St. Petersburg College

Introduction to Human Trafficking

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Who We Are

The Florida Regional Community Policing Institute (RCPI) at St. Petersburg College (SPC) operates under a cooperative agreement from the Department of Justice, Office of Community Oriented Policing Services (COPS). RCPI provides FREE community policing training to law enforcement officers, community residents, city employees, social services agencies, and private sector representatives throughout Florida.

Basic Courses

- Introduction to Community Policing
- Police-Community Partnerships
- Problem Solving for the Community Police Officer and Citizen
- Survival Skills for Community Policing Officers
- Ethical Issues and Decisions in Law Enforcement
- Professionalism and Leadership in Law Enforcement
- Reaching Your Goals Through Code Compliance
- Planning a Win for the Good Guys: Crime Prevention/Displacement and Environmental Design
- Three-Part Community Policing Management Series
- Managing Encounters with the Mentally Ill
- Building Bridges: Community Policing Overview for Citizens
- Changing Roles: Supervising Today’s Community Policing Officer
- Grantsmanship 101
- Sexual Predator and Offender Awareness
- Effective Media Skills for Law Enforcement
- Citizens’ Community Policing Academies
- Police-Probation Partnerships
- Understanding the Dynamics of Violence in the Workplace
- Introduction to Human Trafficking

Specialty Courses

- Citizen Complaint Intake and Investigation Issues
- Bias-Based Policing: Issues and Dilemmas
- Use of Force Issues in a Community Policing Environment
- Early Identification and Intervention Strategies
- Criminal Justice Academy for Citizens: The Judicial Process
- Ethical Issues for Elected Officials and Public Servants
- Terror Within Series: A Local Community’s Role in Homeland Security
- Anti-Terrorism Awareness Training for Law Enforcement

Online Courses

- Ethical Issues and Decisions in Law Enforcement
- Dynamics of Domestic Violence
- Understanding the Dynamics of Violence in the Workplace

Domestic Violence Courses

- Dynamics of Domestic Violence
- Legal Aspects of Domestic Violence
- Resources for Domestic Violence Teams
**Multimedia Training Products**

The Florida RCPI has introduced a line of youth crime prevention media created specifically for school resource officers, teachers, administrators, counselors and anyone with a need to communicate with today’s youth.

- AfterMath: Lessons in School Safety
- RetroGrade: How School Crime Sets You Back
- Fed Facts: The Real Deal
- About Face: Turning Away from Hate

**Course Material**

Course material is provided at no charge to all participants. We can adapt our training to fit your agency/community/business needs. Evening and weekend classes are available. Most training modules are eight or 16 hours but may be modified to allow for limited time allotments.

**Training Locations**

Generally, classes are conducted at our SPC training site. However, we will arrange training at your facility or a training center in your area. Students who travel more than 50 miles to specified courses held at St. Petersburg College may be eligible for lodging reimbursement. See individual course brochure for eligibility.

**Who Can Attend?**

- Any law enforcement officer (community policing patrol, crime prevention, campus police), civilian employees, probation officers, and social service agencies
- Community leaders and citizens
- Chiefs and Sheriffs who are interested in starting and maintaining community policing in their communities
- Business managers, executives and employees
- Mayors, City Managers, Council members, trustees and government leaders

**Registration**

To register for classes, schedule on-site training or become part of our mailing list, please call:

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Acknowledgements

This manual was compiled for the Florida Regional Community Policing Institute (RCPI) at St. Petersburg College (SPC) by Cdr. William (Bill) Rule of Collier County Sheriff’s Office. The text was written by the Institute for Intergovernmental Research (IIR) in Tallahassee, Florida. IIR wrote the curriculum via a grant from the Department of Justice’s Bureau of Justice Assistance (BJA). Cdr. Rule helped design the BJA curriculum and has trained law enforcement and victim service providers utilizing this curriculum through the U.S. Attorney’s Office, Middle District of Florida. He has also provided Human Trafficking training to law enforcement, service providers and educators in California, Chicago and Texas. Most recently, Cdr. Rule was part of a delegation that traveled to the Dominican Republic on the issue of Human Trafficking.

Cdr. Rule began his career with the Collier County Sheriff’s Office in 1987. In 1996, he transferred to the Domestic Violence Unit, was promoted to Sergeant of the Victim/Witness Assistance Section in 1999, and in 2001 he was promoted to Lieutenant of the Victim Services Bureau, which includes the Domestic Violence Unit, Victim/Witness Assistance Section, Senior Services Unit and the Human Trafficking Unit. In 2006, Bill was promoted to Commander, in charge of the Public Affairs and Communications Services Division.

Bill is a certified Florida Victim Services Practitioner, Nationally Certified Traumatic Stress Specialist, Small Town-Rural Instructor on Domestic Violence for the Federal Law Enforcement Training Center, and a Police Suicide Awareness Trainer. He is active in the community as the President of the Board of Directors for the Shelter for Abused Women and Children of Collier County, a member of the Florida State University, Center for Advancement of Human Rights Human Trafficking Workgroup, the Collier County Refugee Task Force, and the Hungry and Homeless Coalition of Collier County. In 2004 Bill received the Inaugural Collier County Public Service Award and the 2004 Criminal Justice Officer of the Year for Florida in recognition for Outstanding Service on behalf of Crime Victims.
Unit One: Introduction to Human Trafficking

Topics

- What Is Human Trafficking?
- Smuggling Versus Human Trafficking
- Scope of the Problem
  - A lucrative business
  - Supply of victims is seemingly endless
  - Difficult to stop
  - Victims are often “invisible”
  - What people are trafficked for
  - Traffickers use multiple means to control their victims
  - Who engages in human trafficking?
What Is Human Trafficking?

- A form of modern-day slavery
- Involves the exploitation of persons for commercial sex or forced labor, plus the inability to extricate oneself from that situation
- Often involves crossing an international border but does not require moving a victim
- Traffickers use force, fraud, or coercion to control their victims
- Can be prosecuted on a variety of grounds

What Is Human Trafficking?

Since the fall of the Berlin Wall in 1989 and the subsequent end of the Cold War, international borders have proved easier to cross than any other time in recent history. This has led to increased mobility for many of the world’s poor and economically depressed people. International poverty has also increased tremendously since 1989, leaving countless people around the world desperate to seek the means of economic survival for themselves and their families.

Alien smugglers have been prime beneficiaries of more fluid borders and increased international poverty. Smugglers typically comprise the only means by which desperate immigrants may seek work in foreign countries. Human trafficking is a variation of alien smuggling. It has become a multibillion-dollar industry in which victims are exploited as sources of cheap labor, often after crossing an international boundary.

It is important to remember that under U.S. law, human trafficking does not have to involve crossing an international border or involve any kind of physical movement of a victim. Rather, it is a crime of controlling another person for some kind of labor or commercial sexual exploitation.

Instructor Notes

- Note that human trafficking is a form of modern-day slavery.
- Explain that human trafficking involves exploiting people for commercial sex or forced labor.
- Explain that human trafficking often involves crossing an international border but does not require moving a victim.
- Stress that traffickers use force, fraud, or coercion to control their victims.
- Stress that since the fall of the Berlin Wall in 1989 and the end of the Cold War, borders are more porous and international poverty has increased.
It is important to understand the difference between smuggling and trafficking. Smuggling is an offense against the integrity of the United States borders. It requires illegal crossing of the border. Smugglers typically make their money up front once the immigrants reach the United States. They are either paid by the people they smuggle or their family members. Smuggling is typically a short-term “business relationship” that ends once the immigrants have crossed the border. Smuggling can be part of a trafficking scheme.

Trafficking, on the other hand, is an offense against a person. Trafficking involves compelled labor or service. It is modern-day slavery. Traffickers often use a smuggling debt as a means to exploit and profit from their control of their victims. Unlike
smugglers, traffickers maintain ongoing control over the victims, even after the border is crossed. Trafficking does not require the movement that smuggling requires; many trafficking victims are U.S. citizens.

**Scope of the Problem**

- Estimated 500,000 to 2 million people trafficked worldwide annually
- Estimated 15,000 to 18,000 persons trafficked annually into the U.S.
- Cases are being investigated throughout the United States.
- Approximately 27 million people held in slavery worldwide
- Estimated 70% of victims are female

Poverty increasingly has acquired a young—and feminine—face. The vast majority of the world’s refugees are women and children, and women and children are disproportionately exploited as trafficking victims as well. This is especially true in the sex trafficking industry. Human trafficking falls under the umbrella of human slavery. It is estimated that more people are being held as slaves at the outset of the twenty-first century than at any other time in human history.

**Scope of the Problem**

Poverty increasingly has acquired a young—and feminine—face. The vast majority of the world’s refugees are women and children, and women and children are disproportionately exploited as trafficking victims as well. This is especially true in the sex trafficking industry. Human trafficking falls under the umbrella of human slavery. It is estimated that more people are being held as slaves at the outset of the twenty-first century than at any other time in human history.

**A Lucrative Business**

- Yields an estimated $9 billion in profits each year
- After drug trafficking, human trafficking is the most lucrative business for organized crime
- Unlike drugs and arms traffickers, human traffickers can continue to exploit their victims after the initial point of sale
- Becoming a preferred business for criminal syndicates around the world
A Lucrative Business

Until recently, criminal penalties in many countries were less severe for human trafficking than for arms or drug trafficking. Given this reality, human trafficking has fast become a “growth industry” for criminal syndicates. Many criminal groups appear to be collaborating in the human trafficking industry, with different cartels responsible for the various phases of the human trafficking continuum (e.g., recruiting, initial transport, cross-border smuggling, subsequent transport, and sale/resale of victims).

Criminal activities related to trafficking (money laundering, creation of false passports and identity documents, alien harboring, etc.) also increasingly appear to be “sub-contracted” to a variety of international criminal syndicates. Use of the Internet, especially for recruiting purposes, is likewise becoming a hallmark of the human trafficking industry. U.S. government sources identify human trafficking as the fastest-growing criminal industry in the world.

Unlike arms or drug traffickers, whose control over their contraband ceases after the initial point of sale, human traffickers can continue to exploit their victims. The ongoing control exercised by traffickers over their victims affords traffickers the capability of reaping profits from the resale of their victims. Sex trafficking provides a classic example of the “resale” value of “human contraband.” Numerous sex trafficking rings prosecuted to date in the United States utilized the American highway system in furtherance of their crimes. Pimps and traffickers typically move their victims from city to city, sometimes as frequently as once every two weeks. The women and girls moved in this fashion could be sold to different brothels on a regular basis, providing repeated profits for the traffickers, “variety” for the brothels’ johns, and constant uncertainty for the victims as to their exact location.

Instructor Notes

· Explain that human trafficking is a lucrative business with ties to organized crime.

· Mention that it is becoming a preferred business for criminal syndicates around the world.
Supply of Victims Is Seemingly Endless

- In the new global economy, there is a constant source of victims
- Slaves of the 21st century are dispensable commodities and are often seen by traffickers as readily replaceable
- They are typically recruited—not by force—but by the promise of a better life
- Allure of the “American Dream” can make victims vulnerable to traffickers

Slaves in the pre-Civil War American South cost more in relative terms to buy and maintain than those currently enslaved through human trafficking practices. Unlike slave-owners in the pre-Civil War South, those who currently profit from human trafficking typically do not see their victims as long-term investments but rather as low-cost and easily replaceable sources of non-skilled or low-skilled labor. This lack of concern for basic needs of victims leads to greater exploitation, as well as to greater turnover in the supply of victims.

Kidnapping and the use of force to initially recruit victims have been reported in some U.S. trafficking cases. More often, however, victims are deceived into believing that job opportunities await them in the United States, and they willingly travel here unaware that forced labor or forced prostitution await them.

Instructor Notes

· Provide an overview of the problem by explaining that human trafficking has a global economic base in which victims are viewed as disposable commodities.

· Emphasize that victims are typically recruited into trafficking situations by the promise of a better life.

· You may want to show the following PSAs from the United Nations:

  Sex Trafficking
  - [multimedia.unodc.org/unodc/psa_humantrafficking_60.mpg](http://multimedia.unodc.org/unodc/psa_humantrafficking_60.mpg)

  Labor Trafficking
  - [multimedia.unodc.org/unodc/psa_trafficking_human_beings_2002_60s.mpg](http://multimedia.unodc.org/unodc/psa_trafficking_human_beings_2002_60s.mpg)
**Difficult to Stop**

Human trafficking is thriving, even as the world’s nations fight to eliminate it. As poverty has increased worldwide, many immigrants seek work opportunities beyond their national borders. Increased international trade and economic competition have created a demand for cheap labor and higher profit margins, and this often leads to labor exploitation. Industries around the world that have perennial needs for low or untrained labor are magnets for human trafficking. In this respect, human trafficking can benefit otherwise legitimate industries.

Sex trafficking operates on a different dynamic. It thrives in areas where prostitution or sexually oriented businesses are legal or are at least tolerated. Sex trafficking can benefit both “legal” sexually oriented businesses (strip clubs, exotic dancing, and massage parlors) and illegal ones (brothels, outcall prostitution rings, etc.). Human trafficking is best understood not as a crime that occurs at a single moment in time but rather as a criminal continuum. It involves source countries (where victims are recruited or lured), transit countries (through which victims pass), and destination countries (where victims are ultimately exploited). Countries like the United States are primarily destination countries, but many nations experience all three aspects of human trafficking.

### Instructor Notes

- Explain the complexities of trying to stop human trafficking.
- Explain that increased international trade and economic competition have created a demand for cheap labor and higher profit margins.
- Briefly overview the role of source, transit, and destination countries in human trafficking.
- Emphasize that rape and sexual abuse by themselves do not constitute sex trafficking unless they are part of a larger commercial sexual venture.
Victims Are Often “Invisible”

Many immigrant victims of human trafficking come from countries where law enforcement officials are corrupt or abusive. Such victims bring to the U.S. both a fear of law enforcement and a general distrust of government. Traffickers find both tendencies easy to exploit and repeatedly tell their victims that American police and the U.S. court system will put the victims in jail should they try to escape their traffickers. The fact that many trafficking victims are illegal aliens provides another mechanism of exploitation for the traffickers. Traffickers will threaten to turn victims over to immigration officials if they do not cooperate.

The Trafficking Victims Protection Act of 2000 (TVPA) provides victims the possibility of obtaining legal immigration status through T-Visas or “Continued Presence” status if they are willing to assist law enforcement with the prosecution of their traffickers. This is a major legal change. Prior to the TVPA, trafficking victims had few rights under U.S. immigration law, and the threat of deportation served to make U.S. authorities “unwitting co-conspirators” in traffickers’ efforts to keep their victims compliant. The TVPA also recognizes that the coercion used to reduce people to slaves or maintain them as such need not be physical. Prior law focused on the use or threat of physical force against victims; the TVPA now criminalizes the broader forms of psychological coercion that traffickers increasingly employ against their victims (i.e., threats of deportation, threats against family members in the victim’s home country, or confiscation of a victim’s identity documents or personal property).
A recent study conducted by Free the Slaves and the Human Rights Center at the University of California, Berkeley, with assistance from the Center for the Advancement of Human Rights at Florida State University, incorporated data from a survey of press reports. In the survey of press reports, data suggests that prostitution is the sector in which the largest amount of forced labor occurs in the United States. Commercial sexual exploitation of women and children has ties to prostitution, pornography, and striptease and exotic dancing.

Under U.S. law, sex trafficking involves commercial sexual exploitation, such as prostitution and pornography, bride trafficking, military prostitution, and sex tourism. While money need not exchange hands for the offense to be sex trafficking, it must involve some kind of sex act for which something of value is given or received. Rape and sexual abuse by themselves do not constitute sex trafficking unless they are part of a larger commercial sexual venture. Common to many trafficking cases, however, is the use of rape and sexual abuse by traffickers for personal reasons or to degrade or punish their victims. In these cases, the rapes and sexual abuse comprise a type of force used to exploit the victims. The agricultural sector also experiences a high occurrence of forced labor, particularly seasonal farm workers such as citrus pickers. Farm workers are particularly vulnerable because agricultural working conditions are generally poor, wages are low, legal protections for agricultural workers are weak, and there is little monitoring of working conditions.

- Note that people are trafficked for many different types of labor.
- Explain that this is not an all-inclusive list.
Force involves the use of rape, beatings, and confinement to control victims. The use of force is especially frequent during the early stages of victimization, known as the “seasoning process,” when it is used to break down victims’ resistance and make them easier to control.

Fraud often involves false offers of employment. For example, women or girls may reply to advertisements promising jobs as waitresses, maids, or dancers in foreign countries and find that such jobs are nonexistent when they arrive in the destination country. Many are then forced into prostitution as a result.

Coercion involves threats of serious harm or of physical restraint of a victim. Coercion encompasses the kinds of psychological pressures that traffickers exert upon their victims, including threats against third parties or threats of deportation. Often coercion is accomplished by the victim witnessing harm perpetrated against another victim or being told of it. A prevalent form of coercion is debt bondage, often utilized by traffickers to compel victims to pay off the supposed transportation costs incurred in smuggling them to a destination country. Victims do not realize that it is illegal for traffickers to dictate how they must pay off their debt. In many cases, the victim’s “debt” actually increases over time because traffickers add new charges for living expenses, as punishment for “misbehavior,” or for failures to meet daily quotas of service. This constantly increasing debt ultimately creates a situation of de facto slavery. Most trafficking victims rarely see the money they are supposedly earning and may not even know the exact amount of their debt. Coercion can include any and all things that traffickers do to create a climate of fear for their victims.
Who Engages in Human Trafficking?

Often those who lead or direct trafficking schemes will have legal status in the United States, though many of their subordinates in the trafficking operation may not. Traffickers who prey on fellow nationals in their home countries may enjoy immunity there because of their higher social or political standing. Alternatively, traffickers may be able to act with impunity in their home countries because of ties to organized crime or because they operate in small towns or villages where there is an absence of law enforcement.

The sharp increase in human trafficking in the 1990s was due not only to the increased profits that could be made from this industry but also because criminal sanctions at the time were less severe than for arms and drug trafficking. International criminal syndicates were quick to exploit this legal gap and brought...
sophisticated resources to their trafficking enterprises. Opposing these syndicates at the time were a number of international nongovernmental organizations that could not match the resources of the criminal mafias. The passage of the TVPA by the United States in 2000 and its Reauthorization Act of 2003 were landmark events internationally that set a global standard for responding to human trafficking, especially as it is pursued by organized crime. U.S. law has not only increased the criminal penalties for human trafficking but also struck hard at criminal syndicates through the use of RICO provisions for sentence enhancements, asset forfeitures, and allowance for victims to seek punitive damages from their traffickers.

Human trafficking functions as a multinational crime that involves numerous source, transit, and destination countries. Successful eradication of trafficking rings requires cooperation between law enforcement agencies among a variety of nations. Absent such cooperation, this network of criminal syndicates will continue to thrive.

Who Engages in Human Trafficking?

- “Mom-and-pop” family operations
- Often will involve an extended family
- Family will usually operate on both sides of the border
- Recruiters may be female
- Independently owned businesses
- Contractors/agents that provide laborers for agricultural work, construction work, restaurants, janitorial services

Instructor Notes

- Explain the typology of many of the individuals that engage in human trafficking.

- Briefly overview the issues surrounding “mom-and-pop” family human trafficking operations.

- Note that independently owned businesses also can be involved in human trafficking and explain what types of businesses these can be.

- Unusual example: The Micasookee Indians were involved in the transportation of illegal farm field workers for a Mexican group of human traffickers.

Who Engages in Human Trafficking? (continued)

- International organized criminal syndicates
  - Many have “diversified trafficking portfolios”—people who traffic humans often smuggle drugs and guns
  - Smuggling routes for all three are often the same
Individuals who engage in human trafficking do so with a broad variety of motives. Some, such as pimps or panderers, do so for commercial sexual purposes, and their offenses constitute sex trafficking under the TVPA. Others engage in trafficking for reasons of personal sexual gratification. While this is not considered sex trafficking, it can be prosecuted as labor trafficking or as domestic servitude in some instances, because the sexual abuse is a form of coercion. The vast majority of domestic servitude cases are perpetrated by individuals or couples. Such perpetrators typically recruit domestic help from their native villages or countries, with teenaged girls and young women (who often face bleak life opportunities in their home countries) being favorite targets. Often the individual or couple makes the travel and visa arrangements for the victim, promising the victim and her family that she will be loved, cared for, and given career or educational opportunities in the United States. A growing number of domestic servitude cases also have been prosecuted against diplomats or people with quasi-diplomatic status (such as an official of the World Bank). These people bring servants to the U.S. as part of their entourage and exploit them for forced labor.
Instructor Notes

- Time to discuss Corporate Responsibility and how corporate acceptance of low bid subcontractors, ultra low wages and "don't ask - don't tell" policies when it comes to source of subcontractor labor, all contribute to the already thriving Human Trafficking problem.

Class Exercise: Divide students into groups and hand out one case scenario per group. (Scenarios are located in Appendix of this manual.) Ask the groups to determine if their scenario rises to the level of Human Trafficking. Why or why not?
Unit Two: Legal Overview

Topics

- Trafficking Victims Protection Act of 2000 (TVPA)
- The TVPA Is a Victim-Centered Law
  - the TVPA was "reauthorized" in 2003
- Human Trafficking Offenses
  - Two Threshold Requirements
  - Sex Trafficking
  - Forced Labor
  - Document Servitude
- Other TVPA Provisions
- Florida Law
In 2000, Congress passed the Trafficking Victims Protection Act of 2000 (TVPA), also known as the TVPA, which is part of a larger act—the Victims of Trafficking and Violence Protection Act of 2000. The TVPA was created to combat trafficking in persons, to ensure just and effective punishment of traffickers, and to protect their victims.

The act was passed because there was no comprehensive law in the United States that penalized the range of offenses involved in the trafficking scheme. The TVPA was created to address offenses not covered by the Mann Act, which primarily addresses prostitution, and Chapter 77, which primarily addresses peonage and slavery. The TVPA defines severe forms of human trafficking as sex trafficking in which a commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such act has not attained 18 years of age; or the recruitment, harboring, transportation, provision, or obtaining of a person for the purpose of involuntary servitude, peonage, debt bondage, or slavery.

The TVPA strengthens sentencing guidelines previously in place. It increases prison terms from 10 to 20 years, and it also adds the provision of life imprisonment for the death, kidnapping or attempted kidnapping, or aggravated sexual abuse or attempted aggravated sexual abuse of the victim.
The TVPA Is a Victim-Centered Law

The TVPA is a victim-centered law that allows trafficking victims, even if they are in the U.S. illegally, to be formally identified as victims of crime instead of being viewed as violators of U.S. law. The TVPA outlines that trafficking victims are eligible to apply for certain benefits according to their legal status, but specific criteria must be met.

Instructor Notes
- Note trafficking victims, even if they are in the U.S. illegally, are to be viewed as crime victims.
- Explain that programs are created to assist victims.
- Explain that trafficking victims are eligible for certain benefits provided for under the statute.

Terry Coonan, FSU
Center for Advancement of Human Rights
Trafficicking Victims Protection Act
Key Provisions

Instructor Notes
This video notes that the TVPA of 2000 changed the status of human trafficking victims from simply being people in violation of U.S. law, especially immigration law, to being beneficiaries of U.S. law, giving them new ways to acquire legal status, as well as the same benefits as refugees, and recognizing psychological coercion as a means of enslavement.
Human Trafficking Offenses—Two Threshold Requirements

- Was the person held in the service of another, whether for labor or commercial sex acts, or recruited or transported to be so held?
- Was the victim’s service obtained or maintained through force, threats, psychological manipulation, or confiscation of legal documents?
- “Invisible Chains” video

Instructor Notes

- Once again, the phrase “inability to remove oneself from the situation” needs to be emphasized
- Consider playing the streaming video entitled “Invisible Chains” found on the following weblink: http://www.medicinefilms.com/player.php?clip_id=183590

Sex Trafficking

- The recruitment, harboring, transportation, provision, or obtaining of a person through force, fraud, or coercion, for the purpose of a commercial sex act, or in which the person induced to perform such an act is under 18 years of age
  - When a minor is trafficked for a commercial sex act, there is no need to prove force, fraud, or coercion

Sex Trafficking

Sex trafficking is the recruitment, harboring, transportation, provision, or obtaining of a person through force, fraud, or
coercion for the purpose of a commercial sex act, or in which the person induced to perform such an act is under 18 years of age. When a minor is trafficked for a commercial sex act, there is no need to prove force, fraud, or coercion. The offense is treated like felony statutory rape. The TVPA removes the statute of limitations involving children.

It is important to note that traffickers are liable whether they actually engage in the trafficking act of recruiting, enticing, harboring, transporting, providing, or obtaining a person for commercial sex OR whether they merely benefit financially from knowingly participating in a venture that does so.

**Forced Labor**

Forced labor includes the use of both physical and psychological forms of force. It includes getting someone to provide labor or services using force, threats of force, or threats of the legal system, such as threats of deportation, to create fear in a victim.
Document Servitude

Document servitude involves holding an actual or purported identity document of a victim in the course of committing any trafficking crime. It is important to note that documents held by traffickers need not be genuine. Even holding a fraudulent passport is punishable under the law.

Other TVPA Provisions—Terms

- Force—physical violence that may take the form of beatings, rape, shootings, starvation, or physical confinement
- Fraud—can include false or deceptive offers of employment, marriage, or a better life
- Coercion can include
  - Threats of serious harm to the victim, the victim’s family, or another person
  - Document confiscation
  - Abuse or threatened abuse of the legal system (i.e., a threat of deportation)

Force is the use of physical restraint or physical injury to the victim. It may take the form of beatings, rape, shootings, starvation, or physical confinement. Fraud may include false or deceptive offers of employment, marriage, or a better life. Coercion includes threats of serious harm to or physical restraint against 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; threats of serious harm to the victim or to the victim’s family; document confiscation; and abuse or threatened abuse of the legal system (i.e., a threat that the victim will be taken into custody and deported).

Other TVPA Provisions—Legal Changes

- Physical force is no longer a required element to prove that someone has been enslaved.
- A showing of psychological coercion now suffices.
- The fact that a person consented to be smuggled into the U.S. illegally does not preclude him or her from becoming a trafficking victim.
- The fact that a victim may have initially consented to perform an illegal act is not a defense to the subsequent use of force, fraud, or coercion.

There are several very important legal changes that were put in place as a result of the TVPA. The TVPA recognizes coercion as an element of human trafficking. You no longer have to show the use of physical force to prove that someone has been enslaved; a showing of psychological coercion now suffices. Cooperation from the victim is critical in proving psychological coercion in human trafficking cases.

Additionally, the fact that a person consented to be smuggled into the U.S. illegally does not have any bearing on their becoming a trafficking victim once they are here. The fact that a victim may have initially consented to perform an illegal act such as prostitution cannot be used as a defense to the subsequent use of force, fraud, or coercion to compel the victim to continue performing such acts.
Other TVPA Provisions—Attempt

The attempt provision of the TVPA is crucial—it allows law enforcement to focus on the intent of the perpetrator rather than having to prove that a victim’s will was overcome.

- The **attempt** provision of the TVPA is crucial—it allows law enforcement to focus on the **intent** of the perpetrator rather than having to prove that a victim’s will was overcome.
- The focus is on what the perpetrator intended—burden is shifted away from the victim.
- **Attempt** is punishable to the same extent as completed trafficking crimes.

Other TVPA Provisions—Protections

The TVPA enables trafficking victims to obtain temporary legal status under the TVPA, which entitles them to apply for and receive benefits and services under existing refugee and social welfare programs. It allows for the provision of medical care, witness protection, housing assistance, and other social services. It also

- **Enable trafficking victims to**
  - Obtain medical care, witness protection, housing assistance, and other social services
  - Obtain temporary legal immigration status if they are willing to cooperate with law enforcement
  - Obtain civil remedies for financial detriment they have suffered
provides law enforcement a mechanism to ensure short-term immigration status for victims who are willing to help, and it gives victims who have helped or who are helping, a mechanism to seek long-term status. Conferring legal status on victims takes a humanitarian approach instead of treating the victims like criminals, and it also makes the victims available as witnesses, rather than as in pre-TVPA days when victims faced deportation.

**Instructor Notes**

- Briefly overview TVPA victim protections as outlined on the screen.

Prosecutions are possible when deportation is precluded or postponed. “Continued Presence” permits a cooperative individual assisting in a Human Trafficking prosecution to legally remain in the U.S. and this permission is generally granted for one year.

**NOTE:** Only Federal Law Enforcement agencies may make request for continued presence to Health and Human Services.

- **Federal Victim relief** is termed “Immigration Relief”
- **Florida Victim relief** is termed “Crimes Compensation”

Note: Florida State Statutes do not specifically cite “psychological coercion.” Generally speaking, this Florida State Statute can be used when Federal court calendars are crowded and Federal prosecution is not readily available. Practically speaking, there is not enough Federal time available to prosecute all Human Trafficking offenders Federally.
Instructor Notes

• Emphasis should be given to “line officers” investigating and attempting to recognize possible Human Trafficking offenses that “sex trafficking” MUST involve prostitution. Sexual abuse, involuntary sexual battery, etc., does not constitute the offense of Human Trafficking.

• Emphasize:
  1. Most Human Trafficking Victim’s fall into the following classifications:
     - EWI - Entry Without Inspection
     - Temporary Visas (B-2 or J type)
     - In possession of Fraudulent documents

  2. The “Certification Process” makes a Human Trafficking victim eligible for refugee benefits as well as application for a green card after three years have elapsed.
There are many things that might indicate human trafficking. While any one of these items alone is not enough to indicate a trafficking case, it is enough to warrant further investigation. If you start to see numerous indicators, you should include the FBI, victim service providers, and anyone else that may be able to assist you. Do not go into the investigation alone.
Living and working conditions for human trafficking victims are usually atypical. Many victims live on or near their work premises. Many have restricted or controlled movement—they are not free to come and go as they please. Many victims are frequently moved from location to location by their traffickers in order to keep the victims off-balance and unfamiliar with their surroundings. A large number of people living in a very small space (i.e., many girls living out of a hotel room or a lot of women living in a small home) is another indicator.

Victims may lack personal items or possessions that you would normally associate with day-to-day living. They may not have cell phones or calling cards—traffickers use this to control victims. Victims may lack personal space. They may not have routine financial records, such as checking accounts or credit cards. They may lack transportation (i.e., cars, bicycles)—traffickers use this
as another means of control. Victims often lack basic knowledge about how to get around in a community because the traffickers control their movement.

Also, look for physical indicators. Do you see evidence of injuries inflicted from beatings or weapons? Are there signs of torture (i.e., cigarette burns, starvation, etc.)? Does the victim have any signs of branding or scarring to indicate ownership? Is the victim malnourished, or are there signs of poor personal hygiene?

Other general things that may indicate human trafficking include someone other than the victim having possession of legal or travel documents. Often, traffickers will take the victim’s identification and/or travel documents for control purposes. There may be existing debt issues—victims may “owe” someone money for getting them into the U.S. or they may have ongoing debt at a
company store. In a case in California, one attorney came forward to represent many women found to be in the U.S. illegally. The attorney claimed to represent all the women—even though the women were found in several different locations. This was done so the women would not talk with law enforcement. Also, be leery if one person insists on interpreting for the victim.

Signs that would indicate human trafficking in a labor camp or sweatshop are security that is intended to keep people inside the premises. Is there fencing or barbed wire? Are bars on the windows? If a labor camp, is it self-contained? Do people have to leave the premises to conduct daily activities, or is everything located inside the camp (laundry, shopping, etc.)? Are there bouncers, guards, or guard dogs present? Are people only allowed to shop at the “company store”? The “company store” is a way that debt is maintained so that the victim never pays it off.
Signs that would indicate a brothel or sex trafficking situation include the presence of large amounts of cash. There may be large quantities of condoms hidden—these have been found in Coke bottles. There may be a customer logbook, receipt book, or trick book. Are the rooms sparse and minimally furnished (bed and night stand)? Is there an absence of photos and other personal items? Do men come and go frequently?

Instructor Notes
For the group exercise, divide students into five groups and give them one case scenario per group. (The case scenarios are located in Appendix B of this manual.) Ask them to determine if their scenario is a case of Human Trafficking and to explain why or why not.
Unit Four: Investigative Considerations

Topics

- Victim-Centered Approach
- Information That Helps Identify Trafficking Victims
  - Immigration Status
  - Employment
  - Safety/Coercion
  - Social Networks
- Information That Helps Identify Trafficking Offenders
- Victim Issues
- Case Management—Next Steps
- Investigative Techniques
- Search Warrant List
- Group Exercise
Victim-Centered Approach

- Requires collaboration between law enforcement and service providers
- Victim provides primary evidence
- Do right by the victim; do right by the case
  - Right thing to do
  - Required by the TVPA

I Instructor Notes

- Explain what the victim-centered approach is and how it differs from an evidence-based investigation.
- Indicate that this approach requires collaboration between law enforcement and service providers.
- Point out that victims provide primary evidence in a trafficking case through their testimony and that doing right by the victim is consistent with doing right by the case.
- Note that while victims provide primary evidence, securing corroborative evidence cannot be overlooked, as it will help to win the case at trial.

Victim-Centered Approach

A victim-centered approach is exactly that—the victim is the center of the investigation and can make or break your case. The strength of your case will, in large part, depend on the victim. This approach requires collaboration between law enforcement and service providers. Human trafficking victims often provide the information and testimony that become evidence in the case. In order to show existence of coercion or threats, you will have to depend on the victim. In evidence-based investigations, cases are investigated as if the victim will not testify; however, in human trafficking investigations, the victim has a much greater role. If you do right by the victim, you will do right by the case. First and foremost, it is the right thing to do. Second, it is required by the Trafficking Victims Protection Act.
When investigating these cases, you will have to take many things into consideration. Unlike other crimes, such as drug trafficking, human trafficking cases require that you consider the person or victim of the crime. It is critical that you weigh your options. Is the victim in immediate danger? If you wait, will the victim be in danger of physical harm? Is this a “mom-and-pop” operation? If you continue your investigation, will you have the chance to take down a large organization? What is the likelihood of your being able to rescue more victims? Although this will not always be feasible, in many circumstances, the victim may have insight as to the safest time to leave. These questions and more are what you will have to consider every time you encounter one of these cases.

Once you have made the decision to rescue a victim, you must have a plan in place that includes keeping him or her out of harm’s way. This involves more than just saving the victim from the trafficker. Many of these victims are in a country that is new to them, and it is up to you to protect them from the press and people of their own nationality. In many nationalities, even though persons were forced into sexual servitude against their will, many of their own people will want to disown them. It is critical that you make sure that you do not expose your victim to that type of disgrace because the victim may become less communicative. Is there a safe and appropriate location for your victim, such as a domestic violence shelter or safe house? If at all possible, victims should have some input in deciding when a “rescue” should take place.
When you approach possible victims, you do not want to bluntly ask about their immigration status because these victims have been programmed to fear this issue. If one person has total control over the personal identification papers of the victims, then that person is more than likely either the trafficker or a person who is involved with the traffickers. This situation is often referred to as “document servitude,” since such persons are told their documents will be returned to them once they have completed their servitude. It is important to advise the victims that you want to help them get back their personal identification papers so that they can possibly begin receiving the appropriate services and legal assistance.

If the victims are not citizens, try to ascertain their immigration status. Ask how they entered the United States; this includes
beginning at their home country. Were they smuggled? Do they have personal documents, such as personal identification, birth certificate, or passport? (It is important to note that juvenile victims are often coached by traffickers to give an adult age should they be discovered.) Did someone acquire fraudulent documents for them? How did they get here and who helped them? Do they have authorization to work in the U.S.? What were they told to say to immigration officials when they arrived?

Employment

- Did they come to the U.S. for a specific job or purpose?
- Are they doing different work than expected?
- Who is their employer?
- Does employer provide housing, food, clothes, or uniforms?
- Employment contract—What did it say?
- Do they owe money to their employer?
- Did employer/boss tell them what to say to police?

When addressing employment with victims, determine if the jobs they say they are performing correlate with their physical appearance and surroundings. An example would be a female who tells you that she is performing field labor—look at her hands and clothing. Are her hands calloused, and is her clothing covered with sweat and dirt? Does where she lives resemble a brothel with small, separate rooms containing little or no personal items? Inquire in an informal manner whether victims are pleased with their current employment, and if they had the chance, would they change anything. Do not speak above their educational level by asking them formal questions about labor contracts. Expect that the victims are going to be coached on their responses when dealing with law enforcement. It is important to take the time to listen to the story and look for indicators that show that the story is incorrect.
Safety/Coercion

Personal safety and the safety of their families are critically important to these victims. This is one of the biggest issues involved in dealing with human trafficking victims. The immediate safety consideration is to get the victim away from their trafficker, out of the media eye, and away from others of their culture who may choose to disown them. It is then important to assure victims that the safety of their families will be a high priority. Then through casual conversation, determine how safe they felt when they were with the trafficker. Did they feel that the safety of their families was in jeopardy?
Social Networks

Gaining information about the victim’s social networks is a good way to gauge the victim’s freedom. It is very important to understand that even though a victim may be able to go to the store alone, go to church, or have other social interactions, it by no means equates to that victim being free. Many times the victims are kept in line by threats of violence or by seeing violence inflicted on someone else with the explanation that the same would happen to them or their family members if they interact with others and tell their story.
Information That Helps Identify Trafficking Offenders

- Links back to victim’s country of origin (usually in the trafficker’s possession)
  - Phone log or numbers
  - Maps
  - Wire transfers
  - Debt records
  - Personal address books
  - Travel stubs
  - Luggage tags

It is important to be especially attentive when looking for indicators that involve links back to the victim’s country of origin. Many traffickers are from the same area or region as their victim; therefore, they can explain why they have maps. However, they cannot explain why they are in possession of the victim’s personal items and debt logbooks. (More often than not, the trafficker will maintain a debt logbook so that he or she can show the victim the status of their debt.) The trafficker will often be in possession of wire transfers made by the victim so that they can show the victim was earning money and sending some money home. Although family members are not usually aware of the victim’s situation, you may come across a wire transfer of money from the family to the trafficker. This might indicate that the family is trying to help pay off the debt.

If you do recover a map during the course of your investigation, examine the route taken on the map. Is the route the most direct possible route or is the route out of the way? Traffickers will often keep personal address books listing family information about the victim as a means to coerce the victim into cooperating. One of the strongest indicators of human trafficking is encountering an individual who is in possession of another’s personal identification/documents.

Instructor Notes

- Note the following as possible indicators of offenders
  - The individual has possession of multiple persons’ travel documents.
  - A person acting as an employer cannot answer work-related questions in a way that makes sense.

- Stress that one item alone or even a combination of items does not necessarily mean someone is a trafficker.
Victim Issues

There are many issues involved in dealing with human trafficking victims, and this is where the victim service providers will be one of your best assets. Most victims are very reluctant to identify themselves as victims for many reasons. In many cases, the victims may not be aware that what has happened to them is a crime and that they are, in fact, victims entitled to help. Many victims consider themselves to be victims of circumstance, not victims of crime. Some may self-identify as victims but not admit it to law enforcement for fear of deportation.

When the victim begins to tell his/her story, you need to listen carefully. You can tell the difference between a rehearsed story and the truth. Listen to the story and then ask questions that would
require the individual to go into more detail about his/her situation and experiences. Hold a casual conversation with the victim and find out more about him/her before your official interview. Most of these victims come from countries where the government is corrupt. By being compassionate and bonding with the victims, you will make them feel safe, and you will get the information that you need to help them and assist with your investigation.

Be ready for varying degrees of resistance from the victim. Trafficking victims are kept in bondage by traffickers through the use of fear, intimidation, abuse, and psychological controls. Victims may be so psychologically fragile that they are psychologically dependent on their trafficker. Victims may have reservations based on religious convictions. They may be concerned about loss of honor or social stigmatization. Victims may also be suffering from a form of Stockholm Syndrome wherein they find identity with and sympathy for their captors. The victims may not want their families to know about their current situation. They may feel pressured to continue in their activities in order to provide for their families back home.

Many victims may resist communicating with you, not because of who you are but because of who they have been told you are. These victims have gone through terrible ordeals, and you are possibly their first contact with law enforcement in the United States. You will have to work with victims to get them to a level where they feel comfortable with you. It is important to give the victims their choice of speaking with a male or female officer or investigator.

The days of responding to a call for service and making an arrest, writing a report, and walking away are gone. Now is the time for looking deeper into the incident and attempting to resolve the core problem. These victims have the same basic needs as we do—put yourself in their position.
Case Management—Next Steps

Once you have discovered what you believe to be a case of human trafficking, it is time to call in federal partners and victim service providers. These are the people/organizations that will help investigate the case, rescue the victim, and prosecute the trafficker. None of these entities can do the job alone. Local law enforcement is needed because they know the community, the FBI is needed for the assistance they provide outside the jurisdiction, and the service providers are needed to help the victim. All of this ultimately helps build the case. This is why it is important to meet with all the partners and plan out a strategy prior to working a case.

Instructor Notes

· Note that the agencies listed on the slide are the minimum that need to be contacted at the beginning of the investigation.

· Stress the following in regard to the prosecutors’ role:
  - Involve them as soon as possible.
  - They work with investigators regarding evidence collection.
  - Many have victim/witness coordinators that can help.

· Stress the importance of a cooperative interagency approach.

· Note that other agencies should be brought into a case as needed (e.g., the State Department's Diplomatic Security Service if there is visa fraud or a foreign government official involved).
There are several investigative tools that are valuable in investigating and prosecuting these types of cases. They include garbage searches (mainly looking for documents that indicate national and/or international travel); search warrants; use of undercover agents and surveillance; subpoenaed toll records; and wiretaps. It is necessary to gather corroborating evidence as well as having the testimony of the victim.

Instructor Notes

- Note and discuss the investigative techniques listed as being particularly useful in working a human trafficking case.
- Provide case examples where each of the techniques was used.

**Investigative Techniques**

**Investigative Techniques (continued)**

- Subpoenas for telephone toll records
- Wiretaps
- Search warrants
  - Seize all paperwork found during search
  - Could be “smoking gun” evidence
- Bonding documents

**Search Warrant List**

- Condoms
- Condom wrappers
- Lubricants
- Trick book
- Brothel tickets
- Victim accounting method
- Travel documents
- Travel tickets
- Leases/rental agreements
- Money gram receipts
- Luggage tags
- Telephone bills
  - Residence and cellular
- Credit card receipts
- Bank records
- Employment records
- Photographs
- Gas/Electric bills
Unit Five: Interviewing Victims

TOPOICS

- Interview Considerations
- Interview Preparation
- Introduction to Victim
- Child Victims
- Sex Trafficking Victims
- Group Exercise
Victim Interview Considerations

When deciding where to conduct the victim’s interview, try to find a warm and friendly environment. Most law enforcement agency interview rooms are too sterile for interviewing victims of human trafficking. Remember that you will need to gain the victim’s trust, so find an atmosphere that is conducive to rapport building. Churches or local domestic violence shelters may offer their established counseling rooms for this purpose.

When interviewing victims, understand that their story is going to develop over time. Your initial interviews with victims will be bonding sessions; therefore, they do not need to be videotaped unless your agency has a policy stating otherwise. Also, ask your local federal prosecutor if they require audio- or video-taped statements.

Rather than direct questioning, try to form your questions using an informal, conversational tone. This is a good way to bond with the victim and ultimately will help you to obtain needed information. It is important to know the culture of the victim so that you can detect non-verbal cues. **Make no promises.** The smallest promise not kept will result in the victim losing faith in you. Keep note taking to a minimum. If possible, have a second person keep the notes. Let the victim set the pace and length of the interview, keeping in mind that if it is a child you may have to cut the interview short.
It is important to separate victims from their trafficker before the interview begins. Also, separate individual victims who have been rescued from a brothel because some women among the victims may be informers for the trafficker. Keep in mind that even if you find an informer, that person still is most likely a victim. Local service providers can assist in preparing victims for interviews by caring for their needs. Remember that a victim is the best judge of what makes him or her feel safe. Safety is not just separating victims from the trafficker by putting them in the back of a patrol car. You must remove the victims completely from the scene.

**Interview Preparation**

- **Interpreters**
  - Who is available?
  - Who can be trusted?
  - Pitfalls to avoid
    - On-scene interpreters affiliated with traffickers
    - Possible bias of interpreters
    - Possible prior relationships between the victim and the interpreter
    - Regional dialect variations

**Instructor Notes**

- Briefly discuss the bulleted points.
- Point out that in order to gain the victim’s trust, interviews should be more relaxed and casual than the typical interview.
- Note that structured or checklist interviews will make the victim uneasy and possibly fearful of the interviewer.
- Stress that officers need to know their communities and the languages spoken therein.
- Overview important issues regarding interpreters:
  - Interpreters can make the difference between discovering a trafficking case and rescuing victims or being misguided.
  - It is critical to know interpreters who are available and trusted.
**Interview preparation**

Interpreters can help to simplify a case or send you down the wrong path. Look within your own agency to find an interpreter whom you trust. You also can look to your local human trafficking coalition partners or the local health department for interpreter recommendations. Be wary of anyone who *insists* on interpreting, as they may have ties to the trafficker. **Do not allow** your interpreter to build a relationship with the victim. Make sure that your interpreter does not become an investigator. Also, just because someone speaks a certain language does not mean that person will be able to interpret for everyone of that language due to regional dialects.

Consider the way you are dressed for the interview. If you are wearing a gun, agency emblem, insignia, or if you are overly dressed compared to your victim, you need to change your attire to something more casual. If you are receiving the case/information from a service provider, it is a good idea to have that service provider introduce you to the victim as someone that he or she trusts. Use your first name and leave titles at the door. Watch your body language. The victim can tell when you care and are interested in what they have to tell you.
Questions

Instructor Notes

At the end of this section, conduct a group exercise (refer to “Rosaria’s Story” in Appendix A of this manual).

Select three students who will play the roles of victim, interpreter, and an investigator. Give the participant who will play the role of investigator a copy of “What the Investigator Knows,” and give the person playing the victim a copy of “Rosaria’s History.”

The investigator must interview the victim and try to find out as much as possible about the girl.

Debrief the exercise with the class. Consider issues such as the setup of the room, the integrity of the interpreter (did he or she repeat the investigator’s words exactly?), the tone and appearance of the investigator, etc.

Victim Interview Considerations

Child Victims

Interview Considerations

- Understand the history of the case
  - Know how the child was rescued
  - Talk to the witnesses
  - Talk to involved victim service providers
- Remember that sex trafficking involving a child does not need to prove force, fraud, or coercion
- Anticipate that the victim’s account may be different from witnesses’ accounts
- Understand the victim’s account may evolve over time—gradual disclosure of the truth is typical of victims
With children’s cases, it is important that you understand the history of the case in order to accelerate the bonding process with the child. With sex trafficking cases involving children, you do not need to prove force, fraud or coercion. It is assumed that the child does not want to be in that situation.

### Human Trafficking

**Interview Process**

- Ideally conducted by the Child Protection Team/Services
- Different from traditional forensic interviews
- Child may
  - Be hostile/afraid
  - Try to protect trafficker
  - Try to set tone of interrogation
- Child’s history of interaction with adults may influence his or her interview behavior
  - Sexual abuse
  - Prostitution
- Consider developmental issues based on age

### Interview Process

Child Protection Teams (CPTs) are specifically designed, equipped and staffed to handle child victims of sexual assault. If you have such a team in your area, use their services.

Although you may have six to seven (DCF, FBI, ICE, SAO, USAS, local law enforcement) people who need to witness the child interview, that is too many people to have sitting in on an interview.

Rapport building with a child is crucial to obtaining the case-building information you need. In the initial interviews, you will need to talk on the child’s level about things that interest him or her. It may take several rapport-building interviews before the child is ready to talk about his or her victimization. A trafficked child has experienced victimization similar to children who are sexually abused. However, there are added difficulties in working these cases because the child usually has been victimized by multiple offenders (depending on when you make a rescue, the child could have been forced to have sex with hundreds of men); the victimization has occurred in unfamiliar surroundings; and, the perpetrators are usually unknown to the victim.
Empowering the Child Victim

- Help them understand
  - There is a way out
  - You will help them
  - It is not their fault
  - They are victims
  - They will be cared for

Empowering the child victim

Be careful about empowering the child victim while trying to comfort him or her. Cultural differences may dictate that you should not touch the child. Also remember the child as been victimized by strangers, so touching may be inappropriate and have a negative effect.
Obtaining Corroborative Information

- To obtain a narrative account of the abuse
  - Ask nonspecific questions
  - Begin a general dialogue, get them talking
  - Seek out an overall picture of abuse
- Consider nontraditional ways for the child to communicate
  - Drawings
  - Clay models
  - Anatomically correct dolls, stuffed animals

Obtaining corroborative information

In trying to obtain corroborative information, ask non-specific questions to start a dialogue with the child. Get a narrative account of the abuse and build your case from that information. Specific questions should not be asked until the child is comfortable. Do not over-interview a child. Be careful when using non-traditional communication with a child, such as drawing or working with clay. While these methods may be appropriate for a child from the U.S., they may confuse a child from a third-world country who has never seen clay or drawn a picture.
Obtaining a narrative account of the abuse

Once you have a generic overview of the abuse, you can utilize that information to focus on areas that you need to clarify. You will have to keep the child focused. Remember that even though this may be a child from a third-world country, she/he is still a child at heart. You may have to make the interview interesting by taking breaks, talking about subjects that interest the child, or going for a walk. Be prepared to do whatever it takes to get the information you need. Children have a tendency, especially after being traumatized, not to remember information in a chronological order. You may have to reconstruct the time line. Many children remember incidents based upon whatever else was occurring at the time. For instance, a child may remember that she was victimized right after a cartoon that she liked to watch was on TV. With research, you may discover that the show airs only on Friday at 5 p.m.

In some circuits, jurisdictions have a limit on the amount of time a child of sexual abuse can be interviewed. The federal government does not have a restriction on the length of interviews. Make sure you are aware of the legal guidelines in your area.
Sex Trafficking

- Sex trafficking involves the use of force, fraud, or coercion to induce a commercial sex act by an adult
- The element of consent distinguishes prostitution from forced prostitution
- Even those who initially consent to prostitution may become victims of trafficking
- Some traffickers are former victims
**Sex Trafficking**

Adult sex trafficking cases have the same standard of proof as adult forced labor. When interviewing sex trafficking victims, you must determine if the victim has consented to being a prostitute. Keep in mind that initially, she may have consented to being a prostitute. However, if she changed her mind later and wanted to leave but was not allowed, then she is a trafficking victim.

If the victim advises that she was brought into the U.S. and consented to prostitution, then you can still apprehend the suspect for harboring illegals, transporting illegals, or living off the profits of a prostitute.

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Understand the Victim

- May have romantic relationships with their traffickers and attempt to protect them
  - Ultimate form of coercion, requires no threats or violence
- Debt bondage is the most common form of coercion
  - Ask victims how much they owe
  - Do victims maintain their own personal records?
- Frequently moved and may not know their exact location
- Threats of force or deportation often sufficient to keep victims under trafficker’s control
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Traffickers will lure victims by telling them that if they come to the U.S., they can be the trafficker’s girlfriend. This ploy works especially well if the female has a child and they tell her that the trafficker will adopt the child.
Consider using a female detective if the victim feels uncomfortable dealing with a male. Remember that a victim can tell if you are interested in them or care about them, even if they cannot speak your language. Make sure that you understand the culture you are dealing with, because in some cultures it is inappropriate for a female to talk to a male about sex even when they are a victim. Also understand that in some cultures a female will be disowned by her family and village, even though she is a victim.

If you can obtain photos of the suspect, utilize a photo line up as traffickers will operate under many aliases.
Human Trafficking

Resources

PLEASE NOTE:
The electronic materials provided to each student in the Human Trafficking Train the Trainer course are NOT to be used for commercial or for profit purposes.

Chapter One Video Clips
Introduction to Human Trafficking
Human Trafficking in the United States
Video Clips
Liberty and Justice For Victims of Modern Day Slavery—U.S. Department of Justice (11:10 minutes): Provides an overview of human trafficking in the United States and includes case examples that highlight the complexities of human trafficking.
Types of Trafficking Networks—Lou DeBacca (47 seconds): Explains that traffickers often prey on people in vulnerable situations and addresses the different types of trafficking networks. Note: This clip is from the Liberty and Justice For Victims of Modern Day Slavery video contained in this section. It is recommended that this clip be used if time constraints prohibit incorporation of the full video.
U.S. Citizens Can Be Trafficking Victims—Terry Coonan (54 seconds): Notes that human trafficking is a problem not only for immigrants but for U.S. citizens as well. Vulnerable populations that can provide a service (e.g., homeless, runaway, and substance-addicted persons) tend to be exploited by traffickers.
Varying Types of Human Trafficking Offenses—Terry Coonan (1:25 minutes): Explains that variations in types of human trafficking (e.g., debt bondage, forced labor, sex trafficking) seem to be a function of the nature of the state and/or its geographical location.

Chapter Two Video Clips
Legal Overview
Human Trafficking in the United States
Video Clips
Smuggling vs. Trafficking—Terry Coonan (1:06 minutes): Notes the difference between smuggling and trafficking; smuggling is an offense against the integrity of the United States’ borders, while human trafficking is an offense against an individual. Explains that smugglers typically receive a fee up front, while traffickers extend the debt as part of an ongoing exploitive relationship.
The TVPA and Children—Terry Coonan (35 seconds): Points out that the law recognizes that children are more vulnerable to coercion than adults and provides for a lower burden of proof for coercion of children.
TVPA Key Provisions—Terry Coonan (1:09 minutes): Notes that the TVPA of 2000 changed the status of human trafficking victims from simply being people in violation of U.S. law, especially immigration law, to being beneficiaries of U.S. law, giving them new ways to acquire legal status, as well as the same benefits as refugees, and recognizing psychological coercion as a means of enslavement.

Chapter Four and Five Video Clips
Investigative Consideration
Human Trafficking in the United States
Video Clips

**Differentiating Traffickers and Victims**—Bill Rule (1:21 minutes): Notes that law enforcement will come in contact with traffickers and victims in a variety of situations and explains the benefit of using established interview questions that often help distinguish traffickers from victims. An example of a traffic stop is used to illustrate the point.

**Human Trafficking Investigative Challenges**—Bill Rule (45 seconds): Points out that a big challenge to local law enforcement investigating human trafficking cases is that people do not understand human trafficking. Another challenge discussed is that human trafficking cases are multijurisdictional in nature, so it is impossible for one agency to conduct the investigation on its own.

**Key Interview Questions and How to Ask Them**—Bill Rule (1:34 minutes): Explains that there are key interview questions to ask a person you think may be a human trafficking victim. Underscores that they should be asked in a casual conversational style rather than from a checklist.

**Labor Camp Trafficking Indicators**—Bill Rule (1:45 minutes): Points out that looking for trafficking indicators at a labor camp is much like looking at a crime scene and provides several examples of possible indicators.

**Threat of Deportation**—Hilary Axam (1:30 minutes): Explains how traffickers use the threat of deportation to instill fear in victims.

**Victim-Centered Investigation**—Bill Rule (49 seconds): Notes that physical evidence is traditionally the center of an investigation, whereas in victim-centered investigations, evidence ties directly back to the victim. Without the victim, you may have no case.

**Victims’ Fear of Authorities**—Terry Coonan (38 seconds): Points out that victims’ fear of authorities often stems from a fear and distrust of authorities in their country of origin and/or from traffickers instilling in them a fear that U.S. authorities will punish them because they are in-country illegally.

**Victims’ Perceptions**—Bill Rule (31 seconds): Points out that human trafficking victims do not see themselves as crime victims but rather as victims of circumstance.

**Victim Service Providers**

**Human Trafficking in the United States**

**Video Clips**

**The Role of Nongovernmental Organizations**—Terry Coonan (1:08 minutes): Emphasizes that a collaborative approach is required to effectively combat human trafficking. Explains that the strength of nongovernmental organizations is their ability, experience, and expertise in providing care to victims and notes that NGOs offer many services (e.g., obtaining housing or medical assistance) that law enforcement typically is unable to provide.

**Torture and Trafficking Victim Similarities**—Terry Coonan (1:15 minutes): Points out that torture victims and human trafficking victims are both subjected to prolonged and very intentional human rights violations and are systematically exploited, often over extended periods of time. The trauma suffered and the post-traumatic stress experienced by human trafficking victims are similar to that experienced by torture victims.

**Victim Services**—Florrie Burke (1:05 minutes): Explains the complexities of working with human trafficking victims and stresses the importance of offering services that are appropriate for the victims. Note: This clip is from the Liberty and Justice For Victims of Modern Day Slavery video contained in the Introduction to Human Trafficking section. It is recommended that this clip be used if the full video is not used.

**Working With Nongovernmental Organizations**—Bill Rule (1:22 minutes): Points out that working with nongovernmental organizations is beneficial because the NGOs take care of the victim’s needs and concerns, which allows law enforcement to devote its efforts to the investigation. Notes that NGOs can
also serve as a liaison between law enforcement and a victim who may fear and distrust authorities.

**Immigration Issues**

Human Trafficking in the United States

Video Clips

*Movement of Victims*—Sue Shriner (19 seconds)

Notes that human trafficking does not require movement of victims but explains that involvement of ICE requires movement of victims because of violations of immigration laws.

*Smuggling and Related Crimes*—Sue Shriner (33 seconds): Identifies crimes that often occur as part of smuggling operations and explains that the conduct of these other crimes alone does not constitute human trafficking.

**Interagency Cooperation**

Human Trafficking in the United States

Video Clips

*Agency Collaboration*—Florrie Burke (27 seconds): Stresses the need for collaboration when investigating and prosecuting human trafficking cases and restoring victims. Note: This clip is from the Liberty and Justice For Victims of Modern Day Slavery video contained in the Introduction to Human Trafficking section. It is recommended that this clip be used if the full video is not used.

*Interagency Coordination*—Bill Rule (1:33 minutes): Stresses the importance of immediately contacting partner agencies when you think you have a human trafficking case.

*Investigative Collaboration*—Bill Rule (42 seconds): Stresses that collaboration with federal law enforcement in human trafficking cases is imperative, given the multijurisdictional and even multinational nature of these cases.

*The Need to Collaborate*—Terry Coonan (1:44 minutes): Underscores the importance of collaboration between law enforcement, nongovernmental organizations, and others to realistically address the problem of human trafficking.

**Engaging the Community**

Human Trafficking in the United States

Video Clips

*Community Awareness*—Hilary Axam (39 seconds): Emphasizes the role of community partners in addressing human trafficking.

*Community Relationships*—Maria Rubio (41 seconds): Notes the importance of established community relationships in identifying human trafficking victims.

*The Need to Address Human Trafficking*—Terry Coonan (27 seconds): Explains that because human trafficking represents some of the most egregious of human rights violations, it is important that it be addressed. Points out that everyone has a role to play in eliminating this form of modern-day slavery.

*Working Together*—Maria Rubio (34 seconds): Stresses the importance of acknowledging the existence of human trafficking and combining resources to address the problem.
## Human Trafficking Indicators

### General Indicators:
- Live on or near work premises
- Restricted or controlled communication/transportation
- Frequently moved by traffickers
- Large number of occupants for living space
- Lack of private space/personal possessions/financial records
- Limited knowledge about how to get around in a community

### Physical Indicators:
- Injuries from beatings or weapons
- Signs of torture (e.g., cigarette burns)
- Brands or scarring indicating ownership
- Signs of malnourishment

### Financial/Legal Indicators:
- Someone else has possession of legal/travel documents
- Existing debt issues
- One attorney claiming to represent multiple illegal aliens detained at different locations
- Third party who insists on interpreting
- Did the victim sign a contract

### Labor Camp/Sweatshop Indicators:
- Security intended to keep victims confined
- Barbed wire
- Bars on windows
- Self-contained camps
- Bouncers, guards, and/or guard dogs
- Shopping allowed only at “Company Store”

### Brothel Indicators:
- Large amounts of cash and condoms
- Customer logbook or receipt book (a.k.a. “trick book”)
- Sparse rooms
- Men come and go frequently


Additional Human Trafficking Web Link Resources

References/Resources

United States Department of State
http://www.state.gov/g/tip/rls/fs/2006/63816.htm

Center for the Advancement of Human Rights
http://www.cahr.fsu.edu/

US DOJ Civil Rights Division webpage & resources
Trafficking in Persons and Worker Exploitation Taskforce
http://www.usdoj.gov/crt/crim/tpwetf.htm

Searchable DOJ Human Trafficking database
http://www.usdoj.gov/whatwedo/whatwedo_ctip.html

National Center for Missing Youth) Website. Click on the Human Trafficking link for current articles on Human Trafficking.
http://www.operationlookout.org/lookoutmag

U.S. DOJ Report on Activities to Combat Human Trafficking 2001 - 2005

U.S. Immigration and Customs Enforcement Searchable Database

U.S. State Department Searchable database
http://www.state.gov/

Examples of Human Trafficking

Peruvian Sheep Herders

Korean Massage Parlors in Flushing, NY
Cadena Case

Paoletti Case (Jose & Renato) Brooklyn, NY / Deaf Mexicans
http://www.usdoj.gov/crt/crim/trafficking_newsletter/aug_06.htm#16
Appendix A: Rosaria’s Story

* For Unit Five Exercise

Rosaria’s History:

Sixteen-year-old Rosaria is from Tepoztlan, Mexico. A family friend talked to her parents about a job opportunity for Rosaria in Florida as a housekeeper in a hotel. They said she would also be given the opportunity to go to school. Rosaria is the oldest of four girls, and her parents agreed to send her to the U.S. because she would be able to send money home. Rosaria was excited about this new opportunity.

The family friend took Rosaria to a house with several other girls, each of them going to the U.S. for job and education opportunities. They transported the girls across the border, and in Texas they took identification documents from everyone and separated the girls into different vehicles. Rosaria was taken to a trailer in Immokalee, FL, where she was held in isolation. She was raped and abused physically and emotionally for several weeks. Then she was forced into prostitution with eight other women. She was only able to run errands to the grocery store with a guard.

Rosaria speaks limited English. She is fearful of the authorities because she does not have her documents and she was told by her captors that the U.S. police are corrupt and they would beat and deport her. She was coached by her captors to say she is 18 years old and here by choice. She is ashamed of what has happened and does not want to reveal her situation to anyone because of her cultural and religious background.
What the Investigator knows:

Rosaria was picked up by police, along with seven other women, at a trailer on a migrant farm. There was evidence of prostitution, including several mats on the floor, condoms and lingerie. The police found identification documents for Rosaria and the other girls – the documents were being held by one of the men on the farm suspected of human trafficking. Even though Rosaria says she is 18, her documents show that she is actually only 16. The investigator is trying to develop a larger case involving each of the eight women who were found. Even though it is not necessary to prove coercion on a minor, the investigator wants as much information as possible to help the case for the other women, some of whom are 18 years or older.
Mai Ling’s Story

I am from China and I came to the U.S. because I wanted to make money to support my family. My father is very ill and cannot work anymore and my mother is already gone. My husband died two years ago in an accident and I have one son.

I had heard of many people coming to the U.S. to make money. I knew a woman in the market who could help me to get to the U.S. and I asked her to make some arrangements. She said I would have to pay $5,000 to get to the U.S. and that I would have to pay off another $15,000 dollars more once I got here by working in a restaurant, factory or somewhere else. I thought that if I worked really hard, I could pay it off in no time and could send money home. I was able to borrow the $5,000 from some people and was told to get a passport.

I came to the U.S. on a boat with about 100 other people, men and women. It took about one month and we stopped in many places and picked up more people. There was not very much food on the boat and it was cold and dirty. We had to sleep on the floor and I was scared of the other people, especially the men whose language I did not understand. We were so close to the U.S. when the police stopped the boat and we were all arrested. I have been here in jail for two weeks and I don’t know what is going to happen to me. I really want to work here because now I owe $5,000 to the people in China.
Rosie’s Story

I came to the place where I heard women can get help if they need it. I have been in the U.S. for two years working for a family and they never pay me. I need someone to help me get my money from them. I work over 16 hours a day.

The man in the family keeps my documents in a safe and it is very hard for me to leave the house and not have the couple or children around me. (They think I am at church now — I don’t have very much time.) They have threatened to send me home to Guatemala if I don’t do what they want.

I have a hard time telling anyone about the family’s 25-year-old son — he attacks and rapes me when no one else is home. I feel sick with terrible headaches and I can’t eat. My employer tells me to stop imagining that I am sick and that I am lying so I can get out of doing my work. They will not take me to the doctor.
**Lonna’s Story**

I am from a small village in Peru and I came to the U.S. when I was 19 years old, married to a United States citizen man that I met in my country. He came to Peru on a business trip and I met him in the restaurant that I worked in that was visited by many tourists. He was very nice to me and we dated for some time. He met my parents, he bought me presents, we took trips around Peru together...he seemed to me to be a very good person, someone who would be a good father and someone who believed in God.

He came back to Peru a few more times and he asked me to marry him. I felt that I loved him and that he would take good care of me. So, we got married in Peru and left for the United States.

When we got here, it wasn’t what I expected. In fact, it was very different from what he had told me and he was also a different person. We lived outside the big city in a small house. I don’t think he has much money and doesn’t even have a real job. He got the house and some money from his mother who died two years ago. He wouldn’t buy me any clothes or other things, he said he couldn’t afford it and that I needed to go to work and make money. But, I don’t speak very good English and he wouldn’t let me go to school. How could I get a job? Then, he started to abuse me. He would hit me and yell at me all of the time if I did something he didn’t like. He also forced me to have sex with him.

I wanted to go home but he took my passport when we got here and kept it locked up in a safe in the bedroom. I couldn’t talk to my parents and ask for their help. After a while, I wanted to die and always thought about killing myself. One day when he was abusing me, I hit him back and he called the police. The police took me to the domestic violence shelter where I am right now.
Tatiana’s Story

I am from Ukraine and came to the U.S. two years ago because life is very difficult in my country. Even though I have two years of college there are no jobs because men always get the first chance to have work. I had moved to the city from my town and worked in a bar for a while. I made very little money there and it was dangerous. It was there that I met Yuri who said I could make a lot of money in prostitution in the US. I was a little bit scared because I had never tried prostitution before and I knew that the Russian mafia was involved in this business.

Yuri made the arrangements for me to come to Los Angeles as a tourist. I gave him all my money to get me here and Sergei met me at the airport. At first Sergei was very nice. He took me to good restaurants and let me stay at his apartment. He told me I was his girlfriend, and that I was ‘special.’ Two weeks later, he took me to an apartment in San Fernando Valley where I met two other women and we each had our own room. I later learned that Sergei said all of ‘his girls’ were ‘special.’ He took all of our money because he said we had to pay him for getting us to the US, for rent, for protection, etc. We were not allowed to leave our rooms and had to meet a quota of men each day. If we didn’t, Sergei would hurt us or threaten to turn us in to US immigration or the police. There were also armed men on the premises who Sergei said would kill us if we tried to run away.

Although I knew I would be having sex with men, I didn’t expect these types of conditions. We were told never to tell the Johns of our situation. We moved to three different apartments before the police found out about us. I was arrested with one of my customers. He is already out of jail and I think I might be deported soon because my tourist visa expired a long time ago. I am at the hospital now because when Sergei hit me, he made me bleed from my ears. An ‘advocate’ is here to talk to me and I am afraid.
Maria’s Story

My name is Maria Juan. I come from a small village in Guatemala. At the age of 11, my parents sold me to a male adult villager named Fernando. Fernando was allowed to have sex with me in my own family home. I gave birth to his child in the village when I was 12 years old, and was informed shortly thereafter that Fernando and I were going to be smuggled into the U.S. I absolutely did not want to go anywhere since I had a baby and my entire family lived in the village; but Fernando beats me often and I am only 12 years old, so I must comply with his wishes. My family agrees to take care of my baby which I leave behind in my village.

A “coyote” smuggled us both into the U.S. We wind up living with Fernando’s brother and his brother’s wife in Cape Coral, Florida. His brother owns a landscaping business which he operates with eight other men. I am forced to wake up early every morning and cook for the entire work crew. When they leave, I must clean the entire home. When Fernando’s brother’s wife leaves the home, she takes all the telephones and locks them up so I cannot call home to Guatemala. I am not allowed to leave the house. Fernando beats me often and I think I am once again pregnant.

Fernando and his brother argue about money. Fernando owes his brother $2,000. Fernando tells his brother to have sex with me in exchange for the debt owed. When his brother grabs me and begins to sexually assault me, I scream, cry and resist; however, his brother’s wife refuses to help me. Instead, she gathers her two children and locks herself and the kids in their bedroom as I am raped in the family home.

Fernando is angry often and beats me regularly even though I now know I’m pregnant since my body has changed and I am “showing.” Very infrequently I am allowed to accompany the family to the grocery store; however I am locked in the car all the time and not allowed to come into the store with them. I am thirteen years old and I want to go home.

One morning, Fernando beat me savagely and left for work with the rest of the work crew. I began to suffer violent cramps and Fernando’s brother’s wife saw me and she got very nervous. She ran across the street and asked a Hispanic neighbor lady to drive us to the hospital. The neighbor lady agreed to go and Fernando’s brother’s wife got some phony identification cards from her bedroom and presented the cards to the hospital staff. I had my baby, however, he was very premature and they took my baby away to a special hospital. The neighbor lady looked pretty
distressed over this entire process but I was never left alone so I could not tell her about my situation. After a few hours, we were allowed to go home. I felt very weak and sick and I don’t know what is to become of my baby.

A few days later, I was back to my old routine of being forced to get up early, cook for the entire home, clean after they go to work and when the brother’s wife leaves, she locks all the telephones up.

One morning I was home alone and I heard a knock on the door. I had been given strict orders never to open the door, but I could see it was the neighbor lady so I walked into the side yard and she joined me there. She said the hospital keeps calling her wanting to know why I haven’t contacted them about my baby. I cried and told the neighbor lady my whole story; from being sold in Guatemala at the age of eleven forward to now. The neighbor lady told me to grab some personal belongings and come with her. She took me to her home and then drove me to a battered women’s shelter. I was contacted by the police there and initially refused to talk to them because I feared Fernando and being deported back to my country to possibly be rejoined with my angry family. The neighbor lady encouraged me to cooperate and “help myself”, so I told the police everything.

After several more interviews with police from different agencies, I was told Fernando, Fernando’s brother and his brother’s wife have been arrested after the police knocked down the doors of the home and they took many items into evidence. I am at present in a foster home with an elderly Hispanic lady who cares for me.
### Appendix C: Human Trafficking Acronyms

<table>
<thead>
<tr>
<th>Acronym</th>
<th>Definition</th>
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<tbody>
<tr>
<td>BFT</td>
<td>Bona fide T Visa (enables VSFT to access refugee benefits)</td>
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<tr>
<td>CERT</td>
<td>Certification by HHS for refugee benefits</td>
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<tr>
<td>CEOS</td>
<td>Child Exploitation and Obscenity Section/Criminal Division</td>
</tr>
<tr>
<td>CP</td>
<td>Continued Presence (temporary immigration relief)</td>
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<tr>
<td>CRT</td>
<td>Civil Rights Division/Criminal Section</td>
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<tr>
<td>DHS</td>
<td>U.S. Department of Homeland Security</td>
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<tr>
<td>DOJ</td>
<td>U.S. Department of Justice</td>
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<tr>
<td>DOL</td>
<td>U.S. Department of Labor</td>
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<tr>
<td>DOS</td>
<td>U.S. Department of State</td>
</tr>
<tr>
<td>DSS</td>
<td>Diplomatic Security Service/State Department</td>
</tr>
<tr>
<td>EAD</td>
<td>Employment Authorization Document (comes with CP)</td>
</tr>
<tr>
<td>G/TIP</td>
<td>Office to Monitor and Combat Trafficking in Persons (State Dept.)</td>
</tr>
<tr>
<td>HHS</td>
<td>U.S. Department of Health and Human Services</td>
</tr>
<tr>
<td>ICE</td>
<td>Immigration and Customs Enforcement (Dept. of Homeland Security)</td>
</tr>
<tr>
<td>IOM</td>
<td>International Organization for Migration (assists with repatriation)</td>
</tr>
<tr>
<td>LEA</td>
<td>Law Enforcement Agency</td>
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<tr>
<td>LEA Supp</td>
<td>T-visa (I-914B) form prepared by LEA re: VSFT and assistance</td>
</tr>
<tr>
<td>LPR</td>
<td>Lawful Permanent Resident (available to T visa holders after 3 years)</td>
</tr>
<tr>
<td>MAA</td>
<td>Mutual Assistance Associations</td>
</tr>
<tr>
<td>NGO</td>
<td>Non-governmental organizations (provides victim services)</td>
</tr>
<tr>
<td>ORR</td>
<td>Office of Refugee Resettlement (HHS agency that issues benefits certifications)</td>
</tr>
<tr>
<td>OSC</td>
<td>Office of Special Counsel for Immigration-Related Unfair Employment Practices/CRT</td>
</tr>
<tr>
<td>OVC</td>
<td>Office for Victims of Crime (funds NGOs)</td>
</tr>
<tr>
<td>PHAB</td>
<td>Parole and Humanitarian Assistance Branch (ICE) – issues CP</td>
</tr>
<tr>
<td>SOL</td>
<td>Statute of limitations</td>
</tr>
<tr>
<td>SPBP</td>
<td>Significant public benefit parole (temp immigrant relief issues by PHAB)</td>
</tr>
<tr>
<td>T</td>
<td>T visa (4-year status; may become LPR)</td>
</tr>
<tr>
<td>TIP</td>
<td>Trafficking in Persons</td>
</tr>
<tr>
<td>TPWETF</td>
<td>Trafficking in Persons and Worker Exploitation Task Force (complaint line)</td>
</tr>
<tr>
<td>TVPA</td>
<td>Trafficking Victims Protection Act of 2000</td>
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<tr>
<td>TVPRA</td>
<td>Trafficking Victims Protection Reauthorization Act of 2003</td>
</tr>
<tr>
<td>U</td>
<td>U visa (for victims of 23 federal, state, local crimes, 4-yr status, no HHS benefits)</td>
</tr>
<tr>
<td>USAO</td>
<td>U.S. Attorney’s Office</td>
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<tr>
<td>URM</td>
<td>Unaccompanied Refugee Minor Program (for alien juveniles/ORR)</td>
</tr>
<tr>
<td>USCIS</td>
<td>U.S. Citizenship and Immigration Services (adjudicates T visas)</td>
</tr>
<tr>
<td>VOLAG</td>
<td>Voluntary Agency (HHS refugee assistance organizations)</td>
</tr>
<tr>
<td>VSC</td>
<td>Vermont Service Center (USCIS office that handles T visas)</td>
</tr>
<tr>
<td>VSFT</td>
<td>Victim of a severe form of trafficking</td>
</tr>
<tr>
<td>WHD</td>
<td>Wage and Hour Division (DOL)</td>
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