**COMMUNITY COORDINATION OF CARE (CCCI) RESOURCES**

**Resource Manuals, Policies, and Strategies for Working with Survivors of Human Trafficking**

The Virginia Hospital & Healthcare Association has developed a [human trafficking resource manual](https://www.vhha.com/communications/vhha-human-trafficking-resource-manual/), Human Trafficking: Care and Response. The manual’s contents include information about anti-trafficking laws, explanations about differences between child and adult trafficking, trafficking facts and myths, distinctions between buyers and perpetrators, tools and resources, clinical indications seen in patients who are being trafficked, potential red flags for health care professionals to be watchful for, and more.

Michigan State screening [policies and response](https://humantrafficking.umich.edu/policies-procedures/) procedures are designed to help healthcare facilities and providers deliver standardized care to all patients. Policies and procedures help eliminate bias and disparate care and ensure that healthcare providers have the resources they need in an easily accessible format.

Resources like the Employer Assistance and Resource Network on Disability [Inclusion’s Disability Etiquette Strategies](https://askearn.org/page/disability-etiquette) and the Office on Trafficking in Person’s (OTIP) Toolkit for Building Survivor-Informed Organizations help build organizational capacity for engaging individuals with disabilities and/or lived experience in human trafficking.

The U.S. Department of Health and Human Services (HHS) Administration for Children and Families encourages the use of the following [13 guiding principles](https://www.acf.hhs.gov/sites/default/files/documents/otip/Housing_Toolkit_Guiding_Principles_1.pdf) for federal, state, and local agencies; community- and faith-based organizations; and other organizations working with survivors of human trafficking.

This [toolkit](https://nhttac.acf.hhs.gov/resource/updated-toolkit-building-survivor-informed-organizations) provides guidance, tools, and resources that support professionally engaging people with lived experience when developing, delivering, and evaluating programs and policies. The 2023 update to this previously published toolkit includes three new chapters with recommendations and resources on (1) survivor leadership engagement; (2) diversity, equity, and inclusion; and (3) wellness.

Essential standards are the foundation of NTSA’s [Accreditation](https://shelteredalliance.org/accreditation/). These standards were developed by a team of experts under advisement from survivors working in residential services.

The [policies and procedures](https://pcv.pccd.pa.gov/HT/Documents/RE_Pennsylvania%20Model%20Sex%20Trafficking%20Response%20Protocol%20for%20Adults_Final.pdf) outlined below are a guide for professionals handling cases of suspected adult victims of human trafficking (HT) and commercial sexual exploitation (CSE) to be applied by counties in Pennsylvania.

**Skills-Based Prevention Education Programs**

The Administration for Children and Families (ACF) implements the [Human Trafficking Youth Prevention Education Demonstration Program,](https://www.acf.hhs.gov/otip/grant-funding/htype-human-trafficking-youth-prevention-education-demonstration-program) which funds local education agencies (LEA) to develop and implement programs to prevent human trafficking victimization by providing skills-based human trafficking training and education for school staff and students.

ACF funds the [National Resource Center on Domestic Violence](https://www.nrcdv.org/) to develop online resources for the Special Collection on Human Trafficking, Domestic Violence, and Sexual Assault which includes resources that address the intersection of human trafficking, domestic violence, and sexual violence.

The U.S. Department of Labor’s (DOL) [Worker.gov](https://www.worker.gov/) is a one-stop resource center to help workers understand their rights and access resources.

OVC published interactive [Child Victims and Witness Support Materials](https://ovc.ojp.gov/child-victims-and-witnesses-support) for children and youth impacted by human trafficking. These short graphic novels focus on young sex and labor trafficking survivors’ experiences, plus accompanying booklets that focus on victims’ rights and roles as they interact with the justice system. Caregiver and practitioner guides are available for those supporting children who have experienced trafficking.

The [Shared Framework for Reducing Youth Violence and Promoting Well Being,](https://ojjdp.ojp.gov/sites/g/files/xyckuh176/files/media/document/Shared-Framework-for-Youth-Violence-Prevention.pdf) from DOJ’s Office of Juvenile Justice and Delinquency Prevention, aims to strengthen collective action to reduce youth violence and ensure the health, safety, and well-being of children, youth, families, and communities.

Dating Matters: [Understanding Teen Dating Violence Prevention Training](https://vetoviolence.cdc.gov/apps/datingmatters/) for Educators Is a free, online course available to educators, school personnel, youth mentors, and others dedicated to improving teen health. Follow a school administrator throughout his day as he highlights what teen dating violence is and how to prevent it through graphic novel scenarios, interactive exercises, and information gathered from leading experts.

This [bulletin](https://www.childwelfare.gov/pubPDFs/trafficking_caseworkers.pdf) explores how caseworkers can identify and support children and youth who have been victimized as well as those with risk factors for future victimization. It provides background information about trafficking, strategies caseworkers can use to identify and support victims and potential victims, and links to tools and resources that can assist caseworkers.

**Human trafficking training for professionals**

[National Human Trafficking Training and Technical Assistance Center](https://www.acf.hhs.gov/otip/training/nhttac) (Office on Trafficking in Persons): Training and technical assistance to inform and enhance the public health response to human trafficking.

The [H.O.P.E.](https://safehouseproject.org/healthcare) (Healthcare Observations for the Prevention & Eradication of Human Trafficking) is a survivor-informed, trauma-informed, and patient-centered virtual training that equips all healthcare workers to identify potential human trafficking victims, give support, and offer resources.

[Office on Trafficking in Persons](https://www.acf.hhs.gov/otip/training/soar-health-and-wellness-training): “SOAR (Stop, Observe, and Respond to Human Trafficking) to Health and Wellness training”.

The nationally recognized and accredited [HHS SOAR to Health and Wellness (SOAR)](https://nhttac.acf.hhs.gov/soar) training program prepares diverse health and human service professionals to identify and respond to those at risk for, currently experiencing, or who have experienced human trafficking and connect them with the resources they need using a trauma-informed, person-centered approach. SOAR Online delivers on-demand training modules tailored to equip professionals with the knowledge and skills to address human trafficking in their workplace.

This interactive Web-based training program for legal aid and civil attorneys has four modules that offer a variety of information, tools, and resources to [identify and respond to elder abuse](https://www.ovcttac.gov/ElderAbuse/index.cfm?nm=wbt&ns=ot&nt=ea), including Domestic Violence and Sexual Assault, Financial Fraud and Exploitation, Practical and Ethical Strategies, and What Lawyers Need to Know.

[Capacity Building Center for States](https://capacity.childwelfare.gov/about/cb-priorities/preventing-sex-trafficking): Trainings (free registration required) and webinars on a variety of human trafficking topics.

[National Human Trafficking Hotline](https://humantraffickinghotline.org/nhth-hhs-online-trainings): Trainings on issues related to human trafficking.

[Trafficking Prevention and Protection Resources for Working With Unaccompanied Children](https://www.acf.hhs.gov/otip/victim-assistance/child-eligibility-letters/resources) (Office on Trafficking in Persons): Trainings, screening and reporting resources, and prevention information for foreign national and/or unaccompanied minors.

Barbara Mattes joins the [Justice Clearinghouse](https://www.justiceclearinghouse.com/resource/recognition-and-prevention-of-sex-trafficking-in-adult-corrections-facilities/) to unpack the intricacies of sex trafficking within detention and correctional facilities. Barbara is a sergeant with the Pima County Sheriff’s Department Corrections Bureau, who’s served in various roles in her 17-year career. She is certified by the Arizona Governor’s Office as an anti-human trafficking instructor.

The NCTSN, which is funded by SAMHSA, provides a variety of [resources](https://www.nctsn.org/resources/all-nctsn-resources?search=trafficking&resource_type=All&trauma_type=All&language=All&audience=All&other=All) to improve professionals’ capacity to serve survivors of child sex and labor trafficking and their families from the lens of trauma and trauma-informed care.

Through its cadre of [training and technical assistance (TTA) providers](https://ovc.ojp.gov/program/human-trafficking/training-and-technical-assistance), OVC provides practitioner-driven, evidence-based TTA that is responsive to the particular needs of victim service providers and system collaborators, their communities, and the victims they serve. These providers strengthen the victim assistance responses to human trafficking, support multidisciplinary task forces and cross-sector collaboration, and build capacity and leadership in identifying human trafficking victims and connecting them to services.

The [Two-Generation/Whole Family Approaches in Anti-Trafficking Programming Webinar](https://www.acf.hhs.gov/otip/training-technical-assistance/resource/webinar-whole-family) discusses two-generation approaches, emerging trends, case studies, and best practices for providing supportive and comprehensive services for people who have experienced trafficking and their families.

Framework, a training and technical assistance project funded by OVC, worked with survivors, service providers, and other experts to provide individualized assistance and create tailored, engaging, and user-friendly resources. Framework’s [multimedia library](https://frameworkta.org/resources/) offers free event recordings, one-pagers, skill-practice case studies, and survivor experience videos that can be edited to meet individual educational needs.

Law enforcement officials, legal aid professionals, and advocates can become familiar with Continued Presence, [U visas](https://www.dhs.gov/sites/default/files/2022-05/U-Visa-Law-Enforcement-Resource-Guide-2022_1.pdf) and [T visas](https://www.dhs.gov/sites/default/files/2022-05/T-Visa-Law-Enforcement-Resource-Guide-2022_1.pdf), and other [immigration](https://www.dhs.gov/blue-campaign/materials/immigration-relief-for-law-enforcement) options and benefits for foreign national adults and children who have experienced human trafficking.

**Screening Tools**

OTIP’s [Adult Human Trafficking Screening Tool (AHTST)](https://www.acf.hhs.gov/sites/default/files/documents/otip/adult_human_trafficking_screening_tool_and_guide.pdf), [Adult Human Trafficking Screening Tool (Spanish),](https://www.acf.hhs.gov/sites/default/files/documents/otip/adult_ht_screening_tool_spanish.pdf) is designed for use across various health care, behavioral health, social services, and public health settings in order to assess adult patients or clients for human trafficking victimization or risk for potential trafficking victimization. It is a survivor-centered, trauma-informed, and culturally responsive intervention tool. The eight screening questions that make up the AHTST are designed to be short, minimally invasive, and closed-ended. The overall aim of the AHTST is to obtain only the basic information needed to identify an adult currently or at risk of being trafficked so that practitioners can offer appropriate services, including referrals.

The Vera Institute is an independent nonprofit that combines expertise in research, demonstration projects, and technical assistance to help leaders in government and civil society improve the systems people rely on for justice and safety. This manual is intended primarily for victim service agency staff and other social service providers, who will administer the [Trafficking Victim Identification Tool](https://www.vera.org/downloads/publications/human-trafficking-identification-tool-and-user-guidelines.pdf) (TVIT) to clients who are potential trafficking victims. Law enforcement, health care and shelter workers will also find it helpful in improving trafficking victim identification, especially in conjunction with appropriate training or mentoring.

In its report on [Best Practices and Recommendations for States](https://www.acf.hhs.gov/sites/default/files/documents/otip/nac_report_2020.pdf), the National Advisory Committee on the Sex Trafficking of Children and Youth in the United States published a list of validated screening and assessment tools to help professionals apply trauma-informed principles to identify children and youth who have experienced trafficking and provide appropriate referrals to supportive and culturally responsive services.

Funded by SAMHSA, the [NCTSN’s trauma-informed mental health assessment](https://www.nctsn.org/treatments-and-practices/screening-and-assessments/trauma-informed-mental-health-assessment) offers a structured framework for (1) gathering information across several key domains of functioning, (2) identifying and addressing the needs of children and families exposed to traumatic events, and (3) coding and summarizing this information, so that it can be communicated to families and other providers.

**Safety Planning**

In some settings, it is difficult or impossible to ensure every individual receives a private screening. Therefore, it is critical that every provider has a [protocol](https://nhttac.acf.hhs.gov/soar/eguide/ask/Safety_is_Top_Priority) in place for having a private conversation with an individual if you suspect that they are with their possible trafficker. This plan should allow the provider to examine or question the individual they believe is a victim of trafficking in a private, safe environment. The plan needs to cover who will carry out the actual separation process and what will occur if the person accompanying the individual refuses to leave their side. You will also need to obtain informed consent when working with adults and contact local child protective services in the case of a minor who may have experienced trafficking.

**National Resources**

Funded by ACF, the [National Human Trafficking Hotline is a 24/7,](https://humantraffickinghotline.org/en) confidential, multilingual resource that provides information and service referrals for people at risk for, currently experiencing, or who have experienced human trafficking. People can contact the Hotline through call, text, webchat, or email and receive immediate support through safety planning and connection with resources in their area, including case management, legal advocacy, health and mental health care, and assistance locating and securing emergency or permanent housing.

Workers may contact the [DOL Wage and Hour Division](https://www.worker.gov/) (WHD) at 1-866-4-US-WAGE (1-866-487- 9243) for questions about wage rights. All discussions, including complaints, are free and confidential. The worker’s name and the nature of the complaint will not be disclosed to their employer. The only time DOL WHD would share such information is when necessary to pursue an allegation, and it would only do so then with the worker’s permission, or if required by a court. DOL WHD enforces the law regardless of the worker’s immigration status.

OVC published interactive [Child Victims and Witness Support Materials](https://ovc.ojp.gov/child-victims-and-witnesses-support) for children and youth impacted by human trafficking. These short graphic novels focus on young sex and labor trafficking survivors’ experiences, plus accompanying booklets that focus on victim’s rights and roles as they interact with the justice system. Caregiver and practitioner guides are available for those supporting children who have experienced trafficking.

The [Disability Information and Access Line](https://acl.gov/sites/default/files/programs/2021-11/DIAL%20Final%20Infographic_Updated.pdf) (DIAL) helps people with disabilities get connected to information about local community resources that support independent living. Launched in 2021 to help disabled people access COVID-19 vaccinations, DIAL also provides information about essential services such as transportation, housing support, disability rights, and more.

2022 has been a busy year for the [National Human Trafficking and Disabilities Working Group.](https://iofa.org/2022/11/nhtdwg-annual-report-2022/) We’ve worked on some exciting projects to bring awareness to the intersection of human trafficking and disability. The NHTDWG has brought together professionals and self advocates to host trainings and webinars about accessibility, unique aspects of human trafficking of people with disabilities, and how to better support survivors with disabilities. The Working Group has also consulted other organizations on their projects, and published a research study.

OVC TTAC offers a variety of [training](https://www.ovcttac.gov/views/HowWeCanHelp/dspTrainingTechnicalAssistance.cfm?nm=tta) and [technical assistance resources](https://www.ovcttac.gov/views/HowWeCanHelp/dspPDscholarship.cfm?nm=pds) related to legal assistance for crime victims. We work collaboratively with national experts to offer training and technical assistance opportunities to the legal community and provide attorneys across the country with the tools they need to increase their knowledge base about crime victim issues and increase their capacity to provide pro bono or no-cost legal representation to crime victims.

**Equity and Inclusivity**

United Against Human Trafficking believes that no human life should be for sale. Children, teens, and adults of all genders are exploited for sex and labor in our city every day. We exist to change that. Education prepares the community. Through [educational trainings](https://uaht.org/education), we prepare professionals, first responders, and community members to recognize and address human trafficking situations. Institutions become qualified to aid victims and survivors with a trauma-informed approach. Through our [podcast](https://uaht.org/podcast), community members learn how to break down the systems that enable trafficking to flourish.

Effective [human trafficking interventions](https://polarisproject.org/wp-content/uploads/2019/09/breaking-barriers-lgbtq-services.pdf) rely on strong community-based collaborations. This

is especially true when responding to trafficking situations involving LGBTQ youth, as these youth

may have fewer social supports and have more specialized service needs. Building partnerships with

organizations specializing in LGBTQ rights also provides the opportunity for knowledge exchange and

strengthening service referrals. In order to ensure local human trafficking responses and practices are

equitable and appropriate across service populations, human trafficking task forces should include local

LGBTQ providers and LGBTQ survivors in their efforts.

[Improve Services for Males Experiencing Trafficking](Improve%20Services%20for%20Males%20Experiencing%20Trafficking%20is%20a%20resource%20that%20provides%20behavioral%20health%20and%20social%20service%20providers%20with%20a%20way%20to%20engage%20and%20build%20rapport%20with%20male%20clients%20and%20to%20address%20each%20client’s%20specific%20risk%20factors%20related%20to%20human%20trafficking%20at%20the%20individual,%20relationship,%20community,%20and%20societal%20levels.%20This%20tool%20aligns%20each%20factor%20with%20suggestions%20on%20how%20to%20build%20rapport%20with%20male%20clients,%20leverage%20universal%20education%20and%20motivational%20interviewing%20techniques%20to%20engage%20in%20meaningful%20conversations%20that%20help%20male%20clients%20understand%20their%20risk%20factors,%20differentiate%20between%20what%20trauma%20and%20exploitation%20is%20and%20what%20it%20is%20not,%20and%20to%20commit%20to%20accessing%20services.) is a resource that provides behavioral health and social service providers with a way to engage and build rapport with male clients and to address each client’s specific risk factors related to human trafficking at the individual, relationship, community, and societal levels. This tool aligns each factor with suggestions on how to build rapport with male clients, leverage universal education and motivational interviewing techniques to engage in meaningful conversations that help male clients understand their risk factors, differentiate between what trauma and exploitation is and what it is not, and to commit to accessing services.

In response to recommendations from the U.S. Advisory Council on Human Trafficking, ACF funded training and technical assistance activities to increase attention on men and boys as an underserved population. OTIP established a technical working group of subject matter experts and implemented subsequent [listening sessions](https://nhttac.acf.hhs.gov/resource/report-listening-sessions-men-and-boys-meeting-minutes) through its National Human Trafficking Training and Technical Assistance Center (NHTTAC). The Listening Sessions on Men and Boys Meeting Minutes report is the result of two listening sessions. The first session explored risk factors and barriers to accessing services. The second session built on the first, exploring protective and resiliency factors to inform enhanced services for men and boys.

Partners should directly coordinate with communities who have been underserved to ensure services are culturally responsive and adapted to meet their unique needs. Providers should consider safe, directed outreach opportunities that mitigate access barriers and reduce potential harm. Supporting 2SLGBTQIA Youth who have experienced Trafficking [health education](https://www.lgbtqiahealtheducation.org/wp-content/uploads/2021/09/Supporting-LGBTQIA-Youth-Who-Have-Experienced-Trafficking.pdf).

The SOAR for [Indigenous Communities training](https://www.train.org/main/course/1088753/details?activeTab=about) is designed to equip those serving Indigenous populations to better understand the issues surrounding human trafficking and its impact on these communities. It will identify resources relevant to Indigenous populations and will support building of responses to human trafficking within Indigenous communities.

The Preventing Trafficking of Girls initiative is designed to develop or enhance prevention and early intervention services for girls who are at risk or are victims of sex trafficking. Youth Collaboratory, OVC’s training and technical assistance provider, works with program sites to prevent and reduce the victimization of Black girls vulnerable to sex trafficking by expanding the skills of program providers and other collaborators working to prevent the trafficking of Black girls. [In a three-part video series](https://www.youthcollaboratory.org/toolkit/take-action-against-trafficking-black-girls), they amplify several voices from the field - direct service professionals, researchers, youth and young adults with lived expertise, and multidisciplinary providers.

**Youth Housing Resources**

[Responding to Human Trafficking among Children and Youth in Foster Care](https://www.acf.hhs.gov/policy-guidance/responding-human-trafficking-among-children-and-youth-foster-care-and-missing) and Missing from Foster Care is a joint Information Memorandum (IM) from the Administration on Children, Youth and Families (ACYF); Children’s Bureau (CB); Family and Youth Services Bureau (FYSB); and OTIP within ACF created to elevate resources available to assist states in meeting legal requirements intended to protect children and youth in the child welfare system, from negative outcomes associated with human trafficking.

FYSB’s Human Trafficking Prevention: [Strategies for Runaway and Homeless Youth Settings](https://www.acf.hhs.gov/sites/default/files/documents/fysb/acf_issuebrief_htprevention_10202020_final_508.pdf) explores strategies to integrate human trafficking prevention into Runaway and Homeless Youth (RHY) programs.

**Housing Resources**

The [Federal Housing and Economic Mobility Resources IM provides](https://www.acf.hhs.gov/otip/policy-guidance/federal-housing-and-economic-mobility-resources-information-memorandum) an overview of federally funded programs, training, and other resources to increase access to housing and employment for people who have experienced human trafficking.

HHS Office of the Assistant Secretary for Planning and Evaluation in partnership with DOJ OVC, the [Domestic Violence Housing First Demonstration](https://aspe.hhs.gov/sites/default/files/documents/eb0cdf65b491681cf9b6db2f6d4d8df5/dvhf-24-month-exec-summary.pdf) Evaluation adds to the knowledge base about housing and advocacy interventions for survivors of domestic violence and their children.

Individuals who experience human trafficking often struggle to find safe and secure housing. Providing individuals who experience trafficking immediate access to emergency, transitional, and long-term housing is critical because homelessness and lack of stable housing put individuals at risk of being trafficked or experiencing other forms of interpersonal violence. The following [challenges and potential solutions](https://nhttac.acf.hhs.gov/sites/default/files/2021-09/NHTTAC%20Housing%20Environmental%20Factsheet_508-Ready%20for%20Website.pdf) are associated with increasing access to housing for individuals who experience or are at risk of trafficking.

**Family Preservation**

Fellows from Class 3 of the [Human Trafficking Leadership Academy](https://nhttac.acf.hhs.gov/sites/default/files/2020-02/Human%20Trafficking%20Leadership%20Academy%20Class%203%20Recommendations.pdf) with diverse professional backgrounds and expertise, including survivor leaders, worked together to develop recommendations on how to enhance service provision to survivors of human trafficking or those at risk of human trafficking using trauma-informed practices and survivor-informed principles.

The [Family Self-Sufficiency for Individuals Who Have Been Trafficked Literature Review](https://nhttac.acf.hhs.gov/resources/report-family-self-sufficiency-individuals-who-have-been-trafficked-literature-review), developed by OTIP’s NHTTAC, provides an overview of family self-sufficiency and programs, explores the connection between family self-sufficiency and trafficking, and discusses recommendations for increasing family self-sufficiency among survivors of trafficking.

[HRSA’s Maternal, Infant, and Early Childhood Home Visiting](https://mchb.hrsa.gov/programs-impact/programs/home-visiting/maternal-infant-early-childhood-home-visiting-miechv-program) (MIECHV) Program supports pregnant people and parents with young children who live in communities that face greater risks and barriers to achieving positive maternal and child health outcomes.

HHS provides resources for fathers, practitioners, programs/Federal grantees, states, and the public at-large who are serving or interested in [supporting strong fathers and families](https://www.fatherhood.gov/).

**School Climate Resources**

OTIP’s [Human Trafficking School Safety Protocol Toolkit](https://nhttac.acf.hhs.gov/resource/human-trafficking-school-safety-protocol-toolkit) is a step-by-step guide to help schools (1) identify students that may be experiencing trafficking or may have an increased risk for trafficking, (2) ensure educators and other staff comply with mandatory reporting laws, (3) ensure the safety of students, educators, and other staff when reporting human trafficking and other forms of violence, and (4) help students connect to service providers and/or programs intended to reduce further exposure to violence and victimization.

To help schools and districts improve school climate, the [National Center on Safe Supportive Learning Environments](https://safesupportivelearning.ed.gov/scirp/about), funded by ED, has developed the [School Climate Improvement Resource Package](https://safesupportivelearning.ed.gov/scirp/about).

[Human Trafficking in America’s Schools](https://safesupportivelearning.ed.gov/human-trafficking-americas-schools), developed by ED, provides awareness of the current prevalence of child trafficking and the forms it takes, information on risk factors and indicators of child trafficking and details about three prevention tiers and the implications for schools’ role in addressing child trafficking. The guide also includes information on how professional development of school staff and prevention education for students and families can reduce the likelihood of trafficking and details on how policies, protocols, and partnerships with other community sectors can help prevent trafficking.

**Support for Cultural and Social Integration**

The HHS [National Standards for Culturally and Linguistically Appropriate Services](https://gcc02.safelinks.protection.outlook.com/?url=https%3A%2F%2Fthinkculturalhealth.hhs.gov%2F&data=05%7C01%7CChristen.Thomas%40acf.hhs.gov%7Cd59711fa474241d8542b08db2c7bf667%7Cd58addea50534a808499ba4d944910df%7C0%7C0%7C638152683166764760%7CUnknown%7CTWFpbGZsb3d8eyJWIjoiMC4wLjAwMDAiLCJQIjoiV2luMzIiLCJBTiI6Ik1haWwiLCJXVCI6Mn0%3D%7C3000%7C%7C%7C&sdata=scsmN3jjkQHLToQlJls3iYQUyrj3z7Df8Rtq7bcCcPs%3D&reserved=0) (CLAS) outline 15 action steps that help advance health equity, improve quality of services, and reduce health disparities.

When working with individuals who prefer communicating in a different language, it’s important to have trained and qualified interpreters on hand to help you communicate. [Working with Interpreters](https://nhttac.acf.hhs.gov/resource/fact-sheet-working-interpreters), a fact sheet from OTIP’s NHTTAC, details considerations for selecting and preparing to work with an interpreter.

Human Trafficking Leadership Academy Class 5 fellows consisted of a team of allied professionals and survivor leaders with indigenous backgrounds and diverse cultures, traditions, and expertise. The fellows worked together to develop [recommendations](https://nhttac.acf.hhs.gov/resource/report-htla-class-5-recommendations) on how culture could serve as a protective factor in preventing trafficking among Native American youth.

The [Conducting Migrant Worker Interviews tool](https://www.responsiblesourcingtool.org/tools/workerinterviews), which is part of the Responsible Sourcing Tool site and was developed by a labor rights NGO in partnership with the U.S. Department of State, provides a set of sample interview questions to use when conducting targeted interviews of migrant workers and other employees, who may have been recruited provided by labor recruiters and agents in order to better identify risks of human trafficking or human traffickingrelated practices.

Data snapshot uses data from [OJJDP's National Juvenile Court Data](https://ojjdp.ojp.gov/publications/data-snapshot-racial-ethnic-disparities-processing-delinquency-cases-2020.pdf) Archive to assess variations in case processing. Except for drug cases, referral rates for cases involving Black youth exceeded the rates for all other groups. Across offenses, cases involving white youth were most likely to be diverted.

**Workplace Policies and Practices**

[Creating Strong Policies](https://www.responsiblesourcingtool.org/tools/codeofconduct), developed through a collaboration between Verité and the U.S. Department of State, provides guidance on creating effective management systems to prevent human trafficking in global supply chains and includes for example a sample Code of Conduct, Recruitment and Employment Benchmarks, and Sample Supplier Agreements.

[Workers’ Rights](https://www.osha.gov/sites/default/files/publications/osha3021.pdf) from the Occupational Safety and Health Administration is a general overview of worker rights under the Occupational Safety and Health Act. The resource includes information on worker protections, employer responsibilities and establishing safety and health programs.

[The Monitoring Labor Recruiters Tool](https://www.responsiblesourcingtool.org/tools/monitoringrecruiters), which can be found on the Responsible Sourcing Tool site as part of a U.S. Department of State and labor rights NGO initiative, recommends a general approach to monitoring labor recruiter performance. Risks of human trafficking in supply chains can be controlled by properly designed and implemented processes for the recruitment, selection, and hiring of workers. Whenever possible, companies should recruit, hire, and employ workers directly. When direct recruitment is not possible, companies must exercise careful due diligence in the selection of labor recruiters to minimize the risk of human trafficking as a result of fraudulent or misleading recruitment practices.

[Tips for Small Businesses](https://www.eeoc.gov/employers/small-business/tips-small-businesses), developed by the U.S. Equal Employment Opportunity Commission, provides information and resources to help small businesses develop employee policies to address common workplace issues, including [discrimination](https://www.eeoc.gov/employers/small-business/general-non-discrimination-policy-tips), [harassment](https://www.eeoc.gov/employers/small-business/harassment-policy-tips), and [reasonable accommodation](https://www.eeoc.gov/employers/small-business/reasonable-accommodation-policy-tips). The Select Task Force on the Study of Harassment in the Workplace, develop a [checklist](https://www.eeoc.gov/checklists-employers-0) for employers to develop and/or assess their anti-harassment policies.

**Employment Opportunities**

Building Partnerships and Collaborations with Workforce and Education Systems – A step-bystep guide on how to form partnerships with education and workforce programs to create trafficking survivor economic security provides an overview on why collaborations are fundamental to survivor safety, economic stability, and healing and how to build successful partnerships with specifically workforce development agencies. The guide, developed with support from OVC, provides a detailed process of forming a collaboration and partnership between victim services agencies and workforce development or education programs.

The Promoting Employment Opportunities for Survivors of Trafficking Training and Technical Assistance Project operated by Futures Without Violence, in coordination with OVC, increases access to quality educational and sustainable employment opportunities for people who have experienced human trafficking. Futures Without Violence supports service providers and allied organizations in the human services and workforce development field through its Peer Economic Empowerment Learning Collaborative, Partnering to Open Economic Pathways Institute, and Survivor-Led Employment Success Program, as well as through national webinars and technical assistance calls.

**Building Social Networks**

The [Peer-to-Peer Brief](https://nhttac.acf.hhs.gov/resource/report-peer-peer-brief), a resource from OTIP’s NHTTAC, describes the process of planning and providing training and technical assistance to a survivor-led organization that is piloting a peerled, evidence-based, and trauma-informed program called Seeking Safety with individuals who are experiencing trafficking and a substance use disorder.

**Re-entry Resources**

Reentry Partnerships: [A Guide for States & Faith-Based and Community Organizations](https://www.justice.gov/archive/fbci/docs/reentry-partnership.pdf) offers practical recommendations for how state government officials and community-based service providers can better use limited resources to help people released from prisons and jails successfully and safely rejoin neighborhoods and families.

The [Reentry Resource](https://www.minorityhealth.hhs.gov/omh/content.aspx?ID=10326) webpage, from the HHS Office of Minority Health, is a collection of available reentry resources for individuals and organizations assisting people leaving the criminal justice system.

[Workable Solutions for Criminal Record Relief:](https://www.americanbar.org/content/dam/aba/administrative/domestic_violence1/projects/srp/aba-cdsv-workable-solutions.pdf) Recommendations for Prosecutors Serving Victims of Human Trafficking, produced by the American Bar Association and funded by OVC, outlines the ways attorneys and other legal aid professionals can facilitate trauma-informed post-conviction criminal record relief, thereby minimizing the risk of revictimization.