

Human Trafficking Handbook

*By looking beneath the surface,
a life might be saved*

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Definitions

Human Trafficking

Someone moves another person/s from one place to another with the promise of a job or marriage by using coercion, fraud, deception and force. It is modern-day slavery and traffickers will not hesitate to harm victims and their family.

Knowingly recruiting, harboring, transporting, providing or obtaining by any means a person for labor or services in violation of the laws against peonage, slavery, involuntary servitude or forced labor.

Human trafficking is not limited to sexual exploitation. It also includes persons who are trafficked into 'forced' marriages or into bonded labor markets, such as sweat shops, agricultural plantations, or domestic service.

Sex Trafficking

Commercial sex act induced by force, fraud or coercion, or in which the person performing the act is under age 18. Commercial sex acts typically involve the money in exchange for the victim, but the trafficker may collect fees in the form of goods or services.

Labor Trafficking

Using force, fraud or coercion to recruit, harbor, transport, obtain or employ a person for labor or services in involuntary servitude, peonage, debt bondage or slavery.

Coercion

Any threat of serious harm or physical restraint against a person; any scheme intended to make a person believe that failure to perform an act would result in serious harm or physical restraint against any person; the abuse or threatened abuse of the legal process.

Debt Bondage

When a person pledges his or her personal service or the services of a person under his or her control as security for debt, and the value of the service is not applied to satisfy the debt or if the duration and nature of the service is not properly limited or defined.

Fraud

Often involves false offers that induce people into trafficking situations.

Force

Involves the use of rape, beatings and confinement to control victims.

Involuntary Servitude

When a person is made to believe that he or she or another person will be seriously harmed, physically restrained or subjected to abuse of the legal process if he or she does not remain in servitude.

Peonage

The status of involuntary servitude based upon real or alleged indebtedness.

Victims

Common Thread

While each victim will have a different experience, they share common threads that may signify a life of indentured servitude. Trafficking victims live a life marked by abuse, betrayal of their basic human rights, and control under their trafficker.

Numbers

An estimated 600,000 to 800,000 men, women, and children are trafficked across international borders each year. Millions more are trafficked within their own national borders for a variety of purposes, including forced labor, bonded labor, sexual servitude, and involuntary servitude.

Diversity of Victims

The nationalities of trafficking victims are as diverse as the world's cultures. Some leave developing countries, seeking to improve their lives through low-skilled jobs in more prosperous countries. Others fall victim to forced or bonded labor in their own countries. The majority of transnational victims are trafficked into commercial sexual exploitation.

Demographics of Most Common Victims

The majority of human trafficking victims are women and children. Poverty and lack of economic opportunity make women and children potential victims of traffickers associated with international criminal organizations.

How do People Become Victims?

Trafficking victims are kept in bondage through a combination of fear, intimidation, abuse, and psychological controls. No one signs up to become a slave. Traffickers frequently recruit victims through fraudulent advertisements promising legitimate jobs as hostesses, domestics, or work in the agricultural industry. Trafficking victims of all kinds come from rural, suburban, and urban settings.

Often women will answer newspaper advertisements for jobs without knowing that criminals are posing as legitimate businesses such as:

- Model agencies
- Travel agencies
- Employment companies
- "Au Pair" babysitting services

- International matchmaking services
(mail order bride services)

However, traffickers are not always strangers, oftentimes women and children are "trafficked" by someone they know:

- A relative
- A neighbor
- An acquaintance/friend

Victims can be trafficked across international borders, between states, or within states.

Traffickers

Traffickers, who may be either criminal groups or individuals, will promise employment or marriage and will offer to handle and pay for the costs of a passport, work permit, and transportation for these women and children.

Traffickers face up to 20 years or, under certain circumstances up to life in prison for each act of trafficking. Traffickers will also be forced to re-pay what they stole from the victim.

For traffickers

It is a crime to bring, or attempt to bring, someone into the U.S. at a place other than the port of entry, and to encourage or induce someone to come to, enter, or remain in the U.S. in violation of the law. It is a crime to harbor, conceal, or shield illegal foreigners from detection. Involuntary servitude and slavery are extremely serious crimes under U.S. law.

Traffickers often put victims in a situation that violates US law. The following contains consequences for situations of which victims may be involved. The Trafficking Victims Protection Reauthorization Act of 2005 was passed to protect the rights of trafficking victims and identify that victims are not at fault for crimes they committed under force.

For illegal entry

It is a crime to enter the U.S. without being inspected by a U.S. immigration officer. The penalty is up to two years in prison and deportation. The U.S. Immigration and Naturalization Service (INS) can deport any person if they are in the U.S. illegally or are involved in illegal activities and deny them re-entry into the U.S.

For illegal work

It is illegal to work in the U.S. unless you have a visa which allows you to work, or the INS has formally authorized the work. To get work visas, you are required to appear personally for an interview before a U.S. Consular Officer (or an INS official if you are visiting the U.S. but want to work). Employment visas are reserved mostly for skilled laborers rather than jobs for waitressing and child care, or dancing in nightclubs. Questions about the requirements for a work visa can be directed to the nearest U.S. embassy or consulate.

For prostitution

Prostitution is illegal in nearly all cities and towns in the U.S. In addition, it is a crime to transport a person or promote his or her use as a prostitute. Transporting a person into the U.S., or across state borders within the U.S., with the purpose of having that person perform as a prostitute or for other illegal purposes is also a crime.

Warning Signs

The screening process begins with an assessment of indicators that can be evaluated before interviewing an individual. The Department of Health and Human Services' (HHS) "Look Beneath the Surface" anti-trafficking public awareness campaign recommends that the following indicators can flag potential victims:

- Evidence of being controlled, evidence of inability to move or leave job;
- Bruises or other signs of physical abuse;
- Fear or depression;
- Not speaking on own behalf and/or not speaking local language
- No passport or other forms of identification or documentation

Sex Trafficking

Victims of sex trafficking are often found in the streets or working in establishments that offer commercial sex acts, e.g., brothels, strip clubs, pornography production houses. Such establishments may operate under the guise of:

- Massage parlors
- Escort services
- Modeling studios
- Bars/strip clubs
- Adult bookstores

Labor Trafficking

People forced into indentured servitude can be found in:

- Sweatshops (where abusive labor standards are present)
- Commercial agricultural situations (fields, processing plants, canneries)
- Domestic situations (maids, nannies)
- Construction sites (particularly if public access is denied)
- Restaurant and custodial work

How Do People Get Trapped Into Sex or Labor Trafficking?

There are tell-tale signs when commercial establishments are holding people against their will.

Visible Indicators May Include:

- Heavy security at the commercial establishment including barred windows, locked doors, isolated location, electronic surveillance. Women are never seen leaving the premises unless escorted.
- Victims live at the same premises as the brothel or work site or are driven between quarters and "work" by a guard. For labor

- trafficking, victims are often prohibited from leaving the work site, which may look like a guarded compound from the outside.
- Victims are kept under surveillance when taken to a doctor, hospital or clinic for treatment; trafficker may act as a translator.
 - High foot traffic especially for brothels where there may be trafficked women indicated often by a stream of men arriving and leaving the premises.

What Is the Profile of a Trafficking Victim?

The following indicators in and of themselves may not be enough to meet the legal standard for trafficking, but they indicate that a victim is controlled by someone else and, accordingly, the situation should be further investigated.

Most trafficking victims will not readily volunteer information about their status because of fear and abuse they've suffered at the hands of their trafficker. They may also be reluctant to come forward with information from despair, discouragement, and a sense that there are no viable options to escape their situation.

Even if pressed, they may not identify themselves as someone held in bondage for fear of retribution to themselves or family members. However, there are indicators that often point to a person held in a slavery condition.

Health Characteristics of Trafficked Victims

Trafficked individuals may be treated as disposable possessions without much attention given to their mental or physical health. Accordingly, some of the health problems that may be evident in a victim include:

- Malnutrition, dehydration or poor personal hygiene
- Sexually transmitted diseases
- Signs of rape or sexual abuse
- Bruising, broken bones, or other signs of untreated medical problems
- Critical illnesses including diabetes, cancer or heart disease
- Post-traumatic stress or psychological disorders.

Signs a Person is Being Held as a Slave

In addition to some of the obvious physical and mental indicators of trafficking, there are other signs that an individual is being controlled by someone else. Red flags should go up for police or aid workers who notice any of the following during an intake. The individual:

- Does not hold his/her own identity or travel documents
- Suffers from verbal or psychological abuse designed to intimidate, degrade and frighten the individual
- Has a trafficker or pimp who controls all the money, victim will have very little or no pocket money
- Is extremely nervous, especially if their "translator" (who may be their trafficker) is present during an intake

Questions to ask possible victims

If one or more of these indicators is present, the service provider should pursue questions that will help identify the key elements of a trafficking scenario. HHS recommends the following questions:

- What type of work do you do?
- Are you being paid?
- Can you leave your job if you want to?
- Can you come and go as you please?
- Have you or your family been threatened?
- What are your working conditions and living conditions like?
- Where do you sleep and eat?
- Do you have to ask permission to eat/sleep/go to the bathroom?
- Are there locks on your doors/windows so you cannot get out?
- Has your identification or documentation been taken from you?
- Have you experienced physical, sexual, or psychological abuse?
- Do you have a passport or valid I.D. card and are you in possession of such documents?
- Do you live at home or at/near the work site?
- How did you arrive to this destination (if the suspected victim is a foreign national)?
- Do you fear that something bad will happen to you, or to a family member, if you leave the job?

Common Scenarios

Keep in mind that the following scenarios may involve some form of human trafficking, or may be situations in which victims and/or traffickers could be found:

- Prostitution rings
- Operations of massage parlors, strip clubs, etc.
- Domestic abuse
- "False" or poorly examined 911 calls
- Vice raid where foreign nationals are encountered
- Encounters with migrant workers where a foreman or supervisor attempts to keep the group away from the law enforcement officers or attempts to control all communication between the officer and the group

- Brawls between people in which money is owed
- Crimes involving immigrant children in situations such as prostitution or forced labor

Best Practices

Report

Anyone can report suspected trafficking cases. If the victim is under 18, U.S. professionals who work in law enforcement, healthcare, social care, mental health, and education are mandated to report such cases.

How to Report a Suspected Trafficking Case

If you suspect that a person is a trafficking victim, there are a number of ways to report the suspected case and to help the individual receive appropriate care and counseling.

In the United States:

- Call the Health and Human Services-sponsored, toll-free line 888-3737-888 (24 hours/day). This hotline will help you determine if you have encountered victims of human trafficking, will identify local resources available in your community to help victims, and will help you coordinate with local social service organizations.
- Contact your state's Attorney General's victim/witness coordinator.
- Contact your local FBI.

For countries outside the United States:

- Call the national or local trafficking hotline, if applicable.
- If the suspected victim is foreign, contact their embassy.
- If local law enforcement is reliable, contact local police.

How to Communicate with the Victim

Most victims of trafficking experience intense fear – of their traffickers and of being deported. Therefore, when interacting with potential trafficking victims, it is important to reassure them that they are safe so you can begin the process of helping them get the protection and assistance they need to rebuild their lives safely in the United States . Gaining the trust of human trafficking victims is an important first step in providing assistance.

Sample messages you can use to help gain this trust include:

- We are here to help you.
- Our first priority is your safety.
- Under the Trafficking Victims Protection Act of 2000, victims of trafficking can apply for special visas or could receive other forms of immigration relief.
- We will give you the medical care that you need.
- We can find you a safe place to stay.

- You have a right to live without being abused.
- You deserve the chance to become self-sufficient and independent.
- We can help get you what you need.
- We can help to protect your family.
- You can trust me.
- We want to make sure what happened to you doesn't happen to anyone else.
- You have rights.
- You are entitled to assistance. We can help you get assistance.
- If you are a victim of trafficking, you can receive help to rebuild your life safely in this country.

Mindset of a Human Trafficking Victim

- Many trafficking victims do not speak English and do not understand American culture.
- Sometimes victims do not even know what city or country they are in because they are moved frequently to escape detection.
- Victims of trafficking have a fear or distrust of the government and police because they are afraid of being deported or because they come from countries where law enforcement is corrupt and feared. Sometimes they feel that it is their fault that they are in this situation. As a coping or survival skill, they may even develop loyalties and positive feelings toward their trafficker or try to protect them from authorities.
- Confidentiality is vital for victims of trafficking. Their lives and the lives of their families are often at great risk if they try to escape their servitude or initiate criminal investigations against their captors. Therefore, it is imperative that you minimize the number of staff members who come in contact with the victim. Ensure that all staff members who have contact with the victim, including interpreters and advocates, understand the importance of confidentiality for the safety of the person.
- Many victims do not self-identify as victims. They also do not see themselves as people who are homeless or drug addicts who rely on shelters or assistance. Victims may not appear to need social services because they have a place to live, food to eat, medical care and what they think is a paying job.

Victim Interaction

- Asking the right questions may help you determine if someone is a victim of human trafficking. It is important to talk to a potential victim in a safe and confidential environment. If the victim is accompanied by someone who seems controlling, you

- should try to separate the victim from that person. The accompanying person could very well be the trafficker.
- You should also enlist the help of a staff member who speaks the potential victim's language and understands his or her culture. Although not ideal, you can enlist interpreter services such as those provided by the ATT Language Line.
 - If the victim is a child, it is important to enlist the help of a social services specialist who is skilled in interviewing minor trafficking or abuse victims. Screen interpreters to ensure they do not know the victim or the traffickers and do not otherwise have conflict of interest.

Resources

- [**An Abuse, Rape and Domestic Violence Aid and Resource Collection**](#) - Domestic Violence resources listed by county for the state of Wisconsin
- [**Be Smart, Be Safe...**](#) - *Don't become a victim of the trade in people.* A Brochure by the U.S. Department of State Bureau for International Narcotics and Law Enforcement Affairs
- [**Guide for Non-governmental organizations**](#) - Answers to frequently asked questions from the US Department of Justice
- [**HumanTrafficking.org**](#) - Recent news, publications and links
- [**Manpower Inc./End Human Trafficking**](#)
 - Phone: 414/961-1000
 - PO Box 2053, Milwaukee, WI 53201
- [**STOP Violence against Women**](#) - Training modules on human trafficking
- [**Task Force on Family Violence, Inc.**](#) - Provides education, advocacy and resources to keep people safe
- [**United Nations**](#) - Toolkit to combat human trafficking
- [**US Department of Health and Human Services**](#) - The campaign to rescue and restore victims of human trafficking
- [**US Department of State**](#) - How Can I Recognize Trafficking Victims?
- [**US Laws on Human Trafficking**](#)
 - Trafficking Victims Protection Act 2000
 - Trafficking Victims Protection Reauthorization Act of 2003, 2005
- [**Vital Voices: Global Partnership for Women**](#) – An overview of important human trafficking issues
- [**Wisconsin State Law Library**](#) - Links to resources on how to help domestic violence victims under WI state law
- [**Wisconsin State Law Library**](#) - Links to resources on how to help victims of sexual assault under WI state law
- [**Worker Exploitation Complaint Line**](#)
 - 1-888-428-7581
 - Translation is available for most non-English speakers, as well as a referral service for victims