

Agency information
Agency:
Staff member name:
Client information
Date:
Client name:
Gender:
Age / date of birth:
Preferred language:
Country of origin:
Ethnicity:
Where was individual identified (city, province)?
Does the individual have active mental health concerns or addictions?
Is there gang involvement (or other safety concerns)?
Immigration status (if relevant):

Elements indicating possibility of human trafficking

If at least one condition is present in each of the sections below, your client has potentially been trafficked.

Please contact one of the agencies listed at the end of this tool. The elements are ordered roughly from weaker to stronger: you might need more than one element from each category if the factors met are at the beginning of the list.

Note: “Potential trafficker” may refer to many different relationships, including intimate partners, family members, community members, employers, recruiters, gang member, friend, acquaintance, stranger, or other possible relationships. Recruitment can also be carried out by someone in a relationship of power/influence, as well as other sources, such as advertisements.

Action

Recruitment: Involves the **luring** of victims through **false promises**. They are deceived about the nature of what it is they will be doing, working conditions, pay, location or degree of personal freedom of movement they will possess. This may also happen by abusing individuals’ difficult situations (i.e. personal, financial or psychological), their cultural beliefs, or lack of information (i.e. rights or language barriers), and could also be coercive (i.e. threats, debt bondage, violence, abduction).

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.		
The potential trafficker deceived the person about their relationship to facilitate exploitation (i.e. romantic, friendship, mentorship, etc.).		
They were sold.		
They were kidnapped.		

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):		

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.		
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.		

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)		

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)		

Agencies to contact by province if you suspect your client has been trafficked

British Columbia

B.C. Office to Combat Trafficking in Persons
1 (888) 712-7974
<http://www.pssg.gov.bc.ca/octip>

Alberta

ACT Alberta
(780) 474-1104
<http://www.actalberta.org>

Manitoba

Manitoba's Human Trafficking Hotline (24/7 toll-free):
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.endhumantrafficking.ca/important-numbers>

Toronto Counter Human Trafficking Network
<http://torontocounterhumantraffickingnet.wordpress.com>
Toronto Human Trafficking Help Line
416-597-8808

London and 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
Victims Services (after hours): (519) 723-2711
<http://www.wefight.ca>

Nova Scotia

Consult Nova Scotia Domestic Violence Resource
Centre for available support services: <http://bit.ly/1JA9Pez>

