

Checklist for Human Trafficking Policies and Protocols

General Information on Human Trafficking

- 1. Does the policy cover both adolescents and adults generally?
 - a. If no which one does it cover?
 - b. Is it unclear who is covered?
- 2. Does the policy include a definition of human trafficking generally?
 - a. Does it include an accurate definition based on state and federal statutes?
- 3. Does the policy cover both sex trafficking and labor trafficking?
 - a. If no which one does it cover?
 - b. Is it unclear what is covered?
- 4. Does the policy include a definition of sex trafficking?
 - a. Does it include an accurate definition of sex trafficking based on state or federal statutes?
 - i. Does it include an accurate definition of sex trafficking of adults?
 - ii. Does it include an accurate definition of sex trafficking of minors?
- 5. Does the policy include a definition of labor trafficking?
 - a. Does it include an accurate definition of labor trafficking based on state and federal statutes?

General Information on Scope of the Policy

- 6. Does the policy cover the entirety of the organization?
 - a. If not, is it specific to a certain department (e.g., emergency room, labor & delivery)?
 - b. If not, is it specific to a certain population (e.g., children or adults)?

Information on Integration

- 7. Does the policy reference other abuse policies, protocols, or teams within the health system?
 - a. If so which ones?
 - i. Child Abuse/Maltreatment
 - ii. Domestic Violence/Intimate Partner Violence
 - iii. Sexual Assault
 - iv. Vulnerable Adults (e.g., Elder Abuse, those with cognitive or mental disabilities)
 - v. Other

Checklist for Human Trafficking Policies and Protocols (Cont'd)

Identification and Referrals

- 8. Are patients routinely/universally screened for human trafficking?
 - a. If no, are just a subset of individuals screened?
 - i. Minors only?
 - ii. Adults only?
 - iii. Other

- 9. Is a human trafficking screening tool provided?
 - a. Is the tool available in full for the healthcare provider or is it a link to another source?
 - b. Does the tool cover both sex trafficking and labor trafficking?
 - c. If so is the tool validated?
 - i. For adults and minors?
 - ii. For sex and labor?

- 10. Does the policy require that screenings are done in private?
 - a. Does it provide suggestions for how to get a patient alone (e.g., requesting a urine specimen and walking them to the bathroom)?

- 11. Does the policy contain guidance about using translators?
 - a. Does the guidance prohibit using the patient's family, friends, or children?

- 12. Does the policy include clinical indicators for human trafficking?
 - a. Do the clinical indicators include physical health?
 - b. Do the clinical indicators include mental health?
 - c. Do the clinical indicators include social/developmental health?

Checklist for Human Trafficking Policies and Protocols (Cont'd)

Labor/Sex/Child Trafficking Key Indicators

Labor Trafficking Indicators	Sex Trafficking Indicators	Child Trafficking Indicators
<ul style="list-style-type: none"> • Live in groups in the same place where they work and leave those premises infrequently, if at all 	<ul style="list-style-type: none"> • Move from one brothel to the next or work in various locations 	<ul style="list-style-type: none"> • There is evidence that suspected victims have had unprotected and/or violent sex
<ul style="list-style-type: none"> • Live in degraded, unsuitable places, such as in agricultural or industrial buildings 	<ul style="list-style-type: none"> • Be escorted whenever they go to and return from work and other outside activities 	<ul style="list-style-type: none"> • There is evidence that suspected victims cannot refuse unprotected and/or violent sex
<ul style="list-style-type: none"> • Not dressed adequately for the work they do: for example, they may lack protective equipment or warm clothing 	<ul style="list-style-type: none"> • Work long hours or have few if any days off 	<ul style="list-style-type: none"> • There is evidence that a person has been bought and sold
<ul style="list-style-type: none"> • Given only leftovers to eat 	<ul style="list-style-type: none"> • Sleep where they work 	<ul style="list-style-type: none"> • There is evidence that groups of children are under the control of others
<ul style="list-style-type: none"> • Have no access to their earnings 	<ul style="list-style-type: none"> • Live or travel in a group, sometimes with other individuals who do not speak the same language 	<ul style="list-style-type: none"> • Advertisements are placed for brothels or similar places offering the services of children of a particular ethnicity or nationality
<ul style="list-style-type: none"> • Have no labor contract 	<ul style="list-style-type: none"> • Have very few items of clothing 	<ul style="list-style-type: none"> • Equipment is designed or has been modified so that it can be operated by children
<ul style="list-style-type: none"> • Work excessively long hours 	<ul style="list-style-type: none"> • Have clothes that are mostly the kind typically worn for doing sex work 	
<ul style="list-style-type: none"> • Depend on their employer for a number of services, including work, transportation and accommodation 	<ul style="list-style-type: none"> • Only know how to say sex-related words in the local language or in the language of the client group 	
<ul style="list-style-type: none"> • Have no choice of accommodation 	<ul style="list-style-type: none"> • Have no cash of their own 	
<ul style="list-style-type: none"> • Never leave the work premises without their employer 	<ul style="list-style-type: none"> • Unable to show an identity document 	
<ul style="list-style-type: none"> • Unable to move freely 		

Checklist for Human Trafficking Policies and Protocols (Cont'd)

Labor/Sex/Child Trafficking Key Indicators (Cont'd)

Labor Trafficking Indicators	Sex Trafficking Indicators	Child Trafficking Indicators
• Subject to security measures designed to keep them on the work premises		
• Disciplined through fines		
• Subjected to insults, abuse, threats or violence		
• Lack basic training and professional licenses		
• Notices have been posted in languages other than the local language		
• There are no health and safety notices		
• The employer or manager is unable to show the documents required for employing workers from other countries		
• The employer or manager is unable to show records of wages paid to workers		
• The health and safety equipment is of poor quality or is missing		
• There is evidence that labor laws are being breached		
• There is evidence that workers must pay for tools, food or accommodation or that those costs are being deducted from their wages		

Checklist for Human Trafficking Policies and Protocols (Cont'd)

- 13. If human trafficking is identified, is guidance given for next steps?
 - a. If yes, does this guidance include providing information to the patient to take with them?
 - b. If yes, does the guidance include a referral to a social worker within the agency?
 - c. If yes does the policy require implementing a safety plan with the patient?

- 14. If human trafficking is identified, is sample validating language given for how to respond immediately to the patient (e.g., *This is not your fault, I am so sorry this has happened to you, I believe you and would like to help*)?

- 15. Does the policy require documenting screening results?

Mandatory Reporting

- 16. Does the protocol require mandatory reporting requirements for human trafficking?
 - a. Of minors through Child Protective Services?
 - b. Of all adults? Of only vulnerable adults?
 - c. The protocol does not cover mandatory reporting requirements

- 17. Does the protocol inform the healthcare provider that 16 and 17 year olds may be arrested or charged with a crime as a result of the mandatory report?

Photographs

- 18. Does the policy include any photographs to aid in victim identification?
 - a. If yes, do any of the photographs diverse in regards to gender identity and race?
 - b. Photographs only showing tattoos should not be part of a policy.