

Identifying and Assessing Human Trafficking

An Assessment Tool
Part 2



The Assessment Tool

Why is a tool important?

- ▶ Helps to expand our definitions/concept of human trafficking
- ▶ Gives us the words and ideas necessary to ask the questions
- ▶ Provides us evidence needed for best practices to be developed
- ▶ Helps with further advocacy efforts



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Separated Into Three Parts

Act +

The trafficker must commit one or more of the following acts:

recruit
transport
transfer
harbour
receive
give/receive benefit
control

by

Means +

Using one or more of the following means:

violence
threat of violence
coercion
abduction
fraud
deception
abuse of power
or position of
vulnerability

for

Purpose = Human Trafficking

For the purpose of exploitation in one or more of the following forms:

sexual exploitation
forced labour
slavery
servitude
organ removal
forced labour or services





Before Tool Use

- ▶ Knowledge of Human Trafficking
 - Online training
- ▶ Familiar with the tool
 - Review the tool
 - Not typical interview process
 - Consult as often as needed
- ▶ Ability to ask open ended questions
 - Allow them to tell their story
- ▶ Mindful of individual experiences and language



Interview Principles

- ▶ Empathy
- ▶ Trust building
- ▶ Open ended questions
- ▶ Provision of hope
- ▶ Sense of safety
- ▶ Provide options
- ▶ Follow up



Scenario #1

Hi _____ I am officer Smith. I was wondering if you could tell me a little bit about why police were called today?

I don't know. I am very angry and my husband thinks I'm crazy.

Why would he think that?

Because I get so angry I can not control my temper anymore. I am so sick of the way I am living.

Lets talk about that a little bit more. Can you share with me the way you are living?

I don't want to talk about it! He is an evil man and I can not speak of this.

I know this can be hard to talk about, but can you tell me what he does you feel is evil?

I've called police before, but before they come, he threatens to send me home so I tell police nothing is wrong and I am fine. If I tell the truth, I will have to go home.

Why would you have to go home?



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He is my sponsor, he says I have to do what he says or I will go home. Home is very violent, I can't go home or I will be killed. He reminds me of this every day.

My job is to help protect you and to arrest people if they commit a crime. If you have questions or you're worried about your immigration status, we can get you to someone who can give you legal advise about immigration.

We are driving now to my husband's lawyer where my husband is cancelling the sponsorship, because I told him I do not want to live like this anymore, I would rather die.

I know this is difficult, but can you share with me something he does that makes you feel that way.

He makes me have sex all the time, many times a day. Also with his friends who treat me badly. They signed my wedding papers so he tells me I have to do this or our marriage is over and I will be deported.

I am so very sorry these things have happened to you.



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Type of Recruitment	Yes	No
They signed a contract that they did not understand.		
The recruiting source purposely misinformed them about the nature of the job (i.e. when they arrived/ started the job, the hours, pay, job role, type of services, conditions of work or/and living situation, were different than described).		
They were promised legal documentation or valid employment (i.e. valid work contract, permit, regular immigration status) but the promise turned out to be false.		
They were lured through promises of benefits, for example of: marriage, adoption, family reunification, about access to opportunities, receiving money, gifts, favours, and/or other valuables.	X	
The potential trafficker deceived the person about their relationship to facilitate exploitation (i.e. romantic, friendship, mentorship, etc.).	X	
They were sold.		
They were kidnapped.		

Surveillance / Monitoring	Yes	No
They are not allowed to leave their residence/work premises, are only allowed to leave while accompanied by someone, or must regularly “check in,” causing isolation and/or confinement.	?	
They have partial or restricted freedom to communicate with others (i.e. they are prohibited from contacting family, friends, or others).	?	
Their actions are monitored or under surveillance.	?	
They must follow strict rules placed on them by the potential trafficker.	?	
Use of Threats or Intimidation	Yes	No
They are threatened with worse conditions, denial of basic needs, violence against them or family, or threats of informing family, community or public of their activities.	?	
The potential trafficker threatens them with deportation or denouncing them to authorities if they do not follow rules, if they leave their situation, or if they do not provide services.	X	
Their documentation (i.e. passport, work permit, other ID documents) is held by someone else.	?	
They lost their immigration status because their work conditions were different from their contract/work permit, and as a result feel forced to stay in a situation/do something they do not want to do (i.e. carry out a service, work in abusive situations, marry, reduce debts, provide a body part, etc.).		
They are falsely informed about what could happen to them if they leave their situation.	?	
They are threatened with being prevented from contacting their loved ones if they leave their situation.	?	

National Human Trafficking Assessment Tool - Part II

3

Conditions of Abuse or Violence

Yes No

The dependency on and strong influence of the potential trafficker makes them feel forced to remain in the same situation, or to carry out additional activities.

They are being psychologically, verbally or emotionally abused.

They were forced to lie about their working conditions, and/or employer to authorities, family and others.

The potential trafficker denies them access to community or other services, to education opportunities, or social protections.

They are restricted from taking breaks while working.

They are forced to work when they are sick or injured.

They are not given appropriate medical care when needed.

They are punished for discussing their work conditions.

They were forced or encouraged to do criminal activities (i.e. to take or sell drugs or alcohol).

They are sexually abused and/or physically abused.

They were forced into marriage.

They were abducted or kidnapped.

Purpose

Exploitation: According to the Palermo Protocol definition, exploitation includes “the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs.”

Labour and Sexual Exploitation	Yes	No
They are forced to accept different and worse working conditions, or to work in changing locations, putting them in a precarious situation.		
Their working / living conditions are poor and unsafe.		
They are forced to work long hours with little or no breaks / time off.		
Their potential trafficker did not respect the contract or labour laws.		
Financial exploitation	Yes	No
They are paid little or no money for their work		
They are forced to provide sexual services and/or are paid little or no money for sexual services provided.	?	
Their pay is deducted or manipulated (i.e. deductions for food, housing or other expenses, and person may have limited or no control over their wages).		
They are punished by not getting paid.		
They are working to pay back to the potential trafficker money they owe.		
Other forms of exploitation	Yes	No
They were deceived or forced into selling or giving up their organs.		
Other (please indicate)		



Scenario #2

- ▶ Can you tell me your name?
- ▶ **John Smith**
- ▶ Can I see your ID so I can photocopy it for our records?
- ▶ **I don't have my ID, my boss keeps it**
- ▶ Oh ok, where do you live?
- ▶ **I don't know the address**
- ▶ Are there other people that live with you?
- ▶ **Yes**
- ▶ Is anyone home right now? I see someone waving in the window. Are they your friends there?
- ▶ **They are other workers I live with.**
- ▶ What do you do?
- ▶ **Build houses**





How do you like building houses?

It's OK...It's hard work.

I bet it is. Is that why you came to Canada? To be a worker in construction?

Yes, but I have made a refugee claim and now I was told I must apply for Ontario Works.

Oh, who told you that you had to apply?

The bosses who paid for me to come here

How long have you worked for them?

I'm not sure. A few months.

Most often people who apply for Ontario Works are not working. How much money do you make each month doing construction?

They do not pay me, because I owe them money for my plane fare and for other things.



Do you work everyday? How many hours do you work in a day?

Yes, we work every day between 7 in the morning and about 7 at night.

How many workers are there?

There are 4 that work together and live in the basement of the boss's house.

I'm worried about the fact you are not getting paid and you always owe money to your boss. It doesn't seem that you should owe them.

I have to go back to work. There will be trouble if I am late.

Will you tell me what kind of trouble could happen?

I can not say. I need to go back.

Ok, here is my phone number. I want you to know what seems to be happening to you is not ok. If you want help you can call me or if someone is hurting you or threatening you can call the police. I won't call them without your permission.

Ok, I am going.

Type of Recruitment	Yes	No
They signed a contract that they did not understand.	?	
The recruiting source purposely misinformed them about the nature of the job (i.e. when they arrived/ started the job, the hours, pay, job role, type of services, conditions of work or/and living situation, were different than described).	X	
They were promised legal documentation or valid employment (i.e. valid work contract, permit, regular immigration status) but the promise turned out to be false.	X	
They were lured through promises of benefits, for example of: marriage, adoption, family reunification, about access to opportunities, receiving money, gifts, favours, and/or other valuables.		
The potential trafficker deceived the person about their relationship to facilitate exploitation (i.e. romantic, friendship, mentorship, etc.).		
They were sold.		
They were kidnapped.		

National Human Trafficking Assessment Tool - Part II

2

Debt manipulation and bondage	Yes	No
When they arrived or began working they were told that they owed their potential trafficker money for recruitment, transportation, or other expenses.	X	
They paid a recruiter to help them find the opportunity and/or gave money for things as passport, documentation (i.e. work permit, visa), travel or other expenses.	?	
Other (please indicate):		

Transportation, movement, transfer, harbouring, receipt of persons

Travel and Arrival at Employment Destination	Yes	No
They traveled with the potential trafficker but did not know where they were being taken.	?	
They willingly traveled to employment destination and when they arrived found out the earnings, type of services, work or living conditions were different from those promised.	?	
They were told that the employer would cover all/part of their travel costs, but the employer did not cover them.	?	
Movement/transfer of individual	Yes	No
They went through several transit locations before and while working, not knowing where they were being taken to.		
Harbouring	Yes	No
They were forced to work/stay in hiding for a certain period of time.		
Other (please indicate):		

Means

Coercion can involve some type of restriction of the victim's freedom by use of strict rules, surveillance and/or isolation. Victims can also be **forced** to work by means of violence or threat of violence, **abuse** of authority or of strong influence, position of vulnerability (i.e. dependency, financial, family situation, lack of support system, etc.), **debt bondage, fraud, deception**, or other forms of coercion. Traffickers can also obtain victims through kidnapping or abduction.

Surveillance / Monitoring	Yes	No
They are not allowed to leave their residence/work premises, are only allowed to leave while accompanied by someone, or must regularly "check in," causing isolation and/or confinement.		
They have partial or restricted freedom to communicate with others (i.e. they are prohibited from contacting family, friends, or others).		
Their actions are monitored or under surveillance.		
They must follow strict rules placed on them by the potential trafficker.		
Use of Threats or Intimidation	Yes	No
They are threatened with worse conditions, denial of basic needs, violence against them or family, or threats of informing family, community or public of their activities.	X	
The potential trafficker threatens them with deportation or denouncing them to authorities if they do not follow rules, if they leave their situation, or if they do not provide services.		
Their documentation (i.e. passport, work permit, other ID documents) is held by someone else.		
They lost their immigration status because their work conditions were different from their contract/work permit, and as a result feel forced to stay in a situation/do something they do not want to do (i.e. carry out a service, work in abusive situations, marry, reduce debts, provide a body part, etc.).		
They are falsely informed about what could happen to them if they leave their situation.		
They are threatened with being prevented from contacting their loved ones if they leave their situation.		

National Human Trafficking Assessment Tool - Part II

3

Conditions of Abuse or Violence	Yes	No
The dependency on and strong influence of the potential trafficker makes them feel forced to remain in the same situation, or to carry out additional activities.		
They are being psychologically, verbally or emotionally abused.		
They were forced to lie about their working conditions, and/or employer to authorities, family and others.		
The potential trafficker denies them access to community or other services, to education opportunities, or social protections.		
They are restricted from taking breaks while working.		
They are forced to work when they are sick or injured.		
They are not given appropriate medical care when needed.		
They are punished for discussing their work conditions.		
They were forced or encouraged to do criminal activities (i.e. to take or sell drugs or alcohol).		
They are sexually abused and/or physically abused.		
They were forced into marriage.		
They were abducted or kidnapped.		
Debt	Yes	No
They were forced to pay their potential trafficker for debt through services, labour, or other practices.		
They cannot leave because they owe money to the potential trafficker.		
Their pay was withheld or deducted unjustifiably (ex. for wildly overpriced housing or to cover presumed debt/charges).		
Other (please indicate)		

Other (please indicate)

Purpose

Exploitation: According to the Palermo Protocol definition, exploitation includes “the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs.”

Labour and Sexual Exploitation	Yes	No
They are forced to accept different and worse working conditions, or to work in changing locations, putting them in a precarious situation.		
Their working / living conditions are poor and unsafe.		
They are forced to work long hours with little or no breaks / time off.		
Their potential trafficker did not respect the contract or labour laws.		
Financial exploitation	Yes	No
They are paid little or no money for their work	X	
They are forced to provide sexual services and/or are paid little or no money for sexual services provided.		
Their pay is deducted or manipulated (i.e. deductions for food, housing or other expenses, and person may have limited or no control over their wages).	X	
They are punished by not getting paid.	X	
They are working to pay back to the potential trafficker money they owe.	X	
Other forms of exploitation	Yes	No
They were deceived or forced into selling or giving up their organs.		
Other (please indicate)		



Scenario #3

Hi, my name is Cynthia. I go to the church over on the west side. This lady has been coming for some time and she and I have gotten close. She told me some things today that concern me about her living and working conditions. I didn't know where to bring her. I am hoping you can help or point her in the right direction. My friend's name is Sandra.

Hi Cynthia, thank you for bringing Sandra. Do you mind if I talk to Sandra alone? Sandra, would that be ok? Cynthia will be right outside the door if we need her.

Ok

Sandra, my name is Lana. I work with newcomers to Canada. How long have you been in Canada?

About 2 years

Cynthia said she was worried about you and about your work. Will you tell me about that?

I explained to her that my employers wouldn't let me go to the doctors when I was sick & that they yell at me all the time .





I'm sorry that's happening to you Sandra. It is hard to work when you're not well and people are yelling at you.

I could take it before when it was just the lady, but now the kids are grown and they do it too. I am too old now. I ask to go to the doctor and they say I have no time off to go.

Well, we can arrange for you to see someone today if you like.

Ok, but I have to get back soon because I am only allowed at church for 2 hours. I want to know what my rights are. I have no money to travel home or call my family. My boss says I am not allowed to keep money.

When they yell at you Sandra, what do they say?

They call me names and tell me I am a terrible worker. They tell me how powerful they are in our country and that they can make things hard for my kids.

There might be different options for you to think about Sandra. This might be something the police would speak to you about if you wanted. It might be something a legal clinic could help with under our employment laws. It might be something that could be taken to court under other laws here.

Is there a time or way we can speak again? Do you have a phone or would you like me to meet you again?

Type of Recruitment	Yes	No
They signed a contract that they did not understand.		
The recruiting source purposely misinformed them about the nature of the job (i.e. when they arrived/ started the job, the hours, pay, job role, type of services, conditions of work or/and living situation, were different than described).	X	
They were promised legal documentation or valid employment (i.e. valid work contract, permit, regular immigration status) but the promise turned out to be false.		
They were lured through promises of benefits, for example of: marriage, adoption, family reunification, about access to opportunities, receiving money, gifts, favours, and/or other valuables.		
The potential trafficker deceived the person about their relationship to facilitate exploitation (i.e. romantic, friendship, mentorship, etc.).		
They were sold.		
They were kidnapped.		

National Human Trafficking Assessment Tool - Part II

Debt manipulation and bondage	Yes	No
When they arrived or began working they were told that they owed their potential trafficker money for recruitment, transportation, or other expenses.		
They paid a recruiter to help them find the opportunity and/or gave money for things as passport, documentation (i.e. work permit, visa), travel or other expenses.		
Other (please indicate):		

Travel and Arrival at Employment Destination	Yes	No
They traveled with the potential trafficker but did not know where they were being taken.		
They willingly traveled to employment destination and when they arrived found out the earnings, type of services, work or living conditions were different from those promised.	X	
They were told that the employer would cover all/part of their travel costs, but the employer did not cover them.		
Movement/transfer of individual	Yes	No
They went through several transit locations before and while working, not knowing where they were being taken to.		
Harbouring	Yes	No
They were forced to work/stay in hiding for a certain period of time.		
Other (please indicate):		

Means

Coercion can involve some type of restriction of the victim's freedom by use of strict rules, surveillance and/or isolation. Victims can also be **forced** to work by means of violence or threat of violence, **abuse** of authority or of strong influence, position of vulnerability (i.e. dependency, financial, family situation, lack of support system, etc.), **debt bondage, fraud, deception**, or other forms of coercion. Traffickers can also obtain victims through kidnapping or abduction.

Surveillance / Monitoring	Yes	No
They are not allowed to leave their residence/work premises, are only allowed to leave while accompanied by someone, or must regularly "check in," causing isolation and/or confinement.		
They have partial or restricted freedom to communicate with others (i.e. they are prohibited from contacting family, friends, or others).	X	
Their actions are monitored or under surveillance.		
They must follow strict rules placed on them by the potential trafficker.	X	

They must follow strict rules placed on them by the potential trafficker.

Use of Threats or Intimidation	Yes	No
They are threatened with worse conditions, denial of basic needs, violence against them or family, or threats of informing family, community or public of their activities.	X	
The potential trafficker threatens them with deportation or denouncing them to authorities if they do not follow rules, if they leave their situation, or if they do not provide services.		
Their documentation (i.e. passport, work permit, other ID documents) is held by someone else.		
They lost their immigration status because their work conditions were different from their contract/work permit, and as a result feel forced to stay in a situation/do something they do not want to do (i.e. carry out a service, work in abusive situations, marry, reduce debts, provide a body part, etc.).		
They are falsely informed about what could happen to them if they leave their situation.		
They are threatened with being prevented from contacting their loved ones if they leave their situation.		

National Human Trafficking Assessment Tool - Part II 3

Conditions of Abuse or Violence	Yes	No
The dependency on and strong influence of the potential trafficker makes them feel forced to remain in the same situation, or to carry out additional activities.		
They are being psychologically, verbally or emotionally abused.		
They were forced to lie about their working conditions, and/or employer to authorities, family and others.		
The potential trafficker denies them access to community or other services, to education opportunities, or social protections.	X	
They are restricted from taking breaks while working.		
They are forced to work when they are sick or injured.	X	
They are not given appropriate medical care when needed.	X	
They are punished for discussing their work conditions.		
They were forced or encouraged to do criminal activities (i.e. to take or sell drugs or alcohol).		
They are sexually abused and/or physically abused.		
They were forced into marriage.		
They were abducted or kidnapped.		
Debt	Yes	No
They were forced to pay their potential trafficker for debt through services, labour, or other practices.		
They cannot leave because they owe money to the potential trafficker.		
Their pay was withheld or deducted unjustifiably (ex. for wildly overpriced housing or to cover presumed debt/charges).		
Other (please indicate)		

Other (please indicate)

Purpose

Exploitation: According to the Palermo Protocol definition, exploitation includes “the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs.”

Labour and Sexual Exploitation	Yes	No
They are forced to accept different and worse working conditions, or to work in changing locations, putting them in a precarious situation.		
Their working / living conditions are poor and unsafe.		
They are forced to work long hours with little or no breaks / time off.	X	
Their potential trafficker did not respect the contract or labour laws.	X	
Financial exploitation	Yes	No
They are paid little or no money for their work		
They are forced to provide sexual services and/or are paid little or no money for sexual services provided.		
Their pay is deducted or manipulated (i.e. deductions for food, housing or other expenses, and person may have limited or no control over their wages).		
They are punished by not getting paid.		
They are working to pay back to the potential trafficker money they owe.		
Other forms of exploitation	Yes	No
They were deceived or forced into selling or giving up their organs.		
Other (please indicate)		



Scenario #4

Is there anything I can get for you? Are you hungry or thirsty?

Yes water

Do you understand my English or would you like an interpreter?

I understand you right now

Ok, we can call an interpreter later if you change your mind. I would just like to let you know you are safe here. This house is for women who have similar situations. I understand something happened tonight, would you like to talk about it?

Not really

Will you tell me how long you've been here?

1 month I think.

Did you come to visit or are you here to work? Oh that's ok. I won't contact anyone or tell anyone anything without your permission. My job is to make sure you are safe and have someone to talk to if you need anything.

I have to work, I am missing my work right now and I need to make money.



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What kind of work are you doing?

I am working in the strip club now. I need to pay off my airplane to Canada, pay for food and other things.

Did you dance in your country too? Is this the work you came to do here? The reason I ask is because sometimes people come thinking they are going to do one job, but then have to do another.

No, I knew I would dance here. Can I go now?

Are you feeling safe with this boss?

No but what can I do?

Well, we can help you to figure out your options and help you to be safe from this guy. You don't have to stay here, but you are welcome. You can take a shower and we have meals prepared. If you are comfortable telling me more tomorrow, I will have a better idea of what you might want to do first and who else we can go to for help.

I don't want to go back to my country, but I am afraid of him.

Well then staying here and staying away from him are the first things we'll look at.

Internet Explorer browser window showing the URL: <http://ccrweb.ca/sites/ccrweb.ca/files/national-human-trafficking-assessment-tool-part2.pdf>. The browser tabs include "National Human Trafficking A..." and "ccrweb.ca". The address bar shows "Ontario government to u...", "Suggested Sites (3)", "Suggested Sites", and "Web Slice Gallery".

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National Human Trafficking Assessment Tool - Part II

Debt manipulation and bondage	Yes	No
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National Human Trafficking Assessment Tool - Part II

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They were forced into marriage.		
They were abducted or kidnapped.		
Debt	Yes	No
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They are punished by not getting paid.		
They are working to pay back to the potential trafficker money they owe.		
Other forms of exploitation	Yes	No
They were deceived or forced into selling or giving up their organs.		
Other (please indicate)		



Analysis of Interview Process

- ▶ Empathy
- ▶ Trust building
- ▶ Open ended questions
- ▶ Provision of hope
- ▶ Sense of safety
- ▶ Provide options
- ▶ Follow up

Agencies by Province

British Columbia

B.C. Office to Combat Trafficking in Persons

1(888)712-7979

<http://www.pssg.gov.bc.ca/octip>

Alberta

ACT Alberta

(708)474-1104

<http://www.actaberta.org>

Manitoba

Manitoba's Human Trafficking Hotline

1(844)333-2211

Quebec

Consult Committee of Action against Trafficking

Of Humans Internally and Internationally(CATHII)

Online directory: <http://bit.ly/1JJZ4rp>

Prince Edward Island

Consult Prince Edward Island. Human Trafficking

Response Guide <http://bit.ly/1igRtGm>

Ontario

Ottawa Coalition to End Human Trafficking

Case management services (9am-4pm)☎613)769-6531

After hours consult:

<http://www.endtrafficking.ca/important-numbers>

Toronto Human Trafficking Help Line

(416)597-8808

London Middlesex County Area

CATI (Coalition Assisting Trafficked Individuals)

Emergency Helpline (519)438-2272

<http://catilondon.ca>

Windsor Essex County

Windsor Essex Anti-Human Trafficking Action Group

(WEFiGHT) Business Hours (519)256-7831

Victim Services (after hours)(519)723-2711

<http://www.wefight.ca>

Nova Scotia

Consult Nova Scotia Domestic Violence Resources Center

<http://bit.ly/1JA9Pez>

Further Training



<http://www.pssg.gov.bc.ca/octiptraining/index.html>



<http://helpingtraffickedpersons.org>