Allows testimony outside the court and ensures the protection of witnesses under the age of 18 years.
Citizenship and Immigration Canada (CIC) Temporary Resident Permit (TRP):

- What if somebody from another country is in Canada illegally (or on a permit that does not represent what they are doing, such as a study visa, work permit) but is a victim of HT? Will they be sent back to their country (i.e., deported)? NO. They can apply for a TRP to enable them to remain in Canada for a period of time.

- Allows a victim of HT from another country to legally stay in Canada.

- Introduced by CIC in May, 2006 for victims of international HT.

- Allows for up to 180-day “period of reflection”.

- Includes Interim Federal Health Program and counseling.

- Allows for application for work permit.

- CIC conducts the interview with the victim. CIC decides whether or not to issue the TRP.

- Victim does not need to cooperate with law enforcement (does not need to contact the police, does not have to provide a statement, does not need to testify in court...).

Slide 7 – Perception Video

People have perceptions based on their experiences. We have to remember to keep an open mind, especially when we are dealing with HT cases. Things aren’t always as they appear and we may not even know that we have a victim of HT right in front of us. For example, perceptions of prostitution, or lack of awareness about HT and being able to recognize potential HT situations etc.

Slide 8

- We see this occurring here in Canada as well as in other parts of the world. These are not the only factors that lead to the victimization of people. The bottom line is that there is a desire for a better life and traffickers prey on vulnerable people.

- Everybody wants a better life.

- Even in richer countries like Canada, you watch TV, you want what you see, such as brand name clothing and shoes, jewelry, a big house, a fancy car, etc. This can lead to victimization as traffickers/pimps have been known to lure their victims with materialistic things, a glamorous lifestyle, attention, and prey on victims who are naïve and trusting.
Slide 9

- Anyone can be a victim of trafficking, such as migrants, Canadians, youth, adults, and people from all different backgrounds.
- From the HT cases that we’ve seen in Canada, the victims so far have been teenage girls, adult women, and adult men.
- Status of Women Canada studies show that statistics on Aboriginal women in Canada reveal an extremely vulnerable population (however, keep in mind that this is not the only vulnerable population in Canada):
  - 40% live in poverty
  - At higher risk of experiencing violence and abuse – spousal homicide rate 8 times higher than that of non-Aboriginal
  - Frequent displacement - Half of female single parent families lack stable housing
    - Higher risk for alcohol or substance dependency
  - Estimates that 75% of Aboriginal girls are sexually abused
- Aboriginal women may have mistrust and cynicism about interacting with police, fear of incarceration or criminal charges. A historical inequality between cultures may increase the mistrust and as a result, Aboriginal persons may not come forward to the police.

Slide 10 – United Nations Video

This UN video clip shows circumstances leading to victimization. There is an ultimate desire for a better life.

Slide 11

- HT is often referred to as a 3-step process (1. The ACT which can be recruiting, or transporting, or transferring, or receiving, or holding, or concealing 2. The MEANS which can be by fraud, or deception, or coercion, 3. The PURPOSE which is for sexual exploitation, or forced labour exploitation or even organ removal).
- The exploitation/control begins when the victim is isolated.
- Movement or transportation of the person is not required in order for it to be considered as HT. The person may feel isolated (i.e. no friends, no family, not familiar with the area).
- Note to presenter: the slides on “The Game” will further explain recruitment, transportation/isolation, and exploitation.
Slide 12 – United Nations Video

This UN video clip shows how easy it is to recruit victims by words placed in ads or even by word of mouth.

Slide 13

The following photos depict the reality of what is occurring around the world.

It is easy to see the circumstances that can lead people to becoming victims of HT; poverty, the need to provide for the family, the desire for a better life.

When we buy those brand name items, cheap fruit and vegetables, “knock-off” items, etc… perhaps think twice and reflect upon who actually made them or picked them. Was it forced labour, that is, HT?

Slide 14

Where did that soccer jersey you are wearing come from?

Notice the finger missing on the young boy.

Source: Photo from Ed Kelly of Tilleke & Gibbins (a law firm in Thailand).

Slide 15

Think about those Puma shoes you are wearing or are dying for…

Source: Photo from Ed Kelly of Tilleke & Gibbins (Law Firm – Bangkok Office).

Slide 16

Source: Photo from Ed Kelly of Tilleke & Gibbins (Law Firm – Bangkok Office).

Slide 17

Note the young girl who is partially hidden behind the drink, clutching her trafficker’s arm.

Source: Photo from Ed Kelly of Tilleke & Gibbins (Law Firm – Bangkok Office).

Slide 18

Sgt. Arsenault of the Human Trafficking National Coordination Centre travelled to Cambodia in 2009 to train police officers on HT. The following photos (next 5 slides) are from her travels.

In this photo, a young boy spends his days on this wooden fishing boat. This is his home. In Canada, we are much more fortunate than this!
Slide 19

The photos speak for themselves.

Slide 20

➢ The boy in the white shirt had just arrived at the orphanage; he’d only been there 5 days.
➢ He was malnourished.
➢ He has AIDS. His mother had died of AIDS. He had been living with his father and was only fed bats! See his stomach sticking out.

Slide 21

This is the boy from the previous slide, 7 months later. His stomach is not sticking out anymore! He is looking healthier and doing better!

Slide 22

➢ Family selling their young girl’s virginity for $300.
➢ This is common in Cambodia, and other parts of Asia.
➢ This is a reminder that sometimes cultural issues perpetuate the crime of human trafficking.
➢ Law enforcement is having difficulties reaching out to international victims, specifically Asian victims.

After seeing the situation in Cambodia, it is easier to comprehend why Asians brought into Canada for the sex trade may not see themselves as victims. They make some money to send home, make a sacrifice, accept their exploitative situation knowing that it could be so much worse for them back home – no money, forced into the sex trade from a young age, controlled and physically abused by traffickers.

Slide 23

➢ As the previous slide shows a young girl in Cambodia being sold by her parents to work in a brothel, we know that human traffickers and sexual predators are out there.
➢ Sex tourism – the victims in these cases may also be victims of HT.
➢ John Wrenshall – originally from Calgary. He was arrested in the UK, London’s Heathrow Airport while he was en route to Canada. He was charged in the US with sex tourism offences; he ran a boy brothel from his home in Thailand where he had been
living for the past 10 years. In May 2010, he pled guilty and faces up to 50 years in jail in the US.

- Christopher Neil was apprehended in Thailand in 2007; he was a Canadian school teacher working as an English teacher in South Korea – his face appeared as a swirl on the Internet but investigative tools helped make his image appear clearer and he was identified.

- Donald Bakker – father of one, worked in Vancouver. In June 2005 he entered guilty pleas, (3) involved attacks on adult prostitutes in British Columbia, with the other seven guilty pleas involving children in a foreign country. He was the 1st Canadian to be tried for offences committed outside of Canada.

Slide 24

- Harsh penalties, such as long prison sentences and, in some countries, the death sentence, are imposed on offenders who sexually exploit children.

- In Canada, it is illegal for anyone to engage in any prohibited sexual activity with children below the age of consent. These prohibitions encompass all sexual activity ranging from sexual touching to sexual intercourse.

- The legal age of consent is 18 years for sexual activity involving prostitution or pornography or where it involves a relationship of trust, authority or dependency, or one that is otherwise exploitative of the young person. The legal age of consent for all other sexual activity is 16 years.

Slide 25

- What is this? Those involved in prostitution activities refer to this sector of the underground economy as “The Game”.

- What’s the goal of “The Game”? The pimp has to be the BEST AT “THE GAME”!

Slide 26

- This is how the trafficker/pimp hooks the boys/girls: word of mouth, friend, boyfriend, girlfriend, family member, newspaper ad, the Internet (could be lured on Facebook to become a model, and then forced into prostitution). They often lure by making you believe they are your boyfriend/girlfriend. You end up falling in love with him/her because they make you feel so wonderful, give you attention, and often buy you things.

- We have seen this occurring in several police cases and often it is females who are lured; however, we know this can also happen with males.
Compliments work really well when the victim has low self-esteem. For example, with females, they will treat you like a princess. They will offer a glamorous lifestyle.

Youth who are shunned, completely street-involved, have no perception of alternatives.

Aboriginal youth are increasingly being attracted to urban areas to escape, whether from a perceived lack of options, or from dysfunction or abuse; they are a vulnerable population.

“Friendship” as a key recruitment tactic. “Friends” play a central role – specifically the offering of a sense of friendship and belonging to boys/girls who may be vulnerable and disconnected.

Girls recruiting other girls on behalf of pimps. i.e. an older girl meets and befriends a younger one, targeting especially those they detect have low self-esteem or personal difficulties. Some cases have shown that after winning her over, she will introduce her to a pimp/trafficker who will continue the seduction: parties and gives gifts, provide cigarettes, alcohol and even drugs. We’ve seen cases where the traffickers have forced victims to take drugs.

Increasing number of Aboriginal street gangs are filling the sense of lost belonging, increasingly luring very young socially marginalized Aboriginal girls into the sex trade (as young as 12 years). Again, these girls are vulnerable to becoming victims of HT.

Traffickers may use one or all of the above mentioned tactics to convince a person to prostitute.

Slide 27

From where are kids/youth recruited? They can be recruited from the above locations.

Slide 28

Do not need transportation. Victims are isolated so that traffickers can maintain control over them more easily.

Trafficker might convince the victim to live with him/her; hence the victim moves away from his/her family, friends, and now he/she is isolated. Trafficker can easily control the victim. Police cases have involved victims who moved away from their homes/area to live with the trafficker; the victims indicated that if they were to leave they didn’t know where to go as they felt the trafficker was all that they had.

Research has shown the following:

- Relationship starts to change.
- New recruit may be given supporting jobs at first – “spotter” recording license plates of johns, for example.
➢ As his/her affiliation grows he/she starts to be seen as a bad boy/girl for the money spent on him/her through prostitution or involvement in crime.

➢ As the child is drawn further into these activities, many of which he/she will be aware are illegal, coupled with the development of addiction and isolation, he/she is trapped both literally and figuratively.

➢ Impact on the individual boy/girl, but also on the broader community’s perception of that child – isolation is intensified when these girls/boys are shunned as being “bad kids”, bad influences on other youth or seen as security risks.

Youth who become totally street-involved may develop an alternate reality: peer reference group, the messages they receive about the interactions of men and women combined with social stigma and the lack of other options (whether real or perceived), may make seeking a way out or obtaining help totally unimaginable.

Slide 29

➢ HT is all about exploitation which is only achieved by controlling the victim. Police investigations have shown that the above mentioned methods have been utilized by traffickers to control their victims and exploit them.

➢ How can the trafficker control his/her victim? He/she often uses words to tell you what he/she will do to you if you try to leave, he/she might become violent to scare you, he/she will do whatever it takes to break you down so that you will do what he/she tells you to do.

➢ Police cases have shown the following:

➢ The trafficker/pimp threatens to hurt the victim or the victim’s friends or family if he/she tries to leave.

➢ The trafficker/pimp kills the victim’s pet to take away the only living thing that is personally close to him/her.

➢ The trafficker/pimp beats the victim to remind him/her what will happen to him/her if he/she tries to leave.

➢ Often victims are only subjected to mental/psychological/emotional abuse; victims don’t necessarily experience physical abuse.

➢ Fear of police: fear of police in developing countries due to corruption (actual or perceived). Fear of police in Canada even if the victim is from Canada (perhaps they’ve had negative experiences with the police in the past, or the trafficker has told them that
because of the criminality they are involved in that the police will not help them). Ultimately, the victim does not trust that the police will help them.

- After going through all or some of the above, the victim finds that he/she is prostituting or in forced labour situations, working, and gives ALL of his/her money to the trafficker.

**Slide 30**

- In Canadian police human trafficking investigations, points 1 to 5 were common rules that traffickers/pimps imposed on their victims. These rules illustrate some of the control tactics utilized by the traffickers.

- Pimpology 101 – it’s on the Internet. Anyone can go onto the Internet to search how to be a pimp!

**Slide 31**

Traffickers/pimps have to keep their “game” tight so that they can maintain control, make money, maintain their stable (usually the girls who work for him/her, although boys can be trafficked too), recruit other boys/girls (either on his/her own or have his/her girls do the recruiting for him/her) etc… Ultimately the trafficker/pimp needs to make money!

**Slide 32**

- Social/Moral Views – how do people use the term “pimp”? Some pimps are extremely violent and brutal and are human traffickers, yet society feels it’s ok to use the word “pimp” in the title of shows and products and to dress up like or act as “pimps”. What’s wrong with this picture? i.e. Pimp my Ride, Pimp Juice, etc… Why is it glamorized or seen as being cool to use the term?

- Does today’s society and hip hop culture promote criminal activity and human trafficking? We should look at our society and what is occurring around us.

**Slide 33**

- Not all victims of HT are physically locked up. The locks/chains are often PERCEIVED LOCKS/CHAINS. Traffickers have so much control over their victims that the victims really believe that they can’t leave their situation.

- The above are just some general indicators of somebody who may be a victim of HT.

- Some police cases have shown that traffickers/pimps drive their victims to the strip club/motel and pick them up from the strip club/motel.
Victims have indicated to police that they are moved from strip club to strip club so that they don’t make friends or get comfortable in their location; the pimps impose rules on them that they must follow otherwise they will have to pay fines.

Traffickers/pimps won’t let the victims see/hang out with their friends or family. This is how they maintain control over the victim. The victim feels as if they have nowhere else to go or nobody to turn to for help; don’t want their friends or family to know what they are being forced to do.

Slide 34

If you see somebody exhibiting any of the above, then probably something is occurring and they may be a victim of HT.

Remember, sometimes there aren’t any physical indicators; victims **suffer trauma, mental/psychological abuse** at the hands of their traffickers.

It may be that **threats of shame** and **financial ruin** may be stronger holds in gaining the victim’s cooperation.

Traffickers/pimps have tattooed their names onto their victims (neck, arm, etc…) to show ownership (i.e. control the victim).

Slide 35

These are the names of pimps tattooed onto the victims’ necks to show ownership/control.

Slide 36

It’s important to understand the victim’s state of mind and the reasons as to why it is so difficult for them to escape or for police to find victims of HT.

Victims are unaware or misinformed about their rights. They don’t know that there are laws against HT.

Traffickers have engrained in the victims’ minds that the police will not help them; if they’ve been involved in criminal activity that the police will most likely arrest them.

Some victims believe that the trafficker is their boyfriend/girlfriend and that he/she really loves them.

Feel responsible or feel better about current situation than alternatives.

Sometimes the victim feels that they are better off where they are than where they came from. They feel that they have to do what the trafficker tells them to do in order to stay alive.
➤ Feel they have **no other options**.

➤ Victims don’t want anyone else to know what they have had to do; especially don’t want their family or friends to know. In other cultures, family honour is huge and victims don’t want to bring **shame** to the family.

**No notes for slides 37 to 39.**

**Slide 40**

Victim was homeless when she was originally recruited (loverboy method) by the accused.

**No notes for slides 41 to 42.**

**Slide 43**

➤ Here are some indicators that might make you ask yourself, “is this person a potential victim of HT”?

➤ Please call the police if you need help. We can help you, OR call Crime Stoppers if you want to remain anonymous.

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➤ **In Canada, there is no hotline for HT**; however, the RCMP and Canadian Crime Stoppers Association have entered into a new working agreement in relation to HT.

➤ Crime Stoppers has a public awareness campaign and have allowed the use of their 24 hours 7 days a week information/reporting telephone line for reporting information about HT. The RCMP’s HT awareness material has been developed to reflect this partnership; i.e. all material has the 1-800-222-TIPS phone number.

➤ Crime Stoppers public awareness campaign benefits:
  
  ➤ public reporting HT cases anonymously
  
  ➤ may help with the identification of more victims and traffickers
  
  ➤ intelligence gathering

➤ Crime Stoppers has a list of questions to help call takers identify HT and a list of non-government organizations (NGOs). In the event that a victim calls Crime Stoppers to report HT activities, Crime Stoppers has agreed to refer the victim to an NGO if they don’t want to deal with the police.
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- It is all about raising awareness about this crime and it is up to your imagination as to how you can accomplish this.

- If you suspect that someone you know is involved in HT activities as a victim or a trafficker, please report the information to the police or Crime Stoppers.

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- Information could be the following: your name and age, names of family or friends, addresses, phone numbers, names of teams/organizations/committees to which you belong, where you like to hang out, city or town where you live, your school...

- Try to get a physical description of the person(s) or any information that may help the police locate them.
Pre Viewing DVD Quiz

*Student Handout*

1. T  F – Human trafficking does not exist in Canada.

2. T  F – Only foreign, poor and disadvantaged women and children are victims of human trafficking.

3. T  F – Human trafficking only takes place in third world countries.

4. T  F – Human trafficking and human smuggling are the same crime.

5. T  F – Only women are forced (trafficked) into the sex trade.

6. T  F – Forced labour and organ removal are other examples of human trafficking.

7. T  F – Human trafficking for forced labour can occur in Canada.
Post Viewing DVD Discussion Aid

Consider the following questions/dilemmas to generate discussion among the audience (youth).

1. Now that you’ve watched the video, how many of you would change some or all of your answers?

2. Do you think human trafficking is happening in Canada?

3. Is it important for everyone in this room to be aware of this crime; both to avoid becoming a victim and to report potential cases to the police, either directly or through a parent or teacher?

4. Why do you think human trafficking is a global phenomenon that can affect anyone (men, women and children of all ethnicities)?
Activity

Title: Jeopardy Game

Duration: Approximately 15 - 20 minutes

Number of players: All (Two teams)

Objectives:

- Review components of healthy relationships;
- encourage team work; and
- promote healthy decision making by recognizing signs of abuse.

Description:

Two teams aim to win the match: The facilitator reads a question out loud, and the first team to “buzz in” (the first team to have a member raise a hand) gets to answer the question. If they get it wrong, the other team gets a chance to answer. Each correct response is worth one point. When all the questions have been read, the team with the most points wins the game.

Jeopardy Game Questions:

1. Pushing, shoving, hitting, slapping, punching, choking, hair pulling, kicking and branding.
   Answer: What are examples of physical violence?

2. Non-threatening behavior, respect, trust, support, honesty, accountability, responsibility, fairness and compromise.
   Answer: What are characteristics of a healthy relationship?

3. Emotional abuse, over-controlling behavior, temper outbursts/angry words, blaming the other person if something doesn’t go their way, damaging or destroying the other person’s property, threatening to hurt the other person’s pet, a person with an abusive partner (boyfriend or girlfriend).
   Answer: What are characteristics of an unhealthy relationship?

4. Giving gifts such as cell phones, clothing or drugs, showing affection or seducing and giving compliments to someone with the intention of exploiting that person at a later time, are elements of this activity related to trafficking.
   Answer: What is grooming?
5. The process of befriending, or selecting people to “work” as prostitutes.
   **Answer:** What is recruitment?

6. A person forces another person to have sex, even if they know them or it is with their boyfriend/girlfriend.
   **Answer:** What is sexual assault?

7. Someone who forces another person to prostitute, arranging their "dates" or clients for them and then taking the money from them. This person often uses violence, drugs, blackmail, and coercion to keep the person working for them as a prostitute.
   **Answer:** What is a pimp?

8. Improper treatment of a person. Breaking down an individual through physical, emotional and mental badgering that ultimately strips their spirit. This usually involves repetitive acts over a period of time.
   **Answer:** What is abuse?

9. Force or threat, a tactic used by pimps to brainwash and/or threaten youth.
   **Answer:** What is coercion?

10. Taking advantage of a person by making them have sex for money, or anything of value including, a place to stay, cigarettes, hoodies, cell phones, food, drugs, transportation.
    **Answer:** What is forced prostitution or human trafficking?

**Daily Double Question**

11. The act of taking advantage of someone’s needs or weaknesses for one’s own benefit or satisfaction.
    **Answer:** What is exploitation?
Contents of Youth Toolkit

In the human trafficking youth toolkit there are several resources for you to keep and use. Included in the toolkit are the following:

Human trafficking booklet - It was printed in a “lyrical/poetic” format. The pamphlet is printed to resemble the cover of a music CD with “lyrics” printed on the inside. These “lyrics” contain important facts about human trafficking.

Human trafficking posters - They are designed as an awareness raising tool and to provide information on how to obtain help if required. They are available with five different images.

Parent Help Sheet - The parent help sheet was created to assist parents in recognizing and identifying changes in behaviours in their child. These changes may indicate that the child may be falling victim as a child prostitute and victim of human trafficking. It provides contact information for assistance.

Frequently Asked Questions on Human Trafficking - The Q&A’s are common questions and answers relating to human trafficking. It is another good tool for parents and their children to review and become familiar with its contents. Many common myths about human trafficking are dispelled in the Q&A’s.

Human trafficking DVD - Provides the audience with information about human trafficking in Canada including two human trafficking scenarios, one of sexual exploitation and the other of forced labour.

Other documents in the toolkit include: RCMP Human Trafficking National Coordination Centre introduction letter and pamphlet as well as a handout from the Department of Justice.

For additional information please call the RCMP Human Trafficking National Coordination Centre at 613-993-2325 or visit the RCMP website located at www.rcmp-grc.gc.ca. Other pertinent web links include: www.deal.org and www.deal.org/parents/.
Legal Support
**Link for Free Legal Support for Human Trafficking Potential Victims/Survivors**

Survivors and/or parents/guardians of those who are at-risk of being trafficked or who are currently involved with human trafficking, can speak with a trained advisor, using Ontario’s dedicated confidential Human Trafficking Helpline.

References


