

1 Hour

Roll Call Training
Instructor Lesson Plan

Human Trafficking:
Transit Worker Approaches to Identification and Intervention

Human Trafficking: Transit Worker Approaches to Identification and Intervention

During this roll call training, the participants will:

- Become familiar with the training objectives and activities,
 - Define human trafficking in the context of the transit worker,
 - Identify forms of human trafficking,
 - Identify signs of human trafficking,
 - Identify persons who are vulnerable to human trafficking,
 - Describe characteristics of human traffickers,
 - Describe methods traffickers use to control their victims,
 - Identify human trafficking characteristics,
 - Utilize the principle of S.C.A.N. and how to use it in the transit workplace.
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CONTENT SEGMENTS

- A. Opening Remarks
- B. Training Session
- D. Scenario and discussion

LEARNING ACTIVITIES

- Onsite Instructor or Webinar Led
- Small Group Scenario Activity

Equipment and Materials Needed
Computer, Projector, and Screen Instructor Lesson Plan PowerPoint Presentation Student Learner Workbooks

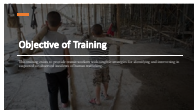
1 Hour

Human Trafficking: Transit Worker Approaches to Identification & Intervention



Slide 1

Welcome to this roll call training on transit worker intervention in human trafficking.



Slide 2

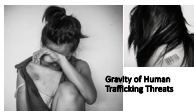
This training exists to provide transit workers with tangible strategies for identifying and intervening in suspected or observed incidents of human trafficking. The training is not intended to take the place of transit policies and procedures but instead is meant to supplement those processes to enhance safety within the transit industry.



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The main goal of this training is to provide education and increase your awareness of human trafficking encountered in the transit industry. To achieve this we will explore proven strategies that transit workers can use when confronting situations where human trafficking is suspected or observed.

1. Gravity of Human Trafficking



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Human trafficking is an insidious crime. Traffickers exploit and endanger some of the most vulnerable members of our society and cause irreparable harm. While strides in combatting human trafficking have been made since the enactment of the Trafficking Victims Protection Act of 2000, the United States still faces ongoing human trafficking threats.

Emphasize:

“Forced labor and sex trafficking infringe upon the individual rights and freedoms which are central ideals to the United States and are protected under the U.S. Constitution.

Question?

Who do traffickers often prey upon?

Discuss the answers given.

As is the case in many crimes of exploitation and abuse, traffickers often prey upon members of marginalized communities and other vulnerable individuals, including children in the child welfare system or children who have been involved in the juvenile justice system; runaway and homeless youth; unaccompanied children; persons who do not have lawful immigration status in the United States.

You, as a transit worker have a place in combatting human trafficking but combatting trafficking will also require an industry approach that focuses on identifying and reporting suspected and/or observed trafficking.

Source:

National Strategy to Combat Human Trafficking (2022). United States Department of Justice. Obtained on 5/22/2022 from <https://www.justice.gov/opa/pr/ess-release/file/1467431/download>



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2. What is Human Trafficking

Human trafficking is forcing a person to sexually commercialize or sell the use of their body or engage in labor by either force, coercion, or fraud.

Question?

Knowing this definition, what are some examples of how Force may be used? How about Coercion? What about Fraud? Instructors should highlight examples that are not given.

Some examples and industries that often engage in human trafficking include:

- Forced Prostitution (Sex trafficking),
- On-line Exploitation or Pornography (Sex trafficking),
- Forced Exotic Dancing (Sex trafficking),
- Domestic Servitude (Labor trafficking),
- Agriculture, Forrest, Fishing, or Construction (Labor trafficking),
- Factory Work, Sweatshops, and/or Daywork (Labor trafficking), or
- Service Industry (Labor trafficking).

Source:

Taube, R.S. Human Trafficking Training for MTA. South Bay Coalition to End Human Trafficking.

<https://share.sfmta.com/ops/Shared%20Documents/human%20trafficking%20for%20mta.pdf>



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3. Human Trafficking as a Criminal Enterprise

As human trafficking has grown as a criminal enterprise, there is a significant need for the transit industries to increase their knowledge and understanding about this complex crime. Thankfully, transit workers can rely on human trafficking information that comes from several vocations.

Question?

What types of vocations helped to inform Transit Worker's about trafficking?

- Medical professionals
(Emergency, Primary Care, Clinical, and Community Health)
- Educators/Teachers
(Primary, Secondary, and Continuing Education)
- Transportation industry
(Air, Land, and Sea), and
- Hospitality industry
(Restaurants, Taverns/Bars, Hotel)

Anyone can experience human trafficking. Human trafficking takes place in urban and in rural communities and anybody can be a victim. As such... you, your friends, and your transit family can be exposed to human trafficking and you can help victims if you know what to look for.

4. Who is Vulnerable?



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Consider this... anyone who uses the transit system can be a victim of human trafficking. And while it can happen to anybody, evidence suggests that people of color are more likely to experience human trafficking than other demographics.

Communities and the people that live there are often more vulnerable to human trafficker's than others.

Affected community conditions may include:

- Generational hardships/poverty/economic needs,
- Historical oppression,

Question?

What groups of people do you feel are most susceptible to trafficking?

Source: National Human Trafficking Hotline. *Human Trafficking, Recognizing the Signs (2020).*
<https://humantraffickinghotline.org/human-trafficking/recognizing-signs>

Question?

What do you think are some of the conditions that influence human traffickers to take advantage of persons who are vulnerable?

- Involvement with criminal justice system,
- Personal or family member has substance abuse issues,
- Immigrant status is undocumented,
- Racial, gender, or sexual orientation discrimination, and
- Inequality.

All of these conditions provide an avenue for human traffickers to take advantage of persons and their vulnerable status.

5. Who are Human Traffickers?

Human traffickers can be anyone. There is no “hard and fast” rule that differentiates someone as being more likely than another to be a human trafficker. They can be of a different race, nationality, sexual orientation, or gender. They can be family members, strangers, acquaintances, or employers...quite practically anyone.

Emphasize: that anyone could be a human trafficker.

As a transit worker, you may be exposed to those being trafficked as well as those who exploit them. Be aware and question the things that you see while on the job. Your attentiveness may be the very thing that saves a victim from future or ongoing trafficking.

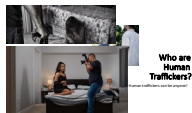
6. Types of Human Trafficking

Question?

*What are some of the types of trafficking?
(Labor; Sexual)*

Labor Trafficking

Labor trafficking is defined as “the



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recruitment, harboring, transportation, provision or obtaining a person for labor or services through the use of force, fraud, or coercion for the purpose of involuntary servitude, debt bondage, or slavery”.

Victims of labor trafficking may be kept isolated from others by the use of physical or emotional means.

Emphasize: *This is a key element the trafficker uses in controlling the victim’s circumstance.*

Question?

Can you think of ways that keep a person trapped in labor trafficking conditions?

Labor trafficking victims may:

- Feel pressured to remain in a job and they feel they can’t leave,
- Owe money to an employer or are not being paid what they were owed,
- Have no control over their passport or other identification documents,
- Live or work in isolated conditions cut off from interaction with others or from support systems,
- Be threatened with violence or with deportation by their boss,
- Work in dangerous conditions without proper safety gear, training, or adequate breaks,
- Live in dangerous, overcrowded, or inhumane conditions provided by the employer.

Source: *National Human Trafficking Hotline. Human Trafficking, Recognizing the Signs (2020).*

<https://humantraffickinghotline.org/human-trafficking/recognizing-signs>

Polaris Project. Recognizing Labor Trafficking (2020).

<https://polarisproject.org/labor-trafficking/>



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Sexual Trafficking

Sex trafficking occurs when a person is made to perform sexual activities for compensation by use of force, fraud, or coercion. Any child that is under the age of 18 who is involved in commercial sex is considered a legal victim of trafficking regardless of whether there is a third party involved or not.

Sex trafficking victims may:

- Seek to stop participating but are afraid or feel uncomfortable leaving the situation,
- Indicate that they were reluctant to participate in sexual acts but they were pressured to do so by another,
- Reside where the sexual activity is occurring or are escorted/transported by others between home and the workplace,
- Be children of parents or guardians who have substance abuse problems or who are physically abusive,
- Be accompanied by a “manager” or “pimp”,
- Work in an industry where they feel pressure to perform sex acts for money.

Question?

What are some indicators that may help you identify a person who may be a victim of sexual trafficking?



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As a transit worker you may see indications of labor and sex trafficking in your working environment. Pay special attention to situations where the person of interest is:

- Overly fearful, submissive, tense, or paranoid,
- Deferring to another to give out information,
- Physically injured or there is branding such as name tattoos,
- Clothing is inappropriately sexual or inappropriate for weather conditions,
- Unaccompanied minors who can't give explanations of who they are or what they are doing,
- Another holds the persons identification documents,
- Overly sexual for their age or for the situation,
- Multiple cellular phones,
- Controlled by another and/or not free to come and go at will.

Source: National Human Trafficking Hotline. *Human Trafficking, Recognizing the Signs* (2020).

<https://humantraffickinghotline.org/human-trafficking/recognizing-signs>

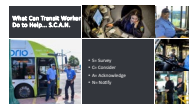
Polaris Project. Recognizing Labor Trafficking (2020).

<https://polarisproject.org/labor-trafficking/>

United States Department of State. (2000). Victims of Trafficking and Violence Protection Act of 2000.

<http://www.state.gov/j/tip/laws/61124.htm>

7. What Can I Do About Trafficking?



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As a transit worker either at a terminal or as a driver, you may suspect or observe human trafficking. Remain vigilant and conscious of this fact and react appropriately when human trafficking is encountered.

So, what is your role as a transit worker and how do you make a difference in ending trafficking?

If you can remember S.C.A.N. then you are well on your way to making a positive impact in eliminating and reducing human trafficking.

S.C.A.N.

The principle of S.C.A.N. is very simple. It is an acronym to remind you to Survey your environment; Consider what you are observing is human trafficking; Acknowledge what you observed is human trafficking; and Notify the proper authorities to investigate the situation further. Let's take a closer look at the S.C.A.N. principle.

S= Survey

Surveying consists of assessing your working environment on every shift. When surveying the terminal, stops, or your mode of transit, always look for possible signs of human trafficking.

Most importantly, if you think you see something that may be trafficking, follow your gut and continue to gather information.

C= Consider

Now that suspect you may be observing human trafficking, consider the activities that you are observing.

This is the point in which you're a little more confident that what you are observing may be trafficking.

Based upon the available information you have; you may be able to form an educated opinion that leads you to conclude that what you are seeing may

Emphasize:

Think about what you are observing and if you can't explain it, take it to the next level and bear in mind that what you are experiencing may be human trafficking.

be trafficking.

Emphasize:

Dive a little deeper into why you are feeling the way you do.

Make mental or take physical notes on what you've observed that leads you to further suspicion.

Consider all of the signs you've observed in the context of the totality of circumstances.

The fact that it is not just one but multiple indicators, that drives your opinion should move you to validate and acknowledge what you've experienced.

A= Acknowledge

Acknowledging is the act of concluding that what you have observed is most probably an instance of human trafficking. Based upon all of the available information that you have considered, does the end summation allow you to conclude that a person may be a victim of trafficking? If so then acknowledge it and act.

N= Notify

Notification is the final step and requires you to actively reach out to law enforcement or other persons of authority to report you suspicion of human trafficking.

If it is an emergency and you suspect a person is in danger or injury or death, immediately call 911 to report the incident to law enforcement.

All suspected incidents of human trafficking should be reported to law enforcement, your supervisor, and/or to the National Human Trafficking Hot Line at 1-888-373-7888.

Calls at the National Human Trafficking Hotline are taken every hour, day, and week of the year.

As a transit worker you must know what to do if you suspect or encounter human trafficking. If you see something you suspect is human trafficking... report it.

Emphasize:

If you see something you suspect is trafficking REPORT IT!!! You may be the difference in someone being trafficked.

Detail as much information about the situation as possible including:

- Persons involved (victim and suspect),
- What you observed,
- Location where the encounter took place,
- Specify time and date that the event was observed,
- Make sure that you do not involve yourself by physically intervening.

Even if the situation is not confirmed as trafficking, it is safer for you, the passengers, and the transit agency to report the incident.

Emphasize:

Doing the right thing has no regrets. It is the professional and right thing to have it

report your suspicions. It could save a life.

Making a “good faith” report of a suspected human trafficking will not be held against you and you may not be disciplined, retaliated against, or discriminated for making a report.

Your transit agency should have protocol to follow so make sure to comply with set policy and procedures that are in place.

And always think about your safety... you can't report human trafficking if you are seriously injured or killed. Always remember, traffickers are dangerous people and it is not your job to physically intervene in the situation.

Contact the appropriate authorities and in all cases of suspected human trafficking, law enforcement should always be called to investigate further.

8. Scenarios



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Scenario 1.

Jaden is a custodial attendant at the 26th Street Metro Transit Authority station. Over the past three weeks he sees a shabbily dressed woman soliciting transit users for money.

The woman is regularly seen with an older man several times per day and she is seen giving the money she has collected to him. The woman appears to fear the man and cowers when he confronts her for the money.

Emphasize:

If your agency has a policy about reporting... follow it.

Emphasize:

Always... always protect yourself by thinking safety first. You can't help if you become a victim.

Activity:

The instructor can approach the scenario activities in two ways:

First, the instructor may read the scenario aloud and ask the student learners to respond or;

Second, the instructor may split the student learners into two teams and have them review the scenario and discuss best options for how to respond. The student

Jaden has spoken to the woman several times and is unable to get a straight answer to any question he poses.

Question: *Could Jaden be experiencing a case of human trafficking? If so, what kind of trafficking is it? How should Jaden respond?*

learners will reconvene and report out to the other team how they would respond.

Both student learner teams will report out on the scenario they are assigned.

Scenario 2.



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Crystal is a transit driver who regularly runs the blue line bus route for the Metro Transit Authority.

The blue line route transitions through the inner city passing through neighborhoods with adult venues and massage parlors.

While stopping and picking up riders, Crystal observes what appears to be an underaged teenage boy and an older man accompanying him. Crystal regularly see the two persons together and they often ride her bus in the early morning hours (around 4:00 am).

The underaged teen appears to be dressed in shabby clothes while the older man is dressed nicely.

The underaged teen often smells of marijuana and alcohol. Crystal believes that the teen cannot be of legal age to consume alcohol and fears that he may be involved in prostitution and substance abuse. Crystal has also observed bruises on the teens face and arms.

The older man appears dominant and controlling not allowing the teen to speak for himself.

Questions: *Could Crystal be experiencing a case of human trafficking? If so, what kind of trafficking is it? How should Crystal respond?*



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9. Conclusion

To combat human trafficking in all its forms, the transit industry must place the issue as a high priority. While there have been substantial improvements and progress in combatting human trafficking, there are still many persons in marginalized communities that are vulnerable to labor and sex trafficking.

You as a transit worker have a unique opportunity to be proactive by remaining vigilant and reporting your suspicion and/or observation of human trafficking.

When working please remain careful, be vigilant, and always report those situations or persons that you suspect are exposed to trafficking or who are exploiting others.

Emphasize:

Success toward eliminating human trafficking will only be achieved through a coordinated effort between transit workers, transit administrators, and applicable external partners.