



## WISCONSIN ANTI-HUMAN TRAFFICKING TASK FORCE



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### Background & Purpose

The Implementation Advisory Workgroup of the Wisconsin Anti-Human Trafficking Task Force (AHTTF) developed the attached document in order to assist communities in Wisconsin with developing their local response to sex trafficking of youth. The workgroup was comprised of members representing child welfare, law enforcement, the courts, education, corrections, service providers, advocates, counties, Tribes, survivors, and faith-based groups. The attached *Guidelines for an Effective and Coordinated Community Response to Sex Trafficking of Youth* are intended to assist communities in identifying:

1. What community services should ideally be available to youth identified to be at risk for or experiencing sex trafficking; and,
2. Provide guidance for the development of a community resource inventory and response plan.

While this guide is intended for communities who do not yet have a plan for responding to sex trafficking of youth, those communities that already have a plan in place may still find useful reminders and information about the critical elements necessary for a successful response. This guide is a supplement to documentation specific to child welfare that is currently being pilot tested by the Wisconsin Department of Children and Families (DCF); local child welfare agencies should contact DCF directly for more information.

Counties and local communities looking for additional guidance and training on creating an effective community response may find the following resources helpful:

- Office of Juvenile Justice and Delinquency Prevention (OJJDP) National Training and Technical Assistance Center ([www.nttac.org](http://www.nttac.org))
- National Criminal Justice Training Center of Fox Valley Technical College (<https://ncjtc.fvtc.edu/amberalert>)

# Guidelines for an Effective Coordinated Community Response to Sex Trafficking of Youth

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# Guidelines for an Effective Coordinated Community Response to Sex Trafficking of Youth

## *Introduction*

Providing effective protection and assistance to youth who have experienced trafficking is a complex challenge. Youth can be difficult to engage due to the complexity of their relationship with their abusers, mistrust of authority created by prior experiences with abuse or interactions with systems, and the fact that the help that is offered is sometimes not what the youth wants, needs, or will use. For these reasons, separating from a trafficking situation is a process, not a one time “rescue”. Providing effective protection and assistance to youth who have experienced sex trafficking requires a collaborative and coordinated effort between justice system and child welfare agencies, as well as the availability of youth-focused, trauma-informed community services that utilize methods and individuals who understand the unique needs of this population. Building an effective response to sex trafficking in Wisconsin requires that individual communities perform an inventory of available local resources, identify gaps in current responses, and explore opportunities to develop a sustainable network of community services for youth.

**Mandated reporters are required to report suspected cases of child sex trafficking to their local child welfare agency or law enforcement, as recent changes in state law now classify child sex trafficking as a form of child abuse, even if the trafficker is unrelated to the child.** Whether or not a child or youth is currently under the jurisdiction of the child welfare system, community services that can meet their individual needs throughout the various phases of their recovery from trafficking are an essential aspect of the response. [Mandated reporter training](#) is available online free of charge.

Wisconsin is in the early stages of implementing statewide programs that will assist with the prevention and intervention of sex trafficking cases. An overview of these efforts is summarized in the [State Level Response](#) section. For the most up-to-date information, visit the human trafficking web pages for the Wisconsin [Department of Children and Families](#) (DCF) and [Department of Justice](#) (DOJ).

## *Words Matter*

The Wisconsin Anti-Human Trafficking Task Force (Task Force) supports the use of person-first language, such as “youth being sex trafficked” or “individual at risk of sex trafficking”. Throughout this guide, the word “victim” is intentionally used sparingly. The word “prostitute” is *never* used to refer to children and youth who have experienced sex trafficking. The Task Force acknowledges that there are times when the word “victim” is appropriate, such as discussing the crime of sex trafficking and its victims. Children and youth may not want to be thought of or referred to as a victim. All professionals who work with young people are strongly encouraged to use judgement-free, person-first language when talking to children and youth about their experiences. These core values align with the [Guiding Principles](#) adopted by the Task Force, which are included as appendix to this document.

## *An Overview of Trafficking*

Trafficking is not a new phenomenon, but it is growing. Trafficking cases often involve children and youth already being served in our systems. However, child welfare caseworkers and other professionals in child- and youth-serving systems may not recognize the signs to look for in their work. The following section offers an overview of human trafficking information to help navigate these cases. Additional online training will be available for many system professionals, including social workers, psychologists, advocates, educators, and medical providers, beginning in 2018. Interested parties should contact the DCF Anti-Human Trafficking Coordinator at [DCF\\_AHT@wisconsin.gov](mailto:DCF_AHT@wisconsin.gov) for information.

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## What is trafficking?

In order to serve children and youth in Wisconsin, it is important to understand what is meant by trafficking. Human trafficking is the umbrella term used for two different types of trafficking: sex trafficking and labor trafficking. While both types of trafficking occur in Wisconsin, this guide will focus exclusively on sex trafficking of children and youth. The definition of sex trafficking used in Wisconsin aligns with the federal definition:

*Sex trafficking means recruiting, enticing, harboring, transporting, providing, or obtaining, or attempting to recruit, entice, harbor, transport, provide, or obtain any child for the purpose of commercial sex acts. Commercial sex act means any of the following for which anything of value is given to, promised, or received, directly or indirectly, by any person: sexual contact; sexual intercourse; sexually explicit performance; or, any other conduct done for the purpose of sexual humiliation, degradation, arousal, or gratification. ([Wisconsin statute 940.302](#))*

The term sex trafficking is sometimes used interchangeably with sexual exploitation, domestic minor sex trafficking (DMST), and commercial sexual exploitation of children (CSEC). Each of these terms has variations in their meaning but generally refer to the same topic. Throughout this document, we use the term sex trafficking as it relates to the definition listed above.

## Who can be trafficked?

Trafficking of children and youth is a growing concern nationally and in Wisconsin. Trafficking can happen to anyone, including:

- U.S. citizens
- Foreign nationals
- Males
- Females
- LGBTQ individuals
- Individuals living in rural, suburban, urban, and Tribal areas
- Children and youth
- Adults

Children and youth who have been involved in the child welfare and/or youth justice systems are particularly at risk of being sex trafficked and are a known population targeted by traffickers. It is also important to remember that children and youth who are experiencing sex trafficking are victims of a crime, even if they do not see themselves as such; thus, the focus should be on judgement-free support and healing, not shame or blame. A child or youth can still be a victim of sex trafficking even if the trafficker is not charged and/or prosecuted.

## Who are the traffickers?

Traffickers can also be anyone. While many traffickers are male, there are also cases where a female is the trafficker. The trafficker may be a family member or friend of the individual being trafficked or could be a stranger. People who pay for sex from minors are also considered traffickers under Wisconsin law. In some cases, in order to get their basic needs met, youth are trafficked by people who pay for sex without a pimp or trafficking network.

Many trafficking situations start with an intimate partner or perceived romantic relationship. Traffickers will then use that connection to manipulate or exploit the individual into participating in sex trafficking.

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While some traffickers will use sophisticated psychological methods to induce fear, allegiance, or strict loyalty in those who are being trafficked, it is important to note that, under federal law, the use of force, fraud, or coercion is **not** required when an individual is less than 18 years old.

## What makes trafficking cases different?

A number of factors unique to sex trafficking complicate determinations that a child has been trafficked. Self-identification is rare for several reasons. Children and youth who are being trafficked may harbor distrust of and animosity toward authority figures and systems, especially if they have had negative interactions with these systems in the past. They may form [trauma bonds](#) with their traffickers, resulting in the desire of the person being trafficked to protect their trafficker. Individuals who are trafficked may be coached on how to conceal their situations. They may use false identification documents, obtained individually or given to them by a trafficker. Alternatively, they may not be in control of their own documents. The trafficker may use physical abuse or drugs to exert control and deter individuals from disclosing or seeking help. If they are foreign nationals, they may fear deportation or separation from their family. Others may fear harm or retribution and feel a genuine threat to their personal safety if they tell anyone. Individuals with developmental disorders or cognitive impairments may not understand the dynamics of sex trafficking or the dangers of the situation, falsely believing the trafficker is actually a romantic partner. While any combination of these factors can make identification more difficult, simply being aware of the psychological manipulation often present in sex trafficking can make the issue less mystifying.

## Why now?

Recent federal legislation required changes in Wisconsin state law regarding the response to allegations of suspected child sex trafficking. [2015 Wisconsin Act 367](#) went into effect on May 29, 2017. Alleged cases of sex trafficking of a minor must be reported to local child welfare agencies or local law enforcement. When such reports are made, child welfare agencies must report these cases to law enforcement, and law enforcement must also report any suspected or alleged cases to child welfare. **Unlike other types of child abuse and neglect, these suspected cases must be reported and responded to even if the perpetrator/trafficker is not the child's parent or primary caregiver.**

## *Elements of an Effective Community Response*

### Prevention and protection

Protecting vulnerable youth and preventing sex trafficking requires that community members and youth are aware of the reality and nature of sex trafficking and able to recognize situations in which youth are experiencing or are at risk for engaging in coercive relationships or interactions. Increased awareness within the community may also reduce the demand for commercial sexual encounters with youth by educating potential buyers about the coercion and violence youth experience. Raising awareness among community members and youth can be accomplished through media campaigns and by utilizing existing community networks and programs to distribute prevention and awareness materials. DCF is launching a statewide prevention campaign in early 2018. Materials will be available for use by other stakeholders.

### Identification

All individuals who work with youth who are at risk or have been trafficked should be educated on the recognition, response, and service needs of youth. Trainings should also include information about how a youth's experiences with past and current trauma may affect interactions with the youth. Because

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different agencies have varying roles and responsibilities regarding the investigative and service needs of youth, training needs will vary between agencies.

When community members identify youth with risk factors for sex trafficking, determining when and how to report concerns to investigative agencies (law enforcement and child welfare) can be challenging. The [Wisconsin Child Sex Trafficking and Exploitation Indicator and Response Guide](#) was developed to provide guidance on reporting decisions and can be incorporated into trainings for youth-serving agencies. Additional screening tools are also available to professionals with advanced clinical interview training to assist with identifying risk factors and determining if a youth has experienced sex trafficking.

### **Engagement and recovery**

Engaging and supporting a youth during recovery from a trafficking situation often requires repeated contacts and rapport-building over time. The goal of interactions with youth at risk or being trafficked is to build trust and to provide a mechanism for the youth to seek help and support as their understanding and insight into their experience develops. Efforts are more successful when interactions with the youth at the initial point of contact are non-judgmental, trauma-informed, and focused on the needs of the youth.

Child welfare and youth justice systems are often involved in the initial identification and response of suspected sex trafficking of youth under the age of 18. Documentation developed by the Wisconsin Department of Children and Families provides recommendations for an effective child welfare and justice system response. However, the success of the initial response also depends on the availability of community resources to meet the youth's basic needs, including food, clothing, hygiene, shelter, medical and mental health care, support, and safety.

### **Resilience and restoration**

After initial recovery and stabilization, the response to youth who have been trafficked shifts to identifying and addressing their long-term needs. Following engagement and recovery, youth may be offered intensive case management services designed to promote safety, stabilization of their basic needs, and utilization of community resources to address long-term restoration needs. Trafficked youth may distrust systems and people in positions of authority, have had prior negative experiences with service providers, and/or be completely disengaged from social services; thus, they may not accept services without some form of advocacy or intense (but respectful) outreach.

Successful programs can engage youth in services with motivational interviewing and trauma-informed responses. Punitive approaches must be avoided, as these will push youth away and increase the likelihood of continuing cycles of sexual exploitation. Case managers should be trained to identify and understand manifestations of trauma and understand how to manage trauma responses while still keeping youth engaged in case management and services. Case managers should also take strengths-based, supportive approaches towards gender, culture, sexuality, faith, and other individual identities. Youth who are receiving mental health support should also work with their therapist or service provider to develop a self-regulation plan for how to cope with triggers, flashbacks, or other common traumatic symptoms.

Case management should ensure that youth have coordinated support across multiple systems to ensure the provision of “wraparound services”. Wraparound services should meet the individual where they are and help to express their choices while working through the trauma of trafficking. Initial case management intake should include:

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- ❖ Assessment of the youth's needs
- ❖ Development of individualized service plans
- ❖ Assessment of eligibility for community-based programs
- ❖ Safety planning
- ❖ Educational information
- ❖ Referrals to other organizations and services

This type of case management is distinct from child welfare case management, although there may be shared or overlapping services a local child welfare agency can provide. Ideally, a community will have an organization that can support case management for youth who have been trafficked, particularly for those cases where a youth may not be involved in the child welfare or youth justice systems. Many existing providers may already have the skill set needed, particularly those who are accustomed to providing trauma-informed care and know how to tailor individual treatment plans.

### *Service Needs of Sex Trafficked Youth*

An effective community response requires strategies that are trauma-informed, culturally and developmentally appropriate, and focused on the needs of individual youth. The goals of a community response should be to:

- ❖ Identify or develop initiatives and services focused on the prevention of sex trafficking and protection of vulnerable youth; and,
- ❖ Improve the ability of service providers and community members to recognize and respond effectively to youth who are at risk for or being trafficked.

Communities are encouraged to think broadly. Some of the initiatives and services discussed in this document may already be occurring within the community. Others may not be immediately available within each community, but may be available in nearby communities or could be developed by enhancing existing resources. All local task forces, organizations, and private and public agencies that work with youth who are at risk for sex trafficking should align their initiatives, policies, and practices with the [Guiding Principles](#) and work to ensure all staff and volunteers are trained in the [Core Competencies](#) adopted by the Task Force.

The Community Response Team should include both government and non-government organizations that serve youth so the team is able to perform a full assessment of existing resources and initiatives. Organizations that can distribute education, awareness, and prevention materials to key stakeholders should also be included. Consider including the following categories of individuals and organizations when putting together a team:

- Government agencies (e.g., child welfare, law enforcement)
- Physical and mental health providers
- Sex trafficking advocates
- Survivors of sex trafficking
- Youth groups or youth-serving organizations
- Parents/caregivers
- Schools
- Faith community
- Businesses, including the lodging and hospitality industries

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- Civic and volunteer organizations
- Media
- Researchers

## **Emergency housing**

*Best practice:* Emergency housing for youth who have been trafficked is a critical response element. Housing should be:

- ✓ Supportive
- ✓ Comfortable
- ✓ Non-punitive
- ✓ Available to authorities on short notice
- ✓ Involve providers who understand sex trafficking

Some youth who have been trafficked or sexually exploited do not return home right away. Reasons for this may vary. A family conflict may prevent an immediate return home or the home may not be a safe place for the youth. Providing services to youth who have been victimized by traffickers is complicated by frequent runaway behaviors. Agencies that house youth often have difficulty finding enough staff who can effectively engage youth to prevent their runaway behavior. Citing the increased risk of running away, some communities still use secure detention in a juvenile detention facility as an option to keep youth safe. Youth who are being trafficked are a victim of the crime of child abuse. Placing individuals in secure detention for a crime that has been committed against them, particularly if the detention facility does not offer any supportive and therapeutic programming, is likely to make the delivery of services and overall recovery process less successful. In addition, Federal Regulations prohibit the use of secure detention for CHIPS and JIPS children, except in specific circumstances with additional judicial review, and can result in the loss of federal funds.

## *Recommendations*

There are several options for emergency housing for youth who have been sex trafficked. These include:

- Shelter care
- Assessment center
- Foster home
- Group home
- Relative/Kinship Care
- Runaway and homeless youth (RHY) programs
- Host homes<sup>1</sup>

The availability of options varies by county and whether a youth has a court order for an out-of-home care placement. Community efforts to increase group home or foster care placements and to support training and resources for these entities are an important part of the community response.

Questions about current availability of placement options should be directed to the local child welfare agency; contact information by county, city, or zip code is available at

<https://dcf.wisconsin.gov/reportabuse>

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<sup>1</sup> Host home arrangements are completely voluntary; public child welfare oversight and licensing are not provided. Given the challenges and vulnerabilities of youth affected by trafficking and the difficulties of meeting their complex needs, Host Homes require training in the Core Competencies needed to serve this population. Organized support from an entity licensed to serve this population, such as an RHY program, is **highly recommended** due to the potential for continued exploitation in Host Homes that have inadequate supervision and oversight.



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## **Mental health treatment**

*Best practice:* Prior traumas make a youth more vulnerable to sex trafficking; thus, mental health services will be critical, whether there is confirmed sex trafficking or the risk is highly suspected. Youth who have been trafficked or are at risk of being trafficked have often endured exposure to multiple forms of abuse, and other adverse childhood events, and may suffer from chronically unmet developmental needs. Engagement of such youth, and their families, in mental health services is most likely to occur when clinical providers have a set of competencies, attitudes, and sensitivities that match the needs of these potential clients. Careful and holistic assessment of need, along with sensitive, youth-driven goal setting and pacing of the work has been found to be central to success. It is important to keep in mind that many currently trained licensed professionals have the tools and skills necessary to serve this population, once they understand the nuances that are specific to trafficking.

Mental health and substance abuse services for youth recovering from sex trafficking can occur in a variety of settings. Every county has a Crisis Intervention Program, which is available to respond to individuals experiencing a mental health crisis. Crisis intervention services may include short term, community-based residential stays for crisis stabilization. This would be appropriate if a youth who has been trafficked is experiencing a mental health crisis and needs a therapeutic place to stay for a brief period. Additional mental health resources are available through county human services programs or the private sector. Most counties offer team-based treatment models such as Comprehensive Community Services (available to Medicaid-eligible youth) which provide a spectrum of services, including counseling, psychoeducation, and medication management. Other community options may include outpatient mental health counseling and/or outpatient substance abuse counseling. Some areas have specialized mental health programs for youth who are between the ages of 16 – 25. Ideally, all of these services will be trauma-informed and able to effectively address the issues of youth who have been trafficked.

Additionally, activities that allow a youth to express their emotions are often excellent means for helping youth to feel comfortable and accepted. Once youth have moved past the initial crisis stage, other activities that engage their physical self in positive ways may also be helpful in the healing process. These can be paired with traditional talk therapy or offered on their own. Suggested activities should be sensitive and respectful of the needs and interests of the individual. Options to consider include:

- ❖ Art
- ❖ Music
- ❖ Dance
- ❖ Creative writing
- ❖ Animal therapy
- ❖ Self-defense training
- ❖ Cooking classes
- ❖ Individual or group exercise

## *Recommendations*

Individuals working with youth who have been sex trafficked should:

- Identify potential sources of mental health and substance abuse services that offer appropriate clinical treatment, including trauma-informed care
- Ensure that identified sources are educated about the specific needs of youth who are sex trafficked

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- Continuity of mental health care should be prioritized, particularly if a youth is in an out-of-home care setting and/or expected to change placements over time
- Ensure the availability of alcohol and other drug (AODA) treatment for youth

Additional information about Wisconsin Department of Health Services (DHS) mental health programming is available at <https://www.dhs.wisconsin.gov/dcts/index.htm>. For referrals to treatment, please contact the local county human services department.

### **Support and advocacy**

*Best Practice:* Youth should have prompt access to community-based advocates<sup>2</sup> who are appropriately trained in medical and legal advocacy, such that the child or youth would meet with a person who would act as their advocate. Communities should work with their local community based advocates to determine the best time frame for this response. The advocate would then be available to the youth throughout the medical or criminal justice processes and could connect the youth to long-term resources at either the advocate's agency or another agency in the community. Community-based advocates require:

- ❖ Resources to meet the needs of the youth, including connecting the youth to food, clothing, and health care resources in the community;
- ❖ Flexible availability, with at least one advocate available 24 hours a day, and especially at night;
- ❖ Education and experience rendering them capable of exploring the immediate and long-term needs of the child, including sharing information with investigators and other service agencies with the written consent of the youth; and,
- ❖ Clear understanding of the duties and responsibilities of community advocates by the multi-disciplinary team so that they can work effectively to meet the needs of the youth

As of August 2016, survivors of sexual assault and human trafficking have the right to be accompanied by a community based advocate at critical medical and criminal justice processes (see [2015 Wisconsin Act 351](#)). Advocates offer survivors a sense of security during a very vulnerable time and can help prevent additional psychological trauma as they navigate complex medical and legal systems. Furthermore, survivors who are supported by an advocate are more effective participants in the criminal justice system, which increases the ability of the criminal justice system to hold perpetrators accountable.

### *Recommendations*

- Work with the local community-based advocacy agency to determine what resources are available.
- Develop an understanding of the requirements of 2015 Wisconsin Act 351 and begin implementing practices to ensure survivors can meaningfully exercise their right to be accompanied by a community-based advocate. This should include notifying individuals who have been sexually assaulted, trafficked, or had someone attempt to sexually assault or traffic

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<sup>2</sup> System-based advocates, such as those who work in District Attorney's offices are also able to provide valuable assistance to youth, including helping them navigate the criminal justice system. While community-based and system-based advocates often work together, it is important that youth understand that their communications with system-based advocates are not subject to the same confidentiality protections as their communications with community-based advocates. For more information, please see "Confidential Communications between a Victim and an Advocate" available at [http://www.wcasa.org/file\\_open.php?id=189](http://www.wcasa.org/file_open.php?id=189).

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them of their right to have a community based advocate accompany them at medical exams and criminal justice proceedings (e.g., law enforcement interviews).

- Develop an understanding of confidentiality protections for youth who are working with community-based advocates, including that communications with an advocate are protected by the advocate-victim privilege statute.

### **Medical care**

*Best practice:* Individuals who experience sex trafficking frequently report severe physical and sexual violence. They often experience an inadequate diet and hygiene, substance abuse, neglect, and reproductive health issues. Because of their poor access to healthcare, they often suffer from multiple untreated chronic medical conditions. Addiction and withdrawal from drugs or alcohol may also be an urgent concern during attempts to recover a youth from a trafficking situation.

Medical providers can diagnose and provide treatment for urgent medical conditions common in youth experiencing trafficking, provide testing and medications to prevent sexually transmitted infections and pregnancy, collect forensic evidence when appropriate, and help facilitate referrals for mental health or drug treatment programs. Regular primary and reproductive health care by providers who are knowledgeable about the unique needs of youth who have been sex trafficked is also an important aspect of the response. These providers can develop long-term relationships with youth, monitor ongoing medical needs, and help engage them in community services. Providers should be familiar with community resources to assist youth as well as their responsibilities for mandated reporting of concerns for sexual abuse and trafficking. Primary care providers who specialize in Pediatrics or Adolescent Medicine or who have specialized training or experience with the medical care of youth who have been trafficked may be a resource when developing a community response plan that incorporates long-term healthcare needs.

### *Recommendations*

When developing a community response plan for the urgent medical needs of youth experiencing trafficking, communities should consider the following:

- *Access to medical services on evenings and weekends:* Sexual assault is considered a medical emergency if it occurred within 120 hours prior to recovery because the efficacy of medications to prevent pregnancy and sexually transmitted infections decreases over time. Timely HIV prophylaxis can be lifesaving. Youth experiencing trafficking also frequently present with injuries or symptoms of alcohol and drug withdrawal that may require emergent medical care.
- *Access to medical providers trained to perform medical evaluations for children and adolescents who are victims of sexual assault and sex trafficking:* Medical care for these populations is not a standard part of medical education in most areas and requires specialized training. Providers with such training can often be found in [Child Advocacy Centers](#) (CACs) and [Sexual Assault Treatment Centers](#) throughout the state. Emergency Departments may also employ providers with specialized training in the care of youth with concerns for sexual assault and sex trafficking.
- *Provider education for healthcare facilities included in the Community Response Plan:* Medical providers have varying levels of experience and training on sex trafficking and may need additional support and education to become proficient in the Core Competencies. Community Response Teams can improve healthcare for youth being trafficked by inquiring about the amount of training medical providers have received, supporting healthcare institutions in their attempts to educate providers, and creating medical protocols for the care of this population.

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## **Peer support**

*Best practice:* Peer support is an essential component of recovery for a youth who has been trafficked. Having the ability to connect and relate to another person in their peer group can help validate their experiences and reinforce that they are not alone. One of the tactics that traffickers use is to isolate and shame the youth they are trafficking or exploiting. They make them believe that they do not belong with mainstream society, their family, and peer group. Peer support can help change this messaging, help remove feelings of isolation, inspire hope, provide real life examples on rebuilding, and demonstrate they are valued. Peer support provides a safe, non-judgmental place for youth to share their experiences with others who understand what they have endured. Peer support and Positive Youth Development opportunities allows victims to develop their resiliency by using their voice to help others.

There are several types of peer support that fall into this type of service category. They include:

- ❖ *Positive Peer Support:* Support offered from people who have lived experiences in the same area and are actively engaging in supporting various areas of recovery and their lives. This type of support can be vital to recovery because it provides a common deep understanding of the experiences they have endured.
- ❖ *Peer Mentoring:* When a person who has a shared experience can serve as a resource, consistent support, and a model for a healthy relationship. Many survivors of sex trafficking have not experienced healthy relationships or forms of support. Peer mentoring can provide youth with a model for a healthy relationship and an empowering outlook on how their lives can look after exploitation.
- ❖ *Survivor Mentoring/ Leadership:* Survivors play a critical role in the fight against sex trafficking. Due to the societal stigmas and shame they have experienced, survivors need a space where they can feel accepted and valued to be able to continue to develop and grow. Survivor mentoring relationships can provide that safe and non-judgmental space. The survivor peer relationship can help survivors recognize their skills and abilities, not just their traumatic experiences, so that they can become a survivor leader.

## *Recommendations*

- Community organizations should develop peer groups that can be utilized during and after other components of intervention.
- Parents and caregivers who care for youth who have been exploited, should be aware of and have access to peer groups in their communities.
- Residential facilities working with exploited youth should have peer support incorporated into their treatment and continuing/after care plans.
- Peer support trainings should be developed using best practice models and offered to exploited youth to help empower and encourage them to become leaders in the fight against trafficking.
- Survivors of exploitation should be welcomed and incorporated in community anti-trafficking conversations and efforts.

## **Caregiver support**

*Best practice:* Caregivers come in many forms, including parents, guardians, foster parents, other relatives, out-of-home care staff, and family friends. While primary caregivers are most often the youth's parent(s) or guardian(s), many supportive people in the youth's life can fulfill this role. Caregivers need their own set of services that support their efforts to respond to the needs of the youth. Services should focus on strengthening the caregivers' ability to provide the youth with a safe, supportive, caring, and consistent environment. In addition, caregivers should be provided with assistance and education that allows them to understand the effects of secondary trauma and burnout

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on their own well-being. In most cases, caregivers should be included in case planning and allowed to maintain connections with the youth, even if the youth is not placed with them.

Some youth who have been trafficked do not identify as victims, and may be resistant to care from their caregivers. It is important during the recovery process to help families understand these difficult dynamics. Even though a youth may appear unaffected by their experience, they will have needs that need to be met, ranging from basic necessities like clothing and shelter to complex mental health care. Due to their traumatic experiences, the youth may exhibit behaviors that make them appear to be angry, hostile or even violent. The youth may also have very complex reactions to seemingly benign situations and/or lack the ability to cope with these complex reactions. Some youth may have a history of inconsistent caregiver or family support, which may result in resistance to caregiver and family engagement. If no family is available, the youth will need long-term consistent caregivers, who will understand the importance of safety and access to needed interventions.

### *Recommendations*

- Develop an intake process to assess the needs of the caregiver, so that they can be matched with the appropriate type of support. This process should be inclusive of caregivers who are foster parents and group home staff.
- Ensure availability of caregiver group supports and caregiver coaching that understand the dynamics of sex trafficking and trauma, support caregivers as they cope with their own secondary traumas, and teach them how to respond to their youth's needs in times of crisis and healing. Plans for respite care should be also be included.
- Offer caregiver educational programs that target prevention of sex trafficking, such as curricula that teach caregivers how to talk to youth about healthy relationships and internet security.
- Encourage caregiver participation in the youth's treatment plan development and advocacy of meeting the youth's needs, such as medical services, mental health care, educational plans, development of daily living skills, and developmentally appropriate extracurricular activities.

### **Legal support**

*Best practice:* An effective community response for youth who have trafficked is to incorporate appropriate rights-based legal advocacy to enforce the rights of youth and to minimize occurrences of re-traumatization and re-victimization. Providing civil legal services to youth can help in efforts to stabilize and address some of the underlying vulnerabilities that led to the exploitation.

Providing civil legal services in the areas of, but not limited to, education, legal status, barriers to employment, and public benefits can help survivors move beyond the life of exploitation by gaining access to critical benefits. Over time, this stabilization can reinforce that the youth is capable of more in life than sex trafficking.

Attorneys who work with youth who have been trafficked should have a working knowledge of the rights afforded victims of sex trafficking under applicable state and federal law. Legal representation is essential for youth victim witnesses because of the risks they face when compelled to testify against their trafficker. Often children feel re-victimized by the criminal justice system. An attorney can advocate for safety and courtroom accommodations to help the child feel less traumatized. Additionally, another critical right and protection offered to youth and adult trafficking victim witnesses under applicable federal and, to a lesser extent, local law is restitution for the value of the services performed as a part of the exploitation or trafficking. Certain medical and mental health costs can be covered/reimbursed through crime victim compensation funds.

# Guidelines for an Effective Coordinated Community Response to Sex Trafficking of Youth

## Recommendations

- Provide or promote training for trauma-informed victims' rights attorneys who can represent youth involved in the criminal justice system as victim-witnesses.
- Implement a network of civil legal service providers that can offer youth services in the following areas:
  - Public benefits, including SSI denials
  - Educational advocacy (e.g., IEPs, school placement and stability especially with previously homeless youth)
  - Gathering of identification records
  - Barriers to employment (e.g., correcting inaccurate criminal records, providing relief from certain convictions, youth education on criminal record and potential impacts on employment applications)
  - Driver's license recovery
  - Immigration benefits for non-citizen youth: protected status
  - Advocate for "Eligibility Letter" from the federal [Department of Health and Human Services Office on Trafficking in Persons](#). This letter enables a child victim to receive federally funded benefits and services.
  - U or T visa applications
  - Family law issues
- Provide training to defense attorneys, guardians ad litem, prosecutors, Court Appointed Special Advocate (CASA) in delinquency, status offense, and child protection cases to properly screen and identify youth victims of sex trafficking, provide referrals to appropriate services, and prepare an appropriate legal defense for crimes committed as a direct result of the trafficking.

## **Educational support**

*Best practice:* Youth who frequently skip classes or are absent from school, for reasons other than illness, may be at increased risk for running away and/or being trafficked. Educators are often positioned to be one of the first system professionals to recognize these risk factors for trafficking or to notice that a youth is being trafficked. School districts also have the opportunity to implement early intervention and prevention programs. Youth may be more responsive and willing to discuss their experiences with a trusted adult they see regularly, such as a favorite teacher or school social worker.

Many youth who are being trafficked may have missing schoolwork, failing grades, or be deficient in credits needed to graduate due to the impact of trafficking. Local school district staff should meet with the youth, their family, and any community supports to co-create a school re-entry plan if returning to school is the best option. Other educational options and supports should be made available to the youth to increase the youth's potential to be college and career ready. Special care should be taken to ensure the youth has access to a Free and Appropriate Public Education (FAPE). Should a youth be enrolled in Special Education Services and have a 504 plan or an Individualized Education Plan (IEP), that plan should be reviewed to ensure the most current and necessary instruction and supports are in place to meet the student's individual needs. Child Find guidance should be sought in the case of any youth receiving special educational services. Youth may be hesitant to return to their regular school setting; therefore, all options should be explored to ensure the individual needs of the youth are met.

Individual schools and school districts also should promote prevention programming related to sex trafficking. Principals and school district administration can look for information on the [Wisconsin Department of Public Instruction, Student Services, Prevention and Wellness Team](#) website.

## Recommendations

## Guidelines for an Effective Coordinated Community Response to Sex Trafficking of Youth

- Educate staff on the unique needs and challenges of youth who have been trafficked and encourage the use of trauma-informed approaches and practices when working with them.
- Trafficking cases are often very sensitive in nature, particularly if they involve child welfare or law enforcement involvement. Only staff directly needing to know about the situation should have access to information about the youth's situation. Other support staff can be informed of the need for supportive and caring gestures with the youth without being told specifics.
- School districts should be trained in screening, identification, and referral services, as well as other skill-building interventions that are available for staff to use with students. School districts should consider creating written guidelines outlining the preferred response by school personnel when concerns for sex trafficking are identified in a student.
- Staff should recognize that the immediate needs of an identified youth may be different than ongoing, long-term needs. It is important for staff to collaborate with the youth and their family as needs shift from identification to recovery.

### **Employment and job training**

*Best practice:* Employment for youth who have been trafficked is an important part of their path towards a healthy future. Job training may be required for some youth to develop their workplace skills, particularly for youth who may not have had an entry-level position before. Employment is a proactive way for the survivor to engage in the community and allow the community to benefit from their skills, knowledge, and talent.

Some youth who have been trafficked may experience challenges with employment or carrying out job functions. Reasons can vary from person to person. Some common challenges may include:

- ❖ Physical and mental health impacts of having experienced traumatic situations that lead to anxiety, panic attacks, and triggers
- ❖ Lack of trust or difficult relationships with supervisors or other employees
- ❖ Difficulty with passing written or oral tests due to missed educational opportunities
- ❖ Criminal charges that may hinder employment, including the ability to obtain a driver's license

When assisting youth with finding employment, it is vital that they are comfortable with the work they are performing while offering realistic expectations of what an entry-level position will entail. Employers that have trauma-informed employment policies are ideal. Many communities may already have non-profit organization or government agencies that will help through this process while others may need to reach out to clubs, faith communities, or other organizations to help mentor the survivor through the process. It is also important to encourage youth to work with their therapist or service provider to develop a self-regulation plan for how to cope with triggers, flashbacks, or other common traumatic symptoms that may happen in the workplace.

### *Recommendations*

- Utilize existing community resources for job training and employment placement. Refer to the [Wisconsin Department of Workforce Development](http://dcf.wisconsin.gov/aht) (DWD) website for additional regional and statewide resources.
- Train community mentors or job coaches to work one-on-one with youth who need assistance with employment skills, such as resume writing and mock interviewing.
- Develop a list of welcoming and safe employers that have access to long-term opportunities and value their employees.

## Guidelines for an Effective Coordinated Community Response to Sex Trafficking of Youth

- Provide ongoing job coaching support to youth through the first three to six months of employment. Some youth may need additional support and in adjusting to and normalizing the mundane and sometimes challenging nature of entry level positions.

### *State Level Response*

The Wisconsin Department of Children and Families (DCF), promotes a specialized, person-centered approach that focuses on the healing rather than the criminalization of those who have experienced sex trafficking. This approach can strengthen the system response for meeting the immediate physical and psychological needs of these children and youth, and ensure that individuals in all systems are focused on connecting individuals with the services they need. Whenever possible, these needs should be met using a coordinated approach and community services should be offered to minimize the trauma to the child or youth who has been trafficked. Such services include a multistep, multifaceted process that acknowledges the challenges and sensitivity of removing children and youth from trafficking situations and the long path towards healing.

Current state statutes require local child welfare agencies to initiate a diligent investigation of allegations involving a child who is alleged to have been sex trafficked, regardless of the child's relationship to the alleged maltreater(s). In addition, [2015 Wisconsin Act 367](#) requires law enforcement to report all suspected cases of sex trafficking of a minor to the local child welfare agency.

Child welfare workers should refer to guidance and information issued by DCF for more information on the recommended response to these cases. Community organizations and other system providers should contact their local child welfare agency with questions about jurisdiction, services, and out-of-home care placement options.

DCF also implements and oversees several programs specific to anti-human trafficking efforts. These include, but are not limited to:

- statewide human trafficking awareness campaign
- human trafficking prevention video
- anti-human trafficking regional hubs to coordinate services and awareness
- online training webinars

Over the next several years, DCF will be rolling out an anti-human trafficking regional hub system across the state. These regional hubs will focus on supporting the child welfare response, but will also assist with some system coordination and awareness activities. Community organizations wanting to know more about DCF's current efforts or whether the region has a hub should visit <https://dcf.wisconsin.gov/aht> or send email to the DCF Anti-Human Trafficking Coordinator at [DCFAHT@wisconsin.gov](mailto:DCFAHT@wisconsin.gov)



# Guidelines for an Effective Coordinated Community Response to Sex Trafficking of Youth

## *APPENDICES*

- 1) Common Terms and Definitions
- 2) Wisconsin Anti-Human Trafficking Task Force Guiding Principles
- 3) Wisconsin Anti-Human Trafficking Task Force Core Competencies

# Guidelines for an Effective Coordinated Community Response to Sex Trafficking of Youth

## **Common Terms and Definitions**

The following are some common terms used in some youth experiences of sex trafficking. Many of these terms are provided for reference only, as the child, youth, or other professionals may use them during initial intake or as a case develops. There may also be local or regional variations in the terms that are used.

**Bottom:** An individual, often female, appointed by the trafficker/pimp to supervise the others and report rule violations. Operating as his/her “right hand”, the bottom may help instruct other individuals being trafficked, collect money, book hotel rooms, post ads, or inflict punishments on other individuals being trafficked. Bottoms may also help recruit other individuals to be trafficked. While the actions of a bottom may seem intentional, a trauma-informed lens should be utilized in these situations, especially for bottoms under 18 years of age.

**Branding:** A tattoo or carving on an individual that indicates ownership by a trafficker, pimp, or gang.

**Caregiver:** The parent, legal custodian, permanent guardian, adult household member, or other person responsible for a child’s welfare.

**Choosing Up:** The process by which a different trafficker/pimp takes “ownership” of the person being trafficked. Individuals may be instructed to keep their eyes on the ground at all times. According to traditional pimping rules, when an individual makes eye contact with another pimp (accidentally or on purpose), she is choosing him to be her new pimp. If the original pimp wants the individual back, he must pay a fee to a new pimp. When this occurs, the pimp will often force the individual to work harder to replace money lost in the “transaction”.

**Coercion:** The threats of serious harm to or physical restraint of any person; any scheme, plan or pattern intended to cause a person to believe that failure to perform an act would result in serious harm to or physical restraint against any person; or, the abuse or threatened abuse of the legal process.

**Commercial Sex Act:** Where anything of value, including but not limited to money, food, shelter, or clothing, is given to, promised, or received, directly or indirectly, by any person for acts of: sexual contact; sexual intercourse; sexually explicit performance; or, any other conduct done for the purpose of sexual humiliation, degradation, arousal, or gratification

**Cuff:** To hide money from a pimp by putting it in a place the pimp might not look. This is a serious violation that, if detected, may result in punishment by the pimp.

**Daddy:** A term a trafficker/pimp may require the individual being trafficked to call him. [NOTE: Use cultural sensitivity when applying this term. In some cultures, “daddy” is used as a term of endearment for a loved one who is like a father and may not signal trafficking.]

**Debt Bondage/Peonage:** Holding a person against his or her will to pay off a debt.

**Escort Service:** An organization, operating chiefly via cell phone and the internet, which sends an individual 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 individual being trafficked or a small brothel with multiple people being trafficked. Some escort services are networked with others and can assemble large numbers of people to be trafficked for parties and conventions.

## Guidelines for an Effective Coordinated Community Response to Sex Trafficking of Youth

**Exit Fee:** The money a trafficker/pimp will demand from an individual being trafficked who is thinking about trying to leave. It will be an exorbitant sum, to discourage the individual from leaving. Most pimps will not let these individuals leave freely.

**Family/Folks:** A term used to describe the other individuals under the control of the same trafficker/pimp. He plays the role of father or “daddy” while the group fulfills the need for a “family”.

**Finesse Pimp/Romeo Pimp:** A trafficker/pimp who prides himself on controlling others primarily through psychological manipulation. Although the pimp may shower individuals being trafficked with affection and gifts, especially in the recruitment phase, the threat of violence is always present.

**Force:** The use of physical and psychological harm and confinement to control victims.

**Foreign National:** A foreign-born individual who is residing in the United States, regardless of immigration status.

**Fraud:** The use of deception, which may include false offers or false promises to induce people to work against their will.

**Gorilla/Guerilla Pimp:** A pimp who controls individuals being trafficked almost entirely through physical violence and force.

**Immigrant Child:** A person under the age of 18 who was born outside of the United States.

**In Call:** When an arrangement is made for a buyer of a sexual act to come to a pre-arranged hotel room/house/apartment under the control of the trafficker/pimp to meet with the person(s) being trafficked.

**John:** An individual who buys, pays for, or trades something of value for sexual acts.

**Out Call:** When an arrangement is made for the person(s) being trafficked to meet the buyer or John at a place other than the hotel room/apartment/house that is controlled by the trafficker/pimp.

**Pimp/Trafficker:** A pimp is the person who is trafficking one or more individuals. Pimps engage in a variety of activities, including arranging for transactions with buyers, placing ads on the internet, transporting individuals for “out calls”, booking a hotel room/apartment/house for “in calls”, and negotiating fees. Pimps typically keep all or most of the money earned. While pimps are often thought of as being exclusively male, they can also be female.

**Quota:** A set amount of money that an individual being trafficked must make each night before the individual can come “home” or stop working for the day. Quotas are often set between \$300 and \$2000 per day. If the individual returns without meeting the quota, he or she is typically beaten and sent back out to earn the rest. Quotas can vary according to geographic region, local events, and other factors.

**Reckless Eyeballing:** A term that 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 individual being trafficked to “choose up” by mistake.

**Recruitment:** The process of enlisting or convincing another person to join a trafficker/pimp for the purpose of trafficking. Some traffickers use other individuals in their “family”/under their control to do

## Guidelines for an Effective Coordinated Community Response to Sex Trafficking of Youth

the recruitment for them. Bottoms are also sometimes used for this purpose, to help gain the trust of other potential individuals to traffic and/or to promote “the life” as something fun and exciting.

**Refugee**: A person outside of his or her country of nationality who is unable or unwilling to return because of past persecution or a well-founded fear of future persecution because of race, religion, nationality, membership in a particular social group, or political opinion.

**Renegade**: A person involved in trafficking without a pimp.

**Repatriation**: The act of returning someone to his or her country of origin.

**Survival Sex**: The act of engaging in commercial sex acts in exchange for or the promise of receiving anything of value that meets the person’s basic needs, including but not limited to food, clothing, shelter, or educational expenses. Survival sex may or may not include a regular trafficker or pimp.

**Stable**: A group of individuals being trafficked who are under control of the same trafficker/pimp.

**T Visa**: A visa created by the federal Trafficking Victims Protection Act of 2000 to protect persons who are the victims of sex trafficking; the T visa allows victims of severe forms of trafficking in persons to remain in the United States on a deferred status and assist federal authorities in the investigation and prosecution of sex trafficking cases (T visas are issued by the U.S. Department of Citizenship and Immigration Services).

**The Game/The Life**: The subculture of trafficking, complete with rules, a hierarchy of authority, and its own 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. Individuals who have been trafficked will say they have been “in the life” if they have been involved in sex trafficking activities for a while.

**Trade Up/Trade Down**: The act of swapping or moving an individual being trafficked like merchandise. Pimps may trade one individual for another, or trade an individual for money.

**Trauma Bond**: The result of ongoing cycles of power, abuse, and control that create powerful emotional bonds and attachment to the trafficker, similar to domestic violence relationships. Children and youth who are trafficked may protect the trafficker because they perceive that this is what love and/or relationships are supposed to be like.

**Turn Out**: To be forced into trafficking or a person newly involved in trafficking and sexual exploitation.

**Wifeys/Wife-in-Law/Sister Wife**: Women and young girls under the control of the same trafficker/pimp may use this term to refer to each other.



## WISCONSIN ANTI-HUMAN TRAFFICKING TASK FORCE



### Guiding Principles

#### Trauma-Informed

- Systems responses should prioritize meeting the health, safety and survival needs of individuals who have been trafficked.
- Systems responses should ensure services are accessible, culturally appropriate, and inclusive of urban, rural and tribal populations.
- Individuals who have been trafficked should be treated with dignity, sensitivity and respect for their privacy.
- Systems responses should include the provision of information about victims' statutory rights, service options and the full range of choices available to individuals who have been trafficked.
- Non-native English speakers should have the option of accessing translators and interpreters when receiving services. Family members, acquaintances and children should not be used to translate or interpret for individuals who have been trafficked.
- Shocking or depersonalizing imagery will not be used in task force materials to depict individuals who have been trafficked. Task force materials will be evaluated with sensitivity toward how language and terminology can engage or alienate individuals who have been trafficked.
- Service providers should collaborate with individuals who have been trafficked (and their family members when and if appropriate) to identify and pursue strategies and services to promote long-term stability, financial security and independence to make choices for a safe and healthy future.

#### Coordinated

- Task force materials will be developed to be easily modified to be functional across different disciplines, agencies and systems.
- Task force recommendations and educational materials will be shared widely and should respect, and connect to, existing local and regional efforts.
- Training and public awareness materials will be trauma-informed with a consistent core message that can be modified and enhanced for culturally appropriate delivery to different audiences.
- The task force will facilitate unprecedented collaboration among state agencies, private and public organizations and advocates to transform the response to individuals who have been trafficked.

#### Quality

- State and national models and best practices will inform recommendations.
- The impact of task force recommendations should be lasting and scalable and will incorporate tenets of primary prevention when applicable.
- Statistics will only be used when from a reputable source. The primary source of statistics will be cited in task force materials.
- Subject matter experts, including individuals who have been trafficked, will be consulted during the development of strategies and recommendations.



## WISCONSIN ANTI-HUMAN TRAFFICKING TASK FORCE



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**DEPARTMENT OF JUSTICE**

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The Placement and Services Workgroup was charged with developing competencies needed for service providers to serve sex trafficked minors in a trauma-informed, victim-centered, and culturally competent manner.

The workgroup concluded that two separate categories of competencies are necessary. Core Competencies shall guide the service and work of all agencies, organizations, and providers that interact with and serve *any* child or youth. In addition, Advanced Core Competencies shall guide agencies, organizations, and providers that specialize in serving children and youth who have experienced commercial sexual exploitation or sex trafficking.

The following Core Competencies are adapted from “Core Competencies for Serving Commercially Sexually Exploited Children (CSEC)”, developed by the Child Welfare Council (CSEC) Action Team in partnership with the California Department of Social Services.

### **Core Competencies**

**Targeted Audience: Agencies, organizations, and service providers that serve and interact with children and youth.**

#### *I. Core Knowledge*

Competency 1: Working knowledge of the issue of sex trafficking, including but not limited to risk factors, indicators, and dynamics at the individual, family, and community levels that make children and youth vulnerable to sexual exploitation and trafficking.

Competency 2: Working knowledge of child-serving systems, such as child welfare, mental health, education, youth justice, law enforcement, and how various agencies and multi-disciplinary teams intersect to identify, screen, and serve children, youth, and families.

#### *II. Impact and Dynamics of Abuse, Neglect, and Trauma*

Competency 3: Working knowledge of the causes, associated consequences, and mandatory reporting requirements of child abuse and neglect and how they apply to children and youth who have experienced sexual exploitation or trafficking.

## Guidelines for an Effective Coordinated Community Response to Sex Trafficking of Youth

Competency 4: Working knowledge and understanding of complex trauma, polyvictimization, and toxic stress, and how these factors impact children and youth who have experienced sexual exploitation or trafficking.

Competency 5: Employment policies that reflect an understanding of how vicarious trauma affects employees working with youth who have experienced sexual exploitation or trafficking.

### III. *Informed Application of Skills*

Competency 6: Applying evidence-based skills used with children and youth who have experienced trauma to children and youth who have experienced sexual exploitation or trafficking.

#### Specific Skills:

- i. Rapport-building: focus on establishing a foundation of trust through youth engagement
- ii. Trauma-awareness: employ a trauma-informed approach to avoid re-traumatizing the child or youth
- iii. Individual-focused: engage the child or youth in developing their individualized safety and case plans, to the extent possible, so they feel empowered throughout the process
- iv. Strengths-based: build on the individual's strengths while also addressing the individual's needs
- v. Social support: understand the importance of engaging the individual's social support networks, including family, peer, and cultural networks, and building capacity when it is lacking
- vi. Clear communication about healthy relationships and sexuality: discuss healthy relationships and sexuality openly with youth, acknowledging and affirming each child's sexual orientation, gender identity and expression (SOGIE) without bias or judgment
- vii. Flexibility/adaptability: be flexible when developing an individualized treatment plan, to allow the child or youth to progress at their own pace in a way that does not overwhelm or lead to disengagement from treatment
- viii. Cultural humility: exhibit openness and emphasize an understanding and support of the child or youth from within their own worldview, as informed by their personal identities and experiences with culture, race, ethnicity, class, gender, faith, and SOGIE
- ix. Recognition of implicit bias: identify and act against implicit biases to avoid drawing conclusions or defining case planning based on stereotypes of a child's culture, race, ethnicity, class, gender, faith, and/or SOGIE
- x. Commitment to self-care: seek supervisory and/or personal support to prevent or cope with compassion fatigue and vicarious trauma
- xi. Demand awareness: Have a working understanding of the demand that exists in local communities and society as a whole that leads to sexual exploitation and trafficking of individuals

# Guidelines for an Effective Coordinated Community Response to Sex Trafficking of Youth

## Advanced Core Competencies

**Targeted Audience: Agencies, organizations, and service providers that specialize in serving and working with children and youth who have experienced or are at-risk of experiencing commercial sexual exploitation or sex trafficking.**

### *I. Specialized Working Knowledge*

Advanced Competency 1: Working knowledge of strategies to engage and effectively communicate with youth who have been sex trafficked.

Advanced Competency 2: Working knowledge of the terms and definitions common to different forms of commercial sexual exploitation and sex trafficking, including terms used by youth.

Advanced Competency 3: Working knowledge and understanding of the multiple entry points to commercial sexual exploitation and sex trafficking, which includes recruitment by pimps or bottoms, getting survival needs met, encouragement by peers, and solicitation by adults for sexual contact.

Advanced Competency 4: Working knowledge of youth experiences while sexually exploited and sex trafficked, including experiencing repeated traumatic events and day-to-day realities.

Advanced Competency 5: Working knowledge on the varied experiences and forms of commercial sexual exploitation and sex trafficking of youth.

Advanced Competency 6: Working knowledge of the exit process for youth who are or have been commercially sexually exploited and sex trafficked.

Advanced Competency 7: Working knowledge on reducing stigma and judgment of staff towards youth being served by programs, in addition to helping youth handle potential stigma from family, friends, and the community.

Advanced Competency 8: Working knowledge of common family reactions to commercial sexual exploitation and sex trafficking and how to provide support and education to family members.

Advanced Competency 9: Working knowledge of safety planning and harm reduction, including but not limited to assistance in terminating or managing relationships with people who have or could harm them.

Advanced Competency 10: Working knowledge of the importance to keep program details and location private and safe, in addition to active plans that abide by this working knowledge.

Advanced Competency 11: Working knowledge in the prevention of youth running away from home or placements.

Advanced Competency 12: Working knowledge of recruitment methods utilized and a specific plan to interrupt recruitment within programs, placements, or other services.