

# Labor Trafficking Self-Assessment Card

## USER GUIDE



### ABOUT THE CARD

These self-assessment cards provide victims of labor trafficking discreet and portable access to the National Human Trafficking Resource Center (NHTRC) 24-hour hotline. The card also contains five simple questions to help potential victims assess their situation and determine if they want to call the hotline for help. A victim can call or text the number on the card and access resources without any fear of arrest or deportation. The self-assessment cards are designed for distribution by service providers, law enforcement, community members, and other people who may encounter trafficking victims, and are available in Amharic, Arabic, French, Indonesian, Khmer, Malay, Mandarin, Oromo, Spanish, Thai, and Vietnamese. The cards are part of a broader human trafficking resource pack that can be found at [TheAdvocatesForHumanRights.org](http://TheAdvocatesForHumanRights.org).

### HOW TO USE THE SELF-ASSESSMENT CARDS

**Never give this card to a potential victim in a way that could further jeopardize their safety.**

There are three main ways to use the self-assessment card:

1. You can deliver the cards directly to potential trafficking victims but only if you can do so safely. If you come across a potential trafficking situation but are not able to conduct a full assessment, giving out this card can provide the victims with access to resources in the future. Be sure to distribute the cards subtly and away from potential traffickers who often pose as a romantic partner, family member, or employer. The outside of the card is designed to be neutral so they can be distributed safely.
2. You can leave the cards in accessible yet discreet locations where potential victims can pick them up for themselves, such as doctors' offices, truck stops, or churches.
3. If you are a service provider working with victims of other crimes that are often linked with trafficking, you can share the cards with them. Many times, victims of labor trafficking also experience sex trafficking, domestic violence, assault, compelled criminalization, or labor law violations. If you are working with a victim of another crime, this card can help you and the victim determine if they have also been a victim of labor trafficking.

### HOW TO INTERACT WITH POTENTIAL VICTIMS

Trafficking victims experience severe trauma. Traffickers use strategic methods to maintain control over their victims. While sometimes there are visible signs of violent control tactics, many traffickers use methods that may be less obvious to the outside observer. This trauma, coupled with any circumstances that made the victim vulnerable to trafficking in the first place, creates real barriers to leaving the trafficking situation, or even identifying as a victim. Some barriers to reporting include misplaced loyalty to the trafficker, fear of retaliation, distrust of authority, or lack of familiarity with the local environment or language.

When interacting with potential victims of human trafficking, always use practices that prioritize the victims' needs, empower them to make decisions, and prevent retraumatization.<sup>1</sup>

- ✓ Affirm and believe the victim's responses or statements.
- ✓ Give the victim positive support while not making unattainable promises.
- ✓ Offer information and resources in a simple manner, away from potential traffickers.
- ✓ Do NOT criminalize victim behavior or blame victims for their situation.
- ✓ Always receive informed consent before contacting authorities or providing resources (unless a child is involved).

1. Is someone holding your personal documents for you?  
*I.D., passport, or papers*

2. Does someone else control the decisions you make about your life?  
*Where you go; where you live; who you talk to; when you see your family; whether you take breaks at work; whether you work when you are sick or injured; or how you spend your money*

3. Do you owe money to your boss, the person who hired you, or the person who helped you find the job?  
*Money is taken directly from your pay to cover a debt or for travel; the amount you owe increases; or the amount you owe does not decrease*

4. Are you receiving all your pay?  
*Not paid at all; not paid on time; not paid as promised; or paid in housing, food, or other things*

5. Are you afraid something bad will happen to you or someone else if you leave your work?

**IF YOU OR ANYONE YOU KNOW ANSWERED YES TO ANY OF THESE QUESTIONS, CONTACT THE NATIONAL HUMAN TRAFFICKING HOTLINE TO GET HELP NOW.**

**YOU CAN GET HELP WITHOUT FEARING YOU WILL BE ARRESTED OR DEPORTED.**

*Inside of the card*

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### NEXT STEPS FOR SUPPORTING LABOR TRAFFICKING VICTIMS

With the help of the self-assessment card, you may identify trafficking victims at different stages of their experience. Victims could still be under the control of the trafficker or they could have moved away years ago but never revealed their story. Different victims will need different types of support. The following general guidance and resources can help you and the victim navigate next steps. A note on language: some victims may prefer to call themselves survivors of human trafficking in their recovery process.

#### SHORT-TERM NEEDS

##### Safety

- If anyone is in immediate danger, call 9-1-1.<sup>2</sup>
- Make a victim-centered safety plan that will help the victim anticipate and respond to risks.<sup>3</sup>
  - Plan an escape route or exit strategy and rehearse it if possible.
  - During violent/explosive situations, try to avoid dangerous rooms if at all possible. Dangerous rooms contain knives, tools, hard surfaces, or no exit. Safer rooms could be front rooms, hallways, or places a neighbor/passersby may see or hear you.
  - Explain to children how to call for help, where to hide during a violent incident, the plan of departure and that it isn't their responsibility to be protective.
  - Develop a special signal to use with a trusted neighbor, relative, friend, or service provider to notify them that you are in danger.

##### Shelter

- Ensure that victims have access to a safe place to stay if they want/are able to leave the trafficking situation.
- If they are in need of shelter, call Day One for access to shelters anywhere in Minnesota (866-223-1111).

#### LONG-TERM NEEDS

##### Immigration

- Immigration relief exists for trafficking victims who are undocumented or otherwise need stable immigration status.
  - The Advocates' client line (612-341-9845) can provide trafficking screenings and proper referrals for immigration relief.

##### Basic Needs

- Victims will also need help accessing resources including healthcare, employment, housing, and mental health services.
  - Day One can help locate resources for victims in addition to emergency shelter (866-223-1111).

##### Law Enforcement

- Another dimension of supporting victims is helping them determine when/if they want to bring their case to law enforcement. With the victim's informed consent, you can help them contact local or federal law enforcement.

#### ABOUT THE NHTRC HOTLINE<sup>4</sup>

- A confidential hotline (1-888-373-7888) operated by the National Human Trafficking Resource Center in English and Spanish.
- Live over-the-phone interpretation is available for 200+ other languages.
- The hotline can support victims regardless of their immigration or legal status, with no risk of arrest or deportation.
- The hotline refers victims to services such as housing, health care, immigration assistance, legal assistance, and assistance with food, income, and employment.
- You can also call the hotline to receive support on how to respond to a human trafficking situation or how to better prepare your organization to respond to trafficking.

#### CITATIONS

1. The following suggestions are drawn from National Human Trafficking Resource Center, "Trauma-Informed Human Trafficking Screening," 2015; and Wisconsin Statewide Human Trafficking Committee, *Human Trafficking Protocol & Resource Manual*, 2012.
2. National Human Trafficking Resource Center, "Safety Planning and Prevention," 2011.
3. Freedom Network USA, "Safety Planning for Trafficking Clients and Staff."
4. National Human Trafficking Resource Center, "Hotline FAQs."