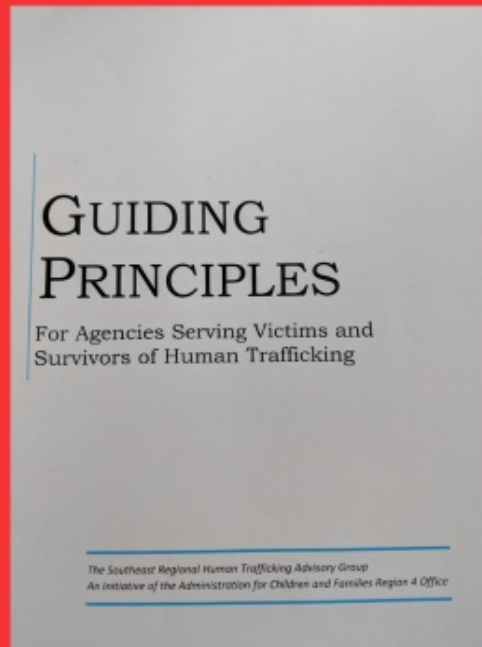
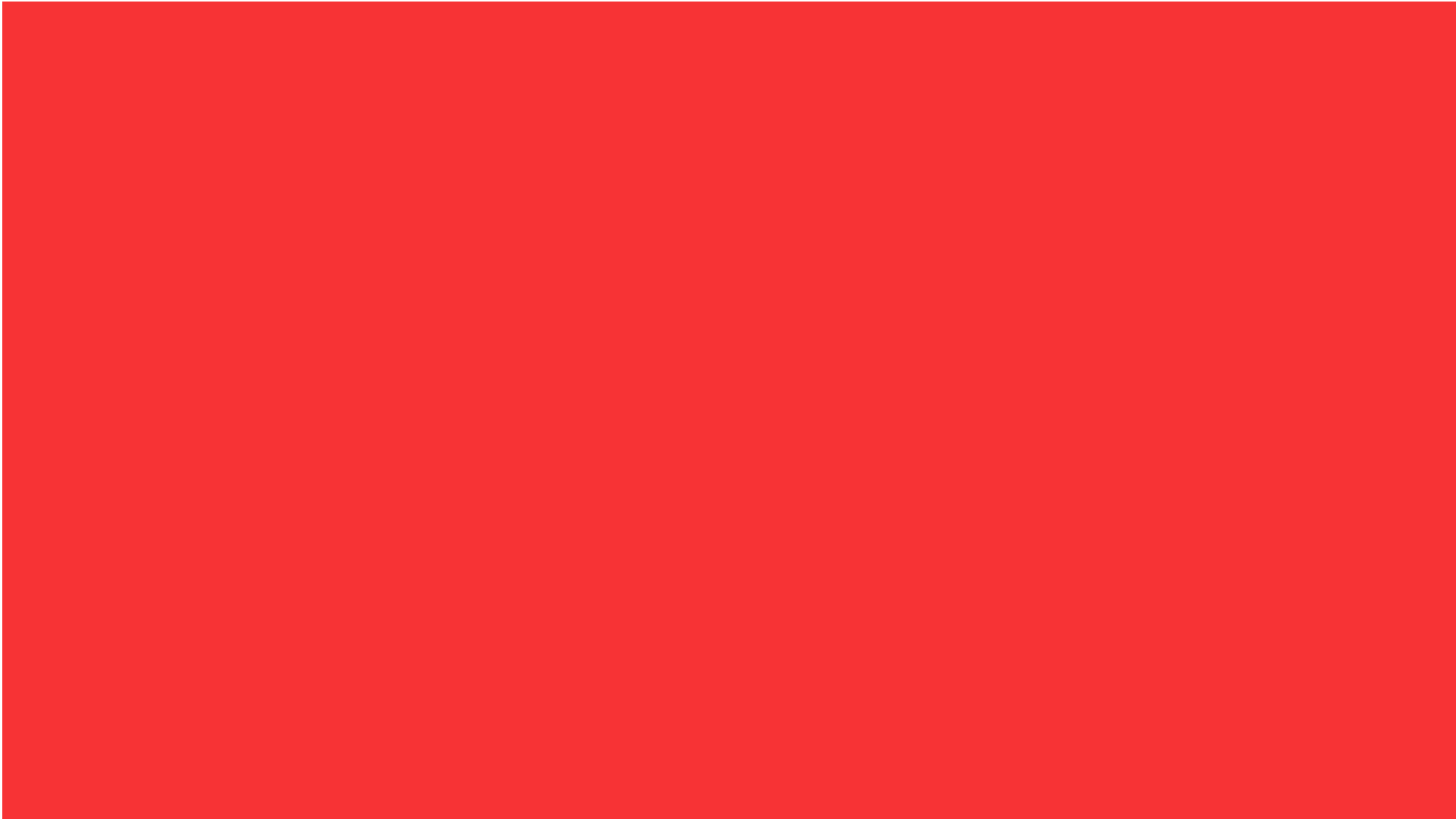




Guiding Principles

A foundation for working with survivors of Human Trafficking





Guiding Principles Feedback

As we go through these Guiding Principles, we ask you to think about your agency and how these apply to your work with clients. How would you put some of these Guiding Principles into action within your agency and community? What challenges do you foresee? We will ask for some insight from you throughout the presentation.

The Guiding Principles

The Guiding Principles were created by the Administration for Children and Families Region 4 Southeast Regional Human Trafficking Advisory Group. This group has convened since 2016. The purpose of the group is to improve services to victims of labor and sex trafficking, identify gaps and promote best practices that are already being done. The group identified the need for a guide that highlighted what best practices are and practical ways for agencies to adopt them.

Why Do We Need Guiding Principles for this Population?

- Human Trafficking comes with its own challenges and distinctions
- To ensure consideration of best practices
- To promote recovery and empowerment
- Help not harm



Make the Connection



Victim-Centered Approach

- Places emphasis on a victim's self-determination
- Seeks to minimize re-traumatization
- Safety should be paramount
- The client should be given a choice in all matters related to services
- Partnering with victim advocates is key
- Recognize that needs are highly individualized
- Offer information to support and empower; do not make decisions for them

Victim-Centered Practical Application

Providers may inadvertently replicate the behavior of traffickers by insisting a victim participate in certain activities in order to obtain services, telling others about their circumstances without their informed consent, making information about them public in order to sensationalize their experience or fund raise, or by acting frustrated when a survivor is exercising their choice in a way the provider may not have chosen or agree with personally.

Empowerment/Strengths-Based

- Recognize the power and self-determination of the individual
- Providers should not be the "rescuer"
- Interventions should not replicated a trafficker's control
- Individuals should be recognized as the expert in their lives, with abilities and strengths
- Encourage victims and survivors to reclaim their voice, promote self-sufficiency, and decrease dependency on providers
- Use strengths-based questions to engage with the clients.

Empowerment/Strengths-Based Practical Application

A service provider will speak with a survivor regarding what services are available, explaining what each service or agency does, discuss the positive and negative impacts to the survivor. The survivor will be able to make informed decisions regarding what services they want to participate in or not participate.

Trauma-Informed Approach

- All communication with victims should be trauma-informed and trauma-sensitive
- Consider the whole person and address past trauma
- Understand the widespread impact of trauma and recognize signs and symptoms
- Integrate knowledge of trauma into policies, procedures and practices
- Focus on the safety of the individual
- Collaborate with trauma-informed mental health providers
- Trauma can impact the way a survivor responds to services
- Lack of control, unexpected change, feeling threatened or attacked, feeling vulnerable or frightened, and feeling shame are triggers to re-traumatization

Trauma Informed Practical Application

A survivor may have difficulty keeping track of appointments. Instead of becoming frustrated with a client for frequently missing appointments, providers should be mindful of the potential underlying causes. The provider could offer to call the client prior to an appointment to remind them or help them use a day planner to keep track of appointments. The provider could also do home visits to make it easier on the client.

Screening

- Screening is necessary because federal and state laws clearly define human trafficking as a specific crime
- Screening should assess elements such as action, means, purpose and age of victim
- All screening should be conducted by a trained professional
- Potential should not be asked to complete a screening themselves or self-identify as a victim
- A direct reference to human trafficking is not best practice
- Be cognizant of 'wanting to know' information and 'needing to know' information
- Ensure the 11 steps to a human trafficking screening are followed

Screening Practical Application

A service provider is conducting a screening, and in the course of asking questions, specific to the use of control, the individual begins to provide substantial details of sexual assaults. These additional details should not be written down by the provider. The provider can gently let them know that these types of details do not have to be provided. For the purpose of the screening the only important fact is that there was a sexual assault.

Religious/Spiritual Self-Determination

- Religious and spiritual services are an important part of healing for some clients
- Follow the survivors lead in engagement or participation in religious activities
- Federal funding dictates that an individual cannot be discriminated against based on religion or require engagement in religious activities to receive services
- Intake or screening can include a question related to religious or spiritual preference

Religious/Spiritual Practical Application

Include a question about religion and spirituality in your intake. When working with the client in the future be sure to incorporate the religious or spiritual wishes when connecting clients with resources in the community.

Your Feedback

- Victim-Centered Approach
- Empowerment/Strengths Based
- Trauma-Informed Approach
- Screening
- Religious/Spiritual Self-Determination

Confidentiality

- Confidentiality and victim privacy are paramount to ensure safety, protect personal information, and protect against re-traumatization
- Informed consent and confidentiality can be new concepts to victims
- Review documents related to these concepts on a regular basis
- Signed consents should be narrow in scope and time limited
- If a victim signs a release they should be notified they can revoke it at any time
- Mandatory reporting laws and duty to warn do not require you to obtain a release but it is important you notify clients you are a mandatory reporter

Confidentiality Practical Application

Even if you know a client is working with another service provider without specific, written consent a service provider cannot discuss any details of the client.

A survivor may agree to share their story publicly, however, they may feel that they have no choice. If a provider asks a survivor to share their story, the client may feel obligated to do so as a way of repayment for the services provided. A provider should refrain from asking survivors to share their story while they are still receiving services.

Safety

- Safety should be paramount and should be balanced with empowerment
- Victims and survivors are in the best position to know their safety risks, providers should be careful about taking away choices in the name of a clients "safety"
- Safety plans should include physical safety, safety of family members, and emotional safety as well as the risk/benefit of taking legal action
- Agencies should develop internal protocols regarding the safety of staff working with victims and survivors
- Undocumented foreign nationals should be provided with a letter that explains they are in the process of applying for immigration relief and include contact information for their attorney

Safety Practical Application

A survivor may be physically separated from their trafficker, however the trafficker may continue to call or text them. The survivor and service provider can plan safe ways to respond to the communication and identify additional supports for the survivor for their emotional safety.

A provider could chose to meet with a client in their residence to maintain the safety of the client. The provider should discuss any possible safety risks prior to a home visit as well as communicate with coworkers as to who, when, and where they are meeting.

Non-Discrimination

- This should be embedded in both policy and culture at agencies serving victims and survivors of human trafficking
- Federal nondiscrimination law includes language access, disability access, and services to LGBTQ individuals
- In regard to language access please reference the "Enforcement of VI of the Civil Rights Act of 1964-National Origin Discrimination Against Persons with Limited English Proficiency
- Access to services should be available to those with both physical and intellectual disabilities
- Trauma resulting from human trafficking may be the cause of a disability even if the victim did not have a disability initially
- Disabilities should be assessed in the intake process

Non-Discrimination Practical Application

Service providers may encounter individuals who exhibit beliefs such as racism, homophobia or other form of prejudice. As a provider it is your responsibility to provide quality services without arguing with their beliefs. If you are unable to continue working with a client because of these reasons you should ensure a seamless transition between you and another service provider.

Culturally and Linguistically Appropriate

- Cultural competence is a continuous process. The goal is to gain knowledge and understanding about a victim's culture and the broader nuances of cultural differences and interactions across cultures
- This includes cultural norms, symbols, strengths, and mannerisms
- It requires collaboration and expertise from other professionals who focus on specific cultures or have first hand knowledge of specific cultures
- Cultural humility approaches victims with understanding while competency reflects knowledge
- Refer to the definitions of culture, ethnicity, race, and nationality for more information

Culturally and Linguistically Appropriate Practical Application

A service provider will be prepared prior to a meeting with appropriate interpretive services for LEP clients. If service provider knows that they will be meeting with a survivor who does not speak the same language the provider will ensure access to a translator is given via phone or in person.

When working with LGBTI individuals, the language we use is important. Asking a client which pronouns they prefer to be referred by can be crucial when engaging with this population.

Collaboration

- A team approach is best for empowering victims of human trafficking
- No one agency can provide for all the needs of victims and survivors
- Potential collaboration should be discussed with the survivor in advance to ensure the survivor can make an informed choice regarding collaborations
- Collaborations should be client centered and all decisions should be with their choice and self-determination in mind
- A task force can amplify efforts, increase capacity, raise awareness, and assist in data collection and sharing
- A task force can consist of community members, social service agencies, healthcare professionals, law enforcement, attorneys, and survivors

Collaboration Practical Application

Law enforcement and service providers may collaborate on law enforcement actions. Multiple agencies may plan together a response process that allows for service providers to speak with potential victims, provide screening, and link potential victims to resources.

Many survivors may require counseling services. The client may wish to participate in monthly meetings which include the therapist and the case manager so that information can be shared between the three. This meeting could be the basis for reviewing goals, outcomes, and services which are still needed by the client.

Your Feedback

- Confidentiality
- Safety
- Non-Discrimination
- Culturally and Linguistically Appropriate
- Collaboration

Ethics and Professionalism

- Ethical concerns include:
 - Are you well positioned to be a service provider for trafficking victims?
 - Are you working within the boundaries of your expertise?
 - Are you a survivor advocate?
- Service providers should seek to not sensationalize human trafficking
- If you speak with the media keep in mind that your primary role is as a service provider and an advocate
- Be cognizant of what you discuss and share on social media
- Language used by service providers is incredibly important
- Make sure to provide accurate and up to date statistics from reputable sources
- Links to reliable sources for human trafficking data and statistics are included in the appendix of the Guiding Principles

Ethics and Professionalism

Practical Application

If a service provider has conditional services, the client should be made aware of these conditions prior to services starting. An agency may say they will pay a client's utilities however there is a \$400 maximum per client. The client needs to be aware of these conditions before entering into services.

You are a service provider who provides services to victims and survivors of human trafficking and want to create a flier for an event. You should avoid using images related to confinement or violence such as chains, bar codes, and images of individuals who have been assaulted.

Survivor-Informed

- Survivors have first hand knowledge of trafficker's methods, vulnerabilities, specific exploitations of victims, and how they could be reached with information during their trafficking experience
- Providers should have a policy related to survivor engagement and include how and when clients can be engaged, boundaries to story sharing, and guidance ensuring survivors choose how they will be identified in public
- Survivor-led organizations should still engage in ethical best practices
- Survivor engagement could include employment, contracting, or task specific projects
- Agencies should consider the utilization of survivor-led programs and tools

Survivor-Informed Practical Application

If a survivor is asked to speak at an event, arrangements should be made in advance for the survivor to determine boundaries related to the content of their public comments. Arrangements should be made for compensation for the survivor engagement and the requesting agency should be physically present at the event to provide support to the survivor. If the survivor appears to have a trauma-response while speaking, they should be provided assistance in ending their comments early and stepping out of the public eye.

Evidence-Based Interventions

- A program, practice, or intervention is evidence-based when its effectiveness has been determined by causal evidence, generally obtained through one or more impact evaluations
- Programs should intentionally utilize existing resources and interventions that evidence has shown to be effective
- Programs should move away from interventions that have proven to be ineffective
- There are currently program development and intervention strategies, prevention education curriculum, and screening tools available to service providers which are evidence based

Evidence-Based Interventions

Practical Application

An organization which screens to identify victims of human trafficking uses the Vera Out of the Shadows tool. The Vera Institute of Justice provides the tool in Spanish and English, provides a summary of the research behind the tool, as well as user guides and guidelines.

You are a program director at an organization who serves victims of human trafficking and wish to begin an education program to take out into the community. Not a #Number by Love146 or My Life My Choice from the Justice Resource Institute could be considered as they are evidence-based prevention education programs.

Support and Self-Care for Professional Staff

- Support for direct service staff should be an agency priority and must be modeled by supervisors and supported by organizational leadership
- Boundaries with clients and co-workers are one of the most helpful tools for a service provider to utilize
- Staff should be encouraged to participate in workshops that cover self-care
- Encourage staff to increase self-awareness of their own self-care as well as why they react the way they do in certain situations

Support and Self Care for Professional Staff

Practical Application

To evaluate self-awareness, list the first 3 answers that come to mind for each of the following:

What motivates me?

What makes me angry?

What causes stress for me?

What makes me afraid?

When do I feel the most content or happy?

Training for Providers

- Service providers require training and expertise which allows them to coordinate a variety of services efficiently to best serve victims
- Providers have an opportunity and responsibility to bring specific expertise to the field to inform this collaborative, multidisciplinary work
- Training and expertise regarding best practice service provision with victims and survivors are key factors in a provider's ability to effectively respond to cases of human trafficking

Training for Providers Practical Application

This conference is an example of provider training and background information necessary to working with victims of human trafficking.

If an individual works at a youth organization, they should seek out training specific to issues surrounding child victims as well as best-practices when working with youth who have been trafficked.

Seek out local organizations who work with a specific population that you need additional information about to see what resources they may have available to you.

Your Feedback

- Ethics and Professionalism
- Survivor-Informed
- Evidence-Based Interventions
- Support and Self-Care for Professional Staff
- Training for Providers

Make the Connection



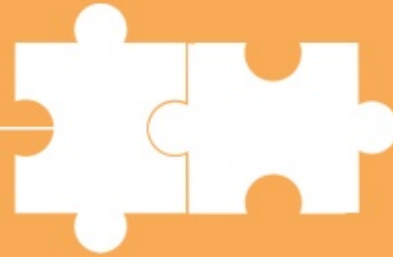
Make the Connection

What



Make the Connection

What



How

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