



## ***HUMAN TRAFFICKING AND THE WORKPLACE: A SPECIAL FOCUS ON NON-PROFITS***

STACPRO is an online course for all workplaces – non-profit and for-profit alike. This program explains how both sex and labor trafficking impact workplaces and what we all can do to protect the workspace and, literally, prevent human trafficking from coming to work.

### **STACPRO introduces the topic of human trafficking and provides a foundation on key topics including:**

- How Leon County and the Big Bend is vulnerable to both sex AND labor trafficking
- How human trafficking can impact the safety, reputation, liability, effectiveness, budget, and overall bottom lines of ALL businesses and workplaces
- How you can interpret signs of trafficking including trafficker tactics and victim behaviors
- How you and your workplace can safely and effectively prepare and respond to human trafficking

### **Key Points**

- Non-profit agencies and for-profit businesses have a great deal in common when it comes to their workplace operations and recognizing and responding to trafficking
- Sex and labor traffickers target people with vulnerabilities and human services agencies provide support to people who often have multiple vulnerabilities
- Traffickers infiltrate non-profit agencies through becoming staff or posing as victims or survivors to recruit and victimize others
- Victims and survivors need a variety of services and support – neither the non-profit sector, nor the for-profit sector alone can meet these needs; collaboration is vital
- An informed and prepared workforce, both non-profit and for-profit, fortifies and protects individuals, workplaces, businesses, and the entire community from labor and sex traffickers
- Everyone has a role in identifying and supporting human trafficking victims and survivors



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**SCENARIO 1:** You are working late one night and see the cleaning crew come in. Three women are dropped off around 9pm and are still there when you leave at 11. They don't make eye contact and you see one woman who is badly limping. You ask her if you can get her water – she looks away and keeps working. You feel uneasy about her because she doesn't look well. The landlord for your office building hires both private security and janitorial services.

1. Do you think this cleaning crew could be labor trafficking victims? Why or why not?
2. What would you do if you saw this woman at your non-profit workplace?
3. If you don't know what to do, what other information do you need and how would you get it?
4. What should you do in response if anything?

**SCENARIO 2:** Sally is a former residential client who recently returned to your program for non-residential services during the day. Sally is always talking to somebody different. When there last, Sally was very nice to staff and other clients striking up a conversation with just about anybody. Sally is very observant and really seems to enjoy helping people. You've heard that sometimes Sally will give clients some money for cigarettes, drinks, or food and has been so helpful you don't think anything of it.

1. Could Sally be a trafficker/recruiter?
2. If yes, could she pose a risk to your agency? To other residents?
3. If you don't know, what other information do you need and how would you get it?
4. What should you do in response if anything?

**SCENARIO 3:** A crew from a local construction company is working in your office park renovating several offices next to yours. They are there before 8am, when you arrive and a van comes to pick them up around 4pm; some take breaks, but others don't and seem to be working constantly. When you walk by, you overhear two of the men were complaining that they hadn't been paid for 2 months and they are hungry.

1. Do you think the constructions workers might be labor trafficked? Why or why not?
2. If you don't know, what other information do you need and how would you get it?
3. What should you do in response if anything?

**SCENARIO 4:** Your non-profit agency hires private security, contracts with a variety of businesses for services like premises maintenance, insurance, payroll, communications, and occasionally hires temporary workers. The public regularly enters your workplace, and you provide services to residents who have many vulnerabilities and are economically insecure. Your Board of Directors wants to make sure it is doing all it can to address the issue of sex and labor trafficking in the workplace.

1. What should your agency staff do regarding its contracts for security, communications, premises maintenance and other services?
2. What steps should management take right away regarding internal safety protocols and training?
3. How should the staff and volunteers who have contact with clients know what to do to respond when they suspect a client is – or was – sex or labor trafficked?