

## **INTRODUCTION**

Human Trafficking is a pervasive but insufficiently recognized criminal enterprise. The United Nations Office on Drugs and Crimes places it on a level with drug trafficking as a serious international issue. Due to its potential impact on many of the folks we serve, it is extremely important for Family Resources staff to be able to recognize and respond to it in an appropriate manner. Thus, the following protocol will be adhered to by all staff.

## **DEFINITION**

The first and most important aspect of a response to human trafficking is to know what it is and therefor to recognize it. We adopt the following transactional definition from the United Nations:

## **What is Human Trafficking?**

Article 3, paragraph (a) of the [United Nations] Protocol to Prevent, Suppress and Punish Trafficking in Persons defines Trafficking in Persons as the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, of fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs

## **Elements of human trafficking**

On the basis of the definition given in the Trafficking in Persons Protocol, it is evident that trafficking in persons has three constituent elements;

### **The Act** (What is done)

Recruitment, transportation, transfer, harbouring or receipt of persons

### **The Means** (How it is done)

Threat or use of force, coercion, abduction, fraud, deception, abuse of power or vulnerability, or giving payments or benefits to a person in control of the victim

### **The Purpose** (Why it is done)

For the purpose of exploitation, which includes exploiting the prostitution of others, sexual exploitation, forced labour, slavery or similar practices and the removal of organs.

## **RESPONSE**

Having identified human trafficking we are committed to respond in the following manner:

1. Family Resources will commit to training staff who are most likely to come into contact with a human trafficked victim through their work. Examples of these programs include the Emergency Youth Shelter and the Domestic Violence and Sexual Assault services.
2. Intake and assessment procedures will be periodically reviewed to ensure that identifying questions relevant to human trafficking victims are asked.
3. If human trafficking is determined or suspected, the person conducting the intake or assessment will notify their supervisor for further review. After supervisory consultation, the employee will contact the National Human Trafficking Resource Center at 888-737-3888 with such information concerning the case as may be consistent with maintaining client confidentiality. If the client is a minor, the matter will be deemed to be a mandatory report and the Dept. of Human Services/Dept. of Children and Family Services and law enforcement will be notified.
4. The most appropriate treatment intervention will be developed with respect to the client's safety and interest. Services will be provided to the client and additional referrals will be made as needed.
5. Any client impacted by human trafficking will be informed of their rights, remedies and options to the extent necessary to allow them to make informed decisions.