

Protocol for Serving Child Trafficking Victims







2024

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Purpose of Toolkit

The Toolkit for Serving Child Trafficking Victims is designed to equip Ohio's communities with tools to support a coordinated response to sex and/or labor trafficking of youth. This toolkit provides a series of preferred practices to assist communities in creating collaborative, survivor-centered interventions. There are many ways that this toolkit can be used, including:



COLLABORATE

Bringing key stakeholders together to customize the toolkit for their local collaborative response



IDENTIFY

Identifying key stakeholders involved in the local collaborative response



LEARN

Learning how to identify and respond to potential indicators of human trafficking

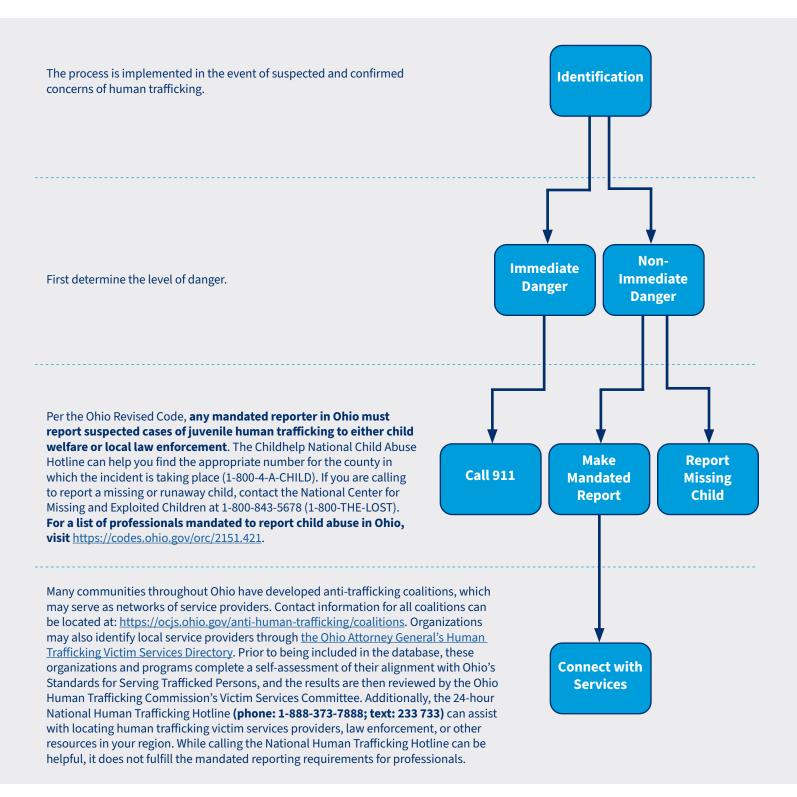


SUPPORT

Identifying and supporting vulnerable youth, providing them with appropriate assistance, and preparing them for service transitions

What if a Minor Victim is Identified Before a Community is Prepared to Respond?

If a local response protocol has not been developed, in the event of an immediate need, the following protocol may be helpful:



What is Human Trafficking?

Human trafficking is the illegal use of people to make a profit through commercial sex or other labor services. Exploitation takes place in every community throughout Ohio.

Mirroring the federal Trafficking Victims Protection Act, Ohio defines labor trafficking as "involuntary servitude" and sex trafficking as compelled sex activity for hire. In this definition, compelled sex activity for hire refers to any sexually oriented action (inclusive of the production of explicit materials such as photographs and other similar activities) in exchange for anything of value - which may refer to goods or services other than money. Sex trafficking can include prostitution, but prostitution does not necessarily constitute sex trafficking. The distinction is easily remembered as "2 vs. 3": Unlike prostitution, sex trafficking must include a third-party beneficiary, meaning that someone besides the two people engaged in the sexual act is involved. Commonly, the third party - the one who profits and/or exploits the victim - does so through a close relationship. **Importantly, according to** the Ohio Revised Code, for minors or individuals with developmental disabilities who are induced to perform commercial sex acts, no elements of compulsion need be present in order for that exploitation to meet the threshold of human trafficking. In cases in which a minor engages in commercial sex without the presence of a discernible third-party beneficiary, the minor should still be connected to supportive, victim-centered services that reduce their vulnerability to future victimization, as the sexual abuse of a child in exchange for anything of value is a clear form of exploitation.

Labor trafficking, too, is a problem throughout Ohio and the United States. Many people incorrectly believe that only foreign nationals are trafficked for labor, but labor trafficking can impact anyone. Furthermore, labor trafficking can happen within legitimate businesses — construction, food service, agriculture, and others — where it hides in plain sight and makes it harder to identify (OAG HTC 2021 Annual Report). Labor trafficking may also occur in illicit industries in the context of forced criminality. In Ohio, for instance, it is not uncommon for victims of labor trafficking to be charged with drug trafficking, robbery, or other similar crimes.

Ohio Law

For minors under the age of 18, and for people with developmental disabilities, law enforcement officials do not need to prove that the minor was compelled to engage in commercial sexual activity.

ORC 2905.32

Ohio's legal definition of human trafficking is:

- "(A) No person shall knowingly recruit, lure, entice, isolate, harbor, transport, provide, obtain, or maintain...another person knowing that the person will be subjected to involuntary servitude or be compelled to engage in sexual activity..."
- "...For a prosecution under division (A)(1) of this section, the element "compelled" does not require that the compulsion be openly displayed or physically exerted. The element "compelled" has been established if the state proves that the victim's will was overcome by force, fear, duress, or intimidation, or fraud, by furnishing or offering a controlled substance to the victim, or by manipulating the victim's controlled substance addiction."

AMP Model

Federal law states that: "The term 'severe forms of trafficking in persons' means (A) sex trafficking in which a commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such an act has not attained 18 years of age; or (B) the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery."

In other words:

Action + Means + Purpose = Human Trafficking

ACTION	MEANS	PURPOSE	
Induces	Force	Commercial Sex (sex trafficking)	
Recruits	Fraud		
Harbors	Coercion	Labor/Services (labor trafficking)	
Transports	Does not apply to minors engaged in commercial sex.		
Provides			
Obtains			
Patronizing*			
Soliciting*			
Advertising*			
*Applies only to sex traffickin	g.		

Who are the Traffickers?

Traffickers can be anyone. They can be any gender, any socioeconomic class, any age, family members (including parents and guardians), friends, employers, a romantic partner, or another trusted individual.

The National Human Trafficking Hotline's description of a trafficker was developed from data collected from hotline calls throughout the United States. In the identified cases of trafficking throughout the country, traffickers have fulfilled one of the following roles:



Brothel/fake massage business owner/manager



Employer of domestic servants



Gangs and criminal networks



Growers and crew leaders in agriculture



Intimate partners/ family members



Labor brokers



Factory owners/ corporations



Pimps



Small business owners and managers



Online exploitation

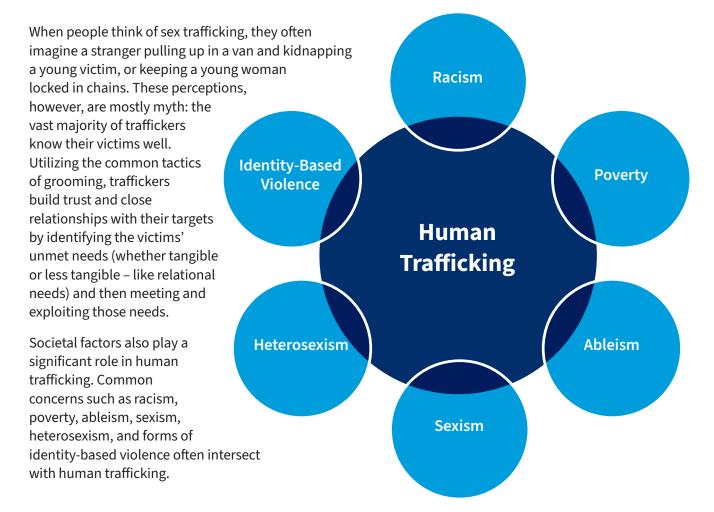
Traffickers often do not work alone and may engage existing victims to recruit potential victims, who may be of similar age and circumstances as the peer recruiter. It is important to recognize individuals engaged in **peer recruitment** are themselves victims, and their engagement in this behavior is often a direct result of their own victimization.

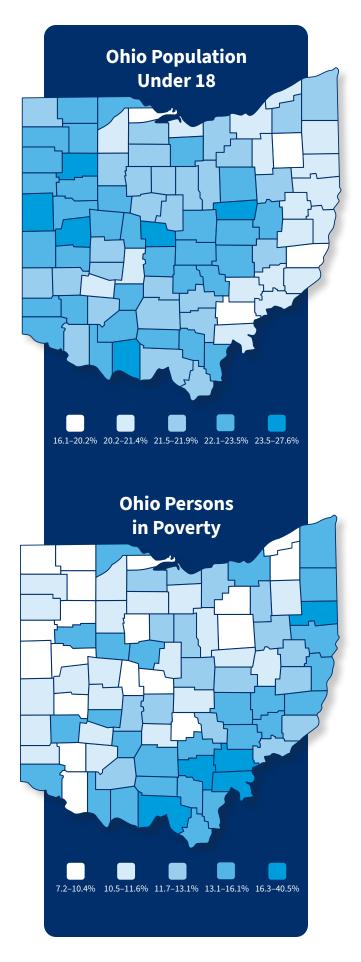
Identifying Trafficked Youth

The success of a community's protocol for responding to child trafficking is dependent on its capacity to recognize the signs of sex and labor trafficking and engage potentially trafficked youth. Ideally, all members of a community, regardless of their role, should be prepared to recognize human trafficking and know how to report suspected instances of trafficking.



Human trafficking often takes place in the context of relationships; therefore, building rapport, cultivating relationships, and establishing safe communication is often more helpful in identifying victims than having a checklist of red flags. Similar to sexual abuse, children often do not disclose, and often minor victims of trafficking aren't identified until years after their victimization.

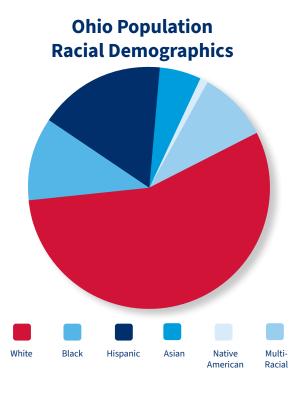




People of any age, race, gender identity, or socioeconomic status can fall victim to human trafficking, but certain factors increase risk for victimization. As aspects of peoples' identities are marginalized in our society, they have less access to resources, community, and other supports to meet their various needs. This increases their vulnerability to traffickers who offer alternative, exploitative, and harmful means of meeting those needs.

Individuals who experience the following may be at an increased risk of trafficking and/or other forms of victimization:

- Unstable living situation
- · Previous history of abuse/trauma
- History of running from home/ placement
- Involvement in the juvenile justice or child welfare systems
- Immigration
- · Poverty or economic need
- Exposure to substance use disorders



Since 2007, Ohio has had 11,224 signals (via call, SMS, online report, email, or web chat) through the National Human Trafficking Hotline. From these, 3,102 cases and 6,013 victims have been identified in Ohio. In 2021, 355 signals were received from victims of trafficking resulting in 291 cases and the identification of 424 victims. Of these, 72 of the victims were minors. This data represents information from a single source and does not reflect the entirety of exploitation occurring; trafficking is an underidentified and underreported crime.

A 2018 study funded by the Governor's Human Trafficking Task Force and conducted by the University of Cincinnati estimates prevalence rates of child trafficking in Ohio to be more than 1,000 minor victims and more than 4,000 at-risk youth per year.

It should be noted that though more cases of sex trafficking than labor trafficking are identified throughout the state, this does not necessarily represent that more sex trafficking is occurring. Rather, this may indicate that as a community, we are currently better equipped to identify and respond to sex trafficking than to labor trafficking.

Ohio Cases Identified in 2021 Types of Trafficking Sex 232 Labor 23 **Sex and Labor** 16 **Venues for Sex Trafficking** Pornography 27 Hotel/Motel-Based 18 Residence-Based Commercial Sex 18 Illicit Massage/Spa Business 12 Online Ad Venue Unknown 9 **Escort/Delivery Service** 6 **Truck Stop-Based** 6 5 Street-Based Other 131 **Venues for Labor Trafficking** Construction 4 **Domestic Work** 3 **Restaurant/Food Service** 3 Other 13

Screening and Assessment Tools for Human Trafficking

For the purpose of this protocol, we define screening tools and assessments as:

Screening tools or screening protocols are used to identify vulnerabilities and risk factors. Screening tools can be used by anyone working with the youth and the answers may lead to a more in-depth assessment. It's not always necessary to use a screening tool.

Assessment tools are evidence-based conversational guides that provide a more in-depth understanding of the youth's vulnerability, experience, strengths, and protective factors. During an assessment process, you might pull in collateral information to better understand the exploitation. Disclosure is not the primary goal; building relationship is the goal.

In-depth screens and assessments should be conducted by a trained professional from a youth-serving system, such as child advocacy centers, human trafficking victim services providers, legal providers, clinicians, child welfare, law enforcement, juvenile courts, Ohio Department of Youth Services, and others. When developing protocols for screening and assessment, consider that self-disclosure is rare, especially without an established relationship or rapport between the screener and the victim; to mitigate this factor, consider implementing multiple points of screening.

Recommended screening and assessment tools: <u>Ohio Department of Youth Services Human Trafficking Screening Tool</u>, <u>Covenant House HTIAM 14</u>, <u>HT RISK Interview</u> (University of Toledo)

When building a local response system for minor victims of trafficking, it is important for communities to discuss where, when, and how screening for human trafficking will take place. It is recommended that communities identify the organizations or entities that will be responsible for formal screening of minor victims and develop protocols for how and when suspected victims are linked with screeners. Regardless of who performs this function, it is important that the professionals conducting screenings are trauma-trained interviewers, ideally trained forensic interviewers. Please visit the Ohio Network of Children's Advocacy Centers' online resources at http://www.oncac.org/ for more information about trained forensic interviewers in your community.

Considerations for the Screening Environment



- Maximize opportunity for youth choice (Ex: allow youth to choose seat, who is in room, lighting, and location)
- Ensure environment is adaptable to youth needs
- Increase youth feelings of comfort and safety
- Minimize power dynamics
- Have sensory objects/activities available
- Consider incorporation of support animals or other emotional support resources

Implementing Ohio's Safe Harbor Law

In 2012, Ohio passed the Safe Harbor Act (H.B. 262), creating the opportunity for minor victims identified through the juvenile justice system to access diversion programs and treatment services. The description below outlines the statutory provisions created in 2012 that Ohio's communities should implement to divert trafficked youth charged with an offense(s) related to their victimization from the juvenile court system. Per statute, Safe Harbor diversion extends to felony offenses.

Safe Harbor programs are growing in Ohio's communities. Counties seeking to implement Safe Harbor through their juvenile courts can use the following resources as a starting place:

- The <u>Hamilton County Juvenile Court's program protocol</u> (can be used as a sample protocol)
- The Ohio Supreme Court's bench card for juvenile courts
- Please see <u>Juvenile Justice Response Protocol</u> for more information

Ohio Safe Harbor Juvenile Diversion: ORC 2152.021

<u>This section of Ohio law</u> allows juvenile courts to hold complaints in abeyance (a state of temporary disuse or suspension) in favor of diversion programming in several circumstances:

A child is charged with an act that, if charged as an adult, would be a violation of <u>Ohio Revised Code (ORC) 2907.24</u> (solicitation), <u>ORC 2907.241</u> (loitering to engage in solicitation), or <u>ORC 2907.25</u> (prostitution).

The court has a "reason to believe" (relatively low standard that is comparable to reasonable suspicion) that a child may be a victim of trafficking (pursuant to <u>ORC 2905.32</u>, regardless of whether anyone has been convicted or charged under that statute) and the act charged is related to the child's trafficking or exploitation.

If any of the above applies, then the court shall promptly appoint a guardian ad litem (GAL) who is trained in trauma responsive practices and is not the child's attorney, who may make recommendations that are in the child's best interest. If, for any reason, the court is unable to appoint a GAL, best practice would allow the court to appoint a Court-Appointed Special Advocate (CASA). The court is not required to hold a hearing to determine if the child qualifies for diversion or to appoint a GAL. However, if the court does hold a hearing, the prosecuting attorney has the right to participate in that hearing, as well as make recommendations and objections. Any statement made by the child at that hearing shall not be used against the child in any subsequent proceeding.

If the child qualifies for diversion, and if the child agrees to participate, then a party moves the court to place the case in abeyance pursuant to this statute for 90 days. When placing a charge in abeyance, the court agrees not to proceed formally on the charge for a set time period. If the court denies the motion for abeyance, the court will proceed on the complaint. If the court grants the motion and holds the complaint in abeyance, the court may make any orders regarding placement, services, supervision, diversion actions, and conditions of abeyance. These orders can include – but are not limited to - engagement in trauma-based behavioral health services or education activities that the

court considers appropriate and in the best interest of the child. The child has 90 days to engage in services, supervision, or diversion actions as ordered.

If the child participates and complies with orders to the court's satisfaction, at the end of the 90-day period, the court shall dismiss, seal, and expunge the case. If the child does not participate to the court's satisfaction, then the court (by motion or otherwise) may extend up to three additional 90-day periods of diversionary programming. If, after no more than 360 days, the child has not participated to the court's satisfaction, or if the child chooses to stop participating, then the court will proceed formally upon the complaint.

Safe Harbor Procedure

1 Refer A referral of a youth is made to the court by ANY party, including the judge.

- The child has been charged with loitering, soliciting, or prostitution. OR
- There is reason to believe the child is a victim of human trafficking.

Purpose: to intervene, protect, and provide services immediately.

OR

__ Appoint GAL The court will immediately appoint a guardian ad litem (GAL), SEPARATE from the child's attorney.

- · Court sets the next hearing.
- Informs all parties of child's possible Safe Harbor Status.
- GAL will begin an investigation.

3 Investigate Child IS charged with loitering, soliciting, or prostitution:

Child automatically qualifies for Safe Harbor Status (SHS); the charge is directly related to SHS. Child is charged with ANY offense that is NOT loitering, soliciting, or prostitution:

Is there reason to believe the child is a victim of human trafficking, and is the act charged related to the child's victimization?

4
Determine

Parties agree or after a hearing, the court determines the child DOES qualify for Safe Harbor Status – parties meet to discuss status and child's charges will be placed in abeyance until final determination is made. Parties agree or after a hearing, the court determines the child DOES NOT qualify for Safe Harbor Status – and the court agrees – case proceeds without Safe Harbor.

5 Recommend GAL, prosecutor, or defense counsel makes recommendation and/ or moves for SHS.

- Court places child in Safe Harbor Diversion (SHD).
- Plan for assistance for child is created.
- 90-day review hearing is set.

6 Services Services are coordinated for the child through the Multi-Disciplinary Team (MDT). After 90 days, the court can dismiss charges if the child completes diversion to the court's satisfaction or renew diversion up to THREE times.

ORC 2152.021(F)

Building a Local Child Response Protocol

This section of the toolkit is designed to help communities identify key partners and outline partner roles in responding to minor victims of human trafficking. However, the most effective protocols are built around a set of shared values and characteristics, including developmentallyappropriate and trauma responsive practices, the centering of survivor voice, the adoption of a multidisciplinary approach, and practices that are inclusive and culturally responsive. Please refer to Ohio's Statewide Service Standards for Trafficked Persons as a guide to determine these shared values. Because every community is different, the organizations or entities fulfilling the roles may differ by locale. To view organizations in your community that meet the Statewide Service Standards for Trafficked Persons and can aid in your community response to child victims of trafficking, please refer to the Ohio Attorney General's <u>Human Trafficking Victim Services</u> **Directory**, which is updated semi-annually.

Characteristics of Effective Response Protocols



The diagram below provides a sample template protocol that communities can customize for their unique situations. The diagram illustrates the many sectors of the community where minor victims may be identified. Regardless of where a victim is identified, it is important that communities identify one or more **Centralized Point(s) of Contact (CPOC)** to coordinate care for the survivor. The CPOC will vary by community, depending on which agencies are involved in serving the survivor. Ideally, human trafficking victim service providers should play the role of CPOC.



In communities without a human trafficking victim services provider, other entities such as CACs, juvenile courts, child welfare agencies, etc. may serve as the CPOC. If the child is involved in the juvenile justice system, and Safe Harbor diversion is the driving force behind care coordination, it is likely that the juvenile court will serve as the CPOC. In communities without a coordinated Safe Harbor response, the juvenile court is unlikely to serve as the care coordinator for minor victims.

The Comprehensive Care section below outlines the role of the CPOC and the types of services the CPOC may need to mobilize to address the survivor's immediate, short-term, and long-term needs. Ideally, the CPOC should remain engaged with the survivor throughout their healing process, to provide a constant resource before, during, and after a survivor engages with the various service providers.

Centralized Point of Contact (CPOC) Responsibilities

1

Mobilize Other Relevant Systems to Ensure Coordinated Care

- Law Enforcement
- Child Welfare
- Child Advocacy Center
- Human Trafficking Coalition-Comprehensive Services Provider
- Legal Services

2

Ensure that human trafficking survivor's immediate, short-term, and long-term needs are met through the community's coordinated system of care, which may vary based on the services in the area. Needs are individual but may include the following:

Immediate/Short-Term

- Linkage to Comprehensive Case Management
- Basic Needs
- Medical Care/SAFE Exam: Child Advocacy Center
- Detox Services
- Safe Housing/Placement
- Legal Services
- Interpretation/Translation
- Acute Mental Health

Long-Term

- Counseling/Therapy
- Substance Use Disorder Treatment
- Legal Services
- Immigration Services
- Residential Treatment
- Family Reunification
- Medical Care
- Safe Permanent Housing
- Education
- Job Training
- Mentoring
- Community/Culturally-Specific Support

To view various protocols utilizing a CPOC model, please see Appendices (<u>CAC flow chart</u>, <u>CORRC flow chart</u>).

Ensuring Continuity of Care in Housing

Appropriate placement is identified as a critical need for trafficked youth and often seen as a gap among service providers, families, and law enforcement. While there is limited empirical evidence about the most effective housing and treatment approaches for child and youth victims of trafficking, The Children's Bureau developed a <u>brief outline</u> of housing strategies to address common housing challenges. Recommendations include:

- Identify a Continuum of Housing Options
- Utilize existing therapeutic foster parents
- Support the providers that support your housing program (ex: higher pay, sabbatical leave, oncall emotional support)

It is important to consider the varying needs of youth survivors when making housing decisions. While for some youth who have experienced trafficking, out-of-home placement may be the most appropriate sheltering option, for others, remaining in their homes of origin and providing home-based supportive services may be the most beneficial choice. Per the Ohio Revised Code, decisions regarding placement should "consider the least restrictive, most family-like setting available to meet the child's emotional and physical needs."

After considering the level of care needed, continuity of care is critical when the youth is discharged from a program, transitions to or from a residential program, or loses contact with a program, illustrating why a CPOC that is not directly tied to the youth's placement is crucial. The CPOC's role may decrease in prominence while the survivor is being actively served by another partner, but the CPOC should remain connected and be prepared to step forward as trafficked youth move in and out of homes and placements.

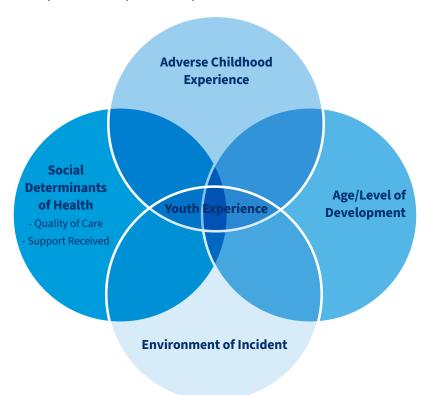
Trauma Responsive Care

Like other forms of child victimization, trafficking and exploitation may result in complex trauma for the survivor. It is important to understand the difference between a traumatic experience and an ongoing lifetime of traumatic experiences. A traumatic experience occurs when one deeply distressing or disturbing life event happens, such as a tragic loss, a significant accident, witnessing someone getting hurt, etc. An ongoing lifetime of traumatic **experiences** occurs when numerous dangerous or harmful things happen continuously over time, such as sexual abuse, bullying, neglect, or trafficking and exploitation.

Trauma occurs when a deeply distressing life event or series of events occurs and leads to an adverse response that impacts an individual's level of functioning, over time, and across life domains.

How children and adolescents experience and respond to lingering distress depends, in large part, on their age and level of development, the environment in which these incidents have occurred, the response of the community, as well as access to and the quality of the care and support they receive (often known as the social determinants of health).

These are interconnected and may result in substantial childhood adversity and often manifest in toxic stress – which in turn disrupts the architecture of the developing brain and has a significant influence on children's behavioral, educational, economic, and health outcomes over time.



The trauma experiences of youth who have been trafficked and exploited vary, as do their responses to these experiences. It is important to note that some youth may present with no symptoms or challenging behaviors, but this does not mean no harm has been done. Among the symptoms that have been associated with children and adolescents who have experienced interpersonal trauma, symptoms of post-traumatic stress are the most common and may be exhibited by, but not limited to, the following:

- Fear
- Heightened state of anxiety
- Hypervigilance
- · Memory impairments
- Affect dysregulation, defined as the impairment ability to regulate and/or tolerate negative emotional states
- · Irritability, anger, and depression
- · Emotional numbing
- Dissociation, avoidance
- Difficulty expressing empathy toward others
- Preoccupation with their own actions during the traumatic event(s); experiencing guilt or shame over what they did or did not do during the traumatic event(s)

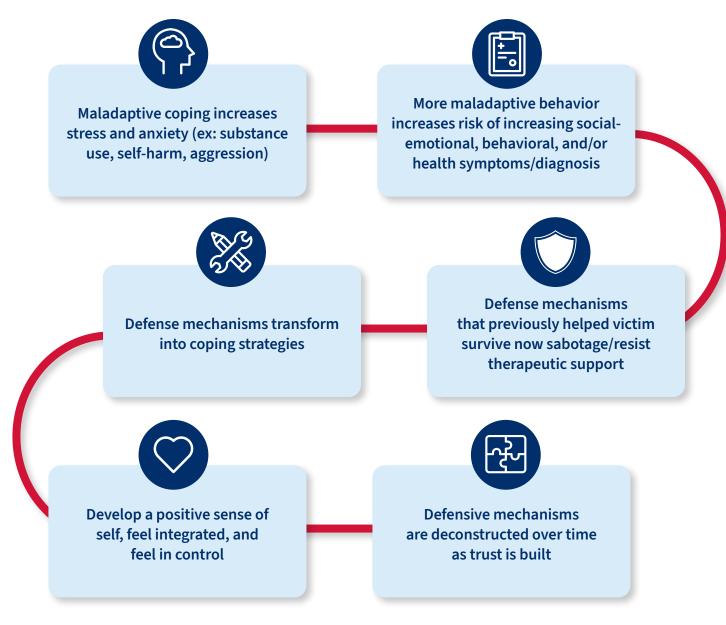
- Diminished sense of self
- · A loss of control or sense of agency
- Overloaded executive functioning resulting in poor concentration or difficulty with decision-making
- · Diminished capacity for future planning
- Trauma bond with trafficker and/or groomer
- Difficulty regulating circadian rhythm, nightmares
- Re-experiencing the traumatic event as though it were happening again

These symptoms often manifest in a variety of externalizing behaviors and coping modalities. These coping strategies are often referred to as defense mechanisms and may appear maladaptive to those who observe them outside of the context of the trauma or maladaptive environment in which the trauma occurred. It is important to recognize that these coping behaviors have helped the survivor in adapting to the maladaptive environment and have helped ensure the survivor's sense of and/or literal safety. Some of the coping behaviors survivors may exhibit are:

- Appearing hostile or resistant to help
- · Being distrustful
- · Appearing jumpy, anxious, or fearful
- Exhibiting mistrust of healthy relationships
- Telling inconsistent and/or contradictory stories
- Engaging in seemingly maladaptive behaviors to meet basic needs
- Substance use
- Non-suicidal self-injury

- Exhibiting complicated feelings toward perpetrator
- Maintaining or reestablishing contact with perpetrator
- Leaving home or safe placement without permission
- Engaging in aggressive or destructive behavior
- Engaging in behaviors that may be criminalized
- · Lying, omitting, deflecting

Reconceptualizing Defense Mechanisms as Coping



Professionals in the community should respond to this trauma by incorporating trauma responsive care practices into their agency or organization; these principles and practices should apply to all clients in an agency, regardless of whether there is a known history of trauma or a clear and overt manifestation of trauma. A critical component of trauma responsive care requires services to still be available to clients even when they present with behaviors that render engagement more challenging. Using trauma responsive care, practitioners are encouraged to focus on survivor resilience factors and strengths rather than utilize a deficit-based approach to survivor engagement. Trauma responsive care responds in a way that asks, "What happened to you?" rather than, "What is wrong with you?" A primary tenet of trauma responsive care is to do no harm, being careful not to retraumatize an individual and to establish trauma-focused practices which are aimed at helping clients to heal.

Key Principles of Trauma Informed Care

According to the <u>Substance Abuse and</u> <u>Mental Health Services Administration</u>, the key principles of trauma informed care are as follows:

Safety: Ensuring physical and emotional safety

Trustworthiness & Transparency:

Maximizing honesty, reliability, and accountability; making tasks for both the client and the professional clear; and maintaining boundaries

Peer Support: Encouraging prosocial interaction with safe and supportive peers and facilitating connection between clients and people with a shared lived experience

Collaboration & Mutuality:

Maximizing partnership and sharing of power with youth

Empowerment, Voice & Choice:

Respect and prioritize youth choice and control, recognizing the youth is the expert on their life and experience

Cultural, Historical, & Gender

Issues: Honor each youth's unique identity and foster an environment that celebrates diversity, inclusion, and equitable practices

Considerations for Communication

An organization's commitment to trauma responsive care can be initially evidenced in the way the organization and its staff communicate with survivors - whether that communication be in print, in conversation, or in non-verbal indicators. Trauma responsive communication refers to messaging that centers the survivor's experience and needs, is inclusive and accessible, is free of judgment, and is both honest and transparent. These tenets of communication should apply to working with the survivor, the survivor's family/significant persons, and other survivor-serving systems. A lack of trauma responsive communication may hinder survivor engagement and result in misperceptions, distrust, miscommunications, and later inconsistencies in the documented life of the case.

Inclusive communication:

Communication should reflect an organization's capacity to work with all survivors, regardless of their unique, intersectional identities. In all documentation, correspondence, and materials (both internal and external), consider utilizing language and imagery that is:

- Inclusive of all gender identities and sexual orientations
- · Representative of all forms of trafficking
- · Culturally diverse and adaptive
- Inclusive of all levels of ability and/or disability
- Developmentally appropriate

Accessible language:

All materials, correspondence, and documentation should be accessible for every survivor served, no matter their native language, cognitive ability, level of education, or other factors that influence their communication and processing. Materials that are inaccessible

prevent populations that may be especially vulnerable to trafficking and exploitation from accessing necessary services. To increase accessibility for a wide range of survivors, organizations should:

- Utilize language that is cognizant of the client's developmental level and cognitive ability.
- Provide materials in a variety of languages.
- Access appropriate, impartial translation/ interpretation services (note that it is never appropriate to rely on the client or client's significant persons as an interpreter).
- Utilize assistive communication technology when appropriate.

Informed consent:

Empowering survivors through providing opportunities for them to offer their informed consent to engage in services is an essential component of trauma responsive care. Informed consent means that a survivor understands the nature of the relationship between the service organization and themselves and makes the choice to participate in said services. Engaging a survivor in an informed working relationship requires that the service organization:

- Clearly discuss limits to confidentiality, including explaining when a service provider is mandated to report certain concerns and to whom those concerns will be reported. For instance, human trafficking and exploitation are forms of child maltreatment and should be reported to children services and/or law enforcement. A client should be notified of the limits to confidentiality initially and on an ongoing basis.
- Clearly indicate how information the youth shares may be utilized for the purpose of service provision, inclusive of how it may be relayed to other providers internally. In instances where information will be shared

- with other service providers outside of the organization, obtain a signed release of information to permit this sharing of information. The provider should clearly state that when information is shared with an external system, the sharing provider has no control regarding how that information may be utilized.
- Obtain initial and ongoing consent from the survivor to engage with the service provider. The service provider can anticipate the client may become dysregulated at some point in the working relationship, and the service provider should consider implementing regular check-ins with the youth to remind them that they have a choice regarding their level of engagement.
- Be transparent and honest in all communications, accurately representing services that can be provided and the limits to those services, the role of the service provider, and the ethical and professional duties of the service provider.
- Be up front with the survivor regarding who may have access to their records and provide information regarding how they can maintain the privacy of records in adulthood.

Compassionate Communication:

Compassionate communication requires prioritizing survivor needs, approaching the working relationship with empathy, and being mindful of how communication may be perceived through the lens of the survivor's unique experience. Compassionate communication requires service providers to acknowledge their own biases and be conscious of how these implicit biases may impact their perception and client interactions. Compassionate communication may include:

- Person-first language
- Mirroring language

- Active listening
- Language that is non-judgmental and nonblaming
- Consideration of client needs (provide breaks, offer snacks, change the location, allow a safe person to be present, etc.)
- · Affirmation that the survivor is believed
- Awareness of what is being communicated through body language (both the provider's and the client's)
- · Awareness and regulation of self

- Practicing de-escalation with the client when needed
- Non-invasive communication that respects client privacy and avoids vicarious detailing
- Being mindful of client/service provider compatibility
- Facilitating conversations that allow the youth to offer feedback regarding the working relationship and communicate willingness to refer youth to other providers when appropriate

Ethical Offboarding

An organization's responsibility to provide trauma responsive care continues throughout the client offboarding and termination process, which may include transitioning the youth to an adult-serving provider. Youth are especially vulnerable during this phase of the working relationship, as the conclusion of services may retraumatize youth through the severance of critical relationships and the withdrawal of important supports.

When youth have experienced trauma in their significant relationships, it is possible the conclusion of a positive professional relationship may induce feelings of abandonment and instability; service providers should anticipate that this trauma response may affect the youth's behavior in a variety of ways. To mitigate the risks incurred in this transitional period, service providers should consider doing the following:

- **Implement a sequential plan** of service withdrawal that is clearly communicated to the youth early in the working relationship.
- **Clearly communicate the reason** for termination of the working relationship.
- **Clearly communicate professional boundaries** of the working relationship prior to and post-termination.
- In partnership with the youth, select organizations to which the youth will be referred for supportive services.
- **Plan time to celebrate** the youth and their participation in services.
- Provide coaching on maintenance of program goals and objectives.
- Plan for a supportive transition period when referring youth to a new service provider, which
 may include attending initial meetings between the youth and new provider, ensuring the youth
 is comfortable with the new provider, and empowering the youth to make informed decisions
 about what providers best fit their needs.

Potential Partners in Response Efforts

The most effective response to juvenile human trafficking is a collaborative, multidisciplinary effort that considers the unique needs of each survivor. Below is a list of potential partners to consider when responding to a youth who has experienced trafficking; this list is not exhaustive, and some communities may have additional resources not listed here.



This section provides a brief description of the roles various partners may play in assisting minor survivors of human trafficking. The needs and resources of each community are unique, so each community may have different key stakeholders involved in their human trafficking response.

Anti-Human Trafficking Coalitions

Anti-human trafficking coalitions are networks of collaborative partners working together to combat human trafficking in a community. Anti-human trafficking coalitions often serve as the coordinator for their community's human trafficking response protocols, bringing together a variety of collaborative partners to form a continuum of care for trafficked persons. For a map of Ohio's anti-human trafficking

coalitions and contact information, visit

<u>Coalitions (ohio.gov)</u>. Although coalitions may differ by community, they typically promote a local response to protect victims and at-risk individuals, prosecute offenders, and prevent the crime from occurring in the first place. The U.S. Department of State's Office to Monitor and Combat Trafficking in Persons considers the 4P model as the most effective framework for combating human trafficking.

4P Model for Combating Human Trafficking

- Through coalition PARTNERSHIPs,
- **PREVENTION** and public awareness efforts enhance community knowledge of human trafficking and local strategies to respond to trafficking, leading to increased identification of victims and increased connection to victim services;
- **PROTECTION** and support for healing is provided to survivors through established partnerships with community-based organizations;
- PROSECUTION of traffickers may not be the primary or initial goal of many victims for a
 variety of reasons, even when it is the primary goal of law enforcement and investigative
 authorities. Coalitions support victims' rights to choose their level of engagement in this
 process and provide trauma responsive, victim-centered approaches to engaging the victim and
 professionals in a collaborative approach, increasing the likelihood of successful prosecution.
 This raises public awareness and compels decision-makers to prioritize the issue, resulting in
 more cohesive prevention efforts.

Case Management/Care Coordinator/ Victim Advocate

Comprehensive case management (provided by a case manager or care coordinator) is the recommended practice for empowering survivors of human trafficking to achieve healing and restoration in their lives. In the comprehensive services model, collaborative partners work together to engage with survivors and provide case management from initial engagement until service protocols reach conclusion or the survivor chooses to conclude services. The comprehensive services model recognizes each survivor's participation in services may vary and encourages the survivor's right to choose their level of engagement. Points of entry and exit for case management services will vary by survivor need, and survivors may cycle in and out of services. It is the responsibility of a case management program to provide individualized survivor-centered support based on each survivor's unique circumstances.

Although each survivor's situation is unique, case managers typically work in partnership with survivors to assess, plan, implement, coordinate, monitor, and evaluate the services required to meet the participant's immediate, short-term, and long-term needs. In the comprehensive services model, case managers assist survivors in connecting them with services such as legal representation, mental health services, primary health services, interpreter/translation services, employment, literacy and life skills services, refugee services, housing assistance, and more. Additionally, case managers may provide support and assistance with court proceedings.

A victim advocate may offer all of the above services and may additionally provide support to survivors as they navigate the criminal justice and legal systems. Victim advocacy provides holistic services surrounding victims of crime in and out of the criminal and legal justice systems, maintaining a trauma-informed and responsive view, to uphold victim rights and provide victim assistance in order to allow the victim to heal.

Child Advocacy Center

A child advocacy center (CAC) is a child-focused facility that helps abused children heal by coordinating the investigation and treatment of child sexual abuse and providing children and families access to long-term advocacy and healthcare. CACs utilize a multidisciplinary approach to child abuse investigations in order to reduce duplication and retraumatization of the child and increase likelihood for prosecution; this multidisciplinary team may consist of law enforcement, victim advocates, medical and mental health professionals, children service professionals, prosecutors, representatives from local boards of developmental disabilities, and other applicable agencies and services. At a CAC, a child will have a forensic interview conducted by a trained professional and may be offered a medical exam. A CAC assessment can be conducted with all forms of maltreatment and/or exposure to violence to include cases of human trafficking. Visit http://www.oncac.org/ for more details.

Child Welfare

Ohio's public children's services agencies (PCSAs) are required to assess and investigate reports of abuse, neglect, or dependency, inclusive of reports that a child is experiencing human trafficking. The PCSA will complete an assessment and, if necessary, work with the family to develop a case plan identifying the services necessary to reduce risk to the child and prevent the abuse or neglect from occurring again. In instances where it is found that children cannot remain safe in their own homes, the PCSA will work with the local court system to remove them and find an alternative safe placement.

County Boards of Developmental Disabilities

County Boards of Developmental Disabilities are a crucial component when providing services to survivors living with developmental disabilities. County Boards of Developmental Disabilities can provide case management, forensic interviewing, ongoing support, advocacy services, referrals, and recommendations that can help serve survivors. Collaboration between agencies is key to ensuring the survivor receives holistic services that are appropriate. County boards frequently work with community agencies such as: children's advocacy centers, children services agencies, law enforcement, prosecutors, victim advocates, schools, and mental health agencies. The Ohio Department of Developmental Disabilities also serves as a resource for investigations through its Major Unusual Incidents Section which includes trafficking cases.

Forensic Interviewers

A forensic interview is a multidisciplinary team component that utilizes structured, evidence-based, and trauma-informed conversation to elicit detailed information about possible maltreatment a child may have experienced or witnessed. Forensic interviews are typically conducted at a child advocacy center by specially trained interviewers. The purpose of a forensic interview is to obtain information from a child that may be helpful when:

- Conducting a criminal investigation;
- Assessing the safety of the child's living arrangements;
- Obtaining information that will either corroborate or refute allegations or suspicions of abuse and neglect; and
- Assessing the need for medical and/or mental health treatment.

Forensic interviews are recorded, and multiple agencies can observe the forensic interview. This multidisciplinary response reduces the number of child interviews, thereby reducing the risk of retraumatization and improves evidence quality to better hold alleged perpetrators accountable. Some children, including those with developmental considerations, may benefit from a multi-session structured interview known

as an Extended Forensic Interview. This model recognizes that some children may need more than one session to talk about allegations of abuse and increases the number of interview sessions with the child to as many as four.

Guardian Ad Litem/CASA

A Guardian Ad Litem (GAL) is an attorney appointed in juvenile cases where the perspective of the child's best interest must be presented to the court. Similarly, a court appointed special advocate (CASA) is a lay volunteer appointed in juvenile cases to represent the child's best interest. A GAL/CASA examines all factors within the child's life and presents the court with recommendations for what is in the child's best interest. This includes where the child should live, any services the child may need, who should have contact with the child, etc. GALs or CASAs are appointed in every child welfare proceeding, and cases under the Safe Harbor statute specifically require the appointment of a GAL. Unlike counsel for the child (who represents the child's wishes) in juvenile cases, the GAL/CASA presents their observation of the child's best interests, which can include contrary opinions to what the child or their parents want in terms of resolution or outcomes.

Local Law Enforcement

Law enforcement (LE) will first ensure the minor victim is safe and out of immediate danger. Once the immediate danger is no longer an issue, law enforcement will begin to work with medical professionals, crime victim advocates, and social service providers to collect evidence and/or provide immediate support to the victim. Law enforcement's goals are both to ensure the safety and well-being of the minor victim, while also working on a potential criminal case against the traffickers. Here are some factors to consider when working with law enforcement:

• If you are not already working with your local LE agency, it is important to reach

- out to your local chief of police and sheriff for the best phone number to use. This will typically be a non-emergency number, unless someone is in immediate danger. Some agencies will give you a vice contact or the direct line for their Detective Bureau. It is always best to consult your local LE agency to determine the appropriate procedure.
- Some LE agencies in the state are already working with social services to set up a protocol response for when trafficking victims are identified. This can include anything from having a direct contact person when a potential victim is identified or having an advocate on staff at the LE agency who responds with LE to potential cases of trafficking. Let LE know what services your agency can provide and how you can tailor your staff and availability to fit their needs and comfort level. Be aware that LE agencies may already have a protocol in place for identifying and working with juvenile victims of trafficking. It is important that current protocols are taken into consideration and are made part of the conversation when discussing how to best serve juvenile victims of human trafficking.

Magistrate

In Ohio, a magistrate is appointed by a judge to serve as a judicial officer in certain court proceedings. Magistrates are able to hear juvenile cases involving delinquency, abuse, dependency, or neglect. A magistrate's decision is an action on behalf of a judge; it is a binding decision unless there are grounds to challenge it.

Multidisciplinary Team

A multidisciplinary team (MDT) is a network of professionals working together toward a common goal. For example, children's advocacy centers use the MDT approach when conducting child abuse investigations to reduce duplication and retraumatization of the child, and increase likelihood for prosecution. This network of professionals can include a forensic interviewer, mental health professional, medical professional, law enforcement, child protection worker, victim advocate, or others as necessary or deemed appropriate for any particular case.

Probation

Probation is a potential disposition for juvenile offenders (i.e. sentence) that assigns a juvenile probation officer who creates, with the family, an individualized treatment plan. These plans include referrals for the youth to connect with service providers and also monitor the youth's compliance with court orders. Probation orders can include placement of the youth on an electronic monitor, participation in counseling, attending school, obeying their caregivers, or any other requirements set by the court.

Public Defender

A public defender is an attorney appointed to represent an individual in court when the person cannot afford to hire private counsel. Many victims of human trafficking are charged with criminal offenses directly related to their trafficking experience, thus they need a defense attorney to avoid criminal convictions or juvenile adjudication. Public defenders can advocate for a survivor's interest in criminal proceedings and help him/her/them navigate the criminal justice system.

Youth Detention

The Ohio Department of Youth Services (ODYS) is the juvenile justice agency for the state of Ohio. ODYS is statutorily mandated to confine felony offenders, ages 10 to 21, who have been adjudicated and committed by one of Ohio's 88 county juvenile courts. During their stay with ODYS, youth are engaged in programming that is designed to address their criminological and behavioral needs. Each of the ODYS facilities also operates a year-round school that offers general curriculum as well as vocational opportunities. Youth detention is a possibility for juveniles adjudicated on felony offenses. Detention is also available in lower-level cases on an individualized basis where the court finds that the youth is a danger to themselves or others, the youth does not appear for court, or has no one to care for her/him/them. In these circumstances, the youth would be detained in a county-administered juvenile detention center rather than in a stateadministered juvenile correctional facility.

Appendix A: Child Advocacy Centers

A children's advocacy center (CAC) is a central location or hub for child abuse concerns that involves a multidisciplinary team of professionals that provide investigation, advocacy, and service referrals in a trauma-informed and evidence-based manner. Forensic interviewing may be arranged through a CAC. According to the National Children's Advocacy Center, "a forensic interview is conducted in a supportive and non-leading manner by a professional trained in the NCAC Forensic Interview Model." Forensic interviews are:

 Coordinated to be non-duplicative and are conducted in a manner that is legally sound using a neutral fact-finding manner.

Who to Contact if You Are Looking to Fill Gaps in Your Community

Ohio Network of Children's Advocacy Centers

Location: Columbus, OH
Phone: 614-578-8029
Email: oncac@oncac.org
Website: www.oncac.org

Ohio Alliance to End Sexual Violence

Location: Independence, OH

Phone: 216-658-1381 or 888-886-8388

- Done in a trauma-informed manner and provides opportunities for resilience and healing through multidisciplinary support.
- Conducted in a manner that is developmentally and culturally appropriate.

Promising Practices Throughout the State

National standards of accreditation ensure that centers are adequately equipped to address concerns of child abuse and that professionals conducting interviews have a standard skillset through certification of recognized training models that are conducted specifically at Child Advocacy Centers.

The Importance of Providing a Continuum of Options

Child Advocacy Centers typically provide interviews at their center but recognize that at times children may need to be interviewed in an environment that is outside of the center such as at a school, a hospital, or other similar location. Additionally, interviewers may receive training in a variety of models to tailor their interviews to the child in a developmentally and culturally appropriate manner which could include utilizing the option of extended interviewing over the course of a few days. Additionally, CACs offer a variety of follow-up services including medical treatment, mental health treatment, and victim advocacy either through the center or through local partnerships.

Current Gaps

Child Advocacy Centers currently face concerns with staffing and training availability to ensure that children are able to receive these services from trained professionals in a timely manner. This often is due to limited funding for CACs, burnout from high caseloads, and the saliency of the cases that are seen at centers. Additionally, some community agencies are not as aware of the CAC movement and the services that are offered through CACs. This may lead to multiple agencies addressing these cases, resulting in repetitive interviews, services, and disclosures for children and families. Some agencies that are aware of CACs may also not realize that CACs are able to accept referrals for trauma situations such as trafficking, physical abuse, and other traumas that are not specifically sexual abuse.

Appendix B: Criminal Justice Response

Youth may be charged with offenses related to their experience of sex or labor trafficking. These offenses may be per se offenses (meaning they are directly related to the youth's trafficking) such as Prostitution, Solicitation, and Loitering, or they may be indirectly related to the youth's trafficking, such as Theft, Truancy, Assault, Drug-related charges, Runaway charges, Unruly charges, or any charge that may have a nexus to the youth's victimization.

To provide an opportunity for diversion in lieu of adjudication for these youth, Ohio implemented the <u>Safe Harbor law</u> referenced <u>earlier in this</u> <u>document</u>. Diversion programming implements

Who to Contact if You Are Looking to Fill Gaps in Your Community

Governor's Ohio Human Trafficking Task Force

Location: Statewide

Website: <u>humantrafficking.ohio.gov</u>

Ohio Attorney General's Human Trafficking Initiative

Location: Statewide

Website: ohioattorneygeneral.gov

an individualized service plan designed to address the youth's unique needs in a holistic, survivor-centered manner. A visual interpretation of this process can be found at this link.

Additionally, Ohio's Safe Harbor statute provides the following protections for minors who have experienced trafficking:

- 1. Prohibiting public disclosure of minors' names.
- 2. Judges can allow minors under 16 to testify in preliminary hearings via closed circuit television.
- 3. Courts can terminate parental rights if the parent is engaged in the trafficking of their child.
- 4. Victims can pursue civil damages against traffickers.
- 5. Statute allows for the sealing and expungement of records.

Promising Practices Throughout the State

Specialized Dockets – Some juvenile courts have developed specialized dockets for youth survivors of human trafficking who are charged with offenses related to their victimization. Some of these courts have been certified by the Supreme Court of Ohio, while others offer Safe Harbor programming without Supreme Court certification. Juvenile courts with an existing coordinated Safe Harbor response may be able to offer technical assistance to courts who wish to develop Safe Harbor programming. At the time of this writing, Cuyahoga, Delaware, Fairfield, Franklin, Hamilton, Lucas, Montgomery, and Summit County Juvenile Courts have Safe Harbor programs.

Screening and Assessment Protocols – Juvenile courts often serve youth considered high risk for human trafficking and other forms of exploitation. Courts should have a protocol in place to screen for trafficking concerns, report concerns to the appropriate local authorities, and refer youth to the appropriate service providers. For more information on screening, <u>review the screening section</u>.

Anti-Trafficking Training for Courts and Community Partners – Training is highly encouraged for all court personnel and community partners, including guardians ad litem, attorneys, detention center staff, law enforcement, advocates, direct service organizations, medical providers, and other identified stakeholders. Content should include definitions of human trafficking, trauma responsive principles for identifying and

working with youth who have experienced trafficking, and the application of Safe Harbor law. In Ohio, many agencies provide this training at no cost. To access training, consider contacting your local coalition or requesting a speaker at https://www.humantrafficking.ohio.gov.

Build Local Partnerships – To improve the court's capacity to holistically respond to youth who have experienced trafficking, courts should partner with local anti-trafficking organizations and coalitions, as well as with organizations that can work to meet the unique needs of youth, inclusive of trauma recovery and behavioral health services, legal advocacy, mentorship, vocational support, case management, educational support, and other pertinent services related to the youth's identified needs.

Consult with Lived Experience Experts – As courts are developing protocols and policies related to identifying and responding to youth trafficking, they should ethically engage people who have a lived experience of trafficking and exploitation. This increases efficacy of programming and ensures the adopted approach is survivor-centered. To learn more about engaging with lived experience experts, review the National Human Trafficking Training and Technical Assistance Center's <u>Toolkit on Survivor Engagement</u>.

The Importance of Providing a Continuum of Options

Survivors may present to the criminal justice system in a variety of roles (victim, offender, etc.) and may be engaged in the justice system in a variety of ways. Justice-involved youth who have experienced trafficking may be identified as victims upon arrest; during the criminal investigation of a trafficker; upon presenting to a youth assessment center; pre-adjudication of a juvenile offense; post-adjudication of a juvenile offense; during an abuse, neglect, or dependency case; or through an interaction with another system. Additionally, each survivor's needs and strengths are unique. To recognize the diversity of survivors and the importance of choice in engagement, a continuum of options in criminal justice must be available. The criminal justice system should strive to adhere to all applicable laws, develop a coordinated and compassionate response to trafficked individuals, and utilize all available community resources to support trafficked persons.

Current Gaps

Communities throughout the state continue to work to bolster their justice-based responses to potential victims of trafficking. To build upon these systems' existing efforts to identify and respond to youth victims, legal and law enforcement organizations may consider:

- Training of law enforcement and other personnel on identifying victims, including those victims who are criminalized.
- Trauma-informed training for people interacting with both victims and perpetrators.
- Widespread utilization of diversionary protections specified by Safe Harbor law.
- Legislative changes that acknowledge youth engaged in commercial sex are victims of trafficking rather than juvenile offenders.
- Increased access to services for individuals who make contact with the justice system but are diverted or are not identified as survivors until post conviction/adjudication.
- Increased court connection to supportive and relevant community-based services, including housing (emergency and long-term), treatment for trauma, life skills and job readiness/career counseling support, treatment for substance use disorders, case management, and other services to meet each survivor's unique needs.
- Increased access to expungement for survivors of trafficking.

Appendix C: Prevention Education

According to the Trafficking Victims Protection Act (TVPA) prevention is one of the primary tenets of anti-trafficking efforts. Primary, secondary, and <u>tertiary prevention programs</u> may be offered to youth, caregivers, or child-serving professionals to augment understanding of potential vulnerability and increase protective factors, with the primary goal of preventing victimization. All prevention efforts should be conducted in a traumaresponsive manner, and it should be noted that more targeted prevention activities often require increased education or certification to ensure the facilitator is equipped to respond to the unique needs of the audience. Because human trafficking is a social justice issue, prevention efforts also involve educating the public, service providers, lawmakers, government agencies, the legal community, and law enforcement about human trafficking and the role systems may play in reducing the vulnerability of potential victims. There is a wide spectrum of prevention efforts, which may encompass public awareness campaigns, professional training, lobbying and advocacy, dedicated prevention curricula, laws and policies, supportive services, outreach efforts, and a variety of other activities.

Promising Practices Throughout the State

This protocol does not endorse a specific strategy or curriculum and recognizes needs related to prevention will vary significantly by community. Below are promising practices in prevention efforts throughout the state:

- The Governor's Human Trafficking Task
 Force marshals the resources of 15 state
 agencies to combat human trafficking in
 the state. Each year, the Task Force has
 new goals and accomplishments related to
 prevention. To learn more about the Task
 Force, visit www.humantrafficking.ohio.gov.
- The Office of the Ohio Attorney General's Human Trafficking Initiative works to

Who to Contact if You Are Looking to Fill Gaps in Your Community

Cleveland Rape Crisis Center

Location: Ashtabula, Cuyahoga, Geauga, Lake

Counties

Website: www.clevelandrapecrisis.org

Gracehaven

Location: Serves Ohio

Website: www.gracehaven.me

Reaching Above Hopelessness and Brokenness Ministries (RAHAB)

Location: Summit and Seneca Counties Website: www.rahab-ministries.org

Eyes Up Appalachia

Location: Serves Appalachian Ohio Counties

Website: www.eyesupappalachia.org

The Salvation Army Anti-Human Trafficking Program

Location: Serves Central and Southwest Ohio Website: https://www.salvationarmyusa.org/

usn/fight-human-trafficking/

Crime Victim Services

Location: Serves Northwest Ohio Website: crimevictimservices.org

Local Coalitions

Location: Varied

Website: https://ocjs.ohio.gov/anti-human-

trafficking/coalitions

The Soap Project

Location: Serves Ohio and beyond Website: www.soapproject.org

Project Starfish

Location: National website to integrate

commercial sex exploitation

awareness and prevention into the

classroom

Website: <u>www.projectstarfish.education</u>

- combat human trafficking through building awareness, empowering Ohioans to take action in their communities, and strengthening prosecution efforts throughout the state. To learn more about HTI, visit <u>Human Trafficking Initiative Ohio Attorney General Dave Yost</u>.
- The Ohio Human Trafficking Commission Public Awareness Subcommittee developed a <u>Best Practices</u> <u>Guide to Raising Awareness in Your Community</u>.
- Ohio's anti-human trafficking coalitions are locally coordinated organizations which range from
 providing education and training about human trafficking to developing multi-disciplinary approaches
 to respond to human trafficking. The local coalition can provide information regarding existing
 prevention efforts in your community. For more information about the coalition model or to find
 contact information for your local coalition, visit https://ocjs.ohio.gov/anti-human-trafficking/coalitions.
- Teaching professionals throughout the state (in both public and private settings) are required by law
 to participate in ongoing training on human trafficking. (https://codes.ohio.gov/ohio-revised-code/section-3319.073)
- The Ohio Administrative Code requires children services caseworkers to receive human trafficking training during their onboarding. (https://codes.ohio.gov/ohio-administrative-code/rule-5101:2-33-55)
- Many licensed professionals in Ohio are required by their licensing boards to have initial or ongoing training in human trafficking.
- Human trafficking prevention curriculum for vulnerable youth is available through the Ohio Children's
 Trust Fund. To learn more about Our Best Life: Human Trafficking Prevention Curriculum, visit <u>Human Trafficking Initiative | Ohio Children's Trust Fund</u>.
- Some organizations provide facilitation of the My Life My Choice curriculum, which may be beneficial for youth who have experienced exploitation or are at increased risk of exploitation. For more information about this curriculum, visit www.mylifemychoice.org.
- The National Center for Missing and Exploited Children offers a free curriculum in preventing online exploitation. To learn more about NetSmartz, visit https://www.missingkids.org/netsmartz/home.
- Reducing vulnerability to trafficking may involve preventing other forms of victimization, which
 may often serve as a precursor to trafficking. To learn more about curriculum that aims to prevent
 childhood sexual abuse, visit https://www.d2l.org/education/additional-training/child-exploitation/.
- The Ohio Department of Public Safety, Office of Criminal Justice Services provides training for child-serving professionals on identifying and responding to human trafficking. This training offers continued education for professional development. To learn more about this training, visit https://ocjs.ohio.gov/anti-human-trafficking/contact-us.
- Organizations offering promising prevention and awareness programs include, but are not limited to, the following:
 - Gracehaven, Inc.
 - The Salvation Army's Anti-Human Trafficking Program
 - RAHAB Ministries
 - Eyes Up Appalachia
 - Eyes Open International
 - Local anti-trafficking coalitions (and partnering organizations that can be identified through these coalitions)

- Polaris https://polarisproject.org/
- The Governor's Human Trafficking Task Force www.humantrafficking.ohio.gov
- The National Human Trafficking Training and Technical Assistance Center https://nhttac.acf.hhs.gov/soar
- Onwatch https://www.iamonwatch.org/
- Project Starfish http://projectstarfish.education/

The Importance of Providing a Continuum of Options

Each community has differing capabilities, strengths, and needs related to prevention. Prevention and educational campaigns should draw on the communities' resources and should identify current gaps. Prevention can often begin with cultivating awareness around the issue of human trafficking, targeting the general public and then building upon that awareness to educate specific populations, including professionals working with youth. Awareness and prevention efforts should expand to provide information to youth, especially those most at risk of experiencing exploitation. Comprehensive awareness and prevention efforts expand beyond defining human trafficking and work to increase protective factors for youth, strengthen families and caregivers, increase the community's capacity to prevent trafficking and respond to exploited youth, and improve the youth's access to resources. At times, youth may be identified as victims through prevention efforts; communities should ensure there is a planned response in place to connect these identified victims to the appropriate resources.

Current Gaps

While Ohio law requires education on sexual abuse prevention for students in Ohio, there is no specific curriculum required by the Ohio legislature. Rather, school districts are required to select and implement their own training. Resources regarding available curricula can be found through the Ohio Department of Education.

In the state of Ohio, there are many organizations and individuals that offer public awareness and prevention education regarding human trafficking; facilitators vary greatly in their experience and expertise related to trafficking and how to appropriately respond to potential disclosures of trafficking that may occur during a training or awareness event. Because there is no licensing or certification required to provide training on this topic, it can be difficult to identify organizations that are qualified to provide this education. However, service providers and awareness groups can voluntarily complete the Service Standards Self-Assessment developed by the Ohio Attorney General Human Trafficking Commission's Victim Services Committee. This tool is designed to help organizations assess themselves according to standards of service, and if necessary, build their capacity to identify and serve trafficking survivors. Organizations that pass the assessment are included on the Victim Services Directory.

Communities and organizations may elect to create or select their own prevention and awareness material that could be inconsistent with established best practices in the anti-trafficking community. To learn more about materials that are developed by experts in the field, consider visiting <u>Polaris</u>, the <u>Department of Health and Human Services</u>, and/or the <u>State of Ohio's public awareness campaign</u>.

Appendix D: Peer Recruitment

Sometimes, youth who are themselves victims of trafficking may be placed in positions to engage in peer-to-peer recruitment through coercion, force, or manipulation by their trafficker to recruit other youth for trafficking purposes. This can occur across a variety of contexts and settings such as school, foster or group homes, residential facilities, service provider settings, the community, and more. Just as it can occur across a variety of contexts, peer recruiters are diverse in gender, race/ethnicity, cultural identity, and community background whether for the purposes of sex or labor trafficking. Traffickers recruit youth across diverse backgrounds to gain access to additional victims.

Promising Practices Throughout the State

- Use a trauma-informed and safety-centered approach.
- Take an open information gathering approach to gain *understanding* beyond specific details of the abuse and trafficking dynamics.
 - Approach conversations with youth who are suspected targets of recruitment with curiosity, empathy, and support for the youth victim to better understand their situation.
 - Ensure the child and their guardian are aware of the child's rights (required per Marsy's Law).
 - Consult with collaborative team members and investigators prior to talking with the child to discuss eliminating possibility of charges for recruitment as an extension of their victimization.
- Work as a team to discuss what is known and prevent the need for duplicative screening/interviewing to minimize trauma re-exposure.
- Assess risk and safety for the youth and other youth in services to determine the most appropriate services with the main focus of re-establishing safety and meeting the youth's needs.
 - Work to address barriers to youth engagement in services such as threats to personal safety, safety of family, distrust in systems and organizations, and other expressed concerns the youth may have.
- Help the youth to understand their victimization in order to promote healing and safety
 - Youth who are peer recruiters may not recognize this aspect of trafficking as abuse and may need further supportive resources to promote safety in and beyond services.

Who to Contact if You Are Looking to Fill Gaps in Your Community

Homeland Security Investigations

Location: Ohio

Phone: 202-557-8178

Family and Youth Services Bureau

Location: National Phone: 412-399-5747

Polaris Project

Location: Washington, D.C. Phone: 202-790-6300

Advocating Opportunity

Location: Ohio

Phone: 855-855-1945

Gracehaven

Location: Columbus, OH Phone: 614-302-9515

Cleveland Rape Crisis Center

Location: Cleveland, OH Phone: 216-619-6194

Salvation Army

Location: Varied

Website: https://www.salvationarmyusa.org/

usn/contact/?gad=1

Current Gaps

- Ohio has many youth programs that specialize in providing services to human trafficking victims inclusive of youth engaging in peer recruitment, though none are identified as having specialized programs for peer recruiters.
- There are very few resources available specific to peer recruitment as a component of trafficking
 outside of the recognition of peer recruitment in basic trainings for professionals, and there may be an
 opportunity to develop specialized trainings and resources that look at peer recruitment dynamics in
 depth.
- There is uncertainty in the legal protections available for youth who are victims of trafficking but may be seen as "abusers" or be facing charges for recruiting and the role that Safe Harbor laws play in these dual-role situations. Sometimes the conversations around this are victim-blaming and investigative driven rather than trauma responsive and service-driven. Further education and clarification on dual-role victims and the protections of Safe Harbor may be of benefit.

Resources

- A Guide for Youth Caretakers and Individuals Working with Youth
- <u>TIPSHEET: Peer-to-Peer Human Trafficking Recruitment in Runaway and Homeless Youth Settings:</u> <u>Trauma-Informed Response</u>

Appendix E: Ohio Department of Youth Services Human Trafficking Screening Tool



Complete the online training on CE Broker and earn one free CEU!

ABOUT THE OHIO DEPARTMENT OF YOUTH SERVICES HUMAN TRAFFICKING SCREENING TOOL:

TOOL TRAINING

The Ohio Department of Youth Services Human Trafficking Screening Tool (ODYS HTST) is a non-proprietary resource intended to aid professionals in screening for high-risk indicators of sex and labor trafficking in youth. The screening instrument is available to view and download upon completion of this online training, which explores the legal definition of trafficking, the origins of the tool, strategies for effective interviewing, and a section-by-section review of the screening instrument.

ACCESS THE TRAINING -LICENSED PROFESSIONALS

- 1. Login to existing CE Broker cebroker.com.
- 2. Search Course ID 20-1122242. entitled Ohio Department of Youth Services Human Trafficking Screening Tool.

ACCESS THE TRAINING -NON-LICENSED PROFESSIONALS

- 1. Visit the Ohio Department of Public Safety Training Campus: https://learning.dps.ohio.gov/PSTC
- 2. Create a free Training Campus account
- 3. Select "Public Safety" when asked for DPS affiliation
- 4. Select "Office of Criminal Justice Services" when asked for DPS Division
- 5. Search Course ID WBT799

Appendix F: Hamilton County Juvenile Court Safe Harbor Policy



<u>Hamilton County Juvenile Court Protocol for Safe Harbor Diversion Cases</u> <u>And Identification of Human Trafficking Cases</u>

In Ohio, the Safe Harbor Act provides that if the Juvenile Court finds reason to believe that a child is the victim of human trafficking and the charge is related to the victimization, the child is eligible to participate in a court monitored diversion program. This section of the code aims to provide trauma treatment to the child victim rather than at prosecuting the child for acts that occurred while the child was being exploited. If the child successfully completes diversion the charges shall be dismissed. The law does not require that anyone be convicted under ORC Section 2905.32 in order for the Safe Harbor Act to apply. ORC Section 2152.021(F) outlines the process for Juvenile Safe Harbor. NOTE: The Court cannot proceed on Safe Harbor diversion unless the child victim agrees to diversion. HB 262 (2012) Per the Trafficking Victims Protection Act of 2000, human trafficking victimization refers to sex trafficking (the recruitment, harboring, transportation, provision, obtaining, patronizing, or soliciting of a person for the purpose of a commercial sex act in which the commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such act has not attained 18 years of age) and labor trafficking (the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery).

Safe Harbor Diversion:

At any time after the filing of a complaint alleging that a child is a delinquent child and before adjudication and upon the motion of any party or upon the Court's own motion, the court shall undertake proceedings to determine if the child is entitled to Safe Harbor diversion, pursuant to ORC 2152.021(F). Any child who is charged with Soliciting, Loitering to Engage in Solicitation, and Prostitution is automatically eligible for Safe Harbor diversion and de facto presumed to be a victim of human trafficking as defined under ORC 2905.32. Safe Harbor diversion protections can apply to felony level offenses, including charges like Trafficking in Persons and Promoting or Compelling Prostitution. No specific charges are automatically excluded from Safe Harbor diversion.

ORC 2152.021(F)(3) provides that the prosecuting attorney has the right to participate in any Safe Harbor hearing and to object to holding the complaint in abeyance. The prosecutor may also make recommendations related to diversion actions. The statute specifically precludes the use of any statements made by a child at a Safe Harbor hearing from being admissible in any subsequent proceeding against the child.

ORC 2152.021 (F)(1) Requires the court to promptly appoint a guardian ad litem for the child, who shall not be the same person as the child's defense attorney. If the court decides to hold the complaint in abeyance, the guardian ad litem shall make recommendations regarding the best interest of the child to the court.

Hearing Process:

The Legal standard is the preponderance of the evidence to determine eligibility.

The parties may stipulate that a child is eligible for Safe Harbor Diversion. If the parties do not stipulate that a child is eligible for Safe Harbor Diversion, the Court shall hold a hearing to determine if the child is eligible for Safe Harbor Diversion. During the hearing the Court may consider the following:

- 1. Any relevant evidence admissible under the Ohio Rules of Evidence.
- 2. The Court may also consider conducting an *in camera* interview of the child by the Court in lieu of testimony.
- 3. In-court statements made by law enforcement officers, social workers, therapists, or other relevant persons, regardless of whether such statements would be otherwise admissible under the Ohio Rules of Evidence, so long as such statements are relevant and bear sufficient indicia of reliability.
- 4. The report, findings, and recommendations of the Guardian ad Litem.

If the parties stipulate the child is eligible for Safe Harbor Diversion or if the Court determines that a child is eligible for Safe Harbor Diversion after a hearing, the Court shall determine what programs the child is required to participate in to constitute satisfactory completion of diversion. The parties may stipulate to the plan and the Court shall hear

recommendations from the guardian ad litem, prosecuting attorney, defense counsel, social workers, therapists, and any other relevant persons as to the appropriate terms of diversion. The Court may make any orders regarding placement, services, supervision, diversion actions, and conditions of abeyance, including, but not limited to, engagement in traumabased behavioral health services, substance abuse treatment, or education activities, that the Court considers appropriate and in the best interest of the child. The Court shall hold the complaint in abeyance during the pendency of its diversion

order up to ninety (90) days, with an additional 270 days, in 90 day increments available to ensure compliance. ORC 2152.021 (F)(4).

Review Hearings:

The Court must hold a review hearing not more than ninety days after the child enters the Safe Harbor Diversion Program in order to determine the child's progress in the program. The Court may hold the child's complaints in abeyance for up to a total of 360 days, while the child completes services and other actions as ordered by the Court. If the Court finds that the child has accomplished the goals set forth in the Individualized Service Plan, to the satisfaction of the Court, the Court shall dismiss the complaint and order that the records pertaining to the case be expunged immediately.

If the Court finds that the child has not completed the terms of diversion to the satisfaction of the Court, the Court may terminate the Safe Harbor Division Program. The Court shall then proceed upon the complaint. ORC 2152.021 (F)(5).

Process for Identifying Cases and Determining Eligibility for Safe Harbor Diversion:

- 1. Process to follow if a child is suspected of being trafficked or at risk of being trafficked
 - A. Court Personnel
 - i. If any staff person identifies a child as being suspected of being trafficked, they will notify the Safe Harbor Coordinator. The Ohio Department of Youth Services Human Trafficking Screening Tool will be completed by the Safe Harbor Coordinator, or a trained designee.
 - ii. The Magistrate scheduled to hear the case will be notified of the suspicion, and on the court's motion will set the matter for an advanced hearing with a designated Magistrate. The Magistrate will appoint a Guardian ad Litem (GAL) and an attorney through the Public Defender's Office. The Prosecutor's office will be notified of the hearing. The Case Manager at the Youth Detention Center, is the contact person for the Magistrate and attorneys at the Youth Detention Center (2020).
 - iii. The Safe Harbor Coordinator and/or a representative from the Salvation Army's Anti-Trafficking Program will meet with the child within a reasonable amount of time (to be determined by the child's location detention, home, group home, other) and complete the Ohio Department of Youth Services Human Trafficking Screening Tool. A report will be made to Hamilton County Job and Family Services, 241-KIDS hotline, and a referral to the local anti-human trafficking task force, if appropriate, will be made.
 - iv. The Prosecutor and/or the Safe Harbor Coordinator will contact the local anti-human trafficking task force and start the process for identifying possible known traffickers, begin the investigation of the case and plan for a forensic interview if deemed appropriate. A child's satisfactory compliance in the Safe Harbor Diversion Program will in no way be contingent upon the child's participation in the law enforcement investigation process.
 - v. The Safe Harbor Coordinator will initiate contact with service providers and all professionals currently involved with the child's current care in order to schedule a multi-disciplinary team meeting and introduce the Safe Harbor process. If a child is not already engaged in services, the Safe Harbor Coordinator will work with the Salvation Army and the GAL to determine what service referrals will meet the child's needs.
 - B. Defense Counsel or Guardian ad Litem (GAL)
 - i. If Defense Counsel or the GAL identifies a child as being suspected of being trafficked, they will notify the Safe Harbor Coordinator and will also contact 241-KIDS. The Ohio Department of Youth Services Human Trafficking Screening Tool will be completed by the Safe Harbor Coordinator, or a trained designee.
 - ii. The Magistrate scheduled to hear the case will be notified of the suspicion, and on the court's motion will set the matter for an advanced hearing with a designated Magistrate. The Magistrate will appoint a GAL and an attorney through the Public Defender's Office. The Prosecutor's

- office will be notified of the hearing. The Case Manager at detention is the contact person for the Magistrate and attorneys at the Youth Detention Center (2020).
- iii. The Safe Harbor Coordinator and/or a representative from the Salvation Army's Anti-Trafficking Program will meet with the child within a reasonable amount of time (to be determined by the child's location detention, home, group home, other) and complete the Ohio Department of Youth Services Human Trafficking Screening Tool. A report will be made to Hamilton County Job and Family Services, 241-KIDS hotline, and a referral to the local anti-human trafficking task force, if appropriate, will be made.
- iv. The Prosecutor and/or the Safe Harbor Coordinator will contact the local anti-human trafficking task force and start the process for identifying possible known traffickers, begin the investigation of the case and plan for a forensic interview if deemed appropriate. A child's satisfactory compliance in the Safe Harbor Diversion Program will in no way be contingent upon the child's participation in the law enforcement investigation process.
- v. The Safe Harbor Coordinator will initiate contact with service providers and all professionals currently involved with the child's current care in order to schedule a multi-disciplinary team meeting and introduce the Safe Harbor process. If a child is not already engaged in services, the Safe Harbor Coordinator will work with the Salvation Army and the GAL to determine what service referrals will meet the child's needs.

C. Probation

- i. Probation Officers will ask a set of trafficking-related intake questions (see attachment #1) during their initial interview/meeting with the child to pre-screen whether the child may have been a victim of human trafficking, or is at risk of being a victim of human trafficking.
- ii. If a child endorses any of the trafficking-related intake questions, Probation Officer will notify the Safe Harbor Coordinator and the Ohio Department of Youth Services Human Trafficking Screening Tool will be completed by the Safe Harbor Coordinator, or a trained designee.
- Any necessary protocol for a mandated reporter should still be followed in addition to notifying the Safe Harbor Coordinator.
- iv. The Magistrate scheduled to hear the case will be notified of the suspicion, and on the court's motion will set the matter for an advanced hearing with a designated Magistrate. The Magistrate will appoint a GAL and an attorney through the Public Defender's Office. The Prosecutor's office will be notified of the hearing. The Case Manager at detention is the contact person for the Magistrate and attorneys at the Youth Detention Center (2020).
- v. The Safe Harbor Coordinator and/or a representative from the Salvation Army's Anti-Trafficking Program will meet with the child within a reasonable amount of time (to be determined by the child's location – detention, home, group home, other) and complete the Ohio Department of Youth Services Human Trafficking Screening Tool. A report will be made to Hamilton County Job and Family Services, 241-KIDS hotline, and a referral to the local anti-human trafficking task force, if appropriate, will be made.
- vi. The Prosecutor and/or the Safe Harbor Coordinator will contact the local anti-human trafficking task force and start the process for identifying possible known traffickers, begin the investigation of the case and plan for a forensic interview if deemed appropriate. A youth's satisfactory compliance in the Safe Harbor Diversion Program will in no way be contingent upon the youth's participation in the law enforcement investigation process.
- vii. The Safe Harbor Coordinator will initiate contact with service providers and all professionals currently involved with the child's current care in order to schedule a multi-disciplinary team meeting and introduce the Safe Harbor process. If a child is not already engaged in services, the Safe Harbor Coordinator will work with the Salvation Army and the GAL to determine what service referrals will meet the child's needs.

D. Assessment Center

- i. Assessment Center staff will ask a set of trafficking-related intake questions (see attachment #1) during their initial interview/meeting with the child to pre-screen whether the child may have been a victim of human trafficking, or is at risk of being a victim of human trafficking.
- ii. If a child endorses any of the trafficking-related intake questions, Assessment Center staff will notify the Safe Harbor Coordinator and the Ohio Department of Youth Services Human Trafficking Screening Tool will be completed by the Safe Harbor Coordinator, or a trained designee.

- Any necessary protocol for a mandated reporter should still be followed in addition to notifying the Safe Harbor Coordinator.
- iv. The Magistrate scheduled to hear the case will be notified of the suspicion, and on the court's motion will set the matter for an advanced hearing with a designated Magistrate. The Magistrate will appoint a GAL and an attorney through the Public Defender's Office. The Prosecutor's office will be notified of the hearing. The Case Manager at detention is the contact person for the Magistrate and attorneys at the Youth Detention Center (2020).
- v. The Safe Harbor Coordinator and/or a representative from the Salvation Army's Anti-Trafficking Program will meet with the child within a reasonable amount of time (to be determined by the child's location – detention, home, group home, other) and complete the Ohio Department of Youth Services Human Trafficking Screening Tool. A report will be made to Hamilton County Job and Family Services, 241-KIDS hotline, and a referral to the local anti-human trafficking task force, if appropriate, will be made.
- vi. The Prosecutor and/or the Safe Harbor Coordinator will contact the local anti-human trafficking task force and start the process for identifying possible known traffickers, begin the investigation of the case and plan for a forensic interview if deemed appropriate. A youth's satisfactory compliance in the Safe Harbor Diversion Program will in no way be contingent upon the youth's participation in the law enforcement investigation process.
- vii. The Safe Harbor Coordinator will initiate contact with service providers and all professionals currently involved with the child's current care in order to schedule a multi-disciplinary team meeting and introduce the Safe Harbor process. If a child is not already engaged in services, the Safe Harbor Coordinator will work with the Salvation Army and the GAL to determine what service referrals will meet the child's needs.

E. Detention Intake

- i. Intake staff at detention will ask a set of trafficking-related intake questions (see attachment #1) to prescreen whether a child may have been a victim of human trafficking, or is at risk of being a victim of human trafficking.
- ii. If a child endorses any of the trafficking-related intake questions, Detention staff will notify the Safe Harbor Coordinator and the Ohio Department of Youth Services Human Trafficking Screening Tool will be completed by the Safe Harbor Coordinator, or a trained designee.
- iii. The current Youth Detention Center (2020) protocol when a child is identified for sexual assault is to contact the police and Hamilton County Job and Family Services. This will continue.
- iv. The Magistrate scheduled to hear the case will be notified, by the Safe Harbor Coordinator, of the suspicion, and on the court's motion will set the matter for an advanced hearing with a designated Magistrate. The Magistrate will appoint a GAL and an attorney through the Public Defender's Office. The Prosecutor's office will be notified of the hearing. The Case Manager at detention, is the contact person for the Magistrate and attorneys at 2020.
- v. The Safe Harbor Coordinator and/or a representative from the Salvation Army's Anti-Trafficking Program will meet with the child within a reasonable amount of time (to be determined by the child's location – detention, home, group home, other) and complete the Ohio Department of Youth Services Human Trafficking Screening Tool. A report will be made to Hamilton County Job and Family Services, 241-KIDS hotline, and a referral to the local anti-human trafficking task force, if appropriate, will be made.
- vi. The Prosecutor and/or the Safe Harbor Coordinator will contact the local anti-human trafficking task force and start the process for identifying possible known traffickers, begin the investigation of the case and plan for a forensic interview if deemed appropriate. A child's satisfactory compliance in the Safe Harbor Diversion Program will in no way be contingent upon the youth's participation in the law enforcement investigation process.
- vii. The Safe Harbor Coordinator will initiate contact with service providers and all professionals currently involved with the child's current care in order to schedule a multi-disciplinary team meeting and introduce the Safe Harbor process. If a child is not already engaged in services, the Safe Harbor Coordinator will work with the Salvation Army and the GAL to determine what service referrals will meet the child's needs.

2. Initial Hearing

A. Ensure the involvement of staff from The Salvation Army's Anti-Trafficking Program

- B. Possible referral to Cincinnati Children's Hospital Mayerson Center for Safe and Healthy Children (CCHMC), if deemed appropriate
- C. Determine Hamilton County Job and Family Services involvement
- D. Address alternatives to detention and treatment options
- E. Determine if child wishes to pursue the Safe Harbor Diversion Program
- F. Possible Stipulation to Safe Harbor or set for full hearing
- 3. Hearing on Safe Harbor Diversion Eligibility
 - A. If the parties do not stipulate that a child is eligible for Safe Harbor Diversion, the court will conduct a hearing to determine if the child is eligible for Safe Harbor Diversion. No testimony, exhibits, or statements made may be used or disclosed for prosecution of the defendant unless there is an independent basis for the discovery and admissibility of the evidence or statements. During the hearing the court may consider the following:
 - i. Any evidence admissible under the Ohio Rules of Evidence.
 - ii. The in-camera interview of the child by the Court. The prosecuting attorney and the defense counsel will be permitted to observe from a remote location via closed circuit TV or other available means, if the child agrees to such an interview. The GAL will be present during the in-camera interview of the child. The interview of the child will take place outside of the presence of the parent in case there is a possibility that the parent is involved in the trafficking.
 - iii. In-court statements made by law enforcement officers, social workers, therapists, or other relevant persons, regardless of whether such statements would be otherwise admissible under the Ohio Rules of Evidence, so long as such statements are relevant and bear sufficient indicia of reliability.
 - iv. The report, findings, and recommendations of the GAL.
- 4. Upon acceptance onto the Safe Harbor Diversion docket, the Court will review the Individualized Service Plan submitted by the previously developed multi-disciplinary Safe Harbor Team, and discuss any additions or revisions. The Individualized Service Plan should be developed under the guidance of the Safe Harbor Coordinator with direct input from the child and other team members. The Individualized Supervision Plan should be developed to address the child's identified needs.
 - A. The Court will accept the Individualized Service Plan and continue the case for monitoring not more than 30 days for review. Unless the child is in detention in which case no more than two weeks.
 - B. Updated reports will be provided by the Safe Harbor Team to the court at every court hearing and the case will be continued every 30-45 days until the child has achieved the goals identified in the Individualized Service Plan within the allotted time frame discussed above.
 - C. Upon satisfactory achievement of identified goals, the Court will dismiss the charge which will trigger the sealing/expungement process. The Safe Harbor Coordinator will remain involved with the child to ensure a continuity of care occurs and any ongoing services are in place.
 - D. If the child does not comply, the Court at the request of the prosecutor will set the matter for a hearing.
 - E. The Safe Harbor team members will meet at a minimum of once a month to discuss the child's progress towards the goals identified in the Individualized Service Plan. The team will be prepared to provide the Court with a verbal report at each review hearing.

Youth at Risk for Human Trafficking Who Are Not Eligible for Safe Harbor Diversion:

A youth may not be eligible for Safe Harbor Diversion if it is determined there is no nexus between the instant offense and the youth's trafficking victimization. Or, if the youth decides they do not wish to participate in the Safe Harbor Diversion process in regards to the instant offense.

- 1. Process to follow if a child is suspected of being trafficked or at risk of being trafficked
 - a. Court Personnel
 - If a staff person identifies a child as being suspected of being trafficked, they will notify the Safe Harbor Coordinator. The Ohio Department of Youth Services Human Trafficking Screening Tool will be completed.
 - ii. The Safe Harbor Coordinator and/or a representative from the Salvation Army's Anti-Trafficking Program will meet with the child within a reasonable amount of time (to be determined by the child's location detention, home, group home, other) and complete the Ohio Department of Youth Services Human Trafficking Screening Tool. A report will be made to 241-KIDS and a referral to the local anti-human trafficking task force, if appropriate, will be made.
 - The Safe Harbor Coordinator and/or Salvation Army will contact the local anti-human trafficking task force and start the process for identifying possible known traffickers, begin the investigation of the

case and plan for a forensic interview if deemed appropriate. A youth's satisfactory compliance will in no way be contingent upon the youth's participation in the law enforcement investigation process.

b. Defense Counsel

- Defense Counsel will notify the Safe Harbor Coordinator and will also contact 241-KIDS if a child is suspected of being trafficked. The designated Magistrate will be notified of the case and a GAL will be appointed. The case will then be advanced to the designated Magistrate's docket.
- ii. The Safe Harbor Coordinator and/or a representative from the Salvation Army's Anti-Trafficking Program will meet with the child within a reasonable amount of time (to be determined by the child's location detention, home, group home, other) and complete the Ohio Department of Youth Services Human Trafficking Screening Tool. A report will be made to 241-KIDS and a referral to the local anti-human trafficking task force, if appropriate, will be made.
- ii. The Safe Harbor Coordinator and/or a representative from the Salvation Army's Anti-Trafficking Program will contact the local anti-human trafficking task force and start the process for identifying possible known traffickers, begin the investigation of the case and plan for a forensic interview if deemed appropriate. A youth's satisfactory compliance will in no way be contingent upon the youth's participation in the law enforcement investigation process.

c. Probation

- i. Probation Officers will ask a series of identified questions (see attachment #1) during their initial interview/meeting in an attempt to identify any youth who has been a victim of human trafficking, or is at risk of being a victim of human trafficking.
- If a youth endorses any of those initial intake questions, Probation Officer will notify the Safe Harbor Coordinator and the Ohio Department of Youth Services Human Trafficking Screening Tool will be completed.
- Any necessary protocol for a mandated reporter should still be followed in addition to notifying the Safe Harbor Coordinator.
- iv. The Safe Harbor Coordinator and/or a representative from the Salvation Army's Anti-Trafficking Program will meet with the child within a reasonable amount of time (to be determined by the child's location detention, home, group home, other) and complete the Ohio Department of Youth Services Human Trafficking Screening Tool. A report will be made to 241-KIDS and a referral to the local anti-human trafficking task force, if appropriate, will be made.
- iii. The Safe Harbor Coordinator and/or a representative from the Salvation Army's Anti-Trafficking Program will contact the local anti-human trafficking task force and start the process for identifying possible known traffickers, begin the investigation of the case and plan for a forensic interview if deemed appropriate. A youth's satisfactory compliance will in no way be contingent upon the youth's participation in the law enforcement investigation process.

d. Assessment Center

- i. Assessment Center staff will ask a series of identified questions (see attachment #1), of any youth they have contact with who have NOT previously been through the intake process at Detention, in an attempt to identify any youth who has been a victim of human trafficking, or is at risk of being a victim of human trafficking.
- If a youth endorses any of those initial intake questions, Assessment Center staff will notify the Safe Harbor Coordinator and the Ohio Department of Youth Services Human Trafficking Screening Tool will be completed.
- Any necessary protocol for a mandated reporter should still be followed in addition to notifying the Safe Harbor Coordinator.
- iv. The Safe Harbor Coordinator and/or a representative from the Salvation Army's Anti-Trafficking Program will meet with the child within a reasonable amount of time(to be determined by the child's location detention, home, group home, other) and complete the Ohio Department of Youth Services Human Trafficking Screening Tool. A report will be made to 241-KIDS and a referral to the local anti-human trafficking task force, if appropriate, will be made.
- iv. The Safe Harbor Coordinator and/or a representative from the Salvation Army's Anti-Trafficking Program will contact the local anti-human trafficking task force and start the process for identifying possible known traffickers, begin the investigation of the case and plan for a forensic interview if deemed appropriate. A youth's satisfactory compliance will in no way be contingent upon the youth's participation in the law enforcement investigation process.

e. Detention Intake

- i. Intake staff at detention will ask a series of identified questions (see attachment #1) in an attempt to identify any youth who has been a victim of human trafficking, or is at risk of being a victim of human trafficking.
- If a youth endorses any of those initial intake questions, intake staff will notify the Safe Harbor Coordinator and the Ohio Department of Youth Services Human Trafficking Screening Tool will be completed.
- iii. Current 2020 protocol when a child is identified for sexual assault is to contact the police and HCJFS. This will continue. In addition, staff will also notify the case manager for the 2020 magistrate to initiate the protocol.
- iv. The Safe Harbor Coordinator and/or a representative from the Salvation Army's Anti-Trafficking Program will meet with the child within a reasonable amount of time (to be determined by the child's location detention, home, group home, other) and complete the Ohio Department of Youth Services Human Trafficking Screening Tool. A report will be made to 241-KIDS and a referral to the local anti-human trafficking task force, if appropriate, will be made.
- v. The Safe Harbor Coordinator and/or a representative from the Salvation Army's Anti-Trafficking Program will contact the local anti-human trafficking task force and start the process for identifying possible known traffickers, begin the investigation of the case and plan for a forensic interview if deemed appropriate. A youth's satisfactory compliance will in no way be contingent upon the youth's participation in the law enforcement investigation process.

2. Development of Multi-Disciplinary Team

- a. The Safe Harbor Coordinator will initiate contact with service providers and all professionals currently involved with the youth to schedule a multi-disciplinary team meeting and introduce the Safe Harbor process. If at any time additional service providers become involved with the youth, they will be added to the team.
- b. A Multi-Disciplinary Team meeting should be scheduled as soon as possible.
 - The team, with input from the youth, will work to identify the youth's strengths and needs in order to assist in the development of the youth's Individualized Service Plan.
 - ii. Service referrals should be made to address the youth's needs.
- c. Team Meetings should occur a minimum of once a month
- d. Safe Harbor Coordinator will remain involved for the duration of the court's involvement. This includes any delinquency or dependency court involvement.
 - i. Upon the court terminating involvement, the Safe Harbor Coordinator will work with the Multi-Disciplinary team to ensure a plan is in place to ensure a continuity of care.
- e. The youth is a critical part of the Multi-Disciplinary Team and their voice should be included in all aspects if they choose to participate.

Court-Wide Training:

1. The Safe Harbor Coordinator will ensure Human Trafficking specific training is offered and available to court employees on a yearly basis. This training should be trauma informed and include trauma-responsive care information.

ATTACHMENT #1

INITIAL TRAFFICKING INTAKE QUESTIONS

☐ Have you ever been asked to trade sex for something you need or want (like drugs, money, food, a place to stay, etc.)?	
[Type text]	Page 7

☐ Have you ever been forced to have sex with other people?
\Box Have you ever been forced to do work (whether it's an actual job, housework, selling drugs, stealing, etc.) that you didn't want to do?
☐ Have you ever had to provide for your own basic needs or support yourself financially?

Appendix G: Supreme Court Bench Card



THE SUPREME COURT of OHIO

JUVENILE HUMAN TRAFFICKING, OHIO LAWS & SAFE HARBOR RESPONSE

RED FLAGS IN JUVENILE HUMAN TRAFFICKING

Juveniles are unlikely to self-identify as trafficking victims or ask for help to stop their exploitation, especially in open court. When exploitation is not apparent, the following red flags may help identify juvenile trafficking victims. This is not an exhaustive list, but represents the compilation of indicators found in research and validated by the experiences of court professionals and social service providers. The presence of multiple indicators may alert the court of the need for human trafficking screening.

HEALTH

- Unexplained bruises or injuries, e.g., broken bones, burns, or cuts
- Signs of prolonged, undiagnosed, or untreated illness or disease, e.g., bed bugs or other parasites, or frequent bladder or yeast infections
- Signs of malnourishment or excessive hunger
- Signs of extreme fatigue or exhaustion
- Sexually transmitted infections
- Multiple pregnancies, miscarriages, or terminations
- Substance use
- Chronic dental problems

PAST OR CURRENT CHARGES

- Prostitution, solicitation, or loitering to engage in solicitation
- Theft of necessities, e.g., food, clothing, hair, condoms, or personal hygiene products
- Disorderly conduct
- Status offenses, e.g., truancy, unruly, underage drinking, or curfew violations
- Drug offense

APPEARANCE

- Inappropriately dressed for weather, location, or age
- Branding or tattoos, e.g., boyfriend/girlfriend or friend's name, gang, or other symbol as if indicating ownership
- New hairstyle, professional manicure, clothes, shoes, electronic or other expensive gift
- Large amounts of cash, prepaid credit cards, hotel keys, receipts, matches, or multiple cellphones
- Non-verbal communication with an unrelated adult, e.g., seeking approval before answering questions
- Presence of an overtly controlling or concerned older male or female friend

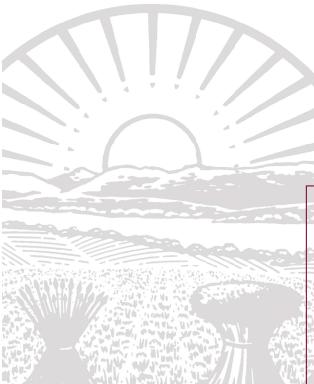
RED FLAGS IN JUVENILE HUMAN TRAFFICKING - continued

SOCIAL, EMOTIONAL, OR BEHAVIORAL

- Signs of trauma
- Unusually paranoid or fearful
- Emotional extremes, such as numbness, dulled affect, depressed, low self-esteem or submissive, or angry, defiant, belligerent, or defensive
- Significant changes in behavior, e.g., falling asleep in school, overtly sexual, preoccupied with money
- Hanging around much older men or women
- Increasingly truant or absent from school
- Gang affiliation

FAMILY, HOME, OR PLACEMENT

- Multiple placements with minimal social support
- Homelessness
- Disconnected from family
- Guardianship by unrelated adult or older male/ female friend
- Family history of prostitution or solicitation
- History of physical or sexual abuse or neglect
- History of domestic violence or family dysfunction
- Unsure or unwilling to give "home" address or identify other household members
- Fearful of consequences for not following rules, e.g., returning "home" at set times
- Lives in a hotel or reports frequent travel to other cities
- Concerned about immigration documents or status



This Juvenile Human Trafficking, Ohio Laws & Safe Harbor Response Bench Card was prepared by the Children and Families Section in collaboration with its Advisory Committee on Children and Families as a service to Ohio's juvenile courts. The points of view in this piece are those of the authors and may not represent the official policies or positions of the Supreme Court of Ohio.

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JUVENILE HUMAN TRAFFICKING LAWS AT A GLANCE

Trafficking in Persons¹ is defined as knowingly or knowingly attempting to recruit, lure, entice, isolate, harbor, transport, provide, obtain, or maintain another person, knowing that the person will be subjected to involuntary servitude or be compelled to engage in sexual activity or sexually-oriented performance. The two essential elements are: (1) service or labor exploitation of another and (2) compulsion by force, fear, duress, intimidation, or fraud.²

SEX TRAFFICKING OF JUVENILES

- May not need to show compulsion based on the victim's age or circumstances.³
- Implicit or explicit agreement to:
 - Engage in sexual activity for hire,
 - Engage in an obscene, sexually-oriented or nudity-oriented performance for hire, or
 - Model or participate for hire in the production of obscene, sexually-oriented, or nudity-oriented material.⁴
- Exchange for something of value:
 - May be of de minimis value, e.g., food, shelter, clothing, etc.
 - May be given to someone other than the juvenile.
- Exploitation through sex trafficking may include, but is not limited, to:
 - Street prostitution
 - Stripping
 - Gang-based prostitution
 - Interfamilial pimping
 - Forms of internet-based exploitation⁵
 - Survival sex.

LABOR TRAFFICKING OF JUVENILES

- Must always show compulsion.⁶
- Compulsion may be found if juvenile acted as a result of force, threats, or lies.
- Recruitment often by false pretenses or circumstances.
- Being sold without the juvenile victim's knowledge.

- Exploitation through labor trafficking may include, but is not limited, to:
 - Traveling sales crews, e.g., magazine or cleaning product sales.
 - Hair braiding, salons, factory, or farm work.
 - Gang activity, e.g., forced criminal activity to protect self or family.
 - Truancy as a result of forced work, poor work conditions, or unfair compensation to pay debt bondage.
 - Criminal activity at the direction of another, e.g., forced criminal act.

SAFE HARBOR'S PATHWAY⁷

- Charged with certain sex offenses, per se Safe Harbor applies:⁸
 - Prostitution
 - Solicitation
 - Loitering to engage in solicitation
- "Reason to believe" the juvenile is a victim of trafficking in person:⁹
 - Law creates a low threshold for potential case identification, including referrals by justice partners, law enforcement, parents, or court staff
 - Consider non-delinquency red flags to help determine whether the delinquent behavior is in connection to trafficking or exploitation.
 - Consider if charges are related to the juvenile's victimization, e.g., theft, status, or drug offenses.

► See ENDNOTES

SAFE HARBOR RESPONSE

Ohio juvenile courts may use Safe Harbor protections broadly, regardless of the instant charge against the juvenile or juvenile's history of adjudication or criminal history. That is, Safe Harbor is neither a one-time only nor first-time offender statute. The threshold question is low: Does the court have reason to believe the juvenile is a trafficking victim? Safe Harbor response is not dependent on either the juvenile's participation or cooperation in the case against the trafficker, or the trafficker's identification, prosecution, or conviction.

- Make a finding that there is reason to believe the juvenile is being trafficked and the charges are related to the juvenile's victimization.
 - Court may hold a hearing to determine there is reason to believe the juvenile is a victim of trafficking or find sua sponte.
 - If held, the purpose of hearing is to determine if the complaint is eligible for Safe Harbor protection.
 - The prosecutor has a right to participate in the Safe Harbor hearing, object to diverting the complaint, and make diversion recommendations.
- Place the complaint in abeyance upon finding there is reason to believe the juvenile is a victim of trafficking or is being exploited and the charges are related to the victimization.
 - Juvenile must agree to the Safe Harbor hearing.
 - Juvenile need not admit to any victimization related to the trafficking during the hearing.
- Appoint a guardian ad litem separate and apart from defense counsel.¹⁰

PRACTICE TIP ► If the court denies the request for Safe Harbor status, consider issuing findings of facts and conclusions of law.

- Hold the complaint in abeyance for 90 days; if the juvenile needs additional time to complete the diversion activities, may extend time for two additional 90-day periods (270 days total).¹¹
 - Sua sponte or by agreement of the parties after a brief hearing, may extend the time for holding the case in abeyance; journalize the decision to extend time.
 - Order appropriate treatment and services to divert juvenile away from prosecution and prevent further victimization.
 - Consider specialized treatment programs and diversion strategies.
 - See COURT RESPONSES TO TRAFFICKING OF JUVENILE, for suggestions.
- If the juvenile completes the diversion activities to the court's satisfaction, the case must be dismissed and records expunged.¹²

PRACTICE TIP ► For case management statistical reporting, cases held in abeyance can be "stayed" and removed off Form D on Line 11, Unavailability of a Party. Once the diversion period has terminated, the case should be reactivated on Line 3 of Form D, and the final disposition reported in due course.

COURT RESPONSES TO TRAFFICKING OF JUVENILES

- Convene a court committee on human trafficking.
 - Develop protocols for a team approach that includes how victims will be identified, agency points of contact and roles, and information sharing process.
- Encourage training for court personnel and justice partners on trafficking of children and trauma.
- Partner with community-based service providers who specialize in trauma, human trafficking, domestic violence, and sexual assault.
 - Join a local human trafficking coalition or task force.¹³
 - Collaborate with justice partners to ensure ageappropriate treatment.
 - Identify providers for appropriate medical care, e.g., child advocacy centers, SANE programs, local hospitals, or medical centers.
 - Create specialized services in partnership with justice partners, beyond counseling and treatment, that promote positive, pro-social activities, e.g., art, dance, sculpture, painting, crafts, sports, running, music, singing, career mentoring, etc.
 - Establish mentorship programs for juveniles who are trafficked or are at high risk for being trafficked.
 - Collaborate with justice partners to create longterm adult support/mentor system for juveniles who are no longer court-involved.
- Rely on validated human trafficking screening or assessment tools.¹⁴
 - Determine when screening or assessment will be done, who is best equipped to administer the tools, and how the information will be shared with the court.
- Incorporate quality assurance evaluation and review to court's process to ensure model fidelity.
- Consider the placement options for trafficked juveniles.
 - Create partnership with justice partners for special placement.

- Avoid using detention or other locked-down facilities for placement. It re-traumatizes trafficked juveniles and reinforces a punitive approach.
- If a locked-down facility is the only option, ensure the facility is trauma-responsive.
- Adopt local court rules and policies that incorporate an explicit philosophy on anti-human trafficking.
 - Appoint guardians ad litem who have received human trafficking training.
 - Keep confidential names of juvenile victims, regardless of existing delinquency record. 15
 - Create procedure to seal and expunge records of trafficked juveniles.
 - Notify law enforcement and National Center for Missing & Exploited Children immediately if a juvenile in foster care runs away or is missing or abducted.
 - Consider case management issues relative to the complexity of the case.
- Incorporate trauma-responsive strategies into court practices.¹⁶
 - Use trauma-informed language to acknowledge the trafficked juveniles' victimization,
 e.g., referring to sex trafficked juveniles as "prostitutes" minimizes their victimization.
- Be aware of traffickers' presence in the courtroom and their subtle power to influence juveniles.
 - Inquire if the juvenile's safety is compromised if left unsupervised in the community.
 - Consider if the case against the trafficker will impact proceedings in juvenile court.
- Consider starting a specialized human trafficking docket.
 - Define eligibility criteria for juveniles who may participate in the docket.
 - Reach out to justice partners to formalize relationships.
 - Contact the Supreme Court of Ohio for technical assistance.¹⁷

► See ENDNOTES

RESOURCES

A Guide to Human Trafficking for State Courts, Human Trafficking and the State Courts Collaborative, (2014).

Human Trafficking Jurist Checklist. Cuyahoga County Common Pleas Court, Juvenile Division.

Human Trafficking and the State Courts Collaborative.

Human Trafficking Overview. National Council of State
Legislatures.

Recognizing the Signs. National Human Trafficking Resource Center.

<u>Human Trafficking "Red Flags</u>." Office of the Indiana Attorney General.

<u>Human Trafficking Red Flags List</u>. Office of the Ohio Public Defender.

<u>Human Trafficking: Ohio's Tragic Reality, Sex and Labor Trafficking Fact Sheets</u>. Ohio Human Trafficking Task Force.

Missing Children, State Care, and Child Sex Trafficking:
Engaging the Judiciary in Building a Collaborative
Response. National Center for Missing & Exploited
Children, and National Council of Juvenile and Family
Court Judges, 2015.

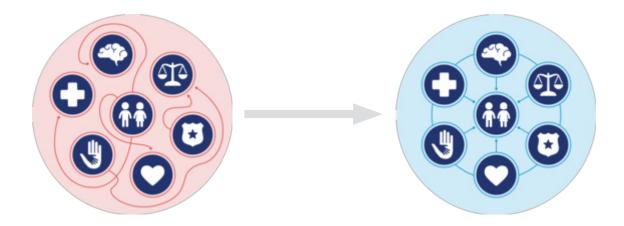
ENDNOTES

- 1 See R.C. 2905.32 and 22 USC § 7102
- 2 R.C. 2905.32(B). Compulsion need not be openly displayed or physically exerted, nor must it be construed to include "coercion." *State v. Warren*, 2015-Ohio-3671 (8th Dist).
- 3 R.C. 2905.32(A)(2)-(3). State law makes certain distinctions based on the juvenile's age. Compulsion is not an element if the juvenile is under 16 years old or developmentally disabled. However, if the juvenile is 16 or 17 years old, compulsion may be a required element, except if the person compelling the act is a parent or person in loco parentis.
- 4 R.C. 2905.32(A)(2)-(3)
- 5 A Guide to Human Trafficking for State Courts (2014), page 78.
- 6 R.C. 2905.31(A). "Involuntary Servitude" is defined as requiring compulsion, so compulsion must be found in any forced labor case.
- 7 R.C. 2152.021(F). "Safe Harbor" refers to the statutory mechanism that grants courts the ability to hold a complaint in abeyance under certain circumstances.
- 8 R.C. 2152.021(F)(1)(a); see also R.C. 2907.25, 2907.24 and 2907.241

- 9 R.C. 2905.32 and 2152.021(F)(1)(b)
- 10 R.C. 2152.021(F)(3). Also, due to the complexities of these cases, it is best practice to appoint a guardian ad litem who has received specialized human trafficking training.
- 11 R.C. 2152.021(F)(4)
- 12 R.C. 2152.021(F)(5)
- 13 Updated list of local coordinated response is available at http://www.publicsafety.ohio.gov/ht/coalitions.html.
- 14 See, e.g., Westcoast Children's Clinic CSE-IT available at http://www.westcoastcc.org/wp-content/uploads/2015/04/ WCC-CSE_IT-Pilot-14Apr2015.pdf; Covenant House HTIAM-14 available at http://renewalforum.org/wp-content/ uploads/Covenant-house-assessment.pdf; Vera Institute Trafficking Victim Identification Tool available at http:// archive.vera.org/sites/default/files/resources/downloads/ human-trafficking-identification-tool-and-user-guidelines.pdf
- 15 Ohio Sup.R. 44(C)(2)(a); R.C. 149.435(B)
- 16 See e.g., Essential Elements of a Trauma-Informed Juvenile Justice System, National Child Traumatic Stress Network, available at http://www.nctsn.org/sites/default/files/assets/ pdfs/jj_ee_final.pdf
- 17 For technical assistance, contact the Supreme Court of Ohio's Specialized Docket Section, specdocs@sc.ohio.gov.

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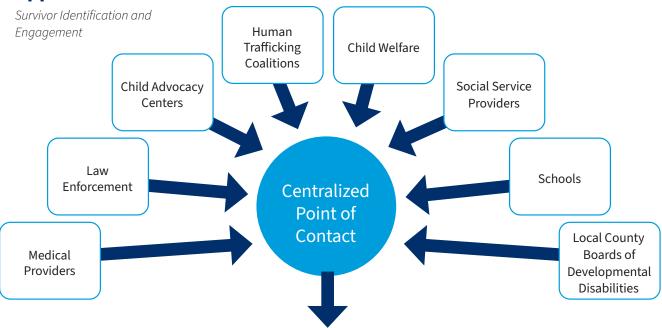
Appendix H: CAC Flow Chart



Prior to the Child Advocacy Center (CAC) model, children who experienced abuse would often have to repeatedly narrate their abuse to multiple professionals (doctors, police, lawyers, therapists, investigators, judges, etc.) that were siloed in their approach to supportive services, resulting in a system that was difficult to navigate for victims and their families. When cases of child maltreatment are handled through CACs, the CAC can coordinate a response in which professionals are communicating to each other and to the child/family within a trauma-informed lens. In this model, children receive comprehensive services with support as they navigate the response to their abuse, with the CAC serving as the centralized point of contact for the multidisciplinary team.

Note: These graphics are from the National Children's Alliance.

Appendix I: Centralized Point of Contact



Centralized Point of Contact (CPOC) Responsibilities

1

Comprehensive Care

Mobilize Other Relevant Systems to Ensure Coordinated Care

- Law Enforcement
- Child Welfare
- Child Advocacy Center
- Human Trafficking Coalition-Comprehensive Services Provider
- Legal Services

2

Ensure that human trafficking survivor's immediate, short-term, and long-term needs are met through the community's coordinated system of care, which may vary based on the services in the area. Needs are individual but may include the following:

Immediate/Short-Term

- Linkage to Comprehensive Case Management
- Basic Needs
- Medical Care/SAFE Exam: Child Advocacy Center
- Detox Services
- Safe Housing/Placement
- Legal Services
- Interpretation/Translation
- Acute Mental Health

Long-Term

- Counseling/Therapy
- Substance Use Disorder Treatment
- Legal Services
- Immigration Services
- Residential Treatment
- Family Reunification
- Medical Care
- Safe Permanent Housing
- Education
- Job Training
- Mentoring
- Community/Culturally-Specific Support