

Human Trafficking Screening Processes and Best Practices

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Presenters

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Today's Presenters

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Definitions

Screening

A diagnostic instrument applied to an **entire (pre-determined) population**, in an effort to identify the **possible presence** of an outcome of interest.

Assessment

An instrument used or evaluation by **an expert** when there is **concern** for an outcome of interest.

Definitions

Protocol

The **comparison** of a new tool **against a logical or gold standard**, not expert opinion.

Validation

An algorithmic **set of actions** that mobilizes a dedicated team when an outcome of interest, or concern for said interest, arises.

Poll Question

Which of the words below best describes a urine pregnancy test?

- A. Screening
- B. Assessment
- C. Protocol

Validated Screening Tool Examples

Greenbaum Tool

- **Who**
 - Ages 13–17
 - Speaks English
 - Select chief complaints
- **Where:** Health care setting
- **What:** Sex trafficking only

Quick Youth Indicators for Trafficking (QYIT)

- **Who**
 - Homeless young adults (ages 18–22)
 - Speaks English or Spanish
- **Where:** Social service setting
- **What:** Labor and sex trafficking

Validated Assessment Tool Examples

Trafficking Victims Identification Tool (TVIT)

- **Who:** Ages 13 or older
- **Where:** Social service setting
- **What:** Labor and sex trafficking

Human Trafficking Interview and Assessment Measure (HTIAM-14)

- **Who:** Homeless young adults (ages 18–23)
- **Where:** Social service setting
- **What:** Labor and sex trafficking

Best Practices in 2019

- **Develop a Response* Protocol**
 - Meaningfully include survivors
 - Multidisciplinary team
 - Engage non-agency, community partners
- **Train Staff**
 - On human trafficking
 - On trauma-informed care
 - On harm reduction
 - On institutional response protocol
- **Monitor, Evaluate, Revise, Repeat**
 - Examine protocol success* and areas for improvement
 - Reinforce successful actions
 - Meaningfully revise poor protocol performance

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Improving Outcomes Grant Award Recipient



Improving Outcomes Grant Award: Maryland Human Trafficking Initiative Overview

Experiences With Screening in Maryland

- Maryland Department of Juvenile Services Screening
- Screening youth in foster care returning from runaway
- Child and adolescent needs and strengths (CANS)-based sex trafficking screening for all youth involved in Maryland's Child Welfare System (*in pilot stage*)
- Baltimore Child Abuse Center—Juvenile Missing Persons Response Program

Poll Question

Which agencies/systems screen for trafficking in your state?

- A. Child Welfare
- B. Law Enforcement
- C. Community Nonprofit Organizations
- D. Juvenile Justice
- E. Not Sure

Effective Screening

- Assesses key risk factors for and indicators (“red flags”) of trafficking (ex: CANS indicators)
- Non-threatening questions that reflect concern for well-being
 - Ex. “How do you take care of yourself while away?”
- Tailored specifically for that setting and population
 - Ex. “Where were you staying overnight prior to detention?”
- A screening process may reveal pattern and/or highlight risk, not meant to confirm victimization

CANS-based HT Screening Tool Pilot

	Threshold	Items Used	Assessment Used
Criterion 1A	A youth is flagged as being at high risk for sex trafficking if they have a CANS score of “2” or greater on the Runaway item , <u>as well as</u> a score of “2” or greater on any of the following items:	Depression/Mood Disorder Reckless Behavior Sexual Abuse Physical Abuse Neglect Judgement/Decision Making Substance Abuse Delinquent Behavior Sexual Development	MD CANS (Out of Home)



Proposed CANS-Based Child Sex Trafficking (CST) Screening Protocol

CST screening tool applied every month to CANS/CANS-F assessments for youth over age 5 in out-of-home and in-home care statewide.

- Youth meeting threshold for at least one set of screening criteria are flagged as at risk for trafficking.
- Automated notification (“tickler”) in the child welfare database is sent to youth’s Department of Social Services worker.
- Department of Health Services (DHS) CST point of contact reviews the screening results and works with the case worker, supervisor, and CST Victims Initiative staff to conduct assessment (e.g., in-person evaluation, collateral contacts, case review).

No Disclosure of Trafficking (youth remains at high risk)

- Relevant risk factors assessed.
- Preventative services integrated into treatment plan.
- Staff monitor ongoing risk of trafficking/exploitation.

Disclosure of Trafficking

- New maltreatment report made to Child Protective Services with human trafficking allegations.
- CANS-Commercial Sexual Exploitation assessment implemented.
- Applicable DHS Social Services Administration policies followed (Nos. 17-16, 14-13, 18-06, and 18-10).
- Safety planning.
- Referred to specialized services.

Lessons Learned

- There is no such thing as too much training.
- Build agency buy-in, know your partners, and develop written protocols.
- Followup interviews by expert providers are necessary.
- Identification and disclosure will come from many sources.
- Manage the response from multiple systems to prevent re-victimization.
- Plan for privacy and confidentiality considerations.
- Leverage data already being collected.



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Trauma-Informed Screening/Assessment

- Develop **survivor-informed written policies, procedures, protocols, and tools** in advance.
- **Balance/eliminate power differentials** or dynamics.
 - SCREEN IN rather than screen out.
 - Don't be a “gatekeeper.”
- **Allow time** for services and support as potential survivors.
- **Language access** with a neutral interpreter is crucial.
- **Minimize survivor repeating** information.
 - Streamline data collection tools and forms.
 - Share screening and assessment information with internal and external programs (with survivor's permission).
 - Build in check or confirmation of screening from other parties.

Trauma-Informed Screening/Assessment

- Address survivors' safety, basic, and/or immediate needs first.
- Engage in conversation.
 - Start with easy, lighter, non-victimization-related topics.
 - Use open-ended questions.
 - Avoid having a form in front of you.
- Build rapport and trust.
 - Use open and non-threatening body language and tone.
 - Maintain eye contact.
 - Use active and empathetic listening.
 - Mirror terminology/speech, pace, and mannerisms (within reason).
 - Offer options (when possible).
- Be aware of, and know how to handle, negative reactions.
 - Use grounding techniques, pacing/breaks/deferment, and alternative options and resources.

Poll Question

What has been the most challenging aspect of implementing screening/assessment tools for your organization?

Developing Policies and Procedures

- Determine **why** screenings/assessments are being conducted and what the goals are.
- Determine **who** will conduct screenings and **who** will be screened.
 - Identify and understand target populations.
 - Train all relevant staff; include role play.
- Determine **when** screenings and assessments should be conducted in the flow of services.
- Determine **what** screening and assessment tools will be used and **what** will happen with results.
 - Identified (e.g., referral, safety planning, minimize risks).
 - Non-Identified (e.g., referral, serve as potential for other victimizations).

Developing Policies and Procedures

- Determine **where** screenings and assessments will be conducted.
 - Choose a comfortable, calming, and welcoming environment.
 - Conduct a “walk through”; identify barriers of access.
 - Ensure Americans with Disabilities Act accessibility standards are met.
- Determine **how** screenings and assessments will be conducted.
 - Determine if and how you will inform the survivor about the screening/assessment and result.
 - Have a language access plan.
 - Ensure privacy, privilege, and confidentiality (documentation and client records).
 - Use multidisciplinary collaboration.
 - Conduct ongoing evaluation and updates.

Screening/Assessment Tool Considerations

- Screen for both labor and sex trafficking.
- Customize and tailor the screening for your organization.
- What are your organization's goals or purposes?
 - Referral
 - Service Enrollment
 - Service Provision
 - Criminal Investigation
 - Immigration or Civil Case
 - Funder/Grant Eligibility
 - Research
- What is the target human trafficking population being served?
- What is the trafficking expertise of the screener/assessor?
- What is the minimum relevant information needed?
- What length and timeframe are available?

Screening/Assessment Tool Considerations

- Red Flags/Indicators and Screening: Shorter, Broad
 - Hotlines/Walk-Ins
 - Law Enforcement: Patrol Officers, Operations/Raids
 - Criminal Justice System: Adult and Juvenile
 - Social Service Providers
 - Other non-trafficking programs within the same trafficking agency
 - Health Care Providers
 - Community- and Faith-Based Organizations
 - Schools
- Identification/Assessment: Longer, More Indepth
 - Trafficking Intake (or initial meetings)
 - Enrollment or Provision of Specific Trafficking Services (e.g., legal)
 - Law Enforcement: Detectives, Agents, Human Trafficking Interviews
 - Prosecutors

Labor Trafficking Screening

- Were you able to keep all of the money you earned?
- Were the work and conditions (e.g., hours, amount) what you expected?
- What were your living conditions like? Where did you sleep?
- Did your boss say anything to you or your coworkers about the police, immigration, or deportation?
- What did you think would happen if you left the job? Why?
- Did you ever see or hear of someone else punished at work for refusing to do what the boss wanted?

Intersections of Human Trafficking and Domestic Violence/Sexual Assault Screening

- A trafficker can be a spouse, family member, dating partner, or biological parent.
- Has your partner coerced/pressured you into working in or out of the home (including housework)?
- Has your partner made you have sex when you did not want to?
- How much of your pay are you able to keep for yourself?
 - Do you have access to the household finances/account?
 - Do you have control over how much money you get or how you spend it?
- Have you ever been punished for not completing work or not having sex when demanded (e.g., restricted meals, retaliation against children, threats of deportation or canceling status, getting custody of children)?

Screening/Assessment Tools and Resources

- National Human Trafficking Training and Technical Assistance Center: Adult Human Trafficking Screening Tool and Guide (Adult; Labor and Sex Trafficking; 8 Questions): https://www.acf.hhs.gov/sites/default/files/otip/adult_human_trafficking_screening_tool_and_guide.pdf
- National Human Trafficking Resource Center: Comprehensive Human Trafficking Assessment (All Ages; Sorted by Actions Means Purpose Model and Industry; 8–135+ Questions): <https://humantraffickinghotline.org/sites/default/files/Comprehensive%20Trafficking%20Assessment.pdf>
- Vera Institute of Justice: Trafficking Victims Identification Tool (All Ages; Short and Long Versions; 16–48+ Questions): <https://www.vera.org/publications/out-of-the-shadows-identification-of-victims-of-human-trafficking>
- WestCoast Children’s Clinic: Screening to Identify Commercially Sexually Exploited Children—Identification Tool (Minors; 46 Questions): <https://www.westcoastcc.org/wp-content/uploads/2017/09/WCC-CSE-IT-ImplementationGuide-FINAL.pdf>
- Canadian Council for Refugees: National Human Trafficking Assessment Tool (All Ages; Preliminary and Long Versions; 4–50 Questions): <https://ccrweb.ca/sites/ccrweb.ca/files/national-human-trafficking-assessment-tool.pdf>
- Survivor-Informed Practice Self-Guided Assessment Tool: https://www.acf.hhs.gov/sites/default/files/otip/hsla_self_guided_assessment_tool.pdf
- Freedom Network USA Resource Library: <https://freedomnetworkusa.org/resourcelibrary>
- Coalition to Abolish Slavery and Trafficking: <https://www.castla.org/training-resources>
- Futures Without Violence: www.futureswithoutviolence.org

Questions?



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Thank you!

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