



Faces of Human Trafficking

Identifying, Serving, Supporting

A Discussion Guide



Innovation • Partnerships
Safer Neighborhoods



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The mission of the Office for Victims of Crime is to enhance the Nation's capacity to assist crime victims and to provide leadership in changing attitudes, policies, and practices to promote justice and healing for all victims of crime.

The Office of Justice Programs (OJP) provides federal leadership in developing the Nation's capacity to prevent and control crime, administer justice, and assist victims. OJP has six components: the Bureau of Justice Assistance; the Bureau of Justice Statistics; the National Institute of Justice; the Office of Juvenile Justice and Delinquency Prevention; the Office for Victims of Crime; and the Office of Sex Offender Sentencing, Monitoring, Apprehending, Registering, and Tracking. More information about OJP can be found at www.ojp.gov.

Introduction

Faces of Human Trafficking is a nine-video series created by the Office for Victims of Crime (OVC) that blends the experiences of a diverse group of human trafficking survivors and professionals from across the Nation to raise awareness of the seriousness of this crime, the many forms it can take, and the important role that everyone can play in identifying and serving victims. A Public Service Announcement that focuses on the diversity and resilience of survivors of human trafficking is included with the series.

While the video series provides a helpful overview of human trafficking on its own, we hope that you will use it as a resource to augment your trainings and generate further discussion. This packet also includes the following additional resources:

- **Discussion Guide:** Designed to reinforce the messages conveyed in the videos, the discussion guide provides information on the intended audience and focus of each video, suggests questions that can be used to generate discussion, and offers suggestions for enhancing your trainings.
- **Fact Sheets:** The four enclosed Fact Sheets provide an introduction to human trafficking, information on the legal needs and rights of victims of human trafficking in the United States, information on the special considerations and needs of youth victims, and promising practices for building effective collaborations to address human trafficking.
- **Posters:** Each of the four enclosed posters is designed to target a specific audience—service providers and allied professionals, law enforcement, the general public, and victims/survivors. Downloadable versions are also available at www.ovc.gov/trafficking. Space is provided on each of the downloadable posters to promote your organization’s training or outreach events, or to add contact information for local providers or hotlines.

For more information, including additional training resources, please visit www.ovc.gov/trafficking or www.ovcttac.gov/taskforceguide.

Please note: The videos in this series describe actual human trafficking cases and some of the abuses suffered by victims. They may be difficult to watch and/or may trigger disturbing memories for some audience members. OVC strongly encourages trainers to make audiences aware of this fact and provide support and resources, as appropriate, when these videos are shown.

Faces of Human Trafficking: An Introduction

This video introduces the issue of human trafficking—both sex and labor trafficking—in the United States in order to raise awareness and provide a foundation for further discussion and training. It is intended for new staff and volunteers working with victims of human trafficking or other at-risk populations, stakeholders, victim service providers, allied professionals, and anyone interested in learning more about this crime.

Key Points

- Anyone can be a victim of human trafficking.
- The precise scope of human trafficking in the United States is not known.
- Everyone has a role to play in identifying and supporting victims.
- Victims may not self-identify for a number of reasons.
- Force, fraud, and coercion are key elements of the crime (except when the victim is a minor used for commercial sex).
- Traffickers can be anyone—organized crime, gangs, “mom and pop” operations, family members, business owners, individuals or families, pimps, women and men, young and old.
- Traffickers prey on victims’ vulnerabilities.
- Victims need an array of services, and one agency alone cannot meet all these needs—collaboration is key.

Discussion Questions

1. What did you learn from the video? Was information presented that challenged your previous thoughts on human trafficking?
2. How would you define human trafficking in your own words?
3. Who are the victims of human trafficking?
4. In addition to physical violence, what are some of the methods that traffickers use to manipulate and exert control over victims?

“I didn’t know I was a victim of human trafficking until I told my story.”

— Lydia
Survivor Advocate

5. In what industries might you find human trafficking? What are the specific industries or settings in your community that might be vulnerable to human trafficking?
6. What services might a survivor of human trafficking need once they are out of the exploitative situation? What are the specific needs of victims who are minors; male; female; individuals who identify as lesbian, gay, bisexual, transgender, or queer; foreign nationals; or U.S. citizens?
7. What can be done in your community to raise awareness of human trafficking?
8. What can you do with the knowledge that you have gained today?

Supplemental Training Materials

- Provide the federal definition, from the Trafficking Victims Protection Act (TVPA) of 2000, of “a victim of a severe form of trafficking in persons” and “sex trafficking” (found at 22 U.S.C. 7102).
- Provide a brief history of modern human trafficking legislation in the United States, including the TVPA of 2000 and its reauthorizations, the Preventing Sex Trafficking and Strengthening Families Act of 2014, the Justice for Victims of Trafficking Act of 2015, and relevant legislation in your state.
- Describe human trafficking cases that have been prosecuted successfully in your area.

For more information, including additional training resources, please visit www.ovc.gov/trafficking or www.ovcttac.gov/taskforceguide.

Faces of Human Trafficking: An Introduction to Sex Trafficking

This video provides an overview of sex trafficking. It features survivors and professionals—including law enforcement, judges, and social service, legal, and health care providers—who share information on victim indicators, ways victims are often identified, how professionals may come into contact with victims of sex trafficking, and industries where sex trafficking is more common. This video is intended for a general audience but will be especially useful for professionals who may be in a position to identify victims, such as legal and social service providers, law enforcement, judges, juvenile justice personnel, child welfare personnel, code enforcement personnel, school personnel, health care providers, migrant worker organizations, immigrant service providers, faith-based communities, and community-based organizations.

Key Points

- Under federal law, any minor engaged in commercial sex is a victim of sex trafficking, regardless of force, fraud, or coercion.
- Everyone—including community members and professionals—can play an important role in identifying victims by knowing what sex trafficking is, what to look for, and whom to contact.
- General awareness of sex trafficking remains a barrier to identifying victims and referring them for services. There are many creative outreach strategies to build awareness among the public.
- Service providers may already be working with trafficking victims but on a different presenting issue, such as domestic violence, sexual assault, or child abuse. Many victims have experienced polyvictimization—exposure to multiple kinds of victimization—such as sexual

abuse, physical abuse, bullying, and exposure to violence.

- Once trained, members of law enforcement and the criminal and juvenile justice systems may experience a paradigm shift as they realize that those caught in human trafficking are victims, not criminals.

“Law enforcement can be very proactive when it comes to combatting sex trafficking, especially if you know where to look.”

— Keith Bickford, Detective
Multnomah Sheriff’s Office, Oregon

- Professionals and community members need to understand what sex trafficking is and believe victims when they disclose their experiences. Believing and supporting victims is critical in their healing process.

Discussion Questions

1. How would you define sex trafficking? While there is an overlap, how is sex trafficking different from prostitution?
2. What might make someone vulnerable to sex trafficking?
3. What are the “red flags” or indicators that someone might be a victim of sex trafficking?
4. Why might victims hesitate to come forward and disclose that they are victims of sex trafficking? How might this be different for specific populations, such as minors; males; females; individuals who identify as lesbian, gay, bisexual, transgender, or queer (LGBTQ); American Indians and Alaska Natives; foreign nationals; and U.S. citizens?
5. Who in your community might come into contact with victims of sex trafficking?
6. For service providers and first responders, what are some of the issues that a victim of human trafficking may present with?
7. For law enforcement, what are some of the crimes you respond to where human trafficking may be present, if given a closer look?
8. What services might a victim of sex trafficking need once they are out of the exploitative situation? How might the needs differ for victims who are minors; male; female; individuals who identify as LGBTQ; American

Indians and Alaska Natives; foreign nationals; or U.S. citizens?

9. What can be done in your community to raise awareness of sex trafficking?
10. What can you do with the knowledge that you have gained today?

Supplemental Training Materials

- Provide the federal definitions, from the Trafficking Victims Protection Act (TVPA) of 2000, of “a victim of a severe form of trafficking in persons” and “sex trafficking” (found at 22 U.S.C. 7102).
- Provide a brief history of modern human trafficking legislation in the United States, including the TVPA of 2000 and its reauthorizations, the Preventing Sex Trafficking and Strengthening Families Act of 2014, the Justice for Victims of Trafficking Act of 2015, and relevant legislation in your state.
- Discuss industries and areas within your community where sex trafficking might be found.
- Describe sex trafficking cases that have been successfully prosecuted in your area.
- Describe the systems and resources currently available in your community (including gaps and challenges) for runaway and homeless youth, abused and neglected youth, sexual assault victims, and formerly prostituted individuals.

For more information, including additional training resources, please visit www.ovc.gov/trafficking or www.ovcttac.gov/taskforceguide.

Faces of Human Trafficking: An Introduction to Labor Trafficking

This video provides an overview of labor trafficking. It features survivors and professionals—including law enforcement, judges, social service, legal and health care providers—who share information on victim indicators, ways victims are often identified, how professionals may come into contact with victims of labor trafficking, and industries where labor trafficking is more common. It is intended for a general audience but will be especially useful for professionals who may be in a position to identify victims, such as legal and social service providers, law enforcement, judges, juvenile justice personnel, child welfare personnel, code enforcement personnel, school personnel, health care providers, migrant worker organizations, immigrant service providers, faith-based communities, and community-based organizations.

Key Points

- Everyone has a role to play in identifying victims. Victim identification rests not only on service professionals but also on community members knowing what labor trafficking is, what to look for, and whom to contact.
- General awareness of labor trafficking remains a barrier to identifying victims and referring them for services. There are many creative outreach strategies to build awareness among the public.
- Service providers may already be working with trafficking victims but on a different presenting issue, such as workplace violations (including wage and hour violations and sexual harassment or discrimination in the workplace), immigration violations, or domestic violence. Many victims have experienced polyvictimization—exposure to multiple kinds of victimization—such as sexual

abuse, physical abuse, bullying, and exposure to violence.

- Once trained, members of law enforcement and the criminal and juvenile justice systems may experience a paradigm shift when they realize that those caught in human trafficking are victims, not criminals.

“In order to build any sort of relationship, you have to go out to them—anywhere where labor trafficking victims may go for strength or help.”

— Keith Bickford, Detective
Multnomah Sheriff’s Office, Oregon

- Professionals and community members need to understand what labor trafficking is, and believe victims when they disclose their experiences. Believing and supporting victims is critical to their healing process.

Discussion Questions

1. How would you define labor trafficking?
2. What might make someone vulnerable to labor trafficking?
3. In the media, the focus is typically on sex trafficking and not labor trafficking. Why do you think this is?
4. What are the “red flags” or indicators that someone might be a victim of labor trafficking?
5. Why might victims hesitate to come forward and disclose that they are victims of labor trafficking? How might this be different for specific populations, such as immigrants, youth, or abused spouses?
6. Who in the community might come into contact with victims of labor trafficking?
7. For service providers, what are some of the issues a victim may present to you?
8. For law enforcement, what are some of the crimes that you respond to where labor trafficking may be present, if given a closer look?
9. What services might victims of labor trafficking need once they are out of the exploitative situation? How might service needs be different for specific populations such as minors; males; females; individuals who identify as lesbian, gay, bisexual, transgender, or queer; American Indians and

Alaska Natives; foreign nationals; and U.S. citizens?

10. What can be done in your community to raise awareness of labor trafficking?
11. What can you do with the knowledge that you have gained today?

Supplemental Training Materials

- Provide the federal definition, from the Trafficking Victims Protection Act (TVPA) of 2000, of “a victim of a severe form of trafficking in persons” (found at 22 U.S.C. 7102).
- Provide a brief history of modern human trafficking legislation in the United States, including the TVPA of 2000 and its reauthorizations, the Justice for Victims of Trafficking Act of 2015, and relevant legislation in your state.
- Discuss industries and areas within your community where labor trafficking might be found.
- Describe labor trafficking cases that have been successfully prosecuted in your area.
- Describe the systems and resources currently available in your community (including gaps and challenges) for exploited workers (such as low-cost legal services for employment law issues through the U.S. Department of Labor and the Equal Opportunity Employment Commission) and exploited immigrants (such as immigrant-serving legal and social service providers).

For more information, including additional training resources, please visit www.ovc.gov/trafficking or www.ovcttac.gov/taskforceguide.

Faces of Human Trafficking: A Multidisciplinary Approach

This video highlights task force and other multidisciplinary initiatives, demonstrating the collaborations needed to serve victims of trafficking effectively, bring traffickers to justice, and build the community's capacity. It is intended for legal and social service providers; law enforcement; federal, state, and local prosecutors; Child Advocacy Centers; Victims of Crime Act administrators; allied professionals; and the broader community.

Key Points

- Victims receive better services through established collaborative relationships. It is best to establish these relationships before you encounter a victim so that the groundwork is already in place when you need the help.
- Collaboration is not always easy, but it is necessary to ensure that victims' needs are fully met.
- Multidisciplinary teams need to clearly define their purpose (addressing all types of trafficking victims versus a specific subgroup only, such as labor trafficking) so that they can engage the appropriate people.
- It is important for multidisciplinary teams to establish roles and build trust among members. Team members need to acknowledge their different roles and limitations, respect the importance of each member's contribution to the team, and understand why members will sometimes have contradictory objectives in a particular case.
- Service providers are critically important to the core of a multidisciplinary team or task force. Law enforcement partners need to find ways to build trust with service providers so that they can work together effectively to support victims, once cases are discovered.
- Capacity must be built at the local level. The community response to human trafficking should be tailored to local needs.
- It is important to assess your community for industries where there could be victims, vulnerable populations, or a lack of victim resources. By doing this, you will know which partners to engage.

“It's all about planning to serve—looking at your challenges, looking at your area of expertise, and working together.”

— Mychell Mitchell
FBI Victim Specialist
Memphis, Tennessee

Discussion Questions

1. Why is a multidisciplinary approach so important to helping victims of human trafficking?
2. In what industries might you find human trafficking? What are the specific industries or settings in your community that might be vulnerable to human trafficking?
3. What services might a survivor of human trafficking need once they are out of the exploitive situation? What are the specific needs of victims who are minors; male; female; individuals who identify as lesbian, gay, bisexual, transgender, or queer; American Indians and Alaska Natives; foreign nationals; or U.S. citizens?
4. Who in your community is currently serving victims of human trafficking? Does your community have specific organizations that work on this issue? Does your community, tribe, or state have a human trafficking task force or coalition?
5. What are some of the best legal and social service providers for other crime victims (such as domestic violence, sexual assault, and child abuse) in your community, and what expertise might they bring to developing a comprehensive approach to serving victims of human trafficking?
6. What specialized law enforcement teams exist in your community (such as Internet Crimes Against Children Task Forces, Innocence Lost Initiative Task Forces, and Child Advocacy Centers) and what expertise might they bring to developing a comprehensive approach to addressing human trafficking?
7. In your professional work, who can you collaborate with to strengthen the community response to human trafficking? Local partners? Federal partners?
8. If you are on a task force or coalition, what are some of your areas of strength? How can the task force or coalition be improved?
9. What can you do with the knowledge that you have gained today?

Supplemental Training Materials

- Provide the federal definition, from the Trafficking Victims Protection Act (TVPA) of 2000, of “a victim of a severe form of trafficking in persons” and “sex trafficking” (found at 22 U.S.C. 7102).
- Provide a brief history of modern human trafficking legislation in the United States, including the TVPA of 2000 and its reauthorizations, the Preventing Sex Trafficking and Strengthening Families Act of 2014, the Justice for Victims of Trafficking Act of 2015, and relevant legislation in your state.
- Describe trafficking cases that have been successfully prosecuted in your area and the role that service providers played in supporting the victims before, during, and after the investigation and prosecution.
- Describe how relationships were built, sustained, and challenged during the human trafficking investigation and prosecution, and what lessons were learned to improve the partnership moving forward. Describe the systems and resources currently available in your community (including gaps and challenges) for different subgroups of trafficking victims, such as minors; males; females; individuals who identify as lesbian, gay, bisexual, transgender, or queer; foreign nationals; and U.S. citizens?

For more information, including additional training resources, please visit www.ovc.gov/trafficking or www.ovcttac.gov/taskforceguide.

Faces of Human Trafficking: Effective Victim Services

This video includes information on the importance of providing victim-centered, trauma-informed services to meet the wide array of needs experienced by trafficking victims. Coordination and collaboration are critical in responding to the diverse population of trafficking survivors, as no one provider can meet all of the needs of all types of trafficking victims. This video features survivors and service professionals who provide examples of how comprehensive services can support the healing process for survivors. This video is intended for legal and social service providers, law enforcement, allied professionals, and the general community.

Key Points

- Service providers from a range of disciplines can serve victims of human trafficking, even if this is not their specialty. However, it is important that everyone is trained on the indicators and elements of human trafficking so that victims can be identified and referred if specialized services are needed.
- It is important to build partnerships in advance so that you are ready to provide services when victims need them.
- It is not enough for services to be available. They should be effective and geared toward the victims' needs. Services should be victim centered, trauma informed, culturally appropriate, and gender appropriate.
- It is important to acknowledge that there are challenges in providing some services (such as housing and gender-appropriate services), and service providers need to learn from communities that are successfully addressing these needs.
- The impact of trauma on a victim can be substantial. It may affect victims' ability to

tell their story, make decisions, remember appointments, and more. Service providers and law enforcement need to understand how to work most effectively with victims who show signs of significant trauma, and know how to work with mental health professionals.

Discussion Questions

1. What does it mean to be "victim centered"?
2. What are some of the signs of trauma?

“The needs of trafficking victims are so great, it really takes a village to provide a full array of services to one victim.”

— Maja Hasic, Director
Anti-Human Trafficking Program
“Tapestri,” Atlanta, Georgia

3. What does it mean to provide “trauma-informed” services?
 4. Which service providers in your community may be working with human trafficking victims in response to separate presenting issues and needs? (Consider domestic violence service providers, rape crisis centers, immigrant-serving organizations, Child Advocacy Centers, and homeless shelters.)
 5. What partnerships should you consider building in advance of working with victims of human trafficking to ensure that they receive comprehensive services?
 6. How might services need to be tailored for specific victim populations, such as minors; males; females; individuals who identify as lesbian, gay, bisexual, transgender, or queer; American Indians and Alaska Natives; foreign nationals; and U.S. citizens?
 7. What are some of the challenges you anticipate in providing services to victims of human trafficking, and what are some possible ways to overcome these challenges?
 8. What can you do with the knowledge that you have gained today?
- Provide a brief history of modern human trafficking legislation in the United States, including the TVPA of 2000 and its reauthorizations, the Preventing Sex Trafficking and Strengthening Families Act of 2014, the Justice for Victims of Trafficking Act of 2015, and relevant legislation in your state.
 - Describe trafficking cases that have been successfully prosecuted in your area and the role that service providers played in supporting the victims before, during, and after the investigation and prosecution.
 - Describe a local program that has instituted principles of trauma-informed care. (See the Human Trafficking Task Force e-Guide at www.ovcttac.org/taskforceguide for more information.) Discuss some of the concrete changes that were made to policies, procedures, and practices to better support staff and clients.
- For more information, including additional training resources, please visit www.ovc.gov/trafficking or www.ovcttac.gov/taskforceguide.

Supplemental Training Materials

- Provide the federal definition, from the Trafficking Victims Protection Act (TVPA)

Faces of Human Trafficking: Focus on Youth

Youth who are trafficked for sex or labor face a distinct set of needs and often interact with a different set of response systems than adult victims. This video highlights the specific vulnerabilities, risk factors, and needs of youth, with a focus on the diverse range of professionals who are in a position to identify exploited youth and connect them with appropriate services. It is intended for service providers, law enforcement, school personnel, health care providers, child welfare services, juvenile justice, runaway and homeless youth programs, and youth-serving organizations such as mentoring programs, judges, and the general community.

Key Points

- Maltreatment and poverty are risk factors for human trafficking.
- Youth are vulnerable to trafficking for a variety of reasons, including their age, developmental capacity, legal dependency on abusive adults, rejection by their family or community, and history of trauma or abuse.
- You may already be working with youth victims through separate systems or presenting issues (such as child abuse, sexual abuse, truancy, runaway or homeless youth, or criminal charges). However, if a trafficking victim is identified, additional services may be available.
- Addressing the full range of victimization that youth victims have suffered leads to better outcomes.
- It is important to acknowledge that there are challenges in providing some services (such as housing and gender-appropriate services) and to learn from communities that are successfully addressing these needs.

- The impact of trauma on a victim can be substantial. It may affect victims' ability to tell their story, make decisions, remember appointments, and more. Service providers and law enforcement need to understand how to work most effectively with young victims who show signs of significant trauma and also learn how to work effectively with mental health professionals.

Discussion Questions

1. What are some of the vulnerabilities or risk factors of youth that traffickers can exploit?

“Any young person is vulnerable.”

— Melinda Giovengo
Executive Director, YouthCare
Seattle, Washington

2. Why might it be difficult for a young victim to self-identify as a human trafficking victim? Why might youth hesitate to disclose this victimization? Why might youth victims resist leaving abusive situations?
3. What are some of the specific needs of young victims of human trafficking, once they are out of the exploitative situation? What needs may their non-offending family members have?
4. Does your community have a protocol for responding to youth victims of human trafficking?
5. What youth-serving systems in your community may provide support to victims of human trafficking?
6. Are there specialized programs or services that might be especially helpful for individuals who identify as lesbian, gay, bisexual, transgender, or queer; immigrants; or American Indian and Alaska Native youth? What about programs for boys?
7. What happens when youth are arrested for theft, drug possession, prostitution, or delinquency in your community? Does the response change if these criminal acts are a result of being a trafficking victim?
8. What youth services are not available in your community, and how can you arrange for these services? Are service providers prepared to respond appropriately to the needs of diverse populations of trafficking victims?
9. What can be done in your community to raise awareness of sex and labor trafficking of youth?
10. What can you do with the knowledge that you have gained today?

Supplemental Training Materials

- Provide the federal definition, from the Trafficking Victims Protection Act (TVPA) of 2000, of “a victim of a severe form of trafficking in persons” (found at 22 U.S.C. 7102).
- Provide a brief history of modern human trafficking legislation in the United States, including the TVPA of 2000 and its reauthorizations, the Preventing Sex Trafficking and Strengthening Families Act of 2014, the Justice for Victims of Trafficking Act of 2015, and relevant legislation in your state.
- Provide any relevant Safe Harbor legislation in your jurisdiction, and discuss the resources available within the juvenile justice system for youth victims and the impact of a criminal record on juveniles.
- Provide an overview of the child welfare system in your community. Discuss how personnel in the system are being trained to better address the needs of trafficking victims.

For more information, including additional training resources, please visit www.ovc.gov/trafficking or www.ovcttac.gov/taskforceguide.

