

ANTI-HUMAN TRAFFICKING TOOLKIT

Pivoting Practice: Building Capacity to Serve Youth Impacted by Trafficking



Women and Gender
Equality Canada

Femmes et Égalité
des genres Canada

Canada

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Land Acknowledgement

Covenant House Vancouver would like to express its gratitude and respect that we are able to work, organize, and live on the traditional territory of many diverse Indigenous Nations. Our offices are located in xʷməθkʷəy̓əm (Musqueam Indian Band), Sk̓w̓x̓ wú7mesh (Squamish Nation), and səliiwətaʔ (Tseil-Waututh Nation).

Before contact with the Europeans, Traditional Elders and Knowledge Keepers taught that gender equality was both practiced and respected on this land. Post-contact, European colonizers noted in their diaries about their discomfort with the Indigenous cultural norms of gender equality, and matriarchal governance among specific Indigenous Nations. Furthermore, colonization, systemic racism, and intentional practices of genocide resulted in the trafficking of Indigenous women, girls, and Two-Spirit peoples. This history is not old. It is very much present with ongoing ripple effects.

We cannot address human trafficking in Canada, without centring on the 231 Calls for Justice that must be implemented, as reported by the Missing and Murdered Indigenous Women and Girls Inquiry. This toolkit expresses learning from the 2021 Missing and Murdered Indigenous Women, Girls, and 2SLGBTQIA+ People National Action Plan: Ending Violence Against Indigenous Women, Girls, and 2SLGBTQIA+ People. This toolkit also reflects on information stated in the Red Women Rising report; that there are critical links between violence against Indigenous women and Two-Spirited people and overcriminalization.

As guests on this land, we continue to reflect on the impact of colonization on our work. The present can only be understood in relation to the past: we must know our past if the future is to have meaning. We now need to go further and put forward a true social blueprint that will enable the country to adequately address this major social issue and break through this impasse. All our efforts will have led to identifying the solutions, means, and actions needed to bring about this movement. Together, we have a duty to take effective measures to prevent, and put an end to, violence against Indigenous people and to ensure their safety, directly and systemically.

Dedication

This toolkit is dedicated to A & J. These youth, their strength, and their courage, inspired a 15-year journey to serving trafficked and exploited youth in a better way and was truly the motivation behind this toolkit. They taught me so much about the unique needs of this population, the intersectionality of this work, and the need for capacity building in our teams to meet the needs of youth experiencing trafficking and exploitation. The youth we serve are our biggest teachers, if we just take the time to lean in and listen.

With love & respect,

Chelsea Minhas MSW, RSW
Chief Program Officer, Covenant House Vancouver

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Please note that the information and statistics contained within this toolkit are up to date, as of April 2023.

Foreword

Human trafficking is often invisible to those not directly impacted by it. The hidden nature of this crime has meant that most Canadians are completely unaware that it occurs in our country. Those who are familiar with trafficking struggle to appreciate the scope and scale of the issue. This is due, in part, to the absence of data. Without credible statistics, decision-makers are unable to understand how human trafficking operates in Canada, making it difficult to develop evidence-informed solutions that can effectively end it.

These complexities also highlight the need to expand trafficking discourse to include challenging conversations that fall outside the typical storyline. Some trafficking stories do involve criminal predators who appear suddenly in someone's life; others involve trafficking by family or friends for intermittent periods of time. Anti-trafficking narratives must begin to grapple with the complex issue of colonialism and the systemic victimization of Indigenous peoples. It is essential that the boundaries that separate the two spheres of anti-trafficking discourse and Indigenous experience are broken down.

In 2020, Covenant House Vancouver initiated a 32-month project to develop and implement intervention practices that will advance knowledge and enhance empowerment supports for youth age 16 to 24 at risk of, or survivors of, sexual exploitation and human trafficking, in Vancouver.

This project involved researching, drafting, distributing, and evaluating a practice guide, toolkit, and training model, to support frontline staff and community partners, who, in turn, will provide empowerment support for youth. We are confident that this project will contribute to strengthening policies and practices with respect to countering human trafficking and exploitation of youth.

Covenant House Vancouver (CHV) offers a continuum of services that incorporate evidence-informed theories and practices to ensure that we care for the whole person — mind, body, and spirit. Programs and services range from Outreach and Drop-In to short-term and transitional housing and support services, like counselling, that enable

youth to successfully step into independence. We work with youth individually to develop a case plan that is tailored to their specific needs and goals.

This toolkit has been drafted with an overview of youth-centred approaches that will supply service providers with a means to help reduce the risk of trafficking and the barriers that prevent support, in an effort to co-create a safer future. These recommendations provide an overview of theoretical approaches to reducing harm and increasing safety for youth and provide resources to implement those practices organizationally. Given that each youth has a unique set of needs, this toolkit provides promising practices, rather than a stringent set of guidelines, to ensure that everyone's needs are met in a one-size-fits-one model of care.

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ONE

What is Human Trafficking?

1.1 INTRODUCTION

Human trafficking involves the recruiting, harbouring and/or controlling of a person for the purpose of exploitation — most commonly in Canada for labour and/or sexual exploitation. It is often described as a modern form of slavery.

The key indicator of human trafficking is whether someone is being controlled for the purpose of exploitation and does not necessarily mean that person has been physically transported across a border. In fact, many trafficking cases in Canada occur inside Canadian borders and is referred to as domestic trafficking.

The definition provided by the Ministry of Public Safety is as follows, “Human trafficking involves the recruitment, and exercising of control/coercion, direction or influence over...a person in order to exploit that person.”¹

Human traffickers often use a variety of means, such as threats, lies, coercion, abuse, violence, and other tactics

to gain and keep control of a person to exploit them for their labour or sexual services. Human trafficking invariably leads to being forced or coerced into exploitation whereby a victim may be doing something for someone (generally the trafficker) else's gain.

It is recommended that staff engaging with youth use the term youth rather than victim or survivor. This toolkit will use the term victim when referring to a person who is actively being victimized by a trafficker or exploiter. The term survivor will reference an individual who is no longer experiencing victimization. Youth may refer to everyone we engage with, regardless of history of victimization. Youth

may, at any point in their engagement with supports, define their own identity through the language they choose — these choices should be respected and echoed in the language used by staff.

1.2 DIFFERENCE BETWEEN HUMAN SMUGGLING AND TRAFFICKING

Human trafficking is often confused with human smuggling, so what are the differences?²

Consent: The smuggling of persons, while often undertaken in dangerous or degrading conditions, involves migrants who have consented to the smuggling. Trafficking survivors, on the other hand, have either never consented, or if they have initially consented, that consent has been rendered meaningless by the coercive, deceptive, or abusive actions of the traffickers.

Exploitation: Smuggling ends with the migrants' arrival at their destination, whereas trafficking involves the ongoing exploitation of the victim. It is common for many victims of trafficking to have experienced multiple forms of exploitation, often at the same time.

Transnationality: Smuggling is always transnational, whereas trafficking may not be. Trafficking can occur regardless of whether victims are taken to another province or only moved from one place to another within the same province.

TWO

Types of Trafficking

2.1 LABOUR TRAFFICKING

Labour trafficking is a form of human trafficking that can happen in a number of different industries.

It involves recruiting, moving, or holding victims and/or their identification to coerce them into doing any kind of work. Anyone can be a target of labour trafficking; however, migrant workers and newcomers to Canada looking for work, can be at a higher risk due to their immigration status, language barriers, and/or understanding of local labour laws. People with precarious immigration status (e.g., lack of permanent residence, restrictive work permit, limited or no access to social benefits), or working in remote areas, without access to information about their legal rights, can find it even more difficult to find support.

POSSIBLE SIGNS OF LABOUR TRAFFICKING

Do the youth:

- Have a job offer that seems too good to be true?
- Have an employer who makes threats of deportation or threaten to report their immigration status to police?
- Have an employer that withholds personal identification?
- Feel that their lives, or those that they love, could be in danger if they don't work long hours and/or accept a lower wage?
- Have to relocate with few details and no payment up front?
- Live and/or work in unhealthy/unsafe conditions? (WorkBC Rights)

ADDITIONAL ASPECTS OF TRAFFICKING

Forced Criminality

Trafficked youth are sometimes forced to commit crimes to benefit their trafficker. Traffickers may force youth to commit crimes in the course of their victimization, including theft, fraud, illicit drug production and transport, and assault. Forcing others to undertake criminal activities is a lucrative and low-risk enterprise for traffickers. Treating victims of trafficking as criminals rather than protecting them perpetuates the crime and guarantees impunity for traffickers. Forced criminality is often a push factor for gang affiliation, a factor that limits the choice of youth, effectively forcing a young person to join a gang because they believe it may be their only option to meet their needs. The law, however, recognizes forced criminality and has determined that victims will not be prosecuted for crimes committed while being trafficked.

ADDITIONAL ASPECTS OF TRAFFICKING

Familial Trafficking

Familial trafficking is the hidden process of exchanging a family member for goods, substances, rent, services, money, or status within the community. Not bound by social class, ethnicity, or demographics, familial trafficking often starts at a much younger age than other forms of trafficking (e.g., commercial sexual exploitation, labour trafficking, and domestic servitude). Furthermore, there are typically generational patterns presented within familial trafficking cases – which means there are typically multiple layers of polyvictimization and oppression that are seen upon escape and recovery.

2.2 SEX TRAFFICKING

Sex trafficking is a form of human trafficking that involves recruiting, moving, or holding victims for sexual exploitation purposes.

Sex traffickers can coerce victims into providing sexual services by force or through threats, including mental and emotional abuse and manipulation. Any involvement within the commercial sex industry of a youth under the age of 18 is legally defined as sex trafficking.³

POSSIBLE SIGNS OF SEX TRAFFICKING

Do the youth:

- Have a new relationship with someone controlling, perhaps online?
- Receive excessive gifts or cash from a partner, for no reason?
- Seem to be in a relationship that has taken a sudden, negative turn?
- Have intimate images that have been shared by someone online with/without consent?
- Communicate the feeling of being intimidated or controlled? For example, is somebody controlling their phone, ID, or movements?
- Live and/or work in unhealthy, unsafe conditions?

THREE

Human Trafficking in Canada

Determining the prevalence of trafficking in Canada is extremely difficult, given the clandestine nature of the activities.⁴

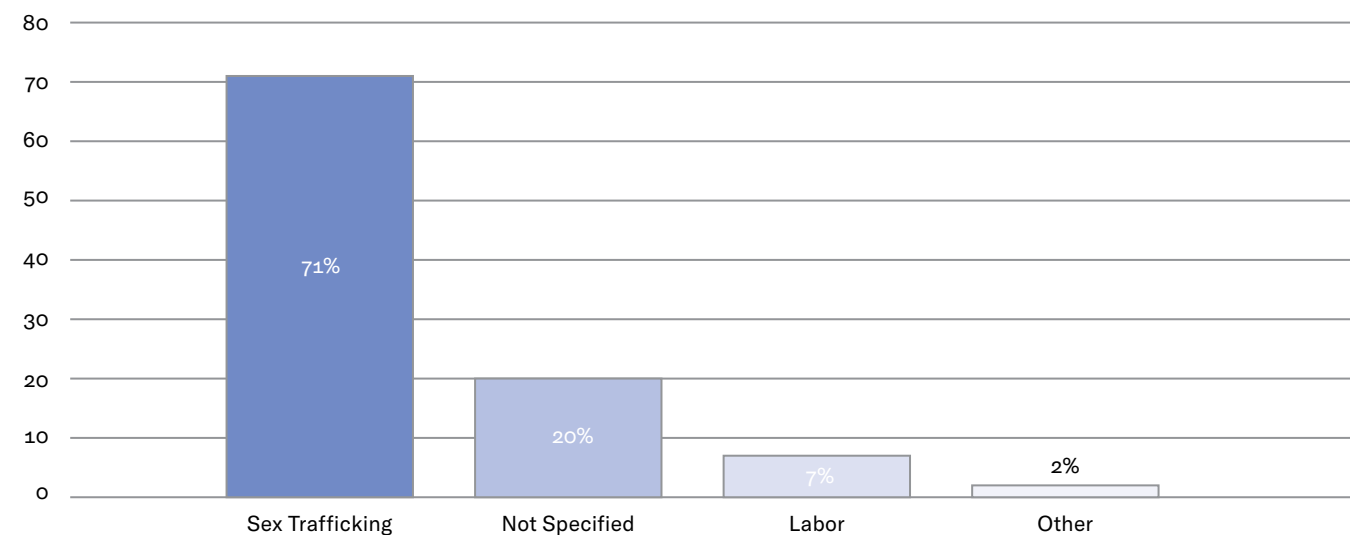
Other barriers to reporting include inconsistent definitions of what constitutes exploitation and trafficking, survivors' lack of trust in authority figures and/or knowledge of services, and the fact that many people who are being exploited do not necessarily identify as victims. Currently, the only available estimates are from those that encounter the legal system (police or courts), which is likely a drastic underrepresentation.

The launch of the Canadian Human Trafficking Hotline, in 2019, has helped shed light on the nature of trafficking in Canada. Today, The Centre is compiling the only nation-wide, non-police reported data on human trafficking.

In 2019-20, the most common type of trafficking identified by the Hotline was:

- Sex trafficking (71%)
- Labour trafficking (7%)
- 20% of cases were identified as “not specified”⁵

GRAPH 1
Data on Trafficking in Canada 2019-20



3.1

DOMESTIC HUMAN TRAFFICKING IN CANADA

Domestic trafficking occurs when the entirety of the crime occurs within a country's borders, and no international boundary is crossed.

The trafficked person may be a citizen, permanent resident, visitor, temporary worker, or student — if all the elements occur within the same country, it is considered Domestic Trafficking. Domestic Trafficking is the most common form of trafficking in Canada.

Canadian statistics on domestic trafficking show the following trends:

- Human trafficking often occurs in large urban centres and communities.⁶
- A greater number of those who have been trafficked are women,^{*} whereas the traffickers are predominantly male. However, such data must be taken with a grain of salt as these statistics are based on reporting and criminal convictions carried out.
- In BC, men/boys were found to be trafficked more often as compared to other Canadian provinces.
- Nearly 50% of the victims of human trafficking were Indigenous women.

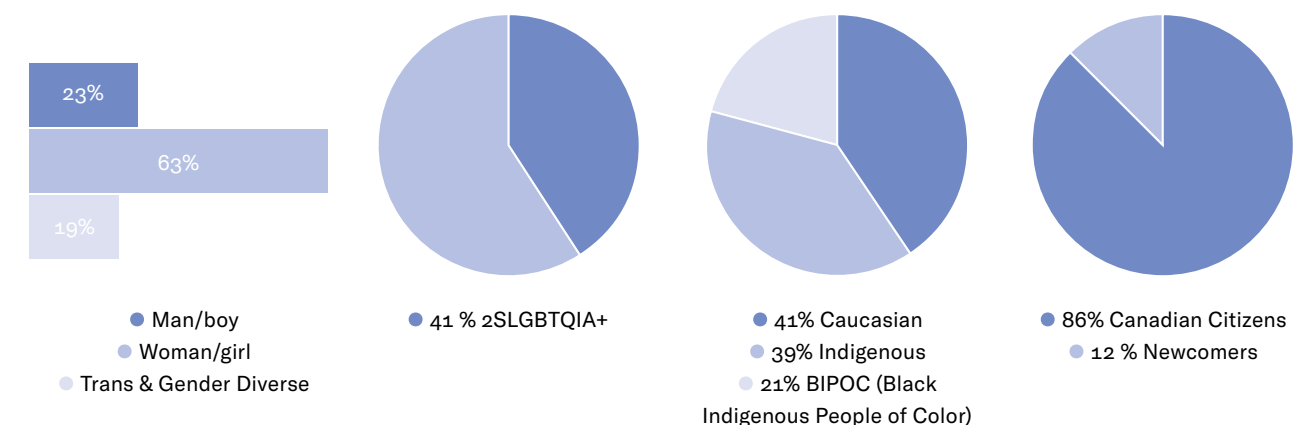
- Men who identify as gay, bisexual, or transgender are more likely to be exploited through sex trafficking than males who identify as straight.³

**This report did not define if the term “women” was trans-inclusive to include all persons who identify as women or if it was in reference solely to cis women.*

Human trafficking database entries in 2021-2022, about youth who used Covenant House Vancouver's services, reflected the following trends:

- 61% woman/girl, 22% man/boy, and 17% trans and gender diverse youth
- 41% 2SLGBTQIA+
- 41% Caucasian, 39% Indigenous, and 21% BIPOC (Black, Indigenous, People of Colour)
- 86% Canadian citizens, 12% newcomers

HUMAN TRAFFICKING TOUCHPOINTS IN 2021 - 2022 AT COVENANT HOUSE VANCOUVER REFLECTED THE FOLLOWING TRENDS:



3.2 INDIGENOUS CONSIDERATIONS

Constructing an accurate picture of the number of Indigenous women and girls who have been trafficked is difficult.

This is due to the risk of criminalization, discrimination, and violence, which resulted in many people feeling unsafe reporting information about their involvement. In addition, an unwillingness and lack of effort on the part of many institutions that could help to keep more accurate records about Indigenous women and girls contributed to this lack of information.⁷

Policing services struggle to effectively respond to cases of human trafficking, sexual exploitation, and violence against Indigenous women. The detection of offenses, such as human trafficking and sexual exploitation, is onerous, and is compounded by difficulties in investigating and prosecuting these crimes. Current laws, including those regarding sexual exploitation and human trafficking, are not effective in increasing safety overall for Indigenous women and girls, because those laws do not acknowledge power imbalances and social stigmas.⁸

HUMAN TRAFFICKING TRENDS:

- In 2016, “There was nearly one (0.94) police-reported incident of human trafficking for every 100,000 population — the highest rate recorded since comparable data became available in 2009.”⁹
- The victims of human trafficking are most often young women. Between 2009 and 2015, it was reported that there were 865 victims of human trafficking, and over 95% of these were women.
- The majority of those women (nearly three quarters) were under the age of 25; of these, 26% were under the age of 18.⁴

Despite the gaps in data mentioned above, it has consistently been reported by organizations working to advocate on behalf of sex worker rights, and those working to address sexual exploitation and trafficking that Indigenous women, girls, and people make up the majority of those involved in the street-level sex work. They are also more likely than other groups to be targeted for, or to experience, sexual exploitation, or trafficking for the purposes of sexual exploitation.⁴

The Murdered and Missing Indigenous Women and Girls, and the accompanying *Red Women Rising* reports, illustrate the intersection of human trafficking and the impact of colonization. These documents are not just a reflection on

past injustices but highlight current trends that continue to harm Indigenous people in Canada. Current impacts of colonization and victimization include the Highway of Tears and “Starlight Tours.” The Highway of Tears is a 725-kilometre corridor of Highway 16, between Prince George and Prince Rupert, in BC, which has been the location of many disappearances and murders, since 1970. “Starlight Tours” is a term used to describe a practice whereby a person’s clothing is removed, and they are stranded, typically in sub-zero weather, outside of cities, where they might succumb to the elements and die as a result. Both these Highway of Tears and “Starlight Tours” continue to take the lives of Indigenous people today.

Reclaiming Power and Place: The Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls centres our understanding of colonialism’s role in the trafficking of Indigenous Women and Girls.

“Canada’s colonial legacy has forced Indigenous women and girls into dangerous and precarious social and economic conditions, which in turn has made them more vulnerable to different kinds of violence. This includes situations of exploitation and human trafficking, a prevailing concern that has yet to be properly addressed and recognized.”¹⁰

Further to this, included within the accompanying Calls for Justice is a specific call for anti-human trafficking efforts:

“16.24 We call upon all governments to fund and to support programs for Inuit children and youth to teach them how to respond to threats and identify exploitation. This is particularly the case with respect to the threats of drugs and drug trafficking as well as sexual exploitation and human trafficking. This awareness and education work must be culturally and age-appropriate and involve all members of the community, including 2SLGBTQIA Inuit.”⁸

3.3 COMMUNITY CONSIDERATIONS

2SLGBTQIA+ COMMUNITY

In a research sample of homeless youth in British Columbia, approximately 1 in 4 males age 12 to 17 reported that they had been sexually exploited.¹¹ Also, 58% of service providers serving youth survivors of sex trafficking, in the US, indicated they had worked with trafficked males.¹² The assumption that sex trafficking among males is rare can lead to a lack of knowledge on how to support those who are sexually exploited.¹³ Males who identify as gay, bisexual, or transgender are more likely to be exploited through sex trafficking than males who identify as straight.^{14,15}

The tendency for education about healthy relationships and anti-human trafficking to be given from a heteronormative perspective can limit prevention efforts and accessibility for the 2SLGBTQIA+ Community and place the community at greater risk.

NEWCOMER COMMUNITY

In Canada, youth may also be trafficked along their migration journey through fraudulent or extortive “immigration consultants,” “employment opportunities,” or schools. If it becomes clear that, upon arrival to Canada, a young person was a victim of fraud related to their employment, education, or rights, they may be a victim of trafficking.¹⁶

Immigration, Refugee, and Citizenship Canada has recognized the risk of trafficking to newcomers and have created a pathway for a Temporary Resident Permit (TRP) for victims. A victim or survivor of human trafficking without legal status in Canada may apply for a special temporary resident permit (TRP). This special permit gives temporary immigration status in Canada for 180 days. There is no fee to the TRP which, when issued, includes a work permit and health-care benefits. A TRP may be issued to:

- escape the influence of traffickers
- give you time to decide whether you wish to return home

- have time to recover from physical or mental trauma
- assist with the investigation or prosecution of the traffickers

In Canada, you don’t have to testify against your trafficker to get temporary or permanent resident status.¹⁷

PERSONS WITH DISABILITIES

Persons with disabilities may be targeted by traffickers due to greater isolation, social marginalization, and disempowerment in the larger community. Therefore, persons with disabilities may not have learned about choice, healthy relationships, and consent, in ways that allow them to apply such concepts in practical ways. Moreover, persons with disabilities may be disempowered and feel as though they are not listened to or empowered to make autonomous decisions about their lives. As an example, survivors with FASD may experience memory, cognition, or communication challenges that could result in them being overlooked in the criminal justice system, which could impact their access to justice.¹⁸

3.4 CORRIDORS OF HUMAN TRAFFICKING IN CANADA

There are some identified human trafficking patterns in Canada where victims may be shipped between cities in different provinces.

These are known as “city triangles” and include cities in relative proximity, such as the Saskatoon-Edmonton-Calgary triangle, the Saskatoon-Regina-Winnipeg triangle, and the Calgary-Edmonton-Vancouver triangle. In other parts of Western Canada, persons are often trafficked to, or from, Vancouver by plane to Fort McMurray, or by car to Calgary, Edmonton, Grand Prairie, or Fort McMurray. Edmonton and Calgary have been recognized as hubs, as victims of trafficking may arrive by plane to Edmonton or Calgary from Quebec, primarily Montreal. Although these

patterns have been spoken in context about Indigenous youth, particularly women, it can extrapolate to other victims of human trafficking, as well. Many factors contribute to the patterns in trafficking, including oil and gas developments where a largely male, transient workforce travels for short periods of time for work.

FIGURE 1:
Map of trafficking corridors in Canada



FOUR Sex Work

CHV supports youth engaged in sex work to reduce harms that can be associated with their work, due to the risks posed by street sex work, sex buyers, and/or systemic oppression. Reduction of harms can include safety planning, providing shelter, and/or offering safe access to harm reduction supplies and information (e.g., condoms, personal lubricant, and bad date reports).

Through tools such as Bad Date Reporting sex workers can share bad experiences, which helps to protect each other. Additionally, relevant agencies and service providers become aware of predators in the community. A “bad date” is anything that a worker does not want themselves or others to experience. This could include feeling uncomfortable

about a date, or someone being rude, stealing, refusing to pay, threatening or any and all acts of violence and aggression. Bad Dates can be reported anonymously and are disseminated as the Red Light Alert in Vancouver to a large network of service providers who are in contact with people working in the sex industry.

Youth under the age of 18 may not consent to sex work and are, therefore, considered to be victims if child sexual exploitation if engaged in the sector.

Sex work is not sex trafficking; however, persons may be trafficked into the sex industry. This difference can be understood through the 3 Cs:

3 Cs	HOW WE SUPPORT
<p>Choice: <i>I am an independent worker; nobody is making me do this.</i></p> <p>Nobody is behind the scenes involved in any way, making money off of me.</p>	<p>Choice: <i>Safety in employment</i></p> <ul style="list-style-type: none"> • Safety planning in precarious or risky work. • Information sharing re: employment rights.
<p>Circumstance: <i>Sometimes called “survival work”</i></p> <ul style="list-style-type: none"> • Poverty, mental health, and addiction can push people to survive by engaging in unsafe work. • Somebody’s circumstances are inherently exploitative, but no third party is behind the scenes doing it to you and profiting from you. 	<p>Circumstance: <i>Enhance opportunities for choice</i></p> <ul style="list-style-type: none"> • Support skill building • Connect to resources for income, mental health, addiction, education, and employment support
<p>Coercion: <i>Human trafficking/exploitation</i></p> <ul style="list-style-type: none"> • When someone has forced, tricked, or manipulated someone, causing them to enter into unsafe or exploitive work. • A third party deciding what work you do. • Harm or threats of harm to an exploited person or people connected to an exploited person. 	<p>Coercion: <i>Provide relational support from HT Service Model</i></p> <ul style="list-style-type: none"> • Meet immediate needs. • Build healthy relationships. • Connect with local supports for survivors of trafficking/exploitation.

4.1 THE DYNAMICS OF CHOICE, CIRCUMSTANCE, AND COERCION

The framework of choice, circumstance, and coercion is primarily used to describe adult sex work.

However, talking about youth is more complicated. On one hand, we feel inclined towards treating youth as coerced. However, many youth make a choice that’s predicated by circumstances.

In other words, rather than externally evaluating where someone is on the choice, circumstance, and coercion spectrum, it’s important to begin by asking them where they see themselves. Why? This spectrum of sex work doesn’t just provide a roadmap for understanding how people perceive their own practice; it also provides a framework for thinking about interventions. Youth in the “grey zone” between circumstance and coercion are at risk of coercion and would benefit from preventative interventions, such as providing information about safety and offering opportunities outside of possible exploitive situations. Maintaining non-judgmental support and engagement is critical to reducing both individual and systemic violence towards sex workers.

A distinction must be made between sex work and the acts of human trafficking and obtaining sex by coercion or exploitation. Sex work and sex trafficking are not interchangeable terms but are often grouped together. In 2005, the International Labour Organization reported that approximately 1.4 million people were trafficked into the sex sector globally, the majority of them being women and girls. Victims are often migrants who may be deceived into human trafficking by organizations that transport foreign nationals to western countries. Other trafficking victims include children and youth who are lured into sex work by pimps and third parties. By working together with sex

workers and sex work advocates, sex work can be made safer for those engaged consensually, and exploitation/trafficking can be better identified. Anti-trafficking information can be shared as part of occupational health and safety for sex work.

DEFINITION OF SEX WORK

Sex work refers to the consensual exchange of sexual services between adults, for money or goods. The trade involves female, male, or transgender individuals, and can be undertaken in a variety of venues, such as working from private homes, in strip clubs, in brothels, and seeking clients in public locations. Prostitution is the term used by Canadian law to describe the exchange of sexual activity for monetary payment.¹⁹ This term is not used by the sex work community and is not used in practice at CHV.

Some persons may engage in sex work because of their extreme need. People who are homeless or otherwise disadvantaged in society may exchange sex for food, a place to sleep, other basic needs, or for drugs.²⁰ For youth engaged in sex work under these conditions, resources and opportunities are needed. Supports offered by the frontline workers should free of judgement and any expectation to exit sex work.

4.2 THE IMPACT OF CONFLATING SEX WORK, MIGRATION, AND TRAFFICKING ON SEX WORKERS

For many years, sex work has been conflated with trafficking in international agreements and by the media. This has influenced popular opinion.

The concept of consent and understandings of exploitation in relation to sex work lie at the heart of this conflation. The conflation of demand for sex work with trafficking has fueled unfounded speculation.²¹

Work Interrupted: As a result of conflating sex work with trafficking, sex workers are particularly targeted. Authorities target sex workers ostensibly as victims of trafficking. However, many sex workers report constant harassment and raids by officials because they are workers.

Security and protection: Without the support of coworkers and outreach workers, the working environment is less protected and more open to abuse. There have been attempts to criminalize clients in countries like Sweden; however, the issue of the safety of sex workers remains.

Assumed complicity: In the name of investigating trafficking incidents, more raids on sex work venues are being carried out. Many raids could be avoided if consultations were held with sex workers. Continuing the practice of raiding sex work venues, despite the lack of success, suggests a mistrust of sex workers by the police. Indeed, the assumption appears to be that non-trafficked sex workers are complicit in the exploitation of trafficked sex workers. The dismissive attitude of the police is unfortunate, considering the commitment of many sex workers to stop trafficking.

Victimized: The paradigm of victimhood is detrimental to people who have been trafficked. Once labelled a victim, they are denied agency to make decisions about their future.

Restrictions on freedom to travel: Anti-trafficking measures worldwide have included enforcing stricter border controls and rigorous visa application processes. However, these are not applied universally, and discriminate against: people from non-white countries; women, the economically disadvantaged; and manual workers, including male, female and transgender sex workers. As these restrictions make it increasingly difficult to travel, sex workers need the assistance of third-party agents to facilitate travel abroad. Dependency on brokers increases the cost of migration and exposes sex workers to possible fraud and extortion. Sex workers thus are highly vulnerable to exploitation when they attempt to travel.

Discrimination: The conflation of trafficking and sex work fuels racial profiling. While immigration authorities deny any racism in the implementation of anti-trafficking work, the consequences of their actions discriminate against sex workers based on their racial appearance.

4.3 NARROW FOCUS OF ANTI-HUMAN TRAFFICKING NARRATIVES

Conflation of sex work and human trafficking has resulted in the perception that they are the same, which is often referred to “sex trafficking.”

This results in oversimplification of complex realities, urban myths, viral scarelores, and unsubstantiated statistics, which are repeated by anti-trafficking campaigns and then turned into policy and law by decision makers.²²

This leads to:

- **Gendered lens of human trafficking victims:** Most portrayals of human trafficking depict women and girls in need of rescue. It dismisses other genders and presents the feminine victim. Women who do not fit this narrative are denied mainstream help.²³
- **Sidelining of other forms of trafficking:** Several types of trafficking that have been explained in the previous sections tend to be ignored because all the attention is focused on sex trafficking. These include labour trafficking, domestic servitude, forced criminality, etc. This also draws away the funding available from these types of trafficking and concentrates funding anti-sex trafficking measures.²⁴
- **Stigmatizing sex worker:** Supporting an anti-trafficking campaign often increases sex work stigma and misconceptions, and, in turn, makes it harder for sex workers to report violence when it happens.²⁵

FIVE

Public Perceptions and Responses to Human Trafficking and Effective Approach to Improving Public Awareness

Evidence on public perceptions of human trafficking suggests that most people associate it with illicit and criminal activity at the margins of society.

Studies in the UK show that around four out of five people are familiar with the term, although understandings are varied and partial.²⁶ Human trafficking remains separated from the average person’s life which generally results in individuals – and societies – ignoring structural and societal drivers of the problem, such as the demand for cheap goods and services.²⁷

Raising awareness and providing information are the most common tools in the arsenal of prevention activities. From a practical point of view, having some degree of awareness is better than having none. However, the very notion of awareness, which informs public perceptions and results in individual and public responses to human trafficking (or lack thereof), can never be static. It should be recognized and treated as a process, or a continuum, rather than a binary state of being fully aware or fully unaware. This approach of raising awareness has been adopted within much of the increasing and diverse anti-trafficking campaigns. This now includes human trafficking songs, mobile applications, computer games, docufictions, feature films, dance projects, and other forms of popular culture.

FIGURE 1 (RIGHT)
Pillars of Prevention



SIX**Government of Canada's Enhanced Approach to Preventing Human Trafficking**

Through the prevention pillar of the National Strategy, the government seeks to increase public awareness of human trafficking and build capacity in strategic areas to prevent human trafficking from occurring in Canada and internationally.

Research capacity has been enhanced to expand the knowledgebase of human trafficking, close data gaps, and inform policy and program initiatives over the five-year National Strategy (2019-2024). These efforts will build on existing preventive anti-human trafficking efforts undertaken by various federal departments and agencies, such as collaboration among RCMP and different levels of law enforcement, non-governmental organizations, and civil society. The goal is to create awareness at large sporting events; to establish new, ethical procurement policies; to work with key international partners to address human trafficking; and to train government officials, including border, consular officials, and law enforcement.²⁸

KEY ACTIVITIES WILL INCLUDE:

1. Launching a national public awareness campaign to educate Canadians about the serious implications of human trafficking and the different types of trafficking.
2. Implementing pilot projects for at-risk youth with the aim of addressing the core drivers and risks of human trafficking in vulnerable youth, and for pilot projects that develop best practices to reduce exploitation of youth living in care.
3. Enhancing data collection and research to help better understand the nature, prevalence, and scope of human trafficking, close data gaps, and help inform policy and programs that help victims and survivors..

4. Supporting anti-human trafficking efforts abroad, through international assistance, as part of the Feminist International Assistance Policy, to tackle the root causes of gender-based violence, and to support capacity-building projects in beneficiary States to help prevent and respond to threats posed by international criminal activities. The government will also continue to conduct outreach to the diplomatic community in Canada, to Canadians travelling abroad, and through the work of Canadian embassies around the world, to raise awareness on human trafficking and other transnational crimes.

SEVEN**Addressing trafficking of youth for sexual exploitation in BC****7.1****THIS WILL BE ADDRESSED BY THE FOLLOWING LEGISLATION:**

1. IRPA Legislation: The offence of human trafficking is set out under s.118 of the Immigration and Refugee Protection Act [IRPA].
2. Section 279.01: Section 279.01 sets out the primary elements of the offence of human trafficking: the criminal conduct, and the required intent of an accused.
3. Section 279.011: Trafficking of a minor, similarly to s.279.01, section 279.011 sets out a primary offence of trafficking in persons where a minor (person under the age of 18) is trafficked.
4. Section 279.02: Material benefit.
5. Section 279.03: Withholding or destroying documents.

7.2 THE LEGAL AGE OF CONSENT UNDER THE CRIMINAL CODE OF CANADA PROHIBITS:

- Any sexual activity between an adult and a person under the age of 16, with the following exceptions:
 - As long as the older person is not in a position of trust or authority over the younger, and:
 - one person is 12 or 13 years old, and the other is less than 2 years older or
 - one person is 14 or 15 years old, and the other is less than 5 years older.
- Any sexual activity between an adult in a position of trust or authority towards a person between the ages of 16 and 18 years.
- Any sexual activity without the consent of a person at any age.
- The use of people under the age of 18 for exploitative sexual activity (i.e., sex work, pornography, or where there is a relationship of trust, authority, dependency, or any other situation that is otherwise exploitative of a young person).

TABLE 1
Age of Consent

		OLDER PERSON'S AGE								
		12	13	14	15	16	17	18	19	20
YOUNGER PERSON'S AGE	12	yes	yes	yes*	no	no	no	no	no	no
	13		yes	yes	yes*	no	no	no	no	no
	14			yes	yes	yes	yes	yes	yes*	no
	15				yes	yes	yes	yes	yes	yes*
	16					yes	yes	yes	yes	yes
	17						yes	yes	yes	yes
	18							yes	yes	yes
	19								yes	yes
	20									yes

*It is important to note that the law clearly states LESS THAN 2 years or 5 years older depending on the close-in age exception.

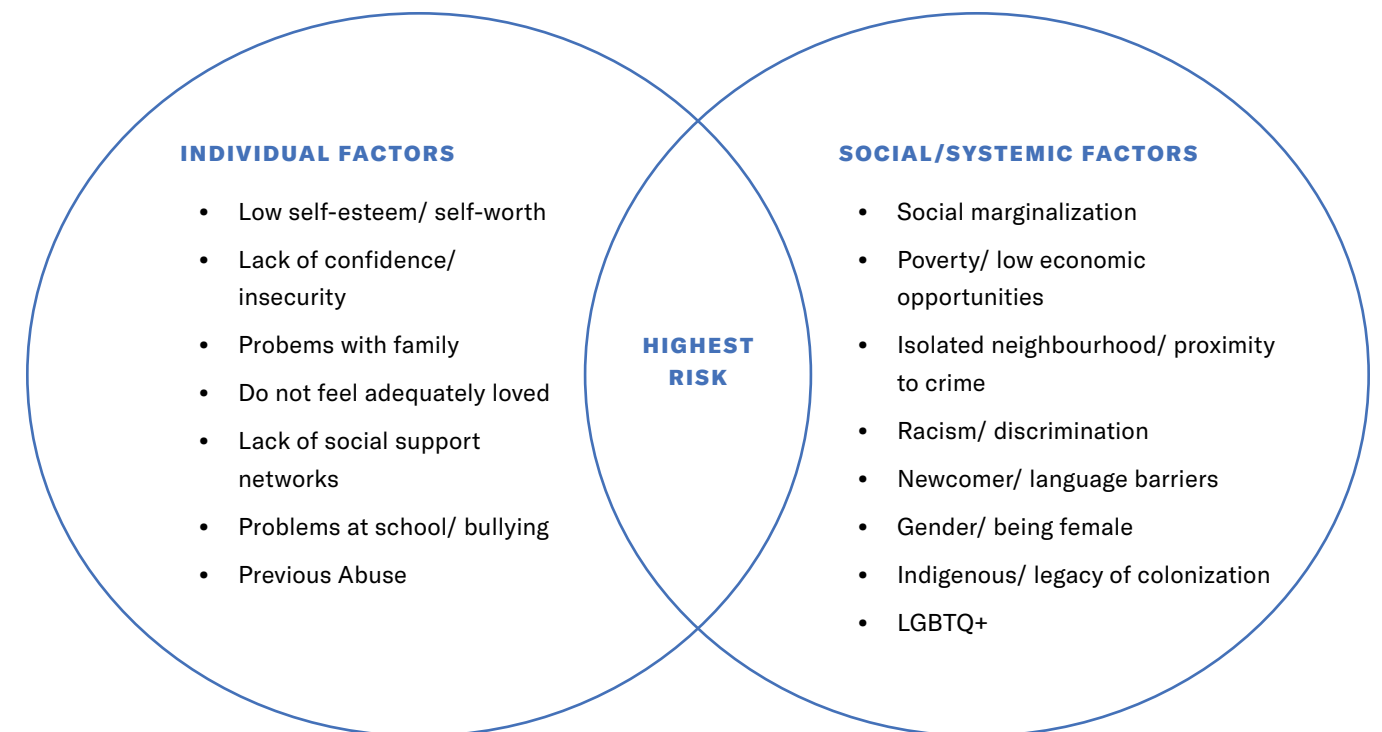
EIGHT Risk and Protective Factors for Human Trafficking

8.1 RISK FACTORS

These are negative influences in the lives of individuals or a community. These may increase the presence of crime, victimization, or fear of crime in a community and may also increase the likelihood that individuals engage in crime or become victims.

Adverse childhood experiences (ACEs) have been significantly associated with youth who have had a trafficking experience. Some of the ACEs most significantly related to trafficking are listed within the Risk Factors for Human Trafficking diagram, along with additional, intersectional considerations.

FIGURE 1
Kalish and Lagios, 2013



8.2 PROTECTIVE FACTORS

These are positive influences that can improve the lives of individuals or the safety of a community. Building on existing protective factors makes individuals and communities stronger and better able to counteract risk factors.

Protective factors extend beyond the experiences and competencies of the affected youth to the familial and societal relationships that support them – including parental knowledge of parenting skills, parental resilience, and concrete support for families.

In addition to the risk factors mentioned here, Indigenous youth face a unique root causes that show an intersectionality of these factors. Aspects of colonization such as capitalism and the intergenerational effects of residential schools has adversely affected Indigenous people. Culturally inappropriate welfare practices and lack of inadequate support system further exposes them to the risk of trafficking.¹³

TABLE 1
Risk and Protective Factors

RISK FACTORS ²⁹	PROTECTIVE FACTORS ³⁰
<ul style="list-style-type: none"> Sexual abuse Emotional abuse Physical abuse Substance use History of arrest Foster care involvement Disabling conditions Mental health challenges Witnessing violence in the home Family legal problems Suicidality A parent with substance use disorder A parent who is a victim of domestic violence A family member in jail A family member diagnosed with a mental illness Disappearance of a parent through divorce, death, or abandonment 	<ul style="list-style-type: none"> Developing relationships with supportive friends and family Learning new skills Participating in community events or activities Participating in religious or spiritual ceremonies or events Establishing routines Reducing stress Increasing access to education, sanitation, housing, employment, transportation, etc.

8.3 RISK FACTORS OF HUMAN TRAFFICKING IN SPECIFIC COMMUNITIES

HOMELESSNESS

Youth who are experiencing homelessness are at greater risk of engaging in sex in order obtain necessities, such as food and shelter, which in turn has been found to be a risk factor for future sexual exploitation and trafficking experiences.^{31,32} Trafficking rates have been found to range from 19% – 40% among homeless young people.^{33, 34, 35, 36, 37} Youth who have been exploited through trafficking had this experience while homeless. Leaving a family home or having been kicked out of home are also common among sex-trafficked youth.³⁸

IMMIGRATION

Immigrants, or newcomers, to Canada, such as refugees and international students, are at risk of being trafficked.³⁹ Young people moving to a new country may experience discrimination, difficulties adapting (e.g., due to language and cultural differences), and a sense of isolation that traffickers can try to exploit.⁴⁰ Also, financial stress could render young people vulnerable to exploitation as they seek opportunities to make money.⁴¹ Gangs may target newcomer youth and offer both financial opportunities and a community.

INDIGENOUS BACKGROUND

Indigenous girls and women are at increased risk for sex trafficking. This is due to the intergenerational impacts and legacy of colonization, including the residential school system, as well as experiences of ongoing systemic racism.^{42, 43, 44} Indigenous children are also overrepresented in the government care system in Canada, and more likely to experience poverty than non-Indigenous youth, contributing to increased risk factors for exploitation.⁴⁵

2SLGBTQAI+ IDENTITY

People who identify as gay, bisexual, or transgender are more likely to be exploited through sex trafficking than those who identify as straight. This may be because non-heterosexual people would have felt the need to leave a family home because of family rejection. This group is more likely to experience acts of sexual violence than their heterosexual peers. Heightened risk of trafficking may also exist because non-heterosexuals may engage in sex to meet basic needs such as shelter, food, drugs, and toiletries, due to limited opportunities to obtain income, as a result of discrimination.



NINE

Prevention of Human Trafficking

Addressing the core risk factors will help prevent experiences of trafficking, particularly among at-risk youth, including in-care youth, youth experiencing poverty and homeless, Indigenous youth etc. This would also reduce their likelihood of returning to trafficking.

Housing: To address homelessness among youth, a continuum of services that ensure low-barrier, affordable housing should be offered. The services should also partner with other non-profits and organizations in providing housing support to youth at risk of becoming homeless. Given that homelessness and poverty run parallel to each other, job opportunities and employment programs would build protective factors to combat risk.⁴⁶

Awareness: Creating awareness on trafficking and healthy relationships is one of the most important tools in preventing human trafficking. This would help youth gain skills in identifying unhealthy relationships, in setting boundaries, and in understanding how to avoid unhealthy relationships or being trafficked. Awareness is required not only for the

youth but also service providers in schools, law enforcement, social work, and healthcare.⁴⁷ Awareness raising efforts must be intersectional and move away from a heteronormative or homogenous view of healthy relationships, consent, and family.

Schools: One of the most important institutions which can help fight against human trafficking is school. School attendance and engagement can help to reduce a youth's risk of experiencing trafficking as schools reduce a youth's isolation. In addition, students can be educated about trafficking through school assemblies or classroom discussions.⁴⁸

TEN

Stages of Human Trafficking

In this section we will be reviewing two models for stages of human trafficking.

These models have been chosen based on the completeness of each stage and the way that they complement each other. A youth may approach us in any of the stages. Interventions are available throughout the journey to limit and mitigate risk. Stages of trafficking are ways to understand the experience, trafficking is not dependent on all stages occurring or occurring in chronological order.

MODEL 1

The Stages of the Human Trafficking Process model (Fig. 1) depicts trafficking as a series of event-related stages, during which various risks and intervention opportunities may arise. By highlighting the diachronic (occurrences over time), synchronic (occurrences at each stage), and geographic (physical location) aspects of the process, this model points to the cumulative nature of risk. This model is most applicable to the experience of domestic trafficking of youth in Canada.

Luring: Human trafficking may begin with traffickers assessing potential victims based on their vulnerability — and then luring them into a friendship or romantic relationship, by giving them false hope for a better life.

The traffickers start off sweet and cool: they bring gifts, tell compliments, pay for things, offer to help, and make bold promises. This helps gain the trust of their target. During all those "generous" interactions, the trafficker is also collecting their victim's personal information about home life, friend, and family support systems, etc.— to use against the victim later.

Grooming and Gaming: Amidst all the favours, the traffickers begin to slip in offers of "great opportunities" for "easy work" that would bring money, glamour, and prestige.

Of course, these are all false promises — but the groomed to believe them.

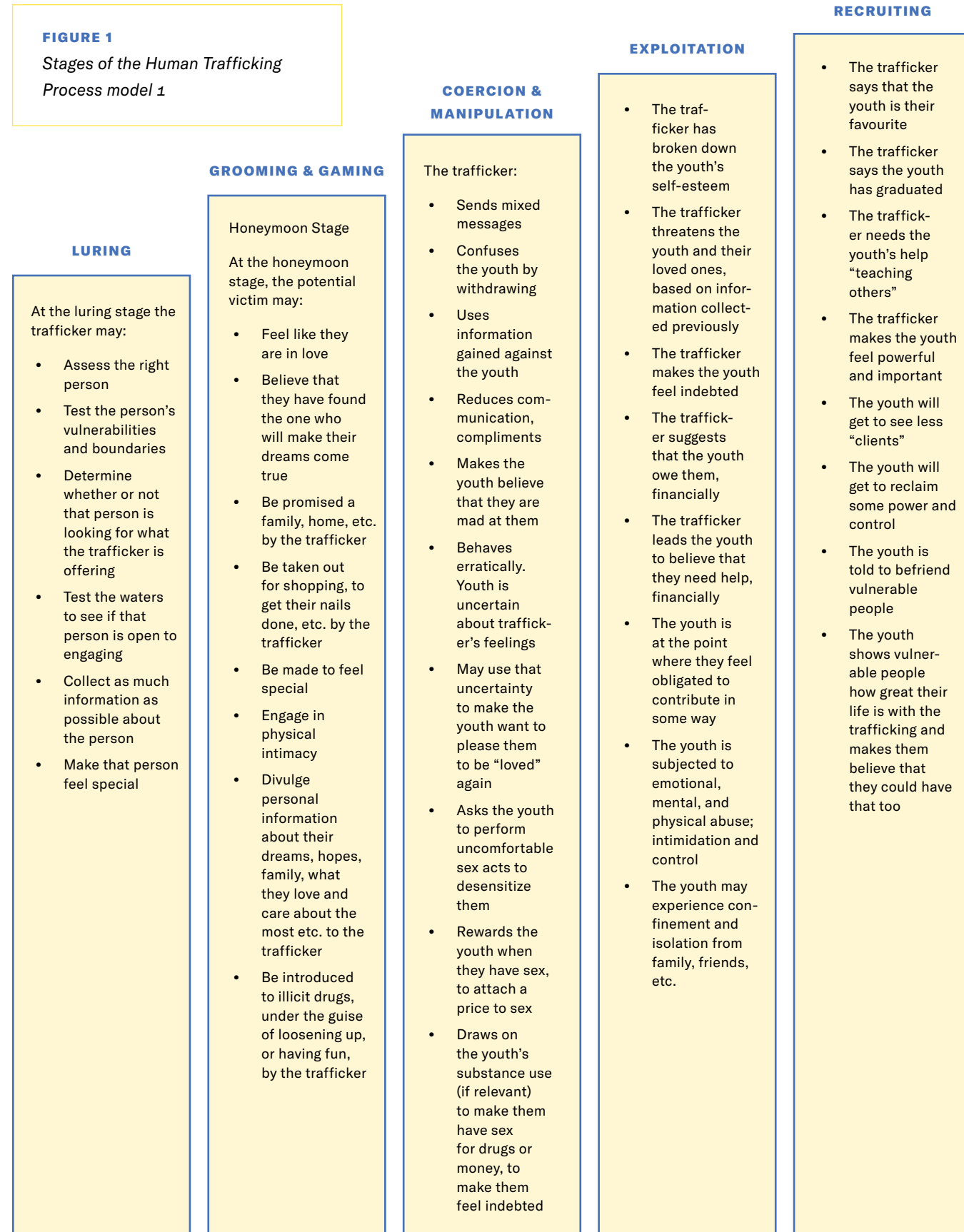
The trafficker begins to expose the victim to the industry they work for, through pornography, for example, or if the trafficker is having a romantic relationship with the victim, by introducing more and more "tricks of the trade" into their sex life. This is to get the victim to perceive the escalating mistreatments and indignities as "normal" life. Boundary crossing may start to begin and be rewarded with gifts or affection.

Coercion: Even if victims initially offer consent, that consent is rendered meaningless by the actions of the traffickers to exploit them for labour or services. Coercion includes threats of serious harm to, or physical restraint against, any person, as well as psychological manipulation, document confiscation, and shame- or fear-inducing threats to share information or pictures with others or report to authorities. Threats may be made against loved ones, including family members, "street family," or pets. The treat of an unmet need - whether shelter, food, esteem, substances, or attachment - may be also used as a coercive tool.

Exploitation: This stage is different from the exploitative stage explained in the next model, as in this stage the victim is led to believe that they need the trafficker to earn, and they are obligated to contribute to trafficker's activities. This stage also consists of isolation and sometimes confinement.

Recruitment: The exploitation stage exposes victims to many risks including violence, transmissible disease, and threats. In seeking safety some youth engage in the recruitment of peers to limit the amount of risk they are exposed to. Recruitment is a survival stage of human trafficking and

FIGURE 1
Stages of the Human Trafficking
Process model 1



should be seen through the lens of forced criminality. Youth participating in the recruitment of peers for the purpose of exploitation are often the most entrenched in a trafficking experience.

This model overlaps the recruitment stage of the transit/trafficking model proposed by Zimmerman and is explained there.

MODEL 2

The human trafficking process model that follows is found in migration theories that conceptualize migration as a process of movements.

Recruitment stage: In the initial period of trafficking, youth are more vulnerable to: deceptive offers to migrate for work; and abduction for the purposes of exploitation. It is common for people to be recruited by someone known to them, such as a friend of the family or family members themselves, including parents.^{12, 13}

Travel-transit stage: After the youth agrees to or is forced to go with the trafficker, there may be multiple points of transit and locations where they may be exploited. Illicit travel can be arduous, even life threatening, as trafficking agents aim to make maximum profit from each trip, willingly risking the lives of their cargo to avoid detection. Some of the key indicators of trafficking are the confiscation of documents, confinement, or threats of sexual violence, which may be considered the "initial trauma"⁴⁹ in what is likely to be a future chain of traumatizing events.

Exploitation stage: The exploitation stage is when youth are in a labour or service circumstance in which their work and/or body are exploited or abused. Events that occur during the exploitation stage epitomize the range of abuses that are most associated with human trafficking.⁵⁰ These may include forced labour and debt bondage, sexual abuse, physical violence, psychological coercion or abuse, deprivation and confinement, and usurious financial arrangements. These abuses may be accompanied by threats against individuals and their loved ones.

Detention stage: The detention stage applies to only a minority of trafficked persons and is a period when an

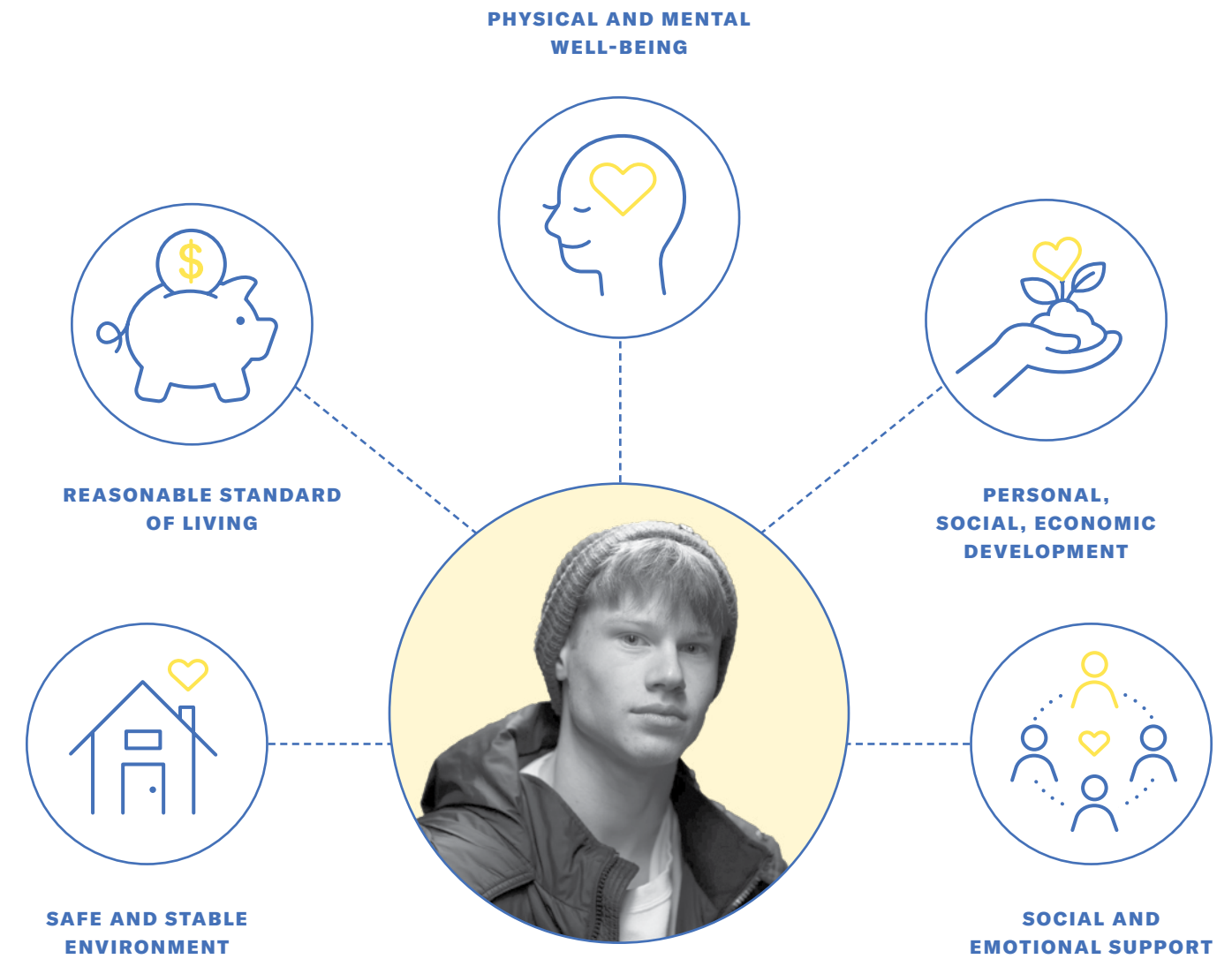
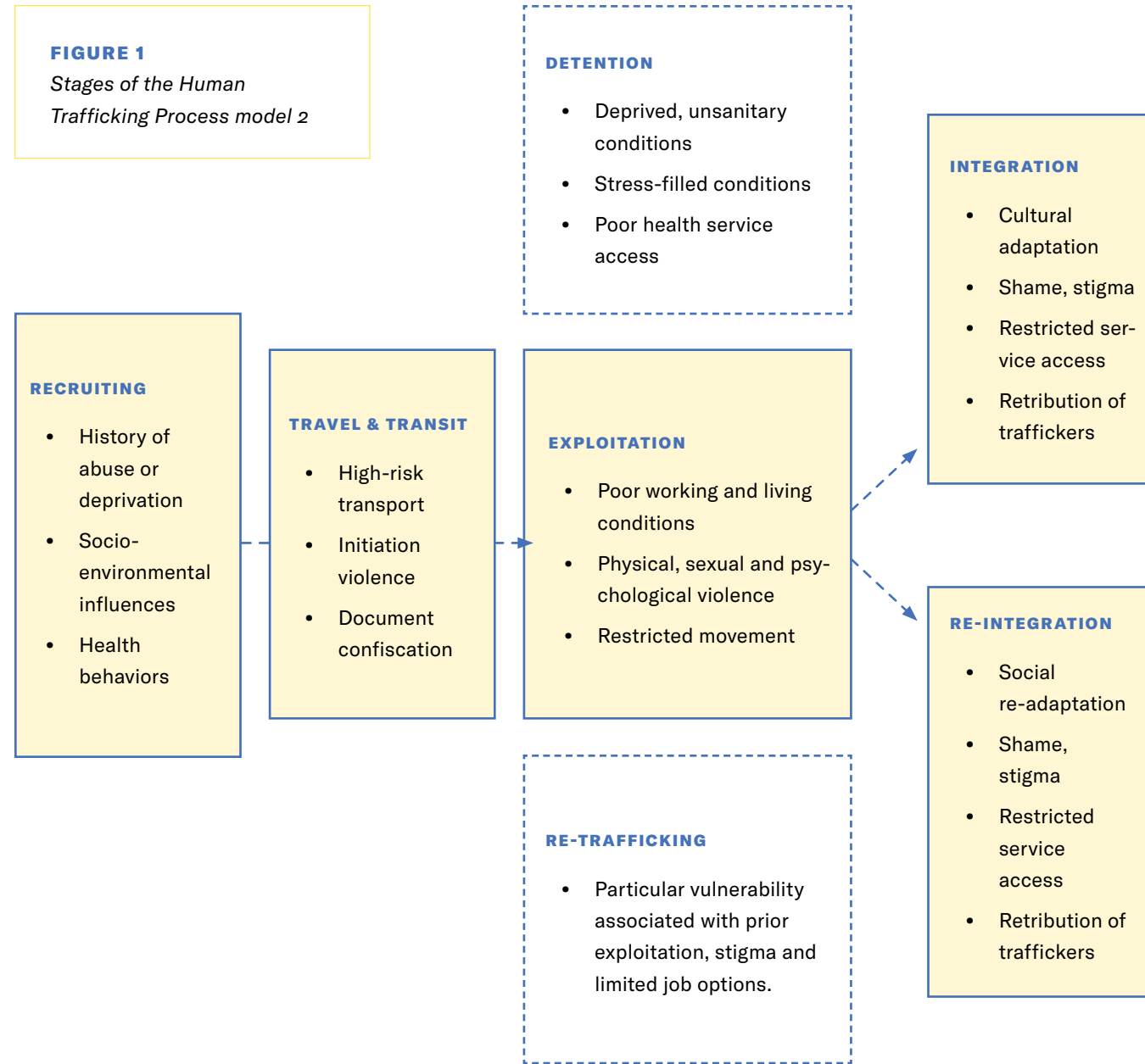
individual is in the custody or detention of a state authority or obliged to collaborate with authorities, such as under the restrictions placed on individuals who agrees to cooperate with police in exchange for temporary residency. While participating in a prosecution, individuals may face retaliation by traffickers, and re-traumatization, while recounting past events.⁵¹ This stage, while somewhat distinct by the nature of the risks and often restricted conditions, can overlap with the integration/reintegration stage, particularly for individuals who are simultaneously participating in a criminal investigation or asylum procedures while attempting to settle in a new setting or readjust to "normal" daily activities back home.

Integration or reintegration stage: Trafficking has profoundly serious impacts on the physical, psychological, economic, and social well-being of trafficked victims. As such, integration/reintegration not only addresses the impacts of trafficking, but also addresses pre-trafficking vulnerabilities, as well as challenges that emerge in life after trafficking exploitation ends. It is the process of recovery, along with economic and social inclusion, following a trafficking experience. It may be best understood as a process that trafficked persons navigate as they recover and move on from trafficking exploitation.

Successful reintegration includes:

- Settlement in a stable and safe environment
- Access to a reasonable standard of living
- Mental and physical well-being
- Opportunities for personal, social, and economic development
- Access to social and emotional support

Reintegration may involve returning to one's family and/or community of origin. It may also involve integration in a new community and even in a new country. A central aspect of successful reintegration is empowerment — supporting victims to develop skills toward independence and self-sufficiency and to be actively involved in their recovery and reintegration.⁵²



Re-trafficking: Little is known about the numbers or types of individuals who are re-trafficked. Factors that contribute to a person’s vulnerability to be re-trafficked are estimated to be many of the same problematic employment and financial situations that pushed individuals to accept the offers of recruiters in the first place.⁵³ It is not unusual for individuals to be left even more vulnerable after a trafficking experience. While others, who have learned the pitfalls, are in a better position to make a more informed second migration attempt. Few may become recruiters themselves to meet survival needs.

FIGURE 1
Components of Integration

ELEVEN

Intersection of Human Trafficking

The racial, gendered, sexual, and colonial factors shaping human trafficking in Canada are intersectional in nature, and their combined effects are often manifested in contradictory, unjust ways.

Police and government reports and fact sheets have readily highlighted the “risk factors” that leave youth vulnerable, and strategies that “traffickers” will use to prey upon them. However, human trafficking also entails the continuation of a long history of racialized sexual violence, oppression, and labour exploitation that often goes unacknowledged in societies with colonial histories like Canada.⁵⁴

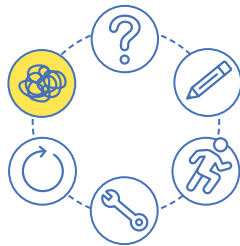
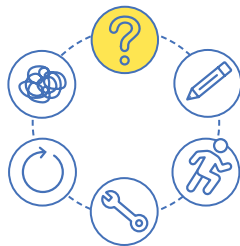
Compounding the cultural harm and isolation caused by the forced separation of families is the violence that youth have experienced under entry into “care” systems such as child welfare and, in BC, the Ministry of Children and Family Development (MCFD). For example, a report by the Representative for Children and Youth in British Columbia finds that “a quarter of reported incidents of sexualized violence that occurred in care placements were perpetrated by the child or youth’s foster parent,” while another one-third of these incidents was perpetrated by another child in the same placement. Racialized women appear to be overrepresented among experiencers of human trafficking.⁵⁵

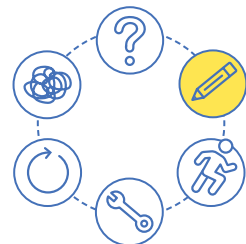
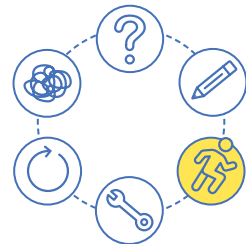
An intersectional analysis of human trafficking presents the challenge and promise of recognizing the unique combinations of factors that shape each survivor’s story, while also drawing critical attention to systems of violence that underly these “common factors.”

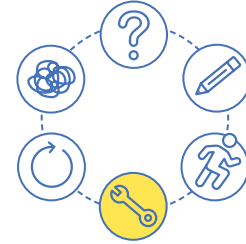
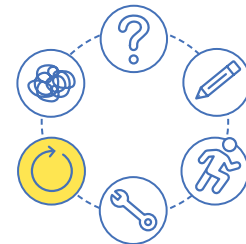
TWELEVE

Stages of Change

Understanding which stage of change a youth is in can help support staff better understand the experience of trafficking and how best to support through a youth-centred and trauma-informed way.

STAGE OF CHANGE ⁵⁶	HOW IT APPEARS FOR THE YOUTH	FRONT LINE WORKER'S ROLE
<p>Precontemplation</p> <ul style="list-style-type: none"> Denies being trafficked May disclose details, but not as problem Becomes defensive May not seek support 	<ul style="list-style-type: none"> May not be ready to talk about their experiences May be defensive of their situation or abuser May not want intervention <p>Statements</p> <p><i>“I love my partner. They takes care of me.”</i></p> <p><i>“I’m happy making money.”</i></p> <p><i>“I’m good with the way things are.”</i></p> <p><i>“I make money doing what</i></p>	<ul style="list-style-type: none"> Validate autonomy of the youth on their decisions Encourage self-exploration Explain any risks involved
<p>Contemplation</p> <ul style="list-style-type: none"> Acknowledging the situation is not how it appeared to them previously Ambivalent to leave but process the situation Self-reflection by weighing consequences and talking about feeling 	<ul style="list-style-type: none"> An external event has confronted them Fear of consequences of leaving, retribution, threats to self and family, being homeless, having no money Feeling isolated <p>Statements</p> <p><i>“I didn’t think it was going to turn out this way.”</i></p> <p><i>“I feel like I don’t deserve this.”</i></p> <p><i>“I don’t want this for my child.”</i></p> <p><i>“I’m afraid that if I try to leave they will just track me down and find me. There’s no point.”</i></p> <p><i>“This is what I’m good at. I’m not good at anything else.”</i></p>	<ul style="list-style-type: none"> Listen Encourage youth to list out pros and cons Validate youth ability to make changes Identify and assist in identifying barriers to change Identify resources

STATE OF CHANGE	HOW IT APPEARS FOR THE YOUTH	FRONT LINE WORKERS ROLE
<p>Preparation</p> <ul style="list-style-type: none"> • Making plans to leave • Testing the waters • Attempting to take small steps 	<ul style="list-style-type: none"> • Regularly attends meetings • Saves money • Brings belongings to the building • Tries to cut off the trafficker • Exploring alternative employment opportunities • Exploring housing options <p>Statements</p> <p><i>"I would really like to finish school."</i></p> <p><i>"I still love home and want to be with them, just not with all the other stuff."</i></p> <p><i>"I want to leave, but I just want to save some money first."</i></p>	<ul style="list-style-type: none"> • Create safety plans • Case management – supports in finding employment, counselling • Encourage small initial steps • Validate fear of change • Introduce new experiences to youth helping build self-esteem • Affirm underlying skills for independence
<p>Action</p> <ul style="list-style-type: none"> • Leaving the situation behind them 	<ul style="list-style-type: none"> • Trying to gain financial stability • Cuts off contact from perpetrators • Moves away from the area of trafficking <p>Statements</p> <p><i>"It's so hard and it's taking so long to get everything together."</i></p> <p><i>"I'm so glad I left. I hate them, but I miss them."</i></p> <p><i>"I can see myself going to college and getting a good job."</i></p>	<ul style="list-style-type: none"> • Support and validate efforts • Address safety concerns • Focus on restructuring and social support • Discuss self-care • Create milestones and if possible, rewards which the youth can give themselves • Reiterate long-term benefits of change

<p>Maintenance</p> <ul style="list-style-type: none"> • Maintains plans • Develops new skills • Successful in avoiding pitfalls and ignoring triggers 	<ul style="list-style-type: none"> • Maintain job • Develops new relations even if struggles in process • Address trauma of experiences • Statements <p>Statements</p> <p><i>"I can't believe I wasted so many years."</i></p> <p><i>"It's like I never had a childhood."</i></p> <p><i>"I could never go back to the track/club."</i></p> <p><i>"I feel bad for other youth who are still in it."</i></p> <p><i>"Sometimes I'm bored and kind of miss the drama."</i></p> <p><i>"It's hard starting relationships because they only want one thing."</i></p>	<ul style="list-style-type: none"> • Follow-up support plan • Reinforce internal rewards and self-care • Discuss activating factors for dysregulation, create coping mechanisms • Recognize progress and validate strengths • Be patient and realistic
<p>Relapse</p> <ul style="list-style-type: none"> • Falling back on previously left patterns of behaviour 	<ul style="list-style-type: none"> • Runs away from the programs • Re-establishes contact with perpetrators <p>Statements</p> <p><i>"They really love me."</i></p> <p><i>"I'm always going to be like this. This is who I am."</i></p> <p><i>"I'm so ashamed. I don't want to come back."</i></p> <p><i>"You don't understand. I missed them and besides, it's different now."</i></p> <p><i>"It was too hard. I just couldn't do it."</i></p>	<ul style="list-style-type: none"> • Address feelings of failure • Reassure that relapse happens • Revisit subsequent stages of changes • Evaluate triggers resulting in relapse • Reassess motivation to leave again • Plan stronger coping strategies



THIRTEEN CHV Principles

IMMEDIACY

Youth approach CHV in crisis. Immediately and without judgement, we meet their basic needs like a nourishing meal, shelter from dangers, clean clothes, medical attention.

Needs of youth addressed outside of a trafficker or trafficking experience. The staff at CHV are available 24 hours to support the youth.

SANCTUARY

Youth arriving often present as being frightened and mistrustful, because of their experience with trafficking. Young people can grow only when they feel safe and secure — Covenant House protects them from the risks of street life and offers an important sense of security.

Sanctuary for youth escaping trafficking means that CHV provides youth a secure environment which is free of abuse and negative pressure. Everyone contributes to creating this environment, including the youth community.

VALUE COMMUNICATION

Abuse and distrust are common traits encountered in human trafficking. Covenant House demonstrates nurturing relationships based on trust, respect, and honesty.

Moving away from abuse and developing a healthy set of personal values is an important goal for the youth at CHV. Honesty, caring, accountability, and mutual respect are values that we all strive to live and model through Trauma Informed Practice.

STRUCTURE

Trafficked youth may not know how they will get their next meal or where they will sleep. Covenant House provides the stability and structure necessary to build a positive future.

In the CHV Crisis Program, youth experience structure, in the form of schedules and rules that are needed for overall stability. There are some schedules and rules that must be followed by everyone, but structure is also tailored to every individual, based on their needs and goals.

Youth will be involved in the process of setting their own expectations as goals are identified, and youth will take responsibility for working toward those goals. The aim is that by the time youth leave, they will have practice in deciding and setting up the routines and self-disciplines that are important to them, so that they will thrive independently.

For example, once as youth is on their own, they will be able to live by a budget that they created, get enough sleep, get to work on time, address emotional dysregulation, decide when to do the dishes, and when to study.

CHOICE

Covenant House fosters confidence, encouraging young people to believe in themselves and make empowered choices for their lives.

At CHV, we support the right and responsibility for youth to make their own life choices. Youth make choices every day, through actions/activities that they include or avoid. CHV supports youth in exploring the options that are open to them and in recognizing all the little choices that they must make every day. CHV also supports youth in forming a personalized safety plan, based on their preferences and dreams. Part of the work of the staff is to help youth evaluate the possible results of each choice that they make. CHV's goal is to empower youth with information and skills for positive decision making.

Anti-Oppressive Practice

An anti-oppressive framework is the method and process in which we understand how systems of oppression such as colonialism, racism, sexism, homophobia, transphobia, classism and ableism can result in individual, discriminatory actions and structural/systemic inequalities for certain groups in society. Anti-oppressive practices and goals seek to recognize and dismantle such discriminatory actions and power imbalances.⁵⁷

TABLE 1
Examples of Anti-Oppressive Practices⁵⁸

ROLE	RESPONSIBILITY	GOAL	EXAMPLES
Co-learner	Continuously learn from their participants about their lived experiences and knowledge, skills, and strengths	To foster a sense of control, agency, and self-determination in the participants	<ul style="list-style-type: none"> Participant must be included as much as possible in the decision-making processes that impact their life. Promote empowerment by ensuring that participant views and stated needs are incorporated into assessment and solution options.
Co-teacher	Incorporate education work; assuming people have the capacity to become capable as the experts in their lives		
Empathic listener	Use active and reflective listening skills; convey positive regard, warmth, and respect	To develop a strong therapeutic relationship and build trust with the service user	

Co-consultant	Collaboratively provide knowledge and share experiences; provide information and perspectives	To promote service user's ability to see themselves as active agents responsible for change
Co-creator	Create opportunities for service users to become skilled at obtaining resources and support by acting as an empowerer, not a rescuer	To promote service users, find new or alternative support and resources
Co-activator	Promote a sense of cooperation and joint responsibility to meet the service users' needs; promote partnerships and engagement with other supportive groups/communities	To help service users find new or alternative support and resources
Mediator	Promote cooperation and collaboration between service users; negotiate tensions if incidents arise	To support health interactions between service users and promote skills building of conflict resolution

- Deliberate sharing of power and a commitment to transparency where the participant has the full information and awareness of the circumstances to make decisions in their best interest.
- Working in partnership attempts to balance unequal power dynamics by working against hierarchical structures to create a supportive environment where the service user is able to access the necessary resources and information to work collaboratively with a frontline worker.

Attachment-Based Model

Attachment is shared between children and their parents, and/or alternative caregivers, teachers, and counsellors. Attachment is a basic need, which is met through adaptation environments to obtain connection with a caregiver. Different skills may be developed in order to find ways to meet attachment needs and are often referred to as attachment styles. Different attachment styles can present with different behaviours, but Trauma Informed Practice allows us to understand the adaptive ways youth have met their attachment needs throughout their lives.

Many of the youth that we work with have a history of complex and often mal-adaptive or inconsistent attachment relationships with primary caregivers. Due to the lack of early, secure attachment experiences for youth who seek our services, it is important to model a healthy balance of independence and connectedness using empathy and adaptive conflict resolution, for them.

ATTACHMENT STYLES:

1. Sub-optimal
2. Secure
3. Insecure
 - a. Avoidant
 - b. Anxious
 - c. Ambivalent
 - d. Disorganized

PRINCIPLES OF ATTACHMENT THEORY

1. **All behaviour has meaning:** Understanding a youth's life story helps us understand the way that they express their attachment needs. It encourages us to be mindful, curious, and sensitive to the meaning behind an expressed behaviour. It helps us step back and wonder about the message behind the behaviour. When we do this, we are in a better position to respond in a supporting and effective way to help meet an attachment need, rather than be reactive to a behaviour.
2. **Attachment is for life:** Youth need to have a safe haven of soothing and supporting relationships, and a secure base of confidence and trust to explore the world. Keeping a balance between the two basic attachment needs — connection and independence — can be particularly challenging

"Due to the lack of early, secure attachment experiences for youth who seek our services, it is important to model a healthy balance of independence and connectedness using empathy and adaptive conflict resolution, for them."

and confusing for both the clients and caregivers. People continue to need attachment and grow skills to meet their attachment needs throughout their lifetime.

3. **Conflict is a part of attachment:** Conflict is a part of healthy relationships. When it is expressed and managed constructively, it offers new opportunities for understanding, connection, and growth. Recognizing that conflict is a way of expressing needs is the first step towards:
 - a. Stepping back and reframing how we understand it.
 - b. Becoming aware of our own emotional and behavioural reactions to conflict.
 - c. Identifying when conflict is an expression of the need for connection.
 - d. Identifying when conflict is an expression of the need for independence.
 - e. Increasing our options in how we respond to conflict.
4. **Secure attachment contains a balance between connection and independence:** Youth who feel that their caregivers listen to them and understand them, despite the conflict that arise in their relationship, can confidently move forward in exploring their own identity. These youth do not avoid exploration and individuation, nor do they prematurely force independence and form a fragile sense of selfhood in opposition to their caregivers.
5. **Growth involves moving forward, while understanding the past.**
6. **Understanding, growth, and change begin with empathy:** Empathy means experiencing another person's feelings as if they were your own. Communicating empathy requires us to:
 - a. Communicate that we respect and are genuinely interested in another's experience.
 - b. Listen to better understand.
 - c. Communicate that you understand, by acknowledging and reflecting the person's experience.
 - d. Validate a person's experience by confirming you can understand it.
7. **Balancing connection and independence:** Negotiating relationships and balancing needs requires a firm hold on one's own position, and a deep appreciation of other's point of view and emotional experience.
8. **Attachment brings both joy and pain.**

Do No Harm

Do no harm asks us to take a step back from an intervention to look at the broader context, to mitigate potentially negative effects on communities, the social fabric, the economy, and the environment.

Every interaction with a youth has an impact, either positive or negative, on their wellbeing. Each conversation with a youth should be treated as a potential step towards improving their life.^{59,60} Here are some ways to mitigate a negative interaction with a youth experiencing trafficking:

- **Consider the impact of your actions.** Even with the best intentions, it is important to consider the way that your words and actions are expressed, as they could impact a trafficked person negatively. This may require rethinking your initial response, to protect the person's safety, trust, and emotional state.
- **Avoid retraumatizing the person.** Recounting the details of a person's trafficking experience can lead to significant physical, psychological, and social stress, or even cause them to relapse into a state of trauma.
- **Only make promises you can keep.** People who have been trafficked are used to broken promises. It is important to stop this cycle. Set realistic expectations and boundaries and acknowledge areas where additional support may be required.
- **Stop if necessary.** If you have any reason to believe that carrying out an interview or conducting an examination or procedure will negatively impact the trafficked person, stop — at least for the time being.

Traffickers may target marginalized, isolated, or stigmatized populations. Therefore, Do No Harm also includes mitigating further stigmatization of communities and the recognition of unique populations, during interventions. Too often, the policies and investments sought by anti-human trafficking groups end up harming those vulnerable and marginalized groups.

Do No Harm ensures consultation and consideration of community groups when deciding which interventions to pursue. Do No Harm advocates for ongoing relationships to review both positive and negative outcomes of interventions beyond individual youth.

This toolkit was created with careful consideration about the impact that our work has on members of the following communities: Indigenous, 2SGLBTQIA+, disability, newcomer, undocumented, and sex worker.

Harm Reduction

Although harm reduction is commonly spoken in the context of substance use, harm reduction is a movement for social justice, built on a belief in, and respect for, the rights of people. Harm reduction is grounded in justice and human rights. It focuses on positive change and on working with people without judgement, coercion, discrimination, or by requiring that people to stop using drugs as a precondition of support.

In harm reduction interventions, the client is central to effective practice. Emphasis is on client values and encourages the client to make decisions by defining their needs and the actions that they would like to take.⁶¹ Young people often do not recognize themselves as victims of exploitation and perceive these relationships as the primary means by which their needs are met. It is also a common belief of youth that these situations are temporary, so they may not seek support.⁶²

A harm reduction approach allows frontline workers to view these beliefs as necessary for the youth's development. This may seem contradictory to the "rescue" that we often encounter. Rather than rescuing a youth in one instance, youth may have access to support and have a period of time away from trafficking, but then relapse for periods of time and frontline workers should be viewed as a trusted and stable person throughout this cycle. This exemplifies the harm reduction principle of maintaining non-judgmental, consistent contact.⁶³

Harm reduction, in this context, is in reference to supporting youth, as they may be at risk of, or experiencing, trafficking. Sometimes substance use is interconnected with the experience of trafficking, as a person may have drug debt, due to substance use, or be provided substances as a coercive tool of an exploiter. Harm reduction in these cases can be applied twofold, whereby services are non-judgmental and open to supporting youth "where they are at" for both substance use and exploitation.

This approach also encourages frontline workers to promote the rights of health, wellbeing, and safety, even if the youth is engaging in unsafe behaviour. This may be especially important for youth who may not need immediate intervention, as well. Such an approach would entail connecting the youth to peer support and, if possible, group activities, as this promotes awareness around victimization.⁶⁴ Conversations about education and employment opportunities will help promote feelings of empowerment and self-esteem, while weakening connections to the perpetrators who have tried to isolate these youth and create a sense of dependency.

Such an approach provides a "chain of protective factors," which promotes resilience and provides a direction that leads the youth away from the pattern of exploitation.⁶⁵

HARM REDUCTION CONSISTS OF FOUR PRIMARY COMPONENTS:⁶⁶

raising awareness, contacting people, providing means to change behavior and gathering support for harm reduction work.

**① Raising awareness**

Distributing information and increasing accessibility to education on a particular risk.

**② Contacting people**

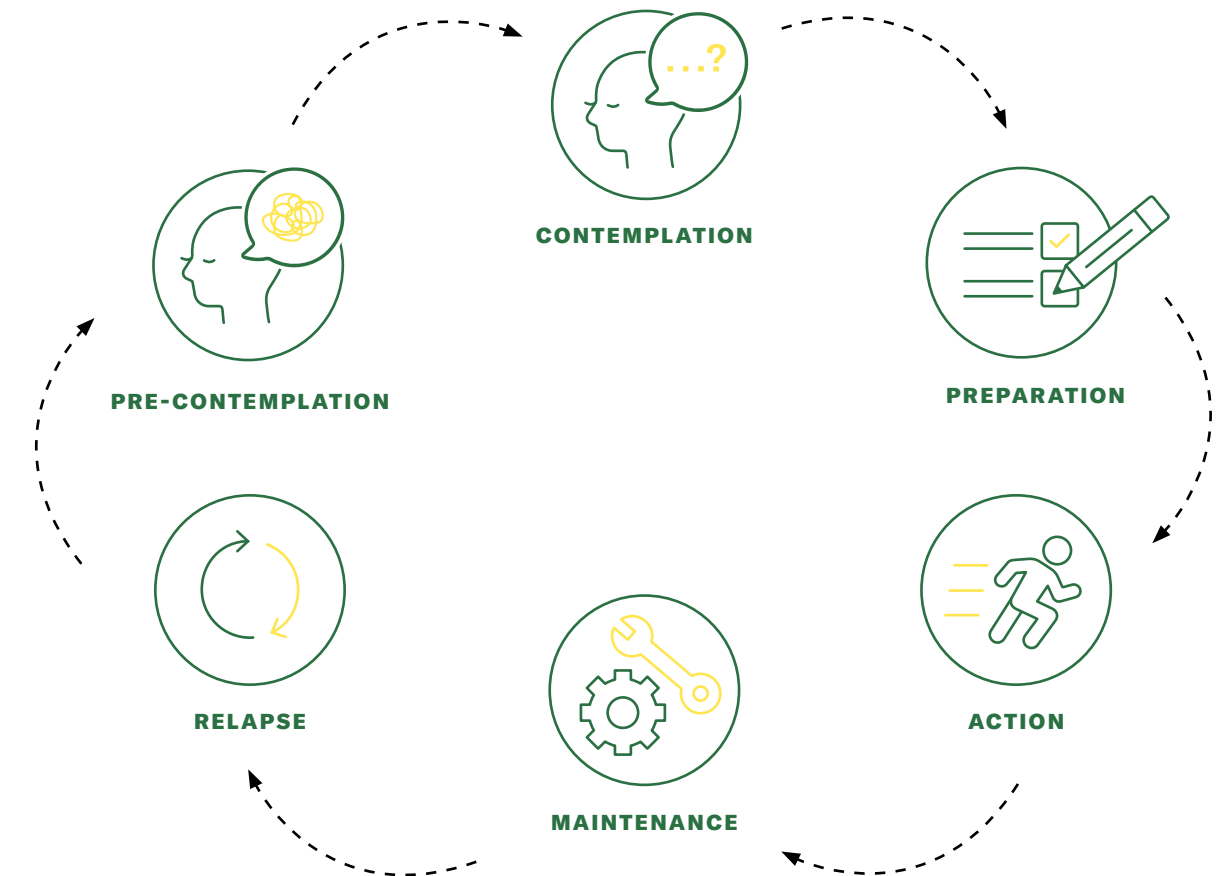
This component involves reaching out, providing services, and maintaining contact.

**③ Providing a means to change behaviour**

This component involves providing resources and facilitating formal help services.

**④ Gathering support for harm reduction work**

This involves facilitating alliances between diverse stakeholders to integrate harm reduction within the framework of their practice. It also asks that policies and programs aimed at promoting harm reduction are tools to enable its practice.



Stages of Change (Transtheoretical Model)

“Meeting youth where they’re at”

Precontemplation is the stage at which there is no intention to change behaviour in the foreseeable future. Many individuals in this stage are unaware or under aware of their problems.⁶⁷

Contemplation is the stage in which people are aware that a problem exists and are seriously thinking about overcoming it, but have not yet made a commitment to take action.

Preparation is the stage that combines intention and behavioural criteria. Individuals in this stage are intending to take action.

Action is the stage in which individuals modify their behaviour, experiences, or environment, in order to overcome their problems. Action involves the most overt behavioural changes and requires a considerable commitment of time and energy.

Maintenance is the stage in which people work to prevent relapse, and consolidate the gains attained during action. This stage can extend from six months to an indeterminate period past the initial action.

Strengths-Based Approach

Strength-based approach is a work-practice theory, which focuses on an individual's self-determination and strength. This type of approach builds on the client's strengths and sees them as resourceful and resilient when they are faced with adverse conditions.⁶⁸ Strengths-based approach is that it is about getting people to affect change within themselves. This approach is highly dependent on the thought, emotional, and information processing of the individual. One of the main stays of strength-based approach is supporting youth to identify their strengths during various phases of change.

PRINCIPLES OF THE STRENGTH-BASED APPROACH⁶⁹

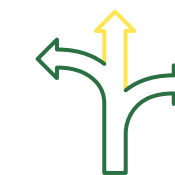
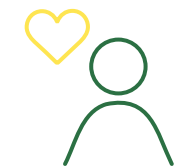
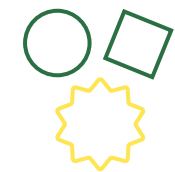
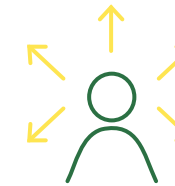
There are nine guiding principles that serve as the foundation of the strength-based approach:

1. Everyone possesses a uniqueness that helps them evolve and move along their journey. These unique characteristics can be either:
 - a. Potential - Which is the innate ability of every person to live and perform in alignment with their highest self.
 - b. Strengths - These character traits or skills that are considered positive
 - c. Capabilities - A talent or ability that has potential for development or use
2. What receives attention or focus becomes what we (or the client) strive(s) for, and eventually, what becomes a reality.
3. Be careful with your words and language. Our language creates our (and our client's) reality.
4. Accept change — life and our world are ever evolving; don't resist.

5. Support others as authentically as you can. You will see that your relationships are deeper and more meaningful.
6. The person or client is the storyteller of their own story.
7. Build upon what you know and experience, to help create your dreams for your future.
8. Capacity building has multiple facets and organization. Be flexible.
9. Be collaborative. Be adaptive and value differences.

RAPP, SALEEBEY, AND SULLIVAN (2008)⁷⁰ SUGGEST SIX STANDARDS FOR DETERMINING WHAT IS A STRENGTHS-BASED APPROACH:

1. Goal orientation
2. Strength assessment
3. Resources from the environment
4. Different methods are used first for different situations
5. Relationships create hope
6. Meaningful choice



① Goal orientation

It is crucial and vital for the person to set goals.

② Strength assessment

The person finds and assesses their strengths and inherent resources.

③ Resources from the environment

Connect to resources in the person's environment that can be useful or enable the person to create links to these resources. The resources could be individuals, associations, institutions, or groups.

④ Different methods are used first for different situations

In solution-focused therapy, clients will determine goals first and then strengths. In strength-based case management, individuals first determine their strengths using an assessment.

⑤ Relationships create hope

By finding strengths and linking to connections (with other people, communities, or culture).

⑥ Meaningful choice

Each person is an expert on their strengths, resources, and hopes. It is the practitioner's duty to improve upon the choices that the person makes, and encourages them to make informed decisions.

Trauma-Informed Practice

Survivors of human trafficking may experience trauma resulting in PTSD (post-traumatic stress disorder), depression, or anxiety. One common symptom of PTSD is the inability to separate past and present emotions. Youth may often relive the trauma through uncontrollable flashbacks, where their brain and nervous system revert to the same state of terror that they were in during the original event.

Trauma affects the self-worth of youth, along with their perceptions, and relationships. These beliefs will affect how youth respond to our services. The window of tolerance concept describes the best state of “arousal,” or stimulation, in which we thrive in everyday life. Within this window, we can learn effectively, and relate well to ourselves and others. However, if we move outside of this window, we can become hypoaroused or hyperaroused. Hypoarousal results from the freeze/flop/drop response, where there is a sense of shutting down or disassociating. This can be presented as dysregulation in youth. Hyperarousal results from the fight or flight response and is characterized by excessive activation. It can present as irritability, anger, and angry outbursts.

In knowing this, we can see that every behaviour has meaning – to meet needs whether for safety, attachment, or survival. The experience of human trafficking can result in compounding and complex trauma, as an individual may seek to keep themselves safe from a trafficker, while simultaneously, the trafficker meets the attachment (connection) needs of the youth.

Youth affected by trauma from abusive and/or exploitative relationships frequently encounter services that mirror the power and control that they experienced in those relationships. Trauma-informed practice (TIP) commits us to providing services in a manner which is welcoming and appropriate to the special needs of those affected by trauma.

CORE PRINCIPLES OF TIP

- Acknowledgement
- Safety
- Trust
- Choice and control
- Compassion

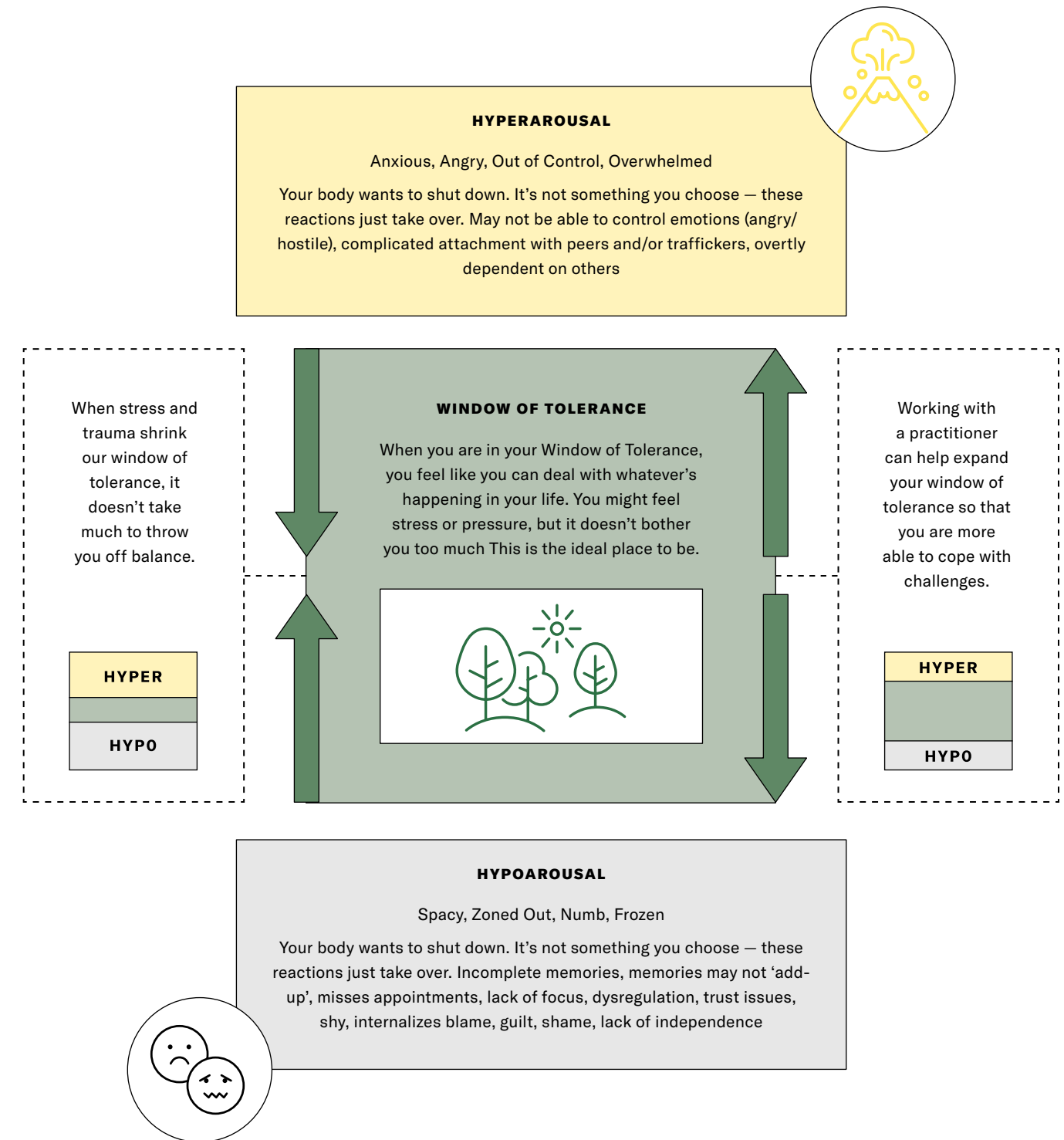
ENGAGEMENT TECHNIQUES

- Listen
- Use open-ended questions
- Avoid identifying youth as “victim”
- Be sensitive to asking too much too soon
- Non-judgmental body language
- Encourage own agency
- Self-designed safety plans

KEY QUESTIONS TO KEEP IN MIND

- Are they being forced to do something against their wishes?
- Do they have freedom of movement?
- Do they have control over who they spend time with?
- Are their hours of work commensurate with the money they have?
- Do they decide where to sleep, what to eat, or what to wear?

HOW TRAUMA CAN AFFECT YOUR WINDOW OF TOLERANCE



CORE PRINCIPLES OF TIP	PRACTICE STANDARDS	
Acknowledgement	<ul style="list-style-type: none"> • Acknowledge the youth's ability to survive and even grow from adversity. • Acknowledge the strength that it took to get to where the youth currently is. • Acknowledge that what happened to the youth was bad, but that the youth is not a bad person. • Recognize that the youth had no control over what happened to them. Let them know that the way they survived during the traumatic experiences was their way of resisting what was happening to them and of saying no, even if it did nothing to stop abuse. 	<ul style="list-style-type: none"> • Provide an appropriate and knowledgeable response to the youth that addresses any concerns they may have about the services offered to them, and then use this knowledge to guide service delivery. • Watch for, and try to, reduce trauma activation (triggers) and trauma reactions. • Inquire about trauma history and facilitate a supportive discussion with the youth while keeping it focused on the present moment. • Make sure the youth is comfortable with the conversation and knows they do not need to answer questions and/or go into detail. • Check in with the youth to make sure the discussion of trauma feels safe and not overwhelming. • Provide a suicide risk assessment when needed and follow up with the youth when the risk has passed. • Inquire about a possible history of trauma if a youth has behaved, or is currently behaving, abusively, themselves. • Ensure that the youth feels comfortable during invasive assessments and procedures and adjust these processes when the youth requests it.
Trust	<ul style="list-style-type: none"> • Build relationships based on respect, trust, and safety. • Respond to disclosure with belief and validation that will inform practical issues related to care. • Let the youth know that you believe in them and support their efforts to heal. • Work through historical distrust — issues may exist from the past that interfere with effective service provision. Understanding that this is normal and not personal will help to build a strong relationship 	<p style="text-align: center;">Safety</p>
Choice and Control	<ul style="list-style-type: none"> • Involve the youth in the decision-making process about treatment/service options. • Inquire about counselling in the past and offer referrals if indicated. • Where possible, give the youth choices about referrals. • Involve other service providers that are already involved in the youth's care. • Be open to referring youth to traditional healing services and become educated in traditional Indigenous healing ways. • Advocate on behalf of youth who speak English as a second language or are new to negotiating Canadian services. • Move beyond mere survival to the context of a healing process, and let the youth decide what their path to healing consists of. • Allow the youth to set the pace. Slow down and take breaks as required. 	<p style="text-align: center;">Compassion</p> <ul style="list-style-type: none"> • Make time for questions and concerns that the youth may have. • Inquire about a possible history of trauma if a youth has behaved, or is currently behaving abusively, themselves. • Refer to the youth as “someone who has experienced trauma,” and who is more than what has happened to them. Focus on healing and recovery as being possible. • Strive to be culturally appropriate and informed. • Learn about, and develop, skills to work within the youth's culture, by asking them about it, and understand how your own cultural background can influence engagement with the youth. • Understand the meaning the youth gives to the trauma from their own cultural perspective. • Understand what healing means to the youth within their cultural context. • Be open to learning and asking questions about the youth's culture



ONE

Introduction

CHV provides specialized programs to ensure that we can best serve survivors.

These include all services within our continuum of care from Outreach, Drop-In, Crisis Program, Case Management, Counselling, and the Rights of Passage Program. Youth at CHV have access to, and participate in, all the programs that support their immediate needs, while enhancing future opportunities.

At CHV, we strive, every day, to serve our youth with absolute respect and unconditional love in the most trauma-informed way possible. These best practices stem from extensive literature reviews and consultations coupled with invaluable feedback received from our frontline staff. This section provides a review of interventions aimed at identifying and assisting victims of trafficking. It encompasses the range of interventions done to improve or assist in a person's exit from trafficking, as well as the ways that CHV helps youth with identification, emergency assistance, relocation/repatriation, integration/reintegration, and

assistance to victim support before, during, and after court proceedings.

CHV'S ANTI-HUMAN TRAFFICKING STRATEGY

CHV's anti-human trafficking strategy is based on the idea that, with increased knowledge about human trafficking and exploitation, we can pivot current services to deliver the best possible supports to youth who are at risk of, experiencing, or survivors of, human trafficking. This strategy honours the therapeutic alliance and trust youth have with staff, and equips all staff to support youth rather than asking youth to speak with a new person or organization, when it's discovered that they are a victim of trafficking.

From vast community consultations, five strategies have been identified that will change our current practice to one that centres on evidence-based best practices for anti-human trafficking:

1. Staff Awareness

When those who engage with youth are aware of human trafficking and exploitation, early intervention is possible. Raising awareness about human trafficking and exploitation is key to addressing human trafficking early and providing appropriate supports.

2. Resources

Youth who are at risk of, experiencing, or have survived, human trafficking have needs that may be specific to their experience. Having these resources available is critical in delivering immediate support.

3. Network

Human trafficking is not an issue that can be resolved by one individual, it requires a supportive community. CHV is committed to engaging with the network of organizations and advocates dedicated to combating human trafficking. This includes youth homelessness organizations, the justice system, survivor advocates, 2SLGBTQIA+ services, Indigenous communities, and national/international bodies.

4. Services Model

The way in which services are delivered to youth may change when support is needed for anti-human trafficking. As human trafficking removes autonomy from youth through the manipulation of relationships, returning choice through healthy relationships becomes central in how we support youth.

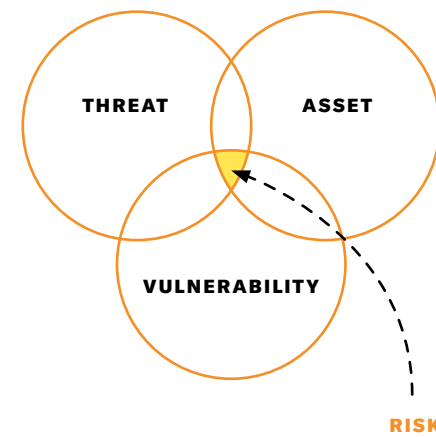
5. Youth Education

Providing youth with education about human trafficking, their rights, and socio-emotional wellness can be both a preventative and an interventive tool to address human trafficking and exploitation. Education serves as a protective and empowerment tool.

TWO Staff Awareness

The cornerstone of providing grounded services is the awareness of what human trafficking looks like.

This, in turn, may determine the needs of the youth that we serve. Many youth who are at risk of, or experiencing, trafficking do not identify with terms like “trafficked” to define their experience. Increased staff awareness allows for targeted support, without the onus placed on youth to self-identify with their experience. Staff are not asked to label or investigate human trafficking and exploitation but, rather, to recognize the protective tool of education and community support.



2.1 SIGNS OF HUMAN TRAFFICKING

WHO IS MOST VULNERABLE?

Trafficking, like any other crime, can affect anyone. Nevertheless, people of colour and 2SLGBTQIA+ people are more likely to experience trafficking than any other demographic. Certain vulnerabilities like generational trauma, historical oppression, discrimination, and other societal factors and inequities, escalate the instances of trafficking. Traffickers recognize and take advantage of these vulnerabilities in people.⁷¹

People may be vulnerable to trafficking if they have these risk factors:

- Unstable living situation.
- Previous exposure to other forms of violence such as sexual abuse or domestic violence.
- Previous experience in care (i.e. Ministry of Children and Family Development, in BC).
- Previous experience with the Criminal Justice System.
- Are undocumented immigrants.
- Are facing poverty or economic need.
- Have a caregiver or family member who has a substance use issue.
- Experience substance use disorder.

RECOGNIZING LABOUR TRAFFICKING

Someone may be experiencing labour trafficking or exploitation if they:

- Feel pressured by their employer to stay in a job or situation they want to leave
- Owe money to an employer or recruiter or are not being paid what they were promised or are owed
- Do not have control of their passport or other identifying documents
- Are living and working in isolated conditions, largely cut off from interactions with others or support systems
- Appear to be monitored by another person when talking or interacting others
- Are being threatened by their boss with deportation or other harm
- Are working in dangerous conditions without proper safety gear, training, adequate breaks, or other protections
- Are living in dangerous, overcrowded, or inhumane conditions, provided by an employer

RECOGNIZING SEX TRAFFICKING

Someone may be experiencing sex trafficking if they:

- Want to stop participating in commercial sex, but feel scared or unable to leave the situation.
- Disclose that they were reluctant to engage in commercial sex, but that someone pressured them into it.
- Live where they work or are transported by guards between home and workplace.
- Have a “pimp” or “manager” in the commercial sex industry.
- Have a controlling parent, guardian, romantic partner, or “sponsor” who will not allow them to meet or speak with anyone alone, or who monitors their movements, spending, or communications.

THREE

Disclosures of Trafficking

QUESTIONS TO IDENTIFY TRAFFICKED YOUTH

It is best not to interview for facts (dates, times, places, names), unless you are a designated interviewer (police officer etc.). Most service providers do not need to know every fact or detail; they just need to know enough to determine what the person's immediate needs are and what services you can recommend.

It is also recommended that you let the person tell their story in their own way — do not overwhelm them with direct questions. That said, you may need to ask a few questions to help someone tell their story, which could help reveal the signs of human trafficking. Any of these questions can help you to better understand a youth's experience. This list is not exhaustive, and a relational approach is recommended, focusing on building rapport and relationship with the youth over learning facts about their story.

General:

- Where do you come from?
- How did you get here (to this city/town)?
- Did anyone help you get here, by driving you or paying your fare?
- Where do you live?
- Where is your family? Are you in contact with them?
- Do you have a doctor or dentist?
- What is your daily schedule like?
- Are you free to do things independently — go to the store, visit a doctor?
- Have you or your family ever been threatened?
- Do you have access to your birth certificate or student card/identification?

Living Conditions:

- Do you pay rent?
- Where do you sleep and eat?
- Is it a private room?
- Are you free to leave when you please?
- Do you have to ask permission to eat, sleep, or go to the bathroom?
- Are there locks on the doors or windows that you cannot open?
- Do you feel safe where you live?

Debts:

- Do you owe anyone money?
- For what do you owe this money?

Relationship:

- How did you meet your partner?
- Does your partner respect your boundaries?
- Has your relationship changed over time?
- Have you ever felt like you had to do something even though you did not want to?
- Are there any rules you must follow?
- Have you ever traded a sexual act for something in return?

There are several ways that disclosure can occur:⁷²

1. Discovery
In this type of disclosure, the worker may recognize the signs and symptoms of trafficking. This can

happen through direct observation of behaviour, injury, or signs of trauma, to the victim or offender, or by reading the subtle patterns revealed about the youth's life and taking an educated guess. In these cases, the victim or offender is gradually aided to receive support and may ultimately disclose the abuse.

2. Accidental

Often when this happens, someone is not completely ready to tell and great care is needed to help the individual, so that the disclosure is not forced.

3. On Purpose

The youth may tell someone (peer group, intake worker etc.) about their experience. This often happens after some information about trafficking is received (at school, on TV, etc.). Sometimes youth tell someone to prevent someone else from being trafficked, or as a way to get back at the trafficker.

4. Through a Process of Personal Healing

When a youth has entered a healing process and can feel safe enough to disclose the long-held secret that they have been trafficked. Sometimes, healing processes allow youth to remember incidences from their childhood abuse that have been repressed (i.e., forgotten in order to avoid pain).

The type of disclosure helps to determine the approach of the frontline worker. For example, if a youth accidentally discloses their experiences of trafficking, the frontline worker may have to develop a rapport with the youth to gain their trust, before talking further about it.

When a youth discloses their experience of trafficking, remember these points:

- Reassure them that it is okay to tell what happened.
- Tell the youth what to expect. If you don't know, say so, but let the youth know that they have your support.
- Project a calm, understanding, and supportive attitude towards them.
- Avoid having the youth repeat their explanation to different members of the support team.
- Reassure the youth that it is not their fault.
- Trust your gut feelings.
- During and after reporting, it is important to maintain a supportive presence for the youth.
- Follow the guidance of the youth for any next steps. Services and supports may be offered but the youth's choice must be paramount.
- Offer resources both within and outside of the legal system. Reporting is not a requirement to access support and may increase a youth's exposure to trauma, if the youth is not ready.

SCREENING

Some organizations have screening tools such as the Quick Youth Indicators for Trafficking Youth (QYIT) or the Spectrum of Exploitation. Screening tools can be helpful in identifying risks that may be associated with human trafficking and exploitation. Whether an organization has screening tools or not, having open, educational, and relational conversations about exploitation can help to equip youth with the tools they may need to stay safe. Youth do not need to be screened or screen as “positive” to receive services if risks are present or support is requested.

Organizations that have screening tools will provide procedures of administration.

DUTY TO REPORT

When engaging with a young person, it is important to be transparent about your duty to report at the onset of speaking. This duty to report may limit what a young person feels comfortable about disclosing, but it will build a trauma-informed, transparent foundation, for a relational approach to support.⁷³

Support persons have a duty to report:

1. If the youth discloses that a child under the age of 19 is in danger.
2. If the youth disclose that they or someone else is a danger to themselves or others.
3. If there is a court order — if the court demands documents.

If a youth discloses information pertaining to the listed items, a support person must share information outside of the confidential space of the youth-support relationship. This may be the police, ambulance, court, or the Ministry of Children and Family Development. If possible, the youth should be informed that an outside person will be contacted and invited to join in the report.

FOUR**Resources**

Recognizing the stage of change (page 53) that a young person is in, can help staff to understand a youth’s current needs and goals. Being aware of the stage helps to ensure that staff do not impose their own goals and expectations on the youth, and supports the development of a trusting relationship between youth and staff

EMERGENCY NEEDS

Immediacy — youth experiencing trafficking typically need a place to stay that has a bed, shower, laundry, and food. Youth may also need clothing to change their appearance to protect their anonymity. This might involve support with hiding tattoos or dying hair.

HEALTHCARE

Healthcare offers a unique opportunity for those who have experienced trafficking to access critical resources. The first step in accessing health services is to provide privacy to ensure safety for the youth. Trauma-informed practice and specialized screening with linkages to appropriate services can improve a healthcare intervention for survivors. Healthcare treatment and linkages to resources can be provided without the youth disclosing that they are a victim of trafficking, and sometimes disclosure may not be in the youth’s best interest at that time. The final step is to respect the youth’s wishes and respond to their requests and needs. If the youth is open to receiving additional services, frontline workers should link the patient with available resources, through an immediate, direct referral. All these steps should be implemented with a trauma-informed approach. If possible, it may be beneficial for a staff member with a relationship to the youth to accompany them to medical appointments to assist in healthcare advocacy.

PREGNANCY SUPPORT

Individuals trafficked are at high risk of sexual assault, sexually transmitted infection (STI), HIV transmission, and, sometimes, damage to their reproductive health. Women who have experienced trafficking are also in danger of unwanted pregnancy. Survivors of sex trafficking, servile marriage, and domestic work are particularly vulnerable. Giving survivors of human trafficking immediate access to full reproductive healthcare is critical. However, even when a survivor’s life is not in jeopardy, describing and offering all available options for reproductive health services begins to rebuild the survivor’s sense of self-determination. In captivity, many survivors lose all control over their bodies and sexual lives. A client-centred approach to human trafficking gives survivors back what was lost — control over their reproductive and sexual health, and choice. Generating awareness regarding reproductive coercion and stealthing creates a culture of consent.

EDUCATION

Education is at the core of positive youth development. Through education youth can see their skills and envision a positive future of their own choosing. Youth should be equipped with the best possible education available to them. New skills will not only enable youth to become independent, but will also enable them to contribute actively to the development of their supportive community.

SEX WORKER SUPPORT

By listening sex workers, as they define their experiences, we can see their strengths and skills, and value their autonomy. We need to treat them with dignity and ask them what they need and want. Often, sex workers request support for protection against theft and violence. Anti-human trafficking information and support may be explored within occupational health and safety for sex work.

JUSTICE

A person who has been trafficked may require a wide range of legal services to help resolve a variety of legal issues. These may include employment-related issues, family law matters, potential criminal charges, debt recovery, and civil court claims. A person may be able to access justice support without pressing charges. For example, if a youth has been the victim of sextortion, or if images/videos are online without their permission, Victim Services is able to remove items from the Internet, without the need for charges. The justice system may also provide identification support in cases where new ID has to be issued to a youth.

IMMIGRATION

Legal status in Canada for foreign nationals (a foreign national means a person who is not a Canadian citizen or a permanent resident, and includes a stateless person): If a person's legal status in Canada is in doubt for any reason, whether a direct result of an experience of trafficking or not — they don't have a valid passport or there are problems with their visa — Citizenship and Immigration Canada may be able to assist them by issuing a Temporary Resident Permit (TRP) to a potentially trafficked person. A TRP can be issued if a youth is otherwise inadmissible, but has a

justifiable reason to travel to Canada. There are application fees, and the youth may have to attend an interview so that a visa officer can assess their application.

HOUSING

Housing is important for youth who have been trafficked, because it helps them gain emotional stability to achieve their full potential. The impact of being sheltered in a secure place where basic needs are met is far greater than the time it lasts. Safety needs are often met when the need for (safe) emergency housing is addressed. The youth may initially be unable to meet the demands of a schedule and participate in the tasks given to them. Building confidence and fostering creativity helps youth to open up and contribute to the community.

SHORT- AND LONG-TERM NEEDS

Once emergency needs are met, other needs that present themselves in the short and long term, need to be met.

These include:

- Housing: long term for youth
- Legal assistance: help in understanding legal rights, legal representation and, for international victims, assistance with visa applications, and immigration petitions
- Advocacy: assistance retrieving identification documents, completing applications, attending appointments, and navigating the different systems, including criminal justice, MCFD, immigration, and transportation

While the needs are relatively similar, regardless of whether someone is an international or domestic youth, the

magnitude of these needs varies for each victim, depending on their circumstances.

ACCESS TO SERVICES AND SUPPORT

It is important to recognize that each youth is different, and that their needs may evolve over time. Therefore, a continuum of support is required for youth. The services provided need to be low barrier and flexible and should incorporate harm-reduction practices. This helps the youth talk about their trafficking experiences without them worrying about judgement and prejudice. As was mentioned earlier, all services and interactions with the youth need to be trauma informed. An example of trauma-informed care is providing youth with a tour of the building and introducing staff and their roles, so that the youth know who to connect for specific support. Providing youth with choices, whenever possible, helps youth feel safe, accepted, and respected.

SUPPORTED REFERRALS

Frontline workers should provide flexible and customized resources that empower youth. After a referral is made, it's imperative that you follow up with the youth to understand the resources offered. A supported referral ensures that the point person at an organization is engaged and vetted for trauma-informed care, prior to speaking to a youth. A supported referral may include sharing information, based on the youth's comfort and boundaries, so that a youth does not need to repeat their story. A supported referral may also include accompaniment to appointments and shared (i.e. wraparound) support.

FIVE

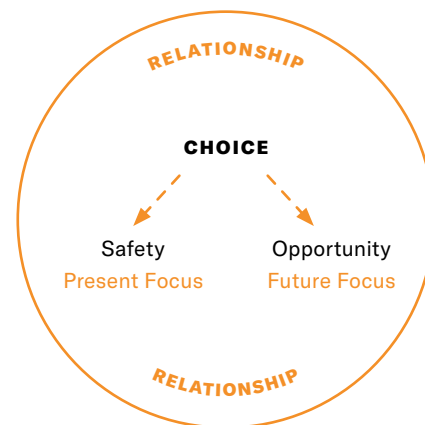
Service Model

Once youth are identified to be at risk, experiencing, or have survived trafficking staff are well positioned to continue working with the young person. The Service Model is a useful tool for shaping ongoing relational work with the youth towards a goal of expanding safety and opportunity.

5.1

RELATIONSHIP

Your first interactions with a young person who has been trafficked set the building blocks of relationship building. How you approach those interactions are crucial because youth, in situations of exploitation, may be reluctant to seek help for many reasons: fear of reprisal, lack of trust in social services and officials, etc. While building trust is essential in any social intervention, it is even more important when people have experienced lies, deceit, excessive control, and violence. These conversations are emotionally more demanding and require greater contact with youth. Developing a relationship of trust takes a lot of time. As a youth's needs and parameters of confidentiality become clear, greater trust can be established. The following approaches are based on the theoretical frameworks, discussed earlier. They emphasize physical, psychological, and emotional safety and will support frontline workers in creating opportunities for the youth to rebuild a sense of control and empowerment within a healthy, supportive relationship with staff.



5.2

SUPPORT PRINCIPLES

ANTI-OPPRESSIVE PRACTICE

While assisting a youth who has been trafficked, you should always respect and support their decisions regarding their situation. Providing services does not depend on a trafficked person making a particular decision about their situation (e.g., to leave their situation, attend religious services, remaining in contact with their trafficker, report to the police, etc.). Practicing anti-oppression will ensure that the services provided will be free of bias, prejudice, and discrimination.

The practice of the anti-oppressive model, while understanding systemic oppression, helps create supports which are culturally relevant. Frontline workers should create an environment that makes the youth comfortable and understood.

Here are some ways to provide anti-oppressive support:

- Research the youth's culture as a way to build rapport.
- Find someone who is an expert in the youth's culture to increase your knowledge base.
- Ask questions and allow the youth to be the expert.
- Find a way to communicate to them in their preferred language.
- Don't make assumptions.
- Be aware of cultural norms — particularly around gender.
- Don't allow your opinion of a culture's gender roles to affect your ability to work with the youth.
- Respect their customs.
- Be aware that different countries have different opinions on commercial sex, forced labour, and justice.
- Familiarize yourself with the cultural practices and social issues going on in the youth's community (i.e., gang violence, internal conflicts, war, government corruption, etc.).

- Be prepared to explain your question and provide examples if needed, to overcome translation challenges that may affect how the question is understood.
- Be aware that in some communities, there is no way for youth to get help. This may result in the youth being suspicious or slow to trust you.
- Be prepared to repeatedly reassure that you're there to help, because youth may be unsure of their rights and feel there may be limited ways to maintain their employment status.
- Be aware of how different cultures view power dynamics and authority figures. Many cultures are very submissive to "authority figures." Pay attention to how this may be impacting your work with the youth.
- Be aware that levels of education may vary in youth coming from other countries. This may impact the youth's ability to comprehend screening/assessment questions, even with translation services available.

DO NO HARM

Do no harm towards local communities, and ensure that your work does not stigmatize marginalized communities.

Each encounter with a person who has experienced trafficking can have an effect on their health and well-being. Treat all contact with a youth as a potential step towards improving their circumstances, by considering the impact of your actions and avoiding retraumatizing the youth. Only make promises that you can keep and stop the conversation if you feel it is having a negative impact.

Youth may become dysregulated at any stage of engagement, your work then transitions to supporting the youth to regain regulation above all other tasks. Stopping a line of questions, focusing on breathing, returning to the present moment, or exiting a space can aid in regulation.

Here are some signs that the youth may be becoming dysregulated:

- Significant display of emotion.
 - Youth becomes increasingly anxious or irritable.
 - Youth seems “spaced out” or disconnected from the conversation.
 - Youth is shaking uncontrollably, or becoming “choked up.”
- Be aware that youth can react in a number of different ways if dysregulated. E.g. a significant display of emotion can be okay for one youth but damaging for another.
- If you’re concerned that a youth is approaching, or is outside, their window of tolerance, gently suggest revisiting the conversation at another time.
- Remind the youth that they can talk to any program staff. If the youth are really upset, staff could consider asking the youth’s permission to alert their case manager that they had become upset by questions around sensitive topics, so that the manager could follow up with them.
- Use your best judgment, based on your experience, with the youth

HARM REDUCTION

Safety planning is a central tool for harm reduction. Safety planning is about discussing ways to stay safe that may also help reduce the risk of future harm. It can include planning for a future crisis, considering options, and making decisions about next steps. Finding ways to stay and feel safer can be an important step towards healing, and these plans and actions help in decreasing the risk of being hurt. Different youth will have very different needs in their safety planning. For all youth who have experienced trafficking, keep the following in mind:

1. Explore the “what if’s” of a situation to learn more about risks and protective factors. An example could be “what if your identification was taken from you?”. These questions can help build greater understanding of risk and allow for planning to reduce risk.

2. Avoid judgement and stigmatization. Avoid invasive questions that are based out of curiosity, rather than helpful to the harm-reduction plan.
3. Consider different harms that could be facing the client, including substance use or abuse, domestic violence, and trafficking.
4. Centre the client’s concerns at the heart of the planning process, to ensure that they have confidence in the process.
5. Recognize that the harmful behaviour may be caused by an external pressure on the individual, such as criminalization, homelessness, or poverty; and that the harmful behaviour cannot be fully addressed without acknowledgement of the systemic harms the person may be facing.
6. Identify culturally and linguistically appropriate services within your agency that may be the best fit for the client.
7. Let the client choose the language for their experience.
8. When exploring the pros and cons of a youth’s experience, understand that a youth may identify the pros in relation to their trafficker or trafficking experience.
9. Refrain from speaking poorly about a trafficker. It takes an average of 7 exit attempts to leave a trafficker and if you place judgement on a trafficker and a youth returns to them, they may not feel safe to return to your support.
10. Provide harm reduction supplies including:
 - a. Safe consumption kits.
 - b. Safe sex kits.

TRAUMA INFORMED

The objective of having a trauma-informed conversation is to promote safety and well-being, and to create a safe environment for the youth to possibly share their experiences and further engage in services. The following trauma-informed tool can help guide frontline workers in supporting youth who have been trafficked:⁷⁴

The PEARR Tool to guide health professionals on how to provide trauma-informed assistance to patients who may be experiencing abuse, neglect, or violence. The PEARR Tool is based on a universal education approach which focuses on educating patients about violence prior to, or in lieu of, screening patients with questions. The goal is to have an informative, yet developmentally-appropriate, conversation with patients in order to create a natural context for patients to share their own experiences and possibly accept further assistance.

**A double asterisk indicates points at which this conversation may end. The patient’s immediate needs (e.g., emergency medical care) should be addressed before use of this tool.

- **P — Provide Privacy:** Discuss sensitive topics alone and in safe, private setting (ideally private room with closed doors). If the youth arrives with a companion who refuses to be separated, this may be an indicator of abuse, neglect, or violence.**
 - Strategies to speak with youth alone: Suggest the need for a private conversation. For virtual or telephonic visits, request youth moves to a private space but proceed with caution as youth may not be alone.**
 - Note: Companions are not appropriate interpreters, regardless of communication abilities. If the youth indicates preference to use a companion as interpreter, suggest Victim Link in BC for interpretation support.**
 - Explain limits of confidentiality (e.g., mandated reporting); however, do not discourage youth from disclosing victimization. Youth should feel in control of disclosures. Mandated reporting includes requirements to report concerns of abuse, neglect, or violence to designated agencies.
- **E — Educate:** Educate youth in a manner that is nonjudgmental and normalizes sharing of information. Example: “I educate youth about [fill in the blank] because violence is common in our society, and violence has a big impact on our health, safety, and well-being.”

- Use brochure or safety card to review information about abuse, neglect, or violence, and offer brochure/card to youth. Example: “Here are some brochures to take with you in case this is ever an issue for you, or someone you know.” If youth declines materials, then respect patient’s decision.** Be aware of any safety concerns in providing print material about human trafficking and resources to a youth who may be monitored by a trafficker.
- **A — Ask:** Allow time for discussion with youth. Example: “Is there anything you’d like to share with me? Would you like to speak with [insert advocate/service provider] to receive additional information for you or someone you know?”**
 - If physically alone with patient and you observe indicators of victimization, ASK about concerns. Example: “I’ve noticed [insert risk factor/indicator]. You don’t have to share details with me, but I’d like to connect you with resources if you’re in need of assistance.”**
 - Note: Limit questions to only those needed to determine youth’s safety, to connect patient with resources (e.g., trained victim advocates), and to guide your work. .
- **R & R — Respect & Respond:** If the youth denies victimization or declines assistance, respect the youth’s wishes. If you have concerns about safety, offer hotline card or other information in event of emergency (e.g., local shelter, crisis hotline). Otherwise, if the youth accepts/requests assistance, arrange personal introduction with local victim services provider or assist patient with calling hotline:** Canadian Human Trafficking Hotline at 1-833-900-1010 or VictimLink BC 1-800-563-0808

TIP:
Remember the acronym **P.E.A.R.R**



**5.3
CHOICE**

A youth’s autonomy to choose safety and/or opportunities should be integrated into the various stages of a trafficking situation: while a youth is still being trafficked, during the process of leaving a trafficker, and once the youth has exited trafficking. The focus of safety and opportunity fall under the topic of choice as every step made towards expanding safety and opportunity should be taken through the choice of the youth. Safety focuses on the present, how to stay safe around current and active risks. Opportunity focuses on the future, how can opportunities be expanded to meet needs outside of a trafficker.

SAFETY (PRESENT ORIENTATION)

One of the first needs of a youth who has experienced trafficking is physical and emotional safety. The goal of safety planning is to help youth identify and explore practical and feasible options to increase their safety and decrease exposure to harm.

A safety plan does not guarantee a youth’s safety or the prevention from further victimization, but it can provide them with informed options that gives them the opportunity to evaluate their current level of safety, as well as the freedom to make a choice on how they want to protect themselves. It is important to give the youth ownership of their own safety and allow them to make all decisions around their relationship with their trafficker, as well as their personal life.

Developing a safety plan to ensure physical and emotional support is important. It is imperative to involve the youth in this process as much as possible, to protect their autonomy.

A successful safety plan will:

- Assess current and potential risks and safety concerns.
- Create strategies for avoiding or reducing the threat of harm.
- Outline steps to stay safe in potentially dangerous situations.
- Build strategies for emotional safety, grounding, and regulation.

TABLE 1

Dos & Don’ts of Safety Planning

DO	DON'T
<p>Ask the youth if they have someone that they feel safe and comfortable reaching out to in an emergency, and if they have a safe place that they feel comfortable going to. A person that you may think is safe, may not be a safe person to the client.</p>	<p>Suggest a safe person or place.</p>
<p>Discuss simple actions like: going somewhere safe; not intervening between fighting people; and remembering emergency numbers.</p>	<p>Assume a phone will be accessible during an emergency.</p>
<p>Safety plan for specific risks.</p>	<p>Try to safety plan for every imaginable consequence.</p>
<p>Emphasize that their safety is important to you and that any harm to them is not okay and not their fault.</p>	<p>Scare, overwhelm, or retraumatize.</p>

RECOMMENDATIONS FOR ANTI-HUMAN TRAFFICKING PREVENTION IN YOUTH

Safety Planning for Unsafe Relationships

Safety planning is important at various stages of human trafficking, whether it's while a youth is in the situation, in the process of leaving, or once the youth has left. Identifying unhealthy relationships is a key aspect to preventing and addressing trafficking situations. Many traffickers manipulate intimate relationships as a coercive tool; therefore, safety planning for unsafe relationships must accompany safety planning for experiences of trafficking.

QUESTIONS ABOUT RISK FACTORS	ACTIONS YOU CAN SUGGEST OR SUPPORT YOUTH IN TAKING
Abuser Risk Factor Violence in the Current Relationship	
<ul style="list-style-type: none"> • Have youth been physically or sexually assaulted? • Do youth minimize violent behaviour, based on the violence that the youth has witnessed or experienced in their home? 	<p>Make sure that youth understand what constitutes physical and sexual assault, consent, etc. Help them understand the seriousness and the risk of physical and sexual violence.</p> <p>Explain that violence in relationships does not just happen in adult relationships, and that spousal violence and dating violence share the same dynamics.</p>
<ul style="list-style-type: none"> • Are they being controlled? • Are they coerced into behaviour that they're not comfortable with? • Is their partner obsessively jealous? Do they say that their partner's jealousy is a sign of love and caring for them? • Do their partners use tactics that cause the youth to experience anxiety, high levels of stress, and a decrease in physical and mental wellness at school, at home, and in the community, even when not accompanied by their partner? 	<p>Assess if victims have an adequate knowledge of birth control and STIs. Help them to understand the effects that sexual violence can have on their self-esteem and the associated risks.</p> <p>Talk with youth about the importance of having control over their own sexuality. Confidentially, share sexual health resources for pregnancy testing and STIs.</p>

- Are they coerced into sexual activity that they do not want?
- Does their partner refuse to use protection when they have sex?
- Does their partner insist that they will break up if the youth talks to a support person about the violence?
- Do they cause the youth to decrease engagement with community and supports (e.g. school, case management, ect.)?
- Do they show up to a social situation or event, uninvited?
- Do they use friends to discredit the youth and protect themselves or boost their self-esteem?
- Have the partner succeeded in convincing all of the youth's friends that the youth is the problem, is overdramatic, and is unreliable?
- Does the partner talk to the youth's friends about their sexual activity with the youth, like it's a game or a contest?
- Is social media used to control the youth?
- Does the partner obsessively text the youth throughout the day and need to always know where they are?
- Does the partner stalk the youth on social media platforms?
- Does their partner have access to their passwords for various social media accounts?
- Does their partner control what they wear?
- Does their partner use flirting, the threat of sexual activity, or cheating with other people, to control the youth?
- Is the partner significantly older than the youth?

Help youth understand that jealousy can escalate into violence that may occur at school, in their home, and in the community. Explain that jealousy and controlling behaviour are not love and are not healthy.

Explain that control tactics are part of the dynamic of abuse and can be dangerous. Help youth understand that coercive sex is part of the continuum of violence.

Help youth understand that threats to ending relationships are part of the dynamic of abuse and is perpetuating the violence.

Encourage youth to access community resources that are available to them to limit the risk of violence and isolation.

Safety Planning for Sex Work

Under the law, this information must not be shared with youth who are under the age of 18.

QUESTIONS ABOUT RISK FACTORS	ACTIONS YOU CAN SUGGEST OR SUPPORT YOUTH IN TAKING
Relationship Risk Factors Status of the Relationship	
<ul style="list-style-type: none"> Who is the client (i.e. “John”, “Jane”, or “Buyer”)? 	<p>Help the youth develop a safety plan that is specific to their needs. For example, a client may not know where they live, only where they work, so they may not require relocation.</p>
Victim Safety Factors Reluctance to Involve the Authorities and Level of Personal Support	
<ul style="list-style-type: none"> Is the intimate partner aware of their sex worker status? Is the youth concerned about outing themselves as a sex worker? Does the youth believe that support services will be judgmental about their sex worker status or be disrespectful in their treatment? Will these support services refuse to help the youth, because of their sex worker status? Does the youth have friends or family they can turn to? 	<p>Discuss with the youth the ways that they can be protected confidentiality, during the safety planning process.</p> <p>If the youth’s confidentiality cannot be protected, discuss what measures can be taken to support them through the emotional harm caused by being outed, and how you can help.</p> <p>Advocate for youth, to help ensure that they access services that are non-judgmental.</p> <p>Help youth identify supportive people amongst their friends and family and offer to help them find or contact these people.</p> <p>If police are involved, ask them in advance to come in plain clothes and unarmed. Avoid language that could be demeaning to the youth.</p> <p>It is important to understand that when sex workers do approach authorities that they may do so at great risk. In these circumstances, provide any supports that are possible, and do not make your help contingent on the sex worker providing information about their associates or networks.</p>

Differing Social Locations Status in Canada	
<ul style="list-style-type: none"> Is the youth a foreign national, with no family or friends in Canada? Can the youth afford to return to their country/community of origin? Does the youth want to return to their country/community of origin? If the youth returns to their country/community of origin, will they face repercussions, such as imprisonment, family shame, honour killing, or execution? Does the youth qualify for refugee status in Canada? Does the youth speak English well enough to communicate their needs/choices? 	<p>If you are not knowledgeable or experienced in immigration, refugee, or trafficking matters, seek assistance from an agency or individual in your community who is. Either work together with that person or agency in aiding them or make a proactive referral to ensure that youth get the support that they need.</p> <p>If youth are not fluent in English, advocate for them, to ensure that they get services in their own language or have access to an interpreter, when they seek services from any agency or government department.</p>
Work Environment and Daily Routines	
<ul style="list-style-type: none"> Is the youth safe where they’re working now i.e., with security, and in an indoor venue? 	<p>Discuss the fact that, depending on where the youth work (i.e., on the street, indoors, or in a massage parlour), going to work can be at a heightened risk.</p> <p>If paid in cash, discuss if the youth are safe to get back home with cash on person.</p>
<ul style="list-style-type: none"> Does the youth work independently from home? Is there a security system where they live? Do they have people that they check in with when a client is coming over? Do they have other opportunities to support themselves financially? Do they have the necessities of life, such as food, shelter, and clothing? 	<p>If youth are returning to work, talk about what they will do to keep themselves safe in specific situations; for example, if they see their pimp, a known bad date, or an abusive intimate partner. Help youth identify safety options, such as preprogramming their cell phone to an emergency number, identifying safe places on the street that they can go to, or spreading the word among trusted friends and coworkers about their situation. Discuss the option of changing their online identity and/or phone numbers, so that they can return to work without harassment. Ask the youth if they require food, shelter, clothing, other miscellaneous necessities, or extra resources to support them.</p>

OPPORTUNITIES (FUTURE ORIENTATION)

A sustainable model for supporting youth in attaining long-term success, is for them to have access to a reasonable and sustainable standard of living, with opportunities for empowerment. Long-term success starts with short-term gains, as opportunities build upon one another. Providing youth with immediate supports and spaces to access broader opportunities can have long-term impacts. Offering opportunities to youth can range from the opportunity to sleep in a safe location away from where they are being trafficked to opportunities for education and employment.

For many trafficked persons, economic opportunities are their primary focus, from the time immediately after they exit a trafficking situation, through to the longer-term healing process. Comprehensive programs should include an economic empowerment component, either through vocational training and job placement, through business training, or through startup support.

Economic empowerment of youth with the skills, resources, and confidence to financially support themselves and their families in the short- and long-term, supports the growth in personal identity, self-esteem, and social recognition. Moreover, economic options contribute to social integration, including social contact, social context, time structure, and social identity, all of which affect people's health and mental health status.

Beside these programs, recreational activities provide a sense of belonging in the community and improve communication skills and relationships with others. Activities that get us out and about can make us feel happier, more relaxed, and part of a supportive community.

Some opportunities, which may help support youth to succeed, are:

- Life skills training (including assisting some foreign youth with operation of basic household appliances, using public transportation, using a telephone, accessing services online)
- Job training
- Finding employment
- Financial management
- Recreation

SIX**Youth Awareness Material**

Talking to youth about trafficking is not an easy task. Talking about human trafficking can be disturbing to some people, especially with youth who may have faced difficulties early in their life.

An effective way to approach this subject with youth is to break down the information you want to pass across into smaller bits and then incorporate this into every day, normal conversations. A good example is to talk about what fair compensation would look like for work performed. This will help youth understand what kind of payment they should receive relative to a certain type of work.

Another preventative conversation is to talk to them about the importance of respect and care for their own bodies, in relation to personal space. You want to help the youth see you as more as an accessible door to information, rather than an intimidating library of knowledge. When youth come to you with questions about human trafficking, greet them with positive affirmations for doing so, and then, engage in meaningful conversation about the topic at hand.

It is crucial to create a nonjudgmental space, so that youth feel safe to explore topics and to return to the conversation at a later date. A nonjudgmental approach includes the trafficking experience and the trafficker themselves. Statistics show that it takes an average of seven attempts to exit a trafficking situation. If a support person passes judgment on the trafficker, during the youth's third attempt to exit (for example), the youth will most likely cut off communications about trafficking, if they return.

From a rights-based approach (where all forms of discrimination must be prohibited, prevented, and eliminated) all youth have the right to safety and the right to information that will keep them safe. A rights-based approach recognizes that everyone has fundamental rights to safety and justice. Share information with youth as it applies to their individual experience, choices, and circumstances, regardless of trafficking history, disclosure, or risk. The information you have learnt through this toolkit is intended to increase the safety of all youth, and create communities for them to thrive in.

Please feel free to photocopy or print the following pages and share them with youth.



LABOUR TRAFFICKING IN BRITISH COLUMBIA

VICTIMLINKBC — 1-800-563-0808

INDICATORS OF LABOUR TRAFFICKING

- Feel pressured by their employer to stay in a job or situation they want to leave
- Owe money to an employer or recruiter or are not being paid what they were promised or are owed
- Do not have control of their passport or other identity documents
- Are living and working in isolated conditions, largely cut off from interaction with others or support systems
- Appear to be monitored by another person when talking or interacting with others
- Are being threatened by their boss with deportation or other harm
- Are working in dangerous conditions without proper safety gear, training, adequate breaks, or other protections
- Are living in dangerous, overcrowded, or inhumane conditions provided by an employer

LEARN MORE:



VictimLinkBC — Multilingual service available across B.C. and the Yukon 24 hours a day, 7 days a week and can be accessed by:

1-800-563-0808 (call or text)

VictimLinkBC@bc211.ca (email)

ARE YOU A VICTIM OF LABOUR TRAFFICKING?

VICTIMLINKBC — 1-800-563-0808

Migrant and low-wage workers are exploited in legal industries such as restaurants, hospitality, trucking, agriculture, construction, live-in caregivers, retail and nail-salons, among others.

What the trafficker does

ACTION

- transfer
- transportation
- receipt
- harbouring
- recruitment

How the trafficker does it

MEANS

- threats
- abduction
- coercion
- fraud/deception
- abuse of power
- force

Why the trafficker does it

PURPOSE

- forced labour
- removal of organs
- servitude
- sexual exploitation
- slavery/similar practices

Traffickers undertake **ACTION** using **MEANS** for the **PURPOSE** of exploitation.

IF YOU REQUIRE IMMEDIATE SUPPORT

Contact the 24/7 Canadian Human Trafficking hotline:

1-833-900-1010

YOU ARE NOT ALONE

VictimLinkBC — Multilingual service available across B.C. and the Yukon 24 hours a day, 7 days a week and can be accessed by:

1-800-563-0808 (call or text)

VictimLinkBC@bc211.ca (email)

This pamphlet was adapted from ACT Alberta (www.actalberta.org)



Covenant House Vancouver

604-685-7474 OR TOLL FREE AT 1-877-685-7474

1302 SEYMOUR STREET, VANCOUVER, BC



Covenant House Vancouver

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1302 SEYMOUR STREET, VANCOUVER, BC



SEX TRAFFICKING IN BRITISH COLUMBIA

VICTIMLINKBC — 1-800-563-0808

ARE YOU A VICTIM OF SEX TRAFFICKING?

VICTIMLINKBC — 1-800-563-0808

SOME ELEMENTS OF SEX TRAFFICKING

1

LURING

- They will establish a connection, in person or online, with the intent to develop a relationship for the purpose of exploitation
- They will do things to build trust, such as solicit information about the victim's life while showing interest. This attention is often misinterpreted by the victim as genuine care on the part of the abuser

2

GROOMING

- Abuser forms a bond with the victim and works to build a false sense of trust. This can look like the trafficker acting as a friend, supporter, protector, romantic interest, etc.
- Abuser will identify and fulfill the needs and dreams of the individual. They often use gifts (clothing, jewelry, food & drink, and drugs) to boost the confidence of the individual, which increases a sense of connection to, and reliance on the abuser

3

ISOLATION & CONTROL

- Abuser created distance between the individual and their loved ones to further isolate them from their natural supports
- Abuser controls as many elements of the victims life as possible; such as the movement of victim and who they are allowed to speak to, their income and finances, etc.

PAGE 1

TURN OVER → → →

Victims of sex trafficking are not to be conflated with sex workers. Traffickers undertake ACTION using MEANS for the PURPOSE of exploiting people.

Trafficked persons usually know their abusers. Traffickers can be family members, a pimp, an intimate partner or an employer, to name a few.

What the trafficker does

ACTION

- transfer
- transportation
- receipt
- harbouring
- recruitment



How the trafficker does it

MEANS

- threats
- abduction
- coercion
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This pamphlet was adapted from ACT Alberta (www.actalberta.org)

- Blackmail is often used to keep the individual under their control

EXPLOITATION

- The purpose of trafficking is to exploit a victim by using them to obtain money, power or status

- Trafficker builds up the notion that the victim owes them, not only in money but emotional currency. This can look like telling the victim that all required acts prove their love and devotion.
- Selling a fairy tale conclusion, the trafficker will say the arrangement is only temporary — until they can work their way up to leaving this lifestyle behind

5

making it hard to leave

- This is how a victim is manipulated into doing what the abuser wants
- Through conditioning — sex tied to rewards of any kind — the victim is slowly trained to become desensitized to what is happening to them, making it hard to leave
- The trust originally built can make it hard to see the abuse now happening

4

MANIPULATION & COERCION

- Abuser will use gifts given and needs of the victim to keep them coming back, and to remain in control of them

SOME ELEMENTS OF SEX TRAFFICKING — CONTINUED



**SEX TRAFFICKING IN
BRITISH COLUMBIA**

VICTIMLINKBC — 1-800-563-0808

**YOUR RIGHTS AND ACCESS TO HELP
IF YOU ARE A VICTIM OF CRIME**

VICTIMLINKBC — 1-800-563-0808

Victim Service Programs

Victim service programs may be available in your community to provide you with:

- help in coping with the effects of a crime;
- emotional support;
- an explanation of what happens in court;
- help in applying for compensation, if eligible;
- referrals to other agencies; and
- help in preparing a victim impact statement.

VictimLink BC

VictimLink BC is a toll-free, multilingual, confidential service available across B.C. and Yukon 24 hours a day, seven days a week that provides information and referral services to all victims of crime and immediate crisis support to victims of family and sexual violence.

- Call or text VictimLink BC at 1-800-563-0808
- Email VictimLinkBC@bc211.ca
- www.victimlinkbc.ca

Victim Rights in BC

- Your right to general information about:
 - victim services available to you;
 - benefits and financial assistance for criminal injury;
 - how the criminal justice system works; and
 - your rights to privacy.
- Your right to information about the offence:
 - status of the police investigation;
 - charges laid against the accused;
 - outcome of court appearances; and
 - where applicable, length of sentence, and location of the convicted offender.

This pamphlet was adapted from British Columbia's Ministry of Public Safety and Solicitor General

WHAT IS CONSENT?

VICTIMLINKBC — 1-800-563-0808

When it comes to sex, SILENCE is not consent

FLIRTING is not consent

Being in a RELATIONSHIP is not consent

Consent for ONE THING is not consent for everything

Dressing in SEXY CLOTHING is not consent

Having had SEX BEFORE is not consent now

Being TOO DRUNK OR HIGH to say no is not consent

Being PASSED OUT is not consent

If a person is UNDERAGE, it is not consent

Being AFRAID TO SAY NO is not consent

MAKING OUT is not consent

Going into a BEDROOM is not consent

“MAYBE” is not consent

“NO” is not consent

Sexual activity without consent is SEXUAL ASSAULT

Consent is a VOLUNTARY, CONSCIOUS and MUTUAL AGREEMENT to engage in sexual activity

Only “YES” is consent

Stop. Ask. Listen. GET CONSENT

Glossary of Terms

B

BAD DATE⁷⁵

A term use by sex workers that refers to all acts of violence committed by a client, including stealing, refusing to pay, and threats.

BAREBACKING

To have sex, without the use of a condom.

BOTTOM BITCH

A bottom girl, a bottom woman or bottom bitch, sits atop the hierarchy of sex workers working for a particular pimp. A bottom girl is usually the sex worker who has been with the pimp the longest and consistently makes the most money. Being the bottom girl gives them status and power over the other women working for her pimp.

BOY FRIENDING/ GIRL FRIENDING

When an exploiter manipulates a youth into thinking that they are in a relationship with the exploiter.

C

CAPPERS

A person who takes screenshots of youth without their consent or knowledge.

COERCION

The practice of persuading someone into doing something, using force or threats that include threats of serious harm, physical restraint, psychological manipulation, document confiscation, and shame/fear-inducing threats of sharing information or pictures with others or by threats of reporting the individual to authorities.

D

DATE

A term used by sex workers for a transaction that involves sex or a sexual act in exchange, typically, for money.

DEBT BONDAGE

Debt bondage occurs when a person is forced to work to pay off a debt. They are tricked into working for little or no pay, with no control over their debt. Most, or all the money that they earn goes to paying off their loan. The value of their work invariably becomes greater than the original sum of money borrowed. Debt bondage can be in the form of a family debt, drug debt, or debt owed for housing. The debt is a coercive tool of trafficking, because the debt is fraudulent (inflated or not real), and the threat of force is often used as a motivator to pay debt.

DOMESTIC SERVITUDE

Domestic servitude is a type of labour trafficking. Trafficked persons are forced to clean houses, do laundry and other domestic chores, care for children and elderly family members, and are often called upon to be available at all times of the day or night. They receive little or no pay for their work. In many cases, trafficked persons may owe a large debt to their trafficker that must be paid off. Their movements are restricted, and passports and other identity documents are taken by the trafficker to maintain control over them. Trafficked persons in these situations are often fed food scraps and show signs of malnourishment. They may not speak English and are unaware of their rights in Canada.

DUTY TO REPORT

In BC, anyone who has reason to believe that a child or youth under the age of 19 has been, or is likely to be, abused, must report the suspected abuse to the Ministry of Children and Family Development.

YOUR RIGHTS AND ACCESS TO HELP IF YOU ARE A VICTIM OF CRIME

VICTIMLINKBC – 1-800-563-0808

Your right to privacy:

- to apply for access to information about yourself that is held in justice system files; and
- to know what information obtained about you is protected from unauthorized use or disclosure.
- Your right to financial assistance and benefits through the Crime Victim Assistance Program to help offset financial loss and assist in dealing with the impact of violent crime.
- Your right to provide a Victim Impact Statement to the court about how the crime has impacted you
- Your right to information
 - Victims have the right on request to receive general information about the criminal justice system, the victim services and programs available to them, including restorative justice programs, and their right to file a complaint if they believe their rights have been denied or infringed. Victims can also request certain case specific information about the status and outcome of the investigation and prosecution.
- Your right to protection
 - Victims have the right to have their security and privacy considered at all stages of the criminal justice process, and to have reasonable and necessary protection measures from intimidation and retaliation. Victims also have the right to ask for a testimonial aid or to have their identity protected when appearing as a witness at court appearances.
- Your right to participation
 - Victims have the right to present victim impact statements and have them considered in court. Victims also have the right to express their views about decisions that affect their rights.
- Your right to restitution
 - Victims have the right to have the court consider making a restitution order and have an unpaid restitution order entered as a civil court judgment



E

EXPLOITATION

A person (exploiter) exploits another person when an interaction between the two causes the other person to provide, or offer to provide, labour or a service. It happens when the exploiter engages in conduct that, in all circumstances, could reasonably be expected to cause the other person to believe that their safety, or the safety of someone they know, would be threatened if they failed to provide, or failed to offer to provide, the labour or service.

EXTERNAL CONDOMS

A thin rubber (typically latex) sheath worn on the penis.

F

FAMILIAL TRAFFICKING

Familial trafficking is the hidden process of exchanging a family member for goods, substances, rent, services, money, or status, within the community. Not bound by social class, ethnicity, or demographics, familial trafficking often starts at a much younger age than other forms of trafficking (e.g., commercial sexual exploitation, labour trafficking, and domestic servitude). Furthermore, there are typically generational patterns presented within familial trafficking cases – which means there are typically multiple layers of polyvictimization and oppression that are seen upon the family member's escape and recovery.

G

GAY FOR PAY

Gay for pay describes sex workers who identify as heterosexual, but who are paid to perform professionally in opposition to their sexual orientation.

GROOMING AND GAMING

In this stage of trafficking, the traffickers begin to slip in offers of "great opportunities" for "easy work" that would bring the youth money, glamour, and prestige. Of course, these are all false promises, but at this stage, a youth has become desperate enough to believe them.

H

HUMAN TRAFFICKING CORRIDOR

Strips of land, or transportation routes, that include two or more major cities that are used by traffickers to move individuals between sites of commercial exploitation.

HUMAN TRAFFICKING

Human trafficking involves the recruitment, transportation, harbouring and/or exercising control, direction, or influence, over the movements of a person, in order to exploit that person, typically through sexual exploitation or forced labour. It is often described as a modern form of slavery.

I

INTEGRATION AND REINTEGRATION

Integration and reintegration are long-term and multidimensional stages of either integrating into a host country (or reintegrating into a home country setting), which are not achieved until the individual becomes an active member of the economic, cultural, civil, and political life of a country and perceives that they have oriented and is accepted.

INTERNAL CONDOMS

A thin, loose-fitting pouch that is inserted before sex to act as a barrier to keep sperm from entering the cavity.

J

JOHNS/JANES

A man (John) or a woman (Jane) who pays for sex

L

LABOUR TRAFFICKING

Youth trafficked for the purpose of labour are forced to work long hours under unsafe and extremely poor working conditions. They are paid little or no money. Some examples of the type of industries where trafficked persons have been identified are construction, agriculture, restaurants, and manufacturing. In some cases, youth are exploited in illegal drug labs or forced to transport drugs and/or weapons for their traffickers.

LG/LB

A term used in schools to refer to a "little girl" or "little boy," who is perceived to be promiscuous or a target for exploitation.

LG PARTY

A party where older youth invite LGs/LBs to exchange sex acts for popularity, drugs, alcohol, or acceptance.

LOVE BOMBING

When an exploiter excessively compliments and shows affection to a youth to gain their love and trust.

LOW TRACK

A sex worker whose cost per sex act is lower due to appearance, age, and/or substance use.

LURING

In trafficking, the luring stage involves the following:

- Assessing the right person
- Testing their vulnerabilities and boundaries
- Determining whether or not that person is looking for what they are selling
- Testing the waters to see if that person is open to engage in courting
- Collecting as much information as possible about them
- Making them feel special

M

MADAME

A female pimp or a woman who manages a brothel.

MIGRANT WORKER

Migrant Worker, or migrant for employment, means a person who migrates from one country to another, who believes that they will be employed. This may be true because of promises made by an exploiter.

O

ONLINE EXPLOITATION

Online exploitation and abuse occur when one person (exploiter) manipulates another person to get them to do something for the exploiter. It's an ongoing cycle of emotional and psychological abuse. This can include situations like forcing or blackmailing someone into sending sexual photos/videos of themselves online or performing sexual acts over webcam.

P

PALERMO PROTOCOL

It is the first legally binding system of rules with an internationally recognized definition of human trafficking. This Protocol provides a vital tool for the identification of victims, whether it be men, women, or children, and for the detection of all forms of exploitation which constitute human trafficking. Countries that ratify this treaty must criminalize human trafficking and develop anti-trafficking laws in line with the Protocol's legal provisions. Canada was among the first countries to ratify the United Nations Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children.

PEER-TO-PEER EXPLOITATION

Youth creating, sending, or sharing sexual images and/or videos with peers online or through electronic devices (e.g., texting, messaging apps, social networking sites).

POLYVICTIMIZATION

When a youth has experienced several distinct instances of different types of victimization, this is referred to as polyvictimization. The difference between multiple victimization and polyvictimization is that multiple victimization does not make a distinction based on type of victimization. As such, a victimized youth can experience the same type of victimization repeatedly. In this category, we find crimes such as incest or domestic violence that are often repeated over a long period of time.

R

RECRUITMENT

Traffickers approach potential victims in a variety of ways that include: pretending to be a potential boyfriend or friend; contacting the potential victim via social media; posting newspaper or Internet ads for jobs and opportunities; or even threatening or kidnapping the potential victim. Often, false promises will be made to the victims about money, new clothes, work or education opportunities, financial aid for their family, etc.

RELATIONAL APPROACH

A relational approach is a way of interacting or communicating with others that embodies core values such as respect, inclusiveness, honesty, compassion, cooperation, and humility.

REPRODUCTIVE COERCION

Reproductive coercion is a collection of behaviours that interfere with decision making related to reproductive health. Coercive behaviours infringe on an individual's reproductive rights and reduce their reproductive autonomy.

RE-TRAFFICKING

A situation in which a person who has been trafficked has exited that trafficking situation but then later re-enters another trafficking situation.

ROMEO PIMPS

It's a common way that sex traffickers get access to young people — posing as their love interests and then forcing them to have sex with strangers for money.

S

SEX TRAFFICKING

Youth are sexually exploited when they are forced to perform sexual acts such as exotic dancing, sex work, or in the production of pornography without their consent. Youth are often lured and groomed by people posing as romantic partners and are forced to hand over most, or all, of their money. A strict set of rules are usually imposed on

the youth that include contacting their trafficker at regular intervals, not talking to others, and sleeping and eating in the same place as they are exploited. Violence and threats of violence are often used as a means of control to force youth to perform sexual services. Debt bondage often results from gifts, expensive clothes, and drugs that are supplied to the trafficked youth by the trafficker during the recruitment phase. Youth engaged in sex work under the age of majority (18) are considered exploited without the presence of force, fraud, or coercion.

SEX WORK

Sex work refers to the consensual exchange of sexual services between adults (18 years and above) for money or goods. This is a preferred term in Canada. The term "sex worker" recognizes that sex work is work. Prostitution, on the other hand, has connotations of criminality and immorality.

SEXTING

Taking and sending explicit pictures, videos, texts, and other graphic representations of sexual acts.

SEXTORTION

Sexual extortion, or sextortion, occurs when someone threatens to distribute private, often sexually explicit, material online, if the victim doesn't comply with their demands. It is usually for money.

SMUGGLING

The facilitation, transportation, or procurement of the illegal entry of a person or persons across an international border.

STEALTHING

The act of removing a condom during sex, without the other person's consent.

STREET FAMILY

Street family members often recreate traditional family roles. It helps mitigate the demands of street life.

STROLL

A set street, or area, where sex is sold.

SUGAR BABY

A young person who is financially pampered or supported by a sugar daddy or sugar momma in exchange for companionship, which can include sexual favours.

SUGAR DADDY/MOMMA

An older person who provides a youth with money, necessities, and gifts, in exchange for sexual acts and for the youth to pose as their lover.

SURVIVOR

A person who used to be a victim of human trafficking. At Covenant House Vancouver, we refer to the people we serve as youth, so as not to base their identity on their experiences alone.

T

TRAFFICKER

Traffickers exploit others for the profit gained from forced labour and commercial sex. They lure and ensnare people into forced labour and sex trafficking by manipulation and exploitation of their vulnerabilities.

TRICK

Can refer to the sex worker or could also refer to the customer.

TURNING A TRICK

Performing a sexual act for personal or financial gain (e.g. she turned tricks for money).

V

VICTIM

Human trafficking is a form of modern-day slavery in which victims are subjected to force, fraud or coercion, for the purpose of commercial sex, debt bondage, or involuntary labour. Victims of human trafficking can be young children, teenagers, men, and women.

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