

WHEN HUMAN TRAFFICKING COMES TO WORK: WHAT YOU NEED TO KNOW

**Survive and Thrive Advocacy Center,
Tallahassee-Leon County Commission on the Status of Women & Girls,
and Leon County Schools**





Tallahassee-Leon County Commission on the Status of Women & Girls (CSWG)



This training has been specifically designed for all workplaces and community members to understand how to recognize and respond to human trafficking situations.





Survive and Thrive Advocacy Center (STAC)

- Is a “hub” agency in Leon County
- Direct support to ALL sex and labor trafficking survivors
- Community education and can answer questions
- Supports and connects survivors to needed services
- Referral agency for the National Human Trafficking Hotline


“It takes a village.”



The eyes cannot see what the brain does not know.



OBJECTIVES

- Understand how sex and labor trafficking can impact your job
 - Be familiar with local trafficking situations
 - Know how to assess sex and labor trafficking situations
 - Identify victim characteristics and behaviors
 - Identify trafficker characteristics and behaviors
- 



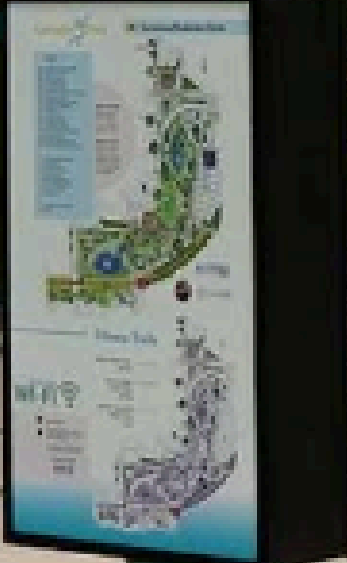
STAC PRO - Rick Minor

Survive and thrive advocacy center

Capital Cascades Trail & Bike Path

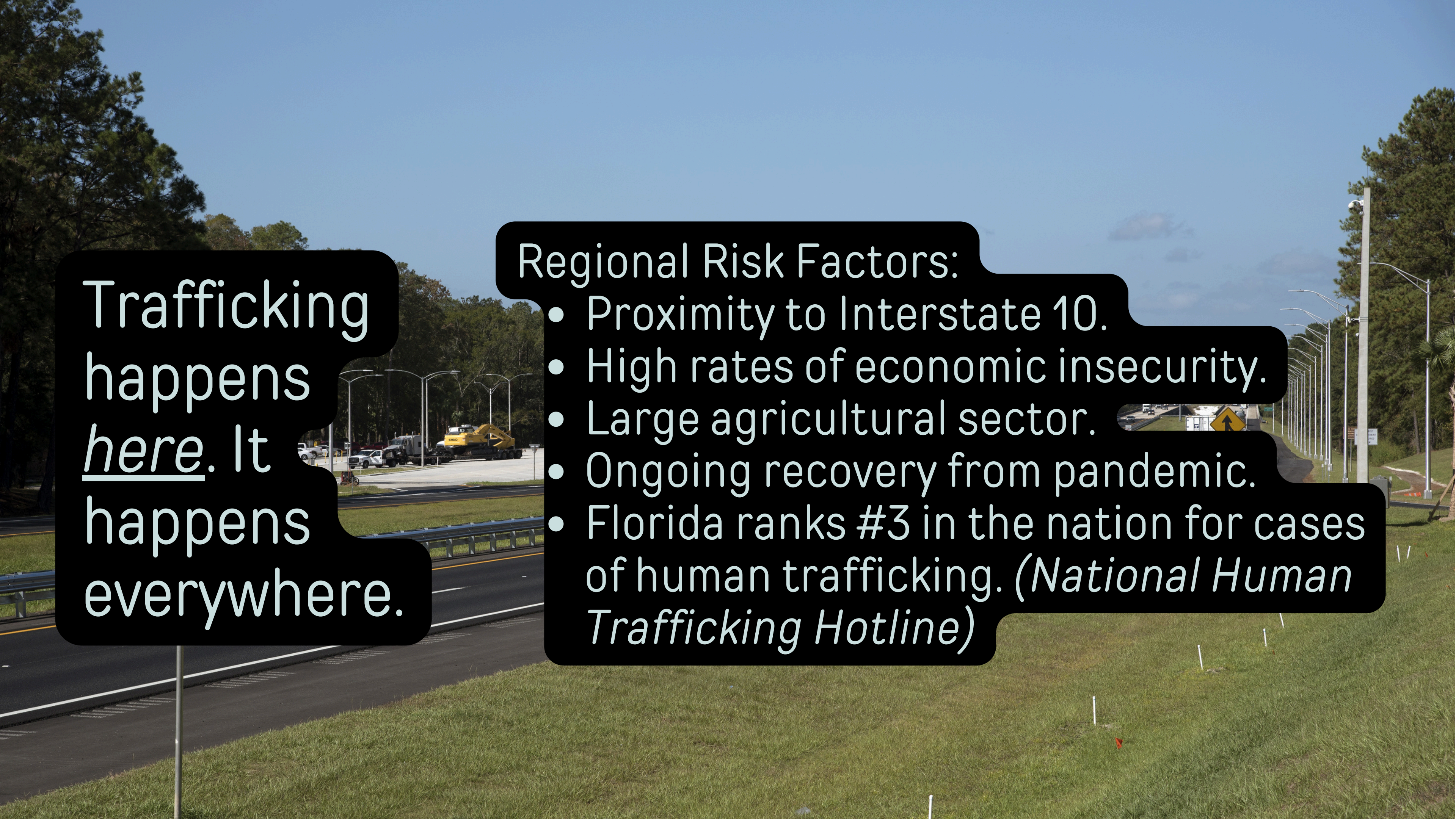
Meridian Marker Plaza

Smokey Hollow Commemoration



Watch on  Youtube





Trafficking happens here. It happens everywhere.

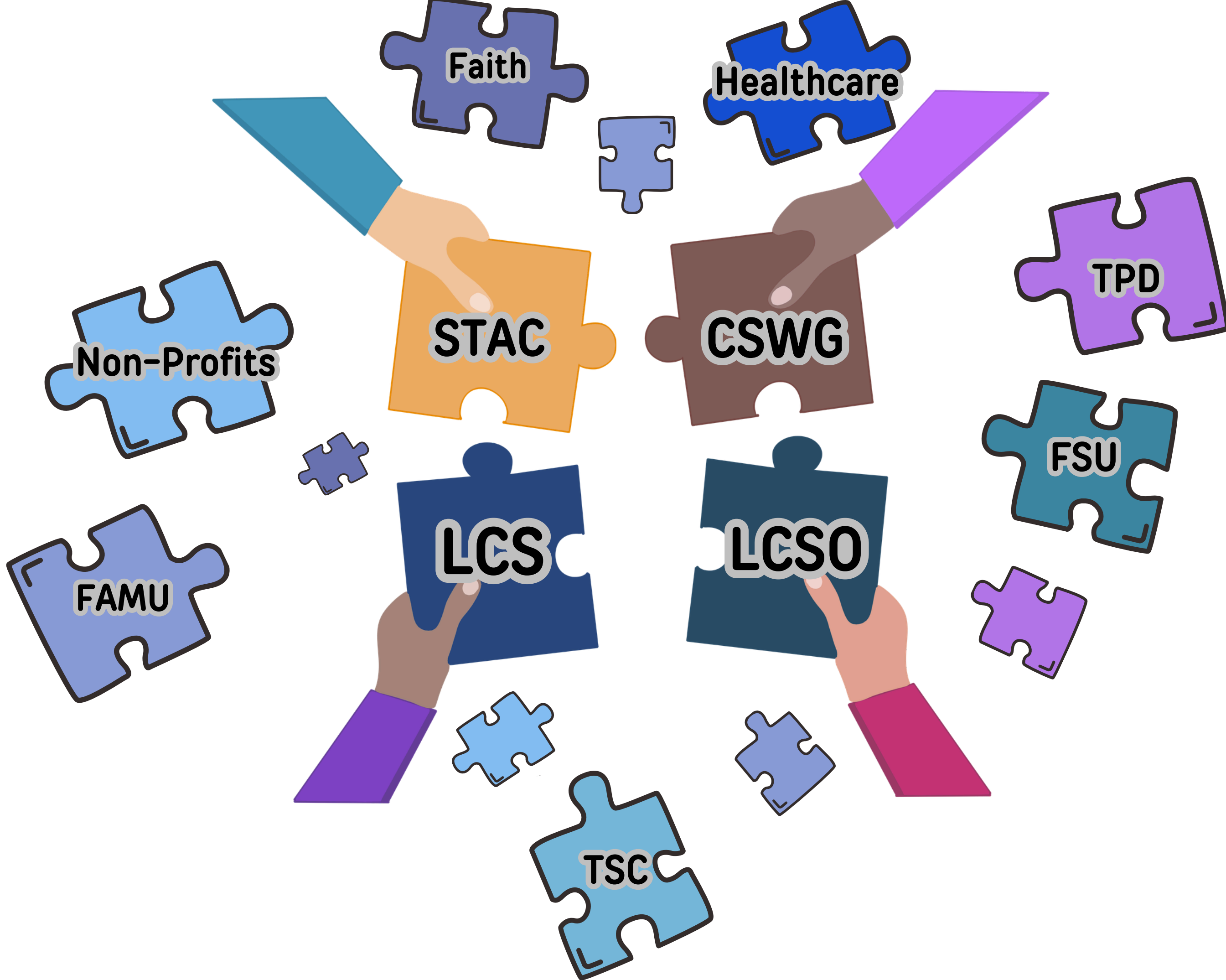
Regional Risk Factors:

- Proximity to Interstate 10.
- High rates of economic insecurity.
- Large agricultural sector.
- Ongoing recovery from pandemic.
- Florida ranks #3 in the nation for cases of human trafficking. (*National Human Trafficking Hotline*)

How this training will impact you

- As an employee
- As a family member
- As a friend
- As a resident in community
- As a faith community member
- As a consumer
- As someone who can make a difference





Faith

Healthcare

Non-Profits

STAC

CSWG

TPD

FAMU

LCS

LCSSO

FSU

TSC

**WHAT IS
HUMAN**

TRAFFICKING?



Key Terms

“Human Trafficking”

*includes both **SEX trafficking** and **LABOR trafficking**.*

Human trafficking – is the exploitation and control of one person by another for profit, power, commercial gain or benefit.

Victim – someone currently in a human trafficking situation.

Survivor – someone who is no longer being trafficked.

Does **NOT** require movement or **ANY** border crossing.

Force,
Fraud, OR
Coercion

Force = physical constraints,
abduction, injuries

Fraud = promises (contract, verbal)
not kept, lies

Coercion = threats (in eyes of
individual)



Human Trafficking:

- Is a human rights violation
- Caused over 40 million individuals to be trafficked globally
- Is lucrative – earning traffickers over \$150 billion annually
- Has caused Florida to rank #3 in calls to the National Human Trafficking Hotline

Common misconceptions

- Popular media outlets often depict victims as helpless and weak.
- Fails to show the victim's ability to endure dangers and traumas.
- There is often no description of a victim or situation.
- Victims possess qualities that help them to survive.



Human
Trafficking
(Sex and Labor)

The diagram consists of two overlapping circles on a teal-to-blue gradient background. The left circle is blue and contains the text 'Human Trafficking (Sex and Labor)'. The right circle is green and contains the text 'Kidnapping and Abduction'. The overlapping area in the center is a darker shade of blue-green. The entire graphic is framed by a decorative border of puzzle pieces in various shades of blue and teal, located in the top-left and bottom-right corners.

Kidnapping and
Abduction

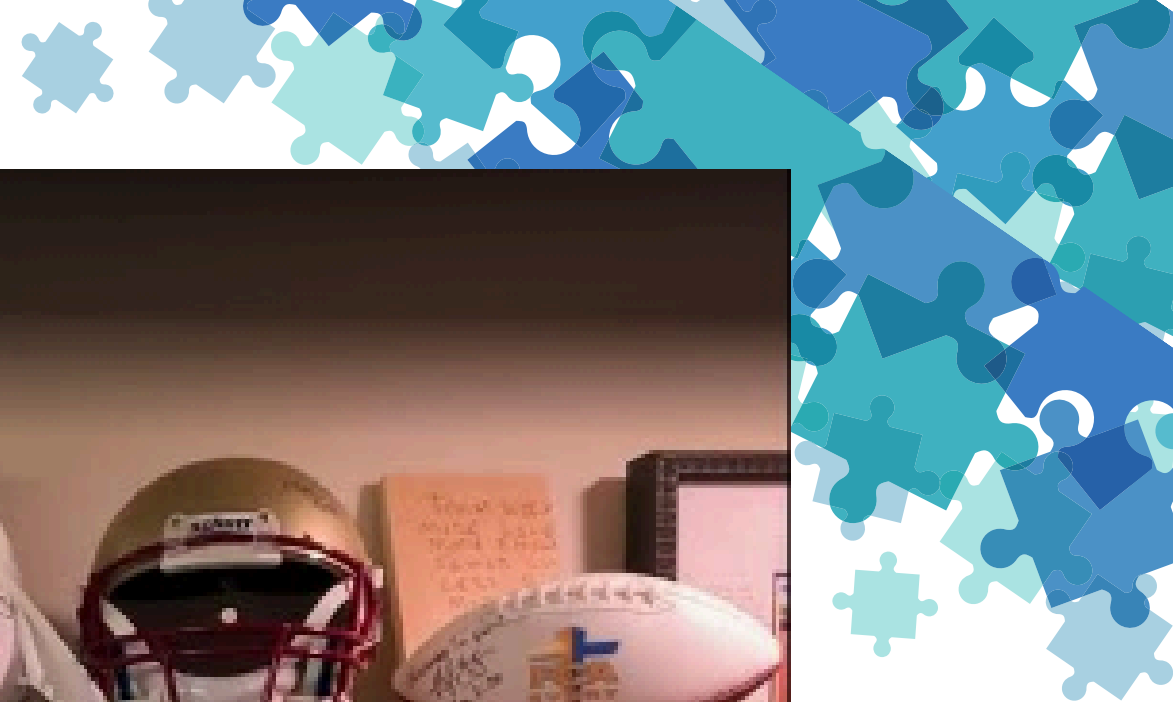


STAC PRO - Sheriff Walt McNeil

Surviveandthriveadvocacycenter

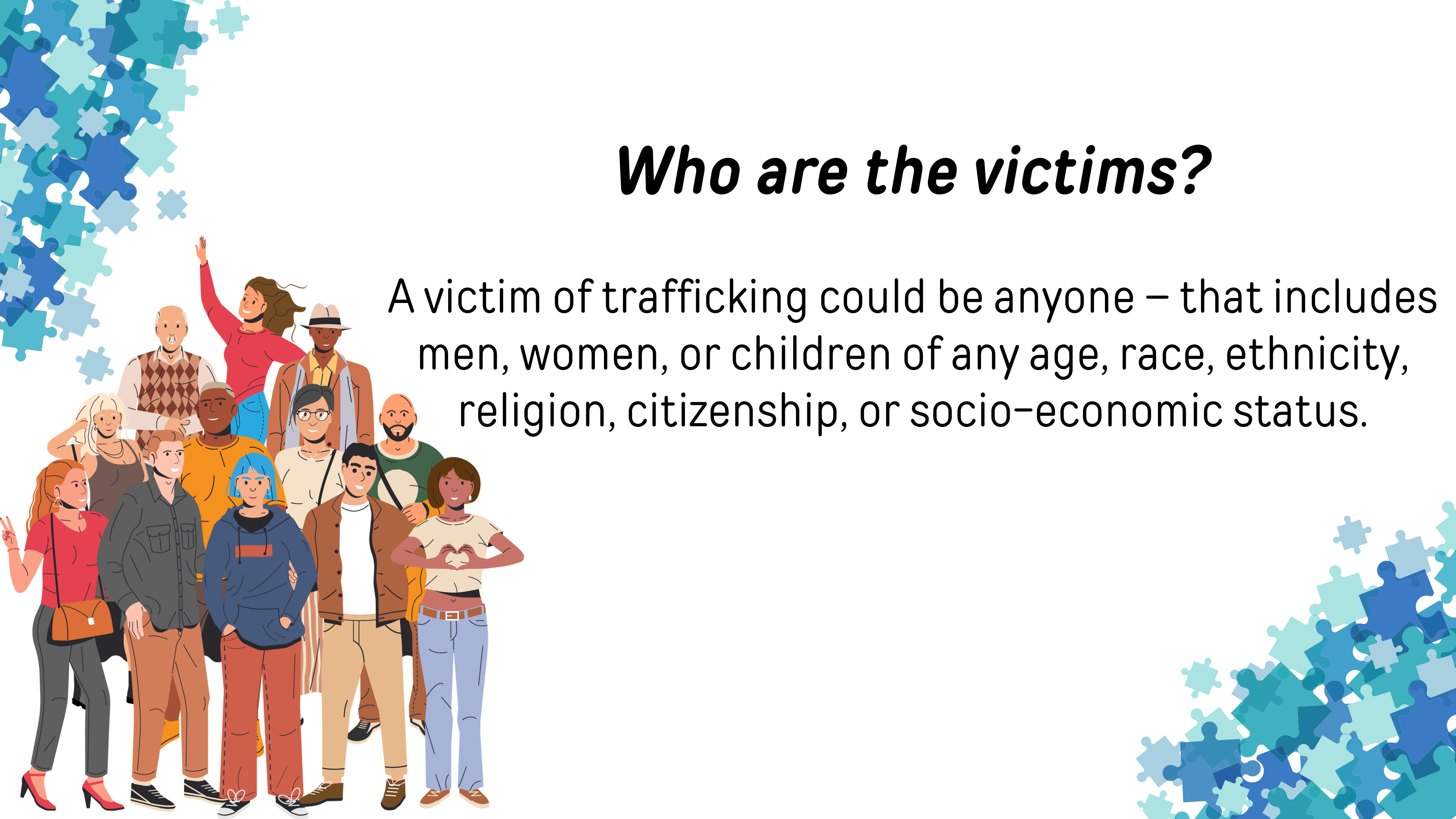


Watch on  **Youtube**



Who are the victims?

A victim of trafficking could be anyone – that includes men, women, or children of any age, race, ethnicity, religion, citizenship, or socio-economic status.





Possible victim characteristics:

- May lack free will
- Cannot leave a job
- Cannot be in touch with friends or family
- Cannot come and go as they wish



Who are the Victims?

- Victims are trapped – by trafficker threats and coercion
- Victims may be disoriented, unable to act or speak freely, lack ID, or may be injured or malnourished
- Victims suffer from “trauma bonding” – the victim defends the trafficker
- **Traffickers target vulnerable people**




Beware of Stereotyping

- Not all trafficking victims are unskilled workers, uneducated, or non-English speaking.
- Victims can be highly skilled at many technical jobs.



Survivors in this area have included:

- LGBTQIA+ populations
 - Farmworkers
 - Domestic violence victims
 - Middle school, high school, and college students
 - Construction workers and landscapers
 - Restaurant and hotel staff
- 



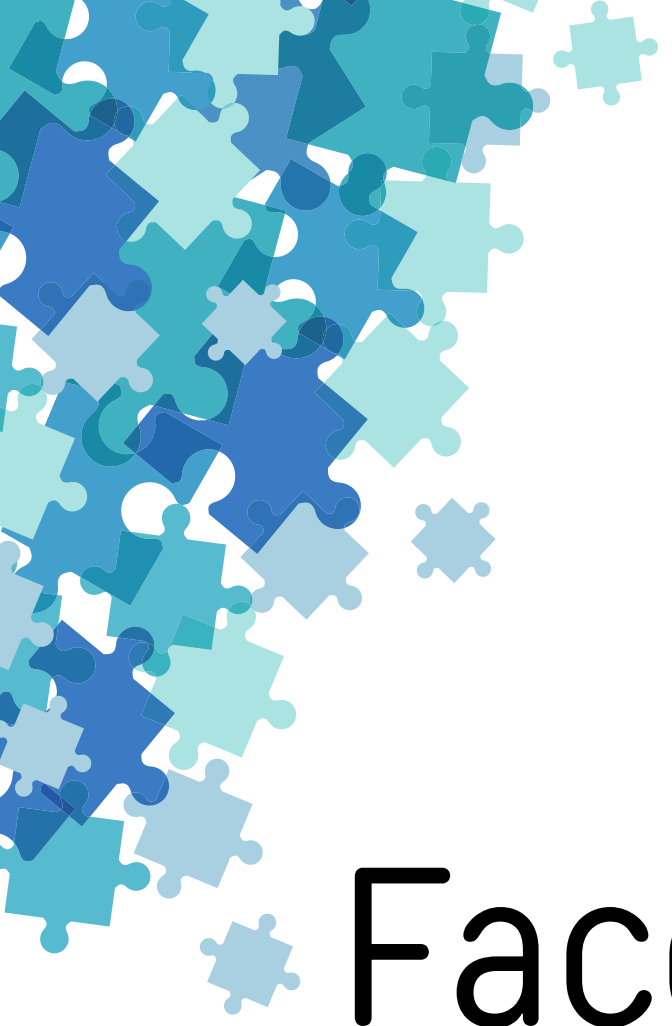
Traffickers can be:

- Business owners
- Pimps
- Labor subcontractors
- Neighbors or friends
- Professionals
- Family members



Trafficker Characteristics:

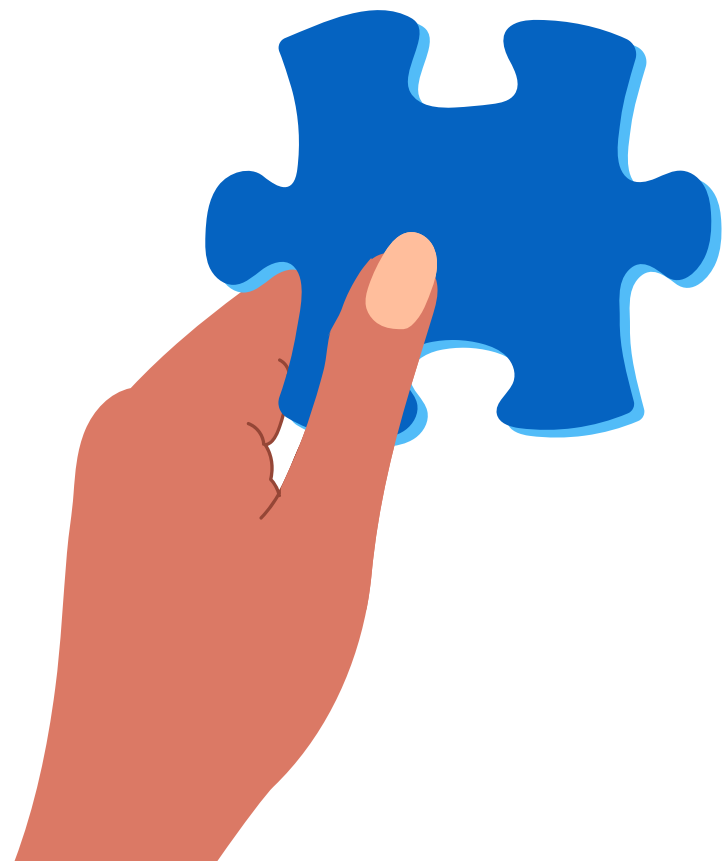
- Controls victim (closely and from afar)
- Often cruel or disrespectful to victim
- Can be charming and appear helpful
- Rarely “snatch and grab” victims
- More often “groom” them
- Commonly recruit online
- Can vary and can be ANYONE



Faces of Sex Trafficking



RECOGNIZING HUMAN TRAFFICKING AT WORK



Remember: Human trafficking survivors are all different.

- They may have left or can still be in a trafficking situation.
- They may be in the “grooming” stage where the trafficker is not yet abusive.
- They may be at risk of being trafficked or re-trafficked.





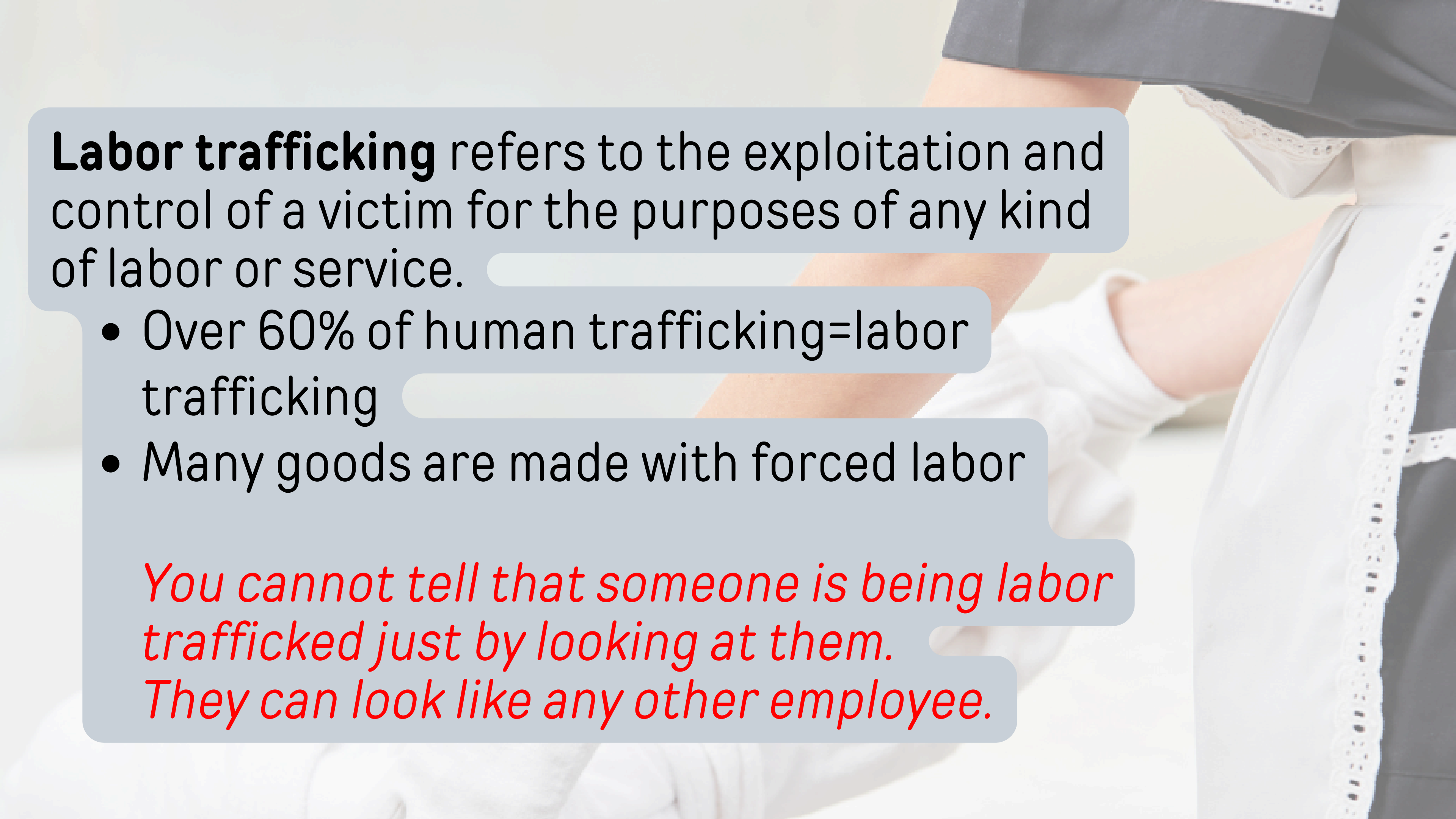
A sex or labor trafficking victim may:

- Often arrive early and stay late
- Ask for or steal food
- Be unable to order or eat preferred meals
- Live at the workplace
- Work long hours with no breaks
- Lack access to showers or bathroom
- Be closely monitored
- Work while injured or in pain



Signs you might see from a victim:

- Visible injuries
- Lack of access to medical care
- Signs of abuse



Labor trafficking refers to the exploitation and control of a victim for the purposes of any kind of labor or service.

- Over 60% of human trafficking=labor trafficking
- Many goods are made with forced labor

*You cannot tell that someone is being labor trafficked just by looking at them.
They can look like any other employee.*

Labor trafficking or “forced labor” can be identified by:

- Owing a debt
- Unsafe working conditions
- Lack of protective equipment for hazardous work
- An employee living on-site
- Refusal of time off
- Wage theft
- Denial of overtime and benefits
- Signs of injury and harassment





Human Trafficking happens in MANY different work situations:

- Domestic work/childcare
- Construction
- Manufacturing
- Utilities
- Small businesses
- Fishing
- Door-to-door sales
- Agriculture and Landscaping
- Assisted Living
- Housekeeping/Janitorial
- Retail
- Food packing and processing
- Arts and entertainment
- Commercial sex
- Health and Beauty
- Hospitality/restaurants/recreation areas
- Fairs and carnivals
- Factories
- Parks

Hotels

- Can be in any local lodging establishment
- Are places for sex and labor trafficking
- Housekeeping staff
- Restaurant staff
- Janitorial staff
- Pool and grounds maintenance staff



Restaurants

- Over 800 restaurants in Leon County
- Restaurants are 4th overall in National Hotline calls
- Labor and sex trafficking at restaurants, can include guests or staff



Financial Institutions

- Money is at the heart of human trafficking and law enforcement investigations
- Traffickers use all sectors of the financial industry
- Hard to detect



Retail

- Traffickers often take victims to shops, convenience stores, gas stations, salons, and more
- Traffickers also force victims to shoplift (Organized Retail Crime -- ORC)
- Traffickers make their victims go door-to-door as traveling sales crews



Offices

- There are many types of office settings
- Victims are typically part of the workforce in lower wage positions such as:
 - janitors or custodians
 - landscaping crews
 - food service





Third-Party Contractors

- Are hired to work alongside regular employees.
- Should be trained on trafficking too.
- **REGULARLY** found to be victims of labor trafficking.

RESPONDING TO HUMAN TRAFFICKING IN YOUR WORKPLACE





Responding to Trafficking in the Workplace

Scenarios and Role Plays

We will discuss how to:

1. Respond to a suspected human trafficking situation safely.
2. Gather information on possible traffickers and victims.
3. Appreciate the complexity of human trafficking situations.
4. Identify where to get help or further information.




Your Response

- You may not see clear human trafficking indicators.
- May get a “gut” feeling.
- One or more indicators may **or may not** mean trafficking is present.
- If you suspect something is wrong, do not ignore the situation.
- **Take action as soon as possible.**

A decorative graphic consisting of numerous interlocking puzzle pieces in various shades of blue and teal, arranged in a cluster in the top right and bottom left corners of the slide.


Questions:

- Could this be human trafficking (sex, labor, both)?
- How can you tell?
- What would you do?



Scenario #1 – Office

You are at work and as you head into the restroom, you see someone cleaning. She looks very tired; her left arm has a bandage on it, and she has a slight limp. When you greeted her, she looks at you and mumbles “hello” without making eye contact and she continues working. You think she is new to the job, as the custodial help working at your building is changing all the time. You asked her if she was OK, and she looked down again and nodded her head yes. You think she’s acting “off” but she hasn’t done anything wrong, and you are torn. What should you do: should you say something about her to your supervisor, should you ask her if she needs help? You don’t want to get her in trouble.




Scenario #2 – Non-Profit Agency

A woman in her 40s is a resident of the Kearney Center, and often spends hours in the afternoon at the library. One day, she comes into the library and ask for assistance with completing an application online. She tells you that she's excited about a job that she heard about from her "new friend." The friend told her she must fill out the application ASAP, and that she will be traveling throughout the panhandle as a Personal Assistant to an Executive. She will have free room and board and be paid \$25/hour. She said her friend told her not to tell her family or anyone else about this job, because everyone would want it because "the money is great." She likes the idea of getting out of town; she's tired of the Kearney Center and doesn't like living there. She said wants to be away from bad influences in her life. What would you do?



Other questions to consider:

- Is what I just witnessed an emergency or raise a few red flags?
 - Is there someone I can talk to?
 - Where can I refer someone for assistance?
 - Does your office have a policy or protocol on human trafficking?
- 

You should:

- HAVE a Protocol
- LEARN the signs
- ASSESS the totality of circumstances
- KNOW key law enforcement contacts



Why and how do I act?

- Could be nothing, but what if it is?
- Report what you've witnessed to your supervisor for them to act.


What happens if you speak up?

- You can be part of putting the pieces together.
 - You can protect the community for them to act.
 - We can be united against trafficking!
- 



***Do Not Confront* – could harm victim or endanger others**

Instead, be sure to:

- Note the date and time
 - Write down physical descriptions of anyone involved such as:
 - Age
 - Race
 - Height
 - Tattoos
 - Scars
 - With vehicle, copy/photograph the color, make, model, state issuing, and license plate
- 

Important Law Enforcement Contact Numbers

*Tallahassee Police
Department and Leon
County Sheriff's Office
(Consolidated Dispatch)
Non-Emergency number:*

850-606-5800

*Florida Department of
Law Enforcement's
24/7 Hotline:
800-342-0820*

*Florida Department of
Law Enforcement
(Money
Laundering/Organized
Crime):
850-410-7578*

National Human Trafficking Hotline:
(888) 373-7888, or
Text “Help” to 233733



Chat online at www.humantraffickinghotline.org



***Important Local
Contacts***

STAC
850-597-2080

DCF Hotline
(Suspected Child or
Vulnerable Adult abuse,
neglect, or exploitation)
800-96-ABUSE



What happens next?

STAC works to meet survivors' needs for:

- Safety
- Housing
- Employment
- Counseling
- Health care
- Life-skills
- And more!



CONCLUSION





You always have a choice.

You can do nothing or you can take action to help someone in a human trafficking situation.

Have you:

- Reflected on where you may have witnessed a trafficking situation?
- Identified opportunities to improve and protect those around you?



In conclusion, can you:

- RECOGNIZE the signs of sex and labor trafficking on the job?
- RESPOND and REACT to human trafficking situations?
- Understand where to find RESOURCES for more info and help?



Third Friday Program Evaluation



Certificates and Questions



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