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Author(s): Laura Simich, Lucia Goyen, Andrew Powell, Karen Mallozzi

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Improving Human Trafficking Victim Identification—

Validation and Dissemination of a Screening Tool

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Final Report

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Laura Simich, Principal Investigator
Lucia Goyen, Andrew Powell
and Karen Mallozzi, Research Associates

Abstract

Statement of problem

Human trafficking occurs on an enormous scale in the United States, but only a fraction of victims are identified, hindering provision of victim services and prosecution of traffickers.

Purpose of the study

To provide a solution, the Vera Institute of Justice (Vera) designed, field-tested and validated a comprehensive screening tool to improve victim identification, victim services and law enforcement efforts on a nation-wide scale. Working with 11 victim service providers, Vera collected original data on more than 230 cases from interviews with potential trafficking victims and case file reviews to determine if the screening tool could reliably identify victims—including adults and minors, and domestic and foreign-born—of sex and labor trafficking. Vera also facilitated participatory evaluation by conducting focus groups and 36 in-depth interviews with service providers, trafficking survivors and law enforcement personnel to identify best practices in implementation of the screening tool.

Summary of results

The study achieved its validation and evaluation objectives and identified good practices in victim identification. Analysis demonstrated that the screening tool accurately measures several dimensions of human trafficking and is highly reliable in predicting victimization for both sex and labor trafficking across diverse sub-groups, including those divided by age, gender and country of origin. The majority of questions asked in the three domains—migration, work, and working/living conditions—in which indicators were measured, were significant predictors of trafficking after controlling for demographics:

- 87% of the questions significantly predicted trafficking victimization in general;
- 71% were significant predictors of labor trafficking specifically; and
- 81% were significant predictors of sex trafficking.

Statistical validation determined that a short version of the tool consisting of 16 questions (approximately half of the questions tested) accurately predicts victimization for both sex and labor trafficking cases. The tool can be further shortened if an interviewer suspects a specific type of trafficking victimization (sex or labor) based on circumstances.

Of the 180 individuals in the sample who responded to the screening questions, 53% (N=96) were trafficking victims and 47% (N=84) were non-trafficking victims, i.e. victims of other crimes such as domestic violence, smuggling, prostitution or labor exploitation. Of the trafficking victims, 40% (N=38) were sex trafficking victims and 60% (N=58), labor trafficking victims.

Few studies have described characteristics of trafficking victims and factors associated with trafficking among diverse sub-groups. While this study sample is not representative of

trafficking victims in general, data analysis revealed, for example, that trafficking victims in this sample were more likely than non-trafficking victims to report that they spoke "good" or "excellent" English and to have more education compared to non-trafficking victims. Females were more likely to have been subjected to some form of sexual exploitation and isolation, while males were more likely to have experienced labor exploitation.

Evaluation demonstrated that the efficacy of the screening tool depends upon its appropriate use. Because of the trauma and fear that trafficking victims endure, a sensitive approach is paramount. Building trust, ensuring safety and meeting victims' legal, social and health needs are fundamental considerations in victim identification. More resources, training and collaboration are essential in this process.

Policy and practice implications in brief

Ability to use a reliable victim identification tool expands the reach of those who serve victims and those who investigate and prosecute trafficking cases. It will help meet the four goals identified in the *Federal Strategic Action Plan on Services for Victims of Human Trafficking in the United States 2013-2017* (U.S. Administration for Children and Families 2013) to increase coordination and collaboration; to increase awareness; to expand access to services; and to improve outcomes. Study results also can strengthen crime victim services in general and law enforcement's victim identification practices at all levels, including in the Department of Homeland Security and state and local anti-trafficking task forces.

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Executive Summary

Statement of problem

The magnitude of suffering caused by human trafficking is inversely proportional to our current ability to identify victims. Human trafficking, often referred to as modern-day slavery, occurs on an enormous scale in the United States and worldwide, but only a small fraction of trafficking victims are currently identified, hindering provision of victim services and prosecution of traffickers. Despite growing attention to the problem of human trafficking in the U.S., the phenomenon is not commonly understood. The signs of trafficking go unrecognized, because victim identification is not widely practiced and victims tend to be concealed and living in fear. Victim identification is not practiced, because there have not been until now reliable tools or protocols to use on the front-lines, where social service providers, attorneys, and law enforcement personnel are typically unprepared to identify trafficking victims even when they encounter them. The implications of proper trafficking victim identification are important: If service providers and law enforcement do not understand what constitutes human trafficking, they may incorrectly view and treat the individual as a criminal rather than a victim, denying them services and benefits for which they are eligible. Furthermore, if victims are treated as criminals, and deported or incarcerated, they cannot be engaged as witnesses on a case against a trafficker.

Purpose of the study

To provide a remedy to this problem, the Vera Institute of Justice (Vera), with funding from the National Institute of Justice (NIJ), has been working since 2006 to promote reliable and effective victim identification practices. The purpose of the current study was three-fold: to field test and validate a screening tool that can reliably identify victims of sex and labor trafficking—both adults and minors, domestic and foreign-born; to conduct a process evaluation of the tool's implementation to learn how it can be most effectively and appropriately used in practice; and to help make the tool available nationwide to social services providers working with trafficking victims while exploring ways to make it available to allied sectors such as law enforcement. Statistical validation of the screening tool aimed to ascertain the effectiveness of the tool's questions in predicting trafficking outcomes. In other words, we wanted to know, how well does it work? Do the questions reveal or relate to the essential elements that define various trafficking situations? Can responses to the questions help interviewers distinguish accurately between victims of trafficking and victims of other similar crimes, such as smuggling, domestic violence or labor exploitation?

In order to ensure that the screening tool would work well, not only in theory but also in practice, the study also had a second purpose. Because all interviews are social interactions that depend upon establishing a relationship in which communication is not only possible, but also meaningful and productive, having the right questions to ask potential trafficking victims is only part of what is needed. Therefore, we also set out to learn from victim services providers and their clients in the field how, by whom, and under what circumstances the questions should be asked to obtain the best results. Such contextual knowledge is key to working effectively and sensitively with trafficking victims who are often in crisis when identified and may experience long-lasting mental distress as a result of traumatic experiences.

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Finally, in anticipation of promoting sound trafficking victim identification protocols on a wider scale, the study explored how the tool might be used in the anti-trafficking efforts of law enforcement, which plays a critical role in routine victim identification and an increasingly important role in collaborations with victims' service providers.

Research design

The Vera Institute conducted this multi-method study in collaboration with 11 experienced victim service organizations in California, Colorado, New York, Texas and Washington, whose expertise was essential in helping to ensure the protection of study participants, the integrity of the data collected, and the quality of the study results and recommendations. The trafficking victim screening tool tested was a refined version of the one originally developed by Vera in 2008 as part of the NIJ-funded New York City Trafficking Assessment Project. The tool's initial questions were derived from a number of published sources and the expertise of trafficking victim service providers and others who are knowledgeable in the field.

The study aimed to answer three research questions: Can the screening tool successfully identify victims of human trafficking and associated risk factors? Does the tool work well in practice for front-line service providers? If so, what is the best way to disseminate the tool? To answer these questions, the study's tripartite design—tool validation, process evaluation, and knowledge translation—included multiple data collection and analytic strategies using both qualitative and quantitative research methods. Data collection methods included structured interviews using the screening tool with potential trafficking victims, case file reviews, focus groups with service providers, and in-depth interviews with trafficking survivors, service providers and law enforcement officers who have had experience with human trafficking.

Tool validation. Working with diverse client populations, Vera's victim service partner agencies administered the screening tool in person to a sample of 180 clients in order to determine how well the screening tool could predict trafficking outcomes by distinguishing trafficking victims from victims of other crimes and by identifying factors clearly associated with trafficking victiminzation. Study participants were clients of the partner agencies who, based on the expert knowledge of the service providers (for reasons of study participant safety and protection, these were mostly attorneys and social workers with experience working with trafficking victims), who were classified as *potential* victims of trafficking and invited to participate in the screening interview. That is, some of the 180 individuals who answered the screening tool questions were known or thought to be trafficking victims, and some were considered likely victims of other crimes, such as labor exploitation or domestic violence. (As described in section of this report detailing the study results, approximately half of this sample was later determined to be trafficking victims (53%), and about half (47%) found to be non-trafficking victims, i.e. victims of other crimes.) In addition, Vera researchers reviewed information contained in 53 administrative case files maintained by partner agencies and applied the information from these files to the screening tool to compare predictions to case outcomes as additional verification of the tool's reliability. As a result, the study sample consisted of more than 230 individual cases of potential trafficking victims for which responses to the screening tool were analyzed. The tool's validity and reliability were then tested by several statistical methods, as described below.

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The ultimate objective of the validation process was to identify the strongest questions that could be posed to identify trafficking victims, thereby allowing the refinement and abbreviation of the screening instrument. The statistical analysis performed to validate the 31-item screening tool using both closed- and open-ended questions was a complex, multi-step process. All data collected from the completed screening tools and case reviews were coded and entered into analytic software, including Excel, the Statistical Package for Social Sciences (SPSS) and R. Vera researchers then analyzed response frequencies and explored relationships between questions, focusing on how each question related to trafficking victimization. The tool's validity and reliability were then tested. The tool's reliability was verified by testing both its inter-rater reliability and internal consistency. Construct validity was tested by performing factor analysis, and constructing scales based on its results. Correlations between these scales were tested to verify the existence of discriminant and convergent validity. Concurrent validity was tested by comparing trafficking designations given to participants by Vera researchers to those given by our study partners, and predictive validity was tested by creating logistic regression models that tested the tool's predictive power across a variety of study sub-groups.

Process evaluation. Vera facilitated a participatory evaluation process by hosting five focus groups with the study partners during the course of the study to review, refine and update the screening tool form and content (for example, to use plainer language), to discuss data collection procedures (for example, to agree on best approaches to study participants), and to review and discuss study findings. We also arranged on-site visits to partner agencies, during which researchers conducted in-depth individual interviews with 12 service providers from 11 agencies and 12 trafficking survivors from six agencies to enrich our contextual knowledge of victim identification and to receive feedback on their experiences of using the tool. These qualitative data were transcribed, coded and analyzed thematically using QDA Miner software.

Knowledge translation. Throughout the study period, Vera consulted with study partners and other stakeholders on how to disseminate the screening tool to victim service providers and allied sectors the in the most useful and effective way possible. Vera researchers conducted in-depth interviews with 12 key law enforcement informants from federal, state and local agencies about current victim identification practices and ways they envision the screening tool can be used—through adaptation, coordination with service providers, or both. These qualitative data were also transcribed, coded and analyzed thematically. Going forward, the study's validation and process evaluation findings—along with ongoing feedback from study partners—will be used to revise the screening tool, to develop a shorter version, and to create an accompanying user guide that both meet high standards and ensure victims' safety. Lastly, in addition to the publication of this research report, the National Institute of Justice and the Office of Victims of Crime are committed to national dissemination of the victim identification tool as described in the Federal Strategic Action Plan on Services for Victims of Human Trafficking in the United States 2013-2017 (U.S. Administration for Children and Families, 2013).[1] We anticipate that national implementation of the screening tool will help bring about

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[1] *Coordination, Collaboration, Capacity: Federal Strategic Action Plan on Services for Victims of Human Trafficking in the United States 2013-2017. Phase I: Initial Framework*, April 2013. A report of the President's Interagency Task Force to Monitor and Combat Trafficking in Persons, co-chaired by the Department of Health and Human Services, the Department of Homeland Security and the Department of Justice.

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greater accuracy and standardization of victim identification as well as improved research, service, and enforcement capability.

Summary of validation results and victim demographics

Study results showed that the trafficking victim identification tool was both valid and reliable, and most importantly, that it worked very well to predict trafficking outcomes for both sex and labor trafficking.[2] Statistical analysis of the quantitative data collected from field testing demonstrated that the screening tool accurately measured several dimensions of human trafficking, and was highly reliable in predicting trafficking victimization for both sex and labor trafficking victims across a variety of the study's sub-groups, such as women and men, different age groups, and participants from many countries.[3] The majority of questions in the three major domains in which trafficking indicators were measured—migration, work, and working/living conditions—were significant predictors of trafficking after controlling for demographics.

- 87% of the questions were significant predictors of overall trafficking[4];
- 71% were significant predictors of labor trafficking; and
- 81% were significant predictors of sex trafficking.

While the sample varied greatly across demographics and experiences, certain questions were excellent predictors of human trafficking. These typically included questions that dealt directly with the core facets of either sex trafficking or labor trafficking. The questions that were found to be particularly strong predictors of sex and labor trafficking respectively after controlling for study participant demographics were:

Labor Trafficking:
- Have you ever worked without getting the payment you thought you would get? (4c)
- Have you ever worked in a place where the work was different from what you were promised or told it would be? (4f)
- Did anyone at your workplace make you feel scared or unsafe? (4g)
- Did anyone at your workplace ever harm or threaten to harm you? (4h)
- Have you ever felt you could not leave the place where you worked or lived? (5c)

Sex Trafficking:
- Did anyone you worked for or lived with trick or force you into doing anything you did not want to do? (5k)
- Did anyone ever pressure you to touch another person or have any unwanted physical or sexual contact with another person? (5l)

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[2] As discussed in more detail in chapter III section A, trafficking victimization was determined using a post-interview assessment completed by service providers where they were able to describe a client's history, and how likely it was that they were a trafficking victim based on their knowledge of the individual's case.

[3] As discussed in the Validation Methodology section, these subsamples were: gender, age, continent of origin, English proficiency, and education level.

[4] This means that the questions were able to differentiate between individuals who were either sex or labor trafficking victims as compared to individuals who were neither sex nor labor trafficking victims.

- Did you ever have sex for things of value (for example money, housing, food, gifts, or favors)? (5n)

To ensure that the tool collected information on all aspects of trafficking, factor analysis was performed to group the tool's variables by what they appeared to be measuring. Once the groups were formed, Vera researchers interpreted each of the groupings, and combined them into scales, each of which measured a different dimension of trafficking. These resulting scales were:

- Abusive Labor Practices
- Physical Harm or Violence
- Sexual Exploitation
- Isolation
- Force, Fraud, Coercion

Important for future implementation of the screening tool, Vera researchers found that a shorter, 16-item version of the tool (using about half of the questions tested) was capable of predicting trafficking victimization with only a small loss in predictive power as compared to the full version. The shortened tool was designed by combining the questions from the tool that were found to be the strongest predictors of all types of trafficking, while making sure that questions that measured each of the dimensions found earlier in the validation process were included. The questions included in the shortened version of the tool can be found in section C.3 of the tool validation results chapter. We also found that the tool can be further shortened if an interviewer suspects a specific type of trafficking victimization (sex or labor), as certain questions are strong predictors of sex trafficking, but not labor trafficking and vice versa. While there was a small drop in predictive power when using the shortened version of the tool, the benefit of having fewer questions, and therefore a shorter interview, may outweigh the cost of potential loss of more detailed information for some users.

As a result of the statistical validation and the qualitative process evaluation (see Chapter V), we determined that the screening tool is not only reliable for predicting both sex and labor trafficking, but can also be implemented in two useful forms, one short and one long, each of which offers different advantages of efficiency and comprehensiveness, depending on the user and the situation. For example, mandatory reporters or those service providers who cannot guarantee the confidentiality of written information may wish to use the short version for initial intake without recording details of a victim's story, while attorneys or other professionals who have client-attorney privileges may find the longer version more useful for in-depth information gathering. Two versions of the tool may also be used in succession and in different settings, such as in health care facilities, as the first screening may be time-limited out of necessity, and a second or third interview may be longer at a time when a trafficking victim feels safer and is ready to discuss sensitive issues.

The tool was also found to be reliable, meaning that it produced stable and consistent results. The tool's reliability was tested in two ways. First, Vera verified that when two researchers reviewed the same cases using the tool that they came to similar conclusions about whether or not the individuals in those cases were trafficking victims. Second, they verified that questions

that were meant to measure the same dimension[5] correlated with one another. This concept is referred to as internal consistency.

The study sample was not intended to be representative of all trafficking victims residing in the U.S.; however, participants in this study, including both trafficking and non-trafficking victims, varied greatly demographically, which suggests that there is considerable heterogeneity in the trafficking victim population in the U.S., and that this cultural and linguistic diversity may need to be better addressed. In this study, interviews were conducted in several languages, the most common of which were Spanish (43.3%), English (41.0%), and Chinese (12.9%). Forty countries of origin were represented. Seventy-percent of the study sample was female, and the mean and median ages of participants were thirty-four and thirty-three respectively. Approximately 25% of study participants were under 25 at the time of the interview, and 10% under the age of 18. Of the 180 individuals who responded to the screening tool questions, 53% (N=96) were trafficking victims and 47% (N=84) were non-trafficking victims, i.e. victims of other crimes. Of the trafficking victims, 40% (N=38) were sex trafficking victims and 60% (N=58), labor trafficking victims. Interesting and potentially important distinctions between trafficking victims and non-trafficking victims, and between sex and labor trafficking victims became evident after data analysis, as is demonstrated in more detail in Chapter 3.

Contrary to the stereotype of trafficking victims being international in origin, trafficking victims in the U.S. are *both* U.S.- and foreign-born. One limitation--and simultaneously, an important contribution--of this study sample is that the majority of study participants were foreign-born. This is an artifact of our study partner agencies' legal and social service expertise with current human trafficking clients, who are primarily foreign-born and served by attorneys who advocate for legal relief on the basis of their clients' victimization. (When approached by Vera, some agencies that work primarily with domestic-born trafficking victims declined to participate in this study, citing competing priorities.) To mitigate this potential sampling limitation, we note that the Vera screening tool questions have been administered to, and validated with, a sample of U.S.-born youths residing in Covenant House in New York and those results have been published elsewhere (see Bigleson and Vuotto 2013). Because experiences of sex and labor trafficking described by the victim identification tool are similar among U.S.-born and foreign-born victims, though pathways into trafficking may vary, the screening tool is highly likely to be reliable for both populations. Furthermore, as the screening tool should be incorporated in the normal interview practices of victim serving organizations (as described in the process evaluation findings), it is expected that agencies that focus on certain client populations will ask intake questions that are specific to those clients; for example, youth shelters will ask runaway children and youth about prior family experiences of abuse, or hospital staff will prioritize questions about medical needs, in conjunction with use of the screening tool for trafficking victimization.

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[5]That is, the scales produced from the factor analysis that was performed.

Summary of qualitative results of process evaluation and knowledge translation

Having a valid screening tool significantly advances the field of trafficking victim identification and the potential for systematic data collection, but the effectiveness of the tool hinges on its appropriate use. For this reason, as part of the process evaluation, we paid close attention to the context of victim identification in the partner agencies, studying how referrals are currently made, and how the tool could best be integrated into existing agency practices. This evidence informed both our own data collection and our development of the user guide that accompanies the final versions of the victim identification tool, which recommends building trust with a trafficking victim before identification and promoting trauma-informed care. For service providers using the tool, a sensitive, victim-centered approach to working with victims was paramount because of the trauma and fear that trafficking victims generally endure. In such circumstances, building trust and rapport is the primary consideration, even before beginning to gather facts about trafficking crimes or victim's long-term needs. For many reasons, trafficking victims may not immediately understand that they have been trafficked. Service providers suggested several strategies for overcoming such barriers and developing trust with trafficking survivors. Chief among these included offering survivors a sense of safety and meeting their actual needs, such as the need for shelter in the near term or for legal assistance or case management in the longer term. Thus, service providers learn about trafficking experiences in the process of supporting victims and assessing their goals,

Because no service providers can aid trafficking victims alone, we also explored how service providers work with other professionals internal and external to their agencies. Effective collaboration with law enforcement and community agencies is especially important. However, the fact that service providers and law enforcement conceive of trafficking and victimization differently and generally take different approaches to working with trafficking victims produces tensions. For both service providers and law enforcement, meeting victims' needs is an important goal, but lack of resources for meeting victim's needs, such as housing and mental health care, make stabilizing trafficking survivors a challenge. Furthermore, working with trafficking victims is time-intensive, and more resources for ongoing cooperation are considered necessary. To support victims in the protracted and often traumatic process of cooperating with law enforcement, additional long-term resources and support are needed for trafficking survivors. Long-term support is also needed for survivors whose criminal cases are not being investigated and prosecuted because of the nature of the crime and the abuse. One of the main professional challenges in victim identification is the matter of maintaining confidentiality as well as honoring the differing requirements of mandatory reporters, attorneys, therapists and law enforcement personnel. Lack of strategies to prevent trafficking and the dangers inherent in coming forward as a victim also create barriers to victim identification. For many victims who are foreign-born, immigration issues and lack of knowledge of rights are especially problematic.

Evaluation of the screening tool also focused on the content and effectiveness of the instrument. Both service providers and trafficking survivors provided Vera with detailed feedback on the interview process and wording of the questions. These comments gave researchers insight into the intrinsic value of the questions, the best time to ask them, and how useful specific questions were for different circumstances and types of trafficking. The insights serve to inform best practices in victim identification and support the creation of a revised tool

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in both short and long forms, as well as training and adaptation. The comments also illustrated challenges, such as how to ask victims the most difficult questions, including those about having forced sex and about mental wellbeing. Among the challenges discussed were problems with defining sex as "work," confusion in asking about changes in mental health status and the cultural competence that is needed on the part of screeners. Notably, we found many victims had difficulties in comprehending the meanings of "force" or "coercion," which are defining features of human trafficking. Understanding the impact of a sense of shame on some victims' responses is also critical to helping victims acknowledge and overcome the impact of the trafficking experience.

With an eye toward dissemination of the screening tool, in-depth interviews with law enforcement experts were intended to assess current trafficking victim identification methods and obtain feedback on the tool, so that the tool would meet the growing need for law enforcement to be more informed and ready to effectively identify trafficking victims. Many of the themes that emerged from this component of the study echoed those raised by service providers and survivors. Law enforcement interviewees also identified victim's fear and distrust of law enforcement personnel as a primary barrier to victim identification, and like service providers, offered advice on how to develop trust and rapport in order to carry out their investigative duties. They also brought up the need to collaborate with victims' service providers, as well as some tensions, and discussed the considerable impact of resource constraints. Law enforcement experts also talked specifically about the utility of a victim identification tool for collecting supporting evidence in trafficking cases. They offered useful comments and recommendations for adapting and implementing the screening instrument, including shortening the tool and using it to inquire specifically about either sex or labor, or both types of trafficking, which may overlap in a single case.

Policy and practice implications in brief

Anti-trafficking efforts have been accelerating steadily since the enactment of the Victims of Trafficking and Violence Protection Act (TVPA) in 2000. However, lack of progress in identification of both domestic and foreign-born victims trafficked in the U.S. has limited the impact of these efforts. By simplifying an inherently complex phenomenon, a valid, reliable victim identification tool expands the reach of those who serve trafficking victims and those who investigate and prosecute trafficking cases. When disseminated nationally by the Office of Victims of Crime, Vera's validated trafficking victim identification tool can significantly improve victim identification practices and overall anti-trafficking efforts in many settings, including in health care, youth shelters, and domestic violence service agencies. Furthermore, findings from this study have important policy implications, particularly for crime victim services and for law enforcement.

In April 2013, a comprehensive plan to address human trafficking on the federal level, entitled *Coordination, Collaboration, Capacity: Federal Strategic Action Plan on Services for Victims of Human Trafficking in the United States, 2013-2017,* was announced by the President's Interagency Task Force to Monitor and Combat Trafficking in Persons. Informed by the Federal Government's ongoing engagement with non-government stakeholders," this plan has four stated goals to which this study contributes: to increase coordination and collaboration; to increase awareness; to expand access to services; and to improve outcomes. It specifically cites

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Vera's validation of the screening tool and declares the intentions of the National Institute of Justice and the Office of Victims of Crime to provide the screening tool electronically to all trafficking victim assistance grantees and to the human trafficking field at large (Coordination, Collaboration, Capacity, 2013: 42). In addition to contributing to the law enforcement efforts of local, state and federal anti-trafficking task forces, Vera also anticipates that the implementation of the victim identification tool will improve the quality and utility of research data on trafficking victimization.

I. Introduction

A. Statement of problem

Human trafficking occurs on an enormous scale worldwide, but only a fraction of trafficking victims are currently identified (Payne, 2009). A range of estimates commonly cited are widely considered unreliable, but better prevalence statistics are not available. According to some estimates, 14,500 to 50,000 people are trafficked into the United States annually (Archambault and Waidmann, 2010; Clawson et al., 2008).The Global Slavery index published recently by the Walk Free Foundation, has estimated the number of enslaved people[6] in the United States currently to be 57,000 to 63,000 (U.S. State Department, 2010).[7] The 2010 Trafficking in Persons (TIP) Report stated only 0.4 percent of current victims have been identified (US Department of State, 2010) and the 2013 TIP stated that only about 40,000 of an estimated 27 million victims of human trafficking have been identified worldwide (US Department of State, 2013). There is great controversy over the true scope of the problem, and data collection is difficult due to the lack of the standardized identification tools. This study sought to address this issue by validating a tool and understanding its possible uses in the field; this is further explained below in part C (Rationale for Research).

Under-identification has been problematic for years: a national sample of over 2,000 police agencies found that from 2000-2006 fewer than 10 percent of the agencies identified human trafficking cases (Farrell et al., 2010). In another survey of law enforcement, 76 percent of respondents ranked methods for identifying trafficking victims as the top-ranked training need (Clawson et al., 2006). Farrell and colleagues (2008) also found that the degree to which agencies were prepared to identify human trafficking cases was a significant indicator of whether or not they investigated these cases. Gallagher and Holmes (2008:328) stated that one of the eight elements of an effective national criminal justice response to human trafficking is "quick and accurate identification of victims along with immediate protection and support."

Although human trafficking research expanded after the 1990s (Laczko, 2006), solid data about trafficking in the United States is still sparse, even over two decades after the groundbreaking Trafficking Victims Protection Act (TVPA) of 2000 first made trafficking in persons a federal crime. Standardized screening tools and procedures have not been widely used for systematic data collection and management; and front-line anti-trafficking personnel operate in a fragmented, under-resourced sector in which sharing knowledge and good practices is especially challenging (Gallagher and Holmes, 2008; Newton et al., 2008). Recent policy developments and heightened collaboration efforts are significantly changing the landscape, but lack of victim identification tools and collaboration among front-line agencies have continued to hamper law enforcement, prevention and victim service efforts (Aghazam

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[6]Enslavement is defined as "the possession and control of a person in such a way as to significantly deprive that person of his or her individual liberty, with the intent of exploiting that person through their use, management, profit, transfer or disposal. Usually this exercise will be achieved through means such as violence or threats of violence, deception and/or coercion" (Global Slavery Index, 2013:11).

[7] These estimates are based on two reports: Hidden Slaves: Forced Labor in the United States (2004) Free the Slaves and the Human Rights Center, University of California, Berkeley (Free the Slaves 2004), and the State Department's 2010 Trafficking in Persons Report (Global Slavery Index 2013:112)

and Laczko, 2008; David, 2010; Gozdziak, 2010). Thus, implementing a validated screening tool can be a timely and effective way to increase the potential for trafficking victim identification.

Study background

In 2006, in response to this pressing need, the Vera Institute of Justice undertook the New York City Trafficking Assessment Project (NYCTAP) to develop a human trafficking victim screening tool by researching existing victim identification methods and building on recommended identification practices of front-line social service providers (Weiner and Hala, 2008). The NYCTAP resolved to improve the identification of likely victims of trafficking by partnering with diverse local stakeholders who had unparalleled contact with trafficking victims, including adults and children, men and women, foreign nationals and U.S. citizens, and victims of sex trafficking and labor trafficking alike. Together with Vera, the partners designed an initial screening tool and an accompanying toolkit for service providers, its targeted principal users. Rather than relying on secondary reports from disparate data sources of unknown reliability, the NYCTAP modeled its methods on the International Organization for Migration's Counter-Trafficking Module, which enlisted service providers to collect data directly from victims. The project sought to capitalize on the experience and expertise of partner agencies to create the screening tool and toolkit and further, to empower agencies to own and refine these resources to maximum benefit (International Organization for Migration, ASEAN and Trafficking in Persons, 2007). Partner agencies included criminal justice agencies, community and faith-based organizations, and local service providers that had direct experience with obstacles and good practices for identifying likely trafficking victims.

The NYCTAP study was expressly designed to access a wide range of service agencies and, consequently, via these agencies, diverse kinds of potential trafficking victims. The NYCTAP screening tool was intended to be tested with emancipated victims, i.e., those victims no longer under the control of traffickers, as they are less vulnerable, more accessible and, therefore, easier to identify. This allowed researchers to capture critical variation among potential victims and among agencies, including diversity in institutional cultures, dissimilarities in intake and interviewing procedures, and differences in ways of incorporating the screening tool into day-to-day operations. The study team took great care to balance the content and format of the screening tool so that it could be used efficiently in various settings, lending weight to its practical utility and to the expectation that it would be a solid building block for future work on trafficking victimization. Thus, the NYTAP project developed a pilot screening tool in English and an accompanying toolkit for service providers. However, to ensure the screening tool's reliability, field testing was still required, prompting this validation and evaluation study.

B. Literature review

Forced labor and forced prostitution have been documented for centuries in the United States and elsewhere, but social and political changes in the 1990s pushed human trafficking into the national policy agenda and stimulated U.S. Congressional approval of the TVPA of 2000, which established trafficking in persons as a federal crime. As Stolz (2005) stated, this agenda was driven by victim service and human rights advocacy organizations both within and outside of the U.S., which have gradually pushed the criminal justice system to recognize that

trafficked persons are victims, not criminals. With this policy action emerged the need for mapping and quantification of human trafficking. Lawmakers in particular sought evidence to fashion and bolster policy implementation (Comoroff and Comoroff, 2006). However, identifying victims of trafficking poses an extraordinary challenge. While estimates of trafficking highlight the crime's prevalence, even those on the front lines who encounter trafficking victims often, such as local law enforcement, perceive the phenomenon as rare or non-existent (Farrell et al., 2008).

Aggregate level identification through national or international data collection projects has also proven to be a major challenge (Farrell et al., 2010), in part because reported incidences remain relatively low and there are no standardized data collection procedures. Recently, Federal agencies have made efforts to improve data collection on trafficking victims through specialized databases, including the U.S. Department of Justice's (DOJ) Human Trafficking Reporting System for law enforcement, DOJ's Trafficking Information Management System (TIMS) for service providers, and data collected through the Polaris Project's National Human Trafficking Resource Center. According to Farrell et al. (2010), TIMS presents operational challenges and organizations are reluctant to use it because of confidentiality concerns. Though national data collection projects remain challenging due to the lack of systematic information and difficulties with victim identification, regional data collection is possible where collaboration exists (Zhang 2012).

Challenges of victim identification

Several factors contribute to the gaps and inconsistencies in the self-identification of trafficking victims. First, human trafficking is a clandestine activity. Traffickers guard their victims closely and limit contact with the outside world; this is especially true for victims hidden inside private homes or in private businesses (Clawson et al., 2006). Emancipated victims are often reluctant to speak with outside researchers (Gozdziak, 2010). Thus, trafficking victims represent a "hard-to-reach" or "hidden" population. Second, the various legal and behavioral components of trafficking—force, fraud, coercion, and labor and sexual exploitation—are not well understood and are rarely directly seen by third parties. Consequently, victims must supply this information through written or oral testimony (Hayner, 2001). Third, only a fraction of the trafficked persons who are discovered by frontline agencies actually report their victimization (United Nations Office on Drugs and Crime, 2006), because of the indelible fear and trauma they have endured. Victims often suffer the impacts of trauma, which may impair the victims' ability to recall and talk about their experiences. Extreme physical and mental abuse, deprivation and control affect victims' ability to make choices. As victims of repeated and unpredictable abused, may experience traumatic bonding with traffickers (Office of Refugee Resettlement, 2009). They may also have been coached to lie to authorities, or they may lie to protect themselves and their families from retaliation (Trafficking in Persons Report 2013; Newton et al., 2008). Finally, working conditions and oversight in the industries and services in which many trafficking victims are trapped are often extremely poor, further obscuring the possibility for victim identification and intervention.

Service providers, law enforcement, and community members have expressed general confusion about how human trafficking is defined and identified, and how to report this information. While many service providers are developing expertise in identifying and serving

victims of trafficking, agencies have applied vastly different methods of victim identification, and often employ different definitions of human trafficking (Aghazam and Laczko, 2008). In addition, many trafficked persons, especially foreign nationals, do not know that they have been unlawfully victimized or that they possess rights under U.S. law. Others recognize that they are victims, but fear of retaliation towards themselves or their families, coupled with fear and distrust of the criminal justice system, prevent their coming forward (Farrell et al., 2012).

More often than not, professionals in service provider and law enforcement agencies identify victims and initiate reporting (Farrell et al., 2008). However, policing techniques tend to be reactive, making it challenging to identifying trafficking cases that often involve the "hiding and moving" of victims (Farrell et al., 2012). Despite passage of the TVPA, law enforcement personnel and service providers are still learning to recognize and respond to potential cases of trafficking. Since the passage of the TVPA, legislation making human trafficking a crime has been enacted across every state, but the identification and prosecution of human trafficking cases has remained a challenge (Farrell et al., 2013).

The lack of prioritization of trafficking in certain law enforcement units may be borne of misunderstanding the crime's prevalence and characteristics. About three-quarters of local law enforcement leaders surveyed thought "that human trafficking is rare or nonexistent in their community" (Farrell et al., 2008). Lacking training and investigative experience, law enforcement agents may mistake human trafficking for crimes, such as domestic violence, smuggling, illegal employment, or prostitution that share similar characteristics to trafficking (Bales and Lize, 2005; Newman, 2006). They may mistake victims for offenders (for example, illegal migrants or unauthorized workers) or treat victims as offenders (such as minors arrested for prostitution rather than referred to services) (Farrell et al., 2008; Bales and Lize, 2005; Newman, 2006). Moreover, victims may be revictimized by law enforcement if they are classified as criminals and may be subjected to further trauma during arrest, detention, deportation or prosecution (Trafficking in Persons Report, 2013). Law enforcement personnel may follow now outdated routines or protocols, misinterpreting evidence or indicators (Farrell et al., 2008). Law enforcement personnel who lack training on identifying signs of trauma may miss opportunities to identify victims; as victims are more likely to come in contact with officers not specialized in trafficking crimes, front line officers must also be trained to recognize the signs of trauma and signs of trafficking crimes, not just the officers assigned to specialized task forces or investigative units (Walker, 2011; Trafficking in Persons Report, 2013). Further complicating accurate data gathering on the prevalence of trafficking and victim identification practices, non-specialized law enforcement personnel may be more likely to encounter sex rather than labor trafficking situations in the course of routine police work, which can feed a perception that more sex than labor trafficking exists in the U.S.; in fact, the proportions are not known, and the only certainty is that under-identification of both types of trafficking occurs.

Similarly, untrained service providers or other professionals who come into contact with victims, such as labor inspectors, health care workers, or educational providers, may not recognize indicators of trafficking victimization, or misclassify trafficking as something else, such as labor exploitation or domestic violence; as trafficking often co-occurs with other crimes, untrained providers may identify only one of the crimes (such as domestic violence) and not accurately identify human trafficking (International Organization for Migration, 2007;

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Trafficking in Persons Report, 2013). Crane and Moreno (2011) emphasize the important role service providers have in identifying trafficking victims as they may encounter victims while they are still in captivity. It is necessary for health care providers to have the ability to identify victims when they appear at a clinic or emergency room. Traffickers may bring victims to health-care facilities for illnesses such as sexually transmitted diseases or injuries, and having doctors and nurses trained to recognize trafficking signs (and notice when traffickers coming with victims continue to exert control over them during their consultations) can create more opportunities for identification (Trafficking in Persons Report, 2013). Having a victim assessment tool that they can be trained to use would improve identification (Crane and Moreno, 2011). Adequate training and tools for teachers, school counselors, and state welfare agencies are also important to help identify minor victims (Trafficking in Persons Report, 2013). It is also important for health service providers to identify trafficking victims because they have unique vulnerabilities and social service needs (Busch-Armendariz et al., 2011). While there is some consensus on trafficking indicators, victim interaction strategies, and immediate response strategies across scientific literature, government reports and trafficking non-governmental organizations, little research attention has been placed on establishing protocols or guidelines for service providers (Macy and Graham, 2012). Campaigns such as the Department of Homeland Security's Blue Campaign (http://www.dhs.gov/blue-campaign/blue-campaign) and the United Nations Blue Heart campaign (http://www.unodc.org/blueheart/) raise awareness about trafficking with the public and offer resources and trainings for law enforcement. However, these campaigns primarily use indicators and checklists instead of standardized screening tools.

Despite the clandestine nature of trafficking, however, opportunities do exist to identify trafficking victims; unfortunately, they are often missed. For example, some researchers estimate that unaccompanied or separated immigrant children make up as much as one-third of trafficking victims (Bump and Duncan, 2003). Each year, at the southern border with Mexico, nearly 100,000 unaccompanied children are apprehended by U.S. Customs and Border Protection (CBP) (Byrne, 2008; Gozdziak, 2010), which is obligated to screen these children for trafficking (as well as fear of persecution) (Trafficking Victims Protection Reauthorization Act of 2008 and 2013). However, identification of child trafficking victims continues to be elusive (Bhabha and Schmidt, 2010). Researchers have found that CBP uses a screening questionnaire that is not designed to elicit sufficient information to make an accurate determination under the TVPRA (Cavendish and Cortazar, 2011). Case studies have also shown that CBP often misses child trafficking victims crossing the border with non-relative adults, and victims are missed at many other potential points of identification (Gozdziak, 2010). Many opportunities for identifying domestic-born minor victims of trafficking also are missed in the child welfare system, which is beginning to acknowledge the connection between foster care and trafficking of children.

Reported incidences of trafficking will likely increase—as they did with other emerging crimes, such as domestic violence and hate crimes—until anti-trafficking laws are given operational effect through the implementation of standardized definitions, the implementation of targeted training, and most importantly, and the development of protocols to aid in the identification of victims and perpetrators are implemented (David, 2010; Farrell et al., 2010). Prioritizing the identification of human trafficking victims and proactive investigation are additional strategies to increase identification (Farrell et al., 2012). To date, there has been

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some consensus on important screening questions service providers and law enforcement should use to identify trafficking victims; however questions remain un-standardized, and few distinguish between domestic and international trafficking (Macy and Graham, 2012), or between sex and labor trafficking. This research report addresses these issues.

C. Rationale for research

Few previous studies of human trafficking have adequately addressed the need for better victim identification (Tyldum, 2008). Prior research responding to the need for quantitative evidence has not been able to provide reliable quantification of trafficking due to the neglect of methodology and deficient presentations of trafficking figures (Bales and Lize, 2005; Richard, 2000; US Government Accountability Office, 2006; Gozdziak and Collett, 2005). No standardized measurement tools or procedures for victim identification have been available for systematic data collection, retention and sharing. Where presentations of trafficking figures do exist, there is often a lack of complete and accurate references to sources, adequate descriptions of the phenomena being measured, and discussion or even description of the methodology used to derive the measurements (Weiner and Hala, 2008). Recommendations from previous research have called for effective identification of trafficking victims (Gallagher and Holmes, 2008), increased law enforcement understanding of human trafficking, and increased collaboration among law enforcement, prosecutors and victim service providers (Clawson et al., 2006). Validating and evaluating a screening tool to improve and standardize data collection across these systems "is critical to understanding the prevalence, characteristics and best means to combat human trafficking" (Farrell and McDevitt, 2008:25) and to help trafficking victims.

II. Methods

As discussed previously in Study Background, this research set out to field test the screening tool in "real world" settings where trafficking victims are encountered and to find out from this first-hand experience how it could be used most effectively. The research was designed to answer the following questions:

1. Can the screening tool accurately identify trafficking victims and factors associated with trafficking in diverse victim services settings?

2. How well does the tool work in practice for interviewers who are identifying victims and providing services and for survivors?

3. What is required to adapt and make this tool available in other sectors?

Goals and objectives

The overall goal of this study was to support anti-trafficking initiatives by promoting reliable and effective victim identification practices and leveraging data collection efforts to further program and research purposes. The objectives were to validate the screening tool, to conduct process evaluation of tool implementation, and to help make the tool available nationwide to social services providers working with trafficking victims in similar or related fields, such as domestic violence, youth services and workers rights, while exploring ways to make it available to law enforcement. Specifically, the study objectives were to:

1. Examine the validity and reliability of measurement using the screening tool by collecting and analyzing a) primary screening data from clients of organizations that encounter potential trafficking victims and b) corroborating data from agencies' administrative case files;

2. Evaluate the successes and challenges of using the screening tool to identify likely victims by conducting a process evaluation of tool implementation with service providers and clients using participatory qualitative research and analysis methods;

3. Apply knowledge translation methods to adapt and disseminate the tool to anti-trafficking and other social service providers, policymakers, and law enforcement.

A. Study design

The study design included multiple data collection and analytic strategies using both qualitative and quantitative research methods carried out in partnership with experienced trafficking victim service providers. Data collection methods included structured interviews using the screening tool with potential trafficking victims, case file reviews, focus groups with service providers, and in-depth interviews with trafficking survivors, service providers and law enforcement officers who have had experience with human trafficking.

Summary of research design

Research goal	Study objective	Methods	Products
Tool validation	To test validity, reliability and predictive ability of the screening tool.	Interviews with potential trafficking victims using the 31-item screening tool in 11 partner agencies where trafficking victims are currently served; case file reviews; and statistical tests performed on quantitative data collected from screening tools and case file reviews.	180 completed screening tools during service provider interviews with clients; 53 case file reviews; and statistical analyses showing validity and reliability of screening tool and predictors of sex and labor trafficking outcomes.
Process evaluation	To confirm content validity of tool; to inform effective screening tool implementation; to identify successes and challenges in using the tool with clients; and to identify best practices.	Implementation focus groups with partners; in-depth interviews with 12 service providers and with 12 trafficking victims; and coding and analysis of interview transcripts.	Feedback from service providers on tool content and use; a refined and trafficking victim identification screening tool; and evidence of best practices for tool use and for incorporation in a user guide to accompany the screening tool upon dissemination and implementation.
Knowledge translation	To discuss optimal dissemination of the tool and explore its potential use in law enforcement.	Feedback sessions on study findings and dissemination discussions with study partners; in-depth interviews with 12 law enforcement experts; and coding and analysis of interview transcripts.	NIJ technical report and recommendations for tool use; adaptation and further research; final screening tool and user guide; and public presentations and briefings.

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Definition of trafficking

For the purposes of this study, the definition of human trafficking is that provided by the Trafficking Victims Protection Act (2000), which defines "severe forms of human trafficking" as follows:

- Sex trafficking [i.e. the recruitment, harboring, transportation, provision, or obtaining of a person for the purpose a commercial sex act] in which a 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; or

- 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.

All service providers who receive funding from federal agencies are required to use this legal definition; however, according to some service providers, many victim service agencies adopt a broader, internationally accepted definition of human trafficking in order to serve a larger pool of victims who are in need. Nevertheless, eligibility for certain benefits and services is limited to victims who meet these federal definitions, which are often applied by attorneys when serving clients who have been certified by law enforcement as victims of trafficking or those who are in the determination process. In some cases, foreign-born victims are able to qualify for T-visas, which are contingent upon cooperation with law enforcement (only about 10% of the 5,000 T-visas that are available annually are granted).

In this report the terms "victim," "client" and "survivor" are used somewhat interchangeably, depending on the context. For the most part, "victim" is used when talking about trafficked persons, particularly in the sections of the report that describe quantitative results and qualitative findings from interviews with law enforcement personnel. However, "survivor" is used commonly by service providers to describe those victims whose trafficking experiences are past, even though they may still require services and suffer ongoing impacts of the crime, and this term is therefore used by many of the service providers who were interviewed. In some instances in this report, the term "clients" is used when discussing how potential trafficking victims interact with service provider agencies. "Study participants" refers specifically to those trafficking victims and survivors who were screened, and to the survivors, service providers and law enforcement personnel who participated in in-depth interviews. "U.S.–born" and "domestic-born" are used interchangeably.

Ethics review

The study was subjected to ethics review by an independent body associated with the Vera Institute of Justice and by the National Institute of Justice, as well as study partner agency review where required. Participation in the study was voluntary. Informed consent procedures and study participant protections were rigorously adhered to and explained in detail by interviewers to all study participants. Revised ethics protocols were approved once during the study to allow a small number of interviews with trafficking survivors by telephone to

eliminate geographic barriers to participation in the study. Consent forms for study participation and mandatory reporting were provided to all participants in the most common study languages (English, Spanish, Chinese and Korean) or translated orally using on-site interpretation for interviews when appropriate. No personal identifying information was assigned to screening tools or interview transcripts, nor is personal identifying information used in this or other public reports.

B. Study methods

Participatory methods and the central role of study partners

Our study partners were integral to both the validation and to the process evaluation components of the study. Observational field studies that engage front-line service providers and trafficking victims are an ethically sound approach to dealing with methodological problems in human trafficking research such as gathering information directly from victims and ensuring their safety (Choo et al., 2010). Using participatory evaluation methods also enabled users of the screening tool to play an important role in informing the research and ensuring that it will meet practical needs of service providers and trafficking victims.

The theory underlying the screening tool is that identification is the first step in helping victims, understanding their needs, and ultimately prosecuting the crime. The questions asked on the screening tool are necessary, but also insufficient, for identifying trafficking victims. The validity of the client's responses depends to some extent on who is asking the questions and under what circumstances. For this reason, the tool had to be evaluated by the users in the social context in which it was used, and contextual factors may have affected its predictive utility. Thus, a participatory process evaluation approach was used to assess the fidelity of the tool to its intent to identify trafficking victims reliably in practice and to identify any challenges with implementation (Rossi et al., 2004). This type of participatory, utilization-focused, evaluation (Patton, 1997) emphasizes close collaboration with those who will use the evaluation findings to ensure that the evaluation is responsive to their needs. The purpose of the process evaluation is to improve the tool and assess its utility in practice. The nuances of identifying different types of trafficking victims and various constellations of indicators in the process of administering the tool in various agency settings provides valuable information about how well the tool works.

Participating service providers were involved in planning, conducting and analyzing evaluation results in collaboration with the Vera team. The Vera Institute collaborated with these 11 local, regional and national partner organizations (please see agency profiles in Appendix E).

> American Gateways, Austin, Texas;
> Coalition to Abolish Slavery & Trafficking, Los Angeles, California;
> City Bar Justice Center, New York, New York:
> International Institute of Buffalo, Buffalo, New York;
> My Sisters' Place, White Plains, New York;
> Northwest Immigrant Rights Project, Tacoma, Washington;
> Refugee and Immigrant Center for Education and Legal Services, San Antonio, Texas;
> Restore NYC, New York, New York;

Rocky Mountain Immigrant Advocacy Project, Denver, Colorado;
Sanctuary for Families, New York, New York;
Worker Justice Center of New York, Rochester, New York.

The inclusion of partner organizations in this study was more than a way to collect research data; it was a formative part of the research process, because of our partners' knowledge, experience and ability to field test the victim identification tool in a manner that afforded potential victims a sense of personal safety, which is essential in human subject research with vulnerable populations. The study partner agencies served a diverse range of study participants, which was helpful in contributing to a well-rounded study sample and in sharing practical expertise with a range of trafficking victims. While some agencies have dedicated anti-trafficking programs and have significant experience in identifying and serving trafficking victims, other agencies are beginning to build capacity. Among those with expertise, some focus on sexual exploitation, while others advocate for workers' rights and strive to end labor trafficking. While some agencies only serve adults, others serve all ages. Some provide services to particular ethnic or immigrant groups, while others see primarily U.S. citizen clients. Finally, while six agencies are based in New York (three in New York City, and three in other areas of the state), others are located in California, Colorado, Texas and Washington, thus presenting the opportunity to assess the screening tool's generalizability. In addition, Polaris Project, an anti-trafficking organization that operates the National Human Trafficking Center hotline with funding from the U.S. Department of Health and Human Services, was invited to review and provide suggestions on the screening tool. Senior staff of Vera's Center on Victimization and Safety also attended focus groups and reviewed study findings, as did other senior Vera researchers.

The partner organizations played key roles in several ways throughout the study. Vera's goal was to respect and learn from their knowledge of the subject area and their experiences with victim services. For example, the first research activity undertaken in the study involved bringing together the study partners to discuss the aims of the study and to request that they review the screening tool that had been designed previously in the NYCTAP study. The research team sought to ensure that the screening tool was written in comprehensible terms and covered all the topics that it should to detect varieties of trafficking. As human trafficking is a rapidly changing field and traffickers' methods have evolved, the researchers wanted to be sure that the tool was as up-to-date and comprehensive as possible. Similarly, the research team benefited from bringing together the study partners again to help with interpretation of study results and to discuss dissemination activities as a group. Periodic focus group meetings with the study partners also allowed them to share best practices and concerns and encouraged commitment to common goals.

C. Materials and data collection procedures

Data collection procedures for each of the three study objectives are summarized in the following sections: 1) tool validation; 2) process evaluation; and 3) knowledge translation.

1. Screening tool validation procedures

Tool measures

The content of the tool was initially developed by enlisting policy and practitioner experts to inform, review and modify the tool. For example, questions from the Office of Refugee Resettlement's Rescue and Restore Victims of Human Trafficking Campaign, the International Organization for Migration, and the NYC Anti-Trafficking Network were incorporated and expanded in the tool. Questions in the tool were designed to reflect critical domains of human trafficking, including specific migration, work, and living experiences that are widely recognized "red flags" for trafficking; relevant indicators of poverty, indebtedness and coerced labor; enforced social isolation, dependency and deprivation; and marginalization and lack of education (Logan et al., 2009). The questions in the original screening tool developed by the Vera Institute were then updated in 2012 at the beginning of this study with the assistance of study partners. For example, service providers recommended adding a question about having photos posted on the internet and changes were made to simplify the wording of some questions. The updated tool that was field tested in 2012-2013 is attached in Appendix A.

Service providers and law enforcement agencies working with trafficked persons have expressed the need to assess mental health concerns among victims. For example, Clawson et al. (2006) reported that according to law enforcement respondents, 39% of trafficking victims require medical services; 27% counseling/support groups; and 23% mental health services specifically. Therefore, with the agreement of partner agencies, Vera added basic psychological health measures in the screening tool for the purpose of collecting information on mental health status of trafficking victims in the study sample. The mental health measures were intended to enable identification of victims' general health concerns, which would provide some indication of the trafficking victims' mental health. However, the measures deliberately did not focus on trauma experiences or symptoms to protect the clients from possible re-traumatization. Thus, the screening instrument incorporated one measure of overall health and the 12-item General Health Questionnaire (GHQ). The GHQ-12 is a measure of psychological wellbeing that is used in general population surveys (Goldberg, 1972). The overall health measure was derived from a single question that asks respondents to rate their overall health as excellent (1), very good (2), good (3), fair (4) or poor (5). This is a valid and reliable measure of general physical well-being (Mossey & Shapiro, 1982; Davies & Ware, 1981) and has been used effectively in studies of psychological health, ethnicity, and acculturation among vulnerable populations such as refugees (Simich, 2006; Sundquist et al., 2000; Wiking et al., 2004). Self-perceived health is considered a robust health measure, since it is highly correlated with objective measures of health, such as assessments made by physicians after clinical exams (Idler & Kasl, 1991; Kaplan, 1987).

Anticipated bias

We anticipated no significant problems with *non*-response bias in testing the screening tool, because some level of trust had been established between service providers and their clients who agreed to be study participants in the research sites. We expected to minimize possible *response* bias related to how survey questions are worded because Vera facilitated a thorough review by study partners of the screening tool at the start of the project.

The tool was also translated and cross-checked for meaning and intent in translation in all study languages (English, Spanish, Mandarin, Korean and Creole). The languages were chosen by service providers to reflect the languages used most often by the clients they serve; however, when clients spoke other languages, interpreters were used so as not to exclude participants who did not speak these four languages. Translation of the tool was critical: 78% of law enforcement officers surveyed by Clawson et al. (2006) found communication with victims challenging partly because of language barriers. By translating the tool and working with victim service providers familiar with the study populations, linguistic and cultural differences were minimized.

Validation sampling

Because a randomized sampling design was not feasible or appropriate for this study, researchers chose a purposive sample selection strategy that was informed by theory–i.e. operationalizing the construction of "trafficking victim" identity based on service providers' expert knowledge of victim characteristics and experiences. Vera researchers instructed interviewers within each agency to invite study participants according to criterion sampling (i.e., study participants had to be potential or known trafficking victims) to contribute to quality assurance (Patton, 2002). To meet the study criteria and allow respondents to answer the questions on the screening tool, selected cases had to possess at least some of the many suspected indicators or risk factors for being a trafficking victim. To avoid selection bias as much as possible, service provider partners employed targeted screening based on known characteristics of their clients and discussed their discretionary decisions with researchers.

We aimed to have a study sample as representative of the trafficking victim population in the U.S. as possible. We anticipated conducting approximately the same number of interviews using the screening tool in each agency. However, given varying agency size, limited staff capacity and uneven study population distribution across agencies and over time, the sample targets were set by the agency partners and adjusted pragmatically. When two original partner agencies dropped out of the study due to organizational limitations or changing priorities, Vera recruited additional service provider partners to ensure sufficient sample size. While variation in the study sample was desirable to increase the generalizability of study results, we also were aware of possible selection bias due to variations in agency type and mandate (including, but not limited to, agency size, presence or absence of dedicated programs for victims of trafficking, types of victim referral pathways, law enforcement referrals before or after screening, presence or absence of related victim services) and characteristics of clients served (gender, age, country of origin and ethnicity). Since agencies tend to specialize in serving certain client populations and the non-randomized groups of client respondents are not equivalent, sub-groups in the study sample cannot be assumed to be comparable.

Client interviews using the screening tool

Validation data was collected through 180 structured interviews with clients who responded to the screening tool (please see the screening tool instrument in Appendix A), which was administered by the victim service providers who were primarily attorneys and social workers at regular intakes or subsequent interview sessions. The period of tool administration differed for each agency due to variations in intake procedures, organizational capacity, and date of

entry into the study, but partner agencies administered the tools with clients for anywhere from two to eight months beginning in July 2012 and ending in June 2013.

The Vera research team consulted with service provider partners to agree on sample selection and recruitment methods and acceptable ways to invite clients to participate in the study. Researchers discussed with the partners the necessity of establishing common interviewing procedures to maintain the integrity of data collection, but allowed the service providers discretion in how the screening tool was integrated in agency procedures, since the agencies varied in their established intake practices. Service providers also were allowed leeway in recruiting study participants. They were instructed to invite any potential trafficking victims, that is, persons who may have been trafficked or subject to similar crimes, whom they judged to be emotionally stable enough to participate. Status as a trafficking victim did not have to be determined in advance of the interview, since a mix of trafficked and non-trafficked clients in the study sample was necessary to establish the validity and predictive ability of the screening tool. Service provider partners were also allowed discretion in timing the administration of the tool according to client receptiveness. Care was taken to administer the screening tool during an initial intake only if a client was comfortable with doing so, since many clients would not want to disclose victimization at the first contact. For client protection, service provider partners assessed any risk of retraumatization before the interview and did not proceed with the interview if the potential participant was deemed too vulnerable. Interviews could be deferred or terminated if the client or service providers saw the need to do so. After each completed interview, the interviewer was required to assess the likelihood of trafficking.

The screening tool generally required 40 to 60 minutes to administer. Study participants were given a gift card for $20 as a token of appreciation for their time and effort. The completed questionnaires were stored in a secure place not accessible to other agency staff and returned as promptly as possible to Vera offices for data entry in password protected databases. To maintain confidentiality, questionnaires were labeled at the interview and in data entry only with composite numeric and alphabetic identifiers (e.g. A1, A2). Most interviewers were attorneys, who felt that they were in the best position to interact confidentially with client participants, but some users of the screening tool were social workers. All interviewers were trained by Vera researchers on the purpose of the study, research ethics and interviewing procedures before data collection began (please see the Interviewer Training Manual in Appendix C).

Case file reviews

Triangulation on the validation data collected by field testing the screening tool with clients in the partner agencies was performed by examining 53 administrative case files maintained by service providers. Vera researchers conducted the confidential case file reviews during site visits at partner agencies to ascertain the reliability of measurement by applying the tool retroactively to trafficking cases that service providers had previously identified. Service provider partners redacted identifying information and final outcomes from the case files and provided cases in the following categories: (1) certified victims of trafficking, (2) identified trafficking victims lacking certification, and (3) victims of related or similar, but non-trafficking crimes. Neither personal identifying information nor case status information was included in the files provided to Vera in order to conduct a blind review and assess the

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likelihood of trafficking independently for each case. The information from the administrative files was applied to the screening tool, and Vera researchers assessed the likelihood of human trafficking based on the information extracted from these case files. After the case file reviews, the documented outcomes for cases whose files were reviewed were provided to Vera researchers.

Data entry

All data from completed screening tools from client interviews and from case file reviews were entered into Excel for purposes of data management. Open-ended responses were also entered and coded for analysis. After quantitative data from both interviews and case file reviews were entered and cleaned in the study database, Vera researchers examined statistical properties and indices to determine the validity and reliability of the screening tool. Validation tests are described in more detail in a subsequent section of this report.

2. Process evaluation procedures

Participatory evaluation focus groups and site visits

Vera conducted participatory evaluation of the implementation process by hosting five focus groups and additional teleconference calls with representatives of the 11 study partner organizations during the two years of study. These group meetings were semi-structured discussions intended to collect participants' perspectives in a collaborative environment for the purpose of planning and evaluation (Krueger & Casey, 2000). The topics of the group discussions generated qualitative data relevant to confirming and revising tool content; agency context and characteristics of trafficking clients; screening protocols and procedures; client responsiveness and needs; post-screening feedback on tool use and validation results; and knowledge translation recommendations. Inherent in the discussions were useful insights into program operations and sharing of information among sites, in addition to decisions about tool design and implementation. As with other data collection activities, the focus groups followed informed consent and confidentiality procedures.

The first series of three focus groups with participating service providers were held from March to June 2012 to review the study goals and objectives, to update and fine-tune the screening tool and discuss the process of tool implementation. These focus groups each lasted two to three hours and were held at the Vera main office. Partner agencies located outside of New York City joined the discussion by video conferencing. The feedback obtained in these group discussions ultimately increased the effectiveness of the tool and guided its sensitive utilization. After the first three focus groups and during the data collection period, Vera researchers maintained regular contact with study partners to answer questions, and conducted site visits to most of the partner agencies to observe the screening environment and to conduct in-depth interviews with screeners and clients (see next section). In addition, meetings were planned with study partners in July and October 2013 to share and receive feedback on study findings and to discuss best practices and dissemination planning. Ongoing dialogue with study partners after data collection informed interpretation of results, corrections to the screening tool and key messages for the user guide.

In-depth interviews with tool users (service providers and trafficking survivors)

In addition to holding focus groups with service providers, Vera researchers conducted in-depth interviews to elicit multiple perspectives on the quality and utility of the screening tool. Interviews with service providers (N=12 in 11 agencies) and clients (N=12 in 6 agencies) were conducted to assess satisfaction with using the screening tool and any problems with tool implementation. (The open-ended, semi-structured interview guides for service providers and survivors are included in Appendix D.) The interviews with the service providers focused on the context of screening, the experience of using the tool, challenges encountered, and recommendations for improvement and training for future users of the screening tool. Informed consent and confidentiality procedures were followed and the interviews were audio-taped for transcription.

To elicit further feedback on the tool and assess how well it captures trafficking experiences, Vera researchers also conducted individual interviews with a subset of survivor clients who had been screened to gain insight into whether questions asked in the tool made sense to participants. The client interviews aimed to address the lack of empirical research representing the viewpoints of trafficking victims (Aghazam & Laczko, 2008). After a client was interviewed using the screening tool, she or he was invited to participate in a follow-up interview with a Vera researcher. If the client agreed to participate in a follow-up interview, the service provider scheduled an appointment for the client to meet with a Vera researcher during a site visit or, in a few cases, if the interview could not be arranged at that time, individuals were interviewed by phone once privacy was assured. Some survivors were interviewed by Vera researchers with partner agency staff in the room at the client's request.

The survivor interviewees came from six different agencies. Two were male and ten were female. Ages were not recorded, but most were 30-45 years old. They originated from several different countries, including China, Eastern Europe (country not specified), El Salvador, Guatemala, Guinea, Lesotho, Mexico, South Africa, South Korea and the United States. Two were survivors of labor trafficking, five were survivors of sex trafficking, two were survivors of domestic servitude (a subtype of labor trafficking), and one was a survivor of both labor and sex trafficking. Two reported domestic violence, and one was not a trafficking survivor, but had suffered labor exploitation and domestic violence. One survivor did not report details of her trafficking situation, so researchers were unsure of the type of trafficking she had experienced.

Researchers adhered rigorously to informed consent procedures and were attentive to the clients' needs for security. To avoid any possibility of re-traumatization, the interviews with survivors focused specifically on their opinions of the tool; researchers did not ask them to relate their personal trafficking experiences. Participants were not asked to sign the consent form, but instead gave oral consent, and the interviews were audio-taped only with permission of interviewees. Five respondents were not audio recorded, either due to limitations of phone recording or because they were not comfortable being recorded. Notes were taken during the interview; however, identifying information such as name, gender, or nationality was not attached to the interviewers' notes or to transcripts. The interviews with clients lasted from half an hour to an hour and a half and were conducted in an informal conversational style using an open-ended interview topic guide. Conducting these interviews required special sensitivity

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to confidentiality concerns and to the possibility of heightened emotional distress. However, Vera researchers, who were experienced in interviewing vulnerable populations, found that the interviews, when properly conducted and supported by partner agency staff, were often welcomed by survivors as an opportunity to share personal experiences and give advice.

3. Knowledge translation procedures

Knowledge translation data collection explored the requirements for tool adaptation for law enforcement. The final study phase included semi-structured, open-ended key informant in-person or telephone interviews with law enforcement personnel from federal and local police agencies, prosecutor offices, and a juvenile probation department. The purpose of these interviews was to learn about current victim identification practices and to explore how the tool could be used by these agencies, whether through adaptation, coordination with victim service providers, or a combination of the two. These interviews were also audio-recorded with interviewees' permission and followed informed consent and confidentiality procedures.

Key informant interviews (N=12) with law enforcementofficials, prosecutors and probation officers were also conducted to advise Vera on possible adaptation of the tool for law enforcement purposes and to enhance its potential impact on policy and practice. These key individuals were identified as knowledgeable experts in human trafficking from various sources, including professional conferences, websites, or recommendations from other law enforcement personnel or service providers. Insofar as possible, the sample was balanced in terms of gender, location, job type and level of agency jurisdiction. Interviews gathered information on existing victim identification practices, inquired about the potential adoption of a screening instrument, and elicited feedback on the tool itself. The interview guide used with law enforcement personnel is included in Appendix D.

Knowledge translation activities also involved final consultations with study partners to elicit comments on the user guide and dissemination recommendations, and developing guidelines to accompany the tool. The expectation is that implementation will promote the respect, dignity, autonomy, and safety of potential trafficking victims who are screened.

D. Data analysis

1. Qualitative data analysis for in-depth interviews

All in-depth interviews with service providers, survivors and law enforcement personnel were analyzed using qualitative methods. All audio recorded in-depth interviews were transcribed using Transana software. Spanish–speaking survivor transcripts were translated and transcribed into English. In addition to the methodological triangulation described above, inter-rater reliability exercises and a reflexive coding process ensured analytic rigor (Krefting, 1991; Mays & Pope, 1995). The interview transcripts were read by multiple Vera researchers and coding frameworks based on interview guides and emerging themes were created. Inter-rater reliability was established by having two researchers code selected transcripts to develop the draft coding frameworks collaboratively. At the first level of analysis, the team established main categories of data and performed directed content analysis, with the initial coding framework being based on interview topics for comparability across cases (Miles & Huberman,

1994). All transcripts were then analyzed using QDA Miner software and inductive and iterative qualitative methods, so that additional themes arising from the data developed as data analysis progressed. At the second level of analysis, coding categories were refined and regrouped and any unanticipated or emerging themes noted to augment the coding framework. Finally, researchers examined interrelationships and identified cross-cutting themes pertinent to victim identification occurring across groups of in-depth interviews, such as strategies for developing trust and resource constraints.

For service provider interviews, major themes focused on issues raised during data collection, including the quality of the relationship necessary to use the tool effectively, coverage of the tool content, its integration in agency procedures, the legibility and ease of using the tool, and service providers' perceptions of clients' responsiveness to different questions. For client interviews, initial coding categories were developed from information provided on the same aspects of the tool content and meaning, as well as themes of relationships with service providers and law enforcement that emerged from survivors' responses. The coding framework for law enforcement included victim identification practices and comments on the tool, among other topics. (Please see all coding frameworks in Appendix D.)

2. Validation methodology

The validation of the trafficking screening tool consisted of testing the tool's validity and reliability. This section describes the statistical methods used in validating the tool.

Types of validity

A screening tool's validity refers to how well it measures the concept that it is intended to measure. The goal of this study is to measure how likely it is that an individual has been a victim of some form of human trafficking, but the concept of trafficking is complex and far from one-dimensional. Therefore, in order to assess the likelihood of victimization it is necessary to gather information on a variety of measures that work together to help identify trafficking victimization. When validating the human trafficking screening tool, Vera examined three types of validity: content validity, construct validity, and criterion validity. At their most basic level, these three types of validity refer to:

- Construct validity: does the screening tool actually measure the <u>construct</u> it is meant to measure?
  - o Convergent validity (are measures that are supposed to be related actually related?)
  - o Discriminant validity (are measures that are not supposed to be related not related?)
- Content validity: does the screening tool measure <u>all facets</u> of the construct it is attempting to measure?
- Criterion validity: does the screening tool accurately predict the <u>outcome</u> it is meant to measure?

Construct validity

Construct validity refers to how well a screening tool measures the construct under investigation. Since human trafficking is not a one-dimensional concept, it was necessary to

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determine which set of underlying variables the tool was measuring. This was done by performing factor analysis on the data to identify latent variables being measured and which questions were the strongest measures of each latent variable.

When creating a factor model, it was necessary to separate the questions that were designed to assess trafficking victimization from the questions that sought to determine a client's background information. The majority of those questions that intended to measure trafficking victimization were dichotomous (yes/no questions), which were followed with open-ended narrative sections to gather additional information. A small number of questions were non-dichotomous. These questions were typically multi-choice questions and allowed the respondent to select all choices that applied to their situation. For these variables, it was necessary to create dummy variables for each possible response. For instance, question 4a asked "Did someone?" and then proceeded to give three options for respondents to select from. For analysis, these were transformed into three separate questions: "Did anyone withhold payment from you?", "Did anyone give your payment to someone else?" and "Did anyone control the money that you should have been paid?" The final dataset used in factor analysis consisted of 180 observations of 31 dichotomous variables.

Before performing the factor analysis, a Kaiser-Meyer-Olkin (KMO) test was performed on the dataset to determine if it was factorable. The resulting measure of sampling adequacy was .85, which far exceeded the generally agreed upon cutoff point of .6 (Fergusson and Cox, 1993). A Bartlett test of sphericity was also performed, the results of which were insignificant (chi sq.(465) = 1510.854, p ≤ .001) also indicating that the data was factorable. Since all variables used in the factor analysis were dichotomous, a tetrachoric[8] correlation matrix—which is used to test the degree of correlation between dichotomous variables—was used in place of a Pearson correlation matrix. Several combinations of number of factors extracted, extraction methods, and rotation methods were tested in an attempt to create a model with interpretable factors where the majority of variables loaded strongly onto only one factor. The final model extracted seven factors using an unweighted least of squares (ULS) extraction with an oblimin rotation. The seven factor solution was decided upon based on examination of the data's scree plot and because there were seven eigenvalues greater than one. The number of factors extracted exceeded the number suggested by the test of parallel lines, a test commonly used to determine the optimal number of factors to extract, which suggested using a four factor solution. The seven factor solution was chosen over the four factor solution to reduce the number of factors that loaded across multiple factors. Scales were then created using the results of the factor analysis and a variety of other considerations, each of which contained several questions from the tool that appeared to measure some latent variable. Composite scores were also calculated for each scale. A scale's composite score was simply the sum of "Yes" answers given by a participant for each question within a scale. The results of the factor analysis and the final scales constructed are detailed in section C.1 of the Study Results chapter.

Convergent and discriminant validity

Two additional, important components of construct validity are discriminate and convergent validity. Convergent validity tests whether measures that are supposed to be related are actually related, while discriminant validity tests whether measures that are not supposed to be

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[8] It was assumed that all variables in the tool were dichotomized measures of some continuous variable.

related are not related. The results of the test of internal consistency (see section C.2 of the Study Results chapter) will be used as an indicator of convergent validity, as they test the level correlation between items within each scale. They will therefore measure whether theoretically similar variables correlate with one another, since each scale is composed of questions relating to the same construct.

The opposite approach was taken in measuring discriminant validity. Since the scales extracted from the human trafficking screening tool were meant to measure different underlying constructs, none of them should correlate highly with another to exhibit discriminant validity. To test for discriminant validity, a correlation matrix was constructed for the composite scores of all five scales. Although there is no defined cutoff point for correlations to indicate the existence of discriminant validity, it could be reasonably assumed that none of the scales should be more than moderately correlated with any of the other scales. The same matrix was also created that accounted for attenuation. Attenuation refers to the weakening effect of a measure caused by measurement error, and has an effect of lowering the maximum correlation that can exist between two variables. To correct for attenuation, each correlation coefficient was divided by the square roots of the sums of the α coefficients[9] of the two scales being correlated. Again, it is difficult to determine a cutoff point past which the assumption of discriminant validity is broken, but a generally agreed upon threshold is .800 (John & Benet-Martinez, 2000).

Content validity

The content validity of the tool was established by service providers' and other experts' review in both the NYCTAP study and in the validation study. This ensured that the tool's construction incorporated all of the possible indicators of trafficking.[10] Content validity was reinforced by extensive in-depth interviews with our service providers, trafficking victims, and law enforcement personnel as discussed in the qualitative findings (section D of Study Results).

Criterion validity

Criterion validity for the human trafficking screening tool was difficult to establish for a variety of reasons. First, there is no gold standard tool to screen participants with, and compare the results of Vera's tool with, and if there were, it is unlikely that many study partners would be willing to subject their clients to the time and resources this would require. Secondly, unless a client had received a T-Visa, it was difficult to establish whether or not they could officially be considered a trafficking victim. As there are a variety of reasons why a trafficking victim would not have been awarded a T-Visa, Vera relied on the expertise of study partners to determine whether or not study participants were trafficking victims.

To establish the human trafficking screening tool's criterion validity, two Vera researchers independently reviewed 50% (N=90) of the tools completed by study partners, and independently ranked the likelihood of each client being a trafficking victim on a scale from

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[9] Calculated in the internal consistency portion of section C.2 of the Study Results chapter.
[10] For more detailed information on the design of this report, see Weiner and Hala (2008).

one to five. Vera researchers randomly selected the 90 cases using a random number generator. These scores were then compared to the scores given by each study partner to question 7c of the screening tool ("Indicate the likelihood that the client is a victim of trafficking") using a weighted Cohen's Kappa, an ordinal measure of inter-rater reliability.

The service providers were generally individuals who were in an excellent position to determine the likelihood of trafficking victimization for two reasons. First, they were all immigration attorneys or social workers who dealt with potential trafficking victims on a regular basis, and were therefore very experienced in identifying trafficking victims. Secondly, they often had insights into a client's situation outside of what they gathered from using the tool, including an understanding of their client's history. In some cases, notes that interviewers added to the screening tool contributed to determination of trafficking victimization. In situations like this, the "known" likelihood was compared with the likelihood independently decided by Vera's researchers as a cross-check. Further details about testing the screening tool's predictive validity are discussed below.

Reliability

While validity tests whether a screening tool is measuring what it is supposed to measure, reliability tests whether the measurements are consistent. Many consider reliability an integral part of validity since, for a tool to be valid, it must also be reliable. Many circumstances could have an effect on the screening tool's reliability, including:

- Victim memory and learning
- Variance in a victim's openness or cooperation
- Variance in an interviewer's style, questioning, or prompts
- Variance in demographics between the interviewer and interviewee[11]

The human trafficking screening tool was tested for two types of reliability: inter-rater reliability and internal consistency.

Inter-rater reliability

The inter-rater reliability of a screening tool refers to level of agreement between two raters who are rating the same cases. For a scale to be reliable, two different individuals using the tool on the same participants should come to the same conclusions the majority of the time. In this case, we examined the level of agreement between raters when determining likelihood of trafficking victimization of study participants.

The trafficking victimization likelihood assessments of 50% of study participants (N=90) given by two Vera researchers to test for criterion validity were also used to test for inter-rater reliability. The level of inter-rater reliability between the two Vera researchers was determined using a weighted Cohen's Kappa. A high Cohen's Kappa would suggest a high level of inter-rater reliability.

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[11] For instance, an interviewee of a certain ethnicity or gender may be more open with an interviewer of the same ethnicity or gender.

The main drawback to this method was that neither Vera researcher was able to see the victim in person, causing them to miss certain audio and visual cues such as body language and the tone and inflection of participant's voices, although in some cases these were noted by the original interviewer. The ideal test of inter-rater reliability would be allowing two raters to interview the same victim separately, or have two raters in the same room during an interview and have them independently rate each participant. Unfortunately, due to the vulnerable nature of trafficking victims, subjecting participants to this method was out of the question for most study partners.

Since both raters used the same material in determining their scores, one could assume that the largest contributor to inter-rater variance would be differences in interpreting the results of a tool and how these interpretations relate to trafficking victimization.

Internal consistency

A screening tool's internal consistency is a measure of the level of correlation between the responses to different questions in the tool. If a screening tool is meant to measure some construct, such as human trafficking, one would expect a certain level of internal consistency among the questions within the tool, and among the questions within a tool that make up the same scale. Internal consistency of the human trafficking screening tool was tested using Cronbach's alpha (α). The α scores were measured for the entire tool, and for each of its scales. A higher α indicates a higher level of internal consistency. While there is no cutoff point for what is considered an acceptable α score, scores should generally be above .700.[12]

Predictive validity

Predictive validity is a form of criterion validity that seeks to explore the extent to which a scale or test predicts an outcome. Since predictive validity is such an integral part of assessing the effectiveness of this tool, it is presented here separately from the other tests of validity. In the case of the human trafficking screening tool, the outcome in question is human trafficking victimization. The predictive validity of the tool was tested first by testing how well <u>variables within each scale</u> predicted the outcome of that scale, how well <u>each question</u> within the tool predicted trafficking outcomes on its own, and how well <u>different combinations of variables</u> were able to predict trafficking.

Predictors of each scale

Before testing which questions were strong predictors of the outcome variable (trafficking victimization), each variable within each scale was tested to see how well it predicted the overall scale score. This was accomplished by running an ordinal regression for each variable within each scale using the scale composite scores as the outcome variable, and each separate variable as the single predictor variable. For each variable, the Nagelkerke pseudo R^2 statistic, and the chi-square statistic for the -2 log likelihood ratio test were recorded.

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[12] The .7 cutoff is a very general rule, and most experts agree that an acceptable minimum α depends greatly on a scale's use (Lance, Butts, & Michels, 2006).

Predictors of trafficking

Vera's research team reviewed the data and assigned each case a designation of either "labor trafficking victim," "sex trafficking victim" or "non-trafficking victim." This analysis consisted of both reviewing the trafficking victimization likelihood given to each study participant by their interviewer,[13] and reading the interviewer's notes on the screening about each participant. The cases were then further combined into simply "trafficking victim" and "non trafficking victim." These categorizations were used to test which questions were strong predictors of general trafficking victimization and which were strong predictors of labor trafficking and sex trafficking specifically. This was accomplished by running a separate binary logistic regression model for each variable in the dataset with the outcome variable as the dependent variable. The odds ratio, -2 log likelihood chi-square statistic, and Nagelkerke pseudo R^2 statistic were recorded for each model to test how much variance in the outcome variable was explained by each variable, and how well each variable predicted the outcome variable.

To ensure that variance within the outcome variable that was a result of demographics was not being falsely attributed to each predictor variable, a second regression was run with each predictor variable that also included each client's sex, age, country of birth, highest level of education, English proficiency, and the language of their interview to see if each question was still able to significantly predict the outcome variable while accounting for demographics. The odds ratio and -2 log likelihood statistics were also included for these regression models. The odds ratio indicates the increase in odds associated with an one unit increase in the predictor variable. Since all predictor variables were dichotomous, the odds ratio therefore showed the change in odds of being a trafficking victim if a participant answered yes to the question associated with a variable compared with if they answered no. The small sample size makes directly interpreting this ratio difficult. It is used in this analysis simply to show effect size and direction, and should be interpreted as a higher odds ratio associated with a variable indicating a higher risk of trafficking victimization if a yes answer was given for that variable. An odds ratio of less than one would indicate a decreased risk of trafficking victimization if a yes answer was given to a variable, which was not the case for any of the variables analyzed in the study.

These two sets of regressions were run using three different outcome variables. First, they were run comparing trafficking victims of any type to all non-trafficking victims. Next, they were run comparing labor trafficking victims to all non-trafficking victims, and finally comparing sex trafficking victims to all non-trafficking victims.

Creating a shortened version of the tool

In its tested form, the trafficking identification tool was long and time-intensive to complete. This could be a barrier when attempting to disseminate the tool to first responders such as police officers, who may have limited time to speak with victims. It was therefore imperative to create a scaled-down version of the tool that still had a high level of predictive power in identifying trafficking victimization. The next step in the validation process involved constructing shorter versions of the screening tool based on the results of the analysis

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[13] As indicated by question 7c in the screening tool.

completed to this point, and testing their predictive power against the full version of the tool. The most important considerations that were taken into account when seeking to create a shortened version of the tool were that a) it retain most of the predictive power of the original tool, and that b) it account for each of the different dimensions (constructs) in the data collected.

Predictive power of shortened tool

To ensure that the shortened version of the screening tool retained a majority of the predictive power of the full version of the tool, a variety of tests were performed to see how well the different versions of the tool could predict the three sets of outcome variables (all trafficking victims, labor trafficking victims, and sex trafficking victims).

The first step in this process was creating logistic regression models for the short and long versions of the tool to predict the trafficking outcome variables. Once each model was constructed and run against the dataset, the predictive power of the models within each outcome was compared. This was done first by comparing the percentage of cases that each model was able to predict the outcome for, and was further broken down into the number of trafficking and non trafficking victims whose outcomes were correctly predicted. The pseudo R^2 was also examined to determine how much variance in the outcome variable was explained by each model.

Next, the predicted probabilities assigned to each case by each regression model were correlated with each other, to assure that the different models were assigning similar outcomes to individual cases. The purpose of this test was to ensure that models with similar correct prediction percentages were also ranking individual cases similarly.

Finally, the data set was broken out into subgroups, and the predictive validity of the different tools was tested separately with each different subgroup to ensure that there was no particular group that the tool was unable to predict outcomes for. The breakout of the subgroups can be seen in Table 1:

Table 1: Comparison group details

Comparison Group	Subgroups
Odds and Evens[14]	Odds - all odd numbered cases in the dataset
	Evens - all even numbered cases in the dataset
Gender	Males
	Females
Age	Young[15] - individuals between the ages of 13 and 24 at the time of their interview
	Old - individuals between the ages of 25 and 64 at the time of their interview
Continent of Origin	Asia - those individuals from Asian Countries
	South and Central America - those individuals from South and Central American countries
	Other - those individuals from outside Asia and South and Central America
English Proficiency	Poor to fair - those individuals who indicated that their spoken English was either "poor" or "fair"
	Good to excellent - those individuals who indicated that their spoken English was either "good" or "excellent"
Education Level	0-6 years - those individuals who indicated their highest level of education was between 0 and 6 years
	7-12 years - those individuals who indicated their highest level of education was between 7 and 12 years
	12 +years - those individuals who indicated their highest level of education was more than 12 years

Ideally, there would also be subgroups that contained only minors or only domestic born individuals, but the sample size of those two groups was too small for the analysis being performed. The same could be said for continent of origin, but unfortunately conducting meaningful analyses required separating the sample into rather large, broad groups.

Once the subgroups were separated, a variety of analyses were performed separately on each group with each regression model. First, the prediction percentage was analyzed to ensure that the shortened models had similar predictive power to the full model across all subgroups. This was done by analyzing cross tabs that compared actual outcomes to the predicted outcome for each model. Next, the predicted probability generated by each model for each case was

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[14] Testing the even numbered and odd numbered cases was used as a way to break cases up into seemingly unrelated, random groups.

[15] This designation is not to be confused with those categorized as "youths" in Section A of the Study Results chapter which designates youths as those under the age of twenty-one. This categorization is simply meant as a way to split the study sample by age.

correlated with that case's likelihood of victimization.[16] Lastly, a receiver operating characteristic (ROC) analysis was performed on the predicted probabilities of each subgroup from each model to test the level of sensitivity and specificity. Models with areas under the curve (AUCs) of at least 0.9 are generally considered excellent classifiers. Ideally, the tool would predict equally well across all subgroups.

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[16] This was done using question 7c, the ordinal measure of trafficking victimization likelihood on a scale of 1-5.

III. Trafficking Tool Responses

A. Study sample characteristics

Study sample characteristics were taken from participant responses to Sections 1 and 2 of the Human Trafficking Screening Tool (Screening Background and Personal Background respectively). It is important to note that these findings only pertain to this limited study sample, and are not meant to reflect characteristics of all trafficking victims or potential trafficking victims in the United States. Basic demographics of all study participants are presented in Appendix G. This section details the characteristics of this study sample, which are separated by trafficking victimization determination where relevant. Some of the key findings from this section include:

- The sample consisted of 53% trafficking victims and 47% non-trafficking victims. Of the trafficking victims, 39.6% were designated as sex trafficking victims and 60.4% were designated labor trafficking victims.

- Although the majority of participants rated their ability to read, write, and speak English as either "poor" or "fair" the opposite was true for the language of the interview, where the overwhelming majority rated their proficiency in those three categories as either "good" or "excellent."

- Overall, trafficking victim respondents claimed higher proficiency in speaking English than non-trafficking victim respondents. Over half (56.6%) of trafficking victims reported either good or excellent proficiency compared to one-quarter (25.6%) of non-trafficking victims.

- All of the sex trafficking victim respondents in the study were female, compared to 51.7% of labor trafficking victim respondents.

- Labor trafficking victim respondents were generally older than sex trafficking victim respondents at the time of their interview. Nearly one-third (31%) of labor trafficking victim respondents were older than forty at the time of their interview compared to 13.2% of sex trafficking victim respondents, while one-third (33.3%) of sex trafficking victim respondents were younger than twenty-four compared to 10.3% of labor trafficking.

- The majority of the study sample was female (70%); this proportion held true for both trafficking victim and non-trafficking victim respondents.

- The average and median ages of the study sample were 34 and 33 respectively. Although trafficking and non-trafficking victim respondents had a nearly identical average age, trafficking victim respondents tended to fall into a narrower age range (56.3% of trafficking victim respondents were between the ages of 25 and 39 compared to 39.3% of non-trafficking victim respondents), while non-trafficking victim respondents were more likely than trafficking victim respondents to be younger or older than this range.

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- Trafficking victim respondents were significantly more educated than non-trafficking victim respondents; 84.3% of trafficking victims in the study sample had seven or more years of education compared to only 69.1% of non-trafficking victims in the sample.

- Study participants came from a total of 40 different countries. The countries of birth most represented in the study population were Mexico (20.1%), China (15.1%), the Philippines (9.5%), and Honduras (8.9%); only 5.6% of the population was domestic born.

- Although difficult to measure due to the large number of participants' countries of origin, some countries tended to have a higher proportion of trafficking victim respondents; these included[17] the Philippines (100%), the United States (100%), and Mexico (69.44%).

Referral Source –The screening tool required interviewers to identify how the participants being interviewed had been referred to the agency. The most common source of referrals was internal (i.e. from another program or intake process within the agency), which accounted for nearly half of all referrals. The second and third most frequent sources were "other law enforcement" and "other social service provider," respectively. A total of five cases did not indicate a referral source.

Table 2: Frequency and Percentage of Referral Sources (N = 180)

	N	%
Own agency/internal referral	84	**47.7%**
Other social service provider	23	**13.1%**
Healthcare provider	3	1.7%
Local police department	4	2.2%
Dept. of Homeland Security/ Immigration & Customs Enforcement	8	4.5%
Other law enforcement	32	**18.2%**
Referred by other client	9	5.1%
Referred by someone else	11	6.1%
Walk In	1	0.6%
Overall %, Total N	*175*	*100.0%*

Note: Referral Source was not indicated for $N = 5$ (2.8%) cases.

Client Status – The client status variable was meant to indicate whether or not the participant was a known trafficking victim at the time of their interview. Interviewers were asked "Official determination of trafficking known? This includes HHS certification, T-visa approval, or certification by law enforcement or a judge." Overall, 33.5% (N=57) of those who answered

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[17] Other countries with a high proportion of trafficking victim respondents were not included if they had fewer than ten representatives.

this question said that the client's status was known; however, the wording of the question was open to interpretation.[18]

Table 3: Frequency and Percentage of Client Status (N = 180)

	N	%
Known	57	33.5%
Unknown	113	66.5%
Overall %, Total N	*170*	*100.0%*

Note: Referral Source was not indicated for $N = 10$ (5.6%) cases.

<u>Trafficking Victim Status</u> – Because the client status variable was found to be an unreliable indictor of trafficking victimization, Vera researchers used other data and methods to make a more informed and definitive determination of trafficking. Trafficking status was therefore determined using the Post-Interview Assessment section completed by each interviewer at the end of each interview. In this assessment, study partners not only assessed each participant's likelihood of victimization, but also stated reasons for the ratings and provided additional notes relating to their knowledge of each participant's case. These notes often revealed inside knowledge of the participant's background and trafficking victim status. Additionally, if the Post-Iinterview Assessment indicated that a participant was not a trafficking victim, but they had indicated on question 5n that they had "had sex for things of value" while under the age of eighteen, Vera designated them as trafficking victims according to the federal definition of trafficking. Using triangulated data, this determination process revealed that the study sample consisted of 53% trafficking victims and 47% non-trafficking victims. The nature of crime victimization of most non-trafficking victim respondents was uspecified in most cases; however, of those that were specified, 16 were victims of domestic abuse, nine were victims of labor exploitation, four were combined domestic abuse and labor exploitation, and two were victims of smuggling. Trafficking victims were also classified as sex trafficking or labor trafficking victims using the study partner feedback provided in the post-interview assessment. The category of labor trafficking victim, which could include both men and women, also included those individuals who were victims of domestic servitude and other subtypesof labor trafficking. The sample had slightly more labor trafficking victims than sex trafficking victims (60.4%, N=58 vs. 39.6%, N=38, respectively).

Those individuals who were not designated as trafficking victims were often victims of some other type of crime including domestic violence and abuse, smuggling, and labor exploitation.

Table 4: Frequency and Percentage of Trafficking Victim Status (N = 180)

	N	%
Trafficking Victim	96	53.3%
Non-Trafficking Victim	84	46.7%
Overall %, Total N	*180*	*100.0%*

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[18] This was found to be an unreliable indicator of actual trafficking victimization as the wording allowed study partners to misinterpret the question's meaning (many partners said "yes" if it was known that the participant being interviewed was not a trafficking victim). Also problematic was the fact that just because a client was not certified as a trafficking victim did not mean that client was not a trafficking victim.

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Table 5: Frequency and Percentage of Trafficking Victim Type (N = 96)

	N	%
Sex Trafficking Victim	38	39.6%
Labor Trafficking Victim	58	60.4%
Overall %, Total N	*96*	*100.0%*

Agency – As noted, the sample came from a variety of agencies across the country including California, Colorado, New York, Texas, and Washington. A majority of the sample (57.8%, N=104) came from New York.. One in four trafficking victim respondents came from California, while 17.2% (N=8) of trafficking and 27.4% (N=23) of non-trafficking victim respondents were served by Texas study partners.

Table 6: Frequency and Percentage of Agencies (N = 180)

	N	%
Restore NYC (NY)	29	16.1%
Refugee and Immigrant Center for Education and Legal Services (TX)	25	13.9%
Coalition to Abolish Slavery & Trafficking (CA)	23	12.8%
Sanctuary for Families (NY)	22	12.2%
International Institute of Buffalo (NY)	20	11.1%
City Bar Justice Center (NY)	18	10.0%
Northwest Immigrant Rights Project(WA)	15	8.3%
Rocky Mountain Immigrant Advocacy Network (CO)	7	3.9%
WJCNY (NY)	7	3.9%
American Gateways (TX)	6	3.3%
My Sister's Place (NY)	5	2.8%
GEMS (NY)	3	1.7%
Overall %, Total N	*180*	*100.0%*

Table 7: Frequency and Percentage of States Represented (N = 180)

	Total Sample		Trafficking Victims		Non-Trafficking Victims	
	N	%	N	%	N	%
California	23	12.8%	23	24.0%	0	0.0%
Colorado	7	3.9%	5	5.2%	2	2.4%
New York (City)	69	38.3%	31	32.3%	38	45.2%
New York (State outside NYC)	32	17.8%	25	26.0%	7	8.3%
Texas	31	17.2%	8	8.3%	23	27.4%
Washington	15	8.3%	1	1.0%	14	16.7%
Overall %, Total N	*180*	*100.0%*	*96*	*100.0%*	*84*	*100.0%*

The regional distribution of the sample also varied by gender. Over half of the females in the study population (52.4%, N=66) were interviewed by study partners in New York City, while the majority of males were from study partners in New York State (outside NYC) or Texas. This was not surprising since the three New York City partners (City Bar Justice Center, Restore, and Sanctuary for Families) mainly provide services that assist women, while those sites in New York State (International Institute of Buffalo, and Worker Justice Center of New York[19]) and Texas (American Gateways, and Refugee and Immigrant Center for Educational and Legal Services) mainly provide services for immigrants in detention or farmworkers, who tend to be primarily men.

Table 8: Frequency and Percentage of States Represented by Gender (N = 180)

	Male		Female	
	N	**%**	**N**	**%**
California	8	14.8%	15	11.9%
Colorado	6	11.1%	1	0.8%
New York (City)	3	5.6%	66	**52.4%**
New York (State, outside NYC)	13	**24.1%**	19	15.1%
Texas	18	**33.3%**	13	10.3%
Washington	6	11.1%	9	7.1%
Overall %, Total N	*54*	*100.0%*	*126*	*100.0%*

Language of Interview – The vast majority of interviews were conducted in either English (41%, N=73) or Spanish (43.3%, N=77), followed by Chinese and Korean.

Table 9: Frequency and Percentage of Language of Interview (N = 180)

	N	%
English	73	41.0%
Spanish	77	43.3%
Chinese	23	12.9%
Korean	2	1.1%
English & Chinese	2	1.1%
Other	1	0.6%
Overall %, Total N	*178*	*100.0%*

Note: Language of interview was not indicated for $N = 2$ (1.1%) cases.

Proficiency in Language of Interview – Participants were asked how well they could speak, read, and write the language of the interview. The percentages of individuals who fell into each category can be seen in Figure 1. Overall, individuals were much more proficient in the language of their interview than in English.

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[19] My Sisters' Place is also in New York State, but historically has served primarily women.

Figure 1: Proficiency in Language of Interview (N=180)
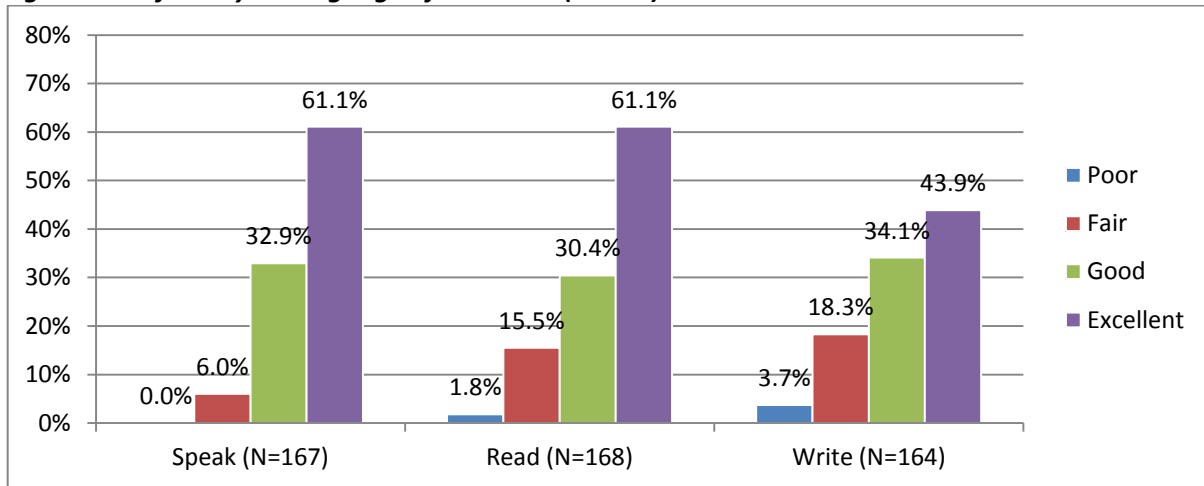
 Note: Proficiency in speaking language of interview was not indicated for $N = 13$ (7.2%) cases, proficiency in reading language of interview was not indicated for $N = 12$ (6.7%) cases, and proficiency in writing language of interview was not indicated for $N = 16$ (8.9%) cases.

The countries of birth of individuals who rated their ability to speak the language of the interview as "fair" included the Philippines, Argentina, China, El Salvador, Nepal, and Mexico. Individuals who rated their ability to read or write in the language of the interview as "poor" included Burma, Honduras, and Mexico.

Mode of Interview – All interviews were conducted in person, and the majority (96%, N=170) did not use an interpreter. The participants who required an interpreter came from a variety of countries in Africa, Asia, and Latin America.

Table 10: Frequency and Percentage of Mode of Interview (N = 180)

	N	%
With Interpreter	7	4.0%
Without Interpreter	170	96.0%
Overall %, Total N	*177*	*100.0%*

Note: Mode of interview was not indicated for $N = 3$ (1.7%) cases.

English Proficiency – – Participants were asked to rate their ability to speak, read, and write English as either "poor"; "fair"; "G\good"; or "excellent." The percentage of interviewees that fell into each category can be seen in Figure 2. For each of the three categories, individuals tended to fall into one of the two extremes ("poor" or "excellent"), with a relative minority falling in the middle ("fair" or "good'). The distribution of proficiencies is similar between the three categories, though reading and writing tended to be more top and bottom heavy than the speaking category, in which more individuals rated themselves as fair and good.

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Figure 2: English Proficiency (N = 180)
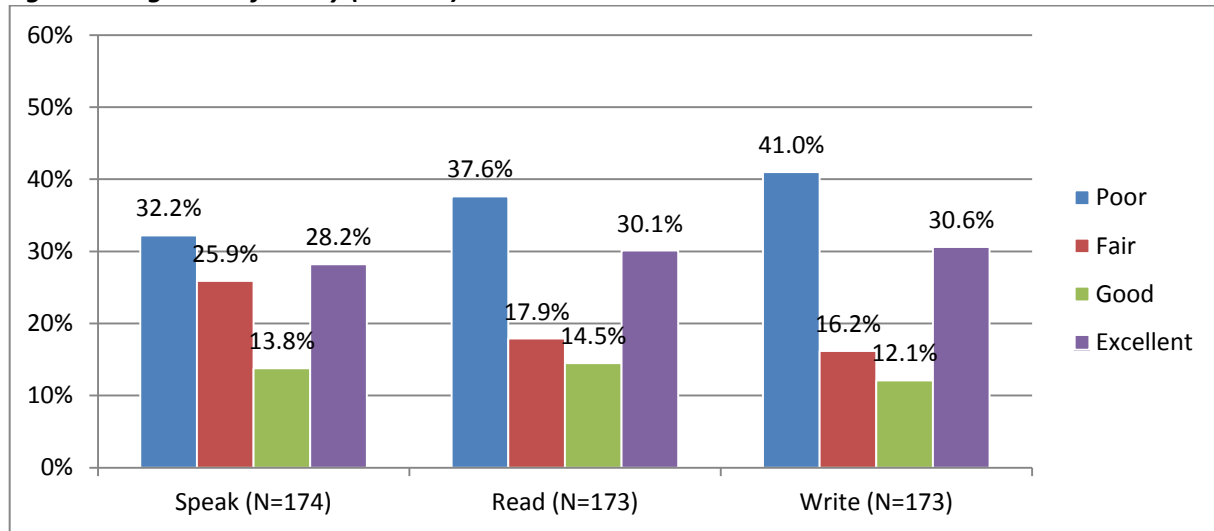
Note: Proficiency in speaking English was not indicated for $N = 6$ (3.3%) cases and proficiency in reading and writing English was not indicated for $N = 7$ (3.9%) cases.

English speaking proficiency varied by trafficking status. Trafficking victim respondents tended to report higher levels of English-speaking proficiency than non-trafficking victim respondents. Over half (56.6%, N=52) of trafficking victim respondents reported either "good" or "excellent" proficiency compared to one-quarter (25.6%, N=21) of non-trafficking victim respondents. Even after excluding domestic born participants from the analysis, trafficking victim respondents were still significantly more likely to speak better English than non-trafficking victim respondents (after this exclusion, 25.6% of non-trafficking victim respondents (N=21) and 54.9% of trafficking victim respondents (N=45) spoke "good" or "excellent" English). This is likely because, as discussed in the migration findings section, trafficking victim respondents were generally in the country for longer than non-trafficking victim respondents. This could have also been affected by the fact that English speaking countries such as the U.S. and the Philippines had a high proportion of interviewees who were trafficking victims.

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Figure 3: Proficiency in Speaking English byTrafficking Victim Status (N=180)
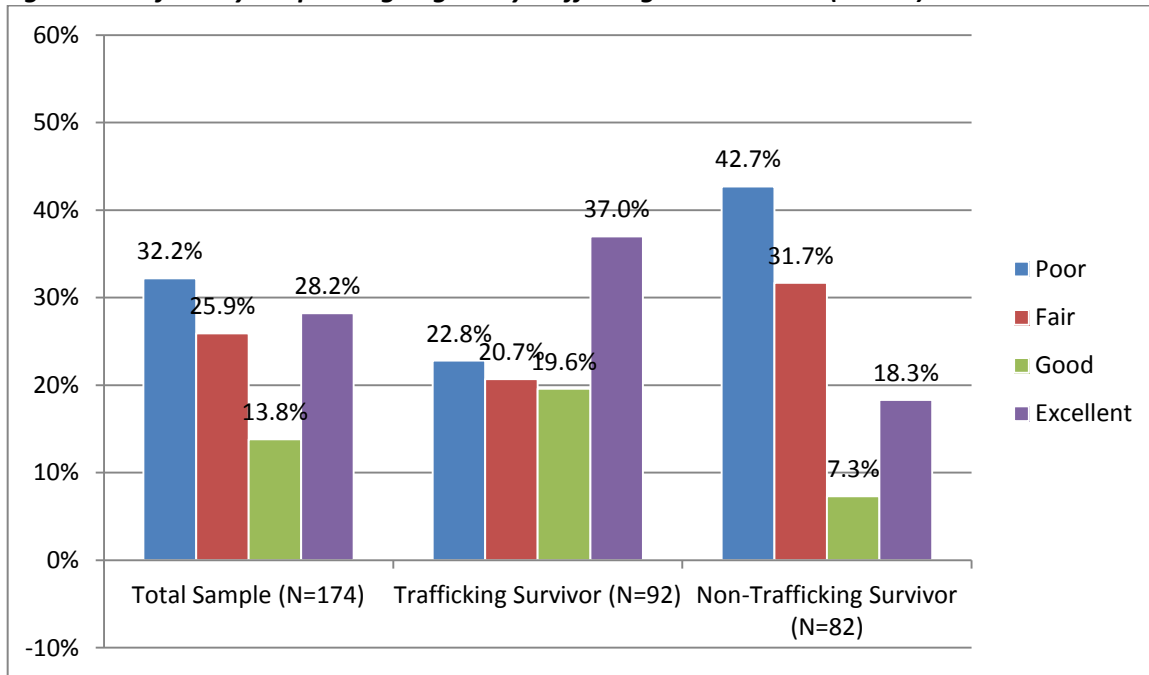
Note: Proficiency in speaking English was not indicated for $N = 6$ (3.3%) cases.

Gender of Client – The majority of those interviewed (70%, N=126) were female regardless of trafficking victimization.

Figure 4: Gender of Respondents (N=180)
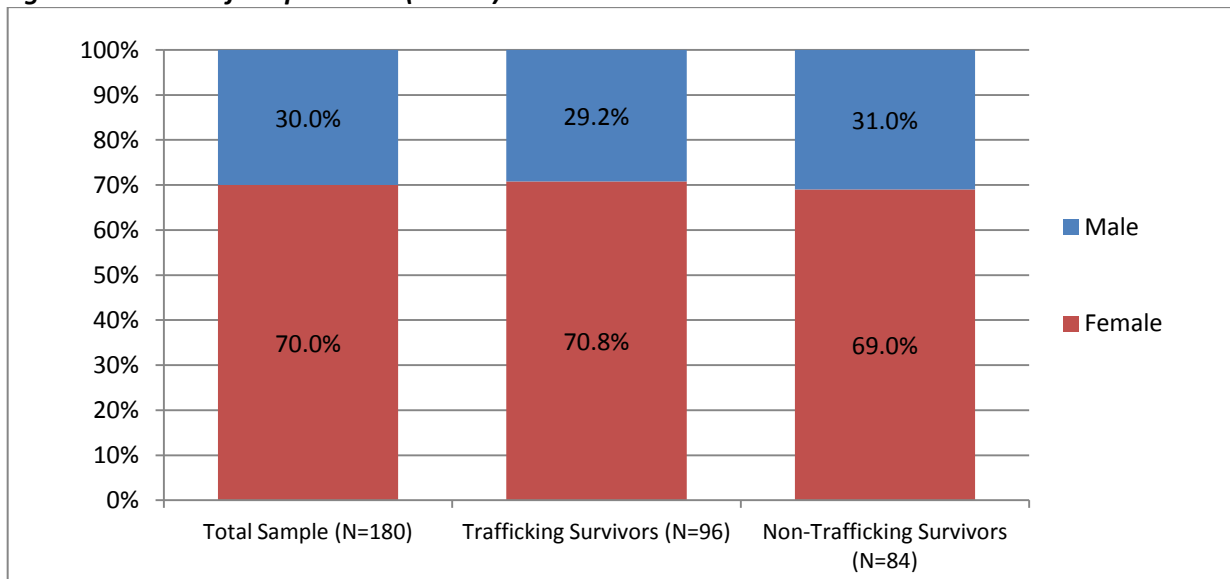
Figure 5 shows the gender of trafficking victims separated by trafficking type (sex or labor). All of the sex trafficking victims in the study sample were female, compared to just over half (51.7%, N=30) of labor trafficking victims.

Figure 5: Gender of Respondentsby Trafficking Victim Type (N=96)
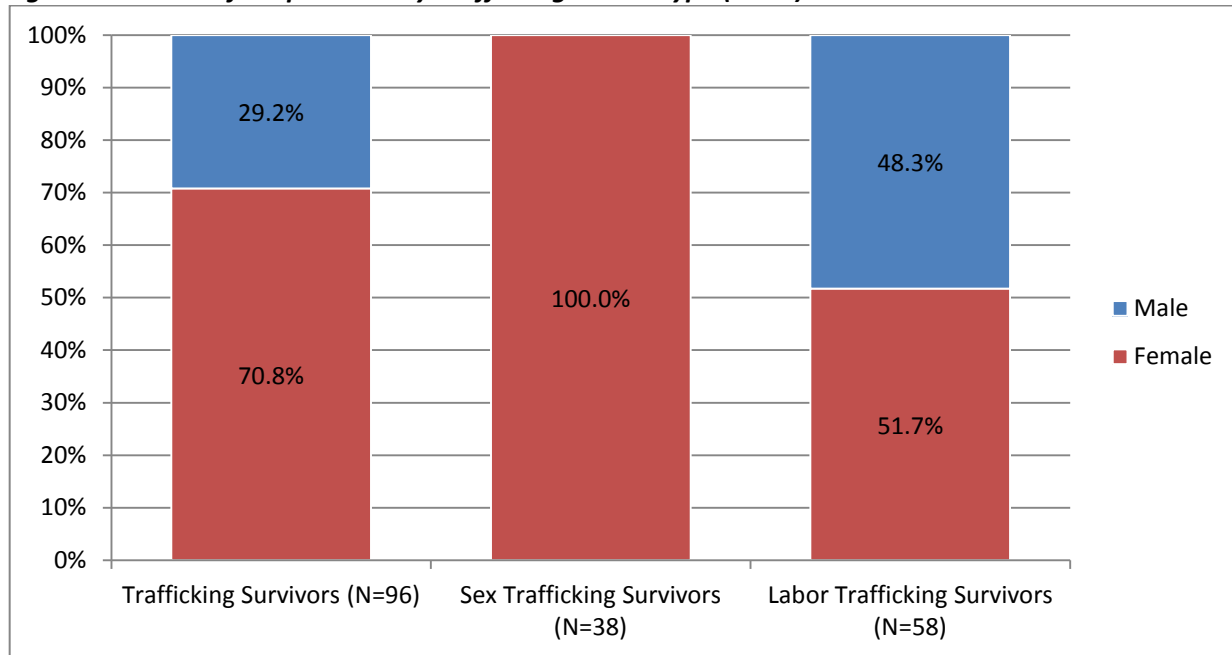
Note: p ≤ .001.

Age of Client – This variable indicates the age of the respondent at the time of the interview. If the respondent provided a birth date, their age was derived by calculating the difference between their birth date and the interview date. If a birth date was unknown, respondents could indicate their approximate age, and if they were unable to provide a number, interviewers had the option of entering an approximate age range. The mean age of the study sample whose age was either given or calculated was 34; the median age was 33. Figure 6 shows a breakout of the grouped ages of the study sample. Nearly half of all respondents (48.3%, N=87) were between the ages of 25 and 39 at the time of their interview. Only 10% (N=18) of those interviewed were under the age of 18. More than half of trafficking victim respondents were between the ages of 25 and 39; trafficking victims skewed older than non-trafficking victims in the sample. One factor driving this age difference is that the study sample consisted of a large number of young males from South and Central America, and older females from Asia, who were not trafficking victims.

Figure 6: Age of Respondents (N=180)
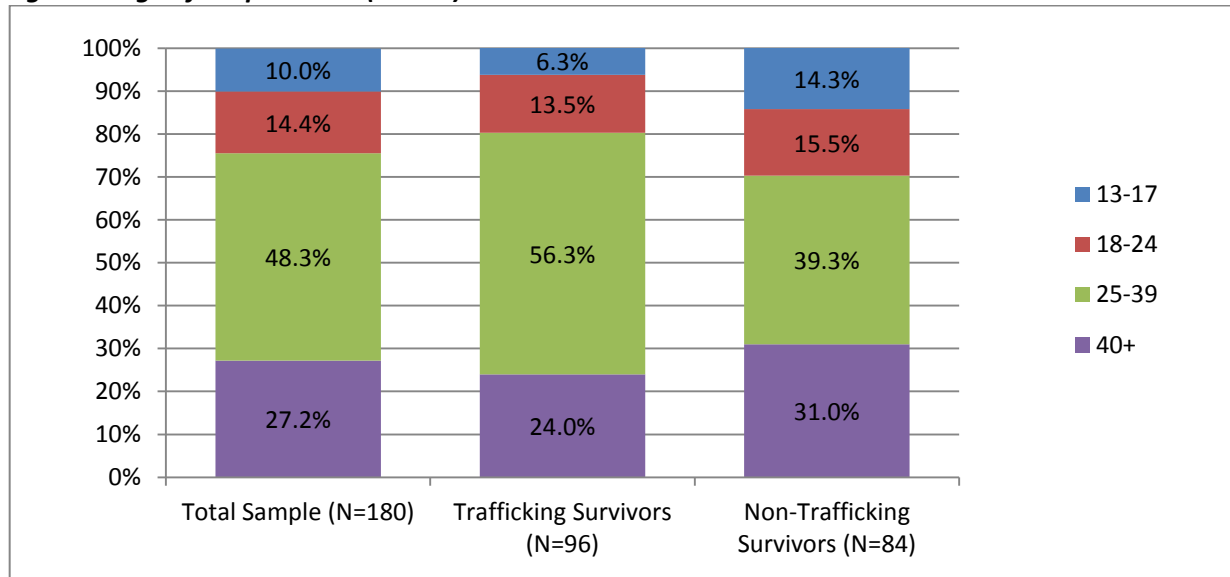
Figure 7 shows the ages of trafficking victim respondents separated by sex and labor trafficking. Sex trafficking victim respondents were far more likely than labor trafficking victim respondents to be younger than 24 years of age (34.3%, N=13vs. 10.3% ,N=6) while labor trafficking victim respondents were more likely than sex trafficking victim respondents to be older than 40 years of age (31%, N=18 vs. 13.2%, N=5). This discrepancy could be partially explained by the domestic born minors in the study who were victims of sex trafficking. Another explanation could be that, as discussed later in the migration findings section, trafficking victim respondents had often been in the country for a longer period of time at the time of their interview. This could indicate that the age gap may be a result of the timing of the interview in relation to when victimization occurred and not the age of respondents at the time of their victimization.[20]

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[20] The term victimization in this circumstance refers not only to trafficking victimization, but any type of victimization experienced by clients, nearly all of whom were subjected to some sort of traumatic experience, since a precursor to inclusion in this study was being a "potential trafficking victim."

Figure 7: Age of Respondent ss by Trafficking Victim Type (N=96)
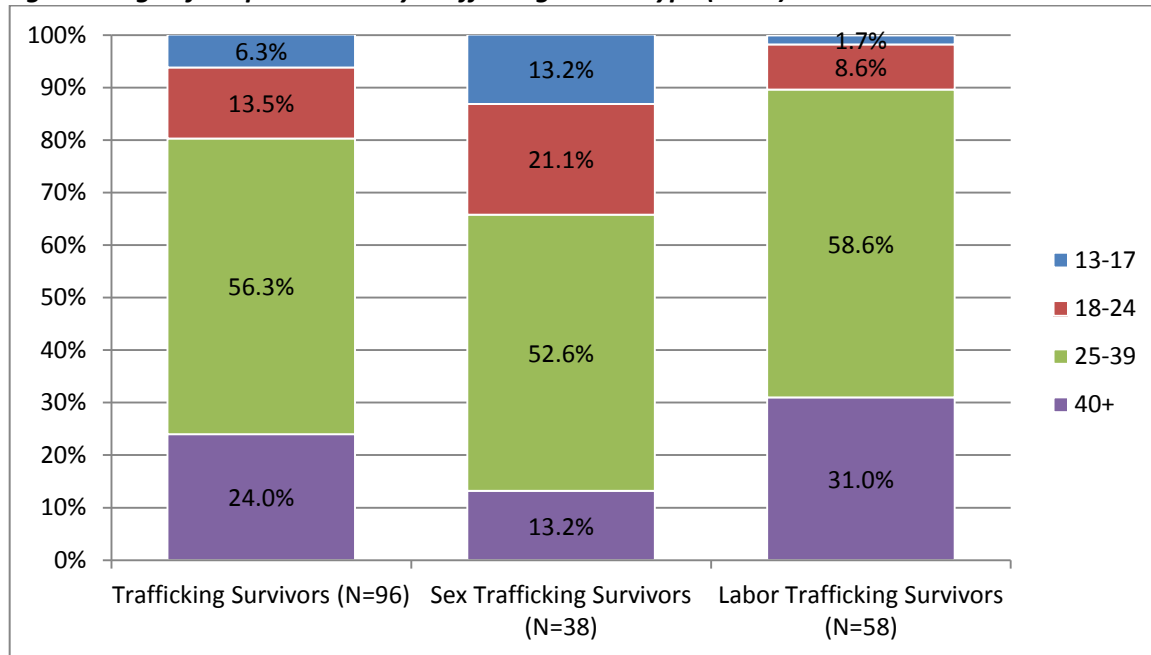
Note: p ≤ .05.

<u>Highest Level of Education</u> – The majority of the sample (77.1%, N=138) had seven or more years of education, while a small portion (N=2) indicated having no education.Trafficking victim respondents had higher levels of education than non-trafficking victim respondents, with 63.2% having 7-12 years of education compared to only 53.6% (N=45) of non-trafficking victim respondents. While this could be related to the finding that trafficking victims in the sample tended to be in the country for longer than non-trafficking victims, it is unclear whether or not trafficking victims in the sample received their education before or after arrival in the U.S. or before or after their victimization. More educated participants could also be better able to explain their stories, thereby improving the likelihood of an interviewer determining their victimization status. It is also possible that better educated participants could have better employment options, thereby requiring more coercive labor tactis to be administered to get them to work.

Figure 8: Highest Level of Education (N=180)
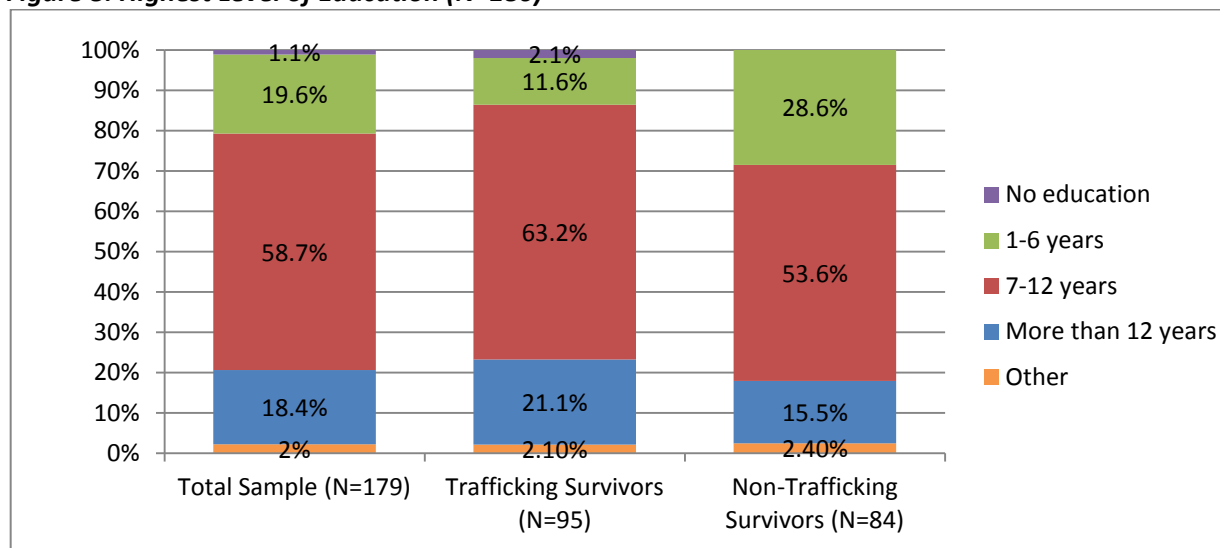
Note: Highest level of education was not indicated for $N = 1$ (0.6%) case.

<u>Country of Birth</u> – The countries of birth most represented in the study sample were Mexico (20%, N=36), China (15%, N=27), and The Philippines (10%, N=17). Countries with few representatives were re-grouped into continents. For example, if an African nation had one representative in the sample, the case would be categorized as "Africa."

Trafficking victims in the sample were more likely to be born in Mexico, The Philippines and the United States as compared to non-trafficking victims, driven by the large number of sex trafficked minors in the United States, labor trafficked individuals from the Philippines, and both sex and labor trafficking victims from Mexico. Non-trafficking victims in the sample were more likely to be born in China, Honduras and Other Latin American countries than trafficking victims.

Table 11: Frequency and Percentage of Birth Country (N = 180)

	Total Sample		Trafficking Victims		Non-Trafficking Victims	
	N	%	N	%	N	%
Mexico	36	20.1%	25	26.0%	11	13.3%
China	27	15.1%	7	7.3%	20	24.1%
Philippines	17	9.5%	17	17.7%	0	0.0%
Honduras	16	8.9%	2	2.1%	14	16.9%
Guatemala	14	7.8%	8	8.3%	6	7.2%
USA	10	5.6%	10	10.4%	0	0.0%
Other Latin America	23	12.8%	6	6.3%	17	20.5%
Africa	15	8.4%	9	9.4%	6	7.2%
Other Asia	9	5.0%	6	6.3%	3	3.6%
Caribbean	7	3.9%	4	4.2%	3	3.6%
Europe	5	2.8%	2	2.1%	3	3.6%
Overall %, Total N	*179*	*100%*	*96*	*100.0%*	*83*	*100.0%*

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Note: Birth country was not indicated for $N = 1$ (0.6%) case.

Table 12 below shows the study sample differentiated by continent of birth. Of those respondents who indicated a country of birth, 80% were from either Central or South America (49.7%, N=89) or Asia (29.6%, N=53). More trafficking victim respondents were from North America than non-trafficking victim respondents, while non-trafficking victim respondents were more likely to have been born in Latin America.

Table 12: Frequency and Percentage of Birth Continent Represented (N = 180)

	Total Sample		Trafficking Victims		Non-Trafficking Victims	
	N	%	N	%	N	%
Africa	15	8.4%	9	9.4%	6	7.2%
Asia	53	**29.6%**	30	31.3%	23	27.7%
Europe	5	2.8%	2	2.1%	3	3.6%
North America	17	9.5%	14	14.6%	3	3.6%
Latin America	89	**49.7%**	41	42.7%	48	57.8%
Overall %, Total N	*179*	*100%*	*96*	*100.0%*	*83*	*100.0%*

Note: Birth continent was not indicated for $N = 1$ (0.6%) case.

Table 13 shows the country of birth of trafficking victim respondents separated by sex and labor trafficking. A large number of both sex and labor trafficking victims in the sample came from Mexico. Sex trafficking victim respondents were more likely than labor trafficking victim respondents to come from the United States and China, while labor trafficking victims were more likely to come from The Philippines, Africa, and Guatemala.

Table 13: Frequency and Percentage of Birth Country by Trafficking Victim Type (N = 96)

	Sex Trafficking Victims		Labor Trafficking Victims	
	N	%	N	%
Mexico	12	31.6%	13	22.4%
China	6	15.8%	1	1.7%
Philippines	0	0.0%	17	29.3%
Honduras	0	0.0%	2	3.4%
Guatemala	2	5.3%	6	10.3%
USA	10	26.3%	0	0.0%
Other Latin America	2	5.3%	4	6.9%
Africa	2	5.3%	7	12.1%
Other Asia	1	2.6%	5	8.6%
Caribbean	2	5.3%	2	3.4%
Europe	1	2.6%	1	1.7%
Overall %, Total N	*38*	*100.0%*	*58*	*100.0%*

Note: $p \leq .001$.

Examining continent of birth by gender revealed that a large majority of males in our sample (67.9%, N=36) were born in South or Central America, which was likely driven by the large number of young men coming from this region to find work.

Table 14: Frequency and Percentage of Birth Continent by Gender (N = 180)

	Male		Female	
	N	**%**	**N**	**%**
Africa	3	5.7%	12	9.5%
Asia	14	26.4%	31.0	39%
Europe	0	.0%	5	4.0%
North America	0	.0%	17	13.5%
Latin America	36	**67.9%**	53	42.1%
Overall %, Total N	*53*	*100.0%*	*126*	*100.0%*

Note: Birth continent was not indicated for $N = 1$ (0.6%) case.

Minors in the Study - An individual was designated as a minor in the study sample if they were either under the age of eighteen on the date of their interview, or they answered "yes" to the questions "did you ever have sex for things of value" and "were you under the age of 18 when this occurred?" Of the 180 individuals who were interviewed, 25 (13.9%) were designated as minors. About half of the minors interviewed were trafficking victims.

Of the minors in the study, 56% (N=14) were female. Almost half (48%, N=12) responded to the screening tool in English and slightly over half (52%, N=13) in Spanish. Nearly one-third (32%, N=9) reported speaking "excellent" English; 4% (N=7) said their proficiency was "good," 28% (N=1) "fair,' and 36% (N=8) "poor." Most minors had 7-12 years of education. Just over half of the minors in the sample were born in either the United States or Honduras.

Twelve of the twenty-five minors in the study were identified as trafficking victims. Of those twelve, eleven were sex trafficking victims, and one was a labor trafficking victim. The tool was not designed to identify someone who was a minor at the time of their victimization, but who was over the age of eighteen at the time of their interview, unless they indicated that they had sex for things of value, and indicated that they were under the age of eighteen on the follow-up question to that item. Therefore, labor trafficked minors may be under identified in this study since it is less likely that they would have indicated having had sex for things of value.

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Table 15: Demographic Frequencies and Percentages for Minors (N=25)

	N	%
Gender (N=25)		
Male	11	44.0%
Female	14	56.0%
Overall %, Total N	25	*100.0%*
Trafficking Victim Status (N=25)		
Trafficking Victim	12	48.0%
Non-Trafficking Victim	13	52.0%
Overall %, Total N	25	*100.0%*
Language of Interview (N=25)		
English	12	48.0%
Spanish	13	52.0%
Overall %, Total N	25	*100.0%*
Proficiency Speaking English (N=25)		
Excellent	9	32.0%
Good	7	28.0%
Fair	1	4.0%
Poor	8	36.0%
Overall %, Total N	25	*100.0%*
Highest Level of Education (N=25)		
No Education	0	0.0%
1-6 Years	8	32.0%
7-12 Years	15	60.0%
More than 12 years	2	8.0%
Overall %, Total N	25	*100.0%*
Birth Country (N=24)		
USA	8	33.3%
Honduras	8	33.3%
Mexico	2	8.3%
Guatemala	2	8.3%
Other Latin America	2	8.3%
Africa	1	4.2%
Caribbean	1	4.2%
Overall %, Total N	24	*100.0%*

Note: Birth country was not indicated for $N = 1$ (4.0%) minor case.

An additional "youth" group was created that included any study participant who was twenty-one or younger at the time of their interview. The purpose of creating this group was to account for the fact that the term minor (those under eighteen years of age) excluded individuals who are generally considered youths.[21] There were a total of 39 youths, or over one-fifth of the sample, in the study. Of these, twenty-five were under the age of eighteen, and therefore also

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[21] A recent study by Covenant House NY used 21 and under to define youth (See Bigleson and Vuotto, 2013).

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categorized as minors, and an additional fourteen individuals were between the ages of eighteen and twenty-one. Of those participants who were categorized as youths 53.8% (N=21) were male and 46.2% (N=18) were female. 41% (N=16) were trafficking victims; of those twelve were sex trafficking victims (30.8%) and four were labor trafficking victims (10.3%). Information regarding the demographics of the youth study population can be found in Table 16. The majority of participants who were part of the youth group but not the minor group were young men from South and Central America.

Table 16: Demographic Frequencies and Percentages for Youths (N=39)

	N	%
Gender (N=39)		
Male	21	53.8%
Female	18	46.2%
Overall %, Total N	*39*	*100.0%*
Trafficking Victim Status (N=39)		
Trafficking Victim	16	41.0%
Non-Trafficking Victim	23	59.0%
Overall %, Total N	*39*	*100.0%*
Language of Interview (N=39)		
English	18	46.2%
Spanish	21	53.8%
Overall %, Total N	*39*	*100.0%*
Proficiency Speaking English (N=39)		
Excellent	15	39.5%
Good	9	23.7%
Fair	3	7.9%
Poor	11	28.9%
Overall %, Total N	*39*	*100.0%*
Highest Level of Education (N=39)		
No Education	0	0.0%
1-6 Years	12	30.8%
7-12 Years	22	56.4%
More than 12 years	5	12.8%
Overall %, Total N	*39*	*100.0%*
Birth Country (N=38)		
Honduras	12	31.6%
USA	9	23.7%
Other Latin America	6	15.8%
Mexico	3	7.9%
Guatemala	3	7.9%
Africa	3	7.9%
Other Asia	1	2.6%
Caribbean	1	2.6%
Overall %, Total N	*24*	*100.0%*

B. Participant responses and predictors of trafficking

As previously noted, the study sample is not representative of the U.S. trafficking victim population overall; however, many of the associations found may illustrate patterns and factors related to trafficking in a larger population and may therefore warrant further investigation.

Sections three through five of the screening tool on Migration, Work, and Living/Working Conditions were designed to collect information on participants that would allow interviewers to collect and assess details of that participant's trafficking victimization experiences. This section of the report provides results according to the answers participants gave to each question, disaggregated by trafficking victimization determination where relevant. Associations between responses and demographics are also shown in these sections where the relationship was found to be significant.[22]

1. Migration

The majority (94%, N=170) of the study sample was foreign-born. These 170 participants were asked a series of questions about their migration to the United States. Some key findings from the Migration section of the screening tool included the following:

-The most common reason given by foreign born participants for leaving their country[23] of birth was to find work (51.2%, N=87). While this held true across all demographic categories, it held especially true for males (70.4%, N=38), trafficking victim respondents (62.8%, N=54), and minors (61.5%, N=13). Those who left to find work may have been desperately seeking a way to support their families, making them more susceptible to fraud. Non-trafficking victims in the sample were more likely than trafficking victims to answer "to escape violence, conflict, or persecution," and "to join family." Both groups were equally likely to answer "to escape abuse."

-Trafficking victims in the sample had generally been in the country for longer periods at the time of their interview. A majority (70.9%, N=61) of trafficking victims interviewed had been in the country for five or more years at the time of their interview compared to only 45.2% (N=38) for non-trafficking victims. This could be a result of recent trafficking victims being too traumatized to participate in the study. However, precise information on the length of time between their trafficking situations and interviews could not be gleaned from the study data.

-Trafficking victims in this sample were significantly more likely than non-trafficking victims to have had someone else involved in their migration (89.5%, N=77vs. 61.9%, N=52); it is likely that in many of these cases the person involved in their migration was their trafficker. The people involved were typically family members, employers, coyotes or agencies.

-Trafficking victims were more likely to be older and better educated than non trafficking victims in this sample. This is possibly a result of trafficking victim respondents being in the

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[22] A chi-square statistic was used to determine whether or not relationships were significant. Any chi-square test with a significance of p≤.05 was deemed significant.
[23] These reasons are not mutually exclusive; participants were allowed to give multiple reasons for leaving their home country

country for longer than non trafficking victim respondents. It could also be that older, more educated individuals are more likely to want to immigrate in order to look for better employment opportunities. Information on when education was attained could help explain this finding.

-Of those in the sample who received help migrating, 15.7% (N=26) said that they "were pressured to do something" in return for the help; this response was much more frequent among trafficking victims than non-trafficking victims (26.2%, N=22 vs. 4.9%, N=4).

-The average cost of migration among the foreign-born participants in the sample was $6,430. Trafficking victims typically paid more for their migration ($9,170) than non-trafficking victims ($3,432), this could be partially explained by the fact that trafficking victims were more likely to have had someone assist them with their migration. Other demographic groups that paid more than average for their migration were females and those participants from Asian and European countries, likely a result of the distance travelled.

Table 17: Frequencies and Percentages of "Yes" Response to Migration Questions

	Total Sample		Trafficking Victims		Non-Trafficking Victims	
	N	%	N	%	N	%
3d. Was anyone else involved in organizing your migration?	129	75.9%	77	89.5%***	52	61.9%
Overall %, Total N	*170*	*100.0%*	*86*	*100.0%*	*84*	*100.0%*
3e. Were you pressured to do anything in exchange for this help?	26	15.7%	22	26.2%***	4	4.9%
Overall %, Total N	*166*	*100.0%*	*84*	*100.0%*	*82*	*100.0%*
3g. Did you (or your family) borrow or owe money, or something else to anyone who helped you come to the U.S.?	66	40.7%	41	50.0%*	25	31.3%
Overall %, Total N	*162*	*100.0%*	*82*	*100.0%*	*80*	*100.0%*
3h. In the U.S., have you ever been forced or pressured to do anything you didn't want to do in order to pay back the money you owed for your trip to the U.S.?	27	42.2%	25	64.1%***	2	8.0%
Overall %, Total N	*64*	*100.0%*	*39*	*100.0%*	*25*	*100.0%*

Note: *** $p \leq .001$. ** $p \leq .01$. * $p \leq .05$. indicates percentages for trafficking victims that are statistically higher than non-trafficking victims. Questions were not answered by all respondents as indicated by the Total N for each question. Information is missing for no more than $N = 8$ (4.7%) cases.

Reason for Migration – Foreign-born study participants were asked why they left their home country to come to the U.S. They were given the choices "To find work," "To join family," "To escape abuse by family or someone else you know" and "To escape conflict/violence/ persecution." Additionally, they were given the option to choose "other" if the four categories provided were insufficient. Over half of the sample (51.2%, N=87) interviewed indicated that

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work was a major reason for coming to the United States, followed by escaping conflict, violence, or persecution (18.3%, N=31) and escaping abuse (12.4%, N=21). These reasons were not mutually exclusive, and participants were therefore able to select as many reasons as applied to their situations. Figure 9 below shows the most common reasons for participants migrating to the U.S. It includes the four categories provided in the tool, with an aggregation of the most common answers given in the "other" category.

Figure 9: Question 3a. Can you tell me why you left your country? (N=170)
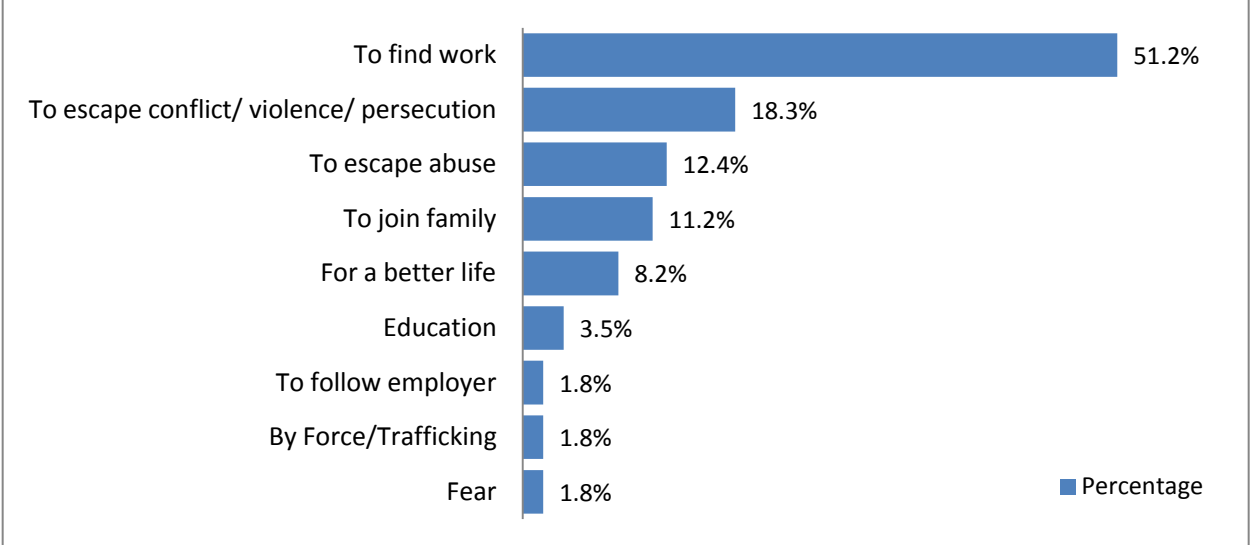
The most common reason among both trafficking and non-trafficking victim respondents for migrating to the United States cited was "to find work", but non-trafficking victim respondents were less likely to select this option. Among non-trafficking victim respondents, another major reason for the migration was "to escape conflict, violence or persecution."

Figure 10: Can you tell me why you left your country? Frequencies and Percentages, Total and by Trafficking Victim Type (N=170)

	Trafficking Victims (N=86)		Non-Trafficking Victims (N=84)	
	N	%	N	%
To find work	54	62.8%	33	39.9%
To escape conflict/ violence/ persecution	8	9.3%	25	29.8%
To escape abuse	10	11.6%	11	13.1%
To join family	5	5.8%	14	16.7%
For a better life	8	9.3%	6	7.1%
For education	5	5.8%	1	1.2%
To follow employer	3	3.5%	0	0.0%
By force/ trafficking	3	3.5%	0	0.0%
Fear	1	1.2%	2	2.4%

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Table 18 shows trafficking victim respondents' reasons for migration separated by trafficking type—sex or labor trafficking. Leaving one's home country to find work was the most common response for both groups, although labor trafficking victims were much more likely than sex trafficking victims to give this answer (72.4%, N=42 vs. 42.9% , N=12). Labor trafficking victim respondents were also more likely than sex trafficking victim respondents to have left the home country to escape conflict, violence, or persecution (12.1%, N=7 vs. 3.6%, N=1) while sex trafficking victim respondents were more likely to have left to join family (10.7%, N=3 vs. 3.4%, N=2).

Table 18: Question 3a. Can you tell me why you left your country? Frequencies and Percentages by Trafficking Victim Type (N=86)

	Sex Trafficking Victims (N=28)		Labor Trafficking Victims (N=58)	
	N	%	N	%
To find work**	12	42.9%	42	72.4%
To escape conflict/ violence/ persecution	1	3.6%	7	12.1%
To escape abuse	3	10.7%	7	12.1%
To join family	3	10.7%	2	3.4%

Note: $p \leq .01$. "Other" was not tabulated by trafficking victim type.

There were also gender differences in reasons for migration. Males were significantly more likely than females to have left to find work (70.4%, N=38 vs. 42.2%, N=49) while females were significantly more likely to have left to join their families (14.7%, N=17 vs. 3.7%, N=2). However, both males and females were equally likely to have left their country to escape abuse or conflict/violence/persecution.

Table 19: Question 3a. Can you tell me why you left your country? Frequencies and Percentages, by Gender (N=170)

	Male (N=54)		Female (N=116)	
	N	%	N	%
To find work	38	70.4%	49	42.2%
To escape conflict/ violence/ persecution	12	22.2%	21	18.1%
To escape abuse	6	11.1%	15	12.9%
To join family	2	3.7%	17	14.7%
For a better life	8	14.8%	6	5.2%
For education	1	1.9%	5	4.3%
To follow employer	0	0.0%	3	2.6%
By force/ trafficking	0	0.0%	3	2.6%
Fear	2	3.7%	1	0.9%

Age appeared to have little influence on an individual's reason for leaving their home country, although it did appear that 18-24 year olds were somewhat less likely to have left to find work

(30.4%, N=7 vs. 51.2%, N=80 for all respondents). Interestingly, when comparing ages and reasons for migration, results showed that none of the thirteen individuals aged 13-17 claimed to have left to join their family, compared to 11.2% of the population overall. The majority of minors (61.5%, N=8) claimed to have left to find work, compared to only 51.2% of the overall population. This may be accounted for by the fact that a larger portion of the 13-17 age group was male (61.1%) compared to 30% for the total population.

Table 20: Question 3a. Can you tell me why you left your country? Frequencies and Percentages, by Age (N=170)

	13-17 Yrs. Old (N=13)		18-24 Yrs. Old (N=23)		25-39 Yrs. Old (N=85)		40+ Yrs. Old (N=49)	
	N	%	N	%	N	%	N	%
To find work	8	61.5%	7	30.4%	45	52.9%	27	55.1%
To escape conflict/ violence/ persecution	3	23.1%	5	21.7%	13	15.3%	12	24.5%
To escape abuse	2	15.4%	4	17.4%	11	12.9%	4	8.2%
To join family	0	0.0%	4	17.4%	7	8.2%	8	16.3%

Note: "Other" was not tabulated by age.

There were also clear differences among countries of birth and respondents' reasons for coming to the United States. The participants most likely to have left to find work were those from the Philippines (100%, N=17), Honduras (62.5%, N=10), and Guatemala (57.1%, N=8). Those most likely to have left to join their families were from China (18.5%, N=5) and Mexico (16.7%, N=6). Those most likely to have left to escape abuse were from Guatemala (28.6%, N=4), other Latin American countries (21.7%, N=5), and African countries (20.0%, N=3). And finally, those who were most likely to have left to escape conflict/violence/persecution were from China (33.3%, N=9), African countries (33.3%, N=5), Guatemala (28.6%, N=4), and other Latin American countries (26.1%, N=6).

Table 21: Question 3a. Can you tell me why you left your country? Frequencies and Percentages, by Country of Birth (N=169)

	Mexico		China		Philippines		Honduras		Guatemala		Other Latin America		Africa	
	N	%	N	%	N	%	N	%	N	%	N	%	N	%
To find work	17	47.2%	10	37.0%	17	100%	10	62.5%	8	57.1%	9	39.1%	6	40.0%
To escape conflict/ violence/ persecution	4	11.1%	9	33.3%	0	0.0%	3	18.8%	4	28.6%	6	26.1%	5	33.3%
To escape abuse	5	13.9%	0	0.0%	0	0.0%	3	18.8%	4	28.6%	5	21.7%	3	20.0%
To join family	6	16.7%	5	18.5%	0	0.0%	0	0.0%	0	0.0%	2	8.7%	2	13.3%
Total N	*36*	-	*27*	-	*17*	-	*16*	-	*14*	-	*23*	-	*15*	-

Note: "Other" was not tabulated by country of birth. Countries with less than 10 cases (Other Asia, Caribbean, Europe) not shown. Birth country was not indicated for $N = 1$ (0.6%) case.

<u>Arrival and Length of Time in the United States</u> – Participants were asked what year they migrated to the United States; if they were unsure of the exact year, they were able to select a

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range of years since their migration. Length of time in the United States was determined by calculating the difference between the year of the interview, and the year of a participant's arrival to the country. The average length of time in the United States was seven years. Figure 11 shows the grouped distribution of client's length of time in the United States. This table indicates that well over half of the sample interviewed (58.2%, N= 99) had been in the country for more than five years at the time of their interview, while only 9% (N=15) were in the country for less than a year. The length of time between trafficking experiences and the interview is unknown, as this question was not asked.

Figure 11: Length of Time in the United States (N = 170)
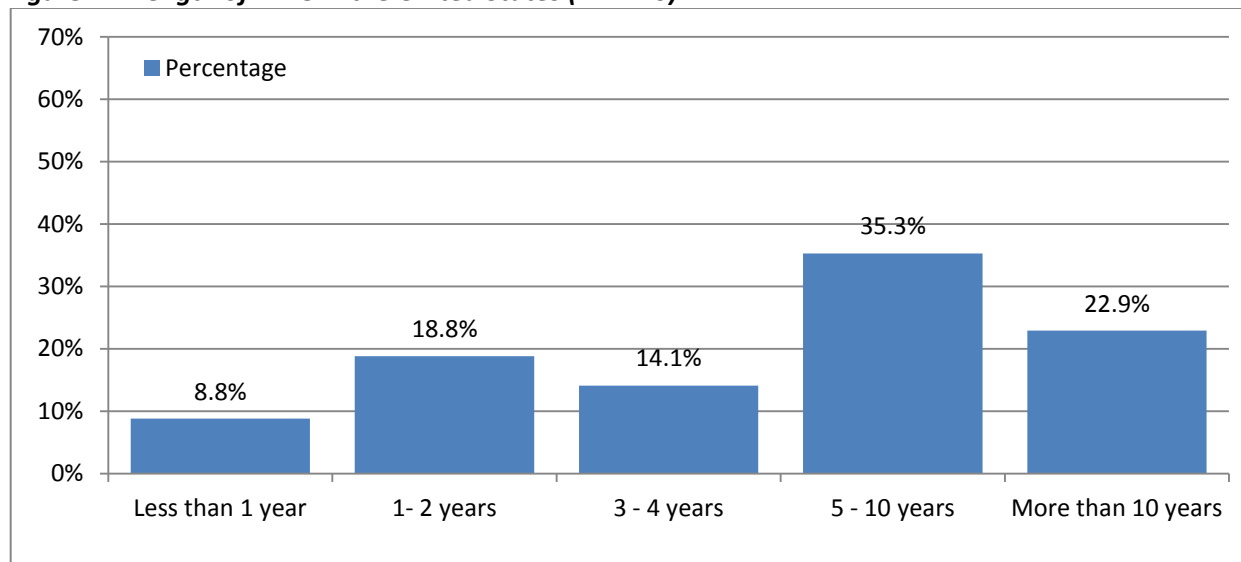
Trafficking victim respondents were more likely to be in the United States for longer than non-trafficking victim respondents, with 70.9% (N=61) having been in the United States for five years or more compared to 45.2% (N=38) of non-trafficking victim respondents. As previously mentioned, this could be a result of recent trafficking victims being too traumatized to participate in the study.

Table 22: Frequencies and Percentages of Length of Time in the United States by Trafficking Victim Type (N = 170)

	Trafficking Victims		Non-Trafficking Victims	
	N	%	N	%
Less than 1 year	0	0.0%	15	17.9%
1-2 years	10	11.6%	22	26.2%
3-4 years	15	17.4%	9	10.7%
5-10 years	38	44.2%	22	26.2%
More than 10 years	23	26.7%	16	19.0%
Overall %, Total N	*86*	*100.0%*	*84*	*100.0%*

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Table 23 shows the length of time trafficking victim respondents had been in the United States at the time of their interview separated by trafficking type. Sex trafficking victim respondents were more likely than labor trafficking victim respondents to have been in the country a shorter time--between one and four years (46.4%, N=13 vs. 20.7%, N=12)-- while labor trafficking victim respondents were more likely to have been in the country longer, at five or more years (79.3%, N=36 vs. 53.5%, N=15). This could be related to the fact that sex trafficking victims were also more likely to be younger than labor trafficking victims in the sample

Table 23: Frequencies and Percentages of Length of Time in the United States by Trafficking Victim Type (N = 86)

	Sex Trafficking Victims		Labor Trafficking Victims	
	N	%	N	%
Less than 1 year	0	0.0%	0	0.0%
1-2 years	7	25.0%	3	5.2%
3-4 years	6	21.4%	9	15.5%
5-10 years	9	32.1%	29	50.0%
More than 10 years	6	21.4%	17	29.3%
Overall %, Total N	*28*	*100.0%*	*58*	*100.0%*

Note: $p \leq .05$.

Males were far more likely that females to have arrived recently, as they were more likely to report having been in the United States for less than two years (40.7%, N=22 vs. 21.5%, N=25) while females were more likely to have been in the country for ten years or more (28.4%, N=33 vs. 11.1%, N=6). This could be driven by the large number of recent immigrants who were young Central and South American males who participated in the study.

Table 24: Frequencies and Percentages of Length of Time in the United States by Gender (N = 170)

	Male		Female	
	N	%	N	%
Less than 1 year	8	14.8%	7	6.0%
1-2 years	14	25.9%	18	15.5%
3-4 years	5	9.3%	19	16.4%
5-10 years	21	38.9%	39	33.6%
More than 10 years	6	11.1%	33	28.4%
Overall %, Total N	*54*	*100.0%*	*116*	*100.0%*

Age and years in the country also had a strong relationship. Those individuals ages 25 and up were more likely to be in the country longer, while a majority of minors were only in the country for 1 to 2 years.

Table 25: Frequencies and Percentages of Length of Time in the United States by Age (N = 170)

	13-17 Yrs. Old		18-24 Yrs. Old		25-39 Yrs. Old		40+ Yrs. Old	
	N	%	N	%	N	%	N	%
Less than 1 year	3	23.1%	6	26.1%	4	4.7%	2	4.1%
1-2 years	10	76.9%	6	26.1%	10	11.8%	6	12.2%
3-4 years	0	0.0%	4	17.4%	13	15.3%	7	14.3%
5-10 years	0	0.0%	5	21.7%	38	44.7%	17	34.7%
More than 10 years	0	0.0%	2	8.7%	20	23.5%	17	34.7%
Overall %, Total N	*13*	*100.0%*	*23*	*100.0%*	*85*	*100.0%*	*49*	*100.0%*

As might be expected, those individuals who had been in the country longer were more likely to be proficient in English: 45.9% (N=17) of individuals who had been in the U.S for more than 10 years indicated that they spoke "excellent" English, compared to only 25.6% (N=25) for the foreign-born population as a whole. Of those who had been here for less than a year, 64.3% (N=9) indicated that they spoke "poor" English compared to 32.9% (N=45) of the overall foreign born population.

Table 26: Frequencies and Percentages of Proficiency in Speaking English by Length of Time in the United States (N = 170)

	Less than 1 year		1-2 years		3-4 years		5-10 years		More than 10 years	
	N	%	N	%	N	%	N	%	N	%
Poor	9	64.3%	15	46.9%	11	45.8%	14	24.6%	5	13.5%
Fair	3	21.4%	9	28.1%	5	20.8%	17	29.8%	10	27.0%
Good	0	0.0%	3	9.4%	4	16.7%	12	21.1%	5	13.5%
Excellent	2	14.3%	5	15.6%	4	16.7%	14	24.6%	17	45.9%
Overall %, Total N	*14*	*100.0%*	*32*	*100.0%*	*24*	*100.0%*	*57*	*100.0%*	*37*	*100.0%*

Note: Proficiency in speaking English was not indicated for $N = 6$ (3.5%) cases.

Those who had been in the United States for 5-10 years at the time of their interview were most likely to have more than twelve years of education (32.2%, N=19 compared to only 19.5% of the overall sample). The groups most likely to have 7-12 years of education were those who had been in the U.S. ten or more years (69.2%, N=27) or 3-4 years (66.7%, N=16). Those most likely to have six or fewer years of education were those individuals who had been in the country for less than a year (40%, N=6 compared to 20.7%, N=29 overall). It is unclear why those who were in the country for ten or more years were much less likely than those who were here for between five and ten years to have more than twelve years of education; however, it could be because those who were here for ten or more years may have left at a very young age, while those who were here for a shorter time may have migrated after receiving education in their countries of birth.

Table 27: Frequencies and Percentages of Highest Level of Education by Length of Time in the United States (N = 170)

	Less than 1 year		1-2 years		3-4 years		5-10 years		More than 10 years	
	N	%	N	%	N	%	N	%	N	%
No education	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	5.1%
1-6 years	6	40.0%	10	31.3%	4	16.7%	10	16.9%	5	12.8%
7-12 years	7	46.7%	18	56.3%	16	66.7%	27	45.8%	27	69.2%
More than 12 years	2	13.3%	4	12.5%	3	12.5%	19	32.2%	5	12.8%
Other	0	0.0%	0	0.0%	1	4.2%	3	5.1%	0	0.0%
Overall %, Total N	15	100.0%	32	100.0%	24	100.0%	59	100.0%	39	100.0%

Note: Level of education was not indicated for $N = 1$ (0.6%) cases.

Others Involvement in Migration – Three-quarters (75.9%, N=129) of participants who came to the United States from another country said that someone else was involved in organizing their migration. Trafficking victims in the sample were particularly likely to have someone else involved in their migration (89.5%, N=77 vs61.9%, N=52). Those with seven or more years of education were also more likely to have someone else involved in their migration than those with other education levels; these were likely educated individuals seeking employment through an agency. Minors were also significantly less likely than non-minors to have had someone else involved in their migration (52.9%,N= 9) vs. 78.4%, N=120), which could be partially explained by the large number of young Central and South American males who migrated to the U.S. on their own to find work, many of whom left to support their families who remained in their home countries. Responses to this question did not vary by gender.

Table 28: Question 3d. Was anyone else involved in organizing your migration? Frequencies and Percentages of "Yes" Response (N=170)

	Yes		No		Total	
Trafficking Victim Status[***]	N	%	N	%	N	%
Trafficking Victim	77	**89.5%**	9	10.5%	86	100.0%
Non-Trafficking Victim	52	61.9%	32	38.1%	84	100.0%
Age[**]	N	%	N	%	N	%
13-17 year olds	5	38.5%	8	**61.5%**	13	100.0%
18-24 year olds	17	73.9%	6	26.1%	23	100.0%
25-39 year olds	66	77.6%	19	22.4%	85	100.0%
40+ year olds	41	83.7%	8	16.3%	49	100.0%
Highest Level of Education[*]	N	%	N	%	N	%
No Education	1	50%	1	50%	2	100.0%
1-6 Years	20	57.1%	15	42.9%	35	100.0%
7-12 Years	79	83.2%	16	16.8%	95	100.0%
More than 12 years	26	78.8%	7	21.2%	33	100.0%
Other	2	50%	2	50%	4	100.0%

Note: *** $p \le .001$. ** $p \le .01$. * $p \le .05$.

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When asked in an open-ended question who was involved, the most common responses were a family member (36%, N=46), an employer or agency (22%, N=28), or a coyote/trafficker (22%, N=28). The full list of frequently given responses can be seen below in Figure 12.

Figure 12: Question 3d. Can you tell me who? Among Those Who Received Help During Migration (N = 129)
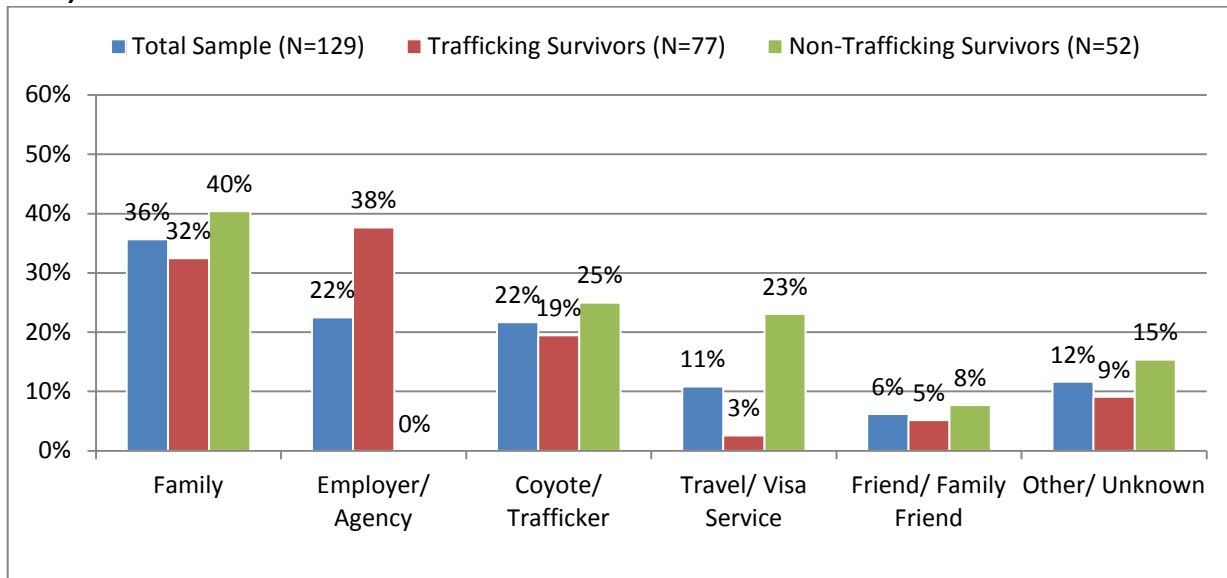
Respondents who received help organizing their migration (129 cases) received several types of help. Many immigrants received help getting paperwork together and applying for a visa/ passport (34.9% or 45 cases). Other types of assistance included receiving help paying for trip (14.7% or 19 cases), help finding/organizing a job in the United States (14.0% or 18 cases), or making the travel arrangements (12.4% or 16 cases).

Pressured to Do Something in Exchange for Help – A minority (15.7% or 26 cases) of respondents said that they were pressured to do something, such as carrying something across the border, in exchange for help with their migration. This percentage held across all demographic groups; however, trafficking victim respondents were significantly more likely than non-trafficking victim respondents to answer "yes" to this question (26.2%, N=22 vs. 4.9%, N=4).

Table 29: Question 3e. Were you pressured to do anything in exchange for this help (for example, did anyone ask you to carry something across the border)? Frequencies and Percentages of "Yes" Response (N=170)

	Yes		No		Total	
	N	%	N	%	N	%
Trafficking Victim	22	26.2%	62	73.8%	84	100.0%
Non-Trafficking Victim	4	4.9%	78	95.1%	82	100.0%

Note: Question 3e was not answered by $N = 4$ (2.4%) cases. $p \leq .001$.

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Figure 13 below shows the most common tasks reported in the open-ended question "What were you pressured to do?" The most common responses were work (31%, N=8), commercial sexual exploitation (27%, N=7), carry drugs (19%, N=5) and pay money (19%, N=5).

Figure 13: Question 3e. What were you pressured to do? Among Those Who Were Pressured (N = 26)
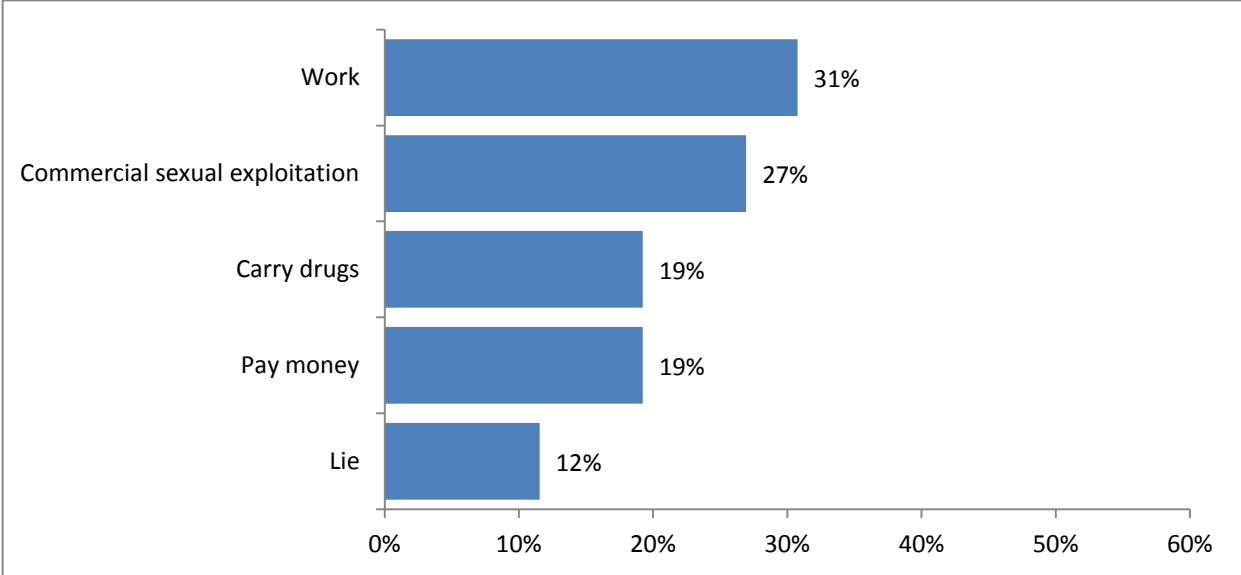
Cost of Migration – Immigrants were asked how much it cost for their migration. The average cost of migration among the sample interviewed was $6,430; the median cost was $2,900. Many interviewees gave the cost of their migration in currencies other than U.S. dollars; in these cases conversion was necessary. Average migration cost was higher for non-trafficking victims than trafficking victims.

Table 30: Average Cost of Migration by Trafficking Victim Status (N = 134)

	Mean	Median
Total Sample	$6,430	$2,900
Trafficking Victim	$3,432	$2,500
Non-Trafficking Victim	$9,170	$3,000

Note: Cost of migration was not indicated for $N = 36$ (21.2%) cases.

Figure 14 below shows frequency of the cost of migration grouped into four categories. 85.1% (N=114) of those interviewed paid more than $1,000 for their migration, and 33.6% (N=45) paid more than $5,000. The maximum amount paid for migration was $90,000.

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Figure 14: Question 3f. Can you tell me the total cost (approximately) of your migration? (N = 134)
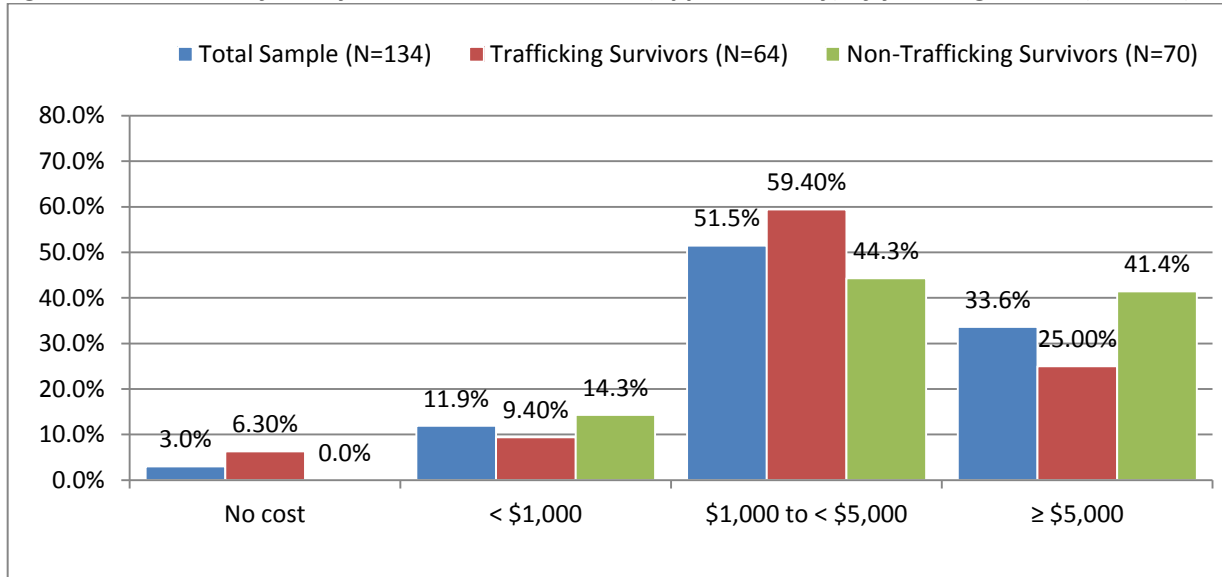
Note: Cost of migration was not indicated for $N = 36$ (21.2%) cases. $p \leq .05$.

The average cost of migration was $2,638 for males, and $8,615 for females. Figure 15 shows the average cost of migration separated by continent of origin. Those individuals from Asia spent far more on average ($12,881) than individuals from North America ($300), South and Central America ($2,867), and Africa ($2,721). The country with the highest average cost was China, where on average individuals paid $20,600 for their migration. This likely explains the difference in cost between males and females, since all 27 individuals in the sample from China were females.

Table 31: **Average Cost of Migration by Gender (N = 134)**

	Mean	Median
Male	$2,638	$2,000
Female	$8,615	$3,000

Note: Cost of migration was not indicated for $N = 36$ (21.2%) cases.

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Figure 15: Average Cost of Migration by Continent (N = 134)
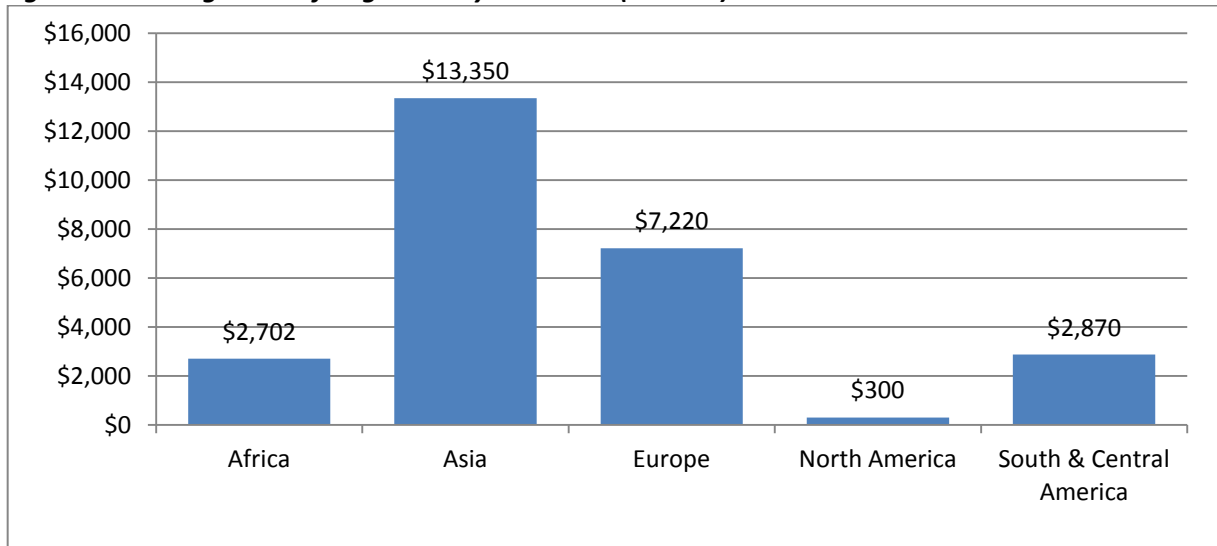
Note: Cost of migration was not indicated for $N = 36$ (21.2%) cases.

There was also a very clear divide when comparing average cost of migration and individuals' reasons for migration. Those who left to escape conflict/violence/persecution spent on average $11,268, while those who left to escape abuse spent $2,940. The disparity may be related to the large proportion of respondents who left China to escape conflict, violence, or persecution.

Figure 16: Average Cost of Migration by Reason for Leaving (N = 134)
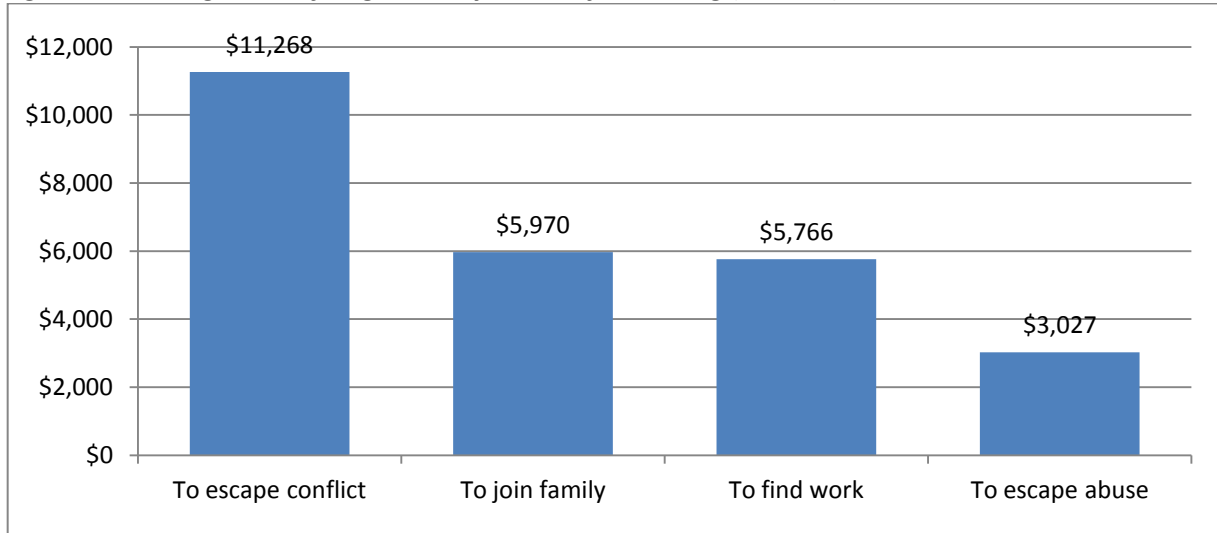
Note: Cost of migration was not indicated for $N = 36$ (21.2%) cases.

Borrowing Money for Migration – A large minority (40.7%) of the individuals interviewed (66 cases) indicated they borrowed or owed money to someone who helped with their migration. Of the 66 individuals, 39.4% (26 cases) indicated they still have this debt or someone claims they do. Half of trafficking victims in the sample had borrowed money, whereas less than one-third of non-trafficking victims in the sample had done so. It is unsurprising that trafficking

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victims were more likely to have borrowed money to finance their migration, as doing so would have made them more susceptible to trafficking victimization through debt bondage.

The groups most likely to have borrowed money for their migration were males (52.8%, N=28 vs. 34.9%, N=38 for females), those between the ages of 25 and 39 (52.5%, N=42), those who left their country to find work (50.6%, N=44) or escape abuse (60.0%, N=12) and those with one to six years of education (57.1%, N=20). Of the individuals from countries that were well represented in the sample, those from the Philippines (76.5%, N=13), Guatemala (64.3%, N=9), and Honduras (56.3%, N=9) were most likely to have borrowed money.

Table 32: Question 3g. Did you (or your family) borrow or owe money, or something else to anyone who helped you come to the U.S.? Frequencies and Percentages of "Yes" Response (N=162)

	Yes		No		Total	
Trafficking Victim Status*	N	%	N	%	N	%
Trafficking Victim	41	**50.0%**	41	50.0%	82	100.0%
Non-Trafficking Victim	25	31.3%	55	68.8%	80	100.0%
Gender*	N	%	N	%	N	%
Male	28	**52.8%**	25	47.2%	53	100.0%
Female	38	34.9%	71	65.1%	109	100.0%
Age*	N	%	N	%	N	%
13-17 year olds	4	30.8%	9	69.2%	13	100.0%
18-24 year olds	6	27.3%	16	72.7%	22	100.0%
25-39 year olds	42	**52.5%**	38	47.5%	80	100.0%
40+ year olds	14	29.8%	33	70.2%	47	100.0%
Highest Level of Education*	N	%	N	%	N	%
No Education	0	0.0%	2	100.0%	2	100.0%
1-6 Years	20	**57.1%**	15	42.9%	35	100.0%
7-12 Years	29	31.5%	63	68.5%	92	100.0%
More than 12 years	14	48.3%	15	51.7%	29	100.0%
Other	2	66.7%	1	33.3%	3	100.0%
Reason for Migration	N	%	N	%	N	%
To find work**	44	50.6%	43	49.4%	87	100.0%
To join family**	2	11.1%	16	88.9%	18	100.0%
To escape abuse	12	60.0%	8	40.0%	20	100.0%
To escape conflict/ violence/ persecution	10	31.3%	22	68.8%	32	100.0%
Country of Birth*	N	%	N	%	N	%
Mexico	17	47.2%	19	52.8%	36	100.0%
China	2	7.7%	24	92.3%	26	100.0%
Philippines	13	76.5%	4	23.5%	17	100.0%
Honduras	9	56.3%	7	43.8%	16	100.0%
Guatemala	9	64.3%	5	35.7%	14	100.0%
Other Latin America	9	45.0%	11	55.0%	20	100.0%
Africa	4	28.6%	10	71.4%	14	100.0%

Note: Question 3g was not answered by $N = 8$ (4.7%) cases. Countries with less than 10 cases (Other Asia, Caribbean, Europe) not shown. *** $p \le .001$. ** $p \le .01$. * $p \le .05$.

Forced/ Pressured to do Something to Pay Back Money - Of those interviewees who said that they did borrow money to help come to the United States, 42.2% (27 cases) answered "yes" to the question "In the U.S., have you ever been forced or pressured to do anything you didn't want to do in order to pay back the money you owed for your trip to the U.S.?" Trafficking victim respondents were statistically more likely to answer "yes" to this question than non-trafficking victim respondents. 64.1% (25 cases) of trafficking victim respondents were forced to do something to pay back debt, while only 8.0% (2 cases) of non-trafficking victim respondents were forced.

Table 33: Question 3h. In the U.S., have you ever been forced or pressured to do anything you didn't want to do in order to pay back the money you owed for your trip to the U.S.? Frequencies and Percentages of "Yes" Response by Trafficking Victim Status (N=64)

	Yes		No		Total	
	N	%	N	%	N	%
Trafficking Victim	25	64.1%	14	35.9%	39	100.0%
Non-Trafficking Victim	2	8.0%	23	92.0%	25	100.0%

Note: Question 3h was not answered by $N = 2$ (3.0%) cases. $p \leq .001$.

The only demographic variable that had a significant relationship with whether or not someone reported being pressured or forced to do something to pay off their debt was country of birth. Individuals from countries that were well represented in the sample who were most likely to have been forced or pressured to pay off debts were from Jamaica (100%, N=3) and the Philippines (64.7%, N=11). Those individuals from countries in and Asia (70.6%, N=12) were far more likely to have fallen into this category than those from countries in South or Central America (30.2%, N=13). The cost of migration from those countries was also higher, which could explain why more participants from Asia borrowed money to finance their migration. There was no clear divide between the reason an individual left their home country and whether or not they were forced to do something to pay off their debt with the exception of those who left to escape conflict, violence, or persecution, of which only 10% (N=3) answered "yes" to the forced/pressured question.

Table 34: Question 3h. In the U.S., have you ever been forced or pressured to do anything you didn't' want to do in order to pay back the money you owed for your trip to the U.S.? Frequencies and Percentages of "Yes" Response by Continent of Birth (N=64)

	Yes		No		Total	
	N	%	N	%	N	%
Africa	1	33.3%	2	66.7%	3	100.0%
Asia	12	70.6%	5	29.4%	17	100.0%
Europe	1	100.0%	0	0.0%	1	100.0%
Latin America	13	30.2%	30	69.8%	43	100.0%

Note: Question 3h was not answered by $N = 2$ (3.0%) cases. $p \leq .05$.

Figure 17 shows the most common open-ended answers participants gave when asked what they were pressured to do to pay back debt. The two most common answers were work (41%, N=17) and commercial sexual exploitation (41%, N=17) followed by other (8%, N=3), pay money (5%, N=2), and sell drugs (5%, N=2).

Figure 17: Question 3h. If you are comfortable telling me, what kinds of things were you pressured to do that you didn't want to do? Among those who were pressured to do something to pay back debt (N=41)
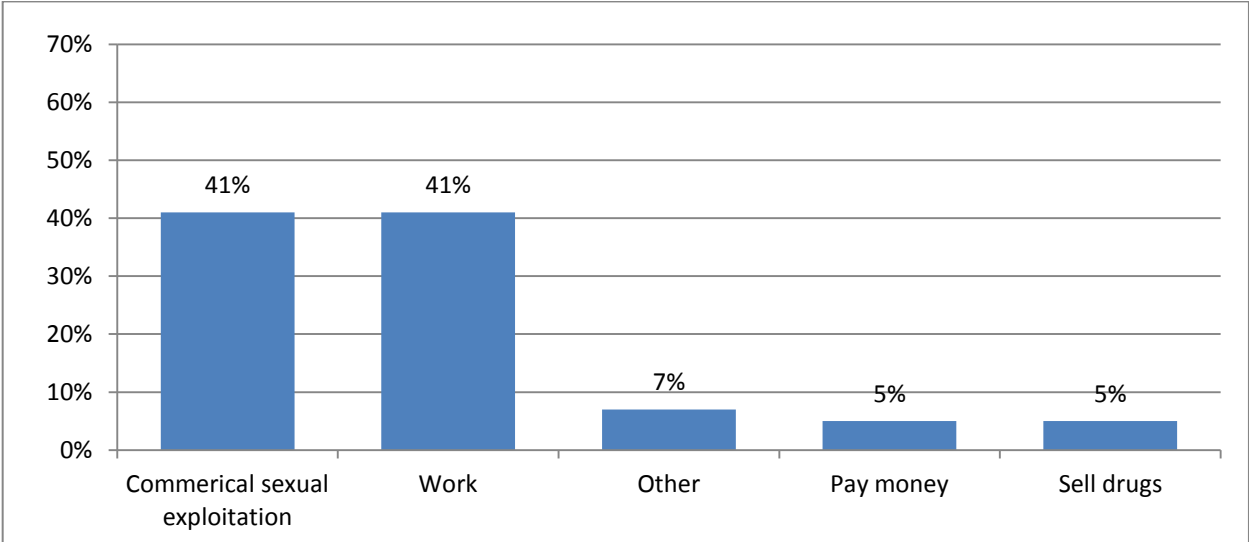
Of the 41 respondents who said "yes" to having been forced or pressured to do something they didn't' want to do, only some provided answers to the open-ended question, "could you describe how you were forced or pressured?" Eleven respondents (26.8%) indicated that they were forced or pressured by physical force or threats of physical force, and six respondents indicated they were threatened with deportation.

2. Work

Questions in the Work section of the trafficking identification tool were designed to gather information on participants' working experiences in order to detect warning signs of trafficking. Some key findings from the Work section of the screening tool included the following:

-Trafficking victim respondents were significantly more likely than non-trafficking victim respondents to have experienced the situations asked about in this section, suggesting that the questions are excellent indicators of trafficking.

-Labor trafficking victim respondents were significantly more likely than sex trafficking victim respondents to have not gotten the payment they expected, or to have experienced some form of labor fraud.

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-Labor trafficking victim respondents were significantly more likely than sex trafficking victim respondents to have been made to feel scared or unsafe at work. Labor trafficking victim respondents were also more likely to have claimed to have done activities for pay. This finding may be partially driven by the fact that sex trafficking victim respondents were less likely to consider what they were made to do as work.

-Questions that trafficking victim respondents were especially likely to answer in the affirmative when compared to non-trafficking victim respondents included 4c. "Have you ever worked without getting the payment you thought you would get?" 4g."Did anyone at your workplace make you feel scared or unsafe? and 4h. "Did anyone at your workplace harm or threaten to harm you?"

-While males were more likely to be labor trafficking victims than females in the sample, there were few significant differences in responses to the questions in the work section between the two groups. This may indicate that the questions in this section relate to both types of trafficking.

-Participants who had "good" or "excellent" English speaking proficiency were more likely than those whose proficiency was "fair" or "poor" to have answered "yes" to the questions "have you worked without getting the payment you thought you would get?" and "have you worked somewhere where the work was different from what you were promised it would be?" This could be because those with high levels of English proficiency were more likely to have high expectations of their ability to find a paying job in America.

-For foreign-born participants, the reason they stated for leaving their home countries appeared to have a significant relationship with their working experiences. Those who left to find work were more likely than others to have been subjected to some sort of payment fraud, have worked somewhere where the work was different than expected, been made to feel scared or unsafe at work, or worked somewhere where they were not allowed to take breaks. They were also more likely than any other group to be labor trafficking victims.

-The second sub-group most likely to answer "yes" to all of these questions was those respondents who left their country to escape abuse. This group was also the one most likely to have been harmed or threatened at work.

-Those participants who migrated to join family or escape conflict, violence, or persecution were generally least likely to have answered "yes" to any of the questions in the work section. They were also the least likely to have been trafficking victims.

-Minors (those who were either under 18 at the time of their interview and/or indicated having sex for things of value while under eighteen) were significantly more likely than those over 18 to have had their payments controlled. They were also significantly more likely than adults to have been harmed or threatened at work, or to have had people close to them harmed or threatened. This could be a result of many of the minors in the study being sex trafficking victims.

Table 35: Frequencies and Percentages of "Yes" Response to Work Questions

	Total Sample		Trafficking Victims		Non-Trafficking Victims	
	N	%	N	%	N	%
4c. Have you ever worked without getting the payment you thought you would get?	82	50.9%	69	74.2%***	13	19.1%
Overall %, Total N	*161*	*100.0%*	*93*	*100.0%*	*68*	*100.0%*
4dw. Did someone withhold payment from you?	72	45.9%	60	65.2%***	12	18.5%
Overall %, Total N	*157*	*100.0%*	*92*	*100.0%*	*65*	*100.0%*
4dg. Did someone give your payment to someone else?	21	13.4%	18	19.6%**	3	4.6%
Overall %, Total N	*157*	*100.0%*	*92*	*100.0%*	*65*	*100.0%*
4dc. Did someone control the money that you should have been paid?	50	31.8%	47	51.1%***	3	4.6%
Overall %, Total N	*157*	*100.0%*	*92*	*100.0%*	*65*	*100.0%*
4e. Were you ever made to sign a document without fully understanding what it stated, for instance, a work contract?	33	20.6%	23	24.7%	10	14.9%
Overall %, Total N	*160*	*100.0%*	*93*	*100.0%*	*67*	*100.0%*
4f. Have you ever worked in a place where the work was different from what you were promised or told it would be?	62	38.5%	55	58.5%***	7	10.4%
Overall %, Total N	*161*	*100.0%*	*94*	*100.0%*	*67*	*100.0%*
4g. Did anyone at your workplace ever make you feel scared or unsafe?	84	52.5%	71	75.5%***	13	19.7%
Overall %, Total N	*160*	*100.0%*	*94*	*100.0%*	*66*	*100.0%*
4h. Did anyone at your workplace ever harm you or threaten to harm you?	65	40.9%	57	60.6%***	8	12.3%
Overall %, Total N	*159*	*100.0%*	*94*	*100.0%*	*65*	*100.0%*
4i. Did anyone at your workplace ever harm or threaten to harm people close to you, like family or friends?	32	20.1%	29	31.2%***	3	4.5%
Overall %, Total N	*159*	*100.0%*	*93*	*100.0%*	*66*	*100.0%*
4j. Were you ever not allowed or did you ever have to ask permission to take breaks at your work, for example, to eat, use the telephone, or use the bathroom?	68	42.8%	58	62.4%***	10	15.2%

Overall %, Total N	*159*	*100.0%*	*93*	*100.0%*	*66*	*100.0%*
4k. Were you ever injured on the job?	50	31.8%	43	47.3%***	7	10.6%
Overall %, Total N	*157*	*100.0%*	*91*	*100.0%*	*66*	*100.0%*
4km. Were you allowed to get medical care?	13	30.2%	10	27.0%	3	50.0%
Overall %, Total N	*43*	*100.0%*	*37*	*100.0%*	*6*	*100.0%*

Note: *** p ≤ .001. ** p ≤ .01. * p ≤ .05. indicates percentages for trafficking victims that are statistically higher than non-trafficking victims. Questions were not answered by all respondents as indicated by the Total N for each question. Information is missing for no more than *N* = 23 (12.8%) cases.

Worked without getting payment – About half of respondents (50.9%, N=82) indicated they had worked without getting the payment they thought they would get, but this varied between trafficking victims and non-trafficking victims. Trafficking victims were statistically more likely to answer "yes" to this question (74.2%, N=69 vs. 19.1%, N=13).

Table 36: Question 4c. Have you ever worked without getting the payment you thought you would get? Frequencies and Percentages, Total and by Trafficking Victim Type (N = 161)

	Yes		No		Total	
	N	%	N	%	N	%
Total Sample	82	50.9%	79	49.1%	161	100.0%
Trafficking Victim	69	**74.2%**	24	25.8%	93	100.0%
Non-Trafficking Victim	13	19.1%	55	80.9%	68	100.0%

Note: Information missing for *N* = 19 (10.6%) cases. p ≤ .001.

Labor trafficking victims were significantly more likely than sex trafficking victims to have indicated not receiving the payment they expected (89.3%, N=50 vs. 51.4%, N=19), as indicated in Table 37.

Table 37: Question 4c. Have you ever worked without getting the payment you thought you would get? Frequencies and Percentages by Trafficking Victim Type (N = 93)

	Yes		No		Total	
	N	%	N	%	N	%
Sex Trafficking Victim	19	51.4%	18	48.6%	37	100.0%
Labor Trafficking Victim	50	89.3%	6	10.7%	56	100.0%

Note: Information missing for *N* = 3 (3.1%) cases. p ≤ .001.

Males were also more likely than females to answer "yes" to this question (65.1%, N=28 of males answered "yes" compared to only 45.8%, N=54 of females). This may be driven to some degree by the fact that males were also more likely to be labor trafficking victims.

Table 38: Question 4c. Have you ever worked without getting the payment you thought you would get? Frequencies and Percentages, by Gender (N = 161)

	Yes		No		Total	
	N	%	N	%	N	%
Male	28	**65.1%**	15	34.9%	43	100.0%

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Female	54	45.8%	64	54.2%	118	100.0%

Note: Information missing for $N = 19$ (10.6%) cases. p ≤ .05.

English speaking proficiency had an interesting relationship with whether or not someone answered "yes" to this question, as can be seen in Table 39 below. The group most likely to have worked without receiving the payment they expected were those whose English proficiency was "good" (71.4%, N=15); the least likely group was those with "poor" English proficiency (29.8%, N=14). As previously stated, this could be a result of those individuals with higher English proficiency having a higher expectation of their money earning potential in America.

Table 39: Question 4c. Have you ever worked without getting the payment you thought you would get? Frequencies and Percentages, by English Speaking Proficiency (N = 155)

	Yes		No		Total	
	N	%	N	%	N	%
Poor	14	**29.8%**	33	70.2%	47	100.0%
Fair	23	57.5%	17	42.5%	40	100.0%
Good	15	**71.4%**	6	28.6%	21	100.0%
Excellent	26	55.3%	21	44.7%	47	100.0%

Note: Information missing for $N = 25$ (13.9%) cases. p ≤ .01.

Foreign- and U.S. born respondents were equally likely to have worked without getting an expected payment. However there was some variation in "yes" responses among migrants. Those who received help organizing their migration were more likely to indicate payment fraud (55.6%, N=65 vs. 32.4%, N=11). Of migrants who left their country to find work, 64.6% (N=51) said they had worked without receiving the payment they expected. This group was far more likely to answer "yes" to the question about work without payment than were those who left to join their family (22.2%, N=4), escape abuse (43.8%, N=7), or escape conflict, violence or persecution (24.1%, N=7). This finding parallels the fact that those who left their home country to find work were the most likely to have been trafficking victims, particularly labor trafficking victims.

Table 40: Question 4c. Have you ever worked without getting the payment you thought you would get? Frequencies and Percentages, by Someone Else Involved in Migration (N = 151)

	Yes		No		Total	
	N	%	N	%	N	%
Received help	65	**55.6%**	52	44.4%	117	100.0%
Did not receive help	11	32.4%	23	67.6%	34	100.0%

Note: Information missing for $N = 29$ (16.1%) cases. p ≤ .05.

Table 41: Question 4c. Have you ever worked without getting the payment you thought you would get? Frequencies and Percentages, by Reason for Migration (N = 151)

	Yes		No		Total	
	N	%	N	%	N	%
To find work[***]	51	**64.6%**	28	35.4%	79	100.0%

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	Yes		No		Total	
To join family[*]	4	22.2%	14	77.8%	18	100.0%
To escape abuse	7	43.8%	9	56.3%	16	100.0%
To escape conflict/ violence/ persecution[**]	7	24.1%	22	75.9%	29	100.0%

Note: Information missing for $N = 29$ (16.1%) cases. *** $p \le .001$. ** $p \le .01$. * $p \le .05$.

Respondents who indicated that they worked without getting the payment they thought they would get (82 respondents) were asked a series of open-ended questions. They were asked what type of work they were doing, and responses to that question varied, but the most frequently mentioned types were domestic work (21 cases), restaurant work (14 cases), and commercial sexual exploitation (13 cases).

When respondents were asked what payment they thought they would get, almost half (47.6% or 39 cases) expected a specific amount; five individuals said they expected to make minimum wage. One-fifth (19.5%) of respondents (16 cases) did not mention the exact amount they were expected to be paid but they reported that they had expected to be paid something for their work. One-third (32.9% or 27 cases) indicated they were never compensated for their work when asked "What did you receive?" Another third of respondents (34.1% or 28 cases) described how they were either paid less than they were promised or some element of fraud occurred, such working different hours than expected or having unexpected "deductions" taken out of their payment.

Payment Fraud – Interviewees were asked "In the U.S. did someone…?" and were asked to select any of the following three choices that applied to their situation:

- Withhold payment from you?
- Give your payment to someone else?
- Control the money that you should have been paid?

Nearly half (45.9%, N=72) of the 157 individuals who answered this question said that someone had withheld the payment they were supposed to be paid; 31.8% (N=50) said that someone had controlled the payment they were supposed to be paid, and 13.4% (N=21) said that someone gave their payment to someone else. Trafficking victim respondents were more likely to have experienced payment fraud than non-trafficking victim respondents.

Table 42: Question 4d. In the U.S., did someone…? Frequencies and Percentages, Total and by Trafficking Victim Type (N = 157)

	Yes		No		Total	
Withhold payment[***]	N	%	N	%	N	%
Total Sample	72	45.9%	85	54.1%	157	100.0%
Trafficking Victim	60	**65.2%**	32	34.8%	92	100.0%
Non-Trafficking Victim	12	18.5%	53	81.5%	65	100.0%
Give payment to someone else[**]					N	%

Total Sample	21	13.4%	136	86.6%	157	100.0%
Trafficking Victim	18	**19.6%**	74	80.4%	92	100.0%
Non-Trafficking Victim	3	4.6%	62	95.4%	65	100.0%
Control money***					N	%
Total Sample	50	31.8%	107	68.2%	157	100.0%
Trafficking Victim	47	**51.1%**	45	48.9%	92	100.0%
Non-Trafficking Victim	3	4.6%	62	95.4%	65	100.0%

Note: Information missing for $N = 23$ (12.8%) cases. *** $p \leq .001$. ** $p \leq .01$.

As seen in Table 43, labor trafficking victim respondents were significantly more likely than sex trafficking victim respondents to have had their payment withheld or given to someone else. Both groups were equally likely to have had their money controlled.

Table 43: Question 4d. In the U.S., did someone…? Frequencies and Percentages by Trafficking Victim Type (N = 92)

	Yes		No		Total	
Withhold payment*	N	%	N	%	N	%
Sex Trafficking Victim	19	52.8%	17	47.2%	36	100.0%
Labor Trafficking Victim	41	**73.2%**	15	26.8%	56	100.0%
Give payment to someone else**						%
Sex Trafficking Victim	12	33.3%	24	66.7%	36	100.0%
Labor Trafficking Victim	6	10.7%	50	89.3%	56	100.0%
Control money						%
Sex Trafficking Victim	19	**52.8%**	17	47.2%	36	100.0%
Labor Trafficking Victim	28	**50.0%**	28	50.0%	56	100.0%

Note: Information missing for $N = 4$ (4.2%) cases. *** $p \leq .001$. ** $p \leq .01$. * $p \leq .05$.

Responses did not vary by gender, education level or English proficiency, but there were some variations in responses to the payment fraud questions by other demographic categories. Younger respondents (13-24 year olds) were more likely to have had their payment given to someone else than older respondents while minors[24] were significantly more likely than non-minors to have had their payment controlled.

Table 44: Question 4d. In the U.S., did someone give your payment to someone else? Frequencies and Percentages, by Age (N = 157)

	Yes		No		Total	
	N	%	N	%	N	%
13-17 year olds	3	**42.9%**	4	57.1%	7	100.0%
18-24 year olds	4	19.0%	17	81.0%	21	100.0%
25-39 year olds	11	13.4%	71	86.6%	82	100.0%

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[24] As described previously in the study sample characteristics section, minors in this case include both those individuals who were under 18 at the time of their interview and/or those individuals who said that they had sex for things of value while under 18 years of age.

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| 40+ year olds | 3 | 6.4% | 44 | 93.6% | 47 | 100.0% |

Note: Information missing for $N = 23$ (12.8%) cases. p ≤ .05.

Domestic born respondents were more likely to have experienced payment fraud compared to respondents that were born in another country and migrated to the United States; the majority of domestic born victims were also trafficking victims in our sample.

Figure 18: Question 4d. In the U.S., did someone…? Percentages of "Yes" Response by Domestic vs. Foreign Born (N=157)
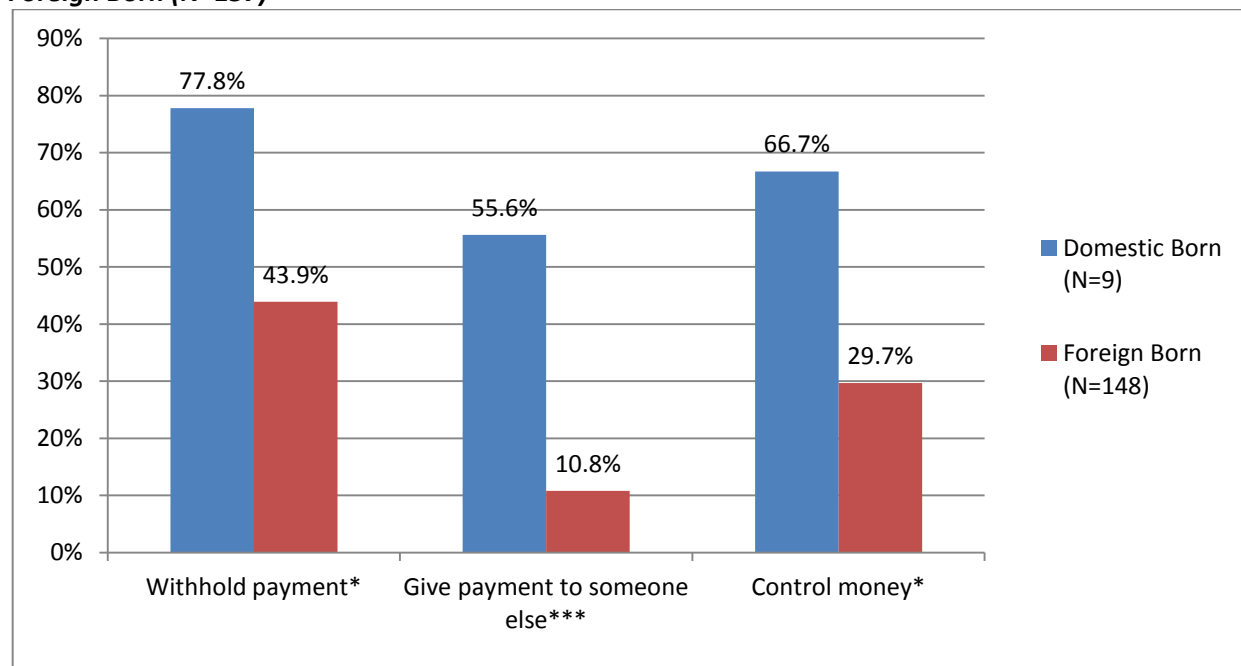
Note: Information missing for $N = 23$ (12.8%) cases. *** p ≤ .001. ** p ≤ .01. * p ≤ .05.

An individual's reason for leaving their birth country also had an important relationship with whether or not they were denied payment. The interviewees most likely to say "yes" to all three categories were those who left their home country to find work, of whom over half (56.4%, N=44) said they had had payment withheld; additionally, 12.8% (N=10) said they had their payment given to someone else, and 35.9% (N=28) said they had someone control their payment. Those who left their country to escape conflict, violence, or persecution were the least likely to have had their payment withheld (21.4%, N=6), and those who left to join their family were the least likely to have had their payment given to someone else (N=0) or controlled (5.6%, N=1).

Figure 19: Question 4d. In the U.S., did someone...? Percentages of "Yes" Response by Reason for Migration (N=148)
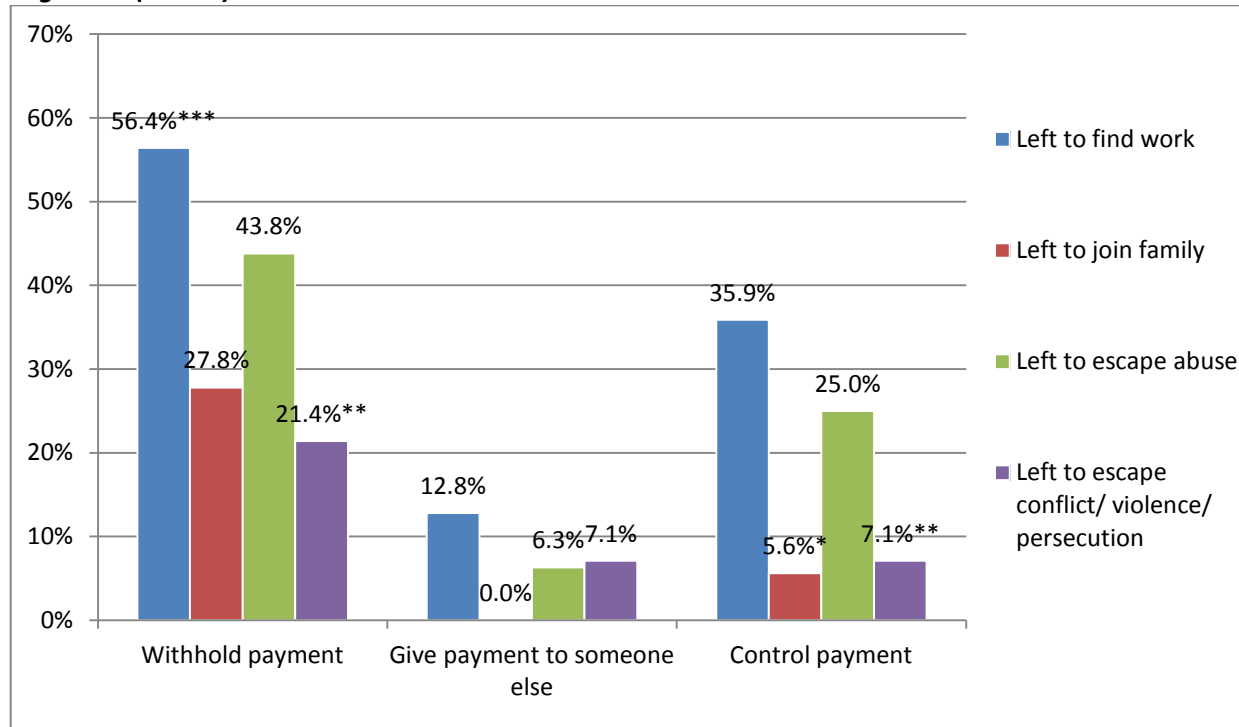
Note: Information missing for $N = 32$ (17.8%) cases. *** $p \leq .001$. ** $p \leq .01$. * $p \leq .05$.

Signed Documents without Full Understanding – Particpants were asked the question "Were you ever made to sign a document without fully understanding what it stated, for instance, a work contract?" Of the 160 interviewees who answered this question, one-fifth (20.6% or 33 cases) said "yes." There was no variation in responses between trafficking and non-trafficking victim respondents. Males were more likely than females to answer "yes" to this question (32.6%, N=14 vs. 16.2%, N=19), which could be a result of the fact that males were also more likely than females to be labor trafficking victims.

Table 45: Question 4e. Were you ever made to sign a document without fully understanding what it stated, for instance, a work contract? Frequencies and Percentages, by Gender (N = 160)

	Yes		No		Total	
	N	%	N	%	N	%
Male	14	32.6%	29	67.4%	43	100.0%
Female	19	16.2%	98	83.8%	117	100.0%

Note: Information missing for $N = 20$ (11.1%) cases. $p \leq .05$.

Those with seven to twelve years of education were less likely than those with fewer than seven or with more than twelve years of education to have signed a document without fully understanding what it stated.

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Table 46: Question 4e. Were you ever made to sign a document without fully understanding what it stated, for instance, a work contract? Frequencies and Percentages, by Education (N = 159)

	Yes		No		Total	
	N	%	N	%	N	%
No Education	2	100.0%	0	0.0%	2	100.0%
1-6 years	6	23.1%	20	76.9%	26	100.0%
7-12 years	16	16.3%	82	83.7%	98	100.0%
More than 12 years	8	27.6%	21	72.4%	29	100.0%

Note: Information missing for $N = 21$ (11.7%) cases. p ≤ .05. "Other" education level not shown.

<u>Work Different than Promised</u> − Interviewees were asked the question "In the U.S., have you ever worked in a place where the work was different from what you were promised or told it would be?" Of the 161 interviewees who answered this question, 62 (38.5%) said "yes." Trafficking victims were statistically more likely to say "yes" to this question than non-trafficking victims (58.5%, N=55 vs. 10.4%, N=7, respectively).

Table 47: Question 4f. Have you ever worked in a place where the work was different from what you were promised or told it would be? Frequencies and Percentages, Total and by Trafficking Victim Type (N = 161)

	Yes		No		Total	
	N	%	N	%	N	%
Total Sample	62	38.5%	99	61.5%	161	100.0%
Trafficking Victim	55	**58.5%**	39	41.5%	94	100.0%
Non-Trafficking Victim	7	10.4%	60	89.6%	67	100.0%

Note: Information missing for $N = 19$ (10.6%) cases. p ≤ .001.

This question did not vary by demographic categories such as age, gender or education, but it did vary by English-speaking proficiency. Surprisingly, respondents who reported a higher proficiency in speaking English were more likely to indicate they worked somewhere where work was different than promised. This could relate to the idea discussed earlier that those with higher English proficiency were more likely to have had higher expectations of their ability to find a good job.

Table 48: Question 4f. Have you ever worked in a place where the work was different from what you were promised or told it would be? Frequencies and Percentages, by English Speaking Proficiency (N = 155)

	Yes		No		Total	
	N	%	N	%	N	%
Poor	14	30.4%	32	69.6%	46	100.0%
Fair	10	25.0%	30	75.0%	40	100.0%
Good	13	59.1%	9	40.9%	22	100.0%
Excellent	21	44.7%	26	55.3%	47	100.0%

Note: Information missing for $N = 25$ (13.9%) cases. p ≤ .05.

This question also varied by whether or not respondents had help organizing their migration, with 43.2% (N=51) of respondents who claimed to have had help with their migration indicating that they worked somewhere where work was different than expected, compared to just 18.2% (N=6) of respondents that didn't have help with their migration. In many cases, those who helped with the migration were fraudulent middle-men or employment agencies that deceived participants about the nature of the work they would be doing.

Table 49: Question 4f. Have you ever worked in a place where the work was different from what you were promised or told it would be? Frequencies and Percentages, by Someone Else Involved in Migration (N = 151)

	Yes		No		Total	
	N	%	N	%	N	%
Received help	51	43.2%	67	56.8%	118	100.0%
Did not receive help	6	18.2%	27	81.8%	33	100.0%

Note: Information missing for $N = 29$ (16.1%) cases. p ≤ .05.

Respondents who migrated to the United States to find work were statistically more likely to indicate that they had worked somewhere where work was different from what they were promised than those who migrated for other reasons.

Table 50: Question 4f. Have you ever worked in a place where the work was different from what you were promised or told it would be? Frequencies and Percentages, by Reason for Migration (N = 151)

	Yes		No		Total	
	N	%	N	%	N	%
To find work[**]	39	49.4%	40	50.6%	79	100.0%
To join family	4	22.2%	14	77.8%	18	100.0%
To escape abuse	5	31.3%	11	68.8%	16	100.0%
To escape conflict/ violence/ persecution	8	27.6%	21	72.4%	29	100.0%

Note: Information missing for $N = 29$ (16.1%) cases. p ≤ .01.

Respondents who answered "yes" to working in a place where the work was different than promised (62 cases) were asked open-ended questions regarding the work. They were first asked, "What were you promised or told that you would do?" Responses to this question varied, describing different job types such as working at a restaurant (8 cases), doing massage (6 cases), or childcare (5 cases). When asked about the kind of work respondents ended up doing, commercial sexual exploitation was the most common response (19 cases). Several respondents (12 cases) indicated that they were given more responsibilities than expected. For example, five respondents mentioned that they were originally hired to be nannies or to take care of children. While they did do that type of work, they also became responsible for unanticipated domestic work such as cleaning the house and cooking for the family. Others described being in the same line of work as promised, but doing different activities than expected (6 cases). For example, two respondents indicated they were hired to work at a fair.

They expected to work preparing and selling food at the fair, but instead they worked cleaning and fixing the rides and games.

Feeling Scared/ Unsafe at Workplace – Participants were asked the question "Did anyone at your workplace ever make you feel scared or unsafe? Of the 160 who responded to this question, 52.5% (N=84) said "yes." Trafficking victim respondents were significantly more likely than non-trafficking victim respondents to say "yes" (75.5%, N=71 vs. 19.7%,N=13, respectively).

Table 51: Question 4g. Did anyone at your workplace ever make you feel scared or unsafe? Frequencies and Percentages, Total and by Trafficking Victim Type (N = 160)

	Yes		No		Total	
	N	%	N	%	N	%
Total Sample	84	52.5%	76	47.5%	160	100.0%
Trafficking Victim	71	**75.5%**	23	24.5%	94	100.0%
Non-Trafficking Victim	13	19.7%	53	80.3%	66	100.0%

Note: Information missing for $N = 20$ (11.1%) cases. $p \leq .001$.

As shown in Table 52, labor trafficking victim respondents were significantly more likely than sex trafficking victim respondents to have felt scared or unsafe at work (84.2%, N=48 vs. 62.2%, N=23), though the majority of victims in both categories reported this fear. This could relate back to the theory that was stated earlier that sex trafficking victims were often less likely to identify what they did as work.

Table 52: Question 4g. Did anyone at your workplace ever make you feel scared or unsafe? Frequencies and Percentage by Trafficking Victim Type (N = 94)

	Yes		No		Total	
	N	%	N	%	N	%
Sex Trafficking Victim	23	62.2%	14	37.8%	37	100.0%
Labor Trafficking Victim	48	84.2%	9	15.8%	57	100.0%

Note: Information missing for $N = 2$ (2.1%) cases. $p \leq .05$

There were no other significant variations by demographics, although there were differences in responses to this question based on whether someone else helped organize the migration and reason for migration. A majority of migrants who had help organizing their migration (58.1%, N=68) indicated that someone at their workplace made them feel scared or unsafe, compared to 27.3% (N=9) of migrants who received no help with migration. Respondents who left their home country to find work were the most likely to say they felt scared or unsafe at their workplace than those who left for other reasons. These groups were also more likely to be labor trafficking victims.

Table 53: Did anyone at your workplace ever make you feel scared or unsafe? Frequencies and Percentages, by Someone Else Involved in Migration (N = 150)

	Yes		No		Total	
	N	%	N	%	N	%
Received help with migration	68	58.1%	49	41.9%	117	100.0%
Did not receive help	9	27.3%	24	72.7%	33	100.0%

Note: Information missing for $N = 30$ (16.7%) cases. p ≤ .01.

Table 54: Question 4g. Did anyone at your workplace ever make you feel scared or unsafe? Frequencies and Percentages, by Reason for Migration (N = 150)

	Yes		No		Total	
	N	%	N	%	N	%
To find work[***]	52	**65.8%**	27	34.2%	79	100.0%
To join family[*]	4	23.5%	13	76.5%	17	100.0%
To escape abuse	9	56.3%	7	43.8%	16	100.0%
To escape conflict/ violence/ persecution[*]	10	34.5%	19	65.5%	29	100.0%

Note: Information missing for $N = 30$ (16.7%) cases. *** p ≤ .001. ** p ≤ .01. * p ≤ .05.

Respondents who said that something at their workplace made them feel scared or unsafe (84 cases) were asked what made them feel scared. Several respondents indicated that they were afraid of getting arrested or being deported (8.3% or 7 cases). An additional 15 respondents (17.9%) said they were specifically threatened with being arrested or deported. Some respondents felt scared or unsafe because they experienced abuse: verbal (15.5% or 13 cases), physical abuse (13.1% or 11 cases) or sexual abuse (3.6% or 3 cases). Seven respondents (8.3%) mentioned they were scared of their boss/ trafficker, and a similar number were scared of clients.

Harmed/ Threatened with Harm at Workplace – When respondents were asked "Did anyone at your workplace ever harm you or threaten to harm you?" 40.9% (N=65) of the 159 interviewees who responded to the question said "yes." This response varied between trafficking victims and non-trafficking victims in the sample. A majority of trafficking victims in the sample (60.6%, N=57) said they were harmed or threatened with harm at work, while only 12.3% of non-trafficking victims in the sample said "yes" to this question. Minors were significantly more likely than non-minors to have answered "yes" to this question (66.7% (N=10) vs.38.2% (N=55), possibly driven by the large number of sex trafficked minors. Answers also varied among immigrants by reason for migration.

Table 55: Question 4h. Did anyone at your workplace ever harm you or threaten to harm you? Frequencies and Percentages, Total and by Trafficking Victim Type (N = 159)

	Yes		No		Total	
	N	%	N	%	N	%
Total Sample	65	40.9%	94	59.1%	159	100.0%
Trafficking Victim	57	**60.6%**	37	39.4%	94	100.0%
Non-Trafficking Victim	8	12.3%	57	87.7%	65	100.0%

Note: Information missing for $N = 21$ (11.7%) cases. $p \le .001$.

Table 56: Question 4h. Did anyone at your workplace ever harm you or threaten to harm you? Frequencies and Percentages, by Reason for Migration (N = 149)

	Yes		No		Total	
	N	%	N	%	N	%
To find work	36	45.6%	43	54.4%	79	100.0%
To join family	5	31.3%	11	68.8%	16	100.0%
To escape abuse*	10	62.5%	6	37.5%	16	100.0%
To escape conflict/ violence/ persecution*	6	20.7%	23	79.3%	29	100.0%

Note: Information missing for $N = 31$ (17.2%) cases. $p \le .05$.

As a follow-up to question 4h, respondents that were harmed or threatened with harm (65 cases) were asked an open-ended question, "Could you tell me what they did or said?" Almost half of respondents (47.7% or 31 cases) said they were physically harmed or threatened with physical harm, some of whom even mentioned they were threatened with death. Ten respondents were verbally abused. Eight respondents were sexually abused or threatened with sexual abuse. One in five respondents (13 cases) said they were threatened with being deported or going to jail.

Harmed/ Threaten Family, Friends - Additionally, each participant was asked "Did anyone at your workplace ever harm or threaten to harm people close to you, like family or friends?" Thirty-two (20.1%, N=32) of the 159 participants who responded to this question answered "yes." Nearly one-third of trafficking victim respondents (31.2%, N=29) answered "yes" to this question, which was significantly higher than non-trafficking victim respondents (4.5%, N=3). Minors were also significantly more likely to answer "yes" to this question (46.7%, N=7 vs. 17.4%, N=25).

Table 57: Question 4i. Did anyone at your workplace ever harm or threaten to harm people close to you, like family or friends? Frequencies and Percentages, Total and by Trafficking Victim Type (N = 159)

	Yes		No		Total	
	N	%	N	%	N	%
Total Sample	32	20.1%	127	79.9%	159	100.0%
Trafficking Victim	29	31.2%	64	68.8%	93	100.0%
Non-Trafficking Victim	3	4.5%	63	95.5%	66	100.0%

Note: Information missing for $N = 21$ (11.7%) cases. p ≤ .001.

Respondents that indicated someone close to them was harmed or threatened with harm (32 cases) were asked a follow-up question, "Could you tell me what they did or said?" The most common response to this question was that their family or a family member was harmed or threatened with harm (40.6% or 13 cases). Four of those cases mentioned that their family or a family member would be "killed." Some respondents said that someone threatened their family by indicating that the address or location of the family was known by that person (18.8% or 6 cases).

Denied or Required Permission to Take Breaks – Of the 156 participants who answered the question "In the U.S., were you ever not allowed or did you ever have to ask permission to take breaks at your work, for example, to eat, use the telephone, or use the bathroom?" many (43.6%, N=68) said "yes." Trafficking victim respondents were significantly more likely to answer "yes" (64.4%, N=58) compared to non-trafficking victim respondents (15.2%, N=10). Furthermore, 46.5% (N= 20) of males and 41.4% (N=48) of females said that they were denied, or had to ask permission to take breaks.

Table 58: Question 4j. Were you ever not allowed or did you ever have to ask permission to take breaks at your work, for example, to eat, use the telephone, or use the bathroom? Frequencies and Percentages, Total and by Trafficking Victim Type (N = 156)

	Yes		No		Total	
	N	%	N	%	N	%
Total Sample	68	43.6%	88	56.4%	156	100.0%
Trafficking Victim	58	64.4%	32	35.5%	90	100.0%
Non-Trafficking Victim	10	15.2%	56	84.8%	66	100.0%

Note: Information missing for $N = 24$ (13.3%) cases. p ≤ .001.

Being denied or having to ask for permission to take breaks varied by English-speaking proficiency. Respondents who were more proficient in English were generally more likely to say "yes" to the question, likely due to the fact that domestic born participants (as seen in Table 60) were significantly more likely to answer "yes" to this question than foreign born participants.

Table 59: Question 4j. Were you ever not allowed or did you ever have to ask permission to take breaks at your work, for example, to eat, use the telephone, or use the bathroom? Frequencies and Percentages, by English Speaking Proficiency (N = 150)

	Yes		No		Total	
	N	%	N	%	N	%
Poor	16	35.6%	29	64.4%	45	100.0%
Fair	15	38.5%	24	61.5%	39	100.0%
Good	14	60.0%	6	30.0%	20	100.0%
Excellent	20	43.5%	26	56.5%	46	100.0%

Note: Information missing for $N = 30$ (16.7%) cases. p ≤ .05.

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Respondents born in the United States were more likely than immigrants to indicate they were not allowed or had to ask permission to take breaks, at 80.0% (N=8) vs. 41.1% (N=60) respectively. Respondents who migrated to the United States to find work were more likely to say they were denied or had to ask to take breaks compared to respondents who left their home countries for other reasons.

Table 60: Question 4j. Were you ever not allowed or did you ever have to ask permission to take breaks at your work, for example, to eat, use the telephone, or use the bathroom? Frequencies and Percentages, by Domestic vs. Foreign Born (N = 156)

	Yes		No		Total	
	N	%	N	%	N	%
Domestic Born	8	80.0%	2	20.0%	10	100.0%
Foreign Born	60	41.1%	86	58.9%	146	100.0%

Note: Information missing for $N = 24$ (13.3%) cases. $p \leq .05$.

Table 61: Question 4j. Were you ever not allowed or did you ever have to ask permission to take breaks at your work, for example, to eat, use the telephone, or use the bathroom? Frequencies and Percentages, by Reason for Migration (N = 149)

	Yes		No		Total	
	N	%	N	%	N	%
To find work**	42	**54.5%**	35	45.5%	77	100.0%
To join family	5	29.4%	12	70.6%	17	100.0%
To escape abuse	5	33.3%	10	66.6%	15	100.0%
To escape conflict/ violence/ persecution***	3	10.7%	25	89.3%	28	100.0%

Note: Information missing for $N = 31$ (17.2%) cases. *** $p \leq .001$. ** $p \leq .01$. * $p \leq .05$.

If respondents said "yes" to not being allowed or having to ask permission to take breaks at work (68 cases), they were asked a few open-ended questions. First, they were asked, "what if you were sick or had some kind of emergency?" Nineteen respondents (27.9%) indicated they still had to work and another seven said they were not allowed to take breaks.

Respondents were also asked, "What did you think would happen if you took a break without getting permission?" The most common responses involved being verbally abused (13 cases), physically abused (12 cases) or being fired (7 cases). Ten respondents did not know.

Injured on the Job – Nearly one-third (31.8%, N=50) of the 157 people who answered the question "In the U.S., were you ever injured on the job?" answered "yes." Trafficking victims were significantly more likely than non-trafficking victims to say they were injured on the job, at 47.3% (N=43) vs. 10.6% (N=7), respectively. This indicates that those who were trafficked likely worked more dangerous situations with leaner safety precautions and/or regulations. Responses to this question did not vary by other demographics.

Most respondents (70%, N=35) who were injured on the job were not allowed to get medical help. This did not vary between trafficking or non-trafficking victims or other demographics.

Table 62: Question 4k. Were you ever injured on the job? Frequencies and Percentages, Total and by Trafficking Victim Type (N = 157)

	Yes		No		Total	
	N	%	N	%	N	%
Total Sample	50	31.8%	107	68.2%	157	100.0%
Trafficking Victim	43	**47.3%**	48	52.7%	91	100.0%
Non-Trafficking Victim	7	10.6%	59	89.4%	66	100.0%

Note: Information missing for $N = 23$ (12.8%) cases. $p \le .001$.

3. Living and/or Working Conditions

Questions in the Living and Working Conditions section of the trafficking identification tool were designed to gather information on the environments in which study participants lived and worked to detect indicators of trafficking.[25] Some key findings the Living and Working Conditions section of the screening tool included the following:

-As described in the Work section, trafficking victims in the sample were significantly more likely than non-trafficking victims in the sample to have experienced the situations asked about in this section, suggesting that the questions were excellent indicators of trafficking.

-Questions that trafficking victim respondents were especially likely to answer "yes" when compared to non-trafficking victim respondents included 4a. "Did anyone you worked for or lived with trick or force you into doing something you did not want to do;" 5c. "Have you ever felt you could not leave the place you worked or lived;" and 5o. "Did anyone you worked for or lived with take your money for transportation, food, or rent?"

-Labor trafficking victims were significantly more likely than sex trafficking victims in the sample to live with others and to have lived where they worked. They were also significantly more likely to have been made to feel they could not leave the place they lived or worked. This finding sheds light on the living conditions of labor trafficking victims who often lived on farms or in labor camps, or other environments controlled by their traffickers.

-Sex trafficking victim respondents were significantly more likely than labor trafficking victim respondents to have been tricked or forced into doing something, have had sex for things of value, been pressured to touch someone or have sexual contact, and had their photo put on the internet.

-Females were far more likely than males to have been subjected to some form of isolation (e.g. having lived where there were locks or doors on windows preventing them from leaving, not being allowed to contact friends or family) and forced sex (e.g. being tricked or forced into

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[25] While many of the indicators discussed in this section might apply to victims of domestic violence as well, victims would have to answer additional questions in the affirmative to be designated as trafficking victims,;there may be overlap between the tactics used against victims of the two crimes.

doing something they did not want to do, being pressured to touch someone or have sexual contact, having sex for things of value), all of which were strong predictors of sex trafficking.

-Foreign-born participants who left their home country to escape conflict, violence, and persecution were significantly less likely than any other group to have experienced any of the situations discussed in this section. This same group was also less likely than any other group to have been victims of trafficking.

-Consistent with result in the Work section, English proficiency appeared to have a strong relationship with many of the questions in this section in the opposite direction as expected. Those participants who spoke either "good" or "excellent" English were more likely than those who spoke "fair" or "poor" English to have answered "yes" to the questions "Have you felt you could not leave the place where you worked or lived," "Did anyone you worked for or lived with threaten to report you to the police or other authorities?" and "Did anyone you worked for or lived with trick or force you into doing anything you did not want to do?" Some reasons for this finding are explored in the discussion of findings in the concluding chapter.

-Level of education also had an effect on participants' answers in the opposite direction one would expect. Participants with more education were more likely to answer "yes" to the questions "Have you ever felt you could not leave the place you worked or lived?" "Did anyone take and keep your identification, i.e. you passport or driver's license?" and "Did anyone you worked for or lived with threaten to report you to the police or other authorities?"

-Domestic born participants were far more likely than foreign-born participants to answer yes to eight of the fifteen questions in this section, most of which were questions that were strong predictors of sex trafficking. This is likely because of the ten domestic born participants all ten were sex trafficking victims, nine had sex for things of value, seven were forced to do so, and seven were under eighteen years of age when it occurred.[26]

- Trafficking victim respondents were far more likely than non-trafficking victim respondents to have indicated living or working somewhere where someone controlled their sleep. A majority (56.8%, N=54) of trafficking victim respondents said that someone had controlled their sleep compared to only 14.1% (N=11) of non-trafficking victim respondents.

-Many study participants had seen someone they worked or lived with harmed in some way. This included witnessing people being hit, cut, beaten, slapped, and stabbed. Several participants had also witnessed sexual and verbal abuse, and threats of death and deportation.

- At some point language difficulties prevented 46% or 80 of the respondents them from getting the help they needed.

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[26]While these numbers indicate a strong relationship between domestic vs. foreign born status and sex trafficking victimization, the small and biased sample of domestic born victims available make it difficult to say anything definitive.

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Table 63: Frequencies and Percentages of "Yes" Response to Living and/or Working Conditions Questions

	Total Sample		Trafficking Victims		Non-Trafficking Victims	
	N	%	N	%	N	%
5b. Do you live in the same place where you work?	31	17.5%	24	25.3%[**]	7	8.5%
Overall %, Total N	*177*	*100.0%*	*95*	*100.0%*	*82*	*100.0%*
5c. Have you ever felt you could not leave the place where you worked or lived?	84	47.7%	72	75.0%[***]	12	15.0%
Overall %, Total N	*176*	*100.0%*	*96*	*100.0%*	*80*	*100.0%*
5d. Have you ever worked or lived somewhere where there were locks on the doors or windows that prevented you from leaving?	32	18.2%	28	29.5%[***]	4	4.9%
Overall %, Total N	*176*	*100.0%*	*95*	*100.0%*	*81*	*100.0%*
5e. Did anyone at the place where you lived or worked not allow you to contact your family, friends, or others?	47	26.9%	38	40.0%[***]	9	11.3%
Overall %, Total N	*175*	*100.0%*	*95*	*100.0%*	*80*	*100.0%*
5f. Did anyone take and keep your identification or documentation, for example, your passport or driver's license?	55	31.6%	46	48.9%[***]	9	11.3%
Overall %, Total N	*174*	*100.0%*	*94*	*100.0%*	*80*	*100.0%*
5g. Did anyone force you to get or use false identification or documentation, for example, a fake green card?	10.3%	18	14	14.7%[*]	4	5.0%
Overall %, Total N	*175*	*100.0%*	*95*	*100.0%*	*80*	*100.0%*
5h. Did anyone you worked for or lived with tell you to lie about your age or the work that you did?	38	21.8%	35	37.2%[***]	3	3.8%
Overall %, Total N	*174*	*100.0%*	*94*	*100.0%*	*80*	*100.0%*
5i. Did anyone you worked for or lived with threaten to report you to the police or other authorities?	59	33.9%	49	52.1%[***]	10	12.5%
Overall %, Total N	*174*	*100.0%*	*94*	*100.0%*	*80*	*100.0%*
5j. Did you ever see anyone else at the place where you lived or worked harmed, or threatened	54	30.9%	47	49.5%[***]	7	8.8%

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with harm?						
Overall %, Total N	*175*	*100.0%*	*95*	*100.0%*	*80*	*100.0%*
5k. Did anyone you worked for or lived with trick or force you into doing anything you did not want to do?	76	43.2%	68	71.6%***	8	9.9%
Overall %, Total N	*176*	*100.0%*	*95*	*100.0%*	*81*	*100.0%*
5l. Did anyone ever pressure you to touch another person or have any unwanted physical [or sexual] contact with another person?	46	26.4%	40	42.1%***	6	7.6%
Overall %, Total N	*174*	*100.0%*	*95*	*100.0%*	*79*	*100.0%*
5m. Did anyone ever put your photo on the Internet?	17	9.9%	14	15.6%**	3	3.7%
Overall %, Total N	*172*	*100.0%*	*90*	*100.0%*	*82*	*100.0%*
5n. Did you ever have sex for things of value (for example money, housing, food, gifts, or favors)?	41	23.2%	37	38.9%***	4	4.9%
Overall %, Total N	*177*	*100.0%*	*95*	*100.0%*	*82*	*100.0%*
5o. Did anyone you worked for or lived with take your money for transportation, food, or rent?	66	37.5%	57	60.6%***	9	11.0%
Overall %, Total N	*176*	*100.0%*	*94*	*100.0%*	*82*	*100.0%*
5p. Did anyone you worked for or lived with control how much food you could get?	53	30.3%	44	46.3%***	9	11.3%
Overall %, Total N	*175*	*100.0%*	*95*	*100.0%*	*80*	*100.0%*
5q. Did anyone you worked for or lived with control when you could sleep?	65	37.6%	54	56.8%	11	14.1%
Overall %, Total N	*173*	*100.0%*	*95*	*100.0%*	*78*	*100.0%*
5r. In this situation, did language difficulties ever prevent you from seeking help when you needed it?	80	46.0%	46	48.9%	34	42.5%
Overall %, Total N	*174*	*100.0%*	*94*	*100.0%*	*80*	*100.0%*

Note: *** p ≤ .001. ** p ≤ .01. * p ≤ .05. indicates percentages for trafficking victims that are statistically higher than non-trafficking victims. Questions were not answered by all respondents as indicated by the Total N for each question. Information is missing for no more than *N* = 8 (4.4%) cases.

Living with Others – Participants were asked if they lived by themselves, with their family, or with others. 37.6% (N=67) of respondents indicated they lived with family and 19% (N=34) lived by themselves. If they selected "with others" they were asked to specify in an open-ended question who they lived with. Several responses were given, including friends, workplace/ co-

workers, at a shelter, detention center, and so forth. Sometimes, family members were entered here, suggesting that extended families may be defined in various ways.

Figure 20: Question 5a Do you live…? (N=178)
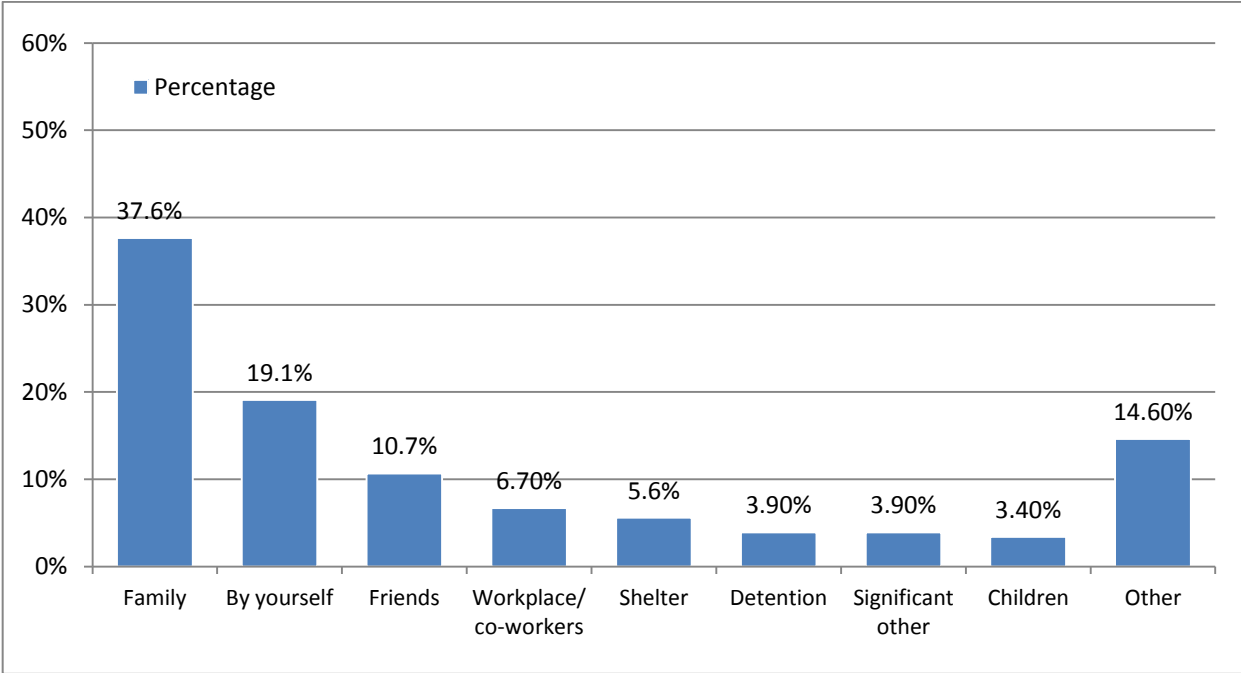
Responses varied between trafficking victims and non-trafficking victim respondents. Trafficking victim respondents were statistically more likely to live with others (56.3%, N=54 vs. 35.4%, N=29), whereas non-trafficking victim respondents stated that they were more likely to live with family (47.6% vs. 29.2%), this finding is not surprising as non trafficking victims in the sample were more likely than trafficking victims to have left their country to join family

Table 64: Question 5a. Do you live…? Frequencies and Percentages, by Trafficking Victim Type (N=178)

	Trafficking Victims (N=96)		Non-Trafficking Victims (N=82)	
	N	%	N	%
By yourself	18	18.8%	16	19.5%
With your family	28	29.2%	**39**	**47.6%**
With others	**54**	**56.3%**	29	35.4%

Note: "Other" was not tabulated by Trafficking Victim Type. Information missing for *N* = 2 (1.1%) cases. p ≤ .05.

Table 65 shows who trafficking victim respondents lived with separated by trafficking type. Labor trafficking victim respondents were more likely than sex trafficking victim respondents to have lived with others (65.5%, N=38 vs. 42.1%, N=16) while sex trafficking victim respondents were more likely to have lived by themselves (26.3%, N=10 vs. 13.8%, N=8) or with family (36.8%, N=14 vs. 24.1%, N=14). This may reflect the fact that many labor

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trafficking victims may work on farms and other secluded areas with co-workers, while sex trafficking victims may work alone, oftentimes.

Table 65: Question 5a. Do you live…? Frequencies and Percentages, by Trafficking Victim Type (N=96)

	Sex Trafficking Victims (N=38)		Labor Trafficking Victims (N=58)	
	N	%	N	%
By yourself	10	26.3%	8	13.8%
With your family	14	36.8%	14	24.1%
With others*	16	42.1%	38	65.5%

Note: "Other" was not tabulated by Trafficking Victim Type. p ≤ .05.

Males were also statistically more likely than females to live with others (69.8%, N=37) vs. 36.8%, N=46), whereas females were more likely than males to live with family (44.8%, N=56) vs. 20.8%, N=11).

Table 66: Question 5a. Do you live…? Frequencies and Percentages, by Gender (N=178)

	Male (N=53)		Female (N=125)	
	N	%	N	%
By yourself	7	13.2%	27	21.6%
With your family**	11	20.8%	**56**	**44.8%**
With others***	**37**	**69.8%**	46	36.8%

Note: Information missing for $N = 2$ (1.1%) cases. *** p ≤ .001. p ≤ .01.

Minors (16.7%, N=4) and youths (23.7%, N=9) were significantly less likely than average (37.6%, N=67) to live with their family. Both groups were also significantly more likely than average to live with others (62.5% of both minors and youths lived by themselves, the average among all groups was 46%).

An individual's reason for leaving his or her country of birth also had a statistically significant relationship with one's living situation upon entry into the U.S. Individuals who left their birth country to escape conflict, violence, or persecution were statistically more likely than those who left for other reasons to live by themselves in the U.S. Unsurprisingly, respondents who left to join family were significantly more likely than those who left for other reasons to live with family upon entry into the U.S., while those who left to find work were significantly less likely to live with family than those who left for other reasons. The opposite pattern is true for those who live with others in the U.S., as respondents who left their country of birth to find work were significantly more likely than those who left for other reasons to live with others, while those who left to join family were the least likely to live with others.

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Figure 21: Question 5a. Do you live...? Frequencies and Percentages, by Reason for Migration (N=168)
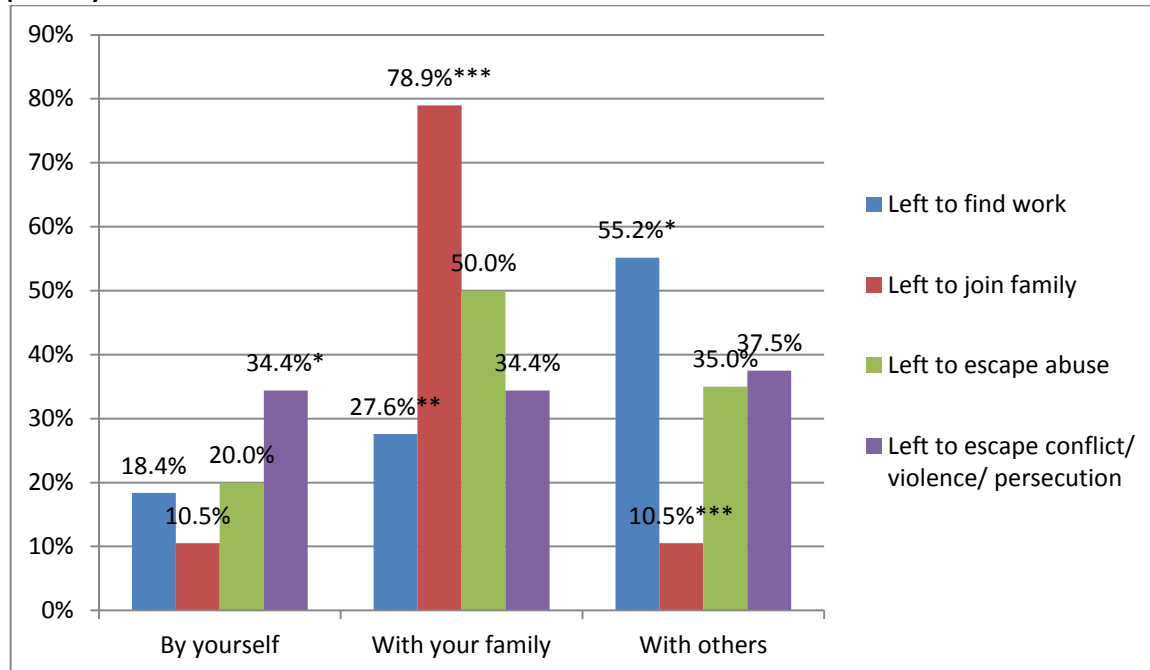
Note: Information missing for $N = 12$ (6.7%) cases. *** p ≤ .001. * p ≤ .05.

Live and Work in Same Place – Interviewees were asked, "Do you live in the same place where you work?" Of the 177 individuals who responded to this question), 17.5% (N=31) said "yes." Trafficking victim respondents were significantly more likely than non-trafficking victim respondents to say "yes" (25.3%, N=24 vs. 8.5%, N=7).

Table 67: Question 5b. Do you live in the same place where you work? Frequencies and Percentages, Total and by Trafficking Victim Type (N = 177)

	Yes		No		Total	
	N	%	N	%	N	%
Total Sample	31	17.5%	146	82.5%	177	100.0%
Trafficking Victim	24	**25.3%**	71	74.7%	95	100.0%
Non-Trafficking Victim	7	8.5%	75	91.5%	82	100.0%

Note: Information missing for $N = 3$ (1.7%) cases. p ≤ .01.

Table 68 shows trafficking victim respondents' answers to this question separated by sex and labor trafficking. Labor trafficking victim respondents were significantly more likely than sex trafficking victim respondents to have answered "yes" to this question (33.3%, N=19 vs. 13.2%, N=5).

Table 68: Question 5b. Do you live in the same place where you work? Frequencies and Percentages by Trafficking Victim Type (N = 95)

	Yes		No		Total	
	N	%	N	%	N	%
Sex Trafficking Victim	5	13.2%	33	86.8%	38	100.0%

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	Yes		No		Total	
Labor Trafficking Victim	19	33.3%	38	66.7%	57	100.0%

Note: Information missing for $N = 1$ (1.0%) cases. $p \leq .05$.

Additionally, males were more likely than females to answer "yes" to this question (26.4%, N=14) vs. 13.7%, N=17). This is unsurprising as males were also more likely than females to be labor trafficking victims.

Table 69: Question 5b. Do you live in the same place where you work? Frequencies and Percentages, by Gender (N = 177)

	Yes		No		Total	
	N	%	N	%	N	%
Male	14	26.4%	39	73.6%	53	100.0%
Female	17	13.7%	107	86.3%	124	100.0%

Note: Information missing for $N = 3$ (1.7%) cases. $p \leq .05$.

Could not Leave – Respondents were asked the question, "Have you ever felt you could not leave the place where you worked or lived?" Of the 176 interviewees who answered this question, almost half said "yes" (47.7%, N=84). Trafficking victim respondents were significantly more likely than non-trafficking victim respondents to indicate that they could not leave (75.0%, N=72 vs. 15.0%, N=12).

Table 70: Question 5c. Have you ever felt you could not leave the place where you worked or lived? Frequencies and Percentages, Total and by Trafficking Victim Type (N = 176)

	Yes		No		Total	
	N	%	N	%	N	%
Total Sample	84	47.7%	92	52.3%	176	100.0%
Trafficking Victim	72	**75.0%**	24	25.0%	96	100.0%
Non-Trafficking Victim	12	15.0%	68	85.0%	80	100.0%

Note: Information missing for $N = 4$ (2.2%) cases. $p \leq .001$.

Labor trafficking victim respondents were more likely than sex trafficking victim respondents to have indicated feeling scared to leave the place they lived or worked (82.8%,N=48 vs. 63.2%,N=24, as seen in Table 71.

Table 71: Question 5c. Have you ever felt you could not leave the place where you worked or lived? Frequencies and Percentages by Trafficking Victim Type (N = 96)

	Yes		No		Total	
	N	%	N	%	N	%
Sex Trafficking Victim	24	63.2%	14	36.8%	38	100.0%
Labor Trafficking Victim	48	82.8%	10	17.2%	58	100.0%

$p \leq .05$.

Interviewees' English speaking proficiency was also found to be significantly related to whether they felt they could leave the place where they worked or lived. Surprisingly, respondents with higher English speaking proficiency were more likely to feel unable to leave than those with lower levels of English speaking proficiency. English proficiency and its

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relationship with trafficking is further discussed in the discussion of findings section of the conclusion chapter.

Table 72: Question 5c. Have you ever felt you could not leave the place where you worked or lived? Frequencies and Percentages, by English Speaking Proficiency (N = 170)

	Yes		No		Total	
	N	%	N	%	N	%
Poor	15	28.3%	38	71.1%	53	100.0%
Fair	18	40.0%	27	60.0%	45	100.0%
Good	18	**78.3%**	5	21.7%	23	100.0%
Excellent	28	**57.1%**	21	42.9%	49	100.0%

Note: Information missing for $N = 10$ (5.6%) cases. $p \leq .001$.

Furthermore, respondents who indicated that they left their birth country to escape violence, conflict, or persecution were significantly more likely to feel that they were able to leave the place where they lived or worked than those who left their country for other reasons. This group was also significantly less likely than any other to have been trafficked.

Table 73: Question 5c. Have you ever felt you could not leave the place where you worked or lived? Frequencies and Percentages, by Reason for Migration (N = 166)

	Yes		No		Total	
	N	%	N	%	N	%
Left to find work	42	48.3%	45	51.7%	87	100.0%
Left to join family	9	47.4%	10	52.6%	19	100.0%
Left to escape abuse	9	52.9%	8	47.1%	17	100.0%
Left to escape conflict*	9	28.1%	**23**	**71.9%**	32	100.0%

Note: Information missing for $N = 14$ (7.8%) cases. $p \leq .05$.

While minors (those under eighteen) showed no significant difference in answering the question compared to the general study population, youths (those under twenty-one) did. Only 32.4% (N=13) of youths said they felt they could not leave the place they worked or lived compared to 51.8% (N=71) of those over the age of twenty-one. This could be driven by the large number of Latin American males between the ages of eighteen and twenty-one in the sample, many of whom were not trafficking victims. Additionally, those with twelve or more years of education were significantly more likely than average to have indicated feeling unable to leave the place they worked or lived. A majority, (63.6% (N=21) of this group answered yes to question 5c compared to only 44.4% (N=63) for all other groups. As with findings of higher language proficiency among trafficking victims, this suggests that education levels do not lessen susceptibility to fraud.

When respondents were asked why they felt like they could not leave, more than half (53.6% or 45 cases) specified that they had been threatened and were afraid. An additional 15.5% of respondents (13 cases) indicated that they were physically prevented from leaving and were kept under constant surveillance, so they could not leave. Five respondents (6.0%) said they did not know anyone else and had nowhere to go. When asked what would happen if they tried to leave, more than two-thirds (34.5% of respondents or 29 cases) said they or their families

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would be physically hurt or killed. A large minority (29.8%, N=25) also said they would be arrested or deported if they tried to leave.

Locks on Doors or Windows – Respondents were asked, "Have you ever worked or lived somewhere where there were locks on the doors or windows that prevented you from leaving?" Of the 176 respondents who answered this question, 18.2% (N=32) said "yes." Responses were significantly related to trafficking victimization, as trafficking victim respondents were much more likely to say "yes" than non-trafficking victim respondents (29.5%,N=28 vs. 4.9%,N=4, respectively).

Table 74: Question 5d. Have you ever worked or lived somewhere where there were locks on the doors or windows that prevented you from leaving? Frequencies and Percentages, Total and by Trafficking Victim Type (N = 176)

	Yes		No		Total	
	N	%	N	%	N	%
Total Sample	32	18.2%	144	81.8%	176	100.0%
Trafficking Victim	28	**29.5%**	67	70.5%	95	100.0%
Non-Trafficking Victim	4	4.9%	77	95.1%	81	100.0%

Note: Information missing for $N = 4$ (2.2%) cases. $p \le .001$.

Females were significantly more likely than males to indicate that locks on doors or windows prevented them from leaving the place where they worked or lived (22.0%, N=27 for females vs. 9.4%, N=5 for males). As noted later in the validation results section, this question was also a strong predictor of sex trafficking.

Table 75: Question 5d. Have you ever worked or lived somewhere where there were locks on the doors or windows that prevented you from leaving? Frequencies and Percentages, by Gender (N = 176)

	Yes		No		Total	
	N	%	N	%	N	%
Male	5	9.4%	48	90.6%	53	100.0%
Female	27	**22.0%**	96	78.0%	123	100.0%

Note: Information missing for $N = 4$ (2.2%) cases. $p \le .05$.

Respondents who indicated that they left their birth country to escape violence, conflict, or persecution were also significantly less likely than those who left for other reasons to have lived or worked in a location with locks on the doors or windows to prevent them from leaving.

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Table 76: Question 5d. Have you ever worked or lived somewhere where there were locks on the doors or windows that prevented you from leaving? Frequencies and Percentages, by Reason for Migration (N = 166)

	Yes		No		Total	
	N	%	N	%	N	%
Left to find work	11	12.8%	75	87.2%	86	100.0%
Left to join family	6	31.6%	13	68.4%	19	100.0%
Left to escape abuse	4	22.2%	14	77.8%	18	100.0%
Left to escape conflict*	1	3.0%	32	**97.0%**	33	100.0%

Note: Information missing for N = 14 (7.8%) cases. $p \leq .05$.

Not Allowed to Contact Family, Friends, Others – Interviewees were asked, "Did anyone at the place where you lived or worked not allow you to contact your family, friends, or others?" Of the 175 respondents who answered this question, 26.9% (N=47) said "yes." Trafficking victim respondents were much more likely than non-trafficking victim respondents to be prevented from contacting others (40.0%,N=38 vs. 11.3%,N=9).

Table 77: Question 5e. Did anyone at the place where you lived or worked not allow you to contact your family, friends, or others? Frequencies and Percentages, Total and by Trafficking Victim Type (N = 175)

	Yes		No		Total	
	N	%	N	%	N	%
Total Sample	47	26.9%	128	73.1%	175	100.0%
Trafficking Victim	38	**40.0%**	57	60.0%	95	100.0%
Non-Trafficking Victim	9	11.3%	71	88.8%	80	100.0%

Note: Information missing for N = 5 (2.7%) cases. $p \leq .001$.

Gender was significantly related to responses to this question, as females were significantly more likely than males to indicate that they were unable to contact family, friends, or others (34.1%,N=42 for females vs. 9.6%, N=5 for males). As discussed later in the validation findings section, this question was strongly related to isolation, which was a strong factor in predicting sex trafficking. Therefore it makes sense that females would have experienced it more often.

Table 78: Question 5e. Did anyone at the place where you lived or worked not allow you to contact your family, friends, or others? Frequencies and Percentages, by Gender (N = 175)

	Yes		No		Total	
	N	%	N	%	N	%
Male	5	9.6%	47	90.4%	52	100.0%
Female	42	**34.1%**	81	65.9%	123	100.0%

Note: Information missing for N = 5 (2.7%) cases. $p \leq .001$.

Furthermore, respondents who indicated that they left their country of birth to escape violence, conflict, and persecution were significantly less likely to be prevented from contacting outsiders than respondents who left their birth country for other reasons. Unlike with the majority of questions in the tool, those who left to find work were not the most likely to answer

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"yes" to this question. This could relate to the large number of female respondents who answered "yes" to this question, as females were less likely to have left their country to find work than males.

Table 79: Question 5e. Did anyone at the place where you lived or worked not allow you to contact your family, friends, or others? Frequencies and Percentages, by Reason for Migration (N = 165)

	Yes		No		Total	
	N	%	N	%	N	%
Left to find work	20	23.3%	66	76.7%	86	100.0%
Left to join family	6	31.6%	13	68.4%	19	100.0%
Left to escape abuse	6	33.3%	12	66.7%	18	100.0%
Left to escape conflict**	**2**	**6.3%**	30	93.8%	32	100.0%

Note: Information missing for $N = 15$ (8.3%) cases. $p \leq .01$.

Country of birth also had a significant relationship with this question. Countries, or groups of countries with high frequencies of participants who answered "yes" to this question included African countries (50%, N=7), other Asian countries (44.4%, N=4), and Caribbean countries (42.9%, N=3); those with the lowest frequencies were the Philippines (5.9%, N=1) and China (7.4%, N=2).

Take and Keep Identification – Interviewees were asked, "Did anyone take and keep your identification, for example, your passport or driver's license?" Of the 174 individuals who responded, 31.6% (N=55) said "yes." Trafficking victim respondents were significantly more likely than non-trafficking victim respondents to say that someone took their identification (48.9%, N=46 vs. 11.3%, N=9).

Table 80: Question 5f. Did anyone take and keep your identification, for example, your passport or driver's license? Frequencies and Percentages, Total and by Trafficking Victim Type (N = 174)

	Yes		No		Total	
	N	%	N	%	N	%
Total Sample	55	31.6%	119	68.4%	174	100.0%
Trafficking Victim	46	**48.9%**	48	51.1%	94	100.0%
Non-Trafficking Victim	9	11.3%	71	88.8%	80	100.0%

Note: Information missing for $N = 6$ (3.3%) cases. $p \leq .001$.

Respondents who indicated that they left their birth country to escape conflict were also significantly less likely to indicate that someone had taken and kept their identification than respondents who left their country for other reasons.

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Table 81: Question 5f. Did anyone take and keep your identification, for example, your passport or driver's license? Frequencies and Percentages, by Reason for Migration (N = 164)

	Yes		No		Total	
	N	%	N	%	N	%
Left to find work	31	36.5%	54	63.5%	85	100.0%
Left to join family	5	27.8%	13	72.2%	18	100.0%
Left to escape abuse	4	23.5%	13	76.5%	17	100.0%
Left to escape conflict**	**2**	**6.3%**	30	93.8%	32	100.0%

Note: Information missing for $N = 16$ (8.9%) cases. $p \leq .001$.

Participants with seven or more years of education were significantly more likely than those with fewer than seven years of education to answer "yes" to this question (31.24% ,N=42 vs. 22.86%,N=8). This finding supports the theory that those with high levels of education were more vulnerable to fraud, possibly as a result of their high expectations for finding employment in the U.S. Country of birth also had a significant relationship with this question. Countries or groups of countries with the highest percentage of participants who answered "yes" to this question were European countries (60%, N=3), other Asian countries (55.6%, N=5) and African countries (50%, N=7). Those with the lowest percentage were other Latin American countries (13.6%, N=3), Honduras (14.3%, N=2), and China (14.8%, N=4).

Respondents who did have their identification taken (55 cases) were asked a follow-up open-ended question, "Could you get them back if you wanted?" Many respondents (45.5% or 25 cases) indicated they could not get their identification documents back if they wanted.

Forced to Get False Identification – Interviewees were asked the question, "Did anyone force you to get or use false identification or documentation, for example, a fake green card?" Of the 175 participants who responded, 10.3% (N=18) said "yes." Trafficking victims were significantly more likely than non-trafficking victims to answer "yes" to this question (14.7%, N=14 vs. 5.0%, N=4). There were no additional differences between respondents based upon any other demographic variables, although the low frequency of respondents who answered "yes" to this question made interpretation difficult.

Table 82: Question 5g. Did anyone force you to get or use false identification or documentation, for example, a fake green card? Frequencies and Percentages, Total and by Trafficking Victim Type (N = 175)

	Yes		No		Total	
	N	%	N	%	N	%
Total Sample	18	10.3%	157	89.7%	175	100.0%
Trafficking Victim	14	14.7%	81	85.3%	95	100.0%
Non-Trafficking Victim	4	5.0%	76	95.0%	80	100.0%

Note: Information missing for $N = 5$ (2.7%) cases. $p \leq .05$.

Told to Lie about Age or Work – Interviewees were asked, "Did anyone you worked for or lived with tell you to lie about your age or the work that you did?" Of the 174 people who answered this question, 21.8% (N=38) said "yes." Trafficking victimization was significantly related to responses to this question, as trafficking victims in the sample were significantly

more likely than non-trafficking victims in the sample to indicate that they were forced to lie about their age or work (37.2%, N=35 vs. 3.8%, N=3).

Table 83: Question 5h. Did anyone you worked for or lived with tell you to lie about your age or the work that you did? Frequencies and Percentages, Total and by Trafficking Victim Type (N = 174)

	Yes		No		Total	
	N	%	N	%	N	%
Total Sample	38	21.8%	136	78.2%	174	100.0%
Trafficking Victim	35	**37.2%**	59	62.8%	94	100.0%
Non-Trafficking Victim	3	3.8%	77	96.3%	80	100.0%

Note: Information missing for $N = 6$ (3.3%) cases. $p \leq .001$.

Respondents who were domestic born were significantly more likely than those who were foreign-born to indicate that they were told to lie about their age or work (50.0%, N=5 vs. 20.1%, N=33), likely because a majority of domestic born participants were underage sex trafficking victims.

Table 84: Question 5h. Did anyone you worked for or lived with tell you to lie about your age or the work that you did? Frequencies and Percentages, by Domestic vs. Foreign Born (N = 174)

	Yes		No		Total	
	N	%	N	%	N	%
Domestic Born	5	50.0%	5	50.0%	10	100.0%
Foreign Born	33	20.1%	131	79.9%	164	100.0%

Note: Information missing for $N = 6$ (3.3%) cases. $p \leq .05$.

Respondents who left their country of birth to escape violence, conflict, or persecution were also significantly less likely to answer "yes" to this question than individuals who left their country for other reasons.

Table 85: Question 5h. Did anyone you worked for or lived with tell you to lie about your age or the work that you did? Frequencies and Percentages, by Reason for Migration (N = 164)

	Yes		No		Total	
	N	%	N	%	N	%
Left to find work	19	22.1%	67	77.9%	86	100.0%
Left to join family	2	11.1%	16	88.9%	18	100.0%
Left to escape abuse	5	27.8	13	72.7%	18	100.0%
Left to escape conflict**	**1**	**3.0%**	32	97.0%	33	100.0%

Note: Information missing for $N = 16$ (8.9%) cases. $p \leq .01$.

Country of birth also had a significant relationship with this question. Countries or groups of countries with the highest percentage of participants who answered "yes" to this question were the United States (50%, N=5), Mexico (41.2%, N=14), and European countries (40%, N=2). Those with the lowest percentage were other Latin American countries (4.5%, N=1), the Philippines (5.9%, N=1), and China (14.8%, N=3).

If respondents said "yes," to the question if someone told them to lie about their age or work (38 cases), they were asked a follow-up question, "Could you explain why they asked you to lie?" Responses to this open-ended question varied, but 13 respondents (34%) indicated that they were forced to lie to avoid getting in trouble with law enforcement entities (such as Immigration or Department of Labor) or going to jail. A few respondents (11% or 4 cases) lied in order to work, while another three respondents said they were forced to lie to match the fake ID they were using. Three respondents also said they lied because they were underage.

Threatened with being Reported to Authorities – Interviewees were asked, "Did anyone you worked for or lived with threaten to report you to the police or other authorities?" Of the 174 individuals who responded, one-third (33.9%, N=59) said "yes." Trafficking victims were significantly more likely than non-trafficking victims in the sample to say that they were threatened to be reported to authorities (52.1%, N=49 vs. 12.5%, N=10).

Table 86: Question 5i. Did anyone you worked for or lived with threaten to report you to the police or other authorities? Frequencies and Percentages, Total and by Trafficking Victim Type (N = 174)

	Yes		No		Total	
	N	%	N	%	N	%
Total Sample	59	33.9%	115	66.1%	174	100.0%
Trafficking Victim	49	**52.1%**	45	47.9%	94	100.0%
Non-Trafficking Victim	10	12.5%	70	87.5%	80	100.0%

Note: Information missing for $N = 6$ (3.3%) cases. $p \leq .001$.

Age was found to be significantly related to responses to this question. Younger respondents, including those categorized as youths (of whom 11.1%,N=4 answered "yes") were significantly less likely to have been threatened with reports to authorities.

Table 87: Question 5i. Did anyone you worked for or lived with threaten to report you to the police or other authorities? Frequencies and Percentages, by Age (N = 174)

	Yes		No		Total	
	N	%	N	%	N	%
13-17 year olds	0	0.0%	16	100.0%	16	100.0%
18-24 year olds	6	26.1%	17	73.9%	23	100.0%
25-39 year olds	36	41.9%	50	58.1%	86	100.0%
40+ year olds	17	34.7%	32	65.3%	49	100.0%

Note: Information missing for $N = 6$ (3.3%) cases. $p \leq .01$.

Interviewees' English speaking proficiency was also significantly related to whether they were threatened to be reported to authorities. Respondents with lower English speaking proficiency were less likely to have been threatened in this manner than those with higher levels of English speaking proficiency. This may seem counterintuitive, as those with high English proficiency would be expected to be less vulnerable to threats of being reported to police and authorities. However, as discussed in the Discussion chapter, this may not necessarily be the case.

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Table 88: Question 5i. Did anyone you worked for or lived with threaten to report you to the police or other authorities? Frequencies and Percentages, by English Speaking Proficiency (N = 168)

	Yes		No		Total	
	N	%	N	%	N	%
Poor	11	20.8%	42	79.2%	53	100.0%
Fair	14	31.8%	30	68.2%	44	100.0%
Good	13	**56.5%**	10	43.5%	23	100.0%
Excellent	20	**41.7%**	28	58.3%	48	100.0%

Note: Information missing for $N = 12$ (6.7%) cases. p ≤ .05.

Respondents who had received help with migration into the U.S. were significantly more likely than those who did not receive help to answer "yes" to this question (40.3% , N=50 vs. 20.0%, N=8).

Table 89: Question 5i. Did anyone you worked for or lived with threaten to report you to the police or other authorities? Frequencies and Percentages, by Someone Else Involved in Migration (N = 164)

	Yes		No		Total	
	N	%	N	%	N	%
Received Help	50	40.3%	74	59.7%	124	100.0%
Did Not Receive Help	8	20.0%	32	80.0%	40	100.0%

Note: Information missing for $N = 16$ (8.9%) cases. p ≤ .05.

Respondents who left their country of birth to escape conflict were significantly less likely to have been threatened with reports to authorities than individuals who left their country for other reasons.

Table 90: Question 5i. Did anyone you worked for or lived with threaten to report you to the police or other authorities? Frequencies and Percentages, by Reason for Migration (N = 164)

	Yes		No		Total	
	N	%	N	%	N	%
Left to find work	34	39.5%	52	60.5%	86	100.0%
Left to join family	7	38.9%	11	61.1%	18	100.0%
Left to escape abuse	8	47.1%	9	52.9%	17	100.0%
Left to escape conflict*	**6**	**18.2%**	27	81.8%	33	100.0%

Note: Information missing for $N = 16$ (8.9%) cases. p ≤ .05.

Education had a significant relationship with the threat of being reported to the authorities. Participants with more education were more likely to answer "yes" to this question. Of those with twelve or more years of education 50% (N=16) answered "yes" to question 5i compared to 33.3% (N=34) with between seven and twelve of education, and 21.2% (N=7) of those with between one and six years. Both of the respondents with no education answered "yes." As with the relationship between this question and language, this could relate to the issue of expectations based on perceived employability.

Country of birth also appeared to have a relationship with this question. Countries or groups of countries with the highest percentage of participants who answered "yes" to this question were

the Philippines (64.7%, N=11), Caribbean countries (57.1%, N=4), and Mexico (48.6%, N=17). Those with the lowest percentage were the United States (10%, N=1), other Latin American countries (13.6%, N=3), and Honduras (14.3%, N=2).

Harmed/ Threatened with Harm – Interviewees were asked, "Did you ever see anyone else at the place where you lived or worked harmed, or threatened with harm?" Of the 175 respondents who answered this question, 30.9% (N=54) answered "yes." Responses were significantly related to trafficking victimization, as trafficking victims were much more likely than non-trafficking victims in the sample to say "yes" (49.5%, N=47 vs. 8.8%, N=7).

Table 91: Question 5j. Did you ever see anyone else at the place where you lived or worked harmed, or threatened with harm? Frequencies and Percentages, Total and by Trafficking Victim Type (N = 175)

	Yes		No		Total	
	N	%	N	%	N	%
Total Sample	54	30.9%	121	69.1%	175	100.0%
Trafficking Victim	47	**49.5%**	48	50.5%	95	100.0%
Non-Trafficking Victim	7	8.8%	73	91.3%	80	100.0%

Note: Information missing for $N = 5$ (2.7%) cases. $p \leq .001$.

Respondents who left their country of birth to escape conflict were significantly less likely than individuals who left for other reasons to indicate that anyone else at the place where they lived or worked was harmed or threatened with harm.

Table 92: Question 5j. Did you ever see anyone else at the place where you lived or worked harmed, or threatened with harm? Frequencies and Percentages, by Reason for Migration (N = 165)

	Yes		No		Total	
	N	%	N	%	N	%
Left to find work	29	33.7%	57	66.3%	86	100.0%
Left to join family	5	27.8%	13	72.2%	18	100.0%
Left to escape abuse	6	33.3%	12	66.7%	18	100.0%
Left to escape conflict*	**5**	**15.2%**	28	84.8%	33	100.0%

Note: Information missing for $N = 15$ (8.3%) cases. $p \leq .05$.

Age had a significant relationship with this question. Participants who were e18-24 or 25-39 were far more likely (37.5%, N=9and 38.4%, N=33 respectively) to have answered "yes" to this question than those who were between 13 and 17 or 40 and older (12.5%, N=2 and 20.4%, N=10 respectively.) This age group was also more likely than any other to be trafficking victims. Country of birth also appeared to have a relationship. Countries or groups of countries with the highest percentage of participants who answered "yes" to this question were European countries (60%, N=3), the United States (60%, N=6), and Caribbean countries (57.1%, N=4). Those with the lowest percentage were Honduras (7.1%, N=1), China (13.1%, N=3), and African countries (13.3%, N=2).

A majority of respondents that witnessed someone where they lived or worked harmed, or threatened with harm (54 cases) indicated that they saw someone else harmed in some way (30 cases or 56%). This was in response to an open-ended question, "If you are comfortable talking about it, could you tell me what happened?" More specifically, several respondents witnessed someone else being hit (8 cases), cut, beaten, slapped, stabbed and so forth. Eight respondents mentioned seeing someone physically harmed without providing other details. Respondents also witnessed sexual abuse (7 cases or 13%) and verbal abuse (5 cases or 9%). Other mentions included being threatened, generally (5 cases), or threatened with death (3 cases) or deportation (4 cases).

Tricked/Forced into Doing Something – Interviewees were asked the question "Did anyone you worked for or lived with trick or force you into doing anything you did not want to do?" Of the 176 individuals who responded to this question, 43.2% (N=76) said "yes." Trafficking victims were significantly more likely to say "yes" to this question than non-trafficking victims in the sample (71.6%, N=68 vs. 9.9%, N=8, respectively).

Table 93: Question 5k. Did anyone you worked for or lived with trick or force you into doing anything you did not want to do? Frequencies and Percentages, Total and by Trafficking Victim Type (N = 176)

	Yes		No		Total	
	N	%	N	%	N	%
Total Sample	76	43.2%	100	56.8%	176	100.0%
Trafficking Victim	68	**71.6%**	27	28.4%	95	100.0%
Non-Trafficking Victim	8	9.9%	73	90.1%	81	100.0%

Note: Information missing for $N = 4$ (2.2%) cases. $p \leq .001$.

Sex trafficking victim respondents were significantly more likely to have answered "yes" to this question than labor trafficking victim respondents (89.5%, N=34 vs. 59.6%, N=59.6) as seen in Table 94. As discussed later in the validation results section, this question related strongly to sexual exploitation.

Table 94: Question 5k. Did anyone you worked for or lived with trick or force you into doing anything you did not want to do? Frequencies and Percentages by Trafficking Victim Type (N = 95)

	Yes		No		Total	
	N	%	N	%	N	%
Sex Trafficking Victim	34	89.5%	4	10.5%	38	100.0%
Labor Trafficking Victim	34	59.6%	23	40.4%	57	100.0%

Note: Information missing for $N = 1$ (1.0%) cases. $p \leq .01$.

Females were significantly more likely than males to say that they were tricked or forced into doing something they did not want to do (49.6%, N=61 vs. 28.3%, N=15).

Table 95: Question 5k. Did anyone you worked for or lived with trick or force you into doing anything you did not want to do? Frequencies and Percentages, by Gender (N = 176)

	Yes		No		Total	
	N	%	N	%	N	%
Male	15	28.3%	38	71.7%	53	100.0%
Female	61	**49.6%**	62	50.4%	123	100.0%

Note: Information missing for $N = 4$ (2.2%) cases. $p \leq .01$.

Youths were significantly less likely than those who were over twenty-one to say that they were tricked or forced into doing something they did not want to do (28.9%, N=11 vs. 41.1%, N=65). This finding could be affected by the large number of young males who were not identified as trafficking victims. It is also possible that these young men would be less likely to admit being forced or tricked into something.

Table 96: Question 5k. Did anyone you worked for or lived with trick or force you into doing anything you did not want to do? Frequencies and Percentages, by Youth Status (N = 176)

	Yes		No		Total	
	N	%	N	%	N	%
Youth	11	28.9%	27	71.7%	53	100.0%
Over 21	65	47.1%	73	52.9%	123	100.0%

Note: Information missing for $N = 4$ (2.2%) cases. $p \leq .01$.

Respondents with poor English speaking proficiency were also less likely than those with higher levels of proficiency to say that they were tricked or forced into doing something they did not want to do, which could relate to the hypothesis about expectations discussed previously.

Table 97: Question 5k. Did anyone you worked for or lived with trick or force you into doing anything you did not want to do? Frequencies and Percentages, by English Speaking Proficiency (N = 170)

	Yes		No		Total	
	N	%	N	%	N	%
Poor	14	25.9%	40	74.1%	54	100.0%
Fair	21	47.7%	23	52.3%	44	100.0%
Good	13	56.5%	10	43.5%	23	100.0%
Excellent	24	49.0%	25	51.0%	49	100.0%

Note: Information missing for $N = 10$ (5.6%) cases. $p \leq .05$.

Respondents who received help migrating into the U.S. were significantly more likely than those who did not receive help to answer "yes" to this question (47.6%, N=60 for those who received help vs. 17.5%, N=7 for those who did not). This finding could indicate that having received help with migration put these individuals in a position that made them vulnerable to being forced or tricked into doing something against their will.

Table 98 : Question 5k. Did anyone you worked for or lived with trick or force you into doing anything you did not want to do? Frequencies and Percentages, by Someone Else Involved in Migration (N = 166)

	Yes		No		Total	
	N	%	N	%	N	%
Received Help	60	47.6%	66	52.4%	126	100.0%
Did Not Receive Help	7	17.5%	33	82.5%	40	100.0%

Note: Information missing for $N = 14$ (7.8%) cases. $p \leq .001$.

Respondents who left their country of birth to escape conflict were also significantly less likely to have been tricked or forced into doing something they did not want to do than individuals who left theiur country for other reasons.

Table 99: Question 5k. Did anyone you worked for or lived with trick or force you into doing anything you did not want to do? Frequencies and Percentages, by Reason for Migration (N = 166)

	Yes		No		Total	
	N	%	N	%	N	%
Left to find work	38	44.2%	48	55.8%	86	100.0%
Left to join family	6	33.3%	12	66.7%	18	100.0%
Left to escape abuse	10	52.6%	9	47.4%	19	100.0%
Left to escape conflict*	**8**	**24.2%**	25	75.8%	33	100.0%

Note: Information missing for $N = 14$ (7.8%) cases. $p \leq .05$.

Country of birth appeared to have a relationship with this question. Countries or groups of countries with the highest percentage of participants who answered "yes" to this question were the United States (90%, N=9), European countries (60%, N=3), and African countries (60%, N=9). Those with the lowest percentage were Honduras (14.3%, N=2) and China (22.2%, N=6).

Respondents that indicated they had been tricked or forced into doing something they did not want to do (76 cases) were asked a follow-up question: "If you are comfortable talking about it, could you tell me what happened?" Almost a quarter of respondents (24% or 18 cases) indicated they were forced to do have sex or prostitution, an additional 11 respondents (14%) said they were forced to have sex, were raped, or were sexually assaulted. Several respondents (22% or 17 cases) mentioned they were forced to work, and an additional 12 respondents (16%) experienced some form of fraud with regard to their work, either being paid less than expected, having money taken out of their payment, or sometimes the work was different than they expected.

Pressured to Touch another Person/ Have Physical Contact – Interviewees were asked, "Did anyone ever pressure you to touch another person or have unwanted physical [or sexual] contact with another person?" Of the 174 respondents who answered, 26.4% (N=46) said "yes." Responses were significantly related to trafficking victimization, as trafficking victim respondents were significantly more likely than non-trafficking victim respondents to answer "yes" (42.1%, N=40 vs. 7.6%, N=6).

Table 100: Question 5l. Did anyone ever pressure you to touch another person or have any unwanted physical [or sexual] contact with another person? Frequencies and Percentages, Total and by Trafficking Victim Type (N = 174)

	Yes		No		Total	
	N	%	N	%	N	%
Total Sample	46	26.4%	128	73.6%	174	100.0%
Trafficking Victim	40	**42.1%**	55	57.9%	95	100.0%
Non-Trafficking Victim	6	7.6%	73	92.4%	79	100.0%

Note: Information missing for $N = 6$ (3.3%) cases. p ≤ .001.

As seen in Table 101, sex trafficking victim respondents were significantly more likely than labor trafficking victim respondents to have answered "yes" to this question (81.6%, N=31 vs. 15.8%, N=9).

Table 101: Question 5l. Did anyone ever pressure you to touch another person or have any unwanted physical [or sexual] contact with another person? Frequencies and Percentages by Trafficking Victim Type (N = 95)

	Yes		No		Total	
	N	%	N	%	N	%
Sex Trafficking Victim	31	81.6%	7	18.4%	38	100.0%
Labor Trafficking Victim	9	15.8%	48	84.2%	57	100.0%

Note: Information missing for $N = 1$ (1.0%) cases. p ≤ .001.

Females were significantly more likely than males to say that they were pressured to touch or have unwanted contact with another person (34.4%, N=42 vs. 7.7%, N=4), this is not surprising as females were also more likely to be sex trafficking victims than males.

Table 102: Question 5l. Did anyone ever pressure you to touch another person or have any unwanted physical [or sexual] contact with another person? Frequencies and Percentages, by Gender (N = 174)

	Yes		No		Total	
	N	%	N	%	N	%
Male	4	7.7%	48	92.3%	52	100.0%
Female	42	34.4%	80	65.6%	122	100.0%

Note: Information missing for $N = 6$ (3.3%) cases. p ≤ .001.

Reason for migration was also found to be related to responses to this question. Respondents who left their country of birth to escape abuse were the most likely to say they were pressured to have unwanted contact with another person (47.4%, N=9), whereas those who left to escape conflict were the least likely to have answered "yes" (6.5%, N=2).

Table 103: Question 5l. Did anyone ever pressure you to touch another person or have any unwanted physical [or sexual] contact with another person? Frequencies and Percentages, by Reason for Migration (N = 164)

	Yes		No		Total	
	N	%	N	%	N	%
Left to find work	17	19.8%	69	80.2%	86	100.0%
Left to join family	4	22.2%	14	77.8%	18	100.0%
Left to escape abuse**	**9**	**47.4%**	10	52.6%	19	100.0%
Left to escape conflict*	**2**	**6.5%**	29	93.5%	31	100.0%

Note: Information missing for $N = 16$ (8.9%) cases. ** $p \leq .01$. * $p \leq .05$.

Country of birth appeared to have a relationship with this question. Countries or groups of countries with the highest percentage of participants who answered "yes" to this question were the United States (70%, N=7), and Mexico (45.7%, N=16). Those with the lowest percentage (14.3%) were The Philippines (N=0), Guatemala (N=2), Honduras (N=2), African countries (N=2), and Caribbean countries (N=1).

The 46 respondents who said "yes" to being forced to touch another person or have unwanted physical contact were asked an open-ended follow-up question: "If you are comfortable talking about it, could you tell me what happened?" over a quarter of the respondents (28% or 13 cases) indicated that they were forced to engage in prostitution. Another 26% (12 cases) indicated they were forced to have sex. Eight respondents (17%) reported being raped.

Photo on Internet – Interviewees were asked, "Did anyone ever put your photo on the internet?" Of the 172 individuals who responded, 9.9% (N=17) said "yes." Trafficking victim respondents were significantly more likely than non-trafficking victim respondents to indicate that someone had put their photo on the internet (15.6%, N=14 vs. 3.7%, N=3) as were minors (33.3% vs. 6.1%).

Table 104: Question 5m. Did anyone ever put your photo on the Internet? Frequencies and Percentages, Total and by Trafficking Victim Type (N = 172)

	Yes		No		Total	
	N	%	N	%	N	%
Total Sample	17	9.9%	155	90.1%	172	100.0%
Trafficking Victim	14	15.6%	76	84.4%	90	100.0%
Non-Trafficking Victim	3	3.7%	79	96.3%	82	100.0%

Note: Information missing for $N = 8$ (4.4%) cases. $p \leq .01$.

As seen in Table 105, sex trafficking victim respondents were significantly more likely than labor trafficking victim respondents to indicate having their photo put on the internet (35.3%, N=12 vs. 3.6%, N=2).

Table 105: Question 5m. Did anyone ever put your photo on the Internet? Frequencies and Percentages, by Trafficking Victim Type (N = 96)

	Yes		No		Total	
	N	%	N	%	N	%
Sex Trafficking Victim	12	35.3%	22	64.7%	34	100.0%
Labor Trafficking Victim	2	3.6%	54	96.4%	56	100.0%

Note: Information missing for $N = 6$ (6.3%) cases. $p \leq .001$.

Minors were also significantly more likely than those over the age of eighteen to have had their photo put on the internet (33.3%, N=8 vs. 6.1%, N=9), as seen in Table 106.

Table 106: Question 5m. Did you anyone ever put your photo on the Internet? Frequencies and Percentages by Minor status (N = 172)

	Yes		No		Total	
	N	%	N	%	N	%
Minor	8	33.3%	16	66.7%	24	100.0%
Over 18	9	6.1%	139	91.2%	148	100.0%

Note: Information missing for $N = 8$ (4.4%) cases. $p \leq .001$.

Of the 17 people that said someone had put their picture on the Internet, four said they agreed to have the photo posted while most respondents (11) said they didn't agree to the posting. One person said she "had to agree."

Responses to the open-ended question asking who posted the photo varied between traffickers/pimps (5 cases), significant others such as a husband or boyfriend (3 cases), or an employer/ agency (2 cases). Other responses included clients, friends, or the individual interviewed reporting posting the photo.

Respondents were also asked, "Why did the person post the photo?" The most common open-ended responses were to attract clients (5 cases) or to make money (5 cases).

Gender was significantly related to answers for this question, as females were significantly more likely than males to say their photo was put on the internet (13.3%, N=16 vs. 1.9%, N=1).

Table 107: Question 5m. Did anyone ever put your photo on the Internet? Frequencies and Percentages, Total and by Trafficking Victim Type (N = 172)

	Yes		No		Total	
	N	%	N	%	N	%
Male	1	1.9%	51	98.1%	52	100.0%
Female	16	13.3%	104	86.7%	120	100.0%

Note: Information missing for $N = 8$ (4.4%) cases. $p \leq .05$.

Participants who spoke excellent English were significantly more likely to have answered "yes" to this question than participants whose English speaking abilities was "poor," "fair," or

"good" (20.8%, N=10 vs. 5.9%, N=7), as were those participants born in the United States (80%, N=8) and Europe (60%, N=3).

Have Sex for Things of Value – Interviewees were asked, "Did you ever have sex for things of value (for example money, housing, food, gifts, or favors)?" Of the 177 individuals who answered this question, 23.2% (N=41) said "yes." Trafficking victim respondents were significantly more likely than non-trafficking victim respondents to say that they had sex for things of value (38.9%, N=37 vs. 4.9%, N=4) as were minors (45.8%, N=11 vs. 19.6%, N=30).

Table 108: Question 5n. Did you ever have sex for things of value (for example money, housing, food, gifts, or favors)? Frequencies and Percentages, Total and by Trafficking Victim Type (N = 177)

	Yes		No		Total	
	N	%	N	%	N	%
Total Sample	41	23.2%	136	76.8%	177	100.0%
Trafficking Victim	37	**38.9%**	58	61.1%	95	100.0%
Non-Trafficking Victim	4	4.9%	78	95.1%	82	100.0%

Note: Information missing for $N = 3$ (1.7%) cases. $p \leq .001$.

Table 109 shows the answers to this question given by trafficking victim respondents separated by trafficking type. Sex trafficking victim respondents were significantly more likely than labor trafficking victim respondents to have had sex for things of value (84.2%, N=32 vs. 8.8%, N=5).

Table 109: Question 5n. Did you ever have sex for things of value (for example money, housing, food, gifts, or favors)? Frequencies and Percentages by Trafficking Victim Type (N = 95)

	Yes		No		Total	
	N	%	N	%	N	%
Sex Trafficking Victim	32	84.2%	6	15.8%	38	100.0%
Labor Trafficking Victim	5	8.8%	52	91.2%	57	100.0%

Note: Information missing for $N = 1$ (1.0%) cases. $p \leq .001$.

Of the 41 respondents that indicated they have had sex for things of value, 80.5% (33 cases) said they were forced to do so. Eleven respondents (26.8%) were under the age of 18 when it happened.

Gender was also found to be significantly related to responses to this question, as females were significantly more likely than males to say that they have had sex for things of value (32.3%, N=40 vs. 1.9%, N=1).

Table 110: Question 5n. Did you ever have sex for things of value (for example money, housing, food, gifts, or favors)? Frequencies and Percentages, by Gender (N = 177)

	Yes		No		Total	
	N	%	N	%	N	%
Male	1	1.9%	52	98.1%	53	100.0%
Female	40	32.3%	84	67.7%	124	100.0%

Note: Information missing for $N = 3$ (1.7%) cases. $p \leq .001$.

Respondents who received help with migration were significantly more likely to answer "yes" to this question than those who did not receive help (23.8%, N=30vs. 4.9%, N=2). This finding supports the theory that having received help with migration put these individuals in a position that made them vulnerable to being forced or tricked into doing something against their will, in this case having sex for things of value.

Table 111: Question 5n. Did you ever have sex for things of value (for example money, housing, food, gifts, or favors)? Frequencies and Percentages, by Someone Else Involved in Migration (N = 167)

	Yes		No		Total	
	N	%	N	%	N	%
Received Help	30	23.8%	96	76.2%	126	100.0%
Did Not Receive Help	2	4.9%	39	95.1%	41	100.0%

Note: Information missing for $N = 13$ (7.2%) cases. p $\leq$ .01.

Interviewees who left their country of birth to escape conflict were also significantly less likely to indicate that they had sex for things of value than those who left their country for other reasons.

Table 112: Question 5n. Did you ever have sex for things of value (for example money, housing, food, gifts, or favors)? Frequencies and Percentages, by Reason for Migration (N = 167)

	Yes		No		Total	
	N	%	N	%	N	%
Left to find work	14	16.3%	72	83.7%	86	100.0%
Left to join family	5	26.3%	14	73.7%	19	100.0%
Left to escape abuse	3	15.8%	16	84.2%	19	100.0%
Left to escape conflict*	**2**	**6.1%**	31	93.9%	33	100.0%

Note: Information missing for $N = 13$ (7.2%) cases. p $\leq$ .05.

Country of birth had a significant relationship with this question. Participants from the United States were far more likely than all other participants to answer "yes" to this question (90%, N=9) vs. 19.3%, N=32). No participants from The Philippines or Honduras answered "yes" to this question. Another group that was significantly more likely to answer this question was those with 7-12 years of education, of which 31.7% (N=33) answered "yes," compared to 11.1% (N=8) of participants in all other age groups.

Money Taken for Transportation, Food or Rent – Interviewees were asked, "Did anyone you worked for or lived with take your money for transportation, food, or rent?" Of the 176 individuals who responded (97.8%), 37.5% (N=66) said "yes." Trafficking victims were significantly more likely than non-trafficking victims to indicate that someone took their money for these purposes (60.6% (N=57) vs. 11.0% (N=9).

Table 113: Question 5o. Did anyone you worked for or lived with take your money for transportation, food, or rent? Frequencies and Percentages, Total and by Trafficking Victim Type (N = 176)

	Yes		No		Total	
	N	%	N	%	N	%
Total Sample	66	37.5%	110	62.5%	176	100.0%
Trafficking Victim	57	**60.6%**	37	39.4%	94	100.0%
Non-Trafficking Victim	9	11.0%	73	89.0%	82	100.0%

Note: Information missing for $N = 4$ (2.2%) cases. $p \leq .001$.

Respondents who answered "yes" to having their money taken (66 cases) were asked an open-ended follow-up question, "Could you describe this situation?" Most respondents just indicated that someone took their money (35% or 23 cases), or some of their money (6% or 4 cases) without indicating why the money was taken. Over one-quarter (26% or 17 cases) reported having money taken out for rent, while another 11% of respondents (7 cases) mentioned food and transportation deductions.

A majority of the respondents 65.2% (43 cases) who had money taken for transportation, food or rent indicated they did not agree to this person taking the money.

Respondents who left their country of birth to escape conflict were significantly less likely to say that someone took their money for transportation, food, or rent than individuals who left their country for other reasons.

Table 114: Question 5o. Did anyone you worked for or lived with take your money for transportation, food, or rent? Frequencies and Percentages, by Reason for Migration (N = 166)

	Yes		No		Total	
	N	%	N	%	N	%
Left to find work	33	38.4%	53	61.6%	86	100.0%
Left to join family	5	26.3%	14	73.7%	19	100.0%
Left to escape abuse	7	36.8%	12	63.2%	19	100.0%
Left to escape conflict**	**4**	**12.1%**	29	87.9%	33	100.0%

Note: Information missing for $N = 14$ (7.8%) cases. $p \leq .01$.

Participants from the United States and the Philippines were far more likely to answer "yes" to this question than those from any other country (90%, N=9 and 70.6%, N=12, respectively vs. 28.37%, N=45 for all other groups). Participants from China (11.1%, N=3), other Latin American countries (18.2%, N=4), Honduras (21.4%, N=3), and Guatemala (21.4%, N=3) were least likely to answer "yes" to this question.

Control Food – Interviewees were asked, "Did anyone you worked for or lived with control how much food you could get?" Of the 175 participants who responded, 30.3% (N=53) said "yes." Responses were significantly related to whether or not someone was a trafficking victim, as trafficking victim respondents were more likely to have their food intake controlled than non-trafficking victim respondents (46.3%, N=44 vs. 11.3%, N=9, respectively).

Table 115: Question 5p. Did anyone you worked for or lived with control how much food you could get? Frequencies and Percentages, Total and by Trafficking Victim Type (N = 175)

	Yes		No		Total	
	N	%	N	%	N	%
Total Sample	53	30.3%	122	69.7%	175	100.0%
Trafficking Victim	44	**46.3%**	51	53.7%	95	100.0%
Non-Trafficking Victim	9	11.3%	71	88.8%	80	100.0%

Note: Information missing for $N = 5$ (2.7%) cases. $p \le .001$.

A majority of respondents (66.0% or 35 cases) that had their food controlled said they did not get enough food.

Respondents who indicated they had received help migrating into the U.S. were significantly more likely to have their food controlled than those who did not receive help migrating (34.7%,N=43 vs. 14.6%,N=6); they were also more likely to be trafficking victims.

Table 116: Question 5p. Did anyone you worked for or lived with control how much food you could get? Frequencies and Percentages, by Someone Else Involved in Migration (N = 165)

	Yes		No		Total	
	N	%	N	%	N	%
Received Help	43	34.7%	81	65.3%	124	100.0%
Did Not Receive Help	6	14.6%	35	85.4%	41	100.0%

Note: Information missing for $N = 15$ (8.3%) cases. $p \le .05$.

Reason for migration was also associated with responses to this question, as respondents who said they left their country of birth to escape conflict were significantly less likely to have their food controlled than those who left their country for other reasons.

Table 117: Question 5p. Did anyone you worked for or lived with control how much food you could get? Frequencies and Percentages, by Reason for Migration (N = 165)

	Yes		No		Total	
	N	%	N	%	N	%
Left to find work	29	33.7%	57	66.3%	86	100.0%
Left to join family	5	26.3%	14	73.7%	19	100.0%
Left to escape abuse	9	47.4%	10	52.6%	19	100.0%
Left to escape conflict**	**2**	**6.5%**	29	93.5%	31	100.0%

Note: Information missing for $N = 15$ (8.3%) cases. $p \le .01$.

Country of birth appeared to have a relationship with this question. Countries or groups of countries with the highest percentage of participants who answered "yes" to this question were Caribbean countries (57.1%, N=4), and other Asian countries (55.6%, N=5). No respondents from either China or European countries answered "yes" to this question.

Control When You Could Sleep – Interviewees were asked the question, "Did anyone you worked for or lived with control when you could sleep?" Of the 173 people who responded, 37.6% (N=65) said "yes." Responses were significantly related to trafficking victimization, as

trafficking victims were more likely than non-trafficking victims to answer "yes" (56.8%, N=54 vs. 14.1%, N=11).

Table 118: Question 5q. Did anyone you worked for or lived with control when you could sleep? Frequencies and Percentages, Total and by Trafficking Victim Type (N = 173)

	Yes		No		Total	
	N	%	N	%	N	%
Total Sample	65	37.6%	108	62.4%	173	100.0%
Trafficking Victim	54	**56.8%**	41	43.2%	95	100.0%
Non-Trafficking Victim	11	14.1%	67	85.9%	78	100.0%

Note: Information missing for $N = 7$ (3.9%) cases. $p \leq .001$.

A strong majority of the respondents that had their sleep controlled indicated they didn't get enough sleep (83.1%, N=54).

Respondents who left their country to escape conflict were less likely to have their sleep controlled than individuals who left their country for other reasons.

Table 119: Did anyone you worked for or lived with control when you could sleep? Frequencies and Percentages, by Reason for Migration (N = 163)

	Yes		No		Total	
	N	%	N	%	N	%
Left to find work	36	41.9%	50	58.1%	86	100.0%
Left to join family	4	21.1%	15	78.9%	19	100.0%
Left to escape abuse	10	52.6%	9	47.4%	19	100.0%
Left to escape conflict*	**5**	**17.2%**	24	82.8%	29	100.0%

Note: Information missing for $N = 17$ (9.43%) cases. $p \leq .05$.

Country of birth appeared to have a relationship with this question. Countries or groups of countries with the highest percentage of participants who answered "yes" to this question were European countries (80%, N=4) and the United States (80%, N=8). The lowest percentages of participants who said "yes" were from China (7.7%, N=2) and other Latin American countries (9.5%, N=2).

Language Difficulties Prevented Seeking Help – Interviewees were asked, "In this situation, did language difficulties ever prevent you from seeking help when you needed it?" Of the 174 individuals who responded to this question , 46.0% (N=80) said "yes." Responses were not significantly related to trafficking victimization, as there were no significant differences between trafficking victim respondents and non-trafficking victim respondents for this question. This indicates that language issues are more an issue for immigrants in general, regardless of trafficking. Another interpretation is that the numbers for trafficking victim respondents may be lower, because trafficking victims generally had better English proficiency than non-trafficking victims in the sample. All study participants were either trafficking victims or potential victims of trafficking, victims of similar violent crimes, and the majority of the sample was foreign-born; therefore, it is not surprising that a large minority of the overall sample reported this difficulty

Table 120: Question 5r. In this situation, did language difficulties ever prevent you from seeking help when you needed it? Frequencies and Percentages, Total and by Trafficking Victim Type (N = 174)

	Yes		No		Total	
	N	%	N	%	N	%
Total Sample	80	46.0%	94	54.0%	174	100.0%
Trafficking Victim	46	48.9%	48	51.1%	94	100.0%
Non-Trafficking Victim	34	42.5%	46	57.5%	80	100.0%

Note: Information missing for $N = 6$ (3.3%) cases.

Minors in the study were significantly less likely than those over the age of eighteen to have answered "yes" to this question (21.7%, N=5 vs. 49.7%, N=75), as seen in Table 121.

Table 121: Question 5r. In this situation, did language difficulties ever prevent you from seeking help when you needed it? Frequencies and Percentages, by Minor status (N = 173)

	Yes		No		Total	
	N	%	N	%	N	%
Minor	5	21.7%	18	78.3%	23	100.0%
Over 18	75	49.7%	75	50%	150	100.0%

Note: Information missing for $N = 7$ (3.9%) cases. $p \leq .05$.

Unsurprisingly, respondents with lower levels of English speaking proficiency were significantly more likely to indicate that language difficulties prevented them from seeking help than those with higher levels of English speaking proficiency.

Table 122: Question 5r. In this situation, did language difficulties ever prevent you from seeking help when you needed it? Frequencies and Percentages, by English Speaking Proficiency (N = 168)

	Yes		No		Total	
	N	%	N	%	N	%
Poor	30	56.6%	23	43.4%	53	100.0%
Fair	26	60.5%	17	39.5%	43	100.0%
Good	10	41.7%	14	58.3%	24	100.0%
Excellent	11	22.9%	37	77.1%	48	100.0%

Note: Information missing for $N = 12$ (6.7%) cases. $p \leq .001$.

Respondents who indicated that they received help migrating to the U.S were also significantly more likely than those who did not receive help to say that language difficulties prevented them from seeking help when needed (53.6%, N=67 vs. 33.3%, N=13).

Table 123: Question 5r. In this situation, did language difficulties ever prevent you from seeking help when you needed it? Frequencies and Percentages, by Someone Else Involved in Migration (N = 164)

	Yes		No		Total	
	N	%	N	%	N	%
Received Help	67	53.6%	58	46.4%	125	100.0%
Did Not Receive Help	13	33.3%	26	66.7%	39	100.0%

Note: Information missing for $N = 16$ (8.9%) cases. p ≤ .05.

Not surprisingly, language difficulties were not an issue for domestic born victims. However, almost half (48.8%, N=80) of foreign-born victims indicated that language difficulties did prevent them from seeking help when they needed it.

Table 124: Question 5r. In this situation, did language difficulties ever prevent you from seeking help when you needed it? Frequencies and Percentages, by Foreign vs. Domestic Born (N = 174)

	Yes		No		Total	
	N	%	N	%	N	%
Foreign Born	80	48.8%	84	51.2%	164	100.0%
Domestic Born	0	0.0%	10	100.0%	10	100.0%

Note: Information missing for $N = 6$ (3.3%) cases. p ≤ .01.

4. General health

The screening instrument incorporated one measure of Overall Health and the 12-item General Health Questionnaire (GHQ). The Overall Health measure was derived from a single question that asks respondents to rate their overall health as excellent (1), very good (2), good (3), fair (4) or poor (5). The GHQ-12 is a measure of psychological wellbeing that is used in general population surveys (Goldberg, 1972). The General Health Questionnaire was added to the screening tool to identify study participant's general psychological health concerns, which are often indicative of mental distress and the need for mental health care. While the questions in this section were not meant to identify trafficking victimization, their relationship with trafficking victimization is displayed to compare health concerns between trafficking victims and non-trafficking victims. Some key findings from this section included:

-Comparing participants' Overall Health to specific questions in the trafficking screening tool revealed that individuals who answered "yes" to several questions that were predictors of sex and labor trafficking were significantly more likely than those who answered "no" to say their health was either "poor" or "fair," suggesting that trafficking victim respondents tended to report poorer health than non-trafficking victim respondents.

-Trafficking victims were more likely than non-trafficking victims in the sample to fall into one of the extremes of the Likert scale for the majority of General Health questions. Conversely, non-trafficking victims were more likely than trafficking victims in the sample to fall somewhere in the middle of the scale. One interpretation of this disparity is that trafficking victims may experience health status that is highly dependent on situation or on the point in an individual's recovery from trafficking.

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-Study participants who answered "yes" to questions that strongly related to trafficking were also more likely to fall into one of the extremes of the Likert spectrum, while those who answered "no" tended to fall somewhere in the middle.

-Demographic differences appeared to have little relationship with answers to the General Health Questionnaire, although for the questions "Have you felt constantly under strain?" and "Have you felt you couldn't overcome your difficulties" the few participants who were under eighteen years of age were far more likely than any other age group to answer "Not at all." This may reflect the tendency of youth to display resilience or unwillingness to acknowledge difficulty coping.

-Answers to the questions in the GHQ did not differ significantly between sex and labor trafficking victim respondents, with the exception of question 4d. "Have you recently felt that you are playing a useful part in things?" Sex trafficking victim respondents were significantly more likely to answer "Much less useful" (18.8% (N=6) vs. 9.6% (N=5) or "Same as usual" (50%, N=16 vs. 40.4%, N=21) to this question than labor trafficking victims, while labor trafficking victims were more likely to answer "Less useful than usual" (19.2%, N=10 vs. N=0). Not surprisingly, labor trafficking victim respondents may be more likely to view themselves as striving to work productively despite being exploited, whereas this does not apply to sex trafficking victim respondents who have been raped and forcibly prostituted.

-Respondents' English proficiency had a significant relationship with two of the questions in the GHQ. The first question was 6b. "Have you recently been able to concentrate?" and "Have you recently been able to face up to your problems?

Overall Health – Respondents were asked the question "Please rate your overall health" on a five point Likert scale from "Poor" to "Excellent." The distribution of answers separated by trafficking victimization status can be seen in Figure 22. There were no demographic differences in the responses to this question. Trafficking victim respondents were more likely to answer "good" or "fair," while non-trafficking victim respondents were more likely to say "very good" or "excellent", but were also more likely to answer "poor."

Figure 22: Question 6a. Please rate your overall health. Total and by Trafficking Victim Status (N=175)
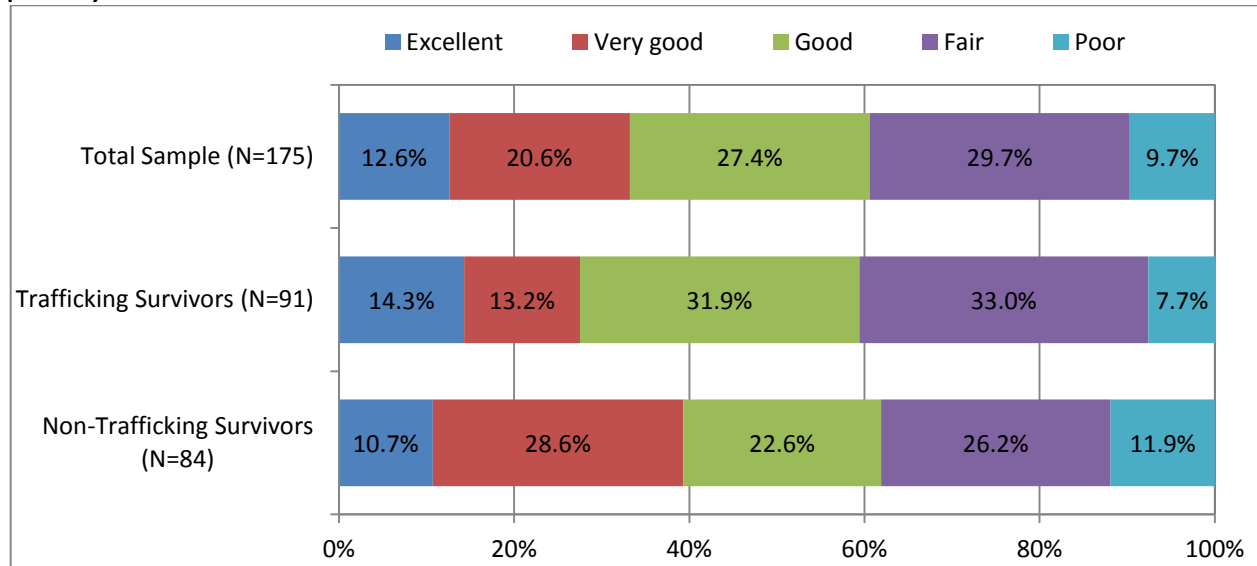
Note: Question was not answered by $N = 5$ (2.8%) cases.

Specific Health Questions

Next, respondents were asked several questions regarding more specific aspects of their health. The responses to each of these questions were given on a Likert scale. Each scale was slightly different, but generally measured respondents' answers to each question on a four point scale from "not at all/much less than usual" to "better than usual/much more than usual." It must also be noted that some of the questions in this questionnaire were positively phrased, and some were negatively phrased, therefore an answer of "more than usual" could be a negative answer to some questions, but a positive answer to others.

The questions discussed in this section were:

- 6b. Have you recently been able to concentrate?
- 6c. Have you recently lost much sleep over worry?
- 6d. Have you recently felt that you are playing a useful part in things?
- 6e. Have you recently felt capable of making decisions?
- 6f. Have you recently felt constantly under strain?
- 6g. Have you recently felt you couldn't overcome your difficulties?
- 6h. Have you been able to enjoy your normal day-to-day activities?
- 6i. Have you recently been able to face up to your problems?
- 6j. Have you recently been feeling unhappy or depressed?
- 6k. Have you recently been losing confidence in yourself?
- 6l. Have you recently been thinking of yourself as a worthless person?
- 6m. Have you recently been feeling reasonably happy, all things considered?

The responses to each of these questions can be found in Figure 23. With the exception of a few questions, the majority of participants' responses fell within the middle two categories of

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the Likert scale. The exceptions were questions 6k, where 34% (N=59) of respondents indicated that they had not recently been losing confidence in themselves at all, and question 6l, where 48% (N=81) of respondents indicated that they had not recently been thinking of themselves as a worthless person at all.

Figure 23: Answers to General Health Questionnaire questions for total sample (N=175)
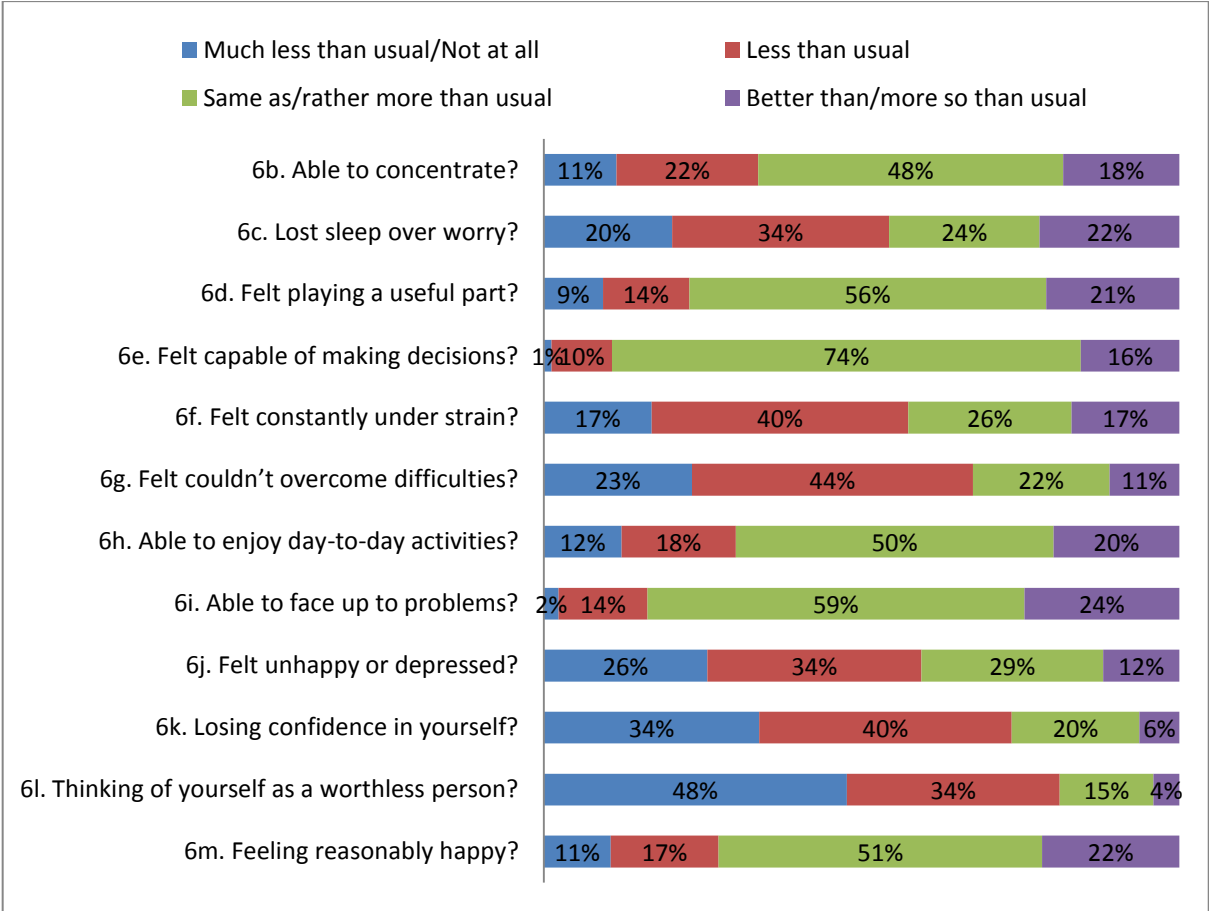
Figures 24 and 25 show the responses to these questions for non-trafficking victims and trafficking victim respondents, respectively. For nearly every question trafficking victims were more likely than non-trafficking victims to answer on either the high or low end of the spectrum, while non-trafficking victims were more likely to answer some in the middle. This finding held true when comparing responses to these questions to questions from the migration, work, and working and living conditions sections of the screening tool. Respondents who answered "yes" to questions that related to trafficking were more likely to fall into one of the extremes on the Likert scales for these questions than those who answered "no." This finding held true for nearly every question.

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Figure 24: Answers to General Health Questionnaire questions for non-Trafficking Victims (N=84)

Legend:
- ■ Much less than usual/Not at all
- ■ Less than usual
- ■ Same as/rather more than usual
- ■ Better than/more so than usual

Question	Much less than usual/Not at all	Less than usual	Same as/rather more than usual	Better than/more so than usual
6b. Able to concentrate?	8%	17%	63%	12%
6c. Lost sleep over worry?	26%	33%	25%	16%
6d. Felt playing a useful part?	5%	15%	69%	10%
6e. Felt capable of making decisions?	6%	9%	56%	29%
6f. Felt constantly under strain?	19%	46%	27%	7%
6g. Felt couldn't overcome difficulties?	20%	52%	19%	8%
6h. Able to enjoy day-to-day activities?	4%	17%	67%	12%
6i. Able to face up to problems?	0%	13%	71%	16%
6j. Felt unhappy or depressed?	24%	39%	31%	6%
6k. Losing confidence in yourself?	29%	57%	12%	2%
6l. Thinking of yourself as a worthless person?	39%	49%	10%	2%
6m. Feeling reasonably happy?	6%	19%	59%	16%

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Figure 25: Answers to General Health Questionnaire questions for Trafficking Victims (N=91)
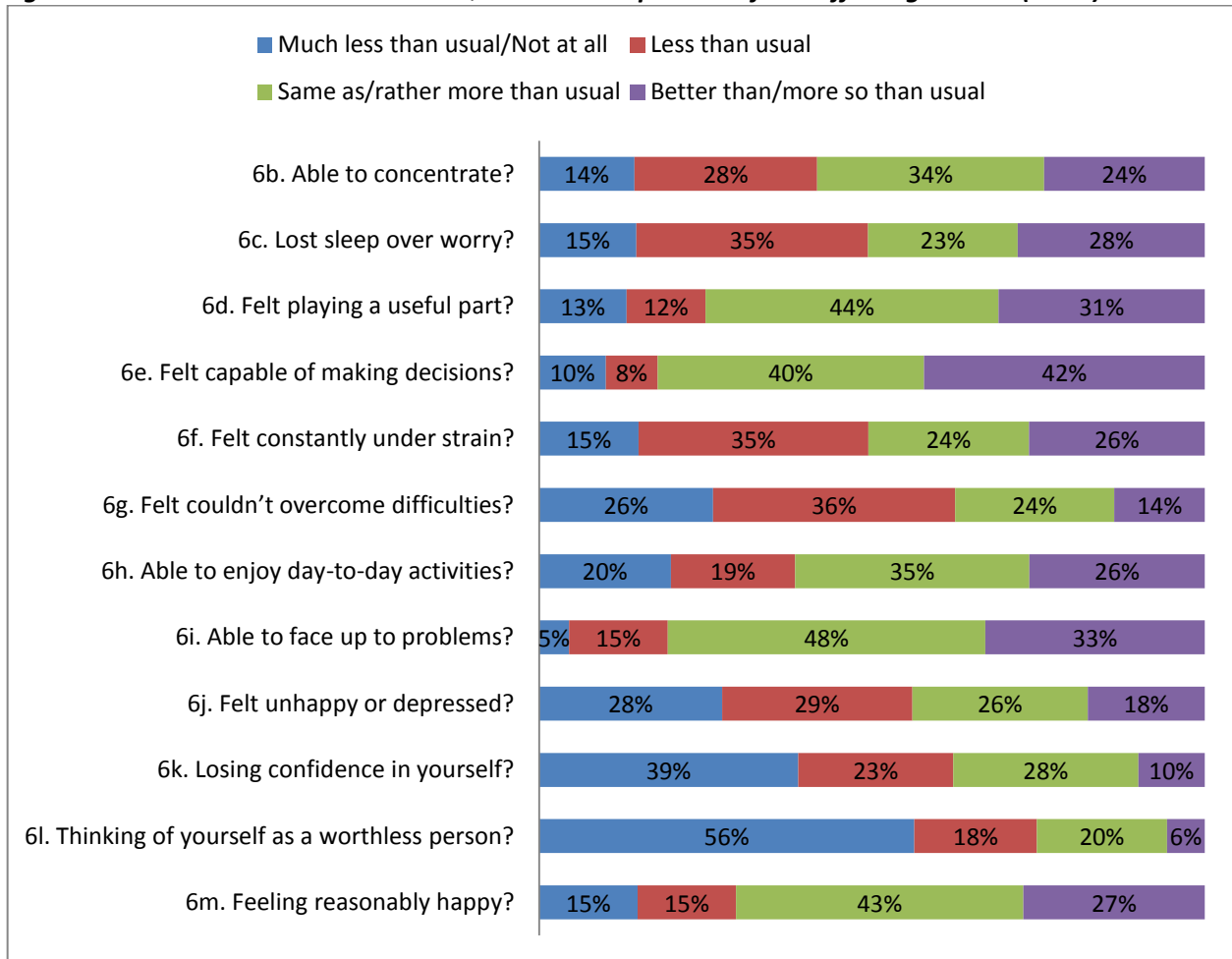
For the most part the answers to these questions did not differ greatly between demographic groups, or between victims of sex and labor trafficking, but in some cases differences were found.

Sex vs. Labor trafficking

Among trafficking victims in the sample, trafficking victimization type had a significant relationship with the answers given by respondents to one of the questions in the GHQ. For question 6d. "Have you recently felt that you are playing a useful part in things?" Sex trafficking victim respondents were significantly more likely to answer "Much less useful" (18.8%,N=6 vs. 9.6%, N=5) or "Same as usual" (50%, N=16 vs. 40.4%, N=21) than labor trafficking victim respondents, while labor trafficking victim respondents were more likely to answer "Less useful than usual" (19.2%, N=10 vs.N=0). The answers to this question separated by trafficking type can be found in Table 125.

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Table 125: Question 6d. Have you recently felt that you are playing a useful part in things? Frequencies and Percentages, by English Speaking Proficiency (N=84)

	Sex Trafficking Victim		Labor Trafficking Victim	
	N	%	N	%
More so than usual	10	31.3%	16	30.8%
Same as usual	16	50.0%	21	40.4%
Less useful than usual	0	0.0%	10	19.2%
Much less useful	6	18.8%	5	9.6%
Overall %, Total N	*32*	*100.0%*	*52*	*100.0%*

English proficiency

Respondents' English proficiency had a significant relationship with two of the questions in the GHQ. The first question was 6b. "Have you recently been able to concentrate?" Those whose English proficiency was "good" or "fair" were more likely to have indicated that they were able to concentrate "less than usual" or 'much less than usual" than those whose English proficiency was "poor" or "fair." The answers to this question, separated by English proficiency, can be found in Table 126.

Table 126: Question 6b. Have you recently been able to concentrate? Frequencies and Percentages, by English Speaking Proficiency (N=167)

	Poor		Fair		Good		Excellent	
	N	%	N	%	N	%	N	%
Better than usual	8	14.8%	8	18.2%	7	29.2%	7	14.6%
Same as usual	29	53.7%	27	61.4%	7	29.2%	20	41.7%
Less than usual	7	13.0%	7	15.9%	10	41.7%	13	27.1%
Much less than usual	10	18.5%	2	4.5%	0	0.0%	8	16.7%
Overall %, Total N	*54*	*100.0%*	*44*	*100.0%*	*24*	*100.0%*	*48*	*100.0%*

Note: Information is missing for $N = 10$ (5.5%) cases.

The responses to question 6i. "Have you recently been able to face up to your problems?" also had a significant relationship with English proficiency. Respondents with poor English proficiency were significantly more likely to answer "same as usual" than any other group 70.4% vs. 55.8% for all other groups). Those whose English proficiency was good were significantly more likely than any other group to answer "more so than usual" (45.8%, N=11vs. 19.6%, N=28for all other groups).

Table 127: Question 6i. Have you recently been able to concentrate? Frequencies and Percentages, by English Speaking Proficiency (N=167)

	Poor		Fair		Good		Excellent	
	N	%	N	%	N	%	N	%
Much less able	1	1.9%	0	0%	0	0%	3	2.4%
Less able than usual	9	16.7%	4	9.1%	3	12.5%	7	13.8%
Same as usual	38	70.4%	27	61.4%	10	41.7%	26	60.5%
More so than usual	6	11.1%	13	29.5%	11	45.8%	9	23.4%
Overall %, Total N	54	100.0%	44	100.0%	24	100.0%	45	100.0%

Note: Information is missing for $N = 13$ (7.2%) cases.

Age:

Respondents' age had a significant relationship with two questions in the GHQ. For question 6f. "Have you recently felt constantly under strain?" 13-17 year olds were more likely than other age group to answer "not at all" with 47.1% (8 cases) of 13-17 year olds selecting that answer choice compared to 4.2% (1 case) for 18-24 year olds, 12.0% (10 cases) for 25-39 year olds, and 21.3% (10 cases) for those who were 40 or older.

Table 128: Question 6f. Have you recently felt you couldn't overcome your difficulties? Frequencies and Percentages, by Age (N=171)

	13-17		18-24		25-39		40+	
	N	%	N	%	N	%	N	%
Much more than usual	3	17.6%	4	16.7%	15	18.1%	7	14.9%
Rather more than usual	1	5.9%	6	25.0%	24	28.9%	13	27.7%
No more than usual	5	29.4%	13	54.2%	34	41.0%	17	36.2%
Not at all	8	47.1%	1	4.2%	10	12.0%	10	21.3%
Overall %, Total N	17	100.0%	24	100.0%	83	100.0%	47	100.0%

Note: Information is missing for $N = 9$ (5%) cases.

The other question with a significant relationship to age was 6g. "Have you recently felt you couldn't overcome your difficulties?" 13-17 year olds were more likely to answer "not at all" to recently feeling as though they couldn't overcome difficulties than any other age group (52.9%, N=9 vs. 20%, N=31 for all other groups).

Table 129: Question 6g. Have you recently felt you couldn't overcome your difficulties? Frequencies and Percentages, by Age (N=172)

	13-17		18-24		25-39		40+	
	N	%	N	%	N	%	N	%
Much more than usual	1	5.9%	0	0.0%	12	14.5%	6	12.8%
Rather more than usual	2	11.8%	8	32.0%	13	15.7%	14	29.8%
No more than usual	5	29.4%	11	44.0%	43	51.8%	17	36.2%
Not at all	9	52.9%	6	24.0%	15	18.1%	10	21.3%
Overall %, Total N	*17*	*100.0%*	*25*	*100.0%*	*83*	*100.0%*	*47*	*100.0%*

Note: Information is missing for $N = 8$ (4.4%) cases.

IV. Tool validation results

This section of the report will present the findings of the validation of the screening tool. These findings represent the output of the analyses described in Section D.2 of the methods chapter and are presented in the following order:

1. Validity
   - Construct validity
   - Convergent and discriminant validity
   - Criterion validity
2. Reliability
   - Inter-rater reliability
   - Internal consistency
3. Predictive Validity
   - Predictors of each scale
   - Predictors of trafficking
   - Predictive power of a shortened screening tool

Some key findings from the tool validation included:

-Factor analysis revealed five distinct dimensions being measured in the data[27], all of which directly related to trafficking. These dimensions were abusive labor practices, physical harm/violence, sexual exploitation, isolation, and force, fraud, and coercion. Scales were constructed from each of these dimensions, and composite scores were calculated for each.

-An analysis of the level of correlation between the five scales constructed provided evidence of both discriminant and convergent validity.

-Tests of internal consistency and inter-rater reliability both indicated that the screening tool was reliable.

-Logistic regression analysis indicated that nearly all of the tool's questions were significant predictors of trafficking in general, and sex and labor trafficking specifically, even when accounting for demographic differences among study participants.

-Shortened versions of the scales were created which included only the sex and labor scales, along with a force, fraud, and coercion scale that combined questions from the other scales constructed. Additionally, a handful of questions that were not included in scales, but were strong predictors of trafficking were included, resulting in a scaled-down sixteen question tool.

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[27] As discussed later in section A.1 of the Tool Validation Results chapter, one of the five factors was extracted separately, and contained variables that had moderate loadings across two or more of the factors in the main factor analysis.

-Even shorter versions of the screening tool were created to test for labor and sex trafficking victimization that removed the sex scale when testing suspected labor trafficking victims and vice versa.

-While the long model outperformed the short models for all three outcomes (overall trafficking, sex, and labor) and across nearly all subsamples, the difference was not great, indicating that the shorter versions are viable options when time is a factor.

-Removing the sex scale when screening suspected labor trafficking victims and vice versa only resulted in a slight decrease in predictive power. This was especially true when removing the labor scale for sex trafficking victims. These findings indicate that removing sex or labor-specific questions could be a viable option for shortening the tool even further when a specific type of trafficking is suspected.

A. Validity

1. Construct validity

The first step in determining construct validity for the trafficking tool was to ascertain which dimensions of trafficking the tool was measuring. Four scales were created using the results of the factor analysis model described in section D.2 of the methodology chapter as measures of underlying variables in the data. Three of the seven original factors extracted in the factor analysis had only one or two factors load strongly onto them, and were therefore not made into scales. As discussed in the methods section, an examination of the data's scree plot also supported using a four factor solution. The individual loadings of each variable onto each factor were examined, and those variables that loaded strongly onto only one factor were combined into scales. The scales were then tested for internal consistency[28] and variables were removed if they appeared to hurt the internal consistency of a scale. This resulted in four scales, which are shown in Table 130. Displayed are the variables (questions from the screening tool) and each variable's factor loading for the scales.

Table 130: Four Scales with Factor Loadings

Scale 1
4c. Ever worked without getting payment expected? (.639)
4d. Anyone withhold payment, control, give away? (.604)
4f. Ever worked where work was different than expected? (.765)
4g. Anyone at workplace make feel scared or unsafe? (.507)
Scale 2
4h. Harmed or threatened at work? (.631)
4i. People close to you harmed or threatened? (.704)
4k. Ever injured on job? (.889)
5j. Anyone lived/worked with harmed? (.536)

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[28] See section B.2 of this chapter for details on the reliability of each scale.

Scale 3
5k. Tricked or forced to do something you did not want to? (.622)
5l. Pressure to touch or have sexual contact? (.899)
5n. Did you have sex for things of value? (.862)
5m. Anyone put photo on internet? (.564)

Scale 4
5d. Worked/lived where locks on door? (.709)
5e. Not allowed to contact friends or family? (.607)
5f. Anyone take identification? (.701)

Analysis of the four scales revealed four interpretable latent variables:

- Scale 1 – Abusive Labor Practices
- Scale 2 – Physical Harm or Violence
- Scale 3 – Sexual Exploitation
- Scale 4 – Isolation

There also appeared to be a subset of variables that consistently loaded onto multiple scales, even after attempting multiple combinations of extraction and rotation methods, and varying the number of variables extracted. These variables were put into a factor model that extracted one variable using an unweighted least of squares extraction method. This resulted in what appeared to be an additional scale that shared a moderate level of dimensionality with the four scales already created. The variables that were included in this scale, along with their loadings onto the single factor extracted, are displayed in Table 131.

Table 131: Multidimensional Variable Scale with Loadings

Multidimensional variables scale
3h. Pressured to do anything to pay back money? (.732)
4j. Not allowed to take breaks at work? (.858)
5g. Did anyone keep your identification? (.755)
5h. Told to lie about age or work? (.836)
5i. Anyone lived with threatened? (.724)
5c. Ever felt you could not leave the place you worked or lived? (.867)
5p. Anyone control how much food you could get? (.789)
5q. Anyone control when you could sleep? (.798)

This scale appears to be measuring elements of force, fraud, and coercion. Therefore it made sense that these elements would load across several dimensions in the data, as trafficking by definition is the combination of those elements, and the elements being measured by the other scales. This scale will be referred to as scale 5 from this point forward. Including this multidimensional scale, a total of five scales were constructed:

- Scale 1 – Abusive Labor Practices
- Scale 2 – Physical Harm or Violence
- Scale 3 – Sexual Exploitation

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- Scale 4 – Isolation
- Scale 5 – Force, Fraud, Coercion

2. Discriminant and convergent validity

Table 132 below shows the correlation[29] matrix between the composite scores for all five scales as described in section D.2 of the Methods chapter. Since each construct measures trafficking in some way, and the factor analysis performed used oblique rotation, some level of correlation was expected. The scales that most strongly correlate with each other are scales 1 and 2 (labor and violence), followed by scales 2 and 5 (violence and the force, fraud, coercion scale). Since these variables are conceptually different, but related, the levels of correlation (r = .616 and r = .580 respectively) are acceptable. The two scales that correlated most poorly with each other were scales 1 and 3, which were the scales that appeared to measure sex and labor. This was to be expected, as these are the primary measures of two different types of trafficking victimization.

Table 132: Spearman's Correlation Matrix between Scales

	Scale1	Scale2	Scale3	Scale4	Scale5
Scale 1 (Labor)	1.000				
Scale 2 (Violence)	0.616	1.000			
Scale 3 (Sex)	0.385	0.464	1.000		
Scale 4 (Isolation)	0.432	0.487	0.553	1.000	
Scale 5 (Force, Fraud, Coercion)	0.500	0.580	0.371	0.530	1.000

Table 133 shows the same correlation matrix corrected for attenuation. As discussed in the methods section, the highest acceptable attenuation corrected correlation coefficient is often considered .800 (John & Benet-Martinez, 2000). The correlation between scales 2 and 4 just barely breaks this assumption, although as we will discuss in the reliability section, this could be a result of the low number of variables in scale 4 depressing its α coefficient.

Table 133: Spearman's Correlation Matrix between Scales Corrected for Attenuation

	Scale1	Scale2	Scale3	Scale4	Scale5
Scale 1 (Labor)	1.000				
Scale 2 (Violence)	0.778	1.000			
Scale 3 (Sex)	0.491	0.611	1.000		
Scale 4 (Isolation)	0.612	0.712	0.816	1.000	
Scale 5 (Force, Fraud, Coercion)	0.609	0.729	0.471	0.747	1.000

As discussed in section D.2 of the Methods chapter, convergent validity will be demonstrated with the results of the internal reliability analysis displayed later in section B.2 of this chapter.

3. Criterion validity

As discussed in section D.2 of the Methods chapter, the criterion validity of the screening tool was tested by comparing the victimization likelihood given to 50% (N=90) of the study

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[29] Pearson's product-moment correlation was used to test the correlation between scales

participants by two Vera researchers to the likelihood given by Vera's study partners who originally interviewed each participant. This was done using a weighted Cohen's K. The results of the two weighted Cohen's K tests can be found in Table 134.

Table 134: Weighted Cohen's Kappa Scores Vera Researcher's Trafficking Determination vs. Study Partner's Determination

Vera Researcher	Weighted Kappa
1	0.860
2	0.829

These results indicate a high level of agreement between the victimization likelihood indicated by Vera's researchers and the study partners, and can thereby be used as evidence of criterion validity.

B. Reliability

Two forms of reliability were tested when validating the human trafficking screening tool: inter-rater reliability and internal consistency. The next two sections will present the results of these two sets of analyses.

1. Inter-rater reliability

The inter-rater reliability of the screening tool was tested by comparing the trafficking determination assigned to study participants by two Vera researchers who each reviewed the same 50% (N=90) of the completed tools. The weighted Cohen's K analysis (a measure of ordinal inter-rater agreement) resulted in a score of K=0.887, indicating nearly perfect agreement between raters, and therefore a high level of inter-rater reliability.

2. Internal consistency

The internal consistency of the screening tool was tested by calculating the Cronhach's α for each scale within the trafficking dataset, and for the dataset as a whole. The resulting α statistics can be found in Table 135 below:

Table 135: Measures of Internal Consistency for Tool and Scales

Scale	Cronbach's Alpha
1 (Labor)	0.817
2 (Physical Harm/Violence)	0.767
3 (Sex)	0.753
4 (Isolation)	0.610
5 (Force, Fraud, Coercion)	0.825
Entire Tool	**0.910**

Scales 1, 2, 3, and 5 all have acceptable α scores above the 0.7 threshold, which is generally considered the lowest acceptable level of internal consistency. Only scale 4 has an α statistic that lies below this threshold. This is likely due to the fact that having a low number of

variables in a scale tends to depress that scale's α. To test this theory, the Spearman-Brown formula[30] was used to test what the internal consistency of scale 4 would be if additional variables were added to it. With four variables instead of three, the scale's reliability would have been α = .676 and with five variables the reliability would have been α = .787, indicating a moderate level of internal consistency.

C. Predictive validity

The predictive validity of the human trafficking screening tool was tested in a variety of ways. First, the variables within each scale were tested to see which ones best predicted each scale's total composite score. Next, each scale and variable was tested to see how well it predicted each type of trafficking. Finally, the number of questions in the scale was reduced, and different versions of the scale that contained varying numbers of predictors were tested to see how well they predicted trafficking across a variety of subsets within the data. The next three sections will present the results of these analyses.

1. Predictors of each scale

The results of the regression models testing which variables best predicted the overall composite scores for each scale (as discussed in section D.2 of the Methods chapter) are shown in Table 136.

A significant -2 Log Likelihood test indicates that removing the variable from the regression model would significantly decrease the model's predictive ability. Table 136 indicates that all variables were significant predictors of their scales at a level of p≤.05, and all but one (question 5g in scale 5) are significant predictors at a level of p≤001. The Nagelkerke pseudo R^2 was also included for each regression model to indicate the amount of variance in the outcome variable that could be explained by each variable in the regression model.

For scale 1, the best predictor variable was question 4d ("Did someone withhold, give away, or control the money you should have been paid?"), followed closely by 4c ("Have you ever worked without getting the payment you thought you would get?"). For scale 2, the best predictor was question 4h ("Did anyone at your workplace ever harm or threaten to harm you?"). For scale 3, the best predictor was question 5k ("Did anyone you worked for or lived with trick or force you into doing anything you did not want to do?"). The best predictor for scale 4 was question 5f ("Did anyone take and keep your identification, for example, your passport of driver's license?"). Lastly, the best predictor for scale 5 was question 3h ("Have you ever been forced or pressured to do anything you didn't want to do in order to pay back the money you owed for your trip to the U.S.?").

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[30] The Spearman –Brown formula is $\rho_{xx'}^* = \dfrac{N\rho_{xx'}}{1+(N-1)\rho_{xx'}}$

Table 136: Predictors of Each Scale

Scale 1 (Labor)	R² within scale	-2 Log Likelihood Chi Square	DF
4c. Ever worked without getting payment expected?	0.622	144.674**	4
4d. Anyone withhold payment, control, give away?	0.623	153.059**	4
4f. Ever worked where work was different than expected?	0.561	123.155**	4
4g. Anyone at workplace make feel scared or unsafe?	0.544	116.967**	4
Scale 2 (Physical Harm/Violence)			
4h. Harmed or threatened at work?	0.547	114.715**	4
4i. People close to you harmed or threatened?	0.465	91.271**	4
4k. Ever injured on job?	0.513	103.647**	4
5j. Anyone lived/worked with harmed?	0.493	107.597**	4
Scale 3 (Sex)			
5k. Tricked or forced to do something you did not want to?	0.616	147.998**	4
5l. Pressure to touch or have sexual contact?	0.471	99.414**	4
5n. Did you have sex for things of value?	0.528	118.270**	4
5m. Anyone put photo on internet?	0.341	65.227**	4
Scale 4 (Isolation)			
5d. Worked/lived where locks on door?	0.497	104.008**	3
5e. Not allowed to contact friends or family?	0.503	105.151**	3
5f. Anyone take identification?	0.590	131.496**	3
Scale 5 (Force, fraud, coercion)			
3h. Pressured to do anything to pay back money?	0.391	68.037**	8
4j. Not allowed to take breaks at work?	0.342	62.336**	8
5g. Did anyone keep your identification?	0.120	21.199*	8
5h. Told to lie about age or work?	0.257	49.082**	8
5I. Anyone lived with threatened?	0.304	59.755**	8
5C. Ever felt you could not leave the place you worked or lived?	0.311	61.937**	8
5P. Anyone control how much food you could get?	0.217	40.527**	8
5Q. Anyone control when you could sleep?	0.287	55.441**	8

$**p \leq .001$, $* p \leq .05$

2. Predictors of trafficking

The results of the regression analyses that used each individual variable as a predictor of each trafficking outcome (as discussed in section D.2 of the Methods chapter) are displayed in the

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next three sections. Each section represents the results for one of the three outcomes (trafficking, sex trafficking, labor trafficking) and has the results of the regressions broken out by the five scales, with a sixth section for questions that did not fall into one of the five scales.

Overall trafficking victimization determination

While all five scales were significant predictors of general trafficking, the strongest predictor was scale 1 (labor) with a -2 log likelihood of 100.625 (67.500 after accounting for demographics). The worst predictor was scale 4 (isolation) with a -2 log likelihood of 47.868 (26.584 after accounting for demographics).

Table 137 shows how well each variable in scale 1 predicted human trafficking. All of the questions that make up scale 1 were highly significant predictors of trafficking victimization (p≤.001) even after accounting for demographic differences. Before accounting for demographic differences, the strongest predictor is question 4d ("Did someone withhold, give away, or control the money you should have been paid?"), with a -2 log of 68.232[31]. After accounting for demographics, the strongest predictors were questions 4f ("Have you ever worked in a place where the work was different from what you were promised or told it would be?") and 4g ("Did anyone at your workplace make you feel scared or unsafe?").

Table 137: Trafficking Victimization Prediction Results for Scale 1

	Single Item Model			Accounting for Demographics		
	Odds Ratio	-2 Log Likelihood Chi Square	R^2	Odds Ratio	-2 Log Likelihood Chi Square	df
Scale 1 (Labor)		100.625**	0.418		67.500**	5
4c. Ever worked without getting payment expected?	12.163	54.487**	0.270	11.908	27.929**	2
4d. Anyone withhold payment, control, give away?	18.571	68.232**	0.333	11.258	27.947**	2
4f. Ever worked where work was different than expected?	12.088	46.724**	0.230	18.16	31.495**	2
4g. Anyone at workplace make feel scared or unsafe?	12.585	56.231**	0.274	14.046	33.890**	2

**p≤ .001, * p≤ .05*

Table 138 shows how well each variable in scale 2 predicted human trafficking. All of the questions within this scale are also highly significant predictors of trafficking even when accounting for demographic differences among participants. The strongest predictor of

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[31] As discussed in section D.2.e of the Methods chapter, the predictive power of each variable is indicated by its odds ratio and -2 log likelihood.

trafficking within the scale is question 4h ("Did anyone at your workplace ever harm or threaten to harm you?"), followed by question 4k ("Were you ever injured on the job?").

Table 138: Trafficking Victimization Prediction Results for Scale 2

	Single Item Model			**Accounting for Demographics**		
	Odds Ratio	**-2 Log Likelihood Chi Square**	**R²**	**Odds Ratio**	**-2 Log Likelihood Chi Square**	**df**
Scale 2 (Physical Harm/Violence)		66.121**	0.279		48.491**	5
4h. Harmed or threatened at work?	10.976	45.906**	0.225	13.384	29.586**	2
4i. People close to you harmed or threatened?	9.516	24.457**	0.117	11.158	14.062**	2
4k. Ever injured on job?	7.551	29.951**	0.152	12.888	23.725**	2
5j. Anyone lived/worked with harmed?	10.211	38.409**	0.191	11.566	23.344**	2

**p≤ .001, * p≤ .05

Table 139 shows how well each variable in scale 3 predicted human trafficking. With the exception of question 5m[32], all of the questions in this scale were significant predictors of trafficking. By far the best predictor of trafficking within the scale is question 5k ("Did anyone you worked for or lived with trick or force you into doing anything you did not want to do?").

Table 139: Trafficking Victimization Prediction Results for Scale 3

	Single Item Model			**Accounting for Demographics**		
	Odds Ratio	**-2 Log Likelihood Chi Square**	**R²**	**Odds Ratio**	**-2 Log Likelihood Chi Square**	**df**
Scale 3 (Sex)		70.623**	0.322		54.975**	5
5k. Tricked or forced to do something you did not want to?	22.981	76.189**	0.347	47.817	59.814**	2
5l. Pressure to touch or have sexual contact?	8.848	30.686**	0.155	16.307	26.253**	2
5n. Did you have sex for things of value?	12.44	33.575**	0.168	13.365	19.287**	2
5m. Anyone put photo on internet?	4.851	7.781*	0.042	4.460	2.790	2

**p≤ .001, * p≤ .05

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[32] As discussed in section B.3 of the Knowledge Translation Results Chapter, suggestions were given which could make this question more useful, including making the wording more specific.

Table 140 shows how well each variable in scale 4 predicted human trafficking. Before and after accounting for demographics, all of the questions within this scale were significant predictors of trafficking. The strongest predictor of trafficking in scale 4 was question 5f ("Did anyone take and keep your identification, for example, your passport or driver's license?").

Table 140: Trafficking Victimization Prediction Results for Scale 4

	Single Item Model			Accounting for Demographics		
	Odds Ratio	-2 Log Likelihood Chi Square	R^2	Odds Ratio	-2 Log Likelihood Chi Square	df
Scale 4 (Isolation)		47.868**	0.227		26.584**	4
5d. Worked/lived where locks on door?	8.045	20.943**	0.107	8.043	12.828**	2
5e. Not allowed to contact friends or family?	5.259	20.783**	0.105	4.523	9.536*	2
5f. Anyone take identification?	7.56	31.689**	0.161	8.773	20.734**	2

**p≤ .001, * p≤ .05*

Table 141 shows how well each variable in scale 5 predicted human trafficking. With the exception of question 5g, all of the questions in this scale were strong predictors of trafficking. The strongest predictor was question 5c ("Have you ever felt you could not leave the place you worked or lived?").

Table 141: Trafficking Victimization Prediction Results for Scale 5

	Single Item Model			Accounting for Demographics		
	Odds Ratio	-2 Log Likelihood Chi Square	R^2	Odds Ratio	-2 Log Likelihood Chi Square	df
Scale 5 (Force, fraud, coercion)		59.525**	0.266		50.912**	9
3h. Pressured to do anything to pay back money?	12.649	34.219**	0.212	12.427	20.915**	2
4j. Not allowed to take breaks at work?	10.15	44.107**	0.228	12.374	24.514**	2
5g. Did anyone force you to use false identification?	3.284	6.043*	0.027	2.505	2.052	2
5h. Told to lie about age or work?	15.226	34.078**	0.173	16.050	22.803**	2
5i. Anyone lived with threatened?	7.622	33.570**	0.170	7.972	20.155**	2

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5c. Ever felt you could not leave the place you worked or lived?	17.000	69.479**	0.321	23.960	44.996**	2
5p. Anyone control how much food you could get?	6.806	28.475**	0.144	4.881	11.435**	2
5q. Anyone control when you could sleep?	8.022	37.324**	0.186	7.93	21.071**	2

**p≤ .001, * p≤ .05

Table 142 shows how well each variable that did not fit into one of the scales predicted human trafficking. After accounting for demographics, two of the questions that did not fit into a scale were found not to be significant predictors of trafficking. These were questions 4e and 3g. Of the items that were not included in a scale, the strongest predictors of trafficking were questions 4b ("Have you ever worked?") and 5o ("Did anyone you work for or live with take your money for transportation, food, or rent?"). The significance of the predictive power of question 4b seems surprising, but may be a result of the nature of the study's sample[33].

Table 142: Trafficking Victimization Prediction Results for Items not in a Scale

	Single Item Model			Accounting for Demographics		
	Odds Ratio	-2 Log Likelihood Chi Square	R^2	Odds Ratio	-2 Log Likelihood Chi Square	df
3d. Anyone involved in organizing your migration?	5.265	18.558**	0.103	3.751	7.930*	2
3e. Were you ever pressured to do anything in return for the migration assistance?	6.919	15.551**	0.089	6.656	10.764**	2
5r. Did language difficulties ever prevent you from seeking help when you needed it?	1.297	1.849	0.004	4.744	11.314**	2
4e. Were you ever made to sign a document without fully understanding it?	1.873	6.596*	0.015	1.238	0.161	2
5b. Do you live where you work?	3.622	9.967*	0.050	6.646	12.922**	2
3g. Did you borrow or owe money to come to United States?	2.200	5.967	0.036	2.098	2.781	2
4b. Have you ever worked?	3.487	16.648**	0.086	9.546	22.216**	2

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[33] A review of the characteristics of those who had not worked showed that they were more likely than those who had worked to be individuals under the age of twenty-four who migrated without assistance to escape conflict, violence, or persecution. They were also more likely than those who had worked to be females from Asian countries.

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| 5o. Anyone you lived or worked with take money for transportation, food, or rent? | 12.495 | 50.921** | 0.252 | 7.531 | 19.712** | 2 |

**p≤ .001, * p≤ .05*

Labor trafficking determination

Of the five scales, the one that most strongly predicted labor trafficking victimization was scale 1 (labor), with a -2 log likelihood of 115.397 (64.019 after accounting for demographics). The worst predictor was scale 3 (sex) with a -2 log likelihood of 38.051 (20.650 after accounting for demographics). This finding is not surprising considering scale 1 is somewhat labor trafficking specific, while scale 3 is somewhat sex trafficking specific.

Table 143 shows how well each variable in scale 1 predicted labor trafficking. All of the questions in this scale were highly significant predictors of labor trafficking before and after accounting for demographics. The strongest predictors of labor trafficking within the scale were questions 4c ("Have you ever worked without getting the payment you thought you would get?"), 4f ("Have you ever worked in a place where the work was different from what you were promised or told it would be?") and 4g ("Did anyone at your workplace make you feel scared or unsafe?").

Table 143: Labor Trafficking Victimization Prediction Results for Scale 1

	Single Item Model			Accounting for Demographics		
	Odds Ratio	-2 Log Likelihood Chi Square	R^2	Odds Ratio	-2 Log Likelihood Chi Square	df
Scale 1 (Labor)		115.397**	0.515		64.019**	5
4c. Ever worked without getting payment expected?	49.875	75.629**	0.445	71.164	38.146**	2
4d. Anyone withhold payment, control, give away?	28.800	59.337**	0.378	17.020	21.564**	2
4f. Ever worked where work was different than expected?	18.000	47.881**	0.309	75.336	32.916**	2
4g. Anyone at workplace make feel scared or unsafe?	34.426	67.887**	0.416	59.082	38.468**	2

**p≤ .001, * p≤ .05*

Table 144 shows how well each variable in scale 2 (physical harm/violence) predicted labor trafficking. The questions in this scale were all significant predictors of labor trafficking. The strongest predictor from scale 2 was question 4h ("Were you ever harmed or threatened at work?"), followed by question 4k ("Were you ever injured on the job?").

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Table 144: Labor Trafficking Victimization Prediction Results for Scale 2

	Single Item Model			Accounting for Demographics		
	Odds Ratio	-2 Log Likelihood Chi Square	R²	Odds Ratio	-2 Log Likelihood Chi Square	df
Scale 2 (Physical Harm/Violence)		63.822**	0.328		42.228**	5
4h. Harmed or threatened at work?	13.816	40.647**	0.274	56.16	33.710**	2
4i. People close to you harmed or threatened?	9.514	18.042**	0.122	17.902	12.175**	2
4k. Ever injured on job?	11.071	32.784**	0.222	47.907	28.839**	2
5j. Anyone lived/worked with harmed?	11.692	39.092**	0.214	19.188	20.24**	2

**p≤ .001, * p≤ .05

Table 145 shows how well each variable in scale 3 (sex) predicted labor trafficking. The only question in this scale that significantly predicted trafficking when accounting for demographics was question 5k ("Did anyone you worked for or lived with trick or force you into doing anything you did not want to do?"). The insignificant findings are not surprising, as the questions in this scale are sex specific, and as discussed in section E.4 of the Process Evaluation chapter, labor trafficking victims were often uncomfortable answering these types of questions.

Table 145: Labor Trafficking Victimization Prediction Results for Scale 3

	Single Item Model			Accounting for Demographics		
	Odds Ratio	-2 Log Likelihood Chi Square	R²	Odds Ratio	-2 Log Likelihood Chi Square	df
Scale 3 (Sex)		38.051**	0.120		20.650**	5
5k. Tricked or forced to do something you did not want to?	10.764	41.856**	0.226	28.157	26.487**	2
5l. Pressure to touch or have sexual contact?	1.863	7.085*	0.009	3.281	2.199	2
5n. Did you have sex for things of value?	1.091	8.070*	0.008	1.826	0.415	2
5m. Anyone put photo on internet?	1.072	7.494*	0.000	1.949	0.371	2

**p≤ .001, * p≤ .05

Table 146 shows how well each variable in scale 4 (isolation) predicted labor trafficking. The only question in this scale that was not a significant predictor of trafficking when accounting for demographics was question 5d ("Have you ever worked or lived somewhere where there

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were locks on the doors or windows that prevented you from leaving?"). However, this question was a very strong predictor of sex trafficking, indicating that it may be somewhat sex-trafficking specific. The best predictor of trafficking in scale 4 was question 5f ("Did anyone take and keep your identification, for example, your passport or driver's license?).

Table 146: Labor Trafficking Victimization Prediction Results for Scale 4

	Single Item Model			Accounting for Demographics		
	Odds Ratio	-2 Log Likelihood Chi Square	R^2	Odds Ratio	-2 Log Likelihood Chi Square	df
Scale 4 (Isolation)		43.608**	0.226		13.177*	4
5d. Worked/lived where locks on door?	4.514	14.467**	0.056	2.01	0.826	2
5e. Not allowed to contact friends or family?	4.837	19.452**	0.092	5.544	7.854*	2
5f. Anyone take identification?	9.209	35.593**	0.192	7.83	11.367**	2

$**p \leq .001, * p \leq .05$

Table 147 shows how well each variable in scale 5 (force, fraud, and coercion) predicted labor trafficking. The only question in this scale that was not a significant predictor of labor trafficking was question 5g. The strongest predictors of labor trafficking in scale four were questions 5c ("Have you ever felt you could not leave the place where you worked or lived?") and question 4j ("Were you ever not allowed or did you ever have to ask permission to take breaks at your work, for example, to eat, use the telephone, or use the bathroom?").

Table 147: Labor Trafficking Victimization Prediction Results for Scale 5

	Single Item Model			Accounting for Demographics		
	Odds Ratio	-2 Log Likelihood Chi Square	R^2	Odds Ratio	-2 Log Likelihood Chi Square	df
Scale 5 (Force, fraud, coercion)		81.750**	0.408		37.421**	9
3h. Pressured to do anything to pay back money?	8.556	25.697**	0.160	9.092	9.479*	2
4j. Not allowed to take breaks at work?	16.014	47.251**	0.310	31.891	26.731**	2
5g. Did anyone force you to use false identification?	2.941	9.045*	0.021	1.439	0.202	2
5h. Told to lie about age or work?	13.333	29.002**	0.153	19.797	17.544**	2
5i. Anyone lived with threatened?	9.974	40.280**	0.219	5.645	9.558*	2

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	Odds Ratio	-2 Log Likelihood Chi Square	R²	Odds Ratio	-2 Log Likelihood Chi Square	df
5c. Ever felt you could not leave the place you worked or lived?	31.635	77.044**	0.403	48.451	40.716**	2
5p. Anyone control how much food you could get?	8.855	34.257**	0.185	5.513	9.162*	2
5q. Anyone control when you could sleep?	8.577	34.805**	0.196	7.947	13.203*	2

**p≤ .001, * p≤ .05

Table 148 shows how well each variable that was not included in a scale predicted labor trafficking. Of the eight questions that were not included in a scale, four (questions 3d, 3e, 4e, and 3g) were not significant predictors of labor trafficking. Overall, the strongest predictor of labor trafficking was question 4b ("Have you ever worked for someone or done any other activities for pay, or for which you thought you would be paid?").

Table 148: Labor Trafficking Victimization Prediction Results for Items not in a Scale

	Single Item Model			Accounting for Demographics		
	Odds Ratio	-2 Log Likelihood Chi Square	R²	Odds Ratio	-2 Log Likelihood Chi Square	df
3d. Anyone involved in organizing your migration?	3.990	17.834**	0.072	2.653	2.643	2
3e. Were you ever pressured to do anything in return for the migration assistance?	4.174	14.884**	0.055	3.856	3.821	2
5r. Did language difficulties ever prevent you from seeking help when you needed it?	1.497	7.973*	0.010	7.052	10.284**	2
4e. Were you ever made to sign a document without fully understanding it?	2.757	7.342*	0.042	1.636	0.604	2
5b. Do you live where you work?	6.049	22.537**	0.106	12.327	14.425**	2
3g. Did you borrow or owe money to come to United States?	2.323	12.190*	0.040	2.623	3.147	2
4b. Have you ever worked?	6.591	31.105**	0.155	14.107	20.546**	2
5o. Anyone you lived or worked with take money for transportation, food, or rent?	10.568	41.890**	0.221	5.900	9.358*	2

**p≤ .001, * p≤ .05

Sex trafficking determination

The scale that most strongly predicted sex trafficking was scale 3 (sex) with a -2 log likelihood of 107.726 (65.606 after accounting for demographics). The worst predictor was scale 5 (force, fraud, and coercion) which had a -2 log likelihood of 37.929 (19.121 after accounting for demographics). Surprisingly, the influence of scale 5 on sex trafficking victimization is much weaker than its influence on labor trafficking victimization. A possible explanation is that several of the questions in this scale focus on work (i.e. question 4j) which, as discussed in section E.5 of the Process Evaluation chapter, is troublesome for victims of sex trafficking who do not consider their situation as "work." Reframing these questions with this in mind could produce more significant results.

Table 149 shows how well each variable in scale 1 (labor) predicted sex trafficking. Overall, this scale was a strong predictor of sex trafficking. After accounting for demographics, three of the four questions in the scale were significant predictors of trafficking, the strongest of which was question 4f ("Have you ever worked in a place where the work was different from what you were promised or old it would be?").

Table 149: Sex Trafficking Victimization Prediction Results for Scale 1

	Single Item Model			Accounting for Demographics		
	Odds Ratio	-2 Log Likelihood Chi Square	R^2	Odds Ratio	-2 Log Likelihood Chi Square	df
Scale 1 (Labor)		63.251**	0.294		20.151**	5
4c. Ever worked without getting payment expected?	4.298	22.071**	0.098	3.838	3.687	2
4d. Anyone withhold payment, control, give away?	10.500	37.676**	0.234	8.033	8.223*	2
4f. Ever worked where work was different than expected?	9.500	32.231**	0.185	12.015	10.641*	2
4g. Anyone at workplace make feel scared or unsafe?	7.077	29.799**	0.172	7.271	7.947*	2

Table 150 shows how well each variable in scale 2 (physical harm/violence) predicted sex trafficking. All four questions in this scale were strong predictors of sex trafficking after accounting for demographics, two of which (4h and 5j) were significant at the $p \leq .001$ level. The strongest predictor of sex trafficking in this scale is question 4h ("Did anyone at your workplace ever harm you or threaten to harm you?").

Table 150: Sex Trafficking Victimization Prediction Results for Scale 2

	Single Item Model			Accounting for Demographics		
	Odds Ratio	-2 Log Likelihood Chi Square	R^2	Odds Ratio	-2 Log Likelihood Chi Square	df
Scale 2 (Physical Harm/Violence)		64.510**	0.301		36.746**	5
4h. Harmed or threatened at work?	11.000	37.706**	0.222	41.014	20.273**	2
4i. People close to you harmed or threatened?	11.917	27.120**	0.151	7.192	4.341*	2
4k. Ever injured on job?	5.483	22.998**	0.100	8.378	5.753*	2
5j. Anyone lived/worked with harmed?	10.587	42.376**	0.188	10.859	11.308**	2

Table 151 shows how well each variable in scale 3 (sex) predicted sex trafficking. This scale was by far the best predictor of sex trafficking victimization. After accounting for demographics, three of the four questions had -2 log likelihood tests that were significant at the p≤ .001 level. The strongest predictor of sex trafficking in this group was question 5n ("Did you ever have sex for things of value, for example, money, housing, food, gifts, or favors?"), followed by question 5k ("Did anyone you worked for or lived with trick you or force you into doing anything you did not want to do?"). As discussed earlier, question 5m may have been too vague; with some re-wording and additional follow-up, this question could be a significant predictor of sex trafficking.

Table 151: Sex Trafficking Victimization Prediction Results for Scale 3

	Single Item Model			Accounting for Demographics		
	Odds Ratio	-2 Log Likelihood Chi Square	R^2	Odds Ratio	-2 Log Likelihood Chi Square	df
Scale 3 (Sex)		107.726**	0.505		65.606**	5
5k. Tricked or forced to do something you did not want to?	62.900	90.409**	0.449	263.877	40.927**	2
5l. Pressure to touch or have sexual contact?	47.499	82.213**	0.422	277.645	36.923**	2
5n. Did you have sex for things of value?	108.000	101.732**	0.492	146.102	45.711**	2
5m. Anyone put photo on internet?	14.909	42.631**	0.155	5.704	3.002	2

**p≤ .001, * p≤ .05

Table 152 shows how well each variable in scale 4 (isolation) predicted sex trafficking. All three questions in this scale were significant predictors of sex trafficking after accounting for demographics. The strongest predictor was question 5d ("Have you ever worked or lived

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somewhere where there were locks on the doors or windows that prevented you from leaving?"). These findings are in sharp contrast to those in the labor tracking section, where only question 5f was a significant predictor at the p≤.001 level.

Table 152: Sex Trafficking Victimization Prediction Results for Scale 4

	Single Item Model			Accounting for Demographics		
	Odds Ratio	-2 Log Likelihood Chi Square	R^2	Odds Ratio	-2 Log Likelihood Chi Square	df
Scale 4 (Isolation)		55.015**	0.246		27.160**	4
5d. Worked/lived where locks on door?	10.304	37.746**	0.151	59.989	20.521**	2
5e. Not allowed to contact friends or family?	7.4	36.061**	0.145	5.192	4.640*	2
5f. Anyone take identification?	7.4	36.061**	0.145	25.356	16.121**	2

**p≤ .001, * p≤ .05

Table 153 shows how well each variable in scale 5 (force, fraud, and coercion) predicted sex trafficking. All but one question (5g) in this scale were significant predictors of sex trafficking. The strongest predictor was question 5c ("Have you ever felt you could not leave the place where you worked or lived?"), followed by question 3h ("Have you ever been forced or pressured to do anything you didn't want to do in order to pay back money you owed for your trip to the U.S?").

Table 153: Sex Trafficking Victimization Prediction Results for Scale 5

	Single Item Model			Accounting for Demographics		
	Odds Ratio	-2 Log Likelihood Chi Square	R^2	Odds Ratio	-2 Log Likelihood Chi Square	df
Scale 5 (Force, fraud, coercion)		37.926**	0.135		19.121*	9
3h. Pressured to do anything to pay back money?	17.111	52.225**	0.237	36.128	16.711**	2
4j. Not allowed to take breaks at work?	7.876	31.373**	0.175	5.608	5.044*	2
5g. Did anyone force you to use false identification?	4.46	22.495**	0.043	5.396	3.077	2
5h. Told to lie about age or work?	22.667	49.336**	0.229	16.513	9.650*	2
5i. Anyone lived with threatened?	4.76	28.949**	0.093	10.859	11.308*	2

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5c. Ever felt you could not leave the place you worked or lived?	9.231	44.075**	0.200	40.078	19.477**	2
5p. Anyone control how much food you could get?	5.98	31.723**	0.114	7.991	7.497*	2
5q. Anyone control when you could sleep?	9.758	42.943**	0.203	20.502	16.058**	2

***p≤ .001, * p≤ .05*

Table 154 shows how well each variable that did not fit into a scale predicted sex trafficking. Five of the eight questions that were not included in a scale were significant predictors of sex trafficking. The strongest predictor in the group was question 5o ("Did anyone you worked or lived with take money for transportation, food, or rent?").

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Table 154: Sex Trafficking Victimization Prediction Results for Items not in a Scale

	Single Item Model			Accounting for Demographics		
	Odds Ratio	-2 Log Likelihood Chi Square	R^2	Odds Ratio	-2 Log Likelihood Chi Square	df
3d. Anyone involved in organizing your migration?	7.564	42.538**	0.089	4.368	3.147*	2
3e. Were you ever pressured to do anything in return for the migration assistance?	4.608	37.688**	0.053	5.325	4.109*	2
5r. Did language difficulties ever prevent you from seeking help when you needed it?	1.441	18.006**	0.007	5.734	5.502*	2
4e. Were you ever made to sign a document without fully understanding it?	1.200	11.205*	0.001	0.817	0.042	2
5b. Do you live where you work?	1.688	19.114**	0.006	8.884	4.755*	2
3g. Did you borrow or owe money to come to United States?	1.521	32.159**	0.007	1.458	0.253	2
4b. Have you ever worked?	1.612	23.240**	0.012	3.724	2.831	2
5o. Anyone you lived or worked with take money for transportation, food, or rent?	14.423	54.936**	0.257	26.480	18.062**	2

3. Creating a Shortened Screening Tool

Final scales for a shortened tool

As discussed in section D.2 of the Methods chapter, a shortened version of the screening tool was constructed from a subset of the questions in the trafficking identification tool. This section discusses construction of the shortened tool, which was designed using the results of the predictive ability analysis.

The first two scales that were retained in the proposed shortened version of the tool were the labor scale (scale 1) and the sex scale (scale 3). Both of these scales were strong predictors of both general trafficking victimization, and their respective types of trafficking (i.e. the sex scale strongly predicted sex trafficking, and the labor scale predicted labor trafficking). Both scales also showed high levels of internal consistency (α = .817 for the sex scale and α = .753 for the labor scale) and both scales' composite scores only moderately correlated with each other (ρ = .385), indicating the measurement of two different dimensions.

The remaining three scales (2, 4, and 5) all moderately correlated with each other, and were all significant predictors of both labor and sex trafficking. They all also appeared to measure some

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form of force, fraud, or coercion. Therefore, to conceptually simplify the constructs and help reduce the number of variables used, a combined force, fraud, and coercion scale was created using the variables from these three scales that were found to be particularly strong predictors of either general trafficking, sex trafficking, or labor trafficking. Different combinations of these variables were tested until a scale that was both highly reliable and strongly predictive of trafficking was found. The variables that were included in this scale can be found in Table 155.

Table 155: Variables in the Force, Fraud, Coercion Scale

Force, Fraud, Coercion Scale α = .799
3h. Pressured to do anything to pay back money for trip to U.S.?
4h. Ever harmed or threatened at work?
4j. Not allowed to take breaks at work?
4k. Ever injured on job?
5c. Ever felt you could not leave the place you worked or lived?
5h. Ever told to lie about age or work you did?

The combined force, fraud, and coercion scale contained six questions representing the migration, work, and living situation sections of the screening tool and had a relatively high level of internal consistency (α = .799).

The remaining eighteen variables that were not included in the three scales previously mentioned were examined to see if any were strong enough predictors of at least one of the three outcome variables (trafficking, sex trafficking, labor trafficking) to warrant inclusion in the shortened version of the screening tool. Using this criterion, two individual variables were selected for inclusion in the shortened tool, question 5f ("Did anyone take and keep your identification, for example, your passport or driver's license?") and 5o ("Did anyone you worked or lived with take your money for transportation, food or rent?").

The resulting tool consisted of a total of sixteen questions (just over half of the 31 items used in the original version of the tool), fourteen of which were spread across three scales, and two independent multidimensional items. A list of all the variables included in the model, separated by scale, can be seen in Table 156.

Table 156: Variables included in Shortened Scale

Labor Scale (Scale 1)
4c. Ever worked without getting payment expected?
4d. Anyone withhold, control, or give away payment expected?
4f. Ever worked where work was different than expected?
4g. Anyone at workplace make feel scared or unsafe?
Sex Scale (Scale 3)
5k. Tricked or forced to do something you did not want to?
5l. Pressure to touch or have sexual contact?
5n. Did you have sex for things of value?
5m. Anyone put photo on internet?

Force, Fraud, Coercion Scale
3h. Pressured to do anything to pay back money for trip to U.S.?
4h. Ever harmed or threatened at work?
4j. Not allowed to take breaks at work?
4k. Ever injured on job?
5c. Ever felt you could not leave the place you worked or lived?
5h. Ever told to lie about age or work you did?
Independent Variables
5f. Anyone take and keep identification?
5o. Anyone you lived or worked with take money for transportation, food, or rent?

Predictive power of different versions of the screening tool

Once the shortened version of the screening tool was constructed, the next step was testing its ability to predict trafficking victimization as compared to the full version of the tool. The findings from the analyses of the predictive power of the short and long versions of the screening tool are discussed in this section.

For each of the three outcomes (general trafficking, labor trafficking, and sex trafficking) two regression models were created using the "long version" of the tool. These were:

- Long version with scales – this version of the regression model used the composite scores of all five scales as categorical predictor variables. Also included were any additional variables that still significantly added to the predictive power of the model (based on -2 log likelihood test).
- Long version all predictors – this version of the regression model used all thirty-one variables as predictors, and was created to show the tool's absolute upper limit of predictive power.

A short version of the regression model was also created for each of the three outcome variables that used the composite scores from each of the three scales included in the shortened model[34], along with questions 5f and 5o as predictor variables. Additionally, it was hypothesized that if a participant was suspected of having a specific outcome (sex or labor) based on previous knowledge or some other circumstances, that they would only need to use the scale specific to that type of trafficking. This would mean that suspected sex trafficking victims would not need to have questions from the labor scale asked of them, and vice versa. To test this theory, a second version of the shortened regression model was created for the sex trafficking and labor trafficking outcomes. For the labor trafficking outcome, the sex scale was removed, and for the sex trafficking outcome, the labor scale was removed. For the second short version of the labor trafficking model, the variable 5k from the sex scale was added separately as a predictor variable, as it was found to be a strong indicator of labor trafficking in

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[34] As noted in the previous section, scales were scales 1 and 3 (labor and sex) and the force, fraud, and coercion scale that combined variables from scales 2, 4, and 5.

the single item regression models. This resulted in eleven separate regression models, the details of which are displayed in Figure 26.

Figure 26: Outcome and predictor variables in each regression model

	Any Trafficking as Outcome Variable	Labor Trafficking as Outcome Variable	Sex Trafficking as Outcome Variable
Long Versions	Long Version With Scales: -Scales 1-5 -Variable 3e	Long Version With Scales: -Scales 1-5 -Variable 5o	Long Version With Scales: -Scales 1-5
	Long Version All Variables: -All 31 Variables	Long Version All Variables: -All 31 Variables	Long Version All Variables: -All 31 Variables
Short Versions	Short Version: -Sex and Labor Scales -Force, Fraud, Coercion Scale -Variable 5f -Variable 5o	Short Version: -Sex and Labor Scales -Force, Fraud, Coercion Scale -Variable 5f -Variable 5o	Short Version: -Sex and Labor Scales -Force, Fraud, Coercion Scale -Variable 5f -Variable 5o
		Short Version: -Labor Scale -Force, Fraud, Coercion Scale -Variable 5f -Variable 5o	Short Version: -Sex Scale -Force, Fraud, Coercion Scale -Variable 5f -Variable 5o

Due to the sample size and number of predictor variables in the regression models, scale 5 and the combined force, fraud, and coercion scale needed to be recoded. Scale 5 was recoded so that all scores from one to four were given a score of one, and all scores from five to eight were given a score of two[35]. For the combined force, fraud, and coercion scale, all scores from one to three were given a score of one, and all scores from four to six were given a score of two. Additionally, bootstrapping[36] was required to ensure that the regression weights and standard errors were accurate.

The next three sections detail the results of the analyses of predictive power of the long and short versions of the tools for the three different outcome variables across the relevant subsamples in the data, as discussed in section D.2 of the Methods chapter. Each of the three sections represents the results from one of the three trafficking outcomes (general trafficking, sex, and labor).

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[35] As mentioned in section D.2.1 of the Methods chapter, scale composite scores were created by summing the "Yes" answers for each question within each scale.

[36] "Bootstrapping" is a re-sampling technique that allows for better estimation of standard errors.

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Predictive power of general trafficking models

The prediction percentages of general trafficking victimization for the three scales can be found in Table 157. As expected, the long version of the tool (the version that used all thirty-one variables in the dataset as predictors, and which was able to correctly predict 100% of cases in the dataset) outperformed both the long version that used scales as predictors, and the short version. The long version of the tool with scales (the version that used the five original scales and correctly predicted 91.1% of cases) was only marginally better than the shortened version of the tool (which correctly predicted 88.8% of cases). Both models that used scales had higher prediction percentages for trafficking victims than non-trafficking victims.

Table 157: Predictive Power of Three Models for Trafficking

	R^2	Percent Correctly Predicted	Percent Trafficking Victims Correctly Predicted	Percent Non-Trafficking Victims Correctly Predicted
Long Version with Scales	.743	91.1%	92.3%	90.0%
Long Version All Predictors	1.000	100.0%	100.0%	100.0%
Short Version	.764	88.8%	88.8%	84.9%

Table 158 shows the correlations between the predicted probabilities generated by each model. The correlation between the long and short models that used scales as predictors was particularly high (r = 0.972), indicating that the two versions of the tool were ranking the cases nearly identically in terms of trafficking victimization probability. The correlations between the two models that used scales and the model that used all variables as predictors were also reasonably high, indicating that both models were ranking cases similarly to the all-inclusive model.

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Table 158: Correlations between Predicted Probabilities for Trafficking Designation

	Long Version with Scales	Long Version All Predictors	Short Version
Long Version with Scales	1.000		
Long Version All Predictors	0.864	1.000	
Short Version	0.972	0.863	1.000

The next six tables show the results of the tests performed on each model separated by the subgroups detailed in Table 1. Since the long version of the model with all variables used as predictors was able to predict 100% of all cases, the main concern of this analysis is to see how the shortened version with the scales performed against the version that used all five scales, and how these two versions held up across subsamples.

Table 159 shows the predictive power of the general trafficking models broken out by gender. All three models were able to predict trafficking outcomes for males slightly more reliably than for females, but across both subsamples, the predictive power for all three models was quite high, as were their correlations with trafficking victimization likelihood, and AUCs[37].

Table 159: Predictive Power of Three Models for Trafficking by Gender

Gender	Test	Long Version with Scales	Long Version All Predictors	Short Version
Male	Percent Correctly Predicted	94.1%	100.0%	88.7%
	Correlation with Victimization Likelihood	0.814	0.956	0.837
	AUC (standard error)	.983(.020)	1.000(.000)	.983(.020)
Female	Percent Correctly Predicted	87.8%	100.0%	86.7%
	Correlation with Victimization Likelihood	0.807	0.944	0.803
	AUC (standard error)	.947(.033)	1.000(.000)	.963(.091)

Table 160 shows the predictive power of the general trafficking models broken out by age groups. All models had reasonably high prediction percentages across all groups, as well as strong correlations between predicted probabilities, victimization likelihood, and AUCs. Both models that used scales were better able to predict victimization likelihood for those younger than twenty-five than they were for those older than twenty-five. This could be related to the fact that individuals under the age of twenty-five in this study were less likely than those older than twenty-five to have been trafficking victims.

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[37] As described in section D.2 of the Methods chapter, AUC refers the Area Under the Curve resulting from a receiver operating characteristic analysis, which tests the sensitivity and specificity of a classification system.

Table 160: Predictive Power of Three Models for Trafficking by Age

Age	Test	Long Version with Scales	Long Version All Predictors	Short Version
0-24	Percent Correctly Predicted	97.2%	100.0%	92.3%
	Correlation with Victimization Likelihood	0.842	0.962	0.845
	AUC (standard error)	1.000(.000)	1.000(.000)	1.000(.000)
25+	Percent Correctly Predicted	87.7%	100.0%	85.8%
	Correlation with Victimization Likelihood	0.794	0.942	0.789
	AUC (standard error)	.954(.024)	1.000(.000)	.966(.017)

Table 161 shows the predictive power of the general trafficking models broken out by grouped continents of birth. Both the long and short version predicted outcomes for participants from Asia and Latin America well, with the short version actually outperforming the long version with scales in predicting those from Asia. The short version did not do as well at predicting the outcomes of those from other countries. Both forms that used scales as predictors had far lower correlations between the victimization likelihood indicated by their interviewer and their predicted probability for individuals in the "Other" category than those from Latin America. The relatively high prediction percentage and AUC for these groups indicate that all three models are still strong predictors of this group, but that caution may need to be used when assigning victimization likelihoods to individuals from this subsample. Increasing the number of participants from outside Asia and South/Central America could allow for regression models that are better able to predict victimization for individuals from those regions.

Table 161: Predictive Power of Three Models for Trafficking by Continent of Birth

COB	Test	Long Version with Scales	Long Version All Predictors	Short Version
Asia	Percent Correctly Predicted	88.7%	100.0%	90.6%
	Correlation with Victimization Likelihood	0.865	0.945	0.854
	AUC (standard error)	1.000(.000)	1.000(.000)	1.000(.000)
South and Central America	Percent Correctly Predicted	90.7%	100.0%	86.9%
	Correlation with Victimization Likelihood	0.816	0.955	0.822
	AUC (standard error)	.946(.040)	1.000(.000)	.966(.022)
Other	Percent Correctly Predicted	88.5%	100.0%	82.9%
	Correlation with Victimization Likelihood	0.639	0.930	0.622
	AUC (standard error)	.952(.058)	1.000(.000)	.964(.047)

Table 162 shows the predictive power of the general trafficking models broken out by English proficiency. While both the short and long version of the model that used scales had similar

prediction percentages for both groups (the long version outperforms the short version in both cases), the gap is slightly wider in the "good" or "excellent" group. This could indicate that individuals with higher levels of English proficiency may be able to tell their story more effectively, therefore causing the removal of specific answers to have a greater effect on making a trafficking determination than for individuals with poorer English speaking abilities.

Table 162: Predictive Power of Three Models for Trafficking by English Proficiency

English Proficiency Group	Test	Long Version with Scales	Long Version All Predictors	Short Version
Poor to Fair	Percent Correctly Predicted	89.6%	100.0%	87.5%
	Correlation with Victimization Likelihood	0.825	0.936	0.823
	AUC (standard error)	.929(.044)	1.000(.000)	.950(.025)
Good to Excellent	Percent Correctly Predicted	90.6%	100.0%	85.9%
	Correlation with Victimization Likelihood	0.724	0.944	0.713
	AUC (standard error)	.980(.022)	1.000(.000)	.990(.012)

Table 163 shows the predictive power of the general trafficking models broken out by highest level of education. For those individuals with fewer than six years of education, the long version of the tool with scales significantly outperformed the short version, while the short version slightly outperformed the long version with scales in predicting those with seven to twelve years of education. The group that was predicted least often, those with 7-12 years of education, also had the highest level of variation in trafficking victimization as compared to the group with 0-6 years of education (consisting mostly of non-trafficking victims), and the group with 12 or more years of education (consisting mostly of trafficking victims), thereby making it more difficult for the model to predict.

Table 163: Predictive Power of Three Models for Trafficking by Highest Level of Education

Highest Level of Education Group	Test	Long Version with Scales	Long Version All Predictors	Short Version
0-6 years	Percent Correctly Predicted	94.3%	100.0%	84.9%
	Correlation with Victimization Likelihood	0.803	0.982	0.738
	AUC (standard error)	.818(.151)	1.000(.000)	.848(.105)
7-12 years	Percent Correctly Predicted	85.9%	100.0%	88.0%
	Correlation with Victimization Likelihood	0.827	0.938	0.847
	AUC (standard error)	.970(.019)	1.000(.000)	.973(.018)

Over 12 years	Percent Correctly Predicted	93.9%	100.0%	90.9%
	Correlation with Victimization Likelihood	0.789	0.792	0.947
	AUC (standard error)	1.000(.000)	1.000(.000)	1.000(.000)

Table 164 shows the predictive power of the general trafficking models broken out by odd and even case numbers. The models (with the exception of the long version with all variables as predictors which correctly predicted all cases) were unexpectedly able to predict odd cases at a higher rate than even cases.

Table 164: Predictive Power of Three Models for Trafficking by Odd/Even

Odd/Even Group	Test	Long Version with Scales	Long Version All Predictors	Short Version
Odd	Percent Correctly Predicted	92.7%	100.0%	92.0%
	Correlation with Victimization Likelihood	0.835	0.950	0.842
	AUC (standard error)	.978(.000)	1.000(.000)	.979(.000)
Even	Percent Correctly Predicted	86.9%	100.0%	82.6%
	Correlation with Victimization Likelihood	0.775	0.939	0.760
	AUC (standard error)	.951(.0036)	1.000(.000)	.961(.023)

Predictive power of labor trafficking models

The correct prediction percentages of labor trafficking victimization for the three scales can be found in Table 165. As stated earlier, the long version with all predictors predicted 100% of outcomes correctly. The next best predictor was the long version of the tool that used scales as predictors (92.8% correctly predicted) followed by the short version of the tool (91.1% correctly predicted) and the short version with the sex scale removed (90.4% correctly predicted). The two versions that can be directly compared with the previous analysis using general trafficking as an outcome (the long and short version using scales) indicate that narrowing the model to predict labor trafficking, as opposed to trafficking in general, increases the tool's predictive power.

Table 165: Predictive Power of Four Models for Labor Trafficking

	R^2	Percent Correctly Predicted	Percent Trafficking Victims Correctly Predicted	Percent Non-Trafficking Victims Correctly Predicted
Long Version with Scales	0.820	92.8%	94.1%	90.6%
Long Version All Predictors	1.000	100.0%	100.0%	100.0%
Short Version	0.815	91.1%	94.0%	86.5%
Short Version without Sex Scale	0.802	90.4%	94.0%	84.6%

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Table 166 shows the correlations between the predicted probabilities generated by each model. This table indicates that all four scales are very highly correlated with each other, particularly the two short versions (with and without the sex trafficking scale) and the two long versions (the version that used all variables as predictors, and the one that used scales). The high correlation between the two shortened versions indicates that removing the sex scale has little effect on the ordering of predicted probabilities generated by the short model. The high correlations among scales indicate that all four scales similarly ranked individuals in terms of trafficking victimization likelihood.

Table 166: Correlations between Predicted Probabilities for Labor Trafficking

	Long Version with Scales	Long Version All Predictors	Short Version	Short Version without Sex Scale
Long Version with Scales	1.000			
Long Version All Predictors	0.909	1.000		
Short Version	0.977	0.908	1.000	
Short Version without Sex Scale	0.961	0.901	0.985	1.000

Table 167 shows the predictive power of the labor trafficking models broken out by gender. The long version with scales outperformed the short version for both groups, but the gap between the scales was sizably larger for the female group. There was also a slight drop in predictive power between the short version with the sex scale included and the one without the sex scale for both groups. For the three models that used scales, the correlation between the likelihood of victimization indicated by the interviewer and the predicted probability was also much lower for females than it was for males, meaning that tool may have more difficulty detecting female labor trafficking victims than male labor trafficking victims. Further analysis on the difference between male and female labor trafficking workers could shed some light on this finding.

Table 167: Predictive Power of Four Models for Labor Trafficking by Gender

Gender	Test	Long Version with Scales	Long Version All Predictors	Short Version	Short Version without Sex Scale
Male	Percent Correctly Predicted	88.7%	100.0%	90.4%	88.1%
	Correlation with Victimization Likelihood	0.810	0.956	0.840	0.846
	AUC (standard error)	.994(.009)	1.000(.000)	.994(.009)	1.000(.000)
Female	Percent Correctly Predicted	95.3%	100.0%	90.2%	86.6%
	Correlation with Victimization Likelihood	0.797	0.847	0.687	0.640
	AUC (standard error)	.983(.012)	1.000(.000)	.975(.017)	.983(.012)

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Table 168 shows the predictive power of the labor trafficking models broken out by age groups. All three versions that used scales as predictors were able to predict the younger group better than the older group. As disussed in the previous section, this could be a result of the younger group's relatively smaller likelihood of being trafficking victims. Not including the model that used all variables as predictors, the model with the highest predictive power was the long version with scales, followed by the short version with the sex scale. While the short version with the sex scale removed worked equally well in predicting labor trafficking for the twenty-four and younger group as the version that included the sex scale, it fared slightly worse in predicting the twenty-five or older group.

Table 168: Predictive Power of Four Models for Labor Trafficking by Age

Age	Test	Long Version with Scales	Long Version All Predictors	Short Version	Short Version without Sex Scale
0-24	Percent Correctly Predicted	96.4%	100.0%	96.2%	96.2%
	Correlation with Victimization Likelihood	0.675	0.956	0.713	0.710
	AUC (standard error)	1.000(.000)	1.000(.000)	1.000(.000)	1.000(.000)
25+	Percent Correctly Predicted	91.8%	100.0%	89.0%	86.2%
	Correlation with Victimization Likelihood	0.806	0.891	0.794	0.781
	AUC (standard error)	.984(.000)	1.000(.000)	.979(.000)	.980(.000)

Table 169 shows the predictive power of the labor trafficking models broken out by grouped continents of birth. As was the case with the general trafficking models, each of the models was able to correctly predict fewer of those individuals in the "Other" group than those from Asia and South and Central America. Among the three models that used scales as predictors, the best predictor of trafficking victimization for this group was the shortened model with the sex scale removed, indicating that some information from the sex scale may actually detract from the tool's ability to predict labor trafficking for the "Other" group, although further analysis would need to be performed to determine whether such an effect actually exists. One group that could particularly affect this analysis is domestic born, non-trafficked minors.

Table 169: Predictive Power of Four Models for Labor Trafficking by Continent of Birth

COB	Test	Long Version with Scales	Long Version All Predictors	Short Version	Short Version without Sex Scale
Asia	Percent Correctly Predicted	93.5%	100.0%	91.3%	91.3%
	Correlation with Victimization Likelihood	0.878	0.946	0.883	0.866
	AUC (standard error)	1.000(.000)	1.000(.000)	1.000(.000)	1.000(.000)
South/ Central America	Percent Correctly Predicted	95.7%	100.0%	92.7%	86.8%
	Correlation with Victimization Likelihood	0.793	0.850	0.776	0.750

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	AUC (standard error)	1.000(.000)	1.000(.000)	.990(.012)	.990(.011)
Other	Percent Correctly Predicted	81.0%	100.0%	80.0%	85.0%
	Correlation with Victimization Likelihood	0.683	0.932	0.674	0.731
	AUC (standard error)	.857(.119)	1.000(.000)	.911(.030)	.982(.011)

Table 170 shows the predictive power of the labor trafficking models broken out by English proficiency. Not including the tool that used all variables as predictors, all three models were better able to predict labor trafficking outcomes for participants whose ability to speak English was "poor" or "fair" than they were those with "good" or "excellent" proficiency. Relatively few individuals with "poor" or "fair" English proficiency were labor trafficking victims, unlike those with "good" or "excellent" English proficiency, where there was a much more even split. The relatively poor performance (as far as predicting trafficking victimization for those with better English ability) for the three models that used scales as predictors could therefore be a result of the higher varience in the outcome variable. For both groups the model that best predicted trafficking (excluding the oversaturated version) was the long version that used scales, followed by the short version with the sex scale. The worst predictor of both groups was the short version with the sex scale removed, although that scale did only marginally worse than the "full" shortened scale.

Table 170: Predictive Power of Four Models for Labor Trafficking by English Proficiency

English Proficiency Group	Test	Long Version with Scales	Long Version All Predictors	Short Version	Short Version without Sex Scale
Poor to Fair	Percent Correctly Predicted	94.9%	100.0%	93.6%	91.0%
	Correlation with Victimization Likelihood	0.787	0.843	0.788	0.776
	AUC (standard error)	.989(.011)	1.000(.000)	.987(.012)	.987(.011)
Good to Excellent	Percent Correctly Predicted	88.7%	100.0%	88.0%	86.0%
	Correlation with Victimization Likelihood	0.774	0.946	0.754	0.748
	AUC (standard error)	.964(.036)	1.000(.000)	.976(.023)	.968(.033)

Table 171 shows the predictive power of the labor trafficking models broken out by highest level of education. There was some variance in how the three models being examined performed between these three groups. All three scales fared equally well (89.3%) in predicting labor trafficking victimization for the group with twelve or more years of education. The short version of the scale with the sex scale removed and the short version with sex scale included also performed equally well in predicting labor trafficking victimization for those with six or fewer years of education, while the long version with scales predicted this group much better than both of the shorter versions (96.4% correct for the long compared to 89.3% for both of the

short versions.) While many mentioned in qualitative interviews that there was quite a bit of repetition, it was found that very similar questions were often answered by the same individual differently, which may indicate that repetition helps individuals remember and/or communicate particularly traumatic events. This may be the case for those with less education and who may be more vulnerable. Therefore, it may be helpful to ask individuals from these groups as many questions as possible over time. For the group with seven to twelve years of education, the long version with scales and the short version that included the sex scale predicted labor trafficking nearly equally (93.4% and 93.2% respectively) while the short version with the sex scale removed correctly predicted only 89% of cases.

Table 171: Predictive Power of Four Models for Labor Trafficking by Highest Level of Education

Highest Level of Education Group	Test	Long Version with Scales	Long Version All Predictors	Short Version	Short Version without Sex Scale
0-6 years	Percent Correctly Predicted	96.4%	100.0%	89.3%	89.3%
	Correlation with Victimization Likelihood	0.788	0.833	0.701	0.684
	AUC (standard error)	1.000(.000)	1.000(.000)	1.000(.000)	1.000(.000)
7-12 years	Percent Correctly Predicted	93.4%	100.0%	93.2%	89.0%
	Correlation with Victimization Likelihood	0.813	0.896	0.830	0.801
	AUC (standard error)	.981(.015)	1.000(.000)	.976(.019)	.976(.017)
Over 12 years	Percent Correctly Predicted	89.3%	100.0%	89.3%	89.3%
	Correlation with Victimization Likelihood	0.849	0.953	0.837	0.865
	AUC (standard error)	1.000(.000)	1.000(.000)	1.000(.000)	1.000(.000)

Table 172 shows the predictive power of the labor trafficking models broken out by odd and even case numbers. As expected, the long version of the model that used scales as predictors, and the short version that included the sex trafficking scale, predicted labor trafficking in both groups nearly equally. What was unexpected, since in theory the odd/even designation was random, was that the short version of the scale that did not include the sex scale predicted far fewer cases correctly for the even group (80.6%) than it did for the odd group (91.2%). While seemingly concerning, this outcome could indicate that the model predicts trafficking victimization more similarly between separate demographic groups than between two randomly selected groups.

Table 172: Predictive Power of Four Models for Labor Trafficking by Odd/Even

Odd/Even Group	Test	Long Version with Scales	Long Version All Predictors	Short Version	Short Version without Sex Scale
Odd	Percent Correctly Predicted	94.1%	100.0%	91.2%	91.2%
	Correlation with Victimization Likelihood	0.817	0.907	0.803	0.793
	AUC (standard error)	.985(.013)	1.000(.00)	.978(.019)	.976(.019)
Even	Percent Correctly Predicted	91.4%	100.0%	89.6%	80.6%
	Correlation with Victimization Likelihood	0.808	0.885	0.804	0.787
	AUC (standard error)	.996(.005)	1.000(.00)	.988(.012)	.986(.012)

Predictive power of sex trafficking models

The correct prediction percentages of sex trafficking victimization for the three scales can be found in Table 173. Both versions that can be directly related to general trafficking (the short and long versions with scales) exceeded the general trafficking models in predictive ability, which was also the case with the labor trafficking scales. Ignoring the model that used all variables as predictors, the long version of the tool that used all five scales was the best predictor of sex trafficking, as it correctly predicted 96.8% of cases. This was followed by the two short versions, which both correctly predicted 92.6% of cases. The identical correct prediction percentage between the short models with and without the labor scale indicate that the labor scale is likely unnecessary in predicting sex trafficking.

Table 173: Predictive Power of Four Models for Sex Trafficking

	R^2	Percent Correctly Predicted	Percent Trafficking Victims Correctly Predicted	Percent Non-Trafficking Victims Correctly Predicted
Long Version with Scales	0.922	96.8%	98.9%	92.1%
Long Version All Predictors	1.000	100.0%	100.0%	100.0%
Short Version	0.820	92.6%	98.8%	78.9%
Short Version without Labor Scale	0.790	92.6%	98.8%	78.9%

Table 174 shows the correlations between the predicted probabilities generated by each model. All four models were highly correlated with each other, particularly the two short versions (the version with the labor scale and the version without) and the two long versions. The high correlations among scales indicate that all four scales similarly ranked individuals in terms of trafficking victimization likelihood.

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Table 174: Correlations between Predicted Probabilities for Sex Trafficking

	Long Version with Scales	Long Version All Predictors	Short Version	Short Version without Labor Scale
Long Version with Scales	1.000			
Long Version All Predictors	0.965	1.000		
Short Version	0.902	0.889	1.000	
Short Version without Labor Scale	0.897	0.898	0.978	1.000

Table 175 shows the predictive power of the sex trafficking models broken out by gender. All three of the models, with the exception of the one that used all variables as predictors, were better able to correctly predict sex trafficking outcomes for males than females. A review of the correlations between victimization likelihood indicated by the interviewers and the predicted probabilities assigned to each case seem to contradict this. A review of the data revealed that there were no male sex trafficking victims in the study and the difference between the long and short models was the result of the short model miscategorizing one male as a sex trafficking victim. For females, the long model that used scales correctly predicted outcomes for 95.9% of females, outperforming the shorter versions of the scale, which both correctly predicted 91.5% of females.

Table 175: Predictive Power of Four Models for Sex Trafficking by Gender

Gender	Test	Long Version with Scales	Long Version All Predictors	Short Version	Short Version without Labor Scale
Male	Percent Correctly Predicted	100.0%	100.0%	96.3%	96.3%
	Correlation with Victimization Likelihood	0.377	0.000	0.047	0.035
	AUC (standard error)	NA	NA	NA	NA
Female	Percent Correctly Predicted	95.9%	100.0%	91.5%	91.5%
	Correlation with Victimization Likelihood	0.847	0.793	0.794	0.794
	AUC (standard error)	1.000(.000)	1.000(.000)	.980(.017)	.985(.013)

Table 176 shows the predictive power of the sex trafficking models broken out by age groups. The three models that did not use all variables as predictors were better able to predict trafficking victimization for the twenty-four and under age group than for the twenty-five and older age group. A potential explanation for this was discussed earlier when comparing the predictive abilities for general trafficking victimization. For the former group, all three models performed almost equally well. For the twenty-five and older group the long version performed far better than both of the shorter scales (96.5% correctly predicted for the long version; 90.6% for both of the shorter versions). This again could be a result of the larger variability in the outcome variable for those over twenty-five years old.

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Table 176: Predictive Power of Four Models for Sex Trafficking by Age

Age	Test	Long Version with Scales	Long Version All Predictors	Short Version	Short Version without Labor Scale
0-24	Percent Correctly Predicted	97.4%	100.0%	97.2%	97.2%
	Correlation with Victimization Likelihood	0.850	0.956	0.850	0.849
	AUC (standard error)	1.000(.000)	1.000(.000)	1.000(.000)	1.000(.000)
25+	Percent Correctly Predicted	96.5%	100.0%	90.6%	90.6%
	Correlation with Victimization Likelihood	0.842	0.756	0.757	0.751
	AUC (standard error)	1.000(.000)	1.000(.000)	.979(.019)	.983(.015)

Table 177 shows the predictive power of the sex trafficking models broken out by grouped continents of birth. All three of the scales that did not use all variables as predictors correctly predicted individuals from South and Central America more frequently than those from other areas. With the exception of the "Other" category, where the long version of the tool that used scales as predictors and the short version that included the labor scale performed equally well, the long version with scales was the best predictor of trafficking among all three groups. One surprising finding in this table was that the short version without the labor scale predicted sex trafficking better for individuals from South and Central America than from the other two groups; however, the other two groups' predicted probabilities correlated more highly with the likelihood of victimization provided by the service providers who conducted the interviewers. This could indicate that using 50% as the likelihood threshold for group placement may not be ideal, and further analysis of the optimal threshold for group categorization for each model may be necessary.

Table 177: Predictive Power of Four Models for Sex Trafficking by Continent of Birth

COB	Test	Long Version with Scales	Long Version All Predictors	Short Version	Short Version without Labor Scale
Asia	Percent Correctly Predicted	96.7%	100.0%	90.0%	90.0%
	Correlation with Victimization Likelihood	0.922	0.883	0.772	0.804
	AUC (standard error)	1.000(.000)	1.000(.000)	1.000(.000)	1.000(.000)
South and Central America	Percent Correctly Predicted	98.5%	100.0%	93.7%	95.2%
	Correlation with Victimization Likelihood	0.819	0.733	0.759	0.761
	AUC (standard error)	1.000(.000)	1.000(.000)	.965(.038)	.987(.018)
Other	Percent Correctly Predicted	92.6%	100.0%	92.6%	88.9%
	Correlation with Victimization Likelihood	0.810	0.899	0.781	0.770
	AUC (standard error)	1.000(.000)	1.000(.000)	1.000(.000)	1.000(.000)

Table 178 shows the predictive power of the sex trafficking models broken out by English proficiency. All three models, with the exception of the long model that used all variables as predictors, more correctly predicted those individuals with "poor" and "fair" English proficiency than those whose English proficiency was "good" or "excellent". As discussed earlier, this is likely a result of the higher level of variance in the outcome variable for those in the good or excellent group. The long model that used scales as predictors outperformed the two shortened scales, while the two short scales performed equally well for both groups.

Table 178: Predictive Power of Four Models for Sex Trafficking by English Proficiency

English Proficiency Group	Test	Long Version with Scales	Long Version All Predictors	Short Version	Short Version without Labor Scale
Poor to Fair	Percent Correctly Predicted	97.5%	100.0%	94.9%	94.9%
	Correlation with Victimization Likelihood	0.823	0.731	0.780	0.781
	AUC (standard error)	1.000(.000)	1.000(.000)	.973(.024)	.978(.019)
Good to Excellent	Percent Correctly Predicted	95.2%	100.0%	87.8%	87.8%
	Correlation with Victimization Likelihood	0.855	0.949	0.771	0.756
	AUC (standard error)	1.000(.000)	1.000(.000)	1.000(.000)	1.000(.000)

Table 179 shows the predictive power of the sex trafficking models broken out by highest level of education. Both of the long models correctly predicted the sex trafficking outcome of 100% of those with zero to six, and twelve or more years of education, and outperformed the two short versions for all three groups. The two short versions performed equally well for the zero to six and twelve plus groups, while the short version of the tool with the labor scale correctly predicted a slightly higher percentage of individuals with seven to twelve years of education. This indicates that the labor scale may contain some useful information when determining sex trafficking victimization likelihood for this group.

Table 179: Predictive Power of Four Models for Sex Trafficking by Highest Level of Education

Highest Level of Education Group	Test	Long Version with Scales	Long Version All Predictors	Short Version	Short Version without Labor Scale
0-6 years	Percent Correctly Predicted	100.0%	100.0%	96.4%	96.4%
	Correlation with Victimization Likelihood	0.828	0.753	0.712	0.746
	AUC (standard error)	1.000(.000)	1.000(.000)	.917(.068)	.958(.057)
7-12 years	Percent Correctly Predicted	94.6%	100.0%	91.7%	93.1%
	Correlation with Victimization Likelihood	0.855	0.786	0.835	0.831

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	AUC (standard error)	1.000(.000)	1.000(.000)	.990(.013)	.990(.013)
Over 12 years	Percent Correctly Predicted	100.0%	100.0%	94.4%	94.4%
	Correlation with Victimization Likelihood	0.813	0.949	0.830	0.818
	AUC (standard error)	1.000(.000)	1.000(.000)	.917(.088)	.958(.057)

Table 180 shows the predictive power of the sex trafficking models broken out by odd and even case numbers. For the most part, all three models predicted sex trafficking victimization equally well between the odd and even groups, with the exception of the short version with the labor trafficking scale included (which correctly predicted 95.2% of participants with odd case numbers, and only 88.1% of participants with even case numbers). As discussed with the labor trafficking models, this could be seen as a positive outcome, as it could indicate that the model predicts trafficking victimization more closely between demographic groups than between two randomly selected groups.

Table 180: Predictive Power of Four Models for Sex Trafficking by Odd/Even

Odd/Even Group	Test	Long Version with Scales	Long Version All Predictors	Short Version	Short Version without Labor Scale
Odd	Percent Correctly Predicted	96.9%	100.0%	95.2%	93.7%
	Correlation with Victimization Likelihood	0.874	0.779	0.839	0.811
	AUC (standard error)	1.000(.000)	1.000(.000)	1.000(.000)	1.000(.000)
Even	Percent Correctly Predicted	96.7%	100.0%	88.1%	91.4%
	Correlation with Victimization Likelihood	0.812	0.810	0.736	0.760
	AUC (standard error)	1.000(.000)	1.000(.000)	.953(.039)	.977(.024)

As expected, the version of the screening tool that used the maximum number of variables outperformed both the version that used all of the original scales as predictors, as well as the proposed shortened version of the scale. It must be noted that the difference in predictive power between the scales was not great, and that the models that used fewer predictor variables to predict trafficking worked well in determining all three outcome variables across all of the relevant subsamples. Since the loss in predictive power was fairly minimal, the benefit gained from having a shorter version of the tool may outweigh the costs. Additionally, these analyses indicate that service providers could shorten the length of the tool even further, with little loss in predictive power, by removing either the labor or sex trafficking scale if they know which type of trafficking their client is most likely to be a victim of. While these results are encouraging, it must be noted that the findings suggest that the power of the shortened tool varies across subgroups, and caution should be taken when administering the shortened version of the tool.

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V. Process Evaluation Results

The main findings in this chapter, which presents qualitative data from service providers and trafficking survivors' interviews, demonstrate how the trafficking victim identification tool can be successfully integrated into existing agency practices using a sensitive approach, thereby helping to identify and better serve victims. Given the validation results presented in the previous chapter, evaluation study findings also show that it is feasible to use the screening tool flexibly and with professional discretion in various formats, because both short and long screening instruments produce reliable outcomes. To some extent, choices in use of the screening tool depend on the context of the victim identification interview and the reason for gathering evidence. That is, initial screeners may choose to focus on establishing rapport and addressing urgent needs, whereas later interviewers may delve more deeply into the story of a trafficking victim's experiences. These evaluation findings should inform guidance in use of the screening tool questions as it is implemented in various settings beyond those in which the tool was tested. This chapter also acknowledges the resource limitations and constraints under which screening tool users may operate. Finally, it discusses the need for collaboration among agencies working with trafficking victims, and some of the many nuances of meanings of human trafficking that affect the success of victim identification.

A. The context of victim identification

We interviewed both service provider partners who had interviewed clients using the screening tool and survivors who had been screened to evaluate the process of using the screening tool and to gather information on good practices. The interviews with both groups were analyzed thematically and are reported in this and the following chapters. While the two groups were asked similar questions, researchers went into greater detail about the process of administering the tool and the tool sections with service providers. In order to avoid re-traumatization, researchers asked for general advice from survivors on the tool questions, and elicited advice on how to reach other victims.

All interviewees discussed the necessity of building trust and rapport, how to do so when interviewing potential trafficking victims, and the need to prioritize victim safety and wellbeing. These themes were considered integral to the process of trafficking victim identification. The majority of interviewees also discussed the advantages and disadvantages associated with formally integrating victim identification tools in agency practices, sensitive ways to address client mental health, and challenges of working with law enforcement. In addition service providers and survivors provided extensive feedback on the content, format and implementation of screening tool itself, which will be presented in a subsequent chapter.

4. Sources of referrals

To provide context for the way study participants were recruited and to provide background information on how the study partners currently identify trafficking victims, we documented ways in which potential victims of trafficking came to the attention of the service providing agencies through sources of referrals. These sources are notably varied and depend upon the development of professional and community networks and on establishing a reputation for providing victim services. Although varied, most service providers mentioned law enforcement and fellow service providers as the main form of referrals.

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[Trafficking victims] come to us in a variety of ways. Some are referred by federal law enforcement, some are referred by local law enforcement, some are referred by other social service agencies that either don't have legal staff or don't have the same language capacity that [this agency] has. That's why often there are either referrals from another social service provider or from law enforcement. Sometimes they come to us through the district attorney's office where they've been identified as a domestic violence victim and then upon further interviews with them, we learn that actually they were victims of trafficking, or they're [victims of] both trafficking and domestic violence. So often we find that law enforcement isn't able to identify them as trafficking victims, but when we ask a few more questions it becomes clear that the abuse was really at the hands of their trafficker.
Service provider 4

Sometimes they are referred to us *as* a trafficking client… For example, from organizations that have social service providers where they have already done their intake. … maybe they don't even have a legal program in that social service organization, so they would reach out to us.... The other main stream for already identified trafficking victims is actually through law enforcement. I think the most common is ICE, but we also get referrals from DA offices. For ICE this would be if they raid a brothel and they identify victims during that process, they would reach out to us and say do you have capacity right now to take on a trafficking victim?... There are a lot of organizations…. They refer them from upstate, from the city, usually case managers or sometimes hospitals…. also if someone is in immigration proceedings. …we have our internal referring process, [for example,] an asylum project. That's another way we identify clients, and also we have a strong relationship, with our homelessness project, so they would refer that client to us.
Service provider1

The referrals come primarily from law enforcement and other social service providers either in our area, or we get a lot of referrals from [local providers] who are referring clients to us either because the clients would be better served to get out of the five boroughs for safety reasons, or because they're looking for shelter and they are no shelter beds available in New York City, which is very often the case because those beds get filled up very quickly, … from service provider referrals from local shelters [and] Victim Assistance Services locally. …Then in terms of law enforcement referrals, the FBI, Homeland Security investigations, we get a lot of referrals from those two sources, and then local police departments. We have 42 local police departments here, so it's not like the NYPD [New York Police Department].
Service provider11

5. Integration of screening tool in practice

The purpose of the study was to validate the questions in the screening tool, not necessarily to test it with trafficking victims at first contact. Therefore, after consultation with study partners

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about the study's purpose and human subjects protection requirements of the research, it was decided to use the tool primarily with stable clients who were either potential trafficking victims or known to be trafficking victims (to the service providers but not the researchers) in order to protect new clients who might be more vulnerable.

Generally, service providers felt that the screening tool was not difficult to integrate into agency practices.

> Asking these questions I thought it was helpful for me, too. We have our own assessment [and] a lot of the questions are somewhat similar.
> *Service provider 2*

> …We've been using your intake form as the primary intake and then for our record purposes, just using your form to fill in our intake. …We do a more in-depth wellness check, asking how they're sleeping and how they're feeling, but a lot of that comes from information that they share that is gathered from the questions that are in your [tool] as well, so we just make that our own assessment. **…** The [screening tool] was very similar to our intake form in the types of information we ask… we don't need all the detailed information of the trafficking situation but we do need the general information that your screening tool asks for to indicate whether or not they are victims of trafficking and what sort of trauma was present.
> *Service provider 8*

Sometimes using the tool revealed information that the service providers had not previously uncovered even from clients with whom they had numerous meetings. For example,

> Going through a lot of the different abuse questions and a lot of the different workplace questions was useful. I don't know that they are useful to do in a first intake, because it is a lot of probing information, but I did have a client that we had already accepted and had done an intake with tell me information that she hadn't told me before in talking about the workplace abuses….
> *Service provider 6*

> For one client in particular it was about the debt---what they had to do to get here, did they have debt, what did that include. He had to hand over the deed to his house in his country, and I didn't know that before. Our attorneys who are working with that client may know that; it's just that we might not have known that because we haven't been asking these questions.
> *Service provider 11*

However, even though the tool was not usually administered to clients at their initial meetings with service providers, it essential to build rapport and some trust before asking the detailed questions in the screening tool. The way the tool was introduced to clients for the purposes of the study suggests that it is crucial to be sensitive to trafficking victims' general reluctance to answer questions about their personal experiences.

During the first session after we did our usual introduction, I told them about our organization and then, I mentioned by the way, we are participating in this study, your name wouldn't be on it, [saying] everything you trained us [to say]…. and she said, 'I don't think I want to.' Then the second meeting we had our usual counseling session and at the end, I said remember the study I told you about? Do you think you want to reconsider? 'Okay, I'll think about it.' Then on the third session she brought it up and said 'next time we meet, I'll do that. It's ok,' so we did it on our fourth meeting. I think that was very helpful. They need to trust you, and that just takes time.
Service provider 2

We explained in a phone call before confirming the appointment that this [study] is an option, so they have time to think about it before I met them. Then I again reviewed it, and that was my first time meeting them, but they were made aware. That's [our] practice, at least giving them an opportunity to think about it, and not saying it right in front of them and having them say 'yes or no,' and rush in making a decision. Just giving them some time to think….
Service provider 8

How the screening tool is used depends on who serves clients and what type of clients they expect to screen and it depends on the purpose of the questions and who is asking, i.e. if the person is a mandatory reporter. If a client is already thought to be a trafficking victim, or if the screener is a mandatory reporter, the depth and extent of questioning may differ. One service provider, who works for an agency that is known to focus on serving only victims of trafficking, and therefore expects to screen for trafficking indicators, had this to say:

What [our agency] likes about doing first intakes is having lots of flexibility. We don't say "here are all the questions that we ask everybody" because the purpose of the first intake … is not to screen everybody for lots of different things, but to find out if somebody is a human trafficking victim. I always start out asking somebody why they want help and sometimes somebody will just launch into their whole story, and that will tell me almost everything I need to know, and then other clients,… you need to probe more. …We feel like it's more comfortable for the clients, at least in the first meeting, to be able freely express what they want instead of giving them this list of questions, 'Did this ever happen to you? Did that ever happen to you?'
Service provider 6

Another service provider represents the type of agency that often knows less about a client's potential trafficking experiences, and instead begins to engage the client through a broader assessment process:

We've done multiple trainings for our staff on identifying trafficking indicators … my experience has been, if they just suspect [trafficking], typically they'll call us to do a consultation [and ask], 'Does this sound like trafficking?' or we will meet with the clients and do a more formal assessment… A lot of times if

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they come through legal first before they're referred to us, legal will do that assessment based on the law, either the federal or state statutes. …In some ways it depends on what kinds of services we think a client may be eligible for through our program. …but we may not know…. [So we are] letting people know what kinds of services we have, trying to figure out what they're looking for, how to connect them to resources, giving that broad overview, and then assessing whether they might be eligible.
Service provider 11

B. Processes of engagement: working with victims

The study found that asking the right questions was not the only factor in improving trafficking victim identification, but that *how* the questions were asked—by whom, where, when and with what purpose—mattered just as much.   In fact, without a process of engagement that takes into account the victim's ability to trust, fears, mental state, perceptions of the situation and personal goals, identification of trafficking victims, victims' needs and the details of trafficking crimes is seriously hindered.

3. Approaches

Service providers take various approaches to working with trafficking victims, depending on personal or agency practices, but they have in common certain features victim-centered approaches: one is being highly sensitive to the clients' feelings and needs, often starting the process of engagement with non-threatening conversations.   At the same time, they work to gain the client's trust while establishing an understanding of the most important facets of the victim's stories, and beginning to address victim's needs.

> After a preliminary phone screening they'll come in and I assess what they might be eligible for, and tell them what kind of documents they should gather. …our project already has different types of screening, intake forms… for VAWAs, for women who have DV [domestic violence] issues, a U visa intake, and the T visa intake for trafficking victims. The trafficking victims' intake is obviously a lot longer and by steps, like background info, immigration history, the history of the crime and what happened. It usually takes about two hours with a break in the middle. …We talk first, what's your name, where do you live.… basic questions. Then immigration history, which can be a touchy topic, but it escalates… it's the most important component of their application that they tell me the story in chronological order… I open up with first incident, worst incident, and last incident and that's how I frame it. … it keeps it under chronological [order] and keeps it short, so you don't keep them forever telling you about every instance of abuse.
> *Service provider 1*

> It's not like sit-down counseling; we eat with them, we see them in the facility, whereas if we do [screening] with the court clients, or the outreach clients, it would be after two or three sessions. ….The first questions we usually ask are basically their info, age, birthday, facts. Then we also ask them do you know--I

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know it might sound stupid---but we ask them, do you know why you are here? Why you are meeting with me? It's very shocking, from my experiences of my clients, they say, I don't know, the court said so. …And they think they are arrested for doing massage without license, without a certificate, and [I say] no actually you were arrested for prostitution. And they're shocked. … [We ask] questions about trauma and suicide at the fourth or fifth session.
Service provider 2

I feel like putting words on paper is intimidating to people. It ties them to something. … I don't like to come in there with a pen and paper. Other staff members like it and it works for them. And also on their side it's as if it gives them more validity for why they're there. It's more formal and people may want to talk to someone who is formal…. [if informal, a victim might think] "Who are you? You haven't shown me ID, you haven't done anything. Why should I answer?" So it could go either way. With trafficking, I feel like I don't want to start writing all these things for the first visit.
Service provider10

Everyone is a little different… I'm going to ask a lot of these questions [on the screening tool]. Not necessarily in this order. I sit down and it's a free flow. And as the interview goes, that's kind of the direction that we take the clients in. I probably asked all of these questions in one way, shape, or form at some point….. Depending on the situation, I think some are more appropriate than others. ... I just have my clients sit there and I start talking to them, because it depends on the answers. I'm not so linear. …I used to follow scripts back when I was in law school. And then, after you work on five or six cases, you feel 'I can do this without looking at that.'
Service provider 12

4. Trauma and Fear

Service providers recognize that trafficking victims need to be approached with sensitivity, because most trafficking victims have suffered severe mental and emotional distress and often remain extremely fearful even after being liberated from the trafficking situation. Even though researchers focused their follow-up interview questions on the survivors' opinions of the screening tool and were careful not to ask about their personal trafficking experiences, the survivors interviewed for this study also emphasized their experiences of trauma and fear.

Almost all of the survivors interviewed mentioned the intense fear that they felt during their trafficking situations, and the trauma they had experienced. This fear had been, and often was still, a major barrier for most of them in seeking assistance or even interacting with the outside world. As one female survivor of domestic servitude from Lesotho stated, "The way we are put in the situation. We don't have a choice- like a prison- we don't have a life. What you know is what they tell you." Another female survivor from South Africa agreed, and stated that trafficking victims begin to believe what is being done to them is normal:

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> Believe me, most [trafficking victims] will tell you that they are fine. Even if they leave the horrible place where they used to be the day before, they will tell you that they are fine. I: Is it part of… R: Yeah, brainwashing, because if you dwell for a long time in that situation, it turns into to something like a lifestyle. You don't even see it as being abused.

Due to lack of knowledge of the outside world, many of them were afraid to reach out or even talk to people outside of those in their circle. For instance, the same survivor stated:

> Sometimes it's not the issue of having the legal papers or whatever; it's because you don't know anybody, you don't know where to work. You don't even know that there are shelters. You don't even know that there are people out there that are waiting for you because of your situation. So you're kind of scared of everybody.

Sometimes, this may mean that victims have no recourse and will turn to the same people who placed them in the trafficking situation for help. One female survivor of domestic servitude from Eastern Europe described how another victim of domestic servitude jumped out of the window of the house in which she lived with her traffickers, only to run to the same agency that had placed her in the home, and asked to be reassigned to a different family. However, even the placement agency was "scared of that family," so she felt as if she had nowhere else to turn.

The effects of a traumatic experience do not end when a trafficking situation ends and can last several years. A female survivor of sex trafficking from South Korea told researchers,

> For the five or six years before I met [people at this agency], I really couldn't sleep. Whenever someone drives up on my driveway or approaches me I just instinctively want to hide, because I think about it….and probably because I don't have any documentation and just suffer from wanting to hide.

Another female sex trafficking survivor from China also told the interviewer "in ten years, when I look back, I wouldn't know where to put away this memory."

The long lasting consequences of trauma can affect people's ability to trust others and their willingness to tell their stories to even a well meaning outsider. Moreover, trauma has significant effects on people's ability to recount details or be consistent in relating stories due to the repression or impairment of memories of the traumatic event (Axmacher et al. 2010; Brewin, 2007; Jones et al., 2007; Johnson et al., 1993). For the survivor's wellbeing, it is not always wise to press for details prematurely; however, this can create problems for law enforcement trying to document victims' stories in order to obtain criminal charges, or for lawyers trying to document stories for visa processing or approval by a judge. People unfamiliar with the effects of trauma also may view inconsistency or impairment of memory as untruthfulness and may therefore mistrust victims of trafficking, which can result in grave consequences such as visa denials, criminal charges or deportation. The process of learning a client's full story can take months or even years. A female survivor of sex trafficking from El Salvador illustrated this process:

I don't feel comfortable talking about [the trafficking situation] or continuing to talk about it. It was very difficult as he [her lawyer] asked me many questions and I had to remember […] Then I started remembering more and more. There were things he started learning. And also the [police] investigator came and he asked me questions that made me remember what I had forgotten.

In fact, a few service provider interviewees mentioned learning more about their client's stories through the use of the tool, even though they had been working with them for many years. One service provider illustrated the complexities that may arise in trying to document a client's story:

[Clients] sometimes 'change' the story, which is a typical reaction to trauma, and having difficulty remembering or just not quite knowing what to say or disclosing things gradually… They might remember things in more detail, which is the reason why I don't do a deep dive into the details the first meeting. I just say "tell me generally what happened." the second or third meeting. It's very similar to asylum because an immigration judge or immigration asylum officer can make adverse credibility findings. It's in the law that basically says, "his declaration that you're making is right," because you have to make a written statement. Well, if you make what appear to be conflicting statements, are they truly in conflict or is one just more detailed than the other? …They're not changing their story. Sometimes, yeah, the details might change. But, is it something that's really important in the case? Typically not. That's my experience. …. I think it's just helping them remember and trying to find the triggers that might open them up. The good thing is that they're typically in counseling, so they're starting to remember a lot more and able to talk about a lot of things.
Service provider 12

Paradoxically being removed from the trafficking situation and being in completely unfamiliar environment can be experienced as traumatic and cause survivors to "shut down." As one female survivor of sex trafficking from South Korea stated, "Especially in the beginning of the process when I was first referred to law enforcement there was no way I would be able to tell this story coherently because I was all out of my element." Traumatic experiences can be compounded in situations in which law enforcement enters places where trafficking victims live or work unannounced, such as during raids of massage parlors. One service provider described how a client working at a massage parlor was arrested during a law enforcement raid and thrown into the back of a truck for 12 hours while they continued their raids. As the service provider stated, "[She's] in the back of the [police] truck and it's dark, because they make stops… and they don't speak English and there's no light. [She] was so sad. She thought she was getting kidnapped."

Another service provider mentioned one source of the trauma as being in the manner of "rescue," as described below:

….I can only go by NYPD [the New York Police Department] here, which

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believes that all these women they find in the brothels are criminals---from the clients that I met through the court, a lot of times they are traumatized because of the whole raid. When I do the depression screening on our intake and I ask "when did you start feeling these things?" And they say, "after the raid."
Service provider 2

Most service providers deal with mentally distressed survivors by understanding the impact of trauma, asking questions gently and getting clinical professional help if needed:

> Some are victims of really severe trafficking and they might have PTSD [post-traumatic stress disorder] and it just doesn't work to really talk it out. Then I just ask them on an as-needed basis….Building a rapport is very important.
> I: For those that are more traumatized and have more trouble telling their story- could you expand on how you handle those?
> R: That just takes longer. You just can't do it in one meeting. It'll go into hours. …it's less than ten percent of the time when they're so traumatized they can't even talk coherently. But if that happens then you just calm down, wait, and then ask another, neutral question, or schedule another meeting. I don't like to do that, because then they have to come again and make time, but if you have to, you have to. …We have a legal side and a clinical side and someone came to train us on how to deal with people with PTSD.
> *Service provider 3*

> At [this agency] we are really lucky because we have a social services department, and so I ask people how they are feeling to check in with them, but they are also getting a comprehensive mental health assessment from the social services department, which I believe alleviates some of the burden on us as trafficking attorneys.
> ….[First] I would say 'how are you feeling right now?... If we're working with somebody whose immigration application, like a T-visa application, where an element is accessing services that are needed in the US, I'll ask 'do you have nightmares, do you have problems sleeping, how are you affected today by what happened to you then?' …And then I ask people later on in the process how they felt during their trafficking, like 'When so-and-so threatened to have you deported, how did that make you feel during the trafficking?' Then I check in to ask 'Are you doing okay? This is hard to talk about and you need a break." I'm not doing a comprehensive mental health assessment, but if I see that somebody is in distress and they need more help I'll try to help or I'll say 'let's go talk to the case manager.' …. I just tell them that it's normal to feel this way, and that you've been through a lot, and that's why it's good that you're getting help now.
> *Service provider 6*

> When I get these clients I'm very cognizant of the fact that they probably already told this story five times, ten times, to the investigators and whoever else may have already contacted them. So I tell them, "Hey, you only need to tell me the story once. I'm taking it down, we're going to go through it one time, and then you're going to sign the declaration, okay? Okay." And we're done. I

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say, "I know you've already told this story many times and I'm not here to open up that wound; I'm here to assist you through the immigration process." That helps them because certainly by the time they get to me they've told this story so many times that they don't want to talk about it again. …
Service provider 12

5. Developing trust and rapport

Whether the approach to interviewing a trafficking victim is done in an informal conversational style, or in a more formal way to complete forms and satisfy agency protocols, building trust is a necessary precursor. The need to build trust and rapport with a possible victim is paramount, and was an issue raised by all of the survivors interviewed as well. As noted, in order to ensure human subjects protection in this research, the majority of service providers used the screening tool with survivors who were relatively established clients in their agencies, and all but two of the survivors interviewed in depth had been with their respective agency for a minimum of several months.

Interviewing trafficking victims is also easier if there is transparency about the purpose of asking questions and what will be done with the information. For example,

> The way that we ask the questions I think really helps. With the arrest history, I don't just outright ask. I'm not really blunt. I preface it by saying 'Okay, so I'm going to ask you this question, but know that we've had many clients who are arrested. It's fine if you've been arrested. I don't care. It's something that we've seen before. … I try to take like the most non-judgmental approach and then let them know that, 'We just really need to know this because law enforcement already knows this and we need to be on an even playing field so that we can do the best job that we can in getting you immigration status, and I've seen this a thousand times before. It's completely understandable."
> …Our release forms are very specific about what information can be shared… it's burdensome administratively, but the goal is to make sure that the client knows that, 'here's what we are going to be sharing, here's why, and you have the option to revoke it at any time.'   …I have to be honest, I think often clients just think, 'okay, sure, I'll sign', but I think the idea is that clarity should build trust and initiate a conversation about confidentiality as opposed to just saying, 'ok, here's the form, just sign, sign, sign.'
> *Service provider 4*

> If they're presenting with some concerning behavior we do [get into post traumatic stress]. We always emphasize that they're resilient and that they've been through a traumatic experience, and we thank them for sharing their story and give them power back by explaining their narrative. We are specifically trained to do that. We always explain right up front that we're mandated reporters, so if they're identifying with any suicidal or homicidal ideation we do have an obligation to report that, because safety is always a priority. We are just very transparent in an effort to build trust with them….We're not that

strategic about asking specific questions. It's really just how the person in front of us is presenting, even if we're meeting with someone for the first time, because obviously we do have to ask very difficult things to know if our services are appropriate for them, especially around safety …we're mandated reporters so we have to ask specific questions around abuse, and even though those are uncomfortable for the client to answer, it is information we need to know, so we're just always constantly explaining the purpose of us having that information. We are not placing a value judgment on their answer, or trying to cause them more harm, so I guess just being extremely open and honest and transparent about the questions we are asking, and why we need the information.
Service provider 8

Service providers all felt that it is essential to make an effort to reassure trafficking victims, as illustrated here:

Most people open up to people who are working in your best interest. …I always open up with a *spiel*--'it's confidential, I'm not reporting anything to the police' or depending on the person, I say 'I've heard many stories and you're not alone in this situation,' so I can establish that they shouldn't be afraid and that nothing is going to leave the room. ….If you're just natural, and say 'I'm going to ask you these questions. Some of them might not be comfortable, and if you don't want to answer it, we'll skip.'
Service provider 1

For the purposes of testing the screening tool in the study, service providers used approaches very similar as to when they do typical intakes with their clients. They noted that the altruism of participating in the study was appealing to some participants:

I think that's the key … I reassured her that her name's not going to be on it and [said] you already answered some questions, and just remember that this is a study to help other people. Sometimes it's hard for them to see themselves as a victim or someone who was violated, it might be a defense mechanism---but if you say what you're doing is going help somebody else, they're willing to do it, they're very open about it.
Service provider 2

Barriers in relating to law enforcement personnel

Building trust with this population may be difficult for any service provider or agency, but law enforcement faces additional obstacles due to lack of cultural competence and victims' mistrust of police.

A few of the survivors stated unequivocally that they would not have answered the questions posed in the tool if asked by law enforcement agents. One female survivor of sex trafficking from the United States stated that she was fearful of legal consequences that would result for her trafficker/partner if she reported him to the police. Another survivor stated:

Because in my experience cops just don't help us. USCIS (U.S. Citizenship and Immigration Services) doesn't help [victims]. It's just that their interests are directly contrary to mine in my experience. I just would not volunteer that information. It's hard enough to open up to people who are definitely there to help you, but if it's someone who you know in the past was against your interest, [if] they're going to lock you up and put you in detention or remove you, then there's no way you would tell them.
Female survivor of sex trafficking from South Korea

Interestingly, one-quarter of the survivors in the study sample were referred by a law enforcement agency, showing the key role police can play in identification. Two of the 12 survivors interviewed were referred by law enforcement agents, including immigration officials and Homeland Security, to safe houses or service providers. Most of the survivors interviewed stated they would have answered the questions posed in the tool if they had been asked by law enforcement agents, but in retrospect, they related their willingness to the fact that they had already built trust with those agents through their service provider or other trusted source, which supports the need for building trust before expecting victims to divulge information. One survivor stated:

The reason [I answered those questions] was because I had already spoken with them. They made me feel comfortable. They told me I would have nothing to be scared of if I told them what I know about the [trafficker]. … First they said that and I then felt 'now I'm in good hands because I have nothing to fear.' … And if I helped, they might be able to help me, too. So this way I was comfortable. Scared, but I felt like I had no choice, and actually it came out well.
Female survivor of domestic servitude from Eastern Europe

Therefore, although it is helpful to have a trusted source connect the victim to law enforcement, law enforcement agents must be ready to build trust in other ways. One way to do this is to behave differently than traditional law enforcement would, such as dressing in casual clothes or avoiding uniforms when entering worksites, especially in labor camps. One survivor stated:

The thing is most traffickers who bring people into this country threaten us with the police. I used to be scared of the police. I didn't want to see anybody wearing a uniform. I would run.
Female survivor from South Africa

Some survivors recounted negative experiences with the police that made them mistrustful and unwilling to talk to them further, no matter what type of approach they used. One female survivor of sex trafficking from China described how she was picked up during a raid of the massage parlor where she worked. When plain-clothes police officers entered, she was still undressed and was arrested without being warned at all. None of the police officers identified themselves as police and when she tried to ask questions nobody bothered to answer her. She stated it had been months since she was arrested, and she was still having nightmares. When

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someone would call her, she would interrogate the caller about the reason for the call and how s/he got her number. Because of the way she had been treated by the police, she was very angry, and adamantly expressed the need for the police to improve their way of handling arrestees.

Another survivor stated that police may lose the trust of victims by not being sympathetic to their situation of dependency:

> When I told [the officers] what was happening to me, they told me "Why don't you go back to your country, if someone is bothering you? If someone has harmed you, if you have had to go through all this, why don't you go back from where you came from?" And my response to him was, when … you are going through this, your heart isn't ready to leave then. In fact, although I should have left, when you have [someone] like a spouse, a situation with your partner, the best you expect from your heart is that things will get better.
> *Female survivor of domestic violence from Mexico*

A female survivor of sex trafficking from Mexico stated that the police "never asked me questions. They only gave me a paper to write on, and I didn't know what to write. [The paper] didn't even come with questions to answer." All these negative first impressions can have lasting consequences on how survivors work (or refuse to work) with law enforcement later on.

It is not just law enforcement who have to take this into consideration: trust must be established between victims and *any* person attempting to offer them assistance, from service providers to healthcare workers. While most survivors interviewed stated they may have opened up to a healthcare worker, such as doctor or nurse, about their trafficking situation, they still stressed the need for people to be trustworthy. When asked if she would have answered the kinds of questions asked on the screening tool in an emergency room, one survivor stated:

> Maybe. Because I think it's very important that [you build trust] before you start to tell your story, which is very deep. …Let's say a nurse sees that you are from abroad, maybe starts to ask questions, and if you are illegal, you are scared to answer because you don't know, maybe he will call the authorities. Until you know what the person's intention is, you wouldn't really start or you would lie just to protect yourself … You maybe would be scared to tell the truth.
> *Female survivor of domestic servitude from Eastern Europe*

One survivor, who became pregnant due to a rape, recounted that nurses or doctors who do not seem to be supportive can quickly dissuade a person from discussing her situation.

> In my experience, there were doctors at the beginning that instead of supporting me were asking me every ten minutes if I wanted an abortion, [saying] that I had that option. They told me 'You still have time to repent and not have it, because it will be more difficult for you, going forward, to have a baby alone." Apart from making me feel bad, they made me feel unable to move forward. And I was very scared in the hospital. ... I was very afraid of them. I felt that if

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they gave me an injection or anything, it was, maybe, to give me an abortion or something.
Female survivor of sex trafficking from Mexico

Some survivors interviewed believed that only those with expertise or experience in working with trafficking victims would be able to elicit responses from possible victims, and were not optimistic about adapting the screening tool for use by police or people with little knowledge about trafficking. For example, the two men interviewed, who were both survivors of labor trafficking in the agricultural sector, agreed that people asking these types of questions must be knowledgeable about labor trafficking, especially in agricultural settings. They cited issues such as fear due to undocumented status, fear of retribution by supervisors who may be closely watching them at all times, and the more pressing needs of these victims for food, clothing and medical care. Labor trafficking victims have little to no contact with outsiders, as they are often isolated at camps and live close to the fields in remote areas. Therefore, they may be much more suspicious of any one they do not know. As one survivor from Mexico stated, if people come in asking these questions, it will seem as if they are from immigration enforcement. He urged people who are trying to assist labor trafficking victims in agriculture to befriend potential victims and ask questions little by little, stating that people "need to show that [they] are 100% dedicated and want to help."

Some survivors also stated their reluctance to share details of their stories even to loved ones, such as family members, due to shame and fear of retribution, especially for those whose families still reside in their home towns and may be known to traffickers in the area. One female survivor of sex trafficking from El Salvador stated, "It can't just be anybody [asking questions]. Not even my family could [know] … I don't want to upset my family." One female survivor of sex trafficking from South Korea recommended asking similar questions only in "safe places" such as with social workers or consulates.

Barriers to self-identification

Establishing a relationship with a trafficking survivor requires more than knowledge about what they may have endured. It also is supported by having an understanding of how they perceive their situation and the effect of being labeled as a victim. Service providers stated, for example,

> …. we rarely get any calls on the hotline like we do for domestic violence victims…because I think trafficking victims are reluctant to self-identify and they feel a lot more blame for the situation that they are in than most victims. And I think that they feel similar to what domestic violence victims felt like 30 years ago, that it was their fault. And because they're criminalized too, so they may be more reluctant to step forward. And the language barrier as well. So I think there are multiple layers of barriers for the particular clients that we serve.
> *Service provider 4*

> They don't always identify themselves as a trafficking victim. They land in our program and part of what we do is explain to them that they were a victim of a crime in our country. They don't always understand that, and they don't identify

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themselves as being a victim of trafficking. Sometimes you have to explain what trafficking is, and it can be a little bit of a shock.
Service provider 11

Another service provider described how she has tried to handle this in working with clients, particularly when the realization of having been victimized is combined with a sense of shame:

Aside from an initial conversation, [the word] 'trafficking' doesn't have to come up…. I refer to [victims] as 'clients' because these are my clients and we have a cooperative relationship. It's more that clients will get upset going through the court process. That's where you get labeled again as a victim when you're talking to law enforcement, and you have to identify as a victim… It's difficult to talk about how you maybe made some mistakes, because I think that's how [victims] perceive it, that I made bad choices. What I've heard from male victims, particularly with the Hispanic population I've worked with, is there's a lot of shame around, this happened and now I can't provide for my family and I'm being labeled as this weak person who can't take care of themselves and now I need to depend on public assistance and these social services, where in the past I felt very independent and capable…. I talk [to the victim] about how 'trafficking' is a legal term, and they use it in court to distinguish between the person who committed the crime and the person who was affected by the crime. [I talk to the client] about how that doesn't mean that you are a weak person and that you can't take care of yourself. Clearly you can, because you have done all these things that show that you can, that you've been supporting your family. We will have those conversations, because I do think that it is a difficult label. We can use the word 'survivor', but that doesn't really resolve the issue and again, the court system doesn't use the word survivor and the visa applications don't use the word survivor. Everything's 'victim' and so it's something that they're going to have to see.
Service provider 7

As trafficking victims may also be involved in criminal activities or lack unauthorized status in the U.S., they may not trust law enforcement's intentions or willingness to help and may feel shame about this. As one survivor stated:

At first, when you have to go through this, you don't want to be brave about it like if you're ashamed, but then you realize you are not the one who actually did something bad. I mean, you just wanted to, maybe you were hoping for a better lifestyle, but you didn't do it with a bad intention. So you don't have to be embarrassed to speak about it.
Female survivor of domestic servitude from Eastern Europe

Barriers to reaching victims: immigration issues and knowledge of rights

Many of the survivors interviewed spoke from personal experience about the difficulty in getting people to come forward when they are in trafficking situations. As one survivor stated:

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I know a lot of people. I can't even count on my fingers. Because since I've been in the same shoes, I know a lot of people who need help and I'm trying to always encourage them even to ask advice or to speak to my lawyer, because she is very nice and this is an organization that helps people. But people are very scared because they don't understand that they have rights--the authorities don't tell them [they have rights]. Even though they trust me and I'm a friend, it's not the same because you still [have] fear.
Female survivor of domestic servitude from Eastern Europe

Many survivors in the study stated they were not allowed to seek medical care, and one survivor interviewed said that she would have sought help from others had she not been kept so isolated:

I wasn't really treated like a human being so I couldn't imagine going to the hospital… So because she doesn't think she could have gone to the hospital where she could have asked a doctor or nurse to help her.
Female survivor of sex trafficking from South Korea

A few survivors mentioned that victims are often unaware of their rights and thus do not seek help, especially if they are undocumented and fear immigration-related consequences of reporting their traffickers.

I know so many people who worked for people without getting paid or getting enough pay. I'm trying to encourage [people I know] to speak up [by saying] 'you shouldn't be scared. You have the right to get at least the basic salary that people get in America.' But when people don't have papers, they don't feel safe. They just feel like being up in the air and trying to take what they can get from life. But I think it's not right, because you have your own human rights as well.
Female survivor of domestic servitude from Eastern Europe

In response to immigration related fears, a few survivors stressed the need to inform people of their rights before they immigrate to the United States. As the same survivor above stated:

I think it's very important [to educate people about their rights]. I don't know how it's possible to solve [this issue]. [Maybe] to have a website that people can check out before they arrive in this country. When you're coming to this country, you have no idea what are your rights. As a foreigner, you don't know. That will be I think very important to others. Even just having a flyer when they come on the plane to know that … you have the right to turn anyone in even if you are illegal…they don't know, and they're scared. … I know because I have been in those shoes.
Female survivor of domestic servitude from Eastern Europe

Another survivor stressed the need to create other opportunities for undocumented immigrants in the country in order to avoid being trapped into trafficking and to recover from the betrayal that led to the situation.

Nowadays it is easy for someone to get a visa to come to this country and stay, but if there's no help for them to develop skills to survive, such as working skills, those newcomers will jump into the same circle and become victims. There is a disconnect between life in the home country and life in the U.S. Some people were tricked into prostitution by friends and relatives. You never believe that they would do this to you.
Female survivor of sex trafficking from China

Some survivors also reported that the more isolated victims, such as those in labor camps or those in domestic servitude who have little to no contact with the outside world, may be even harder to reach. Survivors of these forms of trafficking that were interviewed stressed the need to find ways to approach and build trust with hidden populations, even using other survivors to reach out victims to get victims to step forward. Service providers also observed the fear caused to trafficking victims by harsh immigration enforcement tactics. As one said,

It's even harder now with Secure Communities taking place. That's not helpful for our clients. Even though there has been some carve out to how we enforce that here in New York thanks to legislation that City Council has passed recently, but still. If that's the perception that's out there in the immigrant community, it's pretty hard to fight.
Service provider 4

When I do intakes on help lines and it's just random people calling in, then they do get very concerned when you ask about their immigration status or when you probe too deeply into specific details. They're going to be very hesitant … I tell them that they can give me whatever information they're comfortable with. I tell them that I'm not going to report them, that I'm not the police, that I'm not government, that I'm here to help them. And then I tell them about how in New York City if you're illegally here that your neighbor can't just call Immigration and say 'she's here illegally;' they're not going to take you away. I try to inform them of their rights. Hopefully break that barrier.
Service provider 5

Unmet expectations and coercion lead many immigrants into trafficking situations, as one service provider illustrated:

'Had you been promised a job by anyone? Who promised the job? How much did you get paid? Did you get paid? Did you ever work at that job? And was it what you expected?' That's what I ask. … ICE focuses on 'did you work and not get paid?' But that's not the definition of involuntary servitude…I looked at the definition. In the vernacular it's someplace you didn't want to work. It makes no mention as to whether you got paid or not.…Actually the owner of this restaurant just got convicted on harboring undocumented immigrants and social security fraud. I asked one of the girls who was working there, 'did you get paid?' 'Yeah, I did.' 'How much?' 'Minimum wage.' Okay. 'Did you want to work there?' 'No.' 'Why did you work there?' 'Because if I quit, he told me he

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was going to call immigration on me.' I said, 'Could you leave?' She said, 'Oh, I could always leave.' 'But why did you come back?' 'Because he always told me that I couldn't find a job anywhere else and that he'd call immigration.' I think she's trafficked, because you're working somewhere you don't want to work.
Service provider 12

6. Offering help when asking questions

Another common theme in service providers' approaches to building trust with trafficking victims was offering the victims something in exchange for expecting them to share intimate information and personal experiences. What is given by the service providers may be as intangible as lending an ear or offering sympathy, or as tangible as arranging for legal or social services. As with any social interaction, the relationship becomes a kind of negotiation, but one which privileges the client's needs.

> When they come in for a first meeting, then I already know I'm going to do some kind of legal services for her. …I get a release signed that I'll be her attorney so that she feels like I'm her attorney. Also, I like to do a FOIA request asking the government for more information. I feel like that helps because the client then feels like she can tell me things. And then [I am making] small talk and introducing her to people… I ask her where she's living now. 'Is it safe? Do you need any money? Just doing a general safety assessment…. For each remedy there are different requirements, so I just list them and explain, 'I think that you may be eligible for this, and for this you need to be able to tell me this and this and this and this.' But that only works for like more coherent clients. Some are victims of really severe trafficking and they might have PTSD and it just doesn't work to really talk it out. Then I just ask them on an as-needed basis.
> *Service provider 3*

> My job is to try to minimize the chances that you're abused by empowering you with knowledge of the law. I give them an example, for example, tenant rights; it minimizes how you can be abused. …The first thing is, 'This is what I have to offer you. Do you have time to listen to it or should I just drop something off? When can I come again?'…When I feel like I can [ask questions], then I can-- when I've already proven that I've done something. … Now I can ask you more personal things. Now let me ask, how did you guys get here? Did you know somebody? Then the next time I can probe a little bit more into what happened at the border. Were you hurt? Was there rape?
> *Service provider 9*

Service providers recommended that others who might encounter and screen trafficking victims should make efforts to build trust when trying to identify victims. For example, one said,

> What needs to be established if a hospital worker or law enforcement is conducting this interview, that there's trust or confidence being built when

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you're asking all of these very personal questions. … Just to say, 'how are you doing? What is going on with you? Are you safe?' Things like that that help build trust and that show--especially since you just said 'I might report you' and then you're asking them these really intense questions--that there's a time when they just would want to speak to you and think that you're a nice person.
Service provider 5

Many survivors also stated that law enforcement and others need to show a sincere interest in helping, and provide essentials first, such as safe housing.

If they are going to get near a victim, at the very least, they need to say that, with them, they will be okay [and] that they're not going to do anything to them, because women who escape really have in their heads that the police will grab them, because [the traffickers] put in our heads to be very afraid of the police. So I feel that the police need to build trust with the person [by saying] that with them everything will be okay, that they will send them to a place where they will be okay. They didn't do that in my case, definitely. They left me alone. I told them I didn't have a place to live, and they said I needed to find a place to live, but I didn't know anything then. They spoke in English and I didn't understand even one word of English.
Female survivor of sex trafficking from Mexico

As another victim of labor trafficking stated, he began to open up to people who had visited the camp often and brought donations of food, clothing and water to the camps. Seeing that people were there to help allowed him to finally be comfortable enough to reach out.

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C. Working with other service providers and law enforcement

While service providers know that victims need many types of services to survive and recover, few can meet all their clients' needs without establishing working relationships with law enforcement and other service providers to provide some continuity of care. This helps the victim and also supports obtaining information about the trafficking situation. However, tensions can occur when agencies and law enforcement have different mandates and views of trafficking, and these need to be understood.

1. Effective collaborations

For example, the partner agency quoted below provides legal services and collaborates successfully with other service providers. However, they report that getting cooperation from legal firms who provide *pro bono* services for victims is much harder.

> It's pretty fundamental that all of our trafficking clients have a case manager. We [at this agency] do not have those services in house and so we refer. [Another agency] is a great place for us to refer clients since they have an established anti-trafficking program and case managers there. ….We work with law firms, pro bono attorneys--it's kind of unfortunate sometimes because we work on their time, so in the summer, we can't really place cases because a lot of them are on vacation or they're really isn't an interest during the summer. Sometimes we close intake when we have too many cases…. Usually, we take a case and then we scramble to find an attorney…
> *Service provider 1*

They also do not have a clear understanding of law enforcement's expectations, and how and when law enforcement will ask for their cooperation.

> I have no idea what [the police] protocol is, but I know I've gotten calls from them before and they say 'We've done a raid, so certain number of people are detained. We believe they are trafficking victims, but we don't know. Would you be able to meet with them and let them know their legal rights?' Then we would do the screening. That has happened, but I don't know their parameters for why they would do a raid and why they would think it was trafficking.
> *Service provider 1*

As with intake and interviewing practices among service providers, collaboration is victim-centered and aimed first and foremost at protecting the client.

> We see our role as supporting the client while they're at trial. We don't act just as their immigration attorney, but also their advocate when they're testifying at the trial and before that at each of the interviews that they have with ICE or FBI or the US Attorney's Office. Because we don't believe that they should meet with those law enforcement officers on their own.
> *Service provider 4*

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All of our interpreters go through a separate training for victim services clients and are ordered differently than a general interpreter. That's to protect our clients as well as to protect our interpreters, because a lot of our interpreters are refugees so they can choose whether or not they want to be involved with our [trafficking] department because it may be more traumatizing for them. Also our community is very small and the refugee community is even smaller, so sometimes we do have clients who don't feel comfortable with an interpreter from their community, so we opt to use language line or a telephonic interpreter.
Service provider 8

The more effective collaborations are with other agencies with personnel who have at least some experience or training in human trafficking. For example, one service provider reported,

For the FBI and for the ICE referrals, mostly those come from victim-witness people, either victim assistance specialists or victim-witness coordinators who are very involved in our anti-trafficking task force and who've done a lot of training and have expertise. Now we have a task force locally, so some of the local police officers who refer to us also have some training. But if it's like a beat cop who's identifying a victim, often they don't. We do trainings at the Police Academy so all new police recruits have some exposure at this point, but it's hard to capture everyone and who knows how much they remember from that training.
Service provider11

This service provider, who was a social worker, went on to explain how the collaboration might work and, depending upon the case and the nature of the collaboration.

A lot of times we'll also get the heads-up---whether it's law enforcement or FBI--we'll get a heads-up that this potentially is coming down the pike, and then we can call a shelter if that's the immediate need. We can call the shelter and say 'this is coming down potentially; what does it look like in the next day or two for shelter?'… If they come through legal first before they're referred to us, legal will do that assessment based typically on either the federal or state statutes. If we encounter the client, because they've been referred to us externally …we'll usually try to make a referral internally very quickly for an attorney if the client's not already working with an attorney. …it's so dependent on the case. But we'll try to connect the client to service either internally or outside, depending on what their needs are. Every situation is just so different.

Just as building trust is essential in the one-on-one interaction with trafficking victims, collaboration between agencies may also be built on experience and trust.

I'm taking very few cases just off the street; all my cases now are being referred to me from Department of Homeland Security, from the …Sheriff's Department …the Police Department, the DA's office or the battered women's shelter, where [the clients] are already talking to counselors. They'll make the referral here and say, 'you just need to talk to this guy and he'll take care of you.'
Service provider12

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The importance of collaborating was illustrated by another service provider:

> You need that [collaboration]. We can have a program, sitting here, but we're not going to do anything if we're not getting people to make referrals. A lot of that has come out of the task force, and in other forums where we're meeting with other agencies, just as a reminder that we're here. And the story I tell is that I came here thinking--I don't know we'd seen like a couple of cases a year of trafficking--and I thought, 'alright, we'll see what happens here, this may be a very boring job because we're just doing a few cases a year.' From the day I started when [we] sent out an email to partners saying, 'we have this program,' we started getting referrals. It's doubled every year and largely it's because people have a place to send people. That alone makes a huge difference. And the trainings definitely [help]--getting out into the community.
> *Service provider 11*

2. Different agendas, different definitions

Although collaboration is evidently helpful to both service providers and victims, there are often tensions among anti-trafficking allies and victims' service providers because there are different views, agendas and definitions of human trafficking, depending upon professional mandates and experience. Service providers perceive that there is a lack of understanding or significant differences in understanding of human trafficking especially among law enforcement agencies. For example, one service provider said,

> Sometimes [victims] come to us through the district attorney's office where they've been identified as a domestic violence victim, then upon further interviews, we learn that actually they were victims of trafficking, or they're both [victims of] trafficking and domestic violence. We often find that law enforcement isn't able to identify them as trafficking victims. But when we ask a few more questions it becomes clear that the abuse was really at the hands of their trafficker. [Law enforcement personnel] don't know what to ask.…We get an enormous number of clients referred to us through the DA's office because of our partnership, [which is] a collaboration of the District Attorney's office that deals with domestic violence, NYPD, and the social service providers that work with domestic violence.
> *Service provider 4*

This service provider, and others below, described how applying different definitions of trafficking affects victim identification:

> We pick up a lot that NYPD [New York Police Department] misses.…. They may be uncomfortable just asking a straight forward question 'has anyone ever asked you to have sex with someone else?' *Why* don't they ask the questions? They may not have had sufficient training. Traditionally the concept that law enforcement has is that people are in prostitution and that prostitution is a crime and that usually they're in it voluntarily. …. They're coming into it with this old mindset and it makes them less likely to ask these questions. And if someone is

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coming to them as a domestic violence victim, maybe they don't see a need to ask more about the person's relationship with the abuser. It's just, 'this is the crime, this is what I'm seeing, and now I'm referring you to our service partners.'

This service provider elaborated:

It really depends what lens you're looking at it from. If you're there to provide counseling, then that's different than if you're looking to get someone an immigration benefit. And it's different if you're a prosecutor and you can build a criminal case. …Someone may be a victim of trafficking but may not be a good fit for a prosecutor's case at all. That's what's so tricky about using the TVPA definition of what trafficking is, because it relies on a criminal definition rather than the other definition that's *within* the TVPA, which is more general. A severe form of trafficking is different from the general definition of trafficking in the TVPA. We rely more on the Palermo Protocol definition, because we're looking at the person as, 'Okay, what have you been through and what can we do to help make you whole?' rather than, 'Can we build a criminal case against your abuser?'

Are we going to apply the federal or are we going to apply the state law? Is it a situation where we need immediate rescue or can it be waited out? If it's immediate rescue, for example, ICE is better to work with than the FBI. Because with ICE, all you need to prove is that they're harboring undocumented workers and they can move right in and take people out and extend protections. With the FBI, they need a whole bunch of things to prove that it's a trafficking case before they even look into it. Once they look into it, they need a pattern of behavior. They need multiple statements. They have nothing, no reason to move in before that. They can't. Whereas ICE is just, boom, a raid, and that's it. Where it gets tricky with ICE is keeping their word as to our agreements. I tell them, 'If I'm going to work with you, if I bring you a case that I could have easily brought to some other agency, then you have to guarantee me first of all, there's not going to be any detention or interrogations without one of our attorneys. …We take the burden of networking for the services like housing and food; we have to set that up. …. But at the end of the day, number one, we're going to see what's best for the victim. And number two, we're a legal service agency that is going to see them as clients in a civil case, so we might get tactical about who we work with according to what would be better for the case.
Service provider 9

One question is with law enforcement. We're learning a lot in terms of the balance between serving the client and what they need, and giving them time, and the rapport versus the immediate need of trying to build a case, trying to get information, trying to arrest people. …It really depends on the case, but definitely we've felt the push from law enforcement to get the client speaking or talking….there are some clients who come in ready to talk for lots of reasons. It may be that they had a helpful law enforcement officer. It may be that they've

been out of the trafficking situation for some time and they just found out about this and they really want help. They could've been referred from another client [who] made them comfortable. Then sometimes it's really weeks, months. They may be coming [to the agency], but we won't find out everything that happened…we may never know exactly what happened to them, and that's not really our role. In our program, we're taking them from where they are now, and figuring out how to move forward, whereas they may be working with their attorneys and really going back and digging through the story because they need to for their legal case.... [we are] providing case management, linking to services, and just helping someone figure out where to go from here...that's one of the reasons why in our case files you won't see a lot about what actually happened to them. When you build rapport, my experience has been the clients do often share their stories, but that's not what we're writing down in our notes. That's building our relationship and trust….

If someone's working with our program we'd want to make a determination whether they're a trafficking victim. It doesn't have to be a strict, 'do they meet the federal definition.' That would be important for our attorneys to determine. … But it's tricky when we're not sure, and so the preference is that somebody external has made that decision already. …We'll try and link a client to an attorney early on to make that determination. Or sometimes if it's a law enforcement referral they'll say, 'this is a trafficking victim.' And that's okay. We don't have to dig deeper and say, 'are you or are you not?' If someone external has made that assessment, we'll go with it.
Service provider 11

3. Community outreach

An important component of referring, identifying and serving trafficking victims is initiating contact and training other agencies in the community who may encounter victims about human trafficking. For example, one service provider described their efforts in this way:

We tend to do trainings because we'll also do them for DV [domestic violence]…we'll get a lot of referrals from that, and then we have gotten some homeless shelters in the area. We'll get tips from the community every now and then, and we've gotten a few from medical providers in the area. …We might get calls from medical providers saying I'm a little suspicious about this person who came in, so we'll talk them through what questions to ask and how to do that safely and refer to us. …over the next few months I really want to do more outreach with medical communities. Community members will call us and ask for presentations, then doing professional trainings tends to be us reaching out and asking if we can come and talk about this and how to make referrals.
Service provider 7

Two quite different agencies described their methods of outreach in multiple places:

I give presentations in as many camps as I can throughout the beginning of the year when I know that workers are coming in. … For example, my presentation

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can be at a camp that is not necessarily known for abuses. It could be at a parent-teacher meeting at a school where a lot of them are sending their kids, [or] a presentation at a migrant clinic. Then once I do this presentation, someone says, 'How can I help?' The idea is to make it THEIR issue. It's their community that has to deal with it. We come with this patronizing [attitude]... 'Alright, we're here,' but it's really their issue. Once they say they want to help, and then I tell them, 'there are a few things that you can do. One of them is keep me informed...what are the patterns of behavior of the contractors in your area?'
Service provider 9

We do a lot of training and community outreach, and frequently that's fairly basic, like what is human trafficking? People still don't know. …We go to trainings and ask in the beginning, 'have you seen any trafficking cases?' People say, 'no.' And there's almost always someone at the end of a training who comes up and says, 'actually I'm working on this thing, I think it might be trafficking.' …. We're starting to get a little more proactive in reaching out, but we have only so much capacity … Law enforcement. Community based organizations recently. The EMTs locally reached out to us. Faith-based groups. It runs the gamut. Women's groups, sometimes universities…. We're just now part of this new program through the Safe Harbor Act. ...we're looking into identifying new partners to train because it's focused on child trafficking and domestic sexual exploitation of minors. We're going to try to think more broadly just about trafficking of minors …We have a program that goes out into schools, middle and high schools, to teach on teen dating violence, but we're going to be meeting with those staff to help us think about different kinds of places we can reach out to including schools and other youth-serving organizations that haven't typically been asking for this training from us and our program isn't connected as well to them, because we've been serving primarily adults in the trafficking program….there's a lot of DV training in hospitals, so I think that'd be another good thing to loop into at some point.
Service provider 11

D. Resources and constraints

An important part of the process of trafficking victim identification involves having adequate resources to meet victims' needs for safety, shelter and health care. Without having these in place, gathering information about a victim's trafficking experiences is more problematic.

1. Meeting victims' needs

As noted previously, offering tangible support and meeting actual needs of trafficking victims is crucial to building rapport, identifying the details of a trafficking situation and helping a client in the long term. In addition to having personnel to do intakes and screenings to identify victims, other resources are necessary, and these may need to be tailored to the special needs of trafficking victims. Some agencies have supportive services located in-house, whereas other might network with others or provide outreach to other locations to better serve clients. For example, one service provider explained,

> If you think that your client is in need of psychological services, then you can make the referral. We have point-person in each department who gets all the referrals and hands it over to them so that you don't just go to one social worker and ask when they might have a really hectic schedule….Most staff members here, they meet clients in the office. But there are some clients who really can't make the time to come. Then I sometimes go to their work place and then talk to them after work. Or I could also go to community-based organizations and meet with them there… [As for emergency housing] my client didn't really want to stay at the shelter. They did not like it. …she was very sensitive to people being around her, understandably. She didn't want people talking to her, being around her, being loud. She can't sleep. Our shelter actually became available when she was still looking for housing, but she just didn't want to go to a shelter.
> *Service provider 3*

The same service provider described how they must provide continuous legal and social services for some length of time after identification of trafficking and immediate needs are met:

> We stick through [a case] for criminal justice advocacy or to get immigration benefits. They go hand in hand. We don't get immigration benefits unless we cooperate. Having safe housing helps, but more often than not it's law enforcement summoning us to their office, so we accompany the client to the office. [Housing] helps, but not necessarily to help prosecution; it just helps for their wellbeing. … my clients don't speak English, so [having] an attorney is their right. They should have an attorney present because otherwise [law enforcement] would sometimes ask inappropriate questions or ask too much in terms of cooperation. Because you only need to cooperate reasonably, comply with reasonable cooperation, it doesn't need to be wearing a wire, going back into the brothel. …Getting immigration status is super important so that they don't feel like they'll get deported whatever they do. And then it just depends on the individual. If they seem like they're ready to work, then by all means we'll help them get a job or learn English. Learning English is a huge thing. It takes

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years for them to even want to go to a class and make a commitment to being someplace seven days a week. Some clients just don't feel ready to do that, so they just want to take some time off and rest.

Other service providers described how long assisting a trafficking victim may take. As one said,

When is a client a client? And when do you just 'close the case'? Once the client is certified? Once the client has quote-unquote 'moved on?'…. Oftentimes these are cases where we're working in collaboration with federal law enforcement and it's being investigated, and then they want to bring it to trial and that takes time. They provide continued presence for those victims, but we're not able to file the T [visa application] until afterwards. Regardless of whether we file the T right away or not, we're still there…. It could be that I have that client for six or seven months from start to finish, where I've met them, done the intake with them, submitted the application. But even then, we're still doing follow up. Also with the T, once your T is approved, it's a path to getting a green card. So often I'll be working with them a couple of years later submitting their green card application. *Service provider 4*

In many cases, victim identification and supportive services are dependent upon assessing what type of trafficking was experienced and whether trafficking overlapped with similar crimes for which an agency may have a mandate or resource constraints. For example, service providers reported the following:

 [For] most of the trafficking victims that we work with we're able to think expansively about what domestic violence is. Our attorneys have helped us do that. If an immediate need is emergency shelter, it doesn't matter whether they're trafficking [victims] or not as long as they broadly fit under the domestic violence umbrella. Then over time the shelter staff might say, 'oh this client was telling me something that really made me think that it might be trafficking--there's some labor thing here, there's some sex work thing going on,' and then they might reach out to us or legal. It depends on what the first necessary thing is.
Service provider11

We see more sex trafficking than labor trafficking, in part because we think that there's more of that than there is of labor trafficking. But also our agency is limited...within our bylaws there's a certain victim population that we can serve. Our board is committed to serving victims of gender based violence, so we have to show that there's either been a tie to domestic violence or sex trafficking. If it's labor trafficking, we have to show that there's been some element of domestic violence in the past or some other form of gender based violence like FGM [female genital mutilation]. But it's hard, because there's often an overlap between sex trafficking and labor trafficking. We see people who are trafficked by diplomats and it is labor trafficking, but they've also been subjected to pretty serious sexual abuse. Or the reason that they were vulnerable and so eager to come over here in the first place was to escape an abusive marriage at home. …We started working with sex trafficking victims, because we were discovering

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that many of our clients who were victims of domestic violence were also victims of sex trafficking, and we were pretty surprised at how high the percentage was and also how similar... there was an overlap between the tactics that were used to control a domestic victim and the tactics that were used to control someone and keep them in a trafficking situation. They were nearly identical, except it felt like with the victims of sex trafficking that it was multiplied to the 'nth' degree. It was more severe… but because the tactics of abuse were so similar, that gave us the expertise to work with that population.
Service provider 4

2. Confidentiality

One of the most important constraints on legal and social service providers who identify victims of trafficking is the fact that there are varying requirements for confidentiality of information obtained through screening. Lawyers and therapists are able to keep confidential details of a trafficking situation that the clients divulge, whereas mandatory reporters such as social workers or counselors may be required to report instances of criminal activity that clients fear may be used against them. Although protecting the client is the goal, one problem that can occur is the inability of attorneys and mandatory reporters working with the same client to share information directly about the client's experiences and needs. Moreover, the written case records that are maintained vary considerably in the amount of detail recorded for fear of personal information being subpoenaed by a court hearing a trafficking case. Service providers resolve this problem in various ways. For example,

> The number one concern is what does the client want, so if they client is willing...in the initial intake they would sign a release that would then allow us to then talk to the case manager.
> *Service provider 1*
> We're attorneys so it's all privileged [information]. But if you're talking to other service organizations, we don't keep stuff detailed in an email. We just call.
> *Service provider 3*
>
> It would depend on what confidentiality rules are in place. So they can tell me, I used drugs and I killed ten people and I can't tell anybody, and they can tell our case managers that and they can't tell anybody. It's conceivable that there could be an intake session where that's not protected and confidential, so it could conceivably be a risk.
> *Service provider 6*
>
> [The screening tool] is pretty thorough. It's definitely more questions than I would typically ask, mostly because we would only look for a few indicators…. As a best practice we wouldn't go as in-depth and would refer [clients] to an immigration attorney, just because the immigration attorney would have client privilege and I don't, if my notes were subpoenaed or I was required to testify. There are certain things I usually look for, and when there are enough indicators I usually refer them to an attorney for a more thorough screening.
> *Service provider 7*
>
> I think we're also concerned about keeping something like a screening tool in a

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case file, again, if that were subpoenaed, if we misunderstood something, or wrote something down wrong, or the client was afraid to tell us exactly what happened and maybe didn't say exactly what happened and then later that conflicts with what they say in court, we wouldn't keep a complete screening tool on the file for that reason either… What we do a little more in-depth are safety screenings to let us know what the safety concerns are, and there we'll have a little more information on traffickers name and location, any threats that were made, and weapons and things like that.
Service provider 8

The issue of confidentiality raises questions about the wider implementation of the screening tool and the form it should take. A less detailed screening form could be used by mandatory reporters, while a longer, more detailed form may be used by other service providers who can take the necessary precautions to protect a trafficking victim. Other recommendations from service providers about the problem of adapting the screening tool for different purposes and levels of confidentiality were expressed, though not necessarily resolved, in the following comments:

We don't as a service provider--and also because we could be subpoenaed--we don't need all the detailed information of the trafficking situation, but we do need the general information that your screening asks for to indicate whether or not they are the victims of trafficking and what sort of trauma was presented.
Service provider 8

As an attorney I want you to tell me all the illegal things right now so that we can deal with them. …I am not a mandatory reporter, so sometimes the client will disclose something to me that they don't want anybody else to know, and they don't want it to have to be reported, in which case I say, 'if you tell me that, you can't tell social services, because if you tell social services, they will have to disclose.'…This is a question that has come up for us the most in terms of our minor clients. Social services are supposed to report if they ran away from home. … I would think if it's a situation where it's not confidential you want avoid [asking] 'did you have sex for things of value?' You might want to ask questions that get "I was forced to have sex" as the answer…
Service provider 6

When this service provider was asked what she would do if a client said she wanted to commit suicide, she replied, "I would want to hint that they need to talk to people, and that they should get help, and will they please let me tell the social services person what's going on, but I feel like ethically I can't….[pause] there are definite pros and cons to people being mandatory reporters."

E. Study participants' comments on screening tool content and use

Service providers interviewed were very supportive of the idea of implementing victim identification questions if done in a victim-centered way. Many commented on the value of simply asking the questions, and some suggested that the questions in the screening tool help them to uncover new information that they had not obtained before, even from clients with whom they had already been working, as illustrated below.

1. The value of asking the right questions

If everyone in the world were asking these questions, which I think would increase identification numbers a lot for sure, even if the person says no the first time, I think it's powerful to be asked. …even if they say 'no' in that instance-- maybe they're shocked by the question or so thrown off that somebody is asking them--I think to get the mind running, because often I think that happens way before the client comes to us, the wheels started turning, that 'what is happening to me is not right, or maybe somebody can help me, or maybe I do have rights,' so I think that is very important.
Service provider 1

One or two of my clients, when we were doing [the screening], then they actually recalled some of their memories and they started talking about their experiences of labor trafficking or sex trafficking. Some of the questions help a lot.
Service provider 2

I think that going through a lot of the different abuse questions and the different workforce questions is useful. I don't know that they are useful in a first intake, because it is a lot of probing information, but I did have a client that we had already accepted and had done an intake with tell me information that she hadn't told me before in talking about the workplace abuses.… I think the questions were really direct. Once there was a client who helped me identify a second trafficking situation. Her first trafficking [experience] that she identified as the situation of being abused was what she told us initially, and so I think a lot of my probing was focused around that, so this [screening tool] brought out something that I wasn't aware of before.
Service provider 6

I think it's a good tool… In our case, it would seem like something that we already do, because we're dealing with a population that we see as a slave population to begin with. We already operated on the fact that they're slaves, *before* 'trafficking' was even the hot topic. So we already use [questions like these]. But there are a myriad of NGOs and agencies that are dealing with the mentality of "oh, slavery exists!" for the first time, and this is a great way for them to formalize the process of asking questions. I think that's very important. It's very useful.
Service provider 9

For one client in particular [a useful question] was about debt. It was about what they had to do to get here, did they have debt, what did that include? He had to hand over the deed to his house in his country. And I didn't know that before.
Service provider 11

2. Optimal timing and duration of a screening interview

Both survivors and service providers interviewed for the study offered constructive criticisms of the screening tool content, format and use. After helping to test the screening tool in its long form, some survivors suggested that the number of questions might be overwhelming to use in initial meetings. One service provider also said,

A separate issue that I've been thinking about is just number of questions. …I've had a few instances where the person just goes on auto-pilot and just wants to get this over with and it's no, no, no, etcetera. So if those same questions were asked, but just a select few, like the good ones, would that give different answers than just going on robotic auto pilot.
Service provider 1

One survivor of sex trafficking from Mexico stated that "I think that a lot would be two pages. But not very full pages. Because it's a lot and, and your mind is full of fear and worries, you can't think." She suggested asking a basic question at the beginning, such as "do you need help?" or "are you in danger?" when first meeting victims of trafficking. Although this would not quickly identify victims of human trafficking or distinguish trafficking from other crimes, most survivors agreed that the process of eliciting information from trafficking victims is never quick.

As previously mentioned, for the purposes of this study researchers advised the service provider partners to administer the screening tool in such a way to ensure protection of clients. Therefore, the study partners most often used the screening tool with clients with whom they had already done intakes in order to ensure that the study participants were reasonably stable and unlikely to experience undue stress or re-traumatization during the interview. The decision to do so provides insights into the best way to use the screening tool to identify trafficking victims, who should not be pressured into divulging information. Nevertheless, in this study, the screening tool was also administered to some new clients with comparable results.

Service providers and survivors were also asked what they thought would be good practices were the screening tool to be used in new settings. They offered suggestions about shortening or deferring screening that can guide tailoring and effective use of the tool:

[For] building trust I think that it would just have to be shorter, especially if it's supposed to be an initial intake when it's the first time that I'm speaking with you. It has to be compact, so that when a really scared person is talking to you, they're not looking at you flipping through all these pages and just wondering when it's going to end, and to what end are they divulging all of this information.

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…I think that the most important thing would be to train the people that are conducting the intake how to be empathetic. Going to police officers I know that it's scary when you're talking to someone like an authoritative figure. I think an intensive training would have to be done on how to administer the tool.
Service provider 5

If I were to do a screening tool like this in a crisis I might ask a few general questions, but if it is a crisis and someone needs medical attention, or we just need to make sure they have a place to stay for the night, those are obviously the first things to attend to. Then talking later about 'do you want to sit down and talk a little more about what happened' and finding a good time when the clients going to feel comfortable enough to talk about it.
Service provider 7

Always give the person who is being interviewed the opportunity to take breaks, to know that they can stop, or not answer a question or come back to it. I think that's very important to build trust and give them a choice, because I think a lot of times, whatever traumatic situation they are in, choice has been taken away from them or an event has been out of their control…. That's just one easy way to let them exercise their freedom of choice, interviewing in a comfortable situation, telling the clients they could sit anywhere they like, offering them water, having tissue available. Being cognizant of yourself as the interviewer, how you're responding to questions, your non-verbal or facial expression or tone of voice, I think those really determine what a client will tell you. If you look anxious or you look upset by a question, I think it's a person's natural reaction to protect you from the information that they have about themselves.
Service provider 8

Additionally, there were various perspectives on the optimal timing of screening tool use. For example, service providers reported:

We just decided we did not feel comfortable using the tool on people who are coming in for the first time [when] doing the [agency's] two hour intake because that intake is sometimes incredibly intense. Sometimes that's the first time our clients are ever telling their stories, so we decided rather to use it with clients we have more of a rapport with. Often it was the clients we have in-house or the clients who maybe …still in contact with us and we're still helping them in some capacity.
Service provider 1

I think that because [the newer clients] had just met us, and it was part of the process, after I did the intake. I just said we are also participating in this study, would you like to do it? You don't have to. But I think it then felt more like an extension of the intake that they were actually doing. And the clients we'd had for a little while felt, 'oh, we don't really want to talk about these things anymore.' The oldest clients are far enough removed and they're clients who have stuck around for a little while because they really like us, and they say,

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'great, sure.' … I don't think any of our Korean clients would participate….It's been really interesting for me to see who wants to participate in the study, and it's not always who I think will. I think that my assumption was that my more competent, "together" clients would be more likely to do it, and that hasn't been my experience. That may be because they are more independent, so they feel like, well, we don't want to, and our other clients are like sure, whatever you want.
Service provider 6

For the most part we have been using it pretty early on, I mean not at the initial meeting, um, but at least pretty early on in the process with clients.
Service provider 7

We find that if you're meeting a client at first and coming with a packet of paper it really is a barrier, so we prepare them for the second or third meeting. It's very early on in the stages of meeting that we do intakes and administer the screening tool.
Service provider 8

I think it's good to advise to not do it in the first session or the second. It's unfortunate if this is the one time you are meeting [a victim of trafficking] and you have to use it. …the Korean client that I did it with--a lot of the Korean clients didn't want to do this and they have like trust issues--when I spoke to my client who agreed to do it…we did it on our fourth meeting, and we spent the whole fourth session doing the intake.
Service provider 2

Most of the clients if not all that we did it with were clients that we've been engaged with for some time- so …we had a relationship with them, but we hadn't been talking about these things typically before with these clients. That was one of the challenges. The other challenge is, because we had been working with them for some time, a lot of the questions are focused on immediately, if someone is in the trafficking situation or right after, and so the questions were awkward for us in this context.
Service provider 11

Service providers also had various perspectives on the optimal duration of the screening, as follows:

They had been long term clients so I think that is helpful in the fact that they were more willing to do it. But I think that right off the bat, even when they saw the packet, they were like 'whoa, this is very long.' …I think the first time-- obviously it took longer, but that was about 45 minutes, maybe an hour. Then the rest of the times I think it [took] 30 to 40 minutes… I was more used to the questions.
Service provider 5

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I think it could actually take 45 minutes to one hour. With one client it was an hour and maybe 15 minutes because she had so much to say. I don't think that the assessment [screening tool] is long. It's good. It depends on the person, how much they want to share. But that's fine, because sometimes our sessions run over. …If we have *exactly* 45 minutes to go through this, it's not going to work, because some of them might really want to talk, different things come up, and you have to bring them back…so I think this is really good, too, [having the option of] deferring; like, we'll do it next time … that flexibility is really helpful.
Service provider 2

I: About how long did it take you to go through this with clients? R: I'm trying to think now. An hour to 90 minutes maybe… I probably started off with a couple other things and I'm thinking of the time of the whole meeting.
Service provider 7

All the interviews were one to two hours and I think that's about average. Two hours would be the non-English speaking clients when an interpreter would be involved or if there was a need to communicate things more in-depth. But, I think that's about an average time of an intake, and I think that's important, because if it was too short I think a lot of information would be missed, and I think that if it was any longer that the client would become [tired]....
Service provider 8

I did [use the whole screening tool in one session]. It took about an hour and a half each.
Service provider 9

I would say it took about an hour, except for the one where I had to divide it up…. Also, that particular client gave so much detail in terms of the story and so it did take longer ….But yeah, it did get a little bit repetitive sometimes for them … I think the people we were interviewing probably had a lot of patience with us because they knew us. But if this was someone we're just meeting for the first time and trying to interview, I think it would go on a little too long.
Service provider 11

Similarly, in conducting interviews with structured questionnaires, it is difficult to assess the value of questions that seem to be asking about similar things in different ways, although the statistical analysis of questions presented previously strongly suggests that some questions are essential or more productive than others. In the process evaluation, some service providers raised concerns about repetitive questions causing annoyance on the part of clients, and survivors sometimes expressed impatience at being asked several similar questions, especially as tool sections on work and living and working conditions covered similar topics. However, a few service providers mentioned that clients would sometimes answer 'no' to questions, but then give contradictory statements later on when answering probes or similar questions. Service providers recognized that this might have been due to clients having more time to reflect on the question.

The repetitive nature of questions in the tool could also lead to re-traumatization. Five of the survivors who participated in follow-up interviews with researchers spoke about how answering the questions sometimes raised uncomfortable memories. They mentioned that having to tell their story several times often led them to relive their experiences, although some said this became easier over time:

> I don't feel well talking about it or continuing to talk about it. It was very difficult since [the service provider] asked me many questions and I had to remember.
> *Female survivor of sex trafficking from El Salvador*

> Generally speaking, I didn't really enjoy the experience [of answering the questions] because I had to relive the experience. …it's a little better now because I've told the same story to so many people over the years.
> *Female survivor of sex trafficking from South Korea, through interpreter*

> I feel like I can talk more because, before, when I would talk about it, it would bring me back to the past.
> *Female survivor of sex trafficking from Mexico*

While it is important to be sensitive to the client's mood when screening, there may be utility in asking similar questions as an interview progresses. In any case, some repetition was deemed advisable during testing in order to determine which questions best predict trafficking outcomes. One service provider suggested how to handle this and concluded,

> Maybe by the end the clients felt like [the screening] was dragging on, because the questions get similar. Even though they are asking different things, [clients] they will say 'I told you this thing happened to me.'…so what I do is I point out the difference in the questions, and say 'this question is about this. Did this happen to you too?…. I feel like using the tool is pretty straightforward.
> *Service provider 6*

3. Distinguishing types of trafficking and similar crimes

According to service providers, the screening tool proved to be useful in helping them to distinguish trafficking from similar crimes, and for detecting types of trafficking situations. As one said,

> I have to say this tool was very helpful for picking up on labor trafficking. I had a client who was a victim of domestic violence for whom I did a U-visa [a visa for victims of crime] …I met with her and in doing so, figured out that she was also a victim of labor trafficking at the hands of her husband. Because when we do a U, we don't have to go into too much detail about the client's background or life…it was just that one crime that happened, and that crime was so severe and specific enough that we didn't really need to go into "why did this really happen?" … She was shot by her partner at her work place, so that was pretty

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obvious. [For the U visa] all you have to show is that you were a victim of a specific type of crime, that you cooperated with law enforcement and that you suffered either severe physical or emotional harm as a result of being a victim of that crime. …Why traumatize the client more, just go ahead and submit it, which we did. And then in doing this follow-up [testing the trafficking screening tool], I found out that the reason she was working at this hair salon and that she was shot was not just because she was married to this abusive guy - she wasn't even married, she had children with him - but he was forcing her to work at this hair salon and taking all of the money and keeping tabs on her and not letting her out of his sight ever. And he was taking the majority of the money from her. She thinks that she may have earned some $80,000 over the course of a couple of years. And then I think he found out that she was about to leave him and then he showed up at the hair salon and shot her while she was pregnant.
Service provider 4

The following scenarios described by one service provider illustrate why it is important to recognize that sex and labor trafficking may be connected, and suggest that it is important to ask a wide range of questions in order to detect and distinguish the various trafficking situations that occur:

There is [a lot of crossover with labor and sex trafficking]. Definitely. Not much that is being admitted, I would say, by the victims. … The case that I have right now, for example, is this lady forced into prostitution in order to pay for the smuggling of her brother for the debt. Basically the smugglers, the *coyotes*, called from the border after crossing saying, "Your brother owes this much. We will kill him if you don't pay this amount." The trafficker then offers, "Well, I'll lend you the money for that," with the lady not knowing that the trafficker and the *coyote* were in it. That became a sex trafficking case, but also a labor trafficking case, because that lady's trafficker - who then eventually pimped her - had originally smuggled and trafficked her for farm work. … [The trafficker thinks] 'I can get you to work in the onion field for 18 hours and not pay you, maybe I can also get you to prostitute yourself.'
….There's another thing with agriculture, which is crazy. Putting sex trafficking and labor trafficking victims together where the labor trafficking victim is actually...sort of exploiting the sex trafficking victim…you have a phenomena right now where a lot of young middle school and high school Caucasian girls are being lured by these men … and then they are turned into addicts. For the most part I think it's cocaine. That is called 'partying,' where you're going to go and do drugs. Now that partying eventually transfers from just doing that to 'let's go party with these men at a labor camp.' So you have a labor camp with forty male workers who gradually every Thursday night receive a visit from three middle school girls. They themselves can be trafficking victims....prostitution in labor camps is huge.
Service provider 9

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4. Asking difficult questions

Service providers who administered the screening tool to potential trafficking victims for the study were instructed to ask the questions as written on the screening tool, but were allowed to rephrase the questions if needed to ensure that the clients understood the intent and vocabulary used before responding. Many service providers did rephrase questions and relied on their own expertise to broach the topics appropriately, in part because some questions on the screening tool needed to be asked in plainer language to be comprehended clearly. Rephrasing was necessary sometimes as well, as one service provider reported, because the "educational level was not that high" among some clients. Among the study partners, there was not always consensus on appropriate word choice.

Even when rephrasing was used as a discretionary interview technique, some words or phrases, such as being "forced," had to be explained, either because they could be open to interpretation, or because a topic was inherently sensitive, such as with questions about sex and mental health.

> [Service provider reading aloud] 'Were you ever forced to do something you did not want to,' …'did anyone harm you? …We say 'Is this something that you *chose* to do?' …. I used the word 'harmed' and [the client] hesitated like that word wasn't clear to her…. And I think for [this client] specifically, she was injured so much that I think *hearing* those words--she also has PTSD so some of those words bring back negative memories--so I think she responds to that. …I think just reframing, or asking the same question in different ways, so were you ever injured? Did anyone hit, punch, or choke you? Sometimes those are more helpful because 'harm' could be very different for everyone.
> *Service provider 8*

> When we do our intakes, there's definitely one question that asks about sexual relations that is very pointed, like, 'have you been forced to have sex with anyone when you did not want to? When someone else told you to?' … [Answering questions about sex] obviously depends on the person. [The question is] definitely all the way in the bottom, towards the end when you've already spoken to them. I always give a sort of, 'I'm about to ask you a really personal question. Feel free to answer it if you feel comfortable.'
> *Service provider 5*

One service provider specifically mentioned the challenge that male clients may have in answering questions about sexual exploitation, as follows:

> For the most part I felt like the wording was direct enough. … One thing I wasn't clear on--because I've interviewed quite a few men who have primarily been victims of labor trafficking, and I know there are some questions about sexual exploitation--in situations where I have asked those, it makes the male victim uncomfortable. I do understand the benefit of asking it, because it might have happened and they might not disclose it, but it also makes them look visibly uncomfortable when it's asked….[also] the question, 'did anyone make

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you feel scared or threatened?' I think that sometimes with male clients not wanting to talk about having been made to feel scared.
Service provider 7

However, the service provider felt that the questions in the tool were not only reasonable, but important to offer the client the possibility of sharing previously unexplored issues. He continued, saying,

> …I think you could use [this screening tool] cold. I think it gives you a broad idea whether there's sex trafficking and labor trafficking. A lot of the questions about "have you been touched inappropriately?" and all that were completely irrelevant to one of the interviews, but relevant to the other one. Even though I knew their cases very well, we had never gone there, until three years after they got to know and trust me. Although the guy didn't want to really get into it and [when asked] in one instance, "Do you want to expand?" He said no.

Most survivors interviewed stated that, overall, the tool was useful and that the questions were good. For the most part, they were comfortable answering the questions, because they had become accustomed to answering similar questions from law enforcement, their attorneys, or social service agency staff.

The most difficult questions for survivors were those surrounding sensitive topics, most notably those explicitly about forced sexual relations; however, there was little consensus about the best way to ask these questions. As one survivor of sex trafficking from Mexico stated, "Before, I didn't want people to ask me …more than two questions, because it was shameful. It was something that I didn't want to come out of me. It was difficult."

Another survivor of sex trafficking from South Korea also said that a general work-related question on the tool (How have you supported yourself financially while in the U.S.?) would be too vague, and the shame surrounding the issue would not allow people to freely offer "sex trafficking" or "forced prostitution" as a response. Yet, a more direct question (Did you ever have sex for things of value (for example money, housing, food, gifts, or favors)? got an equally strong response. She said about answering the question:

> I felt light-headed all of a sudden. It's counterproductive to ask this question. It's too much. I can't deal with it right now. It's a much, much more explicit and direct question and … just not a good question to ask. You have to elicit the answer rather than asking directly. It'll just make [survivors] shut down.

Through interviews with service providers and survivors, the debate continued between the utility of being direct versus being vague. Again and again, the issue of trust was raised, as direct questions would only be answered if a survivor felt that they were safe and trusted the person asking questions.

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5. Problems with defining sex as work

In an effort to include non-traditional types of work in questions about the work that trafficking victims performed, the screening tool included questions about forced sex as a type of "work." The screening tool also included questions about working in the same place that one lived, as in domestic servitude. The intent of the questions was to be inclusive, to capture both sex and labor trafficking crimes, and ensure that victims did not think of 'work' as only paid labor in traditional settings. Some service providers and survivors objected to framing the concept of forced sex as "work," saying that trafficking victims themselves do not perceive forced sex as "work," because it is, in reality, rape.

> I think that there is a lot of room for explanation, because, for example, clients who are engaged in commercial sex may not recognize that as 'work;' some do some don't. We explain work as a broad definition for any skill that you have, or anything that you're receiving money for, and not just the traditional idea of work where you're paying taxes or where the government is aware, so I think that we explain a lot of things in further detail. … For [one client who was screened] specifically, I explained that she was receiving shelter and food so it's not just that she was receiving money, but receiving things to support herself, or to live basically.
> *Service provider 8*

> I think the wording in a lot of the questions could've been more pinpointed towards trafficking. Referring to 'work' is problematic because that's not necessarily how the victims or survivors are going to refer to that. I think that that's very confusing, especially when you think about education levels of people and how, to them, 'work' is working in a bank or being a lawyer and not being a prostitute.
> *Service provider 5*

This service provider offered several illustrations in which this was the case. She first described the social circumstances that force some women into situations in which they are vulnerable to trafficking:

> …. as far as sex trafficking goes, we're seeing a lot of people from this one part of China where the people are ethnically Korean but Chinese nationals. … [the Asian financial crisis] combined with a super tight credit system where you can't access a bank loan to help pay for college, or you even have access to a college education unless you're from the right family, pushed people to come over here and to be really vulnerable to fraud and abuse. People lost everything. Those really limited opportunities pushed a lot of women into coming to the United States to find other opportunities. … They take out a loan from a money lender, who's really a loan shark with links to criminal gangs, who also owns 'room salons,' which are entry points into prostitution in Korea. Working in the room salons was so awful. [The women] would hear that it's less bad in the United States and you can earn $30,000 a month engaging in prostitution, living in your own one-bedroom apartment. So they come over here and obviously that

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wasn't true…They're just in a position of vulnerability.
Service provider 4

Having given this background, she continued, saying,

> Any one of my clients who is in a massage parlor and has had to pay back their
> debt by having sex for money with customers, with most of that money going to
> the traffickers, isn't necessarily going to identify that as work. A common
> situation with my clients from China or Korea is they're told, 'Well, come over
> here. We'll help you get a visa.' It's a whole network of people that they work
> with, a visa broker, [someone] brings them or smuggles them over into the
> United States [who says] 'it's so much better here in the United States. You can
> earn so much money. We'll help you find a job, don't worry about it. First we'll
> help you with your documents. Don't worry about the job. And yeah, you can
> pay us back once you get here. We'll find you a good job in a travel agency or in
> a massage parlor.' They don't mention the sex. Then they get over here and
> often what happens is the person who picks them up brings them to their home
> and then rapes them. And then takes them, a day or so later, to a massage parlor
> that they own and says 'This is how you're going to pay me back.' At that point,
> the client is so in shock that they just comply. They don't know what to do. So
> they wouldn't view that as 'work.'
>
> …..In another case that I'm thinking of, the client wasn't raped by the trafficker
> but had told, 'You'll get a job. We'll have a job for you in a travel agency or
> doing this.' And then one of the traffickers brings her and another woman to the
> stash house in California. And then they start pulling out all these suitcases of
> work clothes and makeup. 'So which are you going to choose? You have to pick
> something from here and you have to pay for this.' And the women [wondered],
> 'Why would I wear an outfit like this at a restaurant or a travel agency?' [The
> trafficker will] say, 'Your English isn't good enough to work in that kind of
> field, so we have something else for you to do.' [The women] protest and then
> there are threats, like 'This is what you're doing or else.' And they end up being
> taken to a massage parlor.

 Additionally, although probes were given to remind clients that "work" could include jobs
outside of traditional sense of work, a few survivors of sex trafficking stated that including this
type of questioning under the work section made it confusing, as they did not define it as work.
Service providers reported reminding clients several times to include their forced prostitution
experiences while asked questions in the work section. One survivor of sex trafficking from
Mexico mentioned thinking that "work" referred to the employment she had been promised
(working in restaurants) and stated:

> Well, for me [prostitution] is something that you couldn't call work, something
> that you're not doing, with the intention to want to do it. But that they are
> forcing you to do it.

Similarly, as certain experiences for victims can coincide with daily living, using the words "work" and "workplace" was often confusing, as illustrated in this interaction:

> Service provider: The work, sometimes, the women live in the same apartments as the pimps, so there's not a work place site that's different from the apartment so it's necessary 24 hours a day to ask permission for whatever they do, to eat, to go grocery shopping, to sleep.
> S: Even what we were allowed to drink, we had to ask permission.
> Service provider: Yes. So, that's how it is. Your life is always the experience [that] you don't have any kind of way to function independently, right? So […] there's not a place of work, there's not a place.

Some service providers even suggested having separate tools for those involved in prostitution, so more questions relating to their specific experiences could be asked. Furthermore, for those who are not involved in forced sex, asking these questions may cause them to be ashamed or offended, and thus break trust with the interviewer, as some service providers stated.

6. Mental health questions addressed in testing the tool

Long-lasting mental distress a result of being a trafficking victim, especially when post-traumatic stress syndrome (PTSD) or other serious mental illnesses develop, are real concerns for people working with trafficking survivors, whose needs for mental health care often remain unmet because of lack of awareness and resources to provide mental health care. However, investigating the actual level of mental distress among trafficking victims in order to begin to address their needs is also a challenge. There are at least two problems: one is the stigma related to mental illness, which makes it difficult for anyone, anywhere, to talk about mental health problems. This is especially the case in many cultures and countries of origin of trafficking victims where customary perceptions of mental illness differ, mental health services do not exist and knowledge about mental illness is not widespread. As a female survivor of trafficking from South Africa stated:

> In most of countries, they don't consider [mental illness] a sickness. Because the first time when I came here, when I came over with my visa, it was, 'So we're going to give you counseling.' [I wondered] 'Counseling for what? I can handle whatever I'm going through.' I didn't realize that I need counseling.

Another challenge is that while trafficking victims may have higher rates of mental distress than even many other victim populations, outside of a small number of agencies that have developed specialized services or referral networks, there are few established protocols for identifying mental health needs as part of trafficking victim identification. A commonly accepted and victim-centered approach is to ask only a few general health-related questions at an intake, and then refer a trafficking survivor to a mental health professional directly if need for counseling or treatment becomes apparent. As discussed earlier in this report, our findings from the administration of the GHQ suggest that the psychological health of trafficking victims may be difficult to assess and more consideration of assessment techniques is warranted. However, because of the suspected high level of traumatic stress and co-existing disorders such as depression or anxiety among trafficking victims, having mental health professionals ready to

serve identified trafficking victims is necessary at the point of initial victim identification, but also in the long-term, because for many victims, the impact of trauma and violence and the situation of vulnerability is long-lasting and a continuing impediment to full recovery. While service providers expressed a strong preference for asking only general questions about health and wellbeing, some felt that it is important to ask explicitly about clients' mental health to discover unmet needs. For example,

> Maybe the GHQ was a bit of a concern because we're not counselors and we don't have counselors on site. That was the maybe more difficult part of the questionnaire because [the questions] seem very …and a bit blunt. We sort of do get that from our intake but it's not as a question, it's 'how are you feeling? Have you been going to counseling? Is that helping?' It's more organic. That was a concern, not trying to make our clients rehash any past feelings or get them upset because some of them did get upset …. And you feel like you need to do something, but at the same time you don't really have the capability.
> *Service provider 1*

> The part [of the screening tool] about mental stress post-rescue was something that we spent probably 45 minutes on, just that one section. Because [the client] really needed to get that out, how it has affected him now. He was interested in that. So if I'm someone doing interviews and I already know his situation, I wouldn't use the whole tool. For example, I would just first ask him, 'Listen, I already know your story. …What I want to know is, what do you need now? Then if he says, 'I was sprayed by pesticides while I was there, and now I'm losing my left eye vision. I'm also feeling like people are following me, I'm feeling scared...' All these [questions], which are part [of the tool] are very useful.
> *Service provider 9*

While it is often upsetting and always difficult to ask about mental health issues, the GHQ questions posed particular problems for trafficking victims and service providers in this study. Our process evaluation found that this component of the interview was somewhat confusing and required more time than some other sections of the tool. Willingness to respond to these questions depended, as did some other sensitive parts of the screening tool, on how much the client was prepared to share. On the one hand, the questions sometimes turned into small counseling sessions, allowing clients and service providers to discuss what victims had suffered. On the other hand, such discussions could have positive or negative consequences if service providers were uncertain about how to follow-up.

Although most service providers would agree that victims' mental health should not be ignored and that they should inquire about mental wellbeing, the format of the questions was problematic in an interesting way that suggests that open-ended questions would be preferable for individual interviews. The questions were formatted as scales that did not specify a time period, so clients who tried to answer the questions were unsure whether to respond in relation to their feelings at the time of the trafficking situation or their current or ongoing feelings. Therefore, in screening trafficking victims, any questions about mental health should be rephrased to take into account the possible time lapse in each case. Finally, many survivors

reportedly felt that some of the mental health questions did not apply well to their specific circumstances, because they focused on general mental well being rather than traumatic experiences, which may be more appropriately asked in therapy sessions.

One survivor was especially offended by questions asking, 'Have you recently been thinking of yourself as a worthless person?' and 'Have you recently been feeling reasonably happy, all things considered?' The service provider reported that the client said the former was "a very insensitive question to ask of people who have experienced trauma." In reference to the latter, the client said "I don't even know how to answer this question. How can you ask this question? This is not a question you ask people."

7. Cultural competence and meanings of words used in trafficking victim identification

Choice of words when speaking with clients from different cultural backgrounds and countries of origin can make a difference, even when using words assumed to be commonly understood. "Trafficking" itself, whether in English or in translation, can be problematic. One service provider noted,

> I had an experience recently where I had a 15-year-old client [who] laughed at me for ten minutes. She speaks English and I was talking to her mom and explaining human trafficking, and I said '*trata de personas*'--which is the official way you say it, but most people say '*traffico*'--and she busted out laughing and said 'that's the funniest thing anybody's ever said.'
> *Service provider 6*

According to service providers, other common but formal words, such as 'migration' and 'citizenship,' may not be well understood, especially when talking to minors. For example,

> 'Was anyone involved in organizing your migration?'…[for] a screening tool it seems so very not in colloquial terms. [If you ask] where'd you come from and how did you get here? Then, they can figure that out.
> *Service provider 1*
>
> I think with the citizenship question …. They are very confused when we ask questions like that. [They might say] 'I can work here and I have a social security number,' and I say, 'okay, but are you a citizen? Green card?' A lot of my …clients don't understand the difference. They say, 'do I have a visa?' That's very American, that question.
> *Service provider 2*

Beyond recognizing variations in meanings of certain words, obtaining the victims' history entails understanding the underlying significance of these questions. Usually this means understanding that the victim's original motivation for migration was positive and the trafficking situation therefore all the more unexpected and distressing. For example, the service providers explained,

> Most of these women come from very poor families and they come and feel the

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obligation to help the family. There are so many kids in the house and they're so poor, and [they think] 'I am the oldest'… I need to work to help my mom or dad. They feel the obligation to go to work, even though in Hispanic culture, the male is the provider. With these cases, because they are coming from families that are so poor, they need to help, too, and they want to work.
Service provider 2

When it gets 'was anybody else involved in your migration,' I had to explain what migration meant a couple times…. I usually say "came to the United States" or "left your country." [I would ask] 'When did you come to the United States, why did you want to come to the United States? How did you come to the United States? Did anybody help you come?' And then, I ask expectation questions: "What did you think you would be doing in the United States?" That's a really helpful question to ask I think in identifying people. [Giving an example] 'Well, this woman told me I would have a job working as a dancer at a club. She told me I wouldn't be working as a prostitute.' I think that one of the big ways that we identify trafficking with immigrants is, here was my expectation, and here's what happened. I thought I would have a job as a nanny.
Service provider 6

8. Understanding force, coercion and shame

Understanding the impact of unmet expectations increases an interviewer's sensitivity to the way "force" or "coercion" might be perceived by victims, and the related effects of shame that are often detected among victims, especially from certain cultures. Several service providers mentioned that is affects how questions might be understood, interpreted and answered. They also implied that it is a common phenomenon to which service providers must be sensitive in to protect clients and respect their feelings:

Many people sense that something was wrong. They knew that something wasn't right, but they never heard of 'trafficking.' They may not even know that what was going on was illegal. It just felt wrong. Also, especially in labor [trafficking], they feel as if they bought into it… They wanted a job, they paid money to be a part of a program to get here…[so there is] a lot of shame sometimes.
Service provider 11

The wording in that question I think might be a little confusing for some people: 'Did anyone you worked for or lived for trick or force you into doing anything you did not want to do? With the cultural norms that's a question that won't elicit a lot of 'yeses' because of the way that they're thinking or perceiving what 'tricked' or 'forced' is… In the cases that I worked with, two of them I remember really well, that they were in love with the person, it was clearly 'I married for love, this and that.' I'm thinking of the other [case], and I think that might've been an arranged marriage, but it was an arranged marriage in a place where it's customary to have an arranged marriage and that's normal.
Service provider 5

They would also trip up on the word 'forced.' They would always think that it involved physical violence even when it meant just she wouldn't have eaten if not [complying]. ….One of the first questions I ask when I see a potential victim is 'how did you come to the US?' And then, did anyone take your passport or documents away. Or 'did you have a large amount of debt that you had to pay back?' Those three questions usually kind of segue into the real story, but that could be because I deal with East Asian trafficking victims. The story's not the same for victims from other countries. …. Usually East Asian victims have a lot of debt in their home country or from coming here, and it's strongly tied with pimps shaming them, because debt itself is shameful in Asian countries. So in addition to having to engage in prostitution and having a lot of debt over your head, you're shaming your family and all that. There's no way you can get out of that.
Service provider 3

Korean clients send money home, but it's not like 'I am doing this out of force;' it's the cultural norm. 'I help out my parents and this is what I do, and its fine, this work.' Are you *forced?* But as human beings, something in you says you don't want to do this, right? So it's very difficult … going back to being culturally sensitive… But I think [the tool] is pretty good, except for the whole, do you want to do it, is it 'force?'
Service provider 2

Service providers explained that there are many ways coercion is used to control trafficking victims, so that seemingly simple words such as "force" might involve highly complex activities:

People at the brothel, the person who owns the debt, will frequently threaten to harm family members and has family member contact information for family members back home, which the victim knows about. With the Korean and Chinese community…if they're looking for employment opportunities once they arrive here, they can often end up sex trafficked. When they're filling out an application at one of these employment places, they ask them to provide all of their family contact information back at home. Or in connection with migration, they'll often ask for family members' contact information. So if they think it's just a visa broker and they're just coming over here to work at a travel agency or a nail salon or in a regular massage parlor, they provide all of that. I've even had someone who provided the trafficker with the deed to her family's house in China, [the traffickers] still have it.
…… [The section] 'Living and/or working conditions' I think is helpful. …Here you ask about locks on doors or windows, but security cameras are super common at the massage parlors. Often the traffickers won't even be on site and they're monitoring them all through the security cameras, and it will just be the women who are victims there [on site]. …They rotate who's at the reception desk and then whoever is at the reception desk when the police make a bust is often charged with promoting prostitution, which is pretty serious.

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Then you look like the trafficker yourself, even though all you were doing was answering phones and opening the door. …The traffickers are monitoring everything through security cameras within the areas so no one dares to leave. And they don't speak English well enough to leave. They don't have their ID documents. Their family's been threatened. There are so many different ways that they're kept there.
Service provider 4

One survivor interviewed had been previously identified as a trafficking victim of domestic servitude perpetrated by a diplomat from her country of origin, who led her to believe she would have the opportunity to attend university in the U.S. and then enslaved her. She told researchers that she had left her home country not only for the opportunity offered, but also because she was afraid to stay in her country where there was, in fact, widespread political unrest and persecution. Researchers discussed this multi-faceted self-image with her service provider, who said:

That's different information from what we had….Maybe that changed because that's more acceptable for [her] to feel why she left, as opposed to thinking that she was manipulated, because a lot of clients feel shame in believing the trafficker. We have another client [whose trafficker] was a friend in a very high position in her home country. Her friend was the one who recruited her and got her documents and she came here thinking she would make money for her family to send home, and then became enslaved by her friend. So now she feels a lot of shame, not necessarily blaming the person who is at fault. She feels that she wasn't smart enough to see that this was a scam, so she internalizes that shame. Sometimes it's helpful for people to remember situations differently so they can live with them.
Service provider 8

Unfortunately, enduring shame after trafficking experiences can reinforce a survivor's vulnerability and isolation at a point in their recovery when they might benefit from having more social support. This survivor described above was distressed by her isolation, but at the same time, she could not socialize easily and was therefore unable to obtain solace from members of her community because she could not explain her situation. Thinking of oneself as a trafficking victim may seem more troubling than being perceived as a refugee: although a refugee is also a victim of violence, trafficking victims tend to feel, or be made to feel, blame. Therefore, denial or reframing of the experience may be an important psychological coping response. As this service provider said,

Even for clients who got in a situation willingly, they later dissociate themselves, so they either deny it happened to recant their stories, or they just provide a whole different description of what really happened. Even clients who are physically forced, they'll say, no I chose to do that, so they have more of a survivor mentality.
Service provider 8

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F. Best practices and next steps: advice from survivors and service providers

4.   Training and adaptation

Training guidelines are being prepared to accompany the screening tool. These are based partly on the interviewer training manual that researchers provided to service provider partners at the beginning of study data collection, and partly on additional suggestions compiled from the partners after data collection was completed. Service providers also commented in interviews on the importance of being familiar with the questions and stating them clearly in order to use the tool effectively:

> Training was really helpful in the way you [researchers] gave us the background information, where it's coming from, what the reason for doing this was. …Secondly, after the training, it's also important for the individual person who will be using it to study it. … It's really bad if … you're using it and you're [thinking uncertainly], "uh, hold on, what's the question?"
> *Service provider 2*

> I've never done this on a fresh new client, but I do feel like mechanically going over each question is not necessarily going to get the whole story. It's one of these questions you'll go off on tangents and get the whole story. …if I knew this trafficking tool front and back then I would be able to jump back and forth according to what she was telling me, but if I didn't then I would have no way of knowing what to ask….I think that it would be best if maybe in each section there was a list of questions that the interviewer could choose to ask, but not ask every single one, because then the clients may not want to answer everything, and they probably won't tell you everything.
> *Service provider 3*

> I think that the biggest [recommendation] is trying to rephrase the questions…in simpler language, or--it's always hard giving examples, because you don't want to lead someone's response--but sometimes I think it's important to help clarify what information you're looking for. [For example] 'organizing your migration' may not be a phrase that a non-English speaker would understand. I would rephrase that and give examples. I think those are the sorts of things that you have to do to get the information that you're looking for.
> *Service provider 7*

Some comments from service providers about how testing the screening tool was introduced to clients suggest some precautions about gaining consent for mandatory reporting and the potential for raising mental distress even with seemingly stable clients. These precautions should be taken into account when training for tool implementation in other settings:

> [The clients who were screened] had worked with us for a long time, so they were very happy to serve us and help us with something. …they were very receptive. Then when I read them [the consent form] that they had to sign saying that I would be obligated to report certain things to authorities, [they

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reacted] 'What? Explain that to me a little bit further. I'm not understanding'…Lawyers don't have mandatory reporting [requirements].
Service provider 5

[Our clients] were comfortable agreeing to do it and felt like they could, but [one client] who I did this with, who I've worked very closely with for a couple years, started to get kind of emotional at some point, and she said, 'I haven't really been talking about this for a while and I actually am surprised I feel a little--I don't feel great.'
Service provider 11

Finally, and perhaps most important, were recommendations that interviewers be trained to use victim identification questions and an approach to asking them in a way that prioritizes the safety and wellbeing of the victims. For example, as two service providers said,

[The trainings we provide are aimed at] increasing awareness about victim responses, because a lot of times clients are coming from an experience that they had where police are the ones who are inflicting violence or pain, even our clients who are born here. We see that because of their situation they are often victimized by police and people in power. So during training with law enforcement that is a big piece. Or even tone of voice, how yelling triggers traumatic responses. How even recalling specific details--I know details are very important for investigations, but because of trauma responses, and being placed in another traumatic situation, the ability to recall details is not always possible, so those are types of things we focus on for law enforcement training.
Service provider 8

What we advocate for is for there to always be an advocate at any interview that law enforcement does, for many reasons. For the legal aspect, so that [victims] don't self-incriminate in their statements. From the advocacy aspect, so that we know that they're not re-victimized. [Law enforcement] should know when to ask, but …these are not that intrusive of questions for law enforcement to ask.
Service provider 9

As will be described in the next chapter, law enforcement personnel interviewed about the possibility of using this screening tool generally concurred with these recommendations to provide guidelines on how to ask questions and interpret answers, and on how to use victim-centered techniques for interviewing that differ from the approach normally taken in law enforcement.

5. Toward creating a dual-purpose tool

Taken together, analysis of our validation and process evaluation data have led to the conclusion that creating a shorter or two-part tool will be useful. Doing so provides a solution to dual needs: the need for a quick, initial screening, and the need for a more comprehensive set of questions and probes that will allow the screener to discover the full extent of trafficking experiences and their implications for serving victims. While the comprehensive version can

elicit more information, the brief version may be more efficient to use in emergency or time-limited encounters. As one service provider suggested, ideally an interview to identify a trafficking victim would have multiple sessions, with the first just "to talk about what's going on and not get into details." Yet, the reality is that some who encounter and screen potential trafficking victims might not have time for more than one interview. Deploying both short and long versions of the tool also allows mandatory reporters to screen clients with a short tool, and refer them to an attorney or therapist who can use the longer version to go into more details of the case while maintaining confidentiality.

VI. Knowledge Translation Results

In addition to speaking with service providers and survivors, Vera researchers also conducted 12 open-ended, semi-structured interviews with law enforcement officers and other criminal justice personnel. The purpose of these interviews was to understand current practices for victim identification within the context of the criminal justice system, identify the most significant barriers facing law enforcement when working on human trafficking cases, receive their feedback on the screening tool, and explore possibilities for tool adaptation. Each interview took place over the telephone, lasted for approximately one hour, and was audio recorded to ensure accuracy.

To maximize the utility of the information collected, interviews were focused on knowledgeable personnel who could speak from direct experience working on trafficking cases and engaging with trafficking victims. The findings from these interviews apply solely to the individuals within our sample and should not be taken as representative of law enforcement opinions as a whole. Attempts were also made to include as diverse an interview pool as possible with regard to level of law enforcement, role within the criminal justice system, geographic location, and gender. The final sample for these analyses included personnel from local law enforcement (N=5), federal law enforcement (N=3), prosecutors' offices (N=3), and juvenile probation departments (N=1). Interviewees came from six states plus the District of Columbia, including states located on the east and west coasts and northern and southern borders of the United States. The interview sample was comprised of 67 percent males (N=8) and 33 percent females (N=4). On average, interviewees had approximately 20 years of experience working within the criminal justice system, including five years of direct experience with human trafficking cases.

This chapter will first focus on interviewees' perspectives concerning a variety of contextual factors thought to impact law enforcement's ability to identify victims, including distrust of law enforcement, strategies to build rapport, collaboration with victim service providers, and the impact of resource constraints on the differential response to sex and labor trafficking. It will then cover law enforcement's opinions on the screening tool itself, beginning with its ability to assist with evidence collection and corroboration, as well as additional observations about the tool overall, such as the overall format, its ability to identify multiple forms of trafficking, and length. It will conclude with feedback concerning specific items related to each of the tool's three main sections.

A. Perspectives from law enforcement on current victim identification practices

In order to place feedback on the screening tool within the appropriate contexts, Vera researchers spent a great deal of time speaking with law enforcement about a broad array of topics related to trafficking investigations in general. These findings are especially helpful in that they illustrate the reality of trafficking investigations from the perspective of experienced law enforcement personnel, including descriptions of the main challenges faced by law enforcement in the field and possible ways that a screening tool could ease these concerns.

1. Victims' fear and distrust of law enforcement

Throughout these interviews, officials consistently referred to victims' fear or distrust of law enforcement as one of the most significant barriers to conducting trafficking investigations and securing convictions of traffickers. Interviewees noted that victims are "very frightened about law enforcement, hesitant to come to the attention of law enforcement, hesitant to cooperate with law enforcement if they do, [and] very worried about the immigration consequences" (*Prosecutor 3*). Explaining the fear felt by domestic minor sex trafficking victims, one law enforcement official noted,

> They're terrified, they think they're going to be put in baby jail. They think they're going to be put in a facility because of PINS [Person in Need of Supervision[38]] because they've been missing from home. They think that we're not going to take care of them, we're just going to throw them in jail and they're going to detox in there, a horrible way. They've got all these things that they'd rather be with the monster they know than with the monster they don't know, which is us.
> *Local law enforcement 3*

Similar sentiments were expressed multiple times throughout almost all the interviews. The officials were very aware of how frightening it could be for a trafficking victim to speak with police, and all but two interviewees discussed the problem this poses from the standpoint of a law enforcement investigation. Officials were especially aware of the fears faced by foreign-born victims—and undocumented individuals in particular—who worry that they will be deported or sent to immigration detention. According to one official, "I'm not going to be able to walk in there with my Superman outfit on and say, 'Hey, I'm here to save everyone. Send all your undocumented people to me and we'll take good care of them.' That's a big scary deal" (*Local law enforcement 5*). A few officials mentioned that foreign-born victims may be particularly afraid of law enforcement due to negative interactions they have had with police in their home countries. Speaking about the difficulty this poses for law enforcement, one detective noted:

> With people from outside the country that I've dealt with so far, I think it's tougher because some of these countries, the things the police do, I mean it's absolutely—it's unspeakable. And it ranges from everything from theft to sexual battery on witnesses and victims. How can I, in a 20 or 30 minute interview with somebody that's here say from the Philippines…I have to be a real good expert in order to convince them inside of an hour that they can trust me.
> *Local law enforcement 1*

A second official agreed, saying:

> Those vulnerable populations are vulnerable where they came from and they have this fear, ambivalence, about law enforcement in their own home

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[38] The New York State Court website defines a PINS as, "A child under the age of 18 who does not attend school, or behaves in a way that is dangerous or out of control, or often disobeys his or her parents, guardians, or other authorities."

countries. So when they come here, I think that's magnified because of lack of information or whatnot. So for us to get into those communities, it's tough.
Federal law enforcement 2

Cultural differences between foreign-born trafficking victims and American law enforcement officers may also manifest themselves during trafficking investigations in other, and possibly unexpected, ways. These differences may promote distrust between victims and law enforcement and affect the charges brought against traffickers and the sentences those traffickers ultimately receive.

Two local law enforcement officers discussed the need to research information about victims' cultures before initializing an interview. As one officer stated, "If I know I'm going to be working with a girl from Morocco, then I know I need to start doing a little research, a little background. I need to find out what are some of the things that I should stay away from and not do right away" (*Local law enforcement 3*). Another detective gave another example of a situation where understanding other cultures is vital to identifying victimization:

> A couple of women that we've talked to were under the impression in their culture, in their country, it was okay for the husband to beat them. The husband came home and was upset about something or whatever, slapping the wife around was part of their culture and part of the lifestyle. So when I ask these women, "Did your husband ever assault you?" it never came into their mind to mention the fact that he slapped me around every day because he was just mad about life or whatever. So understanding the culture I think is also a big barrier and law enforcement has to open up more and be more understanding about that kind of stuff.
> *Local law enforcement 5*

As these responses illustrate, cultural differences and lack of trust between foreign-born trafficking victims and law enforcement may impact investigations in very significant ways. A question that may seem simple or innocuous to an investigator raised in the U.S. may not be perceived as such by individuals raised within other cultures, potentially preventing victim identification and damaging rapport. As one local law enforcement officer noted:

> Some cultures are extremely difficult to get them to talk to you, and sometimes they never talk to you. And you know for a fact that there's trafficking going on, but you can't get somebody to talk to you. So we use other means to make arrests. We'll do money laundering or especially if they're foreign-born, you'll do the harboring an illegal alien for commercial gain. And we'll use those to go after the trafficker because we don't have anybody that will talk to us and [the victims] will not testify against them due to fear.
> *Local law enforcement 2*

Although mentioned less frequently than cultural differences, a few interviewees discussed language differences and problems accessing interpreters as another critical challenge facing law enforcement when working with foreign-born trafficking victims. Though many police departments likely have the means to obtain interpreters who speak Spanish or other widely-

used languages, it is not always easy to access interpreters who speak indigenous languages. The two officials who mentioned problems accessing interpreters both referenced the Polaris Project and other interpreting services as helpful resources, but noted that these organizations may not have readily available interpreters for less common languages. Though utilizing community members to act as interpreters may seem to be one solution, this can be highly problematic, as illustrated by one prosecutor:

> How do you get an interpreter that's not part of the problem? Who's not the trafficker themselves, or part of some very small community where there is no anonymity, and the victim's no way going to be honest about what happened when they know full well the interpreter knows the trafficker?
> *Prosecutor 3*

2. Developing trust and rapport

Since interviewees were acutely aware of victims' distrust and fear of law enforcement or of authorities in general, they frequently talked about the importance of breaking down these barriers and developing rapport. As one federal officer pointed out, there is no "magic bullet" for establishing trust (*Federal law enforcement 1*). The ability to establish trust begins by understanding where victims are coming from and why they may act the way they do toward law enforcement. As one individual with experience training law enforcement about trafficking noted,

> There's a variety of reasons people sign up for law enforcement, right? But at the end of the day, they want to help. They want to help somebody. And they want to fight crime, they want to do other things as well, but they care. They want to make a difference. So when they interface with a victim who doesn't see them as that at all and in fact may be very antagonistic or very withdrawn or very removed or very emotional and all of these ways, that [is] really complicated for them to understand. So we spend a lot of time helping them understand where that individual is coming from and why it's not about them at all and it's about that person.
> *Federal law enforcement 3*

Each interviewee also mentioned that, in addition to being fearful of police, trafficking victims do not typically self-identify as victims. They tend to view themselves as willful participants at best, or as criminals at worst, and therefore treat law enforcement very differently than would be the case with victims of many other crimes. Instead of reacting to police with gratefulness for rescuing them, trafficking victims may be antagonistic or hostile toward law enforcement until they are able to understand their own victimization. Others may appear withdrawn or emotionless, common manifestations of trauma. Such behavior may be difficult for law enforcement to fathom, but training can help officers to anticipate and understand this conduct, enhancing rapport. In addition to better understanding the mentality of victims, experienced law enforcement personnel in this area reported a number of approaches intended to build trust, a process which often begins the moment officers encounter potential victims. As one official noted,

I've eliminated the raid mentality. We can't go in as police and federal agencies, banging down doors, that kind of thing. That's not the way we're going to get people who will talk to us and try to help us with the situation. If you go in a raid situation with guns and things like that and yelling at people and badges, most people are going to freeze up. They're going to give you the wrong name. They're not going to tell you what's really going on.
Local law enforcement 5

This notion of abandoning certain aspects of traditional law enforcement investigations and viewing trafficking through a different lens was commonly mentioned throughout our interviews as a mechanism for gaining victims' trust. One official noted, "Dissociating myself from law enforcement has been very beneficial" *(Local law enforcement 4)*; another stressed the need for police to not have "that dreaded uniform on, with all the guns and the badges and everything hanging out" (*Local law enforcement 3).*

Distancing oneself from traditional ideations of law enforcement is one way that trafficking investigators attempt to gain victims' trust, but it is far from the only approach. In many instances, interviewees felt that it was important for law enforcement to convey their sincere interests in helping victims. As one official noted, "From the beginning, engage in a way that shows them that you are someone that is there, that cares about them, and is interested in hearing their story and wants to help" (*Federal law enforcement 3*). Another detective demonstrated how he attempts to communicate with victims to build rapport:

I'm here. I'm here for the long haul. I'm here to protect you. I'm here to make sure you're safe. We will always be here to help you. We're here for the long haul. I want to make sure this guy goes to jail for a long time and you have the services you need to go on and be a productive person on your own two feet. And you just have to trust me. Give me that opportunity.
Local law enforcement 2

In an effort to show that intentions to help are sincere, some contended that it could be helpful to directly ask the victim what he or she needs. According to one official, "I always ask my officers to ask them what are three things that they need from us at this point that can help them get back to somewhat of normalcy" (*Probation 1*). If such questions are asked, however, law enforcement should be prepared to follow through with any requests to the extent possible. As one officer mentioned, "Everything that I tell them, and promise them, I have to follow through with" (*Local law enforcement 5*). Others agreed wholeheartedly, discussing the importance of being open with victims and telling them the truth, no matter the circumstance. Investigators may want to help victims feel safe by promising family members' safety, for example, despite the fact that this is often not possible. One detective mentioned that victims often ask these types of questions as a way of testing his honesty, but lying to them— regardless of how well intentioned those lies might be—could spell the end of an investigation:

Done. Over. Period. They'll never talk to you again. Cause you're a liar. Plain and simple… The second they even sense that you're lying to them, they're done. Your credibility is finished. You have no credibility. You're nothing. You're no better than that guy standing over there that's been doing this to me.
Local law enforcement 2

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Since victims have been constantly lied to and misled as part of their victimization, displaying honesty and integrity is one way that law enforcement can position themselves in contrast to the traffickers and begin cultivating victims' trust.

Several officials pointed towards very tangible ways that law enforcement can prove their trustworthiness and encourage victims to participate in criminal investigations. With foreign-born victims, law enforcement has the power to offer a variety of immigration-related benefits, such as continued presence and U or T visas, which helps combat images of law enforcement as eager participants in the deportation process. Several interviewees stressed the need to tell victims, "I'm not here to put you in handcuffs and put you on the next plane out of the United States," instead emphasizing law enforcement's interest in prosecuting traffickers (*Federal law enforcement 1*).

3. Working with service providers

Regardless of immigration status or country of origin, the majority of law enforcement officials we interviewed felt that working with local nongovernmental organizations or victim service providers was another effective technique to gain victims' trust. Interviewees said it was common for them to work with these organizations to help stabilize victims, particularly if victims were recovered directly from the trafficking situation. In addition to getting the victim help for physical or mental needs, victim service organizations can also act as a conduit between the victim and law enforcement. Service providers may be more adept at gaining victims' trust—a notion not lost on several of the law enforcement officials we interviewed:

> [Service providers] can then kind of build rapport there and then try to start working on, "Hey, there's an officer that wants to come in and talk to you. Is that ok? You're going to be safe." Let them kind of build a really strong foundation first. And win over all the trust issues these people are dealing with.
> *Local law enforcement 5*

Similarly, the majority of interviewees mentioned community outreach as an important responsibility of their jobs, as community collaboration works to both identify trafficking in the first place and to gain victims' trust. This may be particularly important within immigrant populations, where trust issues cause law enforcement to rely heavily upon trusted third parties. One prosecutor mentioned the significance of not only training community members on the indicators of trafficking, but of building personal relationships with "cultural leaders" in hopes that they can "help bridge that gap for us, and kind of help with that trust void" (*Prosecutor 3*).

Since victims may be more likely to be open with service providers and trusted community leaders than with law enforcement, allowing victims the time and opportunity to work with these groups before speaking with law enforcement may be an effective strategy. As one detective mentioned,

It's becoming painfully obvious that law enforcement can't do it alone…I think it's just kind of opening up communication, accepting that everybody has a role in this—and a very important role—and then working together.
Local law enforcement 5

Throughout our interviews, law enforcement officers made frequent references to service provision as key components of victim stabilization, helping victims to identify that they had been victimized, noting that, until victims learn to see themselves as having been wronged by their trafficker, they may be unwilling to provide law enforcement with the sort of incriminating information necessary to make an arrest or to assist with prosecution. When adequate services are not available to victims, this poses a significant problem for law enforcement, as victims may not be mentally prepared or able to assist with prosecutions. According to one official,

I think one of the biggest challenges is that we have some phenomenal service provider relationships across the country, but we don't have those in every place. And we don't have quality services available for all the victims that we work with. And that's really hard, because we know how critical that is to stabilize that individual. And when that's not available for them, that is a tremendous challenge.
Federal law enforcement 3

Others agreed, emphasizing the importance of the roles played by victim service providers:

[Victims] have to be fed, they have to be looked over, they have to make sure they don't have any medical issues, whatever the case may be. I don't think we put enough emphasis on the victim side of things, and we need more help when it comes to providers and the resources to give to those providers.
Local law enforcement 1

Another official, whose jurisdiction suffers from a lack of quality services, referred to the current climate as a "Band-Aid solution" where resources are stretched too thin to provide victims with the long-term help that is often needed. This official noted, "Yeah, we can probably get through a trial, but what happens to that victim at the end?" adding, "The money that they give some of these agencies to work with victims, it's not nearly enough. It's not anywhere near enough" *(Local law enforcement 3)*.

Although law enforcement largely expressed positive opinions of service providers and recognized the significant role these organizations play in the ability to stabilize victims so that they could assist with investigations, this cooperation does not always come easily. Service providers and law enforcement ultimately have similar goals—to help victims and prevent trafficking—but may approach these goals through very different means. During our interviews, a few officials expressed frustration over their occasionally less than perfect relationships with service providers. As one detective noted, "That's been a very stressful part of the position, trying to get everybody to work together, talk together, and come to a good ending to a case" *(Local law enforcement 5)*. Another law enforcement official, expressing

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irritation over hearing about victims but not being allowed access to service providers' clients, recalled a conversation he had with one nongovernmental organization:

> So start bringing me the victims to start talking to them. Give me access to them and then we [can] start our own investigations and figure out what we have and then go from there. Well, that never came through. And I've communicated with the community service organization, "Hey, what's the deal? Can we talk to the victims?" "Well you know, it's hard, you have to promise me they're not going to be deported." "Yeah, of course, I've been telling you this forever. We have a mechanism in place to deal with that, we offer benefits, we're not deporting anything…" [I could] go on and on talking about this.
> *Federal law enforcement 2*

At the same time, this same official claimed to "rely heavily" on service providers, thereby reinforcing the symbiotic, yet occasionally contentious, relationships that can develop between service provider organizations and law enforcement.

Adding to law enforcement frustrations with service providers is the apparent existence of a gap between law enforcement definitions of trafficking and that of some nongovernmental organizations. A few of the individuals we interviewed mentioned instances where service providers brought cases to the attention of law enforcement that were not viewed as viable trafficking cases under federal or state definitions:

> It's almost like they want their client to be put to the front of the line…If we find that hey, we don't have human trafficking here, let's not make this something that it's not. You know, if we have something that we need to follow up on, absolutely. But I've seen it a couple of times where it's being called human trafficking, but it's not even close.
> *Local law enforcement 1*

Another official expressed similar sentiments, adding:

> And so everybody gets wrapped up into how bad undocumented immigrants are exploited and so forth and it's true. There is exploitation going on. But I don't know how I can be a part of that solution. My contribution is investigating it for human trafficking as defined by federal law and if I find it, I'm going to go ahead and prosecute. If I don't, I'm going to move on.
> *Federal law enforcement 2*

Where discrepancies do exist between law enforcement and service provider definitions of trafficking, it usually comes down to one essential component—a victim's freedom of movement. According to one official, "A person not having the freedom of movement—for me, that's the key" (*Federal law enforcement 2*). Similarly, when speaking about the facts that take precedence for the federal agents on his task force, one detective mentioned, "What stands out to them is the freedom to leave, and they seem to consistently beat that to death on every report" (*Local law enforcement 5*). Although the experts we spoke with understood that victims need not be physically restrained to be considered unable to leave, referencing the

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psychological or coercive elements that can make someone feel trapped even if they seemingly have the means to escape, they acknowledged that many individuals in law enforcement or the community at large take a more narrow perspective. In discussing a sex trafficking victim not kept behind locked doors, this same official explained:

> [The victim] would go and talk to these folks and hang out with them, it's usually to a church or something like that, but then she knew at a certain time she had to be back at home. But in [the agents' mind] they were looking at it as she was free to leave, she had the opportunity right there to leave. And get out.
> *Local law enforcement 5*

Despite interviewees' seemingly nuanced understanding of the psychological coercion placed upon trafficking victims, law enforcement and service providers may still use different thresholds to define trafficking. When providing examples of cases that were viewed differentially by service providers and law enforcement with respect to determinations of trafficking, it was often an individual's perceived ability to leave a given circumstance that led law enforcement to disregard a situation as trafficking. Since law enforcement's primary goal is to secure criminal convictions of traffickers in a court of law, where guilt must be proven beyond a reasonable doubt, officers may feel the need to meet a higher burden of proof than might be required in service provision or immigration contexts. Recalling a specific example of this type of case, one detective noted:

> The other issue we dealt with is two of the other people that were willing to be victims and cooperate with the investigation had left the [alleged traffickers'] organization not once, but—one of them once, one of them twice. Had left and come back and left and come back. That was definitely going to be a hindrance on our prosecution. How do we get a jury to understand that they're being trafficked when they were told, "Hey if you don't want to be here, you're not being held here against your will, you can go" and then you come back not once, but twice?
> *Local law enforcement 1*

4. The impact of resource constraints on differential responses to sex and labor trafficking

Like service provider organizations, many law enforcement agencies also suffer from a lack of available resources and personnel that can be dedicated to trafficking investigations. Over half of all interviewees mentioned this lack of resources as one of the most significant challenges faced by law enforcement when handling trafficking cases. As one prosecutor noted,

> I don't know that most jurisdictions have the ability to designate like an entire team of people to only do trafficking. So for instance our local police department, they have a sergeant that is kind of my contact point over there for trafficking cases, but the actual follow-up work on trafficking cases is being done by the sex crimes unit. Well the sex crimes unit is also handling child

sexual abuse and adult sex cases, so they have all of that—what I would call normal jurisdiction—on top of their handling now the trafficking cases.
Prosecutor 1

Another law enforcement official explained the added resource burden of trafficking cases compared to traditional criminal investigations:

> They require a lot of intensive care. You've got to stay focused on them. One of the things that I like to talk about with agents who don't have a lot of experience with trafficking, is so much of what we do, especially on the federal side for law enforcement, the victim is the United States government. Someone's smuggled narcotics, someone has smuggled money, someone's trying to do something with a weapon, someone's lied on a form, someone's trying to defraud the government of a specific benefit. But in this case, you have an actual live victim. You can't tag 'em, box 'em, and put 'em on the shelf and come get 'em in 5 or 6 months when it comes to trial. I mean it's a continuing process working with service providers, mental health providers, translators, attorneys.
> *Federal law enforcement 1*

Another federal law enforcement official echoed these sentiments almost verbatim:

> That's a common way I try and train about trafficking versus drug trafficking, right? Like okay, you guys are working drug cases. And when you need your best evidence, what do you do? You go to your evidence locker and you pull it out. You can't stick a victim in an evidence locker.
> *Federal law enforcement 3*

Rather than simply being a problem that law enforcement constantly needs to contend with, this lack of resources actually shapes and defines the way trafficking investigations operate, including which cases are prioritized and which victims are identified. Figures from the Bureau of Justice Statistics show that sex trafficking cases comprise 82 percent of all suspected trafficking incidents investigated by federally funded task forces (Banks & Kyckelhahn, 2011), a trend that was equally apparent during our interviews. According to our interviewees, there are a wide variety of reasons why law enforcement is more apt to investigate sex trafficking instead of labor trafficking, many of which boil down to availability of resources. When resources are finite—as is the case in any law enforcement agency—individuals must make decisions about which cases to pursue over others. If certain victims are seen as being in particularly high danger, law enforcement may choose to prioritize those cases. According to one detective,

> Probably in the minds of law enforcement, if we believe that we have a victim that's going through just the atrocities of being sexually abused on a daily basis or whatever the case may be, we would tend to lean harder to that investigation and make that a priority.
> *Local law enforcement 1*

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This detective went on to add that labor trafficking victims would receive a similarly swift response if law enforcement felt those victims were also in immediate physical danger, referring to the law enforcement response as "a function of how dangerous the situation seems to be" for the victim (*Local law enforcement 1*). Since sex trafficking victims are constantly subjected to immediate harm in the form of rape, it is not surprising that law enforcement would feel particularly compelled to intervene.

In addition to preventing law enforcement from focusing on anything but the most serious of cases, resource constraints may also cause officials to prioritize cases based upon perceptions of difficulty of prosecution. Although trafficking cases are rarely easy, those with the highest likelihood of resulting in criminal convictions may receive precedence. Referring to the sex trafficking of minors as a "slam dunk case," one detective explained:

> With the juvenile, I don't have to prove force, fraud or coercion even under the state law. All I have to prove [is] they're 17 years of age or under and this person is profiting from a commercial sex act. Period. Done. Case over. It's a lot easier to prove that.
> *Local law enforcement 2*

The majority of interviewees expressed similar sentiments, referring to this "much lower bar of evidence" with trafficked minors as a primary reason for the heightened sex trafficking statistics *(Federal law enforcement 3)*. These assertions are further supported by official statistics, which indicate that the sex trafficking of minors comprises 49 percent of all sex trafficking investigations nationwide (Banks & Kyckelhahn, 2011).

One prosecutor took this concept a step further, explaining that domestic minor sex trafficking is not only easier to prove, but also more likely to intersect with traditional criminal investigations:

> The child sex trafficking is readily identifiable; it kind of slaps everybody in the face. It's much more accessible for law enforcement to investigate; it's much more likely to dovetail with street gang types of organized criminal activity and kind of gang-based criminal conduct that's already the subject of lots of investigation, lots of prosecution, lots of task forces are set up. And there are all these mechanisms already in place to investigate those cases.
> *Prosecutor 3*

Similar thoughts were expressed by a few other interviewees when asked why sex trafficking investigations are more prevalent than labor trafficking investigations. Law enforcement is better positioned to investigate sex trafficking cases—particularly gang-related sex trafficking and street prostitution—because there are already detective units and task forces in place whose goal is to identify and prevent commercial sex. Consequently, law enforcement does not need to devote as many additional resources toward this type of investigation. This is in contrast to labor trafficking, which law enforcement does not have preexisting avenues to address.

Recognizing this as a significant barrier for law enforcement's ability to identify and investigate labor trafficking, two officials proposed similar ideas of training individuals outside of law enforcement on the indicators of labor trafficking:

> But the other piece is looking at who may come into contact with those folks…Who goes into a home on a regular basis? [Cable companies.] Not to investigate the crime, but do they see something and do they know if they see something that looks weird, do they know who to contact in law enforcement? So utilities, code inspectors, health inspectors, restaurant inspectors. All of the types of people that come in, through the course of their duties, not to investigate a criminal activity, but get access to a variety of workplace settings.
> *Federal law enforcement 3*

Training individuals who routinely gain access to homes and workplaces as part of their everyday jobs might be one possible solution, yet as this same official pointed out, the problem of insufficient resources must still be considered. When asked whether these sorts of trainings are taking place, the official responded:

> It's resources. So if we've got to pick between training our own folks to do these cases correctly and then training state and local law enforcement, you can't really train code inspectors until you've got someone for them to go to.
> *Federal law enforcement 3*

In this way, it is almost as if law enforcement is caught in a dilemma with regards to labor trafficking. Officers lack firsthand experience as a result of the crime's hidden nature, yet community-based individuals with access to these private locations cannot be effectively trained until law enforcement has the mechanisms in place to conduct these trainings and respond to reports for these types of cases.

B. Thoughts on use of the screening tool

1. Supporting evidence and using the screening tool for corroboration

Criminal investigations rely heavily on victims and witnesses sharing their experiences and providing law enforcement with the necessary information to make arrests or secure criminal convictions, highlighting the need for victim cooperation and testimony. Given this need to corroborate victim statements corroboration, it would be pertinent for Vera's screening tool to provide law enforcement with the means to obtain this information, serving as a map to guide further questioning. Although the specific information needed to corroborate claims will be largely dependent on the circumstances surrounding each individual victim's story, the tool should encourage investigators to probe for additional information wherever possible, as it is often through these details where the opportunity for corroboration presents itself.

The significance of corroboration is particularly exacerbated within trafficking investigations, where the crime itself is hidden and physical evidence may be difficult to come by. One official compared the type of evidence available in a traditional criminal investigation to that of trafficking:

You may recover a weapon, you may recover physical evidence.... You know what has happened. And you're not relying on the victim maybe quite as much to relate the story because of the physical evidence. Whereas in a trafficking case, there may not be a tremendous amount of physical evidence. The victim may be essentially your burden of proof.
Federal law enforcement 1

Another law enforcement official further explained the importance of victim testimony when it comes to establishing and proving coercion within trafficking cases:

The piece that the victim is the only one that can talk about is the coercion. So obviously the easiest cases to investigate trafficking are where there's a lot of physical violence and force, because there's physical evidence of that even if the victim is not sharing that story…So yeah, I am unaware of a trafficking investigation, at least at a federal level, that's ever been able to be successfully prosecuted where there is not a victim that is part of the story…Unfortunately because of the elements that have to be proven in a federal case and in most state cases at this point as well, you need to have an element that shows how someone was coerced into this process through a variety of means, and not all of which are physical.
Federal law enforcement 3

This official points out that one element of trafficking in particular—coercion—often manifests itself psychologically, making it very difficult for law enforcement to understand or even detect without speaking directly with the victims themselves. This combination of trafficking as a crime hidden from public view and a crime containing elements that are often psychological instead of physical renders law enforcement highly reliant upon victims sharing their stories. This in turn works at odds with the aforementioned distrust and fear of law enforcement that is often felt by trafficking victims, posing a significant barrier for investigators.

This heavy reliance on victim testimony underscores the need for law enforcement to corroborate victim claims whenever possible, which the screening tool could help accomplish. Corroboration allows law enforcement to substantiate the victim's statements through additional evidence, thereby strengthening their legal case and lessening the relative importance of the victim's statements. According to one official,

There are a plethora of details that can be used to bolster that victim so that they don't walk in on their own and it's only their story, it's actually their story and all the corroborating evidence that demonstrates that that story is true.
Federal law enforcement 3

In this way, corroboration can be thought of as a mechanism of support for the victim in addition to a technique used to fill in gaps within a legal argument. In a court of law, where criminal activity must be proven beyond a reasonable doubt, it is particularly important to

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bolster claims so that the veracity of the victim's story cannot be called into question. Discussing one technique used to corroborate claims, one detective said:

> Once you identify people that are involved as potential victims, you can actually sometimes go back and find police reports. That's why the task force model works so well, is because I can reach out to every law enforcement agency in my task force and say this person is a potential victim, please any police report that you have involving this person, send to me. And you'll be surprised, you'll get police reports showing up where it's her and the trafficker and he beat her like three years ago and they still had the pictures. It was treated as a domestic, but you have the pictures of her being beaten and you have the police report where he's the suspect and she's the victim. And there you're showing force right there.
> *Local law enforcement 2*

With human trafficking, where victims are often highly traumatized and therefore subject to memory loss or other cognitive dysfunction, the importance of corroboration becomes even further magnified. However, one law enforcement official stressed the need for corroboration even in circumstances where victims do not appear to suffer from the effects of trauma, noting:

> Corroborating the victim's story is always a huge challenge for us and so there are times where we do get these cases where the victim's story is completely believable and [they have] a very lucid memory of it and they're very forthcoming and everything that happened, but we just don't have corroborating evidence to actually prosecute anybody for it.
> *Federal law enforcement 2*

While it should be noted that uncorroborated claims brought to the attention of law enforcement may still result in positive outcomes for victims, such as receiving counseling services or immigration relief like U or T visas, such claims are unlikely to end with criminal prosecutions of the traffickers themselves.

2. Law enforcement perspectives on the screening tool

Overall, interviewees had positive opinions of the screening tool, suggesting that they could see themselves or other law enforcement officials using the tool during criminal investigations. Several law enforcement officials mentioned the occasional tendency for interviews to stray off topic or into less important lines of questioning, noting that use of a screening tool would help to focus interviews on the most significant facts. According to one law enforcement officer, "Sometimes you can get so sidetracked in an interview that [the screening tool] would help me keep it more in focus" (*Local law enforcement 1*). Although officers typically go into victim interviews with a particular line of questioning in mind, having questions actually written down and in front of the interviewer could encourage them to stick to those questions and avoid getting sidetracked by less important details. One prosecutor agreed, saying,

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I love the idea of having a tool or a cheat sheet or something that can kind of focus people to run through some questions…it gets them to kind of follow some stuff and ask certain questions…I think it would be or could be a very, very valuable tool, whether its law enforcement, social service agencies or whoever this is given to kind of focus them and ask certain things that would be very, very helpful to law enforcement. I like the concept of a tool that people can use to work with.
Prosecutor 2

Despite recognition that a screening tool could help keep interviews focused, the majority of law enforcement officials still felt strongly that the tool should be used as more of a guide rather than as a strict, structured interview that is followed to a tee. According to another prosecutor,

Most of the time when a detective is interviewing somebody, the attempt is to be very conversational. They may have questions in mind, but they're not going off a checklist and each one is done differently. They're approaching each victim in a different way. I think what could be very helpful for them would be to maybe have this and have it in their minds as potential avenues to pursue if it's the right thing for the right case…But I don't [know] that they would ever be systematic about using it.
Prosecutor 1

This need to maintain a conversational approach when interviewing victims could be viewed as being at odds with the use of a standardized screening tool. Law enforcement officials seem to recognize the value of adhering to an established set of questions, yet there is also a belief that strict adherence to a screening tool could act as an impediment to the investigation by working against the trust and rapport that law enforcement officers work so hard to cultivate with victims. According to one officer,

I wouldn't want to have this in front of me where I'm actually reading off of it and then have the potential victim or survivor pick up on that like, "Hey, this guy's a clown. He's just reading off of a sheet." How personalized is that?
Local law enforcement 1

Therefore, in adapting the screening tool for law enforcement, it will be important to balance these potentially conflicting needs to ensure that law enforcement has the tools needed to identify trafficking while still encouraging the conversational approach that helps them develop and maintain rapport with victims, especially when this must be done in a very short time period. To prevent individuals from adhering to the tool too strictly and subsequently damaging rapport, interviewees felt that law enforcement should be encouraged to view the tool as a guide, familiarizing themselves with the questions while simultaneously being discouraged from reading the exact questions verbatim:

I would inform people that it's something you don't have to go word by word…For us, I mean we have our questions at different times and it depends on the circumstances and it depends on our communication with them. So that's

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the only thing I would tell them—that they don't have to go word for word on this.
Probation 1

Similarly, as alluded to previously, it is important to recognize the fact that each victim is different and questions that might be relevant for one individual might not apply to everyone or anyone else. For these reasons, victim identification procedures should maintain an element of flexibility, allowing law enforcement to adapt their questions for different circumstances. One detective discussed his task force's previous attempts to develop a formal screening tool:

> So many times, I mean, you could talk about the last five cases we did and it would be five different ways that we handled it, so we just kind of gave up on any kind of policy or procedure, or whatever you want to call it… The one-size-fits-all just didn't just didn't fit anybody and we just kind of decided we're just going to be flexible and do the best we can with each case.
> *Local law enforcement 5*

Since investigations vary so widely from case to case—including the specific questions one might need to ask of a potential victim—utilizing a singular, standardized tool may be problematic within law enforcement contexts where such a tool would ideally be used within a variety of trafficking scenarios. This poses a potential barrier to law enforcement's use of the tool. None of the law enforcement officials we interviewed claimed to have a rigid, systematic process for screening potential victims of trafficking. Instead, law enforcement officers often referred to indicator lists, which allow for a much greater sense of flexibility and variation from case to case. As another law enforcement officer expressed,

> By just having a set of questions, it's not going to fit for every victim. Every victim's situations are going to be a little bit different. But you have to keep going with the questions. And I think that's what the art of being able to do these cases is all about.
> *Local law enforcement 3*

These perspectives further reinforce the notion that the screening tool might be best positioned as a guide to help focus and inform interviews with suspected victims of human trafficking, rather than as a tool that should be used systematically and uniformly each time. This can be accomplished by reformatting the tool to emphasize only the most crucial and highly predictive questions that should be asked of all victims, while presenting the other questions as examples to be used when appropriate for a given situation. Reformatting the tool for use as an interview template, rather than a rote questionnaire, would support the need for flexibility while helping to keep investigators focused on questions that best identify trafficking victimization.

3. Using the screening tool to identify different forms of trafficking

In addition to their comments about using the screening tool as more of a guide, several law enforcement officials questioned the tool's ability to identify all forms of trafficking. A majority of interviewees felt as though the tool would accurately capture labor trafficking and

many instances of foreign-born sex trafficking, but questioned its ability to identify domestic—including domestic minor—sex trafficking. According to one detective,

> This particular assessment tool I really like, and I see where it would draw out sex trafficking from a foreign national. So I think that this as it stands is a very useful tool if you're dealing with a foreign national. But I do kind of feel like if you're dealing with a U.S. citizen that's being trafficked, that the questions need to be asked a different way.
> *Local law enforcement 4*

This perspective was echoed throughout the interviews and was held by most of the individuals we spoke with. They felt that most questions would not be as applicable for domestic trafficking victims, and that different questions would need to be asked of U.S. citizens. Whereas foreign-born individuals are more likely to be vulnerable to trafficking as a result of false promises for work in the United States or debt incurred during migration, U.S. citizens and some foreign-born victims are often lured into trafficking situations after running away from home or by intimate partners who take advantage of their heightened state of vulnerability. In discussing how domestic minors get trafficked, one prosecutor noted,

> If I need to lie and tell you that I love you and tell you that I'm going to take care of you, fine, no problem. I can do that. If I need to tie you up and shoot you up with heroin, fine. No problem. I can do that… A number of my cases fall into this category of kids that just slipped through the cracks. That don't belong to anybody enough that they are under that person's control and supervision. And I mean that not in a slavery context, but in a parent context; in a guardian context; in a context of an adult that is responsible for and is safeguarding that child.
> *Prosecutor 1*

This lack of parental supervision or other safe attachments may make domestic trafficking victims particularly susceptible to exploitation by individuals who appear to offer emotional connections, including "romantic" relationships. According to one official,

> I mean the victim in their mind truly does have a relationship with the trafficker. You know, "He's the one. If he tells me I need to do this or asks me to do this, you know I really love him, I guess I can do it." And they're manipulated from the beginning.
> *Federal law enforcement 1*

Although law enforcement mentioned that this dynamic could be a component of trafficking with foreign-born victims, it is most frequently thought of in association with domestic victims. As a consequence, they contended that any screening tool designed to identify domestic trafficking victimization must inquire directly about relationships, something that is missing from the present incarnation of the tool. Several of the law enforcement officials in the sample suggested asking potential victims detailed questions about their relationship status, including whether they had children and how they were able to financially support their children. According to one juvenile probation officer,

A lot of times, a kid will come back and tell you [about] their boyfriend or girlfriend and they're really talking about their pimps. And I think something that we tend to ask is: are you in a relationship with anyone? And if so, how old are they? Is it a female, male….? So I think it's something that it might be good to put in here in regards to a relationship, if they develop a relationship with anybody while they're out on the street or on a runaway status. They have a boyfriend, girlfriend. Again it's one of the questions that we use and we tend to get a lot of information because names pop up… certain names pop in different reports and it's the same individual but having different victims.
Probation 1

Asking about relationships was the most frequent way that law enforcement said they differentiated between interviews with domestic and foreign-born victims of trafficking, yet it is not the only distinction. A few officials also mentioned the need to account for the fact that domestic trafficking victims may be more likely than foreign-born victims to end up in pimp- or gang-controlled sex trafficking scenarios involving street-level prostitution. In these situations, victims are constantly moving between street corners, motels, and occasionally between different states. This is in contrast to massage parlors or other establishments, which are comprised primarily of foreign-born victims (Newton et al., 2008). These law enforcement officials felt that the tool's emphasis on terms like "workplace" might apply to labor trafficking victims as well as sex trafficking victims being held in a singular location, but would confuse or be irrelevant for many domestic sex trafficking victims or others being moved from place to place. In talking about the types of questions he would ask domestic trafficking victims, one detective suggested this line of questioning:

Do you travel a lot? Do you have a permanent place of residence? Cause labor trafficking, obviously the person's going to be kind of static. They're not going to be moving around. Whereas with the sex trafficking, particularly with kind of the pimp-controlled scenario, the girls are going to be moving around quite a bit. And so how do we address that?
Local law enforcement 4

In sum, in the opinion of many of the law enforcement officials interviewed, the trafficking screening tool needs to include some new questions to more accurately identify domestic sex trafficking victims. Like service providers, law enforcement officials were also often confused by use of the term "workplace" as it related to sex trafficking victims and felt this type of terminology would need to be removed from questions intended to identify sex trafficking.
As a result of these important distinctions between labor and sex trafficking, approximately half of all law enforcement interviewees proposed dividing the screening tool into separate components—one with questions about sex trafficking and another with questions about labor trafficking. Although law enforcement did acknowledge the benefits of asking sex trafficking questions of suspected labor trafficking victims and vice versa, none of the officials we interviewed could remember having personally encountered a situation where someone was a victim of both forms of trafficking. It should be noted that if law enforcement typically only asks questions about one form of trafficking during victim interviews, it is entirely possible that additional victimization may go undetected where it does exist. However, in the interest of

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keeping the screening tool as concise and useful for law enforcement as possible, having separate versions of the screening tool may be preferable. To strike a balance between length and identifying additional victimization, a few interviewees suggested asking a couple of questions about each form of trafficking before zeroing in on one form over another:

> You may have a sort of catch all in case they're both [sex and labor trafficking], but if it's a sex trafficking victim then I'm going to go through my sex trafficking questions and then once you start talking to them and you know this is a sex trafficking situation, that's what I'm going to touch upon most. That's where I'm going to get into all the nuts and bolts of it. Maybe through that conversation, maybe you can have a little quick section about labor for instance, but if all they're doing is turning tricks, that's it, that's strictly sex trafficking. So the whole labor thing would be not that useful for that.
> *Federal law enforcement 2*

Another official pinpointed the reason that law enforcement in particular would benefit from individual tools separated by form of trafficking victimization:

> Every victim that you come across is going to come across as, okay this person is a labor trafficking victim or this person is a sex trafficking victim. Depending on how the allegation comes in, that's what you're going to go in knowing. You don't just get a victim that comes in or somebody reports a victim, "Oh, this person is just a victim." No, this person is a victim because they're being forced to prostitute or this person is a victim because they're being held working in squalid conditions. So maybe the tool should be a twofold thing… okay, if this is a sex trafficking victim this is what you're going to ask, if this is a labor trafficking victim this is what you're going to ask.
> *Federal law enforcement 2*

In other words, since law enforcement typically investigates trafficking by responding to tips and allegations of very specific forms of trafficking, there may not be a need to ask questions about both sex and labor trafficking. According to this official, the tips that law enforcement receives regarding trafficking victims are typically specific to one form of trafficking or another. Tips may come in relating to sex trafficking or labor trafficking, but it is not often that tips come in relating to trafficking in the generic, broad sense. Therefore, from the very beginning of their investigation, law enforcement knows whether they are dealing with sex or labor trafficking victims. This may be in contrast to victim service providers, hospitals, or other entities that encounter trafficking victims outside of this particular context. Whereas an individual can walk into a legal clinic and complete an intake or screening tool without the service provider knowing anything about that person, law enforcement seldom—if ever—interviews victims without having this type of background information. Therefore, when law enforcement is interviewing potential victims of trafficking, they already know which type of trafficking situation they are investigating. As such, law enforcement might be better served by focusing interviews on the most relevant questions and ignoring those that are more related to other forms of trafficking, as the validation results have made possible.

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Perspectives on the length of the tool

In addition to helping to focus interviews on the most relevant questions for each form of trafficking victimization, this idea of asking only a few questions for each form of trafficking before concentrating on one form or another might also help to manage the tool's length. Overall, interviewees felt the length was appropriate, but removing less relevant questions could free up more time for law enforcement to ask follow up questions and probe for additional details. According to one official,

> I don't think it's too long at all. I think as a matter of fact, you're probably going to have to go back after that and do some more. But, no, no. Any shorter than that, you're not going to get a victim…You need to pry. You've got to hit those elements. You've got to hit force, fraud, and coercion. You've got to hit how did this happen to this person. Was this person recruited? Was this person coerced? You've got to find out who the targets are, what's going on....So you've got to know the elements of human trafficking. And you got to know the means and the type of force. You've got to understand mental force, you've got to understand all of those things. If you don't, you're not going to get a victim of human trafficking.
> *Local law enforcement 3*

According to this individual, it is necessary to ask a lot of questions in order to identify trafficking. Trafficking is a very complex and nuanced crime, and it is only through asking a wide variety of detailed questions that law enforcement can fully understand the circumstances surrounding a given situation. Another detective agreed, saying,

> For these types of investigations, I think you have to have at the very least, you have to be able to cover all these basic areas to get a good general idea of what's going on. So that we can get them to the right service provider and find out if they're truly a victim or not. So no, I think [the length is] probably right where it needs to be at this point in time.
> *Local law enforcement 2*

While all interviewees seemed to acknowledge the need to ask detailed questions in order to identify trafficking, others questioned whether law enforcement would actually consistently use the tool if it remained at its current length. As one prosecutor noted, "I would tell you that generally law enforcement would not use it because it's too long. I think in general if you're looking for something for law enforcement, it's going to need to be shorter" (*Prosecutor 1*). Another prosecutor agreed:

> I would say generally [law enforcement] likes things that are short and simple… We hand out this big, huge, long indicator checklist for just their reference and their training and their education, but really what you want them to at least have on them at any given time is this little credit card-sized card that goes in their wallet. So they've got that immediately accessible at all times and it's just like a little, quick cheat sheet and maybe it will prompt them to remember the questions they've heard in training or seen on that other list. But I think things

that are brief and easy to read and easy to just kind of check off tend to go farther.
Prosecutor 3

There therefore appears to be somewhat of a paradox when it comes to tailoring the length of the screening tool for law enforcement. On the one hand, law enforcement recognizes the need to ask a lot of very detailed questions in order to accurately identify trafficking and connect victims with the appropriate services, but there is a simultaneous belief that many officers may not actually use the tool if it is too long. Although dividing the screening tool into separate components for labor and sex trafficking might help shorten the tool somewhat, several interviewees proposed additional solutions to this problem. A few law enforcement officials liked the idea of utilizing shorter lists of questions or checklists before going into the entire screening tool. For example, one prosecutor had the following idea:

> One way to maybe do it is to have it as two parts. Like a short, executive summary that's like 5-6 quick questions on just broad topics, and then with expanded questions inside because…again, these girls are all different. Some will engage with you right away, others it takes a little bit. Some will talk a little bit, then [they're] going to shut down very quickly. And so if you're running through a series of questions and they may answer the first couple and then go, "I'm done." "But I still have 6 pages to go." And they'll go, "Not with me you don't." Maybe if there was a short way to sort of condense it, "Hey, these are 4 or 5, 6 things that I want to ask really quickly," and if they engage say, "Ok, now I want to sort of expand on some of those or I want to kind of go into a little more depth. Are we good with that?"
> *Prosecutor 2*

According to this prosecutor, starting by asking victims only a few questions that are highly predictive of trafficking may be one way to deal with the length of the screening tool. This method might seem more appealing to law enforcement officers wishing to utilize a shorter screening tool while also encouraging victim interactions that build rapport and reflect understanding of the victim's hesitancy to discuss their story. The full-length version of the tool could then be used to obtain additional information once the victim expresses a willingness to speak with law enforcement or once the initial questions reveal that further questioning is warranted. A detective had a similar idea, suggesting the creation of a supplemental indicator checklist:

> I mean almost like a pocket card that somebody could carry with them and they can refer to and they could look at the situation and say alright, well I see indicator 1, 2, 3, 4 and 10. So clearly there's some indicators here that necessitate a little further investigation. I'm going to pull this gentleman aside and sit down with him and go through this assessment tool.
> *Local law enforcement 4*

Again, the idea is for law enforcement to initially analyze a potential trafficking situation using a much shorter list of indicators or questions before spending the time to go through the entire screening tool with a potential victim. In fact, the results of Vera's validation do suggest a

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smaller subset of questions that are most highly predictive of trafficking, and these can be the questions or indicators that would comprise that smaller checklist. Utilizing this type of supplemental tool may be one way to create a more agreeable length that would be adopted broadly by law enforcement, although it is still possible that some victims may go unidentified if the more detailed questions are never asked of them. Regardless, several interviewees—including those who felt comfortable with the tool's current length—referenced the idea of supplemental pocket cards and seemed to suggest that they would be effective when used in conjunction with the full-length screening tool.

4. Recommendations for the accompanying user guide and trainings

In addition to potentially making modifications to the screening tool itself, two interviewees suggested incorporating a set of guidelines to be used alongside the tool to help inexperienced law enforcement officers actually interpret the results. Instead of simply listing the questions and assuming that responses will be interpreted correctly, the tool should actually provide officers with examples of which types of responses might indicate trafficking and which would not. In its present form, the tool assumes that the interviewer knows how a trafficking victim would respond to each question, yet this might not be the case with inexperienced investigators. The tool should therefore contain explicitly laid out instructions to help law enforcement know what to look for with each question, including sets of possible follow up questions to help officers probe for details that may prove helpful for corroboration or other aspects of the investigation.

Another official mentioned that law enforcement, particularly at the federal level, may need to receive additional training and background on victim interviewing techniques before the tool can be effectively used. Whereas local and state police officers are used to interacting with victims and witnesses on a frequent basis, this is not always the case in federal law enforcement, where the victim for the majority of crimes is the U.S. government instead of an actual, live human being. According to one official, federal agents are "taught very specific stages and ways to go *at* a target to get them to talk. Well you have to train them that that is absolutely *not* the approach that you want to use in a victim interview," later adding, "They don't think of it as target interviewing, they think of it as 'these are my interviewing skills'" (*Federal law enforcement 3*). Consequently, this official felt it was important to introduce the tool to law enforcement with this particular context in mind, although actual police academy trainings are likely to be more effective than simply presenting the tool through this lens.

In addition to these more general ideas for how to adapt the tool broadly speaking, interviewees were also asked for specific feedback on the individual questions presented in the three main sections of the tool—migration, work, and living and working conditions. This feedback is presented below.

Migration

Overall, interviewees seemed to approve of the questions contained in this section, though only a few questions were specifically singled out as being especially useful. In particular, a couple of officials singled out question 3d ("Was anyone else involved in organizing your migration?") as a simple question that could elicit some very useful information for investigators. Although interviewees agreed with service providers that the exact wording was

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too formal and could lead to confusion, they felt the question's content could prove helpful for an investigation. According to one detective,

> That's a very mundane question that can lead to a lot of information. They're not going to take that as something that they're telling something on somebody, but actually that's actually giving you a lot of information. A trained investigator would be able to look at that response and say, "Okay, what do we have here?"
> *Local law enforcement 2*

According to this official, this is a useful question because victims will not feel as though they are incriminating anyone—as might be the case with some of the later, more pointed questions concerning more overtly criminal conduct—yet experienced trafficking investigators will know that having someone involved in one's migration is a risk factor for being trafficked upon arrival to the United States, which supports the validity of this question in wider screening efforts.

Two officials also specifically discussed question 3g ("Did you or your family borrow or owe money, or something else to anyone who helped you come to the U.S.?"), mentioning it as a good question because of its inclusion of one's family within the question. Overall, several officials liked the idea of incorporating questions about family members throughout the tool, particularly for questions asking about payment, as exploitation may often involve family members in addition to the individual actually being trafficked. For example, officials shared stories of traffickers wiring money to family members back home for the purposes of showing a legitimate money trail, but the families were ultimately still forced to send the money back to the trafficker. If questions focus too squarely on the actual individual being trafficked without taking these kinds of scenarios into consideration, victimization may go undetected.

Officials generally expressed positive beliefs about the rest of the questions within the migration section, although one interviewee did have some reservations regarding the example in question 3e ("Were you pressured to do anything in exchange for this help? For example, did anyone ask you to carry something across the border?"). Referring to instances where migrants are asked to carry drugs across the border, this individual said,

> I guess I look at it a little bit from the other way. The person who's asked to carry the load of weed half a mile into the United States and then dropped the backpack and then is free to go. I mean, I'm not saying that they couldn't end up in an exploitive circumstance down the road. I just don't know how relevant the fact that they brought something in is to their final determination as a victim.
> *Federal law enforcement 1*

In contrast, when asked for feedback regarding instances where people are forced to carry drugs across the border, another federal law enforcement officer stated, "It's not on the same level as being forced to prostitute or sell your body, but it definitely starts chinking away at your ability to say no" (*Federal law enforcement 2*). Therefore, when adapting the tool for the purposes of law enforcement, it will be very important to speak with officials in greater depth regarding this issue in order to understand law enforcement's official stance on forced drug smuggling as it relates to human trafficking. Increasing knowledge of official policy within this

area and understanding the scenarios in which law enforcement would and would not investigate this activity as human trafficking will be necessary in order to most effectively adapt the tool for law enforcement purposes. Additionally, it should be noted that, while forced drug smuggling itself may not be viewed as human trafficking in all contexts, this activity could be relevant for an individual's claims of legal relief from deportation. Subsequently, it would still be pertinent for law enforcement to inquire about this information even if it does not lead directly to the criminal prosecution of a trafficker.

Lastly, when it comes to asking victims questions about migration, several law enforcement officials suggested adding additional, detailed questions about the actual steps taken along their journey to the United States. By asking victims about the specific migration routes, methods of transportation, and ports of entry used to gain access into the United States, law enforcement can not only begin identifying trends, but may also analyze these trends to more effectively focus investigations and identify victims. According to one detective,

> Because what that'll help me see as an investigator, gathering intel, is over time as I see more and more of these pop up and I see the same people taking the same route, you start to see a pattern and what's up with this pattern? Are they all working at the same place? Especially if I had five officers talk to five different people and they all work at the same restaurant, but they're all giving the same answer on how they got here or where they came in through, point of entry. I'd be remiss to [not] start looking at that specific business for possible labor trafficking or organized labor exploitation.
> *Local law enforcement 2*

Another interviewee stressed the importance of asking victims to recall specific locations along the migration route for the purposes of identifying other victims that may be involved with the same smuggling organizations:

> Say you're talking with a client in New York and you're going through these questions. And they're able to relate that, "And then we arrived at this house next to a Wal-Mart, and that's where they took the rest of my money, they took my documents, and then they told me I was going to Newark where I was going to work or I was going to do this." And is that an opportunity for us to go back and say, okay, house next to a Wal-Mart in McAllen, Texas. Client was of a specific nationality. There are three Wal-Marts in McAllen. What's next door to them? Are we missing victims?
> *Federal law enforcement 1*

In this way, asking victims to relay very specific information about their migration into and within the United States can not only help law enforcement target cartels, coyotes, and other smuggling organizations, but can also lead to highly focused investigations that will identify additional trafficking victims who might have gone unnoticed otherwise.

Work

As with the migration section, most interviewees expressed general approval over the work section, with only a few questions eliciting specific commentary either positively or negatively. Several interviewees liked the questions about payment, such as 4b ("Have you worked for someone or done any other activities for pay, or for which you thought you would be paid?"), and suggested that they would encourage investigators to ask very specific follow up questions regarding payment. According to one official,

> We ask questions like a lot of the questions that you posed here. Like, for example, are you being paid? Do you get to literally have the money in your hand? Or do you get a check, and then you go to the bank and cash it and then you hand the money over to somebody? So you have to ask very specific questions.
> *Local law enforcement 3*

Detailed questions about payment can be very important for criminal investigations as the responses can be used to corroborate victims' claims and identify the criminal targets themselves. For this reason, multiple officials suggested adding in a question about *how* someone was paid. This question could be particularly helpful within labor trafficking investigations, as companies that utilize forced labor may give employees checks to "masquerade as legitimate" establishments (*Federal law enforcement 1*). These checks can then be used for corroboration, as one official explained:

> Say they're getting their money, they're getting paid via Western Union and that money is going to their family. Then there's a record of who's receiving that money, it all goes back to corroborating the victim's story. I mean you have the victim, they're going to tell you everything, but our job is [to] corroborate all of that and that's where it gets really dicey for us because it's hard. Especially if this person's just getting cash. Well, how do we know that they're actually getting paid or not getting paid? But if they're getting a check, it's great. If they're getting the check in somebody else's name, maybe an aunt, it just corroborates that connection between the victim and the trafficker.
> *Federal law enforcement 2*

Furthermore, a few individuals liked question 4e ("Were you ever made to sign a document without fully understanding what it stated, for instance, a work contract?"), but suggested following this up with additional questions to gain a complete picture of exactly how much information within the document the victim actually understood. According to this official, investigators should ask:

> Who told you how much you were going to make, and did you understand that taxes were going to be taken out? Did you understand that you were going to have to pay your rent? Did you understand that you were going to have to pay for transportation back and forth? And did you know that you were going to wind up with no money at the end if you would've paid all these kinds of fees?
> *Local law enforcement 3*

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Though the exact follow up questions would need to be determined by the individual's own unique circumstances, investigators could be provided with these questions as examples and then encouraged to ask victims similar follow up questions. It should be noted that although this particular question was not statistically related to trafficking victimization within our validation study, it is possible that the question was simply too broad to elicit appropriate responses. Asking more specific questions might help victims think more specifically about the exact terms of their work contract and ultimately provide law enforcement with more useful information that actually does help predict trafficking victimization.

Another question that several interviewees specifically noted as helpful for identifying trafficking victims is question 4k and its follow up question ("Were you ever injured on the job? If yes, were you allowed to get medical care?"). These officials also suggested expanding the question to account for situations where individuals were not necessarily injured while working, but had fallen ill. Several interviewees shared stories where victims were not allowed to receive medical care for injuries or illnesses contracted on the job, pointing to these situations as examples of the control traffickers hold over their victims. Importantly, this question could be helpful for investigators even if victims respond that they were permitted to seek medical care. A few interviewees mentioned the value of probing for details regarding injuries and subsequent medical visits, as this information can be very useful for corroboration and evidence-gathering purposes:

> And like the medical care stuff, that's always important things. I mean those are always important indicators. I mean not only does that establish things that the victim actually experienced, but it's also giving you another avenue to maybe get some evidence that doesn't strictly rely upon the victim's testimony. Say, I went to that hospital and they had x-rays that showed 3 broken bones for this person. I mean that's important stuff. Because not only are you gathering evidence, you're corroborating the victim's story.
> *Federal law enforcement 1*

Since medical records can be easily accessed by law enforcement and used to corroborate victims' claims of force, including questions about injuries within the screening tool can prove highly beneficial for law enforcement. As we have seen, the incidence of work-related injuries and medical issues is high among trafficking survivors, although many are not allowed to obtain medical care.

Living and working conditions

Most of the interviewees' comments regarding the living and working conditions section were limited to the aforementioned belief that the section was primarily tailored towards foreign labor trafficking victims. Beyond that criticism, interviewees generally liked this section and felt it would be very useful for identifying labor trafficking in particular. A few officials specifically mentioned that they liked question 5a ("Do you live: by yourself; with your family; or with others?") because of its ability to help law enforcement with corroboration regardless of whether a particular victim had been sex or labor trafficked. If a victim lives with others, then law enforcement can interview those other individuals to gain additional insight about

what may have happened to somebody. According to one detective, a simple question about whom someone lives with can allow investigators to "reach out beyond them and start talking to other family members, brothers, sisters, friends, coworkers, whatever. The knowledge that you can gain is amazing"*(Local law enforcement 1)*.

Similarly, for the purposes of corroboration and obtaining evidence, several officials specified that they would expand on question 5m ("Did anyone ever put your photo on the Internet?") to ask victims about the exact websites where these photos were posted. This question was not found to be a strong indicator of trafficking within our validation study because many respondents simply did not know the answer, yet it is a question worth exploring further for those who are able to answer affirmatively. If victims are able to recall the specific websites where the traffickers advertised for their services, law enforcement would have the power to subpoena those websites to obtain the photos as evidence. This is yet another example of the ways that asking victims the right follow up questions can allow law enforcement to obtain valuable evidence that corroborates victims' stories and helps put traffickers behind bars.

Interviewees also particularly liked the work section for its questions asking about freedom of movement, such as 5c ("Have you ever felt you could not leave the place where you worked or lived?") and 5d ("Have you ever worked or lived somewhere where there were locks on the doors or windows that prevented you from leaving?"). As mentioned previously, it is really one's freedom of movement, or lack thereof, which is often the key component in determining whether law enforcement will investigate a case as human trafficking. Although these particular questions only concern physical restraints on movement, which law enforcement recognizes is only one way that freedom can be restricted, it is still important to ask these questions in the event that they apply to a victim's specific situation.

General concerns about wording

In addition to these substantive comments, several officials expressed reservations regarding certain words or phrases that are used repeatedly throughout the screening tool and whose use is often not limited strictly to one section or question in the tool. In many cases, law enforcement felt that use of these terms would not only prove confusing to victims, but also might actually limit the truthfulness of responses or hinder the legal utility of the tool. For instance, a few different interviewees suggested trying to avoid use of terms like "forced," though the rationale behind these suggestions were varied. As one prosecutor noted, "I saw 'pressured' and 'forced' in here a lot. So when force is itself like an element of the offense, you're kind of planting the seed," later referring to these terms as "legally loaded" and questioning whether asking the questions in this manner might actually "compromise the legitimacy of the interview" (*Prosecutor 3)*. According to this individual, it would be beneficial to ask victims about their experiences without using the exact phrases that define human trafficking in legal statutes. Otherwise, law enforcement might run the risk of appearing to lead the witness into giving a particular response, which could prove to be highly detrimental to the prosecution's case in court.

A few other interviewees, including this same prosecutor, further suggested that use of the term "forced" might put victims on the defensive, providing yet another reason to use different terminology. Many service providers expressed similar sentiments as well. As previously

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mentioned, trafficking victims often do not immediately self-identify as victims. For this reason, law enforcement needs to be careful about the way questions are phrased so as to not make victims feel defensive and withhold information. According to this prosecutor, "They're not even perceiving themselves yet to be the victim of trafficking. So using terms that suggest they are can be threatening and confusing, and just cause them to shut down" (Prosecutor 3).

Lastly, there was some difference of opinion amongst interviewees about the overall tone of the screening tool and whether law enforcement should attempt to ease into certain questions, as is the case with the current incarnation of the tool. According to one prosecutor,

> One thing that I noticed when you're kind of asking them the tough questions, both in this migration section but really towards the last section, you give them an out, because you add this language "if you are comfortable telling me." Whereas in all these other questions, you don't have that, and you don't give them an out. I would normalize those questions, if it were me, by not signaling this is something I'm going to give you an out on and this is something you should be uncomfortable in telling me….I don't think you want to be giving them a verbal cue of "you can be reticent about this. You cannot tell us about this and we're okay with that." You want them to tell you everything.
> *Prosecutor 1*

According to this prosecutor, beginning certain questions (such as questions 5j through 5m, which are about harm and unwanted sexual contact) with phrases like, "If you are comfortable telling me," is a way of signaling to victims that a particular question *will* make them feel uncomfortable, providing victims with easy opportunities to withhold information from law enforcement. This prosecutor recognized that certain topics—especially as they relate to sexual exploitation or harm—could be very difficult for victims to discuss, but felt that prefacing questions in this way could prevent law enforcement from gaining vital information that would be needed for prosecution. In contrast, one detective shared his thoughts about the tool's tone, saying he liked the fact that questions were prefaced like this because it helps build rapport with victims and serves to make them feel more comfortable with the interviewer. The final, adapted version of the tool should take both of these perspectives into consideration and try to find a middle ground with respect to the tone of the tool.

Overall, law enforcement felt the screening tool was full of promise and could prove to be a very useful component in efforts to improve victim identification and end human trafficking within the United States. Some edits should be considered, such as reformatting the tool as an interview template rather than a strict questionnaire, thereby helping to encourage flexibility within interview settings while maintaining focus on the most important questions. The tool should also include more questions intended to identify domestic minor trafficking victims, and the creation of multiple versions for different forms of trafficking is recommended.

Significantly, like service providers and survivors, law enforcement officials acknowledged the importance of not only asking the right questions, but of understanding the contextual factors that might impede identification. Victims' distrust of law enforcement is a major challenge faced by investigators, and law enforcement should consider ways to enhance rapport and trust building when conducting trafficking investigations. These lessons can be incorporated into the

user guide and officer trainings designed to accompany the tool, which should then be piloted and empirically tested with law enforcement agencies and anti-trafficking task forces throughout the country.

VI. Conclusion

> *Being identified as a victim of human trafficking means more than simply being named as the complainant in a prosecution. When adequate anti-trafficking laws are enforced, identification of a person as a victim must begin with a process that respects their rights, provides them protection, and enables them to access services to recover from the trauma inflicted by traffickers. However, when authorities misclassify or fail to identify victims the victims lose access to justice. Even worse, when authorities misidentify victims as illegal migrants or criminals deserving punishment, those victims can be unfairly subjected to additional harm, trauma, and even punishment such as arrest, detention, deportation or prosecution. These failures occur too often, and when they do, they reinforce what traffickers around the world commonly threaten their victims: law enforcement will incarcerate or deport victims if they seek help. This backward outcome is why victim identification and care in policies must be borne out in practice*
> (United States Department of State 2013:9).

A. Discussion of findings

This study met the primary goals of tool validation and evaluation and contributed to gaps in existing knowledge, many of which have been touched upon in the literature, but required substantiation. First, we conclude that the screening tool works and victim identification can be practiced reliably, which will help fill the need for solid data and improved victim identification that have been often demanded (Archambault and Waidmann 2010; Clawson et al. 2008; Gallagher and Holmes 2008; Payne 2009). The need for victim identification tools has been especially felt among law enforcement agents working on the front lines who are not human trafficking specialists and need to be more informed about the prevalence and types of human trafficking as well as reliable victim identification methods and the impacts of trauma (Calwson et al. 2006; Farrell et al. 2008; 2010; Walker 2011). The study found that Vera's trafficking victim identification tool was able to reliably measure several dimensions of human trafficking, and was successful in predicting trafficking victimization (for both sex and labor trafficking victims) across a variety of subsamples within the study population. A scaled down version of the tool that only used about half of the questions used in the full tool is able to predict trafficking victimization with only a small loss in predictive power. Knowing which questions matter the most, law enforcement agents and service providers in many sectors now should be able to identify victims more widely and effectively.

Implementation of the trafficking victim identification tool should be done carefully to address many of the challenges in the field, such as identifying different types of trafficking and confidentiality concerns. Both short and long validated versions of the tool will be useful for different professionals, including service providers and law enforcement, in various situations. Furthermore, types of trafficking, (sex and labor), can be separately predicted, as certain questions are strong predictors of sex trafficking, but not labor trafficking and vice versa.

However, it is important to note that decisions to ask only a partial set of questions when one or the other type of trafficking is suspected should not be made prematurely, nor should negative responses be taken at face value to indicate that someone is not a trafficking victim, when they may simply not be ready to answer the questions accurately and with certainty. To be sure that no indicators are missed and that any co-occurrence of the two types of trafficking crimes in a single case is discovered, all questions on the screening tool should be explored eventually, if not in the first few encounters with a potential trafficking victim. Patience and sensitivity are important components of screening. This study also showed that it is important that screening questions must be asked in a victim-centered manner. Translating this knowledge into practice is just beginning.

Aside from the demonstrated instrumental value of the validated screening tool, this study has produced evidence of factors that predict trafficking within and across sub-groups, such as women and men, youth and adults, and victims from many countries of origin, which suggests new insights and directions for trafficking prevention and victim services. Trafficking victims are diverse, and this diversity is important to recognize in order to offer victims respect, gain cooperation and provide services. Answers to specific questions within the tool varied significantly among participant demographic subsamples which included age, gender, country of birth, English proficiency, education, and trafficking victimization. Recognizing this diversity, this study supports the idea that some human trafficking may be preventable if immigrants to the United States are warned about human trafficking tactics and informed about their rights under the law prior to arrival, and if trafficking victim screening of children is practiced at the border and elsewhere (Bhaba and Schmidt 2010; Cavendish and Cortazar 2011). Although the study cannot provide specific guidance for prevention of trafficking among U.S.-born minors due to sampling limitations, analysis of trafficking predictors among other sub-groups point to trafficking experiences that are varied and multifaceted; therefore, any prevention strategies should not be narrowly defined by assumptions about homogeneous victim experiences.

Some of the major findings from the tool were that education level and English speaking ability both had strong positive correlations with trafficking victimization[39]. This finding appears counterintuitive if one were to equate educational attainment and having a good grasp of the English language as characteristics that would decrease vulnerability to factors such as force, fraud, and coercion. One possible explanation for these correlations could be that individuals with high levels of education and good English speaking abilities are both more motivated to migrate and to have highexpectation of finding gainful employment in the United States, thereby providing more coercive leverage for traffickers who prey on individuals seeking work abroad. These individuals' higher levels of education and language ability could provide them with better employment options, forcing traffickers to resort to using more coercive tactics to get them to work. It could also be that they are better able to acquire knowledge of the law, seek help and tell their stories, thereby improving the likelihood of an interviewer determining their victimization status based on more complete information collected using the tool.

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[39] 56% of trafficking victims indicated speaking good or excellent English compared to only 26% of non-trafficking victims. 85% of trafficking victims had seven or more years of education compared to only 69% of non-trafficking victims.

Information on this subject that directly relates to trafficking victims is scarce, although a review of literature on economic reasons for migration provided some possible explanations. Studies have found that, contrary to popular belief, individuals who migrated from Mexico to the United States tended to be those who fell into either the highest or lowest income levels in their home country compared to those who stayed behind, who tended to have incomes closer to the country's median income (Caponi 2006). As well, individuals who migrated to the United States had, on average, higher levels of education than those who did not migrate (Chiquiar & Hanson 2005). That relatively highly educated individuals are likely to migrate from their home country goes against conventional wisdom, since the return on education received in immigrants' home countries is much lower in the United States than it would be in their home country, as education is often country specific. Because of this, workers with lower levels of education tend to find jobs in the United States equivalent to what they would be able to find in Mexico, whereas immigrants with higher levels of education tend to work in lower level jobs than they would qualify for in Mexico. Caponi indicates that immigrants with higher levels of education typically immigrate to allow their children (or future children) to be educated in the United States where their returns on education would be much higher than if they stayed in Mexico.

These findings could relate to trafficking victimization in two ways: First, the fact that individuals with higher levels of education have less immediate economic need (but perhaps other aspirational incentives) to migrate suggests that they would be less likely to do so on their own, and would therefore be more likely to try to use connections that they do not realize might entail force, fraud, or coercion. Secondly, the relatively low rates of return on education in the United States would depress the effect that education would be expected to have on one's self reliance, since in the United States their education is not necessarily a sufficient or significant factor upward mobility. Chiquiar and Hanson also found that women who were more likely to work were also more likely to self select into migration (2005:252). Therefore female migrants coming to the U.S. to find work will likely have higher levels of education than those who are migrating to the U.S. to join family members. This finding has significant implications for this study for two reasons, the first being that the majority of study participants were female, and the second being that migrating to find work was highly correlated with trafficking victimization. This could therefore partially explain the finding that trafficking survivors tended to be better educated than their non-trafficked counterparts.

English proficiency was the second item that was found to be a strong correlate of trafficking victimization in this study sample. This could be partially explained by Espinos and Massey's (1997) finding that English proficiency is correlated with both education level and length of time in the United States. Since trafficking victims were generally more educated than non trafficking victims in the sample, the relationship between English proficiency and trafficking victimization suggests multicollinearity between education and English proficiency. The study also found that trafficking victims had been in the country for longer than non trafficking victims at the time of their interview, which as stated earlier, would have a positive effect on their English proficiency, as Espinos and Massey found that immigrants tend to acquire English abilities when exposed to U.S. culture for extended periods. A recent study that sought to determine the characteristics of labor trafficking victims in North Carolina also found a positive correlation between English speaking ability and trafficking victimization among migrant farm workers. The study determined, based on discussions with advocates and

anecdotal findings from interviews, that there were three possible explantations for the phenomenon. These explinations were that English speakers were more likely to understand that they were being abused or mistreated, that they would have more interaction with their employers and therefore be more frequent targets of abuse, and that they were more forthcoming during interviews (Barrick et. al. 2013).

Trafficking victims also tended to be older than non-trafficking victims at the time of their interviews[40] which could be partially explained by the fact that they were generally in the country for a longer period of time when they were interviewed. Another contributing factor may be that younger individuals are more likely to be unemployed, and therefore more likely to migrate, whereas older individuals tend to be more settled, and will therefore move only for a better job or a significant pay increase. This is especially true for individuals with families, who would be less likely to move and risk periods of unemployment. (Ritchey 1976). As with highly educated individuals, this could mean that in order to migrate for work a higher level of force, fraud, or coercion is required. It could also be that younger individuals were simply more likely to migrate on their own to find work, thereby making them less likely to be trafficked, as the study found that having others involved in one's migration increases their likelihood of trafficking victimization. This is supported by the fact that individuals in the study who were under the age of eighteen were much less likely to have someone else involved in their migration than those who were older (only 38.5% of those under the age of 18 had somebody else involved in their migration compared to 78.5% for those over 18 at the time of their interview). As well, many of the youth in this study who had migrated alone were from Central and South America, which is consistent with the influx of unaccompanied minors who in recent years have migrated to the U.S. hoping to escape violence and lack of work opportunities at home. Barrick et. al.'s study (2013) on labor trafficking victims in North Carolina found that the strongest and most consistent indicator of trafficking victimization was legal status. They found that those individuals with H2A visas or some other legal status were far less likely to experience trafficking victimization than those individuals who were undocumented. This study did not collect information on legal status, but it is likely that it could help explain some of the variance in trafficking victimization experiences among study participants.

As for helping trafficking victims after they are identified, this study also corroborates other studies and experience from the field that suggest that housing, mental health and legal services are certainly needed for this highly vulnerable population. However, this study also highlighted the fact that many victims have personal "capital," such as language skills and education, which can be built upon in recovery. That trafficking victims in this study were more likely to speak good or excellent English, be between the ages of twenty-five and thirty-nine, and have seven or more years of education than non-trafficking victims suggests that prime working age individuals who have been trafficked would benefit from services that promote resilience and recovery. Foreign-born victim characteristics and the fact that many were motivated by the search for employment also suggest that more attention be given to developing employment services for trafficking victims. While the study findings are not generalizable to all trafficking victims, the sample demographics afford us some insights that may be useful for the larger population of trafficking victims.

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[40] While both groups had similar mean ages, 20% of trafficking survivors were younger than 24 compared to 30% of non-trafficking victims.

In addition, study results suggest that cultural issues in victim identification have only begun to be explored and addressed. As we have seen, trafficking is a "hidden" crime (Clawson 2006), but lack of victim self-identification also occurs due to the victims' fear of retaliation (Farrell et al. 2013; Trafficking in Persons Report 2013), shame, the nuanced varieties of coercion and various understanding of the rights and the law. Cultural considerations go beyond following culturally and linguistically competent protocols, and highlight differences in professional cultures and the fact that even the central legally defining features of trafficking (e.g. force, fraud, and coercion) can be understood in different ways that affect both officials and victims' ability to recognize trafficking crimes. Professional views of trafficked individuals also impact victim identification and treatment, as law enforcement generally adheres to more conservative definition of human trafficking, and victims have great difficulty trusting law enforcement agents because they are too often treated as offenders rather than victims (Aghazam and Lacsko 2008) and may even be re-traumatized by arrest, detention and prosecution (Trafficking in Persons Report 2013).

This study also found, as service providers, law enforcement agents and users of the TIMS system know, that more work is needed to improve data collection in general, and confidentiality protocols in particular, in a way that protects trafficking victims and also allows the sharing of information among professionals who work with victims (Farrell et al. 2010; Zhang 2012). Although sharing information is problematic, law enforcement and victim service providers need to find ways to collaborate by developing shared understandings, goals and referral networks to become more proactive in victim identification and to overcome the continuing lack of coordination and resources in the field (Gallagher and Holmes 2008; Newton et al. 2008).

Our study showed that trafficking victim service providers and law enforcement experts agree on many best practices in victim identification. With respect to implementing Vera's screening tool, these include the following: They agreed that the tool not only improves victim identification, but also helps them collect information about a victim's case that they need or did not know prior to using the screening tool. They agreed that the screening tool is very useful for focusing on the questions that are best for victim identification, but that the tool should be used as a guide rather than as a rote questionnaire, because it is important to be flexible when interviewing a potential victim. Both agreed that the questions should be framed in simple, plain language terms. Although they both saw the value of asking the full range of questions, law enforcement agents thought that the migration questions were especially productive. Both service providers and law enforcement experts described how asking about incidents involving "force" or "coercion" posed challenges. For service providers, this was because victims might be sensitive to acknowledging being forced, and for law enforcement, use of the term "force" might be construed as a leading question. All study participants, including survivors, agreed that it was difficult to talk about forced sex as "work" or as occurring in a workplace. Most study participants recognized that sex and labor trafficking can co-occur or be linked, although some were accustomed to confronting only one or the other, and therefore did not typically attempt to identify both types. Both service providers and law enforcement personnel report that they require more resources to work with victims of trafficking effectively.

Study participants, including survivors, universally agreed that establishing trust with interviewers is crucial; they agreed that interpreters cannot always be trusted, and that distrust of law enforcement is a pervasive problem. As many study participants said, the standard, forceful approach of law enforcement in trafficking situations can be very damaging. Participants all agreed that the effects of trauma could make it difficult for victims to provide coherent histories and testimony. All study participants agreed that a great deal more professional training about human trafficking must occur, including awareness of indicators and victim-centered approaches.

This study has demonstrated that while good questions are critical, patience and time are necessary for victim identification to be done effectively and safely. To understand the full scope of a trafficking victim's story and gather needed oral testimony (Hayner 2001), it may take patience and several interviews because of the complexity and trauma associated with trafficking cases. However, study results suggest that there are many effective strategies to gain a trafficking victim's trust, including meeting their actual needs, listening well, conveying a sincere desire to help, and being aware of how intimidating encounters with law enforcement can be (Newton et al. 2008; Office of Refugee Resettlement 2009; Trafficking in Persons Report 2013). Finally, this study also lays a foundation for the development of protocols to identify trafficking victims, even while still in captivity, on a broader scale and in health care and other sectors (Crane and Moreno 2011; David 2010; Macy and Graham 2012).

B. Implications for policy and practice

Fighting human trafficking, also known as modern day slavery, is rising to prominence as a social justice goal in the United States. Anti-trafficking efforts have been accelerating steadily since the enactment of the Victims of Trafficking and Violence Protection Act (TVPA) of 2000.[41] The TVPA has been reauthorized by Congress four times since its creation, as the TVPRA in 2003, 2005, 2008 and 2013. The successive bi-partisan reauthorizations have enhanced legal protections for victims of trafficking, created new criminal laws, created new grant programs for victim services and law enforcement, supported collaboration between service providers and law enforcement, and helped to change thinking about trafficking victims, especially children involved in commercial sex, who have until recently been viewed as offenders rather than victims. Despite these advancements, progress in identification of both domestic and foreign-born victims trafficked in the U.S. has remained highly problematic and has limited the impact of the subsequent policies. Lack of victim identification has hindered the provision of victim services and suppressed investigations, arrests and prosecutions of traffickers. Despite these good developments and intentions, trafficking victims are still under-reported and under-served. One illustration of this is the fact that the annual quota of 5,000 T-visas for foreign-born victims of trafficking (who must cooperate with law enforcement in exchange for staying in the U.S.) is a mirage for many victims: only 647 T-visas were approved in 2012 (Syskin & Wyler 2013: 21) which is a small fraction of individuals likely to be eligible once identified as victims.

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[41] A similar international achievement was the passage of the U.N. Protocol to Prevent, Suppress, and Punish Trafficking in Persons, adopted in 2000. Many domestic anti-trafficking efforts also draw inspiration from this protocol.

When disseminated nationally, Vera's validated trafficking victim identification tool can significantly improve victim identification practices and overall anti-trafficking efforts. Acoording to knowledgeable policymakers and practicioners, a tool that will help more accurately identify people as victims of human trafficking will:

- o Help victims receive appropriate referrals to programs for which they are eligible, including specialized victim services programs, legal assistance, victim advocacy, shelter programs, and some public assistance programs.
- o Help law enforcement identify individuals as victims, and divert them through a different system, other than arrest, detention and possibly deportation through criminal and juvenile justice systems.
- o Help law enforcement initiate pro-active investigations of sex trafficking and labor trafficking crimes.
- o Help service providers understand elements of sex trafficking and labor trafficking, by educating them on the questions to ask to help identify if force fraud or coercion was used to hold an individual in a trafficking situation.
- o Help standardize the way victims are screened within a specific jurisdiction—leading to a more coordinated response to human trafficking within a community, and
- o Help inform community wide training, public awareness and outreach efforts, to identify more sex trafficking and labor trafficking victims within a community.

In April 2013, a comprehensive plan to address human trafficking on a federal level entitled Coordination, Collaboration, Capacity: Federal Strategic Action Plan on Services for Victims of Human Trafficking in the United States 2013-2017 was announced by the President's Interagency Task Force to Monitor and Combat Trafficking in Persons. This "Five-year Plan" was "informed by the Federal Government's ongoing engagement with nongovernment stakeholders" and has four stated goals: to increase coordination and collaboration; to increase awareness; to expand access to services; and to improve outcomes. Demonstrating the fundamental and integral value of research on improving trafficking victim identification across diverse populations, the Plan specifically cites Vera Institute's validation of the screening tool, and declares the intentions of the National Institute of Justice and the Office of Victims of Crime to provide the screening tool electronically to all trafficking victim assistance grantees and to the human trafficking field (U.S. Administration for Children and Families 2013:42). The Five-year Plan also states that the Department of Health and Human Services (HHS) and the Administration of Children Youth and Families (ACYF) will leverage Vera's work "for specific use with medical and health systems (including community clinics and emergency rooms), child welfare systems, mental health and substance abuse treatment providers, human services programs, and other systems likely to encounter potential victims;" for its part, ACYF plans to leverage existing resources and performance metrics to "evaluate the effectiveness of training curricula for stakeholders in the child welfare and runaway homeless youth systems" (U.S. Administration for Children and Families 2013).

While the validated tool and user guide will be instrumental in these dissemination initiatives, the results from this study go beyond them and have implications for several overall policy objectives and other federal goals. For example, ACYF has recently released "Guidance to States and Services on Addressing Human Trafficking of Children and Youth in the United

States," which states that children are at particular risk of trafficking, and also calls for more coordination, screening and mental health assessments, and child-centered interventions. Notably, the Guidance paper points out that children are increasingly victims of both sex and labor trafficking, and while the former receives more attention than the latter, they often intersect. The Guidance also recognizes that child welfare agencies should address the legal and advocacy needs of non-citizen and foreign-born children as well as domestic-born victims.

Coordination and Collaboration

The Five-year Plan calls for "enhanced victim identification through better coordination, information sharing, and engagement between federal agencies and state and local enforcement and inspection entities" (U.S. Administration for Children and Families 2013). The results of interviews with service providers and law enforcement personnel in this study provide strong support for this goal. Many study participants stressed the need for coordination and collaboration among a variety of organizations and sectors in order to identify victims and have them properly referred for supportive services. Service providers described reciprocal referral processes and law enforcement emphasized the benefits of working closely with service agencies to assist in their investigations. However, possible negative consequences for trafficking victims of collaboration and information sharing must be taken into account in future policy making. As our study shows, information sharing across professions is difficult even within agencies, as legal and confidentiality concerns and professional ethics prevent many service providers from recording and sharing information in order to protect their clients. Although lawyers are covered by attorney-client privilege, social workers and other mandatory reporters do not often have the same privileges. This problem was also reported by service providers when exchanging information with law enforcement partners. Moreover, this study shows that collaboration between law enforcement and service providers during police operations can be either beneficial or harmful to victims, whose well-being can be place in jeopardy by the manner of operations. While our research supports the continuation of employing victim services representatives along with law enforcement during raids to ensure victims are properly treated and cared for, law enforcement interviewees reported that even these personnel can be subpoenaed and called upon as witnesses. For coordination and collaboration efforts to work, confidentiality and victim protection issues need further consideration.

Definitional issues in human trafficking also still need to be addressed to improve collaboration. The Plan asserts that problems can arise from a difference in how human trafficking is defined and described, which study participants also emphasized. On the one hand, law enforcement agents stated that often cases would be brought forward by service providers that were not viewed as viable under state or federal laws. They also tended to define trafficking strictly by victims' lack of freedom of movement, whereas service providers emphasize other core elements of oppression and victimization. Both law enforcement agents and service providers lamented the continuing criminalization of trafficking victims.

Awareness and Training to Improve Victim Identification

Another goal is to increase awareness of trafficking by providing trainings for all personnel at government agencies and any civic and community partners who encounter victims of trafficking, including health care providers, unions, housing inspectors, airline personnel, and

others. The use of the validated screening tool will be both educational and instrumental in these trainings. The questions describe common trafficking experiences and are explicit about factors that are associated with victimization. Training with both short and long versions of the screening tool and the user guide will provide practical lessons for a variety of settings, situations and sectors. For example, the validated screening tool can contribute to the efforts of The Blue Campaign, the Department of Homeland Security's initiative to combat human trafficking, which posts indicators of trafficking online and coordinates training for community members on recognizing and reporting human trafficking.

Improved training for trafficking victim identification at U.S. borders is also extremely important, as is, for example, training by HHS to grantees in refugee resettlement, child welfare, runaway and homeless youth, domestic violence and tribal communities. Training recipients could include the Office of Refugee Resettlement, for which the Vera Institute manages the Unaccompanied Children's Program, and which serves an increasing number of migrant children and youth who are highly vulnerable to trafficking.[42] As our study results show, migrant youths and adults in search of work in the U.S. are high-risk groups. This training is in line with proposed training in Senate Bill S. 744, also known as the "comprehensive immigration reform" bill, which calls for better screening for trafficking and the hiring of child welfare professionals in Customs and Border Patrol (CBP) stations along the border. In addition, the TVPRA of 2013, which passed as an amendment to the recent Violence Against Women Act (VAWA), also called for a Government Accountability Office study of the effectiveness of trafficking victim identification at the border. Screening and identification is also useful internationally, especially in countries of origin, as well as screening upon arrival to the U.S. (Trafficking in Persons Report 2013)

These study results also support a victim-centered policy focus. Increasingly, a trauma-informed approach for trafficking victim services is called for, and begins with a fundamental understanding of the impact of trauma on an individual, whether during trafficking, contact with law enforcement, screening, case management or ongoing investigations and court appearances. The 2013 Trafficking in Persons Report also called for a victim-centered approach, which means "considering the rights, needs, and requests of the person who has been trafficked before, during, and after an investigation and prosecution" and throughout the process of identification and recovery, which can help prevent retraumatization (p.19). During interviews for this study, service providers and survivors described often the impact of trauma on memory and the common misperception that survivors change their stories when confronted and questioned. While service providers applauded the efforts of law enforcement's trafficking specialists to use victim-centered approaches, they and the survivors interviewed reported the need for vastly more improvement and comprehensive training for law enforcement at large. Indeed, recent Blue Campaign educational webinars have stressed that a victim-centered approach, which helps victims achieve safety and legal relief, also helps law enforcement to do their jobs better. Process evaluation results of tool implementation have shown that the benefits of using a victim-centered approach can be enhanced through training in the appropriate use of the validated screening tool.

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[42] This program, managed by Vera and currently at 17 nonprofit agencies, provides Know Your Rights trainings, individual screening and pro bono assistance and referrals for children detained across the United States. For moe information, please visit http://www.vera.org/project/unaccompanied-children-program

Human trafficking training that takes lessons from the validation and evaluation of this victim identification tool may be useful beyond law enforcement and service provider circles, and at state and local levels, in emerging areas such as specialized courts for trafficking victims. In a testament to the importance of collaboration in using victim-centered approaches, many of Vera's study partners in New York are involved in a new state-wide system of specialized criminal courts, Human Trafficking Intervention Courts (HTICs), to handle prostitution cases and provide services to trafficking victims. The eleven new courts across the state will handle approximately 95 percent of the cases of persons charged with prostitution, but instead of treating people as criminals, they will be treated as victims; the courts "bring together specially trained prosecutors, judges and defense lawyers, along with social workers and an array of other services" in order to refer identified victims to "services like drug treatment, shelter, immigration assistance and health care, as well as education and job training, in an effort to keep them from returning to the sex trade" (Rashbaum 2013). As new initiatives like this grow, the rate and importance of reliable victim identification methods will also grow.

Law enforcement personel indicated in this study that they felt ill-suited for identifying labor trafficking victims who are often hidden in seemingly reputable businesses. This indicates a strong need for victim identification training outside of the service sector, for individuals who routinely access homes and business where labor trafficking is likely to occur. These individuals could include utilities, health, code, and restaurant inspectors. This finding is corroborated by a recent study on labor trafficking among migrant workers in North Carolina which found that law enforcement was generally unaware of trafficking incidents in their jurisdictions, and suggested a need for trafficking identification training for those who are likely to come in contact with labor trafficking victims (Barrick et.al. 2013). As stated in the 2013 Trafficking in Persons Report, "the success of victim identification will often depend on who that trafficking victim first encounters—whether a police officer, immigration agent, or labor inspector" (p.9). Health care workers, doctors and emergency personnel often come in contact with trafficking victims and miss key opportunities to identify victims, due to lack of training and useful tools (Ahb etal 2013; Baldwin et al 2011; Chisholm-Straker et al 2012; Crane et al 2011; Isaac et al 2011). Therefore, adequate training and tools for identifying and working with trafficking victims are instrumental to ensure that victims feel safe enough to seek help from the various service providers that they encounter.

Policy implications for victim services and other resources

With increased identification, the need for coordinated referrals and more resources for both law enforcement and service providers will become more and more evident. According to the 2013 Trafficking in Persons Report, "victim identification is just the first step in a long process of survivor protection. An effective government response must follow through by helping survivors restore the lives they choose" (p. 26). The report also stated that clear guidelines on how to proceed once a victim is identified is crucial: "sound policies on victim identification must include planning for access to comprehensive services" (p.10). During interviews for this study, service providers reported the lack of safe housing for victims of trafficking, and pointed out that their special needs that cannot be met by placement in domestic violence shelters. Law enforcement officials also stated that lack of resources prevents them from assuming heavier human trafficking caseloads. There is an acknowledged need to expand access to services for

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victims, including in housing, immigration assistance and legal services; however, resource allocation should be accompanied by adequate implementation and monitoring. Some initiatives intended to support trafficking victims have had disastrous unintended consequences due to lack of resources. In Florida, for example, which adopted the the Safe Harbor Act in January 2013 to prevent trafficked minors from being criminalized, child victims of sex trafficking were supposed to be placed in safe houses funded by fines paid by convicted "johns" instead of being charged for prostitution. Because fines were not actually collected, the safe houses were not opened and victims were instead "placed in group homes or other facilities for abused and abandoned children and runaways," which were notorious recruitment locales for traffickers. As a result, not only were the victims re-exposed to traffickers, other children were exposed as well (Silvestrini 2013).

Increased training and technical assistance to promote improved medical and mental health outcomes for victims of human trafficking is a clear priority. Mental health resources are severely lacking for trafficking victims. In addition to validating the screening tool and evaluating its implementation, this study aimed to collect some initial information about the mental health status of trafficking victims. Through raising new questions about mental health, some providers gained new insights into client's mental health through this study, and some survivors also expressed satisfaction at having an opportunity to at talk about their mental health. While some study partners had procedures and referral networks in place to address trafficking victims' mental health needs, for others, mental health issues had been unexplored. Trafficking victims' mental health status and needs require further investigation. Trauma has long lasting effects, and while current trafficking initiatives necessarily focus on the immediate needs of victims, promoting mental health requires long term service planning.

As stated in the Five-year Plan, "human trafficking is a crime of opportunity that feeds on poverty" and there is a great need to provide "survivors with tools and opportunities for financial stability that will support their long-term independence" (U.S. Administration for Children and Families 2013: 45). In the study sample, 51% of foreign born participants came to the U.S. in search of work. In interviews, survivors also mentioned the lack of good jobs as a precipitating factor and some reported having to return to the same communities where they were trafficked to find employment. Addressing the economic vulnerability of trafficking victims countries of origin (for example, with education about trafficking and rights) and in the U.S. (as part of preventive victim services) is a policy direction that would go far in reducing the drivers of victimization and improve victims' recovery outcomes. Funding initiatives such as that of the new Partnership for Freedom that focus on increasing safe housing, economic empowerment and social services are consistent with needs identified by this study.

An integrated, comprehensive policy approach to human trafficking victim identification and services will ensure that no group of victims is left out and that the multiple genitors of trafficking can be addressed, as exploitation affects diverse communities across the country. Today, we acknowledge that human trafficking affects U.S. citizens and foreign nationals, adults and children, men, women, and transgender individuals who are victimized across a wide range of commercial sex and forced labor schemes" (U.S. Administration for Children and Families 2013: 5). It follows that funding and program development should minimize disparities and competition for resources among agencies, victims' groups and high-risk populations, such as domestic sex trafficked minors and foreign-born victims of labor

trafficking. Addressing special needs of one group of victims need not disadvantage other groups. While "the funds provided under the TVPA by the federal government for direct services to victims are dedicated to assist non-U.S. citizen victims and may not currently be used to assist U.S. citizen victims," there is lingering confusion as to whether U.S. citizens can access services under other anti-trafficking grant programs in the TVPA (Siskin & Wyler 2013: 25). The experiences and needs of foreign-born and domestic-born, or sex and labor trafficking victims are distinct, but a continuing commitment to be inclusive in anti-trafficking efforts will strengthen the overall impact of improving trafficking victim idenification.

Changing policy perspectives on criminalization of trafficking victims

Recent progress made in understanding that child victims of sex trafficking are in fact victims, and not criminals, is long overdue. A similarly enlightened perspective may be warranted for other groups of trafficking victims, such as migrants with precarious legal status, where there are often blurred lines between victimization and criminal activities. Some foreign born victims may participate in crimes, either knowingly or unknowingly, during their trafficking situations, which may make them fearful of coming forward. For example, unauthorized migrants may have willingly participated in smuggling operations, only to be forced into a trafficking situation or coerced into commiting other crimes in the process. As the study demonstrated, trafficking victims were more likely to report being pressured to do something in exchange for help with migration, including forced labor, forced sex or carrying drugs across the border. Smuggled migrants also may become trafficking victims once they are forced to pay back enormous fees to their smugglers, and are exploited through debt bondage. Study results showed that a large minority (41%) of study participants—and half of the trafficking victims in the study--indicated that they borrowed or owed money to someone who helped with their migration. Of those, 40% said that they still have this debt or someone claims they do. Moreover, due the negative consequences for immigration relief if victims admit participating in drug trafficking or gang involvement, they are unlikely to report these crimes. While this study could not investigate these phenomena in depth, the research suggest that policymakers recognize the potential criminalization of foreign-born trafficking victims, who may not be properly identified as victims and thus be ineligible for service or relief, and unable to assist in prosecutions. Lack of legal status also makes people more "vulnerable to threats because they know that efforts to seek legal recourse can result in protracted immigration detention, criminal prosecution, and, of course, removal. Legal "limbo" has left many unauthorized migrant laborers reluctant to report crimes and labor violations" (Chacon 2010:1612). Our study results show that trafficking survivors were significantly more likely than non-trafficking survivors to say that they were threatened to be reported to authorities, such as immigration, and these threats often kept victims in their trafficking situations.

Increased immigration enforcement creates obstacles for trafficking victim identification and anti trafficking efforts in general. Often, "the ability of public officials to use the tools of the TVPA to assist trafficking victims is thereby limited by the more powerful prerogatives of immigration enforcement" as increased border security forces migrants into the hands of smugglers and criminal enterprises that border security purports to control. "One of the most frequent criticisms of the U.S. anti-trafficking legislation is that it overemphasizes prosecution, and that it often does so at the expense of victim protection" (Chacon, 2010:1621). In interviews, survivors described the harrowing effects of participating in law enforcement

investigations, including re-traumatization due to repeating their stories and fear of consequences for themselves and their families back home. Many service providers also report challenges in obtaining law enforcement certification for T visas. As trafficking is a multifaceted crime with complicating factors, solutions must also be multifaceted and comprehensive to succeed. While anti trafficking policies and initiatives are advancing, careful consideration of possible pitfalls for trafficked persons should be taken into account.

Study Limitations

Sample size and type: Since no prevalence studies of trafficking have been completed successfully, the actual scope of human trafficking in the U.S. is not currently known. There is also no information on the overall demographics of the trafficking population, making it impossible to correct for any possible bias in the sample by weighting cases. The study sample was not random, and although it was diverse and as representative as possible, it is not generalizable to the entire population of trafficking victims. Implications of these study results must be transferred to other trafficking victim groups and situations with caution. In some statistical analyses, small sample size made it difficult to produce significance, which was especially true when creating regression models. The small sample size required combining client experiences and demographics into large groups, which also placed a limit on the analyses that could be performed.

Sample composition: This study included a smaller sample of minors and youth (24% were under age 24 and 10%, under age 18) than desired, despite concerted efforts to include partners who serve the youth population. Nevertheless, a Covenant House study conducted in New York in 2012-2013 provides support for using Vera's screening questions to identify child and youth victims of trafficking.[43] The Covenant House study interviewed a sample of 185 youth under age 23 from a single, large New York City shelter population using questions based on Vera's screening tool with some additional intake questions appropriate for children and youth who have been abused or involved with child welfare or foster care. The study found the questions to be reliable for predicting trafficking in 92% of the cases of minors and youth examined. Although it is desirable to test Vera's screening tool with larger samples of youth and minors, there are reasons to think that it would be highly reliable when implemented with additional questions and guidelines specific to minors.

The qualitative interview sample (N=36) was purposefully selected, and therefore information-rich, but also relatively small. While the service provider interviews were conducted with leading practitioners who had been working in the field of human trafficking for many years, the design of the study, which involved intensive participation of select partner agencies, could not be inclusive of all trafficking victim service providers in the United States. At best, service provider interviews represent the views of individual professionals and organizations that serve a variety of trafficking victims. The law enforcement interviews were conducted with experienced individuals in with deep experience with human trafficking, as they were the best informed individuals to comment on the screening tool's potential application. As such, their responses are not meant to be reflective of law enforcement opinions as a whole. Further, due

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[43] Covenant House serves a population of runaway and homeless youth who are primarily domestic-born. According to their study about 15 percent of the shelter sample were trafficking victims, and 12 percent sex trafficking victims) See Bigelsen and Vuotto 2013.

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to the small sample size and the desire to speak with a wide variety of individuals in different agencies and capacities, conclusions about the similarities and differences among the various law enforcement agencies cannot be drawn. Vera also conducted only a limited number of in-depth interviews with trafficking survivors who volunteered to be interviewed, and who thus may not be representative of the most vulnerable or hard-to-reach trafficking victims. Nor is the sample of service providers representative of all victim service providers, some of whom are less familiar with the phenomenon of human trafficking than others. We recommend that the implementation of the screening tool by less experienced service providers be evaluated.

Tool administration and possible response bias: Selection and response biases could not be completely eliminated in this study. Most screening tools were completed with potential trafficking victims who were already somewhat familiar to, and trusting of, the service providers. That is, they were clients of partner agencies who usually had been seen at least once before; therefore, we assume that some rapport between interviewer and respondent had already been established. While this relationship ensured that ethics protocols were honored and human subjects were protected in the course of the research, it may have also influenced the pool of respondents who could be recruited for interviews. Since we found that trust and rapport are essential components in getting clients to speak freely about their victimization, we do not know how effective the tool would be if used with new clients or trafficking victims on the first encounter with screeners. Similarly, since the service providers who conducted the screening sometimes knew the trafficking status of their clients, they could rephrase questions and probes if clients gave responses that the interviewer knew to be inaccurate. Therefore, more research would be necessary to determine how responses would differ for victims who have not established trust and rapport or have never spoked to an anti-trafficking service agency. Additionally, it would be useful to compare responses of those who recently escaped their trafficking situations, to those who escaped their situations long before answering questions on this tool.

It is important to note that in applying the screening tool, there is a potential problem with false negatives: respondents could potentially answer no to every question on the tool and still be a trafficking victim. While analysis attempted to identify false negatives,[44] it would fail to account for the victims that service providers are unable to confirm as trafficking victims, which means that it is still possible to miss, or misidentify, trafficking victims. In addition, the study required analyzing answers given by traumatized individuals, which may or may not have hindered their ability to give consistent, factual answers. Therefore, if a known trafficking victim seemed to answer a certain question falsely, analysis of predictors of trafficking outcomes would be skewed. Many service providers made notations on the screening tool when they suspected a client was being untruthful or inaccurate, but truth is hard to ascertain. Study partners who administered the tool also often made note of behavioral cues such as tone and body language to describe possible influencing factors, but we cannot know what may have been missed. Young people in particular were thought to conceal experiences of exploitation sometimes out of a desire to appear independent and in control of their fates.

Limitations of data collection and analysis: Since no "gold standard" of trafficking victim identification exists with which to compare the results of the study, thereby providing evidence

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[44] For more details, please see discussion in the Methods section of the Receiver Operating Characteristic test examining the area under the curve.

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of concurrent validity, establishing certainty in criterion validity was difficult. In this study, it was not possible to assign outcome variables to cases at the outset using an externally-derived determination of victimization. Some clients had been certified as trafficking victims before screening, but others who were also trafficking victims did not necessarily have official certification to designate them as such, which was especially true of domestic minors. It was therefore necessary to rely on the expertise of the experienced study partners in making this assessment, and some level of subjectivity may have influenced the determination.

In hindsight, even after refining the screening tool with study partners prior to field testing, some questions that would have been useful to ask were not included. For example, in its current form, the tool does not allow collecting information about sexual orientation, which could be especially salient for minors involved in sex trafficking. It also is not possible to determine precisely when an individual was trafficked in the tool's current form. This obviates any analysis of the length of time since trafficking occurred and determining the age of the person when he or she was trafficked. Since the screening questions specifically ask for information about trafficking occurrences in the United States, it is not possible to determine for foreign-born respondents if trafficking crimes occurred during or before migration, which provides more information about how trafficking trajectories develop. To gather this information, additional questions would be required.

C. Implications for further research

Involving survivors: This study suggests several directions for future research. Although this study was among the few that have explicitly included the perspectives of trafficking survivors, more studies are needed that include trafficking survivors at all stages of research. Studies about the impacts of trafficking victim identification and victim-centered treatment that are conceived and guided by trafficking survivors working alongside researchers are likely to be highly relevant to improving victim services and possibly trafficking investigations.

Impacts of identification: Further research will be needed to examine the course of action taken by screeners when the victim identification tool is used to designate clients as trafficking victims (or sex or labor trafficking victims if one type is suspected) or non-trafficking victims. It is imperative to ensure that screening is thorough enough to catch "false negatives;" that is, to ensure that trafficking victims who might not be determined to be victims solely on the basis of responses to the screening questions are not presumptively dismissed after a single screening if they do not answer questions accurately. As we know, trafficking victims may be missed if trust is not established, or if they answer questions untruthfully out of fear, but they could be identified at a later point when distrust and fear are overcome. Young people and some foreign-born victims may be less likely to admit to being forced into trafficking situations, yet they can be especially vulnerable. Users of the tool also should be sensitive to the fact that disclosing illegal activities, even when victim are forced into them, may be used against victims, who are often criminalized; for example, immigrant children who forced to carry drugs across the border can be deported simply because they have done so. Finally, the tool should not be used to narrow a pool of potential victims too quickly, or to eliminate or exclude from services and programs individuals who may in fact be victims of other crimes even when not technically trafficking victims.

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Longitudinal studies of predictive power and various outcomes: Studies on the predictive power of the tool and the quality of the results collected when the tool is administered by various screeners, including novice screeners, and at different points in their interactions with victims, would also be fruitful. Longitudinal studies of the predictive power of the shortened tool could determine how useful the shortened tool is in certain situations, and what gaps may occur if the full tool is not used. Outcomes for those who were screened using the tool could be examined to answer questions such as, were those who were administered the tool more likely to return to a service provider? Were they referred to more appropriate resources? Impact analysis beyond client outcomes could also be performed after a certain time period following dissemination. For example, it could be hypothesized that T-visa applications will increase, which could be tracked in the months or years following dissemination. Studies could also examine whether the predicted rise in victim identification has an effect on demand for victim services, or if perhaps the capacity of victim services will grow as an effect of the increased level of victim identification.

Consequences of victim identification: The course of action taken when victims are identified also may depend upon the mandate of professional discretion of screeners, and should be monitored in different settings to observe how various decisions are made in the interests of the agency and the victim. An attorney is likely to use victim identification to pursue available legal remedies, whereas a law enforcement agent is likely to use the information to pursue investigations. A social worker may be trying to determine whether and what type of supportive services are needed. Studying screening tool implementation as a centerpiece of "wrap-around" victim services would allow an evaluation of how these various goals can be met and how data collection and victim services can be coordinated. Similarly, studies are urgently needed on the use of the screening tool in healthcare settings, child welfare agencies and schools. With the validated identification tool as a foundation, effective screening protocols can be developed and tested more widely.

Effectiveness of training and implementation in various settings: Further research could also explore the effectiveness of training in screening tool use, how effectively the tool is implemented, and how it should be adapted for different levels of law enforcement and other public sectors. As we know, trust and rapport building are crucial to ensure that victims answer the questions on the tool honestly and openly. Additional interviews with successful law enforcement agents, social service providers and survivors could allow us to compile best practices on how to build that trust and what are some of the common mistakes to avoid in situations. It would be important to evaluate the training, adaptation and implementation of the screening tool for law enforcement in particular, as they currently encounter trafficking victims; while they have expertise, it is not widespread. In addition, the many professionals other than law enforcement who encounter trafficking victims also need training and practical protocols for victim identification, for example, hospital and clinic personnel, school counselors, child welfare workers who deal with domestic-born and immigrant populations, and workplace inspectors (Trafficking in Persons Report 2013). Implementation evaluation studies can be part of the longitudinal studies described above, which compare the uses of the short and long versions in different settings. Although the shortened tool will be useful in situations in which interviewers are not trafficking experts, there may be additional questions certain agencies may want to ask (or not ask) when utilizing the tool. For instance, law

enforcement may want to elicit more information about traffickers and less information on the victims' involvement in crime, as it could be prejudicial to their case. Due to confidentiality issues, mandatory reporters may not want to record details of trafficking victims' experiences, while lawyers may need to do so. Additionally, as the tool was used primarily by people who have expertise in trafficking, it is not clear how those with little training or understanding of trafficking can use the tool. As seen in the process evaluation, all parties stressed the need for empathy, deep understanding and technical training on trafficking before undertaking vicitm identification.

Studies of sub-group variations: More studies are also needed of sub-groups of trafficking victims, because while there may be some common experiences and needs, there are also differences between women and men, minors and adults, domestic and foreign-born, victims of sex and labor trafficking, and variations among ethnic groups. Studying the diversity within the population of trafficking victims will contribute to knowledge of pathways into trafficking and to better and more effective targeted services. For example, since the study found unanticipated associations among trafficking victimization, education and English proficiency, it may be interesting to conduct further research into the interrelationship and implications in reference to the expectations of economic immigrants who are trapped in trafficking situations. Since our findings suggest that the educational and language proficiency levels of trafficking victims might be higher than for other victims of similar crimes, what does this suggest about prevention strategies and service needs? Similarly, more studies could be done to analyze prevention techniques and awareness campaigns for various groups who may fall into trafficking situations, whether they originate in other countries or are born in the United States. Studies of specific risk and preventive factors for sub-groups could be designed to improve anti-trafficking interventions. As mentioned, in general, characteristics of overall and sub-groups of trafficked populations need further study

Comparisons with other violent victimization: Finally, the similarities and differences between trafficking and other crimes warrant further study to better provide specific services. There is a great deal of overlap in the tactics used in perpetrating, and impacts of, domestic violence and human trafficking; therefore, there are lessons for each field from further studies of how the two types of victimization can be identified and dealt with. Similarly, the mental health impacts of human trafficking may be similar, but in some ways different, from other types of crime victimization; a study that examines the variations and best ways to assess and promote mental health for trafficking survivors would be valuable.

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VI. Dissemination, 2012-2013

To exchange information with other scholars on the study's contribution to the field of human trafficking, Vera researchers led a Roundtable discussion on the current state of trafficking victim identification at the **2012 Annual Meeting of the American Society of Criminology** in Chicago. A panel of five experts with diverse backgrounds joined Vera researchers in the discussion to distill lessons and promising practices from the US and abroad related to victim identification. The roundtable allowed Vera to gather suggestions for key informants to interview about adapting the tool for law enforcement and for dissemination of study findings. The roundtable participants were as follows:

1) Dr. Jack McDevitt, Associate Dean for Research, Director, Institute on Race and Justice, College of Social Sciences and Humanities, Northeastern University;
2) Deborah Gibbs, Deputy Program Director, Women, Children, and Families Program, RTI;
3) Dr. Claire Renzetti, Professor in Department of Sociology, University of Kentucky;
4) Dr. Hilary Chester, Associate Director, Anti-Trafficking Program USCCB/MRS;
5) Constance Rossiter, Social Responsibility Director for the Trafficked Persons Assistance Program (TPAP) at YMCA International Services

The roundtable was well attended by conference participants, including other researchers and scholars in trafficking work from various other countries. The discussion included how to address issues of minor victims and the issues of trust and disclosure of illegal activities; the parallels between domestic violence and trafficking and the need to address both; the cultural issues and specific needs of immigrant victims; and the importance of training, collaboration and champions in the field to raise awareness and advocate for victims.

Other meetings and presentations of preliminary study findings in 2013:

New York State Runaway and Homeless Youth Advisory Committee, Albany, NY, Sept. 26.

Trafficking Study Partners Group, Vera Institute of Justice, New York, NY, October 10.

Institute Meeting, Vera Institute of Justice, New York, NY, October 17.

Office of the Mayor, City of New York, Anti-trafficking Task Force Meeting, New York, NY, October 21.

New York State Northern Tier Anti-trafficking Task Force, Plattsburg, NY, November 14.

Annual Meeting of the American Society of Criminology, Atlanta, GA, November 20.

VI. List of Appendices

Appendix A: The Trafficking Victim Identification Tool and consent forms used in the research (in English, Spanish, Chinese and Korean)

Appendix B: Revised tool based on service providers' suggestions

Appendix C: Short version of the tool

Appendix D: Interviewer Training Manual

Appendix E: Interview guides and coding frameworks for qualitative data

Appendix F: Partner profiles

Appendix G: User Guide

Appendix H: Demographics of Study Participants

Appendix A:

Trafficking Victim Identification Tool

and consent forms used in screening in the validation study

(in English, Spanish, Chinese and Korean)

Trafficking Victim Identification Tool (TVIT)

Agency ID: _____   **Confidential**   *Interview ID:* _____

Screening purpose. This screening tool is intended to be used as part of the regular intake process or as part of enrollment for specific programs. In order for the results to be valid, the screening should be administered according to pre-arranged protocols, *whether or not the client is believed to be a victim of human trafficking.* Please refer to the *Step-by-Step Interview Instructions* for directions on using this screening tool and handling the data collection forms.

Screening timing. Since each agency's intake process is unique, we ask agencies administering the screening tool during intake to determine how to best integrate this screening tool with your other intake forms or procedures. Whatever the timing and context of the interview, please begin and end with comfortable topics of conversation to minimize your client's discomfort.

Deferred Screening. We know that in some cases the intake process extends beyond the first meeting with the client. We also understand that service providers may sometimes choose to postpone sensitive screenings, judging that clients are not yet ready to disclose or discuss experiences of victimization and would prefer to continue the interview at a later date. To avoid losing information on these individuals and to document any discretionary decision making in the screening process, please fill out the attached *Deferred Screening* box on the bottom of this page.

Screening suspension. If in the course of an interview the client shows acute signs of anxiety, ask the client if s/he would prefer to stop the interview and resume it at a later time. If the client chooses to suspend the interview, fill out the *Suspended Screening box* on the bottom of this page.

Deferred Screening (Date: _ _ / _ _ / _ _ _ _)
If client screening is being postponed, please note the reason(s) why: _____
_____
Deferred Screening Follow-up (Date: _ _ / _ _ / _ _ _ _) (date interview completed)
If the screening of this client had been deferred, provide the number of previous on-site contacts (including your first meeting): _____

Suspended Screening (Date: _ _ / _ _ / _ _ _ _)
If client screening is being suspended, please note the reason(s) why: _____
_____
Suspended Screening Follow-up (Date: _ _ / _ _ / _ _ _ _)
If the screening of this client had been *suspended*, provide the date when interview is resumed: _ _ / _ _ / _ _ _ _
(MM/DD/YYYY) and check the section where interview is resumed: ☐ Screening Background ☐ Personal Background
☐ Migration ☐ Work ☐ Living and/or Working Conditions   General Health Questionnaire ☐

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Agency ID: _____   **Confidential**   *Interview ID:* _____

Section 1: Screening Background *[DO NOT READ TO CLIENT]*

1a. Date of interview: _ _ / _ _ / _ _ _ _ (MM/DD/YYYY)

1b. Client's <u>most recent</u> referral source [*select only one*]:
☐ Own agency/ internal referral
☐ Other social service provider *[fill in]*:_____
☐ Healthcare provider
☐ Local Police Department
☐ Dept. of Homeland Security (DHS) / Immigration & Customs Enforcement (ICE)
☐ Other law enforcement *[fill in]*: _____
☐ Referred by other client
☐ Referred by someone else *[fill in relationship to client]*: _____
☐ Walk-in

1c. Client status: Official determination of trafficking known?
[INTERVIEWER: This includes HHS certification, T-visa approval, or certification by law enforcement or a judge]
☐ No
☐ Yes

1d. Sex of client: ☐ male ☐ female ☐ other

1e. Language of interview: _____

1f. Mode of interview: ☐ interview with interpreter ☐ interview without interpreter

Section 2: Personal Background

> **INTERVIEWER READ: "I'd like to begin by asking you a few simple questions about your personal and family background."**

2a. What is your date of birth?   _ _ / _ _ / _ _ _ _ (MM/DD/YYYY)

2b. If you don't know your date of birth, approximately how old are you?_____
[INTERVIEWER: If respondent cannot provide a number, offer the following response brackets to choose from]

☐ under 12 ☐ 13-17 ☐ 18-19 ☐ 20-24 ☐ 25-29 ☐ 30-34 ☐ 35-39 ☐ 40-44 ☐ 45-49 ☐ 50-54 ☐ 55-59 ☐ 60+

2c. How many biological children (males and females) do you have? Please do not count adopted children or step-children. *[REPHRASE (if client is female): How many children have you given birth to?]*

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Agency ID: _____ **Confidential** *Interview ID:* _____

☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ more than 9

☐ Check here if client indicates without prompting that she is pregnant.

2d. How many biological brothers (males) do you have from your mother's side?
[INTERVIEWER: Clarify that client should NOT count step-brothers in this response]

☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ more than 5 ☐ unknown

2e. How many biological sisters (females) do you have from your mother's side?
[INTERVIEWER: Clarify that client should NOT count step-sisters in this response]

☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ more than 5 ☐ unknown

2f. What is the highest level of education that you completed?

☐ 1-6 years ☐ 7-12 years ☐ More than 12 years ☐ Other_____

2g. How well do you:
Speak [Language of interview]? ☐ Excellent ☐ Good ☐ Fair ☐ Poor
Read [Language of interview]? ☐ Excellent ☐ Good ☐ Fair ☐ Poor
Write [Language of interview]? ☐ Excellent ☐ Good ☐ Fair ☐ Poor
[INTERVIEWER: If the interview is not in English, please write language of interview here:_____]

2h. How well do you:
Speak English? ☐ Excellent ☐ Good ☐ Fair ☐ Poor
Read English? ☐ Excellent ☐ Good ☐ Fair ☐ Poor
Write English? ☐ Excellent ☐ Good ☐ Fair ☐ Poor

2i. What country were you born in? _____

2j. Are you a citizen of any *other* countries besides where you were born?
[INTERVIEWER: If concept of 'citizenship' is not clear, rephrase as 'Where were your parents born?']
☐ No
☐ Yes → **Other country of citizenship** # 1 _____ # 2 _____

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Migration *[PLEASE USE THE MIGRATION SECTION WITH FOREIGN-BORN CLIENTS ONLY]*

> **INTERVIEWER READ:** "Now I am going to ask you some questions about your country of origin. I am not asking you this to find out about your immigration status. I am only trying to understand fully what your circumstances are so that we can refer you for the right help, if necessary. The questions ask about your migration to the U.S., who was involved, and how it was arranged."
>
> *For children, this may be rephrased*: "We would like you to tell us about what happened to you when you traveled to the U.S."

3a. Can you tell me why you left your country?
- [ ] To find work
- [ ] To join family
- [ ] To escape abuse by family or someone else you know
- [ ] To escape conflict/violence/persecution
- [ ] Other *[fill in]*: _____

3b. What country did you live in for at least 3 months before you came to the U.S.? _____
[INTERVIEWER: If client has come to the U.S. more than once, probe to make sure client refers to most recent place of residence]

3c. In what year did you come to the U.S.? _____(YYYY)
[INTERVIEWER: If client has come to the U.S. more than once, probe to make sure client refers to <u>most recent arrival</u> in the U.S.]

→ **If you don't know exactly when you arrived in the U.S., about how long have you been here** *[check one]***?**
- [ ] Less than 1 year [ ] 1 year [ ] 2 years [ ] 3 years [ ] 4 years [ ] 5 to 10 years [ ] More than 10 years

3d. Was anyone else involved in organizing your migration?
[REPHRASE: Did anyone help you come/travel to the U.S.?]
- [ ] No
- [ ] Yes → **Can you tell me who?** _____

→ **How were they involved?** _____
[REPHRASE: What did they do to help you come/travel to the U.S.?]

3e. Were you pressured to do anything in exchange for this help (for example, did anyone ask you to carry something across the border)?
[REPHRASE: Did you have to do anything so that they would help you?]
- [ ] No
- [ ] Yes → **What were you pressured to do?**_____

3f. Can you tell me the total cost (approximately) of your migration: _____
[REPHRASE: How much did you pay to come to the U.S.?]

→**What did the payment cover (e.g., transportation such as airplane or bus tickets, documents, work placement)?**_____

3g. Did you (or your family) borrow or owe money, or something else to anyone who helped you come to the U.S.?
[INTERVIEWER: Probe for something else owed, such as property, a house, or land]
☐ No *[Skip to Work Section]*
☐ Yes → **Do you (or your family) still have this debt, or does anyone claim you do?** ☐ No ☐ Yes
　　　*[INTERVIEWER: Record volunteered information here]*_____
　　　_____
　　　_____

3h. In the U.S., have you ever been forced or pressured to do anything you didn't want to do in order to pay back the money you owed for your trip to the U.S.?
☐ No
☐ Yes → **If you are comfortable telling me, what kinds of things were you pressured to do that you didn't want to do?**
　　　_____
　　　_____
　　　_____

　　　→ **Could you describe how you were forced or pressured?**_____
　　　_____
　　　_____

3i. *INTERVIEWER: If client offered additional information about debts or other victimization related to migration, record it here*_____
_____
_____
_____
_____
_____
_____-
_____

Agency ID: _____   **Confidential**   *Interview ID:* _____

Work

> **INTERVIEWER READ: "Now I'm going to ask you some questions about work you've done *in the United States* and people you have worked for and with. I'm particularly interested in any kind of work you've done in which you felt that you did not get paid as much as you should, or if you felt scared or unsafe while working. This includes jobs that were not 'official' in regular workplaces. Remember, everything you tell me is confidential and you do not have to answer any questions that you don't want to answer."**

4a. How have you supported yourself financially while in the U.S.? *[REPHRASE: How have you made money in the U.S?]*

_____

_____

_____

_____

4b. Have you worked for someone or done any other activities for pay, or for which you thought you would be paid?
[INTERVIEWER: This could include activities like unpaid domestic work that might not be readily defined as "work" and should only detail those jobs in which the person felt unsafe or did not get paid what the person felt he/she should.]

☐ No *[Skip to Living and/or Working Conditions Section]*

☐ Yes → **What kind(s) of work did you do?**_____

_____

    → **How did you find out about these jobs/opportunities?** [*INTERVIEWER:* probe for details, especially as they deal with recruitment from abroad] _____

    _____

    → **What did you do with the money you were paid?**_____

    _____

4c. [In the U.S.,] have you ever worked without getting the payment you thought you would get?
[INTERVIEWER: You do not need to repeat "in the U.S.", as long as the person is clear that these questions only pertain to work done in the U.S.]

☐ No

☐ Yes → **What kind(s) of work were you doing?**_____

    _____

    → **What payment did you think you would get and why?** _____

    _____

    → **What did you receive?**_____

4d. [In the U.S.,] did someone (check all that apply):

☐ **withhold payment from you,**

☐ **give your payment to someone else, or**

☐ **control the money that you should have been paid?**

Agency ID: _____   **Confidential**   *Interview ID:* _____

*[INTERVIEWER: Record volunteered information here]*_____-

_____

_____

4e. [In the U.S.,] were you ever made to sign a document without fully understanding what it stated, for instance, a work contract?

☐ No

☐ Yes ➔ *[INTERVIEWER: Probe for details]*_____

_____

4f. [In the U.S.,] have you ever worked in a place where the work was different from what you were promised or told it would be?

☐ No

☐ Yes ➔ **What were you promised or told that you would do?** _____

    ➔ **What did you end up doing?** _____

4g. [In the U.S.,] did anyone at your workplace ever make you feel <u>scared or unsafe</u>?

☐ No

☐ Yes ➔ **Could you tell me what made you feel scared or unsafe?**_____

4h. [In the U.S.,] did anyone at your workplace ever <u>harm you</u> or <u>threaten to harm you</u>?

[INTERVIEWER: This could include any physical, sexual, or emotional harm]

☐ No

☐ Yes ➔**Could you tell me what they did or said?**

_____

_____

4i. [In the U.S.,] did anyone at your workplace ever harm or threaten to harm <u>people close to you</u>, like family or friends?

[INTERVIEWER: This could include any physical, sexual, or emotional harm]

☐ No

☐ Yes ➔**Could you tell me what they did or said?**

_____

_____

4j. [In the U.S.,] were you ever <u>not allowed or did you ever have to ask permission</u> to take breaks at your work, for example, to eat, use the telephone, or use the bathroom?

☐ No

☐ Yes ➔ **What if you were sick or had some kind of emergency?** _____

_____

    ➔ **What did you think would happen if you took a break without getting permission?**

_____

_____

4k. [In the U.S.,] were you ever injured on the job?

☐ No

☐ Yes ➔ **Were you allowed to get medical care?** ☐ No   ☐ Yes

Agency ID: _____   **Confidential**   *Interview ID:* _____

4l. *INTERVIEWER: if client volunteered additional information relevant to trafficking victimization in a U.S. work context, record it here:* _____

_____

_____

_____

Living and/or Working Conditions

> **INTERVIEWER READ: "Next, I have just a few more questions I'd like to ask about problems you may have had in your living or working situation in the United States."**

5a. Do you live:
☐ **by yourself,**
☐ **with your family, or**
☐ **with others? If others, who do you live with?**_____

5b. Do you live in the same place where you work?
[INTERVIEWER: This could include activities like unpaid domestic work that might not be readily defined as "work"]
☐ No
☐ Yes *[INTERVIEWER: Record volunteered information here]*_____

5c. [In the U.S.,] have you ever felt you could not leave the place where you worked or lived?
[INTERVIEWER: Probe for situations where someone threatened to do something bad if client tried to leave. You do not need to repeat in the U.S., as long as the person is clear that these questions only pertain to work done in the U.S.]
☐ No
☐ Yes → **Could you tell me why you couldn't leave?** _____

                _____

        → **What do you think would have happened to you if you tried to leave?**

                _____

                _____

5d. [In the U.S.,] have you ever worked or lived somewhere where there were locks on the doors or windows that prevented you from leaving?
☐ No
☐ Yes *[INTERVIEWER: Record volunteered information here]*_____

                _____

5e. [In the U.S.,] did anyone at the place where you lived or worked not allow you to contact your family, friends, or others? [REPHRASE: did you have to ask permission to contact your family, friends or others?]
☐ No
☐ Yes → **Could you tell me why not?** _____

                _____

5f. [In the U.S.,] did anyone take and keep your identification, for example, your passport or driver's license?
☐ No

☐ Yes ➔ **Could you get them back if you wanted?** [*INTERVIEWER: Probe for details*]_____
_____

5g. [In the U.S.,] did anyone force you to get or use false identification or documentation, for example, a fake green card?

☐ No

☐ Yes ➔[*INTERVIEWER: Probe for details*]_____
_____

5h. [In the U.S.,] did anyone you worked for or lived with tell you to lie about your age or the work that you did?

☐ No

☐ Yes ➔ **Could you explain why they asked you to lie?** _____
_____

5i. [In the U.S.,] did anyone you worked for or lived with threaten to report you to the police or other authorities?

[INTERVIEWER: If client is foreign-born, probe for threats of being reported to immigration authorities]

☐ No

☐ Yes *[INTERVIEWER: Probe for details]*_____

_____

5j. [In the U.S.,] did you ever see anyone else at the place where you lived or worked harmed, or threatened with harm?

[INTERVIEWER: This can include any physical, sexual, or emotional harm]

☐ No

☐ Yes ➔ **If you are comfortable talking about it, could you tell me what happened?** _____
_____

5k. [In the U.S.,] did anyone you worked for or lived with trick or force you into doing anything you did not want to do?

☐ No

☐ Yes ➔ **If you are comfortable talking about it, could you please give me some examples?**

_____
_____
_____

5l. [In the U.S.,] did anyone ever pressure you to touch another person or have any unwanted physical [or sexual] contact with another person?

☐ No

☐ Yes ➔ **If you are comfortable talking about it, could you tell me what happened?** _____
_____
_____

5m. [In the U.S.,] did anyone ever put your photo on the Internet?

☐ No

☐ Yes ➔ **If you feel comfortable talking about this, could you tell me who posted the photo?** _____

➔**Why did the person post the photo?**_____

➔**Did you agree to have the photo posted?** ☐ No ☐ Yes

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5n. [In the U.S.,] did you ever have sex for things of value (for example money, housing, food, gifts, or favors)?
[INTERVIEWER: Probe for any type of sexual activity]
☐ No
☐ Yes → **Were you forced to do this?** ☐ No ☐ Yes

→ **Were you under the age of 18 when this occurred?** ☐ No ☐ Yes

5o. [In the U.S.,] did anyone you worked for or lived with take your money for transportation, food, or rent?
☐ No
☐ Yes → **Did you agree to this person taking your money?** ☐ No ☐ Yes

→ **Could you describe this situation?**_____
_____

5p. [In the U.S.,] did anyone you worked for or lived with control how much food you could get?
☐ No
☐ Yes → **Did you get enough food?** ☐ No ☐ Yes

5q. [In the U.S.,] did anyone you worked for or lived with control when you could sleep?
☐ No
☐ Yes → **Did you get enough sleep?** ☐ No ☐ Yes

5r. In this situation, did language difficulties ever prevent you from seeking help when you needed it?
☐ No
☐ Yes

5s. *INTERVIEWER: if client volunteered additional information relevant to force, fraud or coercion in a work or living situation in the U.S., record it here:* _____
_____
_____
_____
_____
_____
_____

Agency ID: _____   **Confidential**   **Interview ID:** _____

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General Health Questionnaire

> **INTERVIEWER READ:** "We are almost finished with the interview. There are just a few more questions I'd like to ask about any medical complaints you've had, and how your health has been in general, over the past few weeks."

6a. Please rate your overall health
[REPHRASE: How do you feel? How would you describe your health?]
☐ Excellent ☐ Very good ☐ Good ☐ Fair ☐ Poor

6b. Have you recently been able to concentrate?
☐ Better than usual ☐ Same as usual ☐ Less than usual ☐ Much less than usual

6c. Have you recently lost much sleep over worry?
☐ Not at all ☐ No more than usual ☐ Rather more than usual ☐ Much more than usual

6d. Have you recently felt that you are playing a useful part in things?
☐ More so than usual ☐ Same as usual ☐ Less useful than usual ☐ Much less useful

6e. Have you recently felt capable of making decisions?
☐ More so than usual ☐ Same as usual ☐ Less so than usual ☐ Much less capable

6f. Have you recently felt constantly under strain?
☐ Not at all ☐ No more than usual ☐ Rather more than usual ☐ Much more than usual

6g. Have you recently felt you couldn't overcome your difficulties?
☐ Not at all ☐ No more than usual ☐ Rather more than usual ☐ Much more than usual

6h. Have you recently been able to enjoy your normal day-to-day activities?
☐ More so than usual ☐ Same as usual ☐ Less so than usual ☐ Much less than usual

6i. Have you recently been able to face up to your problems?
☐ More so than usual ☐ Same as usual ☐ Less able than usual ☐ Much less able

6j. Have you recently been feeling unhappy and depressed?
☐ Not at all ☐ No more than usual ☐ Rather more than usual ☐ Much more than usual

6k. Have you recently been losing confidence in yourself?
☐ Not at all ☐ No more than usual ☐ Rather more than usual ☐ Much more than usual

6l. Have you recently been thinking of yourself as a worthless person?
☐ Not at all ☐ No more than usual ☐ Rather more than usual ☐ Much more than usual

6m. Have you recently been feeling reasonably happy, all things considered?
☐ More so than usual ☐ About the same as usual ☐ Less so than usual ☐ Much less than usual

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Finishing the Interview

[INTERVIEWER: Please tell client what services are available at [organization]]
Do you want me to ask someone else at (this agency) to get more help for you? ☐ No ☐ Yes

> **INTERVIEWER: Tell client the interview is over. Thank the client and provide him/her with a thank you letter and stipend.**

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<u>ORAL</u> CONSENT/ASSENT TO PARTICIPATE IN RESEARCH of
Improving Trafficking Victim Identification: Evaluation and Dissemination of a Screening Tool

<u>Description of Study</u>

The Vera Institute of Justice is a private nonprofit organization that carries out research and works with government and civil society to improve the services people rely on for justice and safety.

Vera is conducting a study to learn about the best questions to ask to identify victims of trafficking who need help. The questions in the screening tool were designed by Vera and a group of service providers in New York City in 2008. Now, we are testing the screening tool at nine agencies in New York and other parts of the U.S., including [*agency where the interview takes place].* We are asking you to answer these questions because your experiences and responses will help us learn if the questions work well. We will ask at least 200 persons like you the same questions. The purpose of the study is to provide a more reliable screening tool that can be used by other service providers in many places to identify and help victims of trafficking.

<u>Funding Source</u>

This two-year study is funded by the National Institute of Justice (NIJ), the research, development and evaluation agency of the U.S. Department of Justice. NIJ is dedicated to improving knowledge and understanding of crime and justice issues through science.

<u>Explanation of Participation</u>

If you agree to participate in this study, you will participate in an interview to provide us with confidential information about your experiences of work, living conditions, health and, if you were born outside the U.S., of your recent migration history.

During the interview, you will be asked questions like these: Can you tell us why you left your country? Have you felt pressured to do anything that you did not want to do to pay back a debt? Have you worked or lived anyplace in the U.S. where someone took your documents, such as your passport? How would you rate your overall health?
We will not ask you to identify anyone who might cause you harm, or anyone that you would like to protect. You do not have to tell us anything that you do not want to.

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DECEMBER 7, 2011
IRB APPROVED

This consent form expires one year from the date noted, unless special permission is obtained from Vera's General Counsel to extend the expiration date. Such permission will be documented here: _____
Vera staff to initial when page is completed: _____

Study Duration

This study started on January 1, 2012. At the end of the study, a report will be written and distributed. Vera expects this study to end by December 31, 2013. If more time is needed to complete the study, the end date may be extended.

Compensation

You will be compensated for participating in this interview with a $20 gift card.

Your participation in this study is completely voluntary

Participation in this interview is completely voluntary. In addition, your decision to participate or not participate will not result in any special benefit, loss of benefit or other penalty to you.

Vera will not tell anyone if you decide to participate or not participate in the interview. Identifiable information about you such as your name will not be recorded.

During the interview, you may refuse to answer any question you do not want to answer. You may also decide to stop participating in the study at any time.

Confidentiality

The information Vera collects about you will be kept private and will not be shared with anyone outside the project team, including your family members. In order to keep your information private, all information collected about you will be kept in locked cabinets and on Vera's secure computer networks. Vera staff are trained to protect your information. Vera staff will not collect any identifying information about you, such as your name, from the notes taken during the interview.

When results of the study are reported, your name will not be reported with those results.

There are a limited number of situations in which Vera might report what you say. These are:

1) If you tell a member of the Vera project team that you intend to commit a crime or that you know someone else is going to commit a crime, Vera may report that information to the authorities, including the police.

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Vera staff to initial when page is completed: _____

2) If you give Vera permission to report information to authorities in other specific circumstances. We will ask you for this permission if you agree to take part in the research.

Risks

There are risks connected with participating in this interview, which you should consider before agreeing to participate. Vera will take measures to prevent the risks.

1) There is a very small chance that information about you could be accidentally disclosed to someone outside the project team. However, this is unlikely to happen because we are not collecting your name, and because Vera has policies and procedures in place to prevent disclosure, such as keeping your information in locked cabinets and training staff to use confidentiality measures when working with research data.

2) There is a risk that some questions asked during the interview will make you feel upset or uncomfortable. Remember that you do not have to answer those questions. You can skip the questions, take a break or stop participating anytime.

Benefits

This research will provide no direct benefit to you. However, you will help us learn how to improve the services that are provided to victims of trafficking.

For more information about the study or if you have questions, you may contact:
Laura Simich at (212) 376-3176
Zhifen Cheng at (212) 376-3175

By your oral agreement, you agree to participate in this interview. Participation in this interview is voluntary. If at any time you decide that you do not want to participate, you can stop or refuse to answer questions.

We will give you a copy of this consent form to keep.

Do you agree to participate in this interview?

Participant answered _____ yes _____ no

Page 3 of 5

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This consent form expires one year from the date noted, unless special permission is obtained from Vera's General Counsel to extend the expiration date. Such permission will be documented here: _____
Vera staff to initial when page is completed: _____

Consent and interview conducted by:

Name (Print) _____

Signature _____   Date _____

This consent form expires one year from the date noted, unless special permission is obtained from Vera's General Counsel to extend the expiration date. Such permission will be documented here: _____

Vera staff to initial when page is completed: _____

Permission to be contacted for a follow-up interview:

Vera researchers may wish to invite you to be interviewed again. A second interview is completely voluntary and confidential.

If you agree to another interview, a staff member of [agency] will set up another appointment at your convenience with a Vera researcher. The researcher will ask you to describe briefly your story in your own words. The researcher will ask you how you felt about answering the questions in the screening tool and how well the questions reflect your own experiences. The researcher will also ask you if the questions do not make sense to you, or were hard to answer or confusing, or left something out that should be asked in another way. You may tell us how to improve the questions, and what other information you would like to communicate to people who can help persons in similar situations.

_____Yes, I would also be interested in being contacted for a second interview with a Vera researcher, to whom I can talk more about my experiences and how well the screening questions work.

_____No, I do not wish to be contacted for a second interview.

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This consent form expires one year from the date noted, unless special permission is obtained from Vera's General Counsel to extend the expiration date. Such permission will be documented here: _____

Vera staff to initial when page is completed: _____

ORAL CONSENT TO REPORTING for
Improving Trafficking Victim Identification: Evaluation and Dissemination of a Screening Tool

You have consented to participate in a research study. The principal investigator of this study is Laura Simich, a researcher at the Vera Institute of Justice.

Because this study is funded by the National Institute of Justice (NIJ), we are required to keep information that you provide to us confidential. This means if there are situations where we want to report what you say, we need your permission first. It is your right to refuse to consent. We will only interview those who agree, but we will not tell anyone whether or not you agreed, and there will be no negative consequences for you as a result of your decision.

We are asking for your permission to report in two situations.

The first: If you tell research staff that [[minor only you or] someone else is a current victim of child abuse, or give staff strong reason to believe so, we would like your consent to report what we have learned to the state's Child Abuse Hotline. Research staff will only share your name or other personally identifying information if they need to do so to make the report.

The second: If you tell research staff that you are suicidal or give the research staff strong reason to believe you may be, we would like your consent to report that information to the authorities, including the police, or to call someone to get you medical help.

By your oral agreement, you agree to permit reporting personally identifying information in these situations. We will give you a copy of this consent form to keep.

Do you agree to permit this reporting?   Participant answered _____yes   _____no

I have explained the reporting procedure and subject rights, and have answered all questions asked by the participant. I have offered her/him a copy of this informed consent for reporting form.

_____   _____ _____
Signature of Witness   Printed Name   Date

This consent form expires one year from the date noted, unless special permission is obtained from Vera's General Counsel to extend the expiration date. Such permission will be documented here: _____
Vera staff to initial when page is completed: _____

Instrumento de identificación de víctimas de trata de personas (TVIT)

ID de la agencia: _____   **Confidencial**   ***ID de la entrevista:*** _____

Propósito de la instrumento. Este instrumento de identificación tiene como propósito usarse como parte del proceso regular de admisión o como parte de la inscripción en programas específicos. Para que los resultados sean válidos, la evaluación debe administrarse de acuerdo con protocolos predispuestos, *ya sea que exista razón para creer que el cliente es una víctima de trata de personas o no*. Por favor consulte las instrucciones paso a paso de la entrevista para ver las indicaciones sobre el uso de este instrumento de evaluación y manejo de los formularios de recolección de datos.

Duración de la entrevista. Como el proceso de admisión de cada agencia es único, pedimos a las agencias que administren del instrumento de identificación durante la admisión que determinen cómo integrar mejor este instrumento de identificación con otros formularios o procedimientos de admisión. Independientemente de la duración y contenido de la entrevista, por favor inicie y termine con temas de conversación cómodos para minimizar el malestar de su cliente.

Evaluación diferida. Sabemos que en algunos casos el proceso de admisión se extiende más allá de la primera reunión con el cliente. También comprendemos que en ocasiones los proveedores de servicios pueden elegir posponer entrevistas sensibles, decidiendo que los clientes aún no están listos para revelar o discutir experiencias de victimización y preferirían continuar la entrevista en una fecha posterior. Con el fin de evitar la pérdida de información sobre estas personas y para documentar cualquier toma de decisión discrecional durante el proceso de la entrevista, por favor llene la casilla *Evaluación Diferida* incluida en la parte inferior de esta página.

Suspensión de la entrevista. Si durante el curso de una entrevista el cliente muestra signos agudos de ansiedad, pregunte al cliente si preferiría suspender la entrevista y continuar más tarde. Si el cliente elige suspender la entrevista, llene la casilla *Entrevista Suspendida* en la parte inferior de esta página.

Entrevista diferida (Fecha: _ _ / _ _ / _ _ _ _)

Por favor anote el motivo(s) del aplazamiento de la entrevista del cliente: _____

_____

Seguimiento de la entrevista diferida (Fecha: _ _ / _ _ / _ _ _ _) (fecha de finalización de la entrevista)

Si la entrevista de este cliente ha sido diferida, proporcione el número de contactos previos en su organización (incluyendo su

primera reunión): _____

Entrevista suspendida (Fecha: _ _ / _ _ / _ _ _ _)

Por favor anote el motivo(s) de la suspensión de la evaluación del cliente: _____

_____

Seguimiento de la entrevista suspendida (Fecha: _ _ / _ _ / _ _ _ _)
Si la entrevista de este cliente ha sido suspendida, proporcione la fecha de reanudación de la entrevista: _ _ / _ _ / _ _ _ _
(MM/DD/AAAA) y marque la sección en donde se reanudó la entrevista: ☐ Antecedentes de evaluación ☐ Antecedentes

Instrumento de identificación de víctimas de trata de personas (TVIT)

ID de la agencia: _____   **Confidencial**   **ID de la entrevista:** _____

personales ☐ Migración ☐ Trabajo ☐ Condiciones de vida y/o laborales ☐ Cuestionario general de salud

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DECEMBER 7, 2011

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Este formulario tiene vencimiento de un año a partir de la fecha mencionada anteriormente, a menos que se obtenga un permiso especial del Consejo General de Vera para extender lafecha de vencimiento. Dicho permiso se

documentará aquí: _____

El personal de Vera debe firmar con sus iniciales tras lectura: _____

Instrumento de identificación de víctimas de trata de personas (TVIT)

ID de la agencia: _____   **Confidencial**   *ID de la entrevista:* _____

Sección 1: Antecedentes de evaluación *[NO LEER AL CLIENTE]*

1a. Fecha de la entrevista: _ _ / _ _ / _ _ _ _   (MM/DD/AAAA)

1b. Fuente de referencia <u>más reciente</u> del cliente [*solamente seleccione*
☐ *una*]: Agencia/referencia interna
☐ Otro proveedor de servicio social *[incluya]*: _____
☐ Proveedor de servicios de salud
☐ Departamento local de policía
☐ Departamento de Seguridad Nacional (DHS) / Servicio de Inmigración y Aduanas (ICE)
☐ Otra agencia judicial [*incluya*]: _____
☐ Referido por otro cliente
☐ Referido por otra persona [*incluya relación con el cliente*] _____
☐ Sin cita

1c. Estatus del cliente: ¿Se conoce la determinación oficial de trata de personas?
[ENTREVISTADOR: Esto incluye certificación HHS, aprobación de Visa T, o certificación de una agencia del orden público o un juez]
☐ No
☐ Sí

1d. Sexo del cliente: ☐ masculino ☐ femenino ☐ otro

1e. Idioma de la entrevista: _____

1f. Modo de la entrevista: ☐ entrevista con intérprete ☐ entrevista sin intérprete

Sección 2: Antecedentes personales

ENTREVISTADOR LEA: "Me gustaría empezar con un par de preguntas sencillas sobre sus antecedentes personales y familiares."

2a. ¿Cuál es su fecha de nacimiento?   _ _ / _ _ / _ _ _ _ (MM/DD/AAAA)

2b. ¿Si no conoce su fecha de nacimiento, aproximadamente qué edad tiene? _____
[ENTREVISTADOR: Si el entrevistado no puede proporcionar un número, ofrezca las siguientes opciones de respuesta de los cuales elegir]

☐ menor de 12 ☐ 13-17 ☐ 18-1 9 ☐ 20-24 ☐ 25-29 ☐ 30-34 ☐ 35-39 ☐ 40-4 4 ☐ 45-49 ☐ 50-54 ☐ 55-59
☐ 60 o más

Instrumento de identificación de víctimas de trata de personas (TVIT)

2c. ¿Cuántos hijos biológicos (hombres y mujeres) tiene? Por favor no incluya hijos adoptivos o hijastros.
[REFORMULAR (si el cliente es mujer): ¿A cuántos hijos ha dado a luz?]

☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ más de 9

☐ Marque aquí si el cliente indica sin preguntar que está embarazada.

2d. ¿Cuántos hermanos biológicos (hombres) tiene del lado de su madre?
[ENTREVISTADOR: Aclare que el cliente NO debe incluir hermanastros en esta respuesta]

☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ más de 5 ☐ desconocido

2e. ¿Cuántas hermanas biológicas (mujeres) tiene del lado de su madre?
[ENTREVISTADOR: Aclare que el cliente NO debe incluir hermanastras en esta respuesta]

☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ más de 5 ☐ desconocido

2f. ¿Cuál es su nivel máximo de educación completado?

☐ 1-6 años ☐ 7-12 años ☐ Más de 12 años ☐ Otro _____

2g. Qué tan bien:

	Excelente	Bien	Regular	Mal
¿Habla [idioma de la entrevista]?	Excelente	Bien	Regular	Mal
¿Lee [idioma de la entrevista]?	Excelente	Bien	Regular	M
¿Escribe [idioma de la entrevista]?	Excelente	Bien	Regular	M

[ENTREVISTADOR: Si la entrevista no es en inglés, por favor escriba el idioma de la entrevista aquí: _____]

2h. Qué tan bien:

	Excelente	Bien	Regular	Mal
¿Habla inglés?	Excelente	Bien	Regular	Mal
¿Lee inglés?	Excelente	Bien	Regular	M
¿Escribe inglés?	Excelente	Bien	Regular	M

2i. ¿En qué país nació? _____

2j. ¿Es ciudadano de *otros* países además del de su nacimiento?
[ENTREVISTADOR: Si el concepto de 'ciudadanía' no está claro, reformule la pregunta como '¿En dónde nacieron sus padres?']
☐ No
☐ Si → **Otro país de ciudadanía** # 1 _____ # 2 _____

Instrumento de identificación de víctimas de trata de personas (TVIT)

ID de la agencia: _____ **Confidencial** *ID de la entrevista:* _____

Migración *[POR FAVOR USE LA SECCIÓN DE MIGRACIÓN SOLAMENTE PARA CLIENTES NACIDOS EN EL EXTRANJERO]*

ENTREVISTADOR LEA: "Ahora voy a hacerle algunas preguntas sobre su país de origen. No le hago estas preguntas para averiguar su estatus de inmigración. Solamente intento comprender a fondo sus circunstancias para orientarle hacia la asistencia correcta, en caso de necesitarla. Las preguntas tratan sobre su migración a los EE.UU., quién estuvo involucrado y cómo se organizó."

Para los niños, esto puede expresarse de otra manera: "Nos gustaría que nos contaras sobre lo que te sucedió mientras viajabas a EE.UU."

3a. ¿Puede decirme por qué usted dejó su país?
☐ En busca de trabajo
☐ Para reunirse con su familia
☐ Para escapar del abuso de un familiar o algún
☐ conocido Para escapar de un conflicto/la
☐ violencia/una persecución Otro [*incluya*]: _____

3b. ¿En qué país vivió por lo menos durante 3 meses antes de venir a EE.UU.? _____
[ENTREVISTADOR: Si el cliente ha venido a EE.UU. en más de una ocasión, investigue para asegurarse que el cliente se refiere al lugar de residencia más reciente]

3c. ¿En qué año llegó a EE.UU.? _____ (AAAA)
[ENTREVISTADOR: Si el cliente ha estado en EE.UU. en más de una ocasión, investigue para asegurarse que el cliente se refiere a su llegada más reciente a EE.UU.]
→ **¿Si no está seguro exactamente de cuándo llegó a EE.UU., alrededor de cuánto tiempo ha estado aquí**
*[marque uno]***?**
☐ Menos de 1 año ☐ 1 año ☐ 2 años ☐ 3 años ☐ 4 años ☐ 5 a 10 años ☐ Más de 10 años

3d. ¿Alguien más estuvo involucrado en la organización de su migración?
[REFORMULE: ¿Alguien más le ayudó a venir/viajar a EE.UU.?]
☐ No
☐ Si → **¿Puede decirme quién?** _____

→ **¿Cómo es que estuvieron involucrados?** _____
[REFORMULE: ¿Qué hicieron para ayudarle a venir/viajar a EE.UU.?]

3e. ¿Se le presionó para hacer algo como intercambio por esta ayuda (por ejemplo, alguien más le pidió llevar algo al cruzar la frontera)?
[REFORMULE: ¿Te viste obligado a hacer al algo para recibir su ayuda?]
☐ No

Instrumento de identificación de víctimas de trata de personas (TVIT)

Si → **¿Qué se vio presionado a hacer?** _____

3f. ¿Puede decirme el costo total (aproximadamente) de su migración? _____
[REFORMULE: ¿Cuánto pagó para venir a EE.UU.?

→ **¿Qué cubrió el pago (por ejemplo, transporte como avión o boletos de autobús, documentos, gasto para conseguir empleo)?** _____

3g. ¿Usted (o su familia) pidió dinero prestado o debe dinero, o algo más a alguien que le ayudó venir a EE.UU.?
[ENTREVISTADOR: Investigue en busca de otro tipo de deudas, como propiedades, una casa o tierras]
☐ No **[Ir a la sección de Trabajo]**
☐ Si → **¿Usted (o su familia) aún tiene esta deuda, o alguien asegura que la tiene?** ☐ No   Si
[ENTREVISTADOR: Anote la información provista aquí] _____
_____
_____

3h. En EE.UU., ¿alguna vez ha sido obligado o presionado para hacer algo que no deseaba hacer para pagar el dinero que debía por su viaje a EE.UU.?
☐ No
☐ Si → **Si no le incomoda contármelo, ¿qué tipos de cosas se vio obligado a hacer que no deseaba hacer?** _
_____
_____
_____

→ **¿Podría describir cómo fue obligado o presionado?** _____
_____
_____

3i. *ENTREVISTADOR: Si el cliente ofreció información adicional sobre deudas u otro tipo de victimización relacionada a la migración, anótela aquí* _____
_____
_____
_____
_____
_____
_____
_____

Empleo

> **ENTREVISTADOR LEA:** "Ahora voy a hacerle algunas preguntas sobre empleo que haya tenido en los Estados Unidos y las personas para las que ha trabajado y sus compañeros. En particular, me interesa cualquier tipo de trabajo que haya hecho en el cual siente que no recibió la remuneración que merecía o si se sintió asustado(a) o en peligro mientras trabajaba. Esto incluye trabajos que no fueron lugares de trabajo 'oficiales'. Recuerde, todo lo que me cuente es confidencial y no está obligado(a) a responder preguntas que no desea responder."

4a. ¿Cómo se ha mantenido económicamente durante su estancia en EE.UU.? *[REFORMULE: ¿Cómo ha ganado dinero en EE.UU.?]* _____

_____

_____

_____

4b. ¿Ha trabajado para alguien o realizado otras actividades a cambio de una remuneración o por las cuales pensó que recibiría una remuneración?
[ENTREVISTADOR: Esto podría incluir actividades como trabajo doméstico no remunerado que no podría realmente definirse como "trabajo" y sólo debe describir aquellos trabajos en los cuales la persona no se sintió segura o no recibió la remuneración que merecía.]

☐ No *[Vaya a la Sección Condiciones de Vida/Laborales]*

☐ Si   →**¿Qué tipo(s) de trabajo realizaba?** _____

_____

→**¿Cómo se enteró de estos trabajos/oportunidades?** *[ENTREVISTADOR:* Investigue los detalles, especialmente si se trata de reclutamiento en el extranjero] _____

_____

→**¿Qué hizo con el dinero que recibió?** _____

_____

4c. ¿[En EE.UU.] alguna vez ha trabajado sin recibir la remuneración que pensó que recibiría?
[ENTREVISTADOR: No es necesario repetir "en EE.UU.", siempre que la persona esté segura que estas preguntas solo se
relacionan al trabajo realizado en EE.UU.]

☐ No

☐ Si   → **¿Qué tipo de trabajo realizaba?** _____

_____

→ **¿Qué remuneración pensó que recibiría y por qué?** _____

_____

→ **¿Qué recibió?** _____

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documentará aquí: _____

El personal de Vera debe firmar con sus iniciales tras lectura: _____

4d. **¿[En EE.UU.] alguien** (marque todo lo que corresponda):

☐ **retuvo su remuneración,**

☐ **entregó su remuneración a alguien más o**

☐ **controló el dinero que debió recibir como pago?**

[ENTREVISTADOR: Anote la información provista aquí] _____

_____

_____

4e. ¿[En EE.UU.] alguna vez fue obligado a firmar un documento sin comprender lo que significaba, por ejemplo, un contrato de trabajo?

☐ No

☐ Si   → *[ENTREVISTADOR: Investigue los detalles]* _____

_____

4f. ¿[En EE.UU.] alguna vez ha trabajado en un sitio en donde el trabajo fue diferente de lo que le prometieron o informaron?

☐ No

☐ Si   → **¿Qué le prometieron o informaron que haría?** _____

→ **¿Qué terminó haciendo?** _____

4g. ¿[En EE.UU.] alguien en su lugar de trabajo le hizo sentir <u>asustado(a) o en peligro</u>?

☐ No

☐ Si   → **¿Podría decirme qué le hizo sentir asustado(a) o en peligro?** _____

4h. ¿[En EE.UU.] alguna vez alguien en su lugar de trabajo le <u>hizo daño</u> o <u>amenazó con hacerle daño</u>?

[ENTREVISTADOR: Esto podría incluir cualquier daño físico, sexual o emocional]

☐ No

☐ Si   →**¿Podría decirme qué hicieron o dijeron?**

_____

_____

4i. ¿[En EE.UU.] alguna vez alguien en su lugar de trabajo le hizo daño o amenazó con dañar a <u>personas cercanas a</u> <u>usted</u>, como familiares o amigos?

[ENTREVISTADOR: Esto podría incluir cualquier daño físico, sexual o emocional]

☐ No

☐ Si   →**¿Podría decirme qué hicieron o dijeron?**

_____

_____

ID de la agencia: _____   Confidencial   **ID de la entrevista:** _____

4j. ¿[En EE.UU.] alguna vez <u>se le prohibió o alguna vez se vio obligado a pedir permiso</u> para tomar descansos en su empleo, por ejemplo, para comer, usar el teléfono o usar el sanitario?

☐ No

☐ Si → **¿Qué sucedía si estaba enfermo o tenía algún tipo de emergencia?** _____

→ **¿Qué pensaba que podía suceder si tomaba un descanso sin obtener permiso?**

_____

_____

4k. ¿[En EE.UU.] alguna vez sufrió una lesión en el trabajo?

☐ No

☐ Si → **¿Se le permitía buscar atención médica?** ☐ No   ☐ Si

4l. *ENTREVISTADOR: Si el cliente voluntariamente proporciona información adicional relevante a la victimización de trata de personas en un contexto laboral de EE.UU., anótelo aquí:* _____

_____

_____

_____

Condiciones de vida y/o laborales

ENTREVISTADOR LEA: "A continuación, solamente tengo un par de preguntas más que deseo hacerle sobre problemas que pudo haber tenido en su situación de vida o laboral en los Estados Unidos."

5a. ¿Vive:

☐ **solo(a),**

☐ **con su familia o**

☐ **con otras personas? Si vive con otras personas, ¿con quién vive?** _____

5b. ¿Vive en el mismo lugar que en donde trabaja?

[ENTREVISTADOR: Esto podría incluir actividades como trabajo doméstico sin remuneración que no necesariamente se

define como "trabajo"]

☐ No

☐ Si *[ENTREVISTADOR: Anote la información provista aquí]* _____

5c. ¿[En EE.UU.] alguna vez ha sentido que no podía irse del sitio en que trabajaba o vivía?

[ENTREVISTADOR: Investigue situaciones en que alguien lo(a) amenazó con hacer algo malo si el cliente intentaba marcharse. No es necesario repetir en EE.UU., siempre y cuando la persona esté segura que estas preguntas solo se relacionan al trabajo realizado en EE.UU.]

☐ No

☐ Si → **¿Podría decirme por qué no podía irse?** _____

_____

→ **¿Qué cree que hubiera sucedido si hubiera intentado irse?**

_____

5d. ¿[En EE.UU.] alguna vez ha trabajado o vivido en algún lugar en donde las cerraduras de puertas o evitaban que se pudiera ir?

☐ No

☐ Si *[ENTREVISTADOR: Anote la información provista aquí]* _____

_____

5e. ¿[En EE.UU.] alguna persona en el lugar en donde vivía o trabajaba no le permitió comunicarse con su familia, amigos u otras personas? [REFORMULAR: ¿Tenía que pedir permiso para comunicarse con su familia, amigos u otras personas?]

☐ No

☐ Si → **¿Podría decirme por qué no?** _____

_____

5f. ¿[En EE.UU.] alguien tomó y conservó sus documentos de identificación, por ejemplo, su pasaporte o licencia de conducir?

☐ No

☐ Si → **¿Podía recuperarlos si lo deseaba?** *[ENTREVISTADOR: Investigue los detalles]*_____

_____

5g. ¿[En EE.UU.] alguien le obligó a obtener o usar identificaciones o documentos falsos, por ejemplo, una tarjeta de residencia falsa?

☐ No

☐ Si →*[ENTREVISTADOR: Investigue los detalles]*_____

_____

5h. ¿[En EE.UU.] alguien para quien trabajaba o con quien vivía le pidió mentir sobre su edad o sobre el trabajo que realizaba?

☐ No

☐ Si → **¿Podría explicar por qué le pidieron que mintiera?** _____

_____

5i. ¿[En EE.UU.] alguien para quien trabajaba o con quien vivía amenazó con denunciarlo ante la policía u otras autoridades?

[ENTREVISTADOR: Si el cliente nació en el extranjero, investigue sobre amenazas de denuncias ante las autoridades de inmigración]

☐ No

☐ Si *[ENTREVISTADOR: Investigue detalles]* _____

_____

5j. ¿[En EE.UU.] alguna vez vio a alguien más en el lugar en donde vivía o trabajaba sufrir daños o recibir amenazas de lesiones físicas?

[ENTREVISTADOR: Esto puede incluir cualquier daño físico, sexual o emocional]

☐ No

☐ Si → **Si no le incomoda hablar al respecto, ¿podría decirme qué sucedió?** _____

_____

5k. ¿[En EE.UU.] alguien para quien trabajaba o con quien vivía le engañó u obligó a hacer algo que no deseaba hacer?

☐ Si   → **Si no le incomoda hablar al respecto, ¿podría por favor darme algunos ejemplos?**

_____

_____

_____

5l. ¿[En EE.UU.] alguna vez alguien le presionó para tocar a otra persona o tener algún tipo de contacto físico [o sexual] no deseado con otra persona?

☐ No

☐ Si   → **Si no le incomoda hablar al respecto, ¿podría decirme qué sucedió?** _____

_____

_____

5m. ¿[En EE.UU.] alguna vez alguien colocó su fotografía en el Internet?

☐ No

☐ Si   → **Si no se siente incómodo para hablar al respecto, ¿podría decirme quién publicó la fotografía?**

_____

→**¿Por qué publicó la fotografía esta persona?** _____

→**¿Aceptó a la publicación de la fotografía?** ☐ No   ☐ Si

5n. ¿[En EE.UU.] alguna vez tuvo relaciones sexuales a cambio de objetos de valor (por ejemplo dinero, vivienda, comida, obsequios o favores)?

[ENTREVISTADOR: Investigue cualquier tipo de actividad sexual]

☐ No

☐ Si   → **¿Fue obligado(a) a hacerlo?** ☐ No   ☐ Si

→ **¿Era menor de 18 años cuando esto ocurrió?** ☐ No   ☐ Si

5o. ¿[En EE.UU.] alguien para quien trabajaba o con quien vivía tomaba su dinero para transporte, comida o renta?

☐ No

☐ Si   → **¿Aceptó a que esta persona tomara su dinero?** ☐ No   ☐ Si

→ **¿Podría describir esta situación?** _____

_____

5p. ¿[En EE.UU.] alguien para quien trabajaba o con quien vivía controlaba cuánta comida podía recibir?

☐ No

☐ Si   → **¿Obtenía suficientes alimentos?** ☐ No   ☐ Si

5q. ¿[En EE.UU.] alguien para quien trabajaba o con quien vivía controlaba cuándo podía dormir?

☐ No

☐

Instrumento de identificación de víctimas de trata de personas (TVIT)

5k. ¿[En EE.UU.] alguien para quien trabajaba o con quien vivía le engañó u obligó a hacer algo que no deseaba hacer?

☐ Si   → **¿Dormía lo suficiente?** ☐ No   ☐ Si

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Instrumento de identificación de víctimas de trata de personas (TVIT)

5r. En esta situación, ¿alguna vez las dificultades del idioma evitaron que buscara ayuda cuando la necesitaba?

☐ No
☐ Si

5s. *ENTREVISTADOR: Si el cliente ofrece información adicional relevante a la fuerza, fraude o coerción en una situación laboral o de vivienda en EE.UU., anótela aquí:* _____

_____

_____

_____

_____

_____

_____

Cuestionario general de salud

> **ENTREVISTADOR LEA:** "Casi terminamos con la entrevista. Sólo hay un par de preguntas más que me gustaría hacerle sobre quejas médicas que haya tenido y cómo ha estado su salud en general durante las últimas semanas."

6a. Por favor califique su salud en general
[REFORMULE: ¿Cómo se siente?   ¿Cómo describiría su salud?]
☐ Excelente   ☐ Muy buena ☐ Buena ☐ Regular ☐ Mala

6b. ¿Ha sido capaz de concentrarse recientemente?
☐ Mejor que de costumbre ☐ Igual que siempre ☐ Menos que de costumbre ☐ Mucho menos que de costumbre

6c. ¿Recientemente ha sufrido insomnio debido a preocupaciones?
☐ En lo absoluto   ☐ No más que de costumbre ☐ Más de lo normal ☐ Mucho más de lo normal

6d. ¿Recientemente ha sentido que juega un papel útil?
☐ Más que de costumbre ☐ Igual que siempre ☐ Menos útil que de costumbre ☐ Mucho menos útil

6e. ¿Recientemente se ha sentido capaz de tomar decisiones?
☐ Más que de costumbre ☐ Igual que siempre ☐ Menos que de costumbre ☐ Mucho menos que de costumbre

6f. ¿Recientemente se ha sentido bajo constante presión?
☐ En lo absoluto   ☐ No más que de costumbre ☐ Bastante más de lo norma ☐ Mucho más de lo normal

6g. ¿Recientemente se ha sentido incapaz de superar sus dificultades?
☐ En lo absoluto   ☐ No más que de costumbre ☐ Más de lo normal ☐ Mucho más de lo normal

6h. ¿Recientemente ha sido capaz de disfrutar sus actividades diarias comunes?
☐ Más que de costumbre ☐ Igual que siempre ☐ Menos que de costumbre ☐ Mucho menos que de costumbre

6i. ¿Recientemente ha sido capaz de enfrentar sus problemas?
☐ Más que de costumbre ☐ Igual que siempre ☐ Menos capaz que de costumbre ☐ Mucho menos capaz

6j. ¿Recientemente se ha sentido infeliz o deprimido(a)?
☐ En lo absoluto   ☐ No más que de costumbre ☐ Más de lo normal ☐ Mucho más de lo normal

6k. ¿Recientemente ha perdido confianza en sí mismo(a)?
☐ En lo absoluto   ☐ No más que de costumbre ☐ Más de lo normal ☐ Mucho más de lo normal

ID de la agencia: _____ **Confidencial** *ID de la entrevista:* _____

6l. ¿Recientemente ha pensado en sí mismo(a) como una persona sin valor?

☐ En lo absoluto ☐ No más que de costumbre ☐ Más de lo normal ☐ Mucho más de lo normal

---

6m. ¿Recientemente se ha sentido razonablemente feliz, en vista de las circunstancias?

☐ Más que de costumbre ☐ Casi igual que siempre ☐ Menos que de costumbre ☐ Mucho menos que de costumbre

Finalización de la entrevista

[ENTREVISTADOR: Por favor informe al cliente sobre los servicios disponibles en [la organización]]

¿Desea que alguien más en (esta agencia) obtenga más ayuda para usted? ☐ No Si

ENTREVISTADOR: Informe al cliente que la entrevista ha terminado. Agradezca al cliente y ofrézcale una carta de agradecimiento y el estipendio.

ID de la agencia: _____   **Confidencial**   *ID de la entrevista:* _____

Evaluación post-entrevista (completada por el entrevistador)

7a. Anote cualquier indicador no verbal de victimización en el pasado: _____
_____
_____
_____

7b. Anote cualquier indicador de que las respuestas puedan ser imprecisas, especificando el número(s) de la(s) pregunta(s) si es posible: _____
_____
_____
_____

7c. Indique la probabilidad de que el cliente sea una víctima de trata de personas:

☐ de ninguna manera ☐ no es probable ☐ incierto ☐ probable ☐ ciertamente

7d. Describa brevemente hasta tres razones para su calificación:
(1) _____
_____
(2) _____
_____
(3) _____
_____

7e. ¿Qué tipo de derivación de servicios, si es el caso, se harán para el cliente?
(1)
(2)
(3)
(4)
(5)

7f. Notas adicionales: _____
_____
_____
_____
_____

CONSENTIMIENTO/APROBACIÓN <u>VERBAL</u> PARA PARTICIPAR EN LA INVESTIGACIÓN para Mejorar la identificación de víctimas de trata de personas: Evaluación y difusión de un instrumento de identificación

Descripción del estudio

El Instituto Vera de Justicia (Vera Institute of Justice) es una organización privada sin fines de lucro que conduce investigaciones y trabaja con el gobierno y sociedad civil para mejorar los servicios de seguridad y justicia de los que dependen las personas.

Vera está realizando un estudio para descubrir cuáles son las mejores preguntas para identificar a las víctimas de trata de personas que necesitan ayuda. Las preguntas en el instrumento de identificación fueron diseñadas por Vera y un grupo de proveedores de servicio en la Ciudad de Nueva York en el
2008. Actualmente, estamos probando el instrumento de identificación en nueve agencias en Nueva
York y otras partes de EE.UU., incluyendo [*agencia en donde se está llevando a cabo la entrevista*]. Le pedimos responder a estas preguntas porque sus experiencias y respuestas nos ayudarán a saber si las preguntas funcionan bien. Haremos las mismas preguntas a por lo menos 200 personas. El propósito del estudio es ofrecer un instrumento de identificación más confiable que otros proveedores de servicios puedan usar en muchos lugares para identificar y ayudar a víctimas de trata de personas.

Fuente de financiamiento

Este estudio de dos años está financiado por el Instituto Nacional de Justicia (NIJ, por sus siglas en inglés), la agencia de investigación, desarrollo y evaluación del Departamento de Justicia de EE.UU. El NIJ está dedicado a mejorar el conocimiento y comprensión de temas de crimen y justicia a través de la ciencia.

Explicación de la participación

Si usted acepta participar en este estudio, participará en una entrevista para proporcionarnos información confidencial sobre sus experiencias laborales, condiciones de vida, salud y, en caso de haber nacido fuera de los EE.UU., su historial de migración reciente.

Durante la entrevista, se le harán preguntas como estas: ¿Puede decirnos por qué abandonó su país?
¿Se ha sentido presionado para hacer algo que no deseaba hacer para pagar una deuda? ¿Ha trabajado o vivido en cualquier lugar en los EE.UU. en donde alguien tomó sus documentos, como su pasaporte?
¿Cómo calificaría su salud en

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El personal de Vera debe firmar con sus iniciales tras lectura: _____

general?

No le pediremos identificar a nadie que pueda causarle daño o que usted desee proteger. No está obligado a decirnos nada que no desee.

Duración del estudio

Este estudio inició el 1 de enero de 2012. Se redactará y distribuirá un informe al final del estudio. Vera espera que el estudio termine hacia el 31 de diciembre de 2013. En caso de ser necesario más tiempo para completar el estudio, es posible que se extienda la fecha de finalización.

Compensación

Recibirá una compensación de una tarjeta regalo de $20 dólares por participar en esta entrevista.

Su participación en este estudio es completamente voluntaria

La participación en esta entrevista es completamente voluntaria. Además, su decisión de participar o rechazar la entrevista no resultará en ningún beneficio especial, pérdida de beneficio o pena para usted.

Vera no revelará a nadie si decide o no participar en la entrevista. Su información identificable, como su nombre, no será registrada.

Durante la entrevista, usted puede rehusarse a responder cualquier pregunta que no desee responder. También puede decidir suspender su participación en el estudio en cualquier momento.

Confidencialidad

La información sobre usted reunida por Vera permanecerá resguardada y no se compartirá con personas ajenas al equipo del proyecto, incluyendo sus familiares. Para asegurar que su información permanezca resguardada, toda la información reunida sobre usted se conservará en armarios cerrados y en las redes informáticas seguras en Vera. El personal de Vera está capacitado para proteger su información. El personal de Vera no reunirá su información de identificación, tales como su nombre, de las notas tomadas durante la entrevista.

Al informar los resultados del estudio, su nombre no se incluirá con dichos resultados.

Existe un número limitado de situaciones en los que Vera pueda informar lo que usted dice. Estas son:

VERA INSTITUTE OF JUSTICE

DECEMBER 7, 2011

IRB APPROVED

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El personal de Vera debe firmar con sus iniciales tras lectura: _____

1) Si usted informa a un miembro del equipo del proyecto de Vera que tiene la intención de cometer un crimen o que tiene conocimientos de que alguien más tiene la intención de cometer un crimen, es posible que Vera divulgue dicha información a las autoridades, incluyendo a la policía.

2) Si usted brinda su permiso a Vera para divulgar la información a las autoridades en otras circunstancias específicas. Solicitaremos este permiso si acepta participar en la investigación.

Riesgos

Existen riesgos relacionados con la participación en esta entrevista, los cuales debe considerar antes de aceptar participar. Vera tomará medidas para evitar estos riesgos.

1) Existe una posibilidad muy pequeña de que información sobre usted pudiera divulgarse accidentalmente a alguien externo al equipo del proyecto. Sin embargo, es poco probable que suceda ya que no estamos tomando su nombre y porque Vera ha implementado políticas y procedimientos para evitar la divulgación, tales como mantener su información en armarios cerrados y capacitar al personal para emplear medidas de confidencialidad al trabajar con información de la investigación.

2) Existe un riesgo de que algunas preguntas realizadas durante la entrevista harán que se sienta alterado o incómodo. Recuerde que no está obligado a responder esas preguntas. Puede omitir las preguntas, tomar un descanso o suspender su participación en cualquier momento.

Beneficios

Esta investigación no resultará en un beneficio directo para usted. Sin embargo, nos ayudará a saber cómo mejorar los servicios proporcionados a las víctimas de trata de personas.

Para mayor información sobre el estudio o en caso de dudas, puede comunicarse con:
Laura Simich al (212) 376-3176
Zhifen Cheng al (212) 376-3175

Por su acuerdo verbal, usted acepta participar en esta entrevista. La participación en esta entrevista es voluntaria. Si en cualquier momento usted decide que no desea participar, puede suspender su participación o rehusarse a responder preguntas.

Le proporcionaremos una copia de este formulario de consentimiento para que la conserve.

VERA INSTITUTE OF JUSTICE

DECEMBER 7, 2011

IRB APPROVED

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El personal de Vera debe firmar con sus iniciales tras lectura: _____

¿Acepta participar en esta entrevista? Respuesta

del participante _____ sí _____ no

Consentimiento y entrevista llevada a cabo por:

Nombre (en letra de imprenta) _____

Firma _____   Fecha _____

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DECEMBER 7, 2011

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Permiso para contactarle para una entrevista de seguimiento:

Es posible que los investigadores de Vera deseen invitarlo a otra entrevista. Una segunda entrevista es completamente voluntaria y confidencial.

Si usted acepta participar en otra entrevista, un miembro del personal de [agencia] programará otra cita con un investigador de Vera en la fecha y hora que más le convenga a usted. El investigador le pedirá describir su historia brevemente en sus propias palabras. El investigador le preguntará cómo se sintió al responder las preguntas en el instrumento de identificación y qué tan bien las preguntas reflejan sus propias experiencias. El investigador también le preguntará si las preguntas no tienen sentido para usted, o si fueron difíciles de responder, o confusas u omitieron algo que debió preguntarse de otro modo. Puede decirnos cómo mejorar las preguntas, y qué otra información le gustaría comunicar a personas que pueden ayudar a personas en situaciones similares.

_____Si, también estaría interesado en ser contactado para una segunda entrevista con un investigador de Vera, con quién puedo hablar más sobre mis experiencias y qué tan bien funcionan las preguntas de evaluación.

_____No, no deseo ser contactado para una segunda entrevista.

Este formulario de consentimiento tiene vencimiento de un año a partir de la fecha mencionada anteriormente, a menos que se obtenga un permiso especial del Consejo General de Vera para extender lafecha de vencimiento. Dicho permiso se documentará aquí: _____
El personal de Vera debe firmar con sus iniciales tras lectura: _____

**CONSENTIMIENTO VERBAL PARA DENUNCIAS para
mejorar la identificación de víctimas de trata de personas: Evaluación y difusión de un instrumento de identificación**

Usted ha aceptado participar en un estudio de investigación. La directora de investigación de este estudio es Laura Simich, investigadora en el Instituto Vera de Justicia (Vera Institute of Justice).

Debido a que este estudio está financiado por el Instituto Nacional de Justicia (NIJ, por sus siglas en inglés), estamos obligados a mantener confidencial la información que nos proporcione. Esto significa que en caso de existir situaciones en las cuales deseemos interponer una denuncia basándonos en sus declaraciones, primero necesitamos su permiso. Tiene el derecho de negar su consentimiento. Solamente entrevistaremos a las personas que otorguen su autorización, pero no compartiremos sus respuestas, y su decisión no derivará en consecuencias negativas para usted.

Solicitamos su permiso para interponer una denuncia en dos situaciones.

La primera: Si le dice al personal de investigación que [[menor solamente usted o] alguien más es una víctima actual de abuso infantil o le da al personal una razón de peso para creerlo, nos gustaría contar con su consentimiento para divulgar esta información en la Línea de Ayuda contra el Abuso Infantil del Estado. El personal de investigación solamente compartirá su nombre u otra información de identificación personal en caso de ser necesario para presentar la denuncia.

La segunda: Si usted informa al personal de investigación que está contemplando el suicidio o le da una razón de peso al personal de investigación para creerlo, nos gustaría contar con su consentimiento para divulgar dicha información ante las autoridades, incluyendo a la policía, o para llamar a alguien para proporcionarle asistencia médica.

Por el acuerdo verbal, usted se compromete a permitir la presentación de información de identificación personal en estas situaciones. Le proporcionaremos una copia de este formulario de consentimiento para que la conserve.

¿Está de acuerdo en permitir que se comparta esta información? Respuesta del participante _____ si _____ no

He explicado el procedimiento de denuncia y los derechos del participante y he respondido todas las preguntas hechas por el participante. Le he ofrecido una copia de este consentimiento informado para el formulario de denuncia.

_____   _____   _____
Firma del testigo   Nombre en letra de imprenta   Fecha

Este formulario de consentimiento tiene vencimiento de un año a partir de la fecha mencionada anteriormente, a menos que se obtenga un permiso especial del Consejo General de Vera para extender la fecha de vencimiento. Dicho permiso se documentará aquí: _____
El personal de Vera debe firmar con sus iniciales tras lectura: _____

机构代码: ____ 保密 访谈代码: ____

筛查目的: 本筛查工具旨在用作正常客户受理流程的一部分或用作特定项目客户登记的一部分。为使结果有效,应根据预先安排的程序对受访人进行筛查,以确定受访人受访是否是人口贩卖的受害者。有关使用此筛查工具和处理数据收集表的说明,请参见"逐步访谈说明"。

筛查时间: 由于每个服务机构都有自己特定的客户受理流程,因此我们要求使用筛查工具的机构自行决定该如何以最佳的方式将此筛查工具融入到您的其他受理表格或程序中。不管访谈的时间和环境如何,均请以让受访人感觉自在的交谈话题开始和结束,从而将受访其不适感降到最低。

延期筛查: 在某些情况下,受理流程不仅仅只限于与受访受访人的首次访谈。我们也理解,<u>服务机构有时可能会延迟进行敏感话题的筛查,因为受访受访人尚未准备好透露或讲述受害经历</u>,因此他们宁愿在稍后日期再进行访谈。为避免丢失这些受访人的信息以及为了记录筛查流程中的任何酌情决定,请填写本页底部随附的"延期筛查"框。

筛查暂停: 如果在访谈过程中,受访受访人表现出明显的焦虑迹象,请询问受访她/他是否要停止访谈,稍后再继续。<u>如果受访受访人选择暂停访谈</u>,请填写本页底部的"暂停筛查"框。

延期筛查(日期: __ / __ / ____)
如果受访筛查延期,请记录原因: _____

_____

延期筛查的跟进(日期: __ / __ / ____)(访谈完成日期)
如果此受访次筛查延期,请提供以前面谈次数(包括首次会面): ____

暂停筛查(日期: __ / __ / ____)
如果受访筛查暂停,请记录原因: _____

_____

暂停筛查的跟进(日期: __ / __ / ____)
如果此受访次筛查暂停,请提供继续访谈的日期: __ / __ / ___ _(月 日/年年)并选择继续访谈的 □ □
部分: 筛查背景 个人背景 移民 工作 生活和/或工作状况 [ ]总体健康状况调查问卷

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机构代码: _____   保密   访谈代码: _____

第一部分: 筛查背景 *[请勿向受访人阅读此部分]*

1a. 访谈日期: _ _ / _ _ / _ _ _ _ （月月/日日/年年年年）

1b. 受访人的最新推荐来源
☐ *[仅选择一项]*: 自己机构/内部推荐
☐ 其他社会服务机构 *[填写]*: _____
☐ 医疗保健机构
☐ 当地警察局
☐ 国土安全部 (DHS)/移民与海关执法局 (ICE)
☐ 其他执法机构 *[填写]*: _____
☐ 其他客户推荐
☐ 他人推荐 *[填写与受访人的关系]*: _____
☐ 自荐

1c. 受访人状况: 是否已经被正式确定为人口贩卖的受害者?
[访谈者: 这包括美国卫生和人类服务部 (HHS) 证明、T 签证批准函，或执法机构或法官的证明]
☐ 否
☐ 是

1d. 受访人性别: ☐ 男 ☐ 女 ☐ 其他

1e. 访谈语言: _____

1f. 访谈模式:☐ 通过口译人员访谈☐ 无口译人员访谈

第 2 部分: 个人背景

访谈者阅读: "接下来我将询问几个有关您个人和家庭背景的简单问题。"

2a.   _ _ / _ _ / _ _ _ _ （月月/日日/年年年年）
请告诉我您的出生日期。

2b. 如果您不知道自己的具体出生日期，那么您大概几岁了? _____
[访谈者: 如果受访人无法提供具体的数字，请提供以下范围供其选择]

☐ 12 岁以下☐ 13-17 岁 ☐ 18-19 岁 ☐ 20-24 岁 ☐ 25-29 岁 ☐ 30-34 岁 ☐ 35-39 岁 ☐ 40-44 岁 ☐ 45-49 岁☐

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人口贩卖受害者筛查工具 (TVIT)

50-54 岁☐ 55-59 岁☐ 60 岁以上

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2c.
您有几个亲生子女（包括儿子和女儿）？不包括领养子女或继子女。*[改述（如果受访人是女性）：您生育了几个子女？]*

□ 0   □ 1   □ 2   □ 3   □ 4   □ 5   □ 6   □ 7   □ 8   □ 9   □ 9 个以上

□ 如果受访人在未经提示的情况下表示自己怀孕了，请勾选此处。

2d. 您有几个同母异父的亲兄弟（男）？
[访谈者：向受访人阐明该答案不包括继兄弟]

□ 0   □ 1   □ 2   □ 3   □ 4   □ 5   □ 5 个以上   □ 不知道

2e. 您有几个同母异父的亲姐妹（女）？
[访谈者：向受访人阐明该答案不包括继姐妹]

□ 0   □ 1   □ 2   □ 3   □ 4   □ 5   □ 5 个以上   □ 不知道

2f. 您的最高学历是什么？

□ 1-6 年   □ 7-12 年   □ 12 年以上   □ 其他 _____

2g. 您的：
[此次访谈所用的语言**]**口语水平如何 □ 非常好 □ 好 □ 一般 □ 差
[此次访谈所用的语言**]**阅读水平如何 □ 非常好 □ 好 □ 一般 □ 差
[此次访谈所用的语言**]**写作水平如何 □ 非常好 □ 好 □ 一般 □ 差
[访谈者：如果访谈使用的不是英语，请在此处写下访谈所使用的语言: _____]

2h. 您的：
英语口语水平如何   □ 非常好 □ 好 □ 一般 □ 差
英语阅读水平如何 □ 非常好 □ 好 □ 一般 □ 差
？
英语写作水平如何 □ 非常好 □ 好 □ 一般 □ 差

2i. 您是在哪个国家出生的？ _____

2j. 您是否是出生国之外的其他国家公民？
[访谈者：如果"国籍"概念不清晰，请改述为"您的父母是在哪个国家出生的？"]
□ 否
□ 是 → 其他国籍 # 1 _____ # 2 _____

人口贩卖受害者筛查工具 (TVIT)

VERA INSTITUTE OF JUSTICE

机构代码: ＿＿＿＿　　　　保密　　　　访谈代码: ＿＿＿＿

<u>移民经历</u> *[请仅用于外国出生的受访人]*

访谈者阅读: *"现在我将询问您几个有关您国籍的问题。我询问您这些的目的不是要了解您的移民身份。我只是想完全了解您的情况，以便我们可以在必要时让您可以得到相应的帮助。接下来我要询问的问题将涉及到您是怎样移民到美国的，都有哪些人参与其中，都是怎样安排的。"*

对于儿童，这可改述为: *"我们希望你能告诉我们你是怎样来到美国的。"*

3a.
☐ 您是否可以告诉我您为何离开自己的国
☐ 家？ 找工作
　 投奔家人
☐ 逃避家人或熟人的虐
☐ 待
　 逃避冲突*/*暴力*/*迫害
☐ 其他 *[填写]*: ＿＿＿＿＿＿＿＿＿＿

3b. 来到美国之前，您曾在哪个国家呆过 **3** 个月以上？ ＿＿＿＿＿＿＿＿
[访谈者: 如果受访人曾多次来美国，请确保受访人指的是最近一次]

3c. 您是哪一年来美国的？ ＿＿＿＿＿ （年年年年）
[访谈者: 如果受访人曾多次来美国，请确保受访人指的是最近一次来美国的时间]
　　→ 如果您无法记得来美国的确切时间，那么您在美国大概呆多久了*[单选]*?
　　　　☐不到**1**年 ☐**1**年 ☐**2**年 ☐**3**年 ☐**4**年 ☐**5-10**年 ☐**10**年以上

3d. 是否有其他人参与安排您的移民？
[改述: 是否有人帮助您来美国?]
☐ 否
☐ 是 → 您可以告诉我是谁吗？ ＿＿＿＿＿＿＿＿

　　　→ 他们是怎么安排的？ ＿＿＿＿＿＿＿＿
　　　[改述: 他们都做了哪些事情来帮助您来美国?]

3e. 您是否被迫做了某些事情才换来这种帮助（例如，是否有人让您携带东西过境）？
[改述: 您是否必须要做某些事情，他们才会帮助您?]
　　☐ 否
　　☐ 是 → 您被迫做了哪些事情？ ＿＿＿＿＿＿＿＿

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3f. 您能否告诉我您移民的总成本（大概）是多少吗? _____

[改述：您付了多少钱才来到美国的?]

→付款都涉及哪些款项（如交通（飞机票或汽车票）、证件、工作安排等）？

_____

3g. 您（或您的家人）是否曾向帮助您来美国的人借钱或其他物品，或是欠他们的钱或其他物品?

[访谈者：进一步询问以了解所欠的其他物品是什么，如财产、房子或土地]

☐ 否 *[转至"工作"部分]*

☐ 是 → 您（或您的家人）是否仍背负着这项债务，或是否有人声称您仍背负着这项债务? ☐ 否 是

[访谈者：在此处记录对方自愿提供的信息] _____

_____

_____

3h.

☐ 您在美国是否曾被迫做任何自己不想做的事情来偿还因来美国而欠下的

☐ 债务? 否

   是 → 如果您愿意，能否告诉我您都被迫做了哪些自己不想做的事情?

_____

_____

→ 您能否描述一下您是怎么被迫的? _____

_____

_____

3i. 访谈者：如果受访人还提供有关债务或其他与移民相关的受害情况的信息，请记录在此:

_____

_____

_____

_____

_____

_____

_____

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机构代码: _____   保密   访谈代码: _____

工作经历

访谈者阅读："现在我将询问您几个有关您在<u>美国</u>从事的工作以及雇主和同事的问题。我尤其对任何您认为没有拿到应得工资，或感到害怕或不安全的工作感兴趣，其中也包括在常规工作场所的所有不"正规"工作。请记住，您告诉我的任何内容都将保密，而且您不必回答任何自己不想回答的问题。"

4a. 您在美国靠什么经济来源来养活自己? *[改述: 您在美国靠什么赚钱?]*

_____
_____
_____
_____

4b. 您是否曾为某人工作或从事过其他有报酬的活动，或您认为应该获得报酬的活动?
[访谈者: 这可包括有时很难界定为"工作"的无薪家务劳动，因此应该只详细询问受访人觉得不安全或受访人觉得应该有报酬但却没有拿到钱的工作。]
☐ 否 *[转至"生活和/或工作状况"部分]*
☐ 是 ➔您从事过哪些工作? _____

_____

➔您是怎么发现这些工作/机会? *[访谈者: 进一步询问了解详细信息，特别是涉及国外招聘的信息]* _____

_____

➔您将获得的报酬用在了哪些地方? _____

_____

4c. 您是否 [在美国] 从事过自己认为应该获得报酬但却没有拿到钱的工作?
[访谈者: 只要受访人清楚这些问题仅与在美国从事的工作有关，就无需重复"在美国"。]
☐ 否
☐ 是 ➔ 您从事的是哪些工作? _____

_____

➔ 您认为自己应获得多少报酬，为什么? _____

_____

➔ 您实际得到多少? _____

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4d. **[在美国]** 是否有人（选择所有的适用项）：

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机构代码: _____ 　　　　　　　保密　　　　　　　访谈代码: _____

☐ 扣留您的工资,
☐ 将您的工资付给了其他人,
☐ 或
　　控制了您本来应得的报酬?
*[访谈者: 在此处记录对方自愿提供的信
息]*_____

_____

_____

4e. [在美国,]
☐ 是否有人曾要求您签署您并不完全了解其中内容的文件, 如工作合同?　否
☐ 是 ➔ *[访谈者: 进一步询问以了解详细信息]*_____

_____

4f. [在美国,]
☐ 您是否曾从事过与您之前所获承诺和描述不同的工作?　否
☐ 是 ➔ 根据您获得的承诺或描述, 您将从事什么工作? _____
　　　➔ 实际从事的是什么工作? _____

4g. [在美国,]
☐ 在您的工作场所是否有人让您觉得<u>害怕或不安全</u>?　否
☐ 是 ➔ 能否告诉我是什么让您感到害怕或不安全? _____

4h. [在美国,] 在您的工作场所是否有人曾<u>伤害您</u>或<u>威胁要伤害您</u>?
[访谈者: 这可包括各种身体伤害、性侵犯或精神伤害]
☐ 否
☐ 是 ➔能否告诉我他们都做了什么或说了什么?

_____

_____

4i. [在美国,] 在您的工作场所是否有人曾伤害或威胁伤害<u>您身边的人</u>, 如家人或朋友?
[访谈者: 这可包括各种身体伤害、性侵犯或精神伤害]
☐ 否
☐ 是 ➔能否告诉我他们都做了什么或说了什么?

_____

_____

4j. [在美国,]
☐ 您是否曾<u>被禁止或必须得到准许</u>才能在工作时休息, 如吃饭、打电话或上厕所?　否
☐ 是 ➔ 如果您生病了或遇到紧急情况, 会怎样? _____

　　　➔ 如果您未经准许就休息, 会怎样?

_____

_____

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能与家人、朋友或他人联系

？ 1
    是 →

4k. [在美国，**]**
☐ 您是否受过工伤？ 否
☐ 是 → 您是否可以得到医疗护理? 否 ☐ 是

4l. 访谈者：如果受访人自愿提供与工作相关的人口贩卖受害情况的其他信息，请记录在此:
_____
_____
_____

生活/工作状况

> 访谈者阅读："接下来，我将再询问几个与您在美国生活或工作状况有关的问题。"

5a. 您是：
☐ 自己一个人生活，
☐ 跟家人住在一起，还
☐ 是
    跟他人住在一起? 如果是他人，那么您跟谁住在一起? _____

5b. 您是否住在您工作的地方？
[访谈者：这可包括有时很难界定为"工作"的无薪家务劳动]
☐ 否
☐ 是 *[访谈者：在此处记录对方自愿提供的信息]* _____

5c. [在美国，**]** 您是否曾觉得自己无法离开工作或生活的地方？
[访谈者：如果存在受访人想离开就有人威胁对其不利的情况，则进一步询问以了解相关信息。只要受访人清楚这些问题仅与在美国从事的工作有关，则无需重复"在美国"。]
☐ 否
☐ 是 → 能否告诉我您为何不能离开? _____
    _____

    → 如果您试图离开，您认为会怎样?
    _____
    _____

5d. [在美国，**]**
☐ 在您工作或生活过的地方，是否曾有人在门窗上锁以防您逃跑？ 否

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能与家人、朋友或他人联系

☑
☐ 是 →
　　是 *[访谈者: 在此处记录对方自愿提供的信息]* ＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿

＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿

5e. [在美国，**]**
在您生活或工作的地方是否有人曾禁止您联系家人、朋友或他人？ [改述: 您是否必须得到准许才

＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿

5f. [在美国，**]**
☐ 是否有人拿走和保管您的身份证件，如护照或驾照？　否
☐ 是　→ 如果您想要，是否能拿回来？ *[访谈者: 进一步询问以了解详细信息]*＿＿＿＿＿＿＿

＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿

5g. [在美国，**]**
☐ 是否有人强迫您获取或使用假身份证或假证件，如假绿卡？　否
☐ 是 →*[访谈者: 进一步询问以了解详细信息]*＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿

＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿

5h. [在美国，**]**
☐ 是否有雇主或与您住在一起的人让您在年龄或工作方面撒谎？　否
☐ 是　→ 您能否解释他们为何让您撒谎？＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿

＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿

5i. [在美国，**]** 是否有雇主或与您住在一起的人威胁您要向警察局或其他机构举报您？
[访谈者: 如果受访人是在外国出生的，请进一步询问以详细了解有关威胁向移民机构举报的情况]
☐ 否
☐ 是 *[访谈者: 进一步询问以了解详细信息*＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿

＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿

5j. [在美国，**]** 您是否曾在生活或工作的地方看到有人被伤害或被威胁受到伤害？
[访谈者: 这可包括任何身体伤害、性侵犯或精神伤害]
☐ 否
☐ 是　→ 如果您愿意，能否告诉我当时的情况是怎样的？＿＿＿＿＿＿＿＿＿＿＿

＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿

5k. [在美国，**]**
☐ 是否有雇主或与您住在一起的人欺骗或强迫您做您不想做的事情？　否
☐ 是　→ 如果您愿意，能否给我举几个例子？

＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿

＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿

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? 1 _____

　　是 →

5l. [在美国，**]**是否有人曾强迫您接触其他人或与其他人进行任何您不愿意的身体 **[**或性**]**

☐ 接触？ 否

☐ 是 → 如果您愿意，能否告诉我当时情况是怎样的？ _____

_____

5m. [在美国，**]**是否有人曾将您的照片放到互联网上？

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机构代码: _____   保密   访谈代码: _____

☐ 否
☐ 是   → 如果您愿意，能否告诉我是谁发布的照片？ _____

     → 此人为何发布照片？ _____

     → 您是否同意发布照片？☐ 否 ☐ 是

5n. [在美国，**]**
您是否曾从事过性交易来换取有价值的东西（如金钱、房屋、食物、礼品或喜欢的东西）？
[访谈者：进一步询问以了解各种类型的性行为信息]
☐ 否
☐ 是   → 您是否是被迫的?☐ 否 ☐ 是

     → 这件事发生时，您是否未满 **18** 岁?☐ 否 ☐ 是

5o. [在美国，**]**
☐ 是否有雇主或与您住在一起的人拿您的钱来支付交通费、食物或租金？ 否
☐ 是   → 您是否同意此人拿您的钱?☐ 否 ☐ 是

     → 您能否描述一下当时的情况？ _____

_____

5p. [在美国，**]**
☐ 是否有雇主或与您住在一起的人控制您可以获得的食物量？ 否
☐ 是   → 您是否能得到足够的食物?☐ 否 ☐ 是

5q. [在美国，**]**
☐ 是否有雇主或与您住在一起的人控制您何时可以睡觉？ 否
☐ 是   → 您是否能得到充足的睡眠?☐ 否 ☐ 是

5r.
☐ 在您需要帮助的情况下，语言是否曾成为您寻求帮助的
☐ 障碍？ 否
   是

5s. 访谈者：如果受访人自愿提供与在美工作或生活遇到的武力、欺诈或强迫相关的其他信息，请记录在此：
_____
_____
_____
_____
_____
_____

VERA
INSTITUTE OF JUSTICE

机构代码: _____   保密   访谈代码: _____

总体健康状况调查问卷

> 访谈者阅读: "我们的访谈就快结束了。在结束之前，我还想问一下关您曾有过的任何健康方面的问题以及您过去几周的总体健康状况。"

6a.您的总体健康状况如何?
[改述: 您感觉怎样? 您如何评价自己的健康状况?]
☐ 非常好 ☐ 很好 ☐ 好 ☐ 一般 ☐ 差

6b. 您最近是否能集中注意力?
☐ 比平时强 ☐ 跟平时一样 ☐ 比平时差 ☐ 比平时差很多

6c. 您最近是否曾因过度担心而失眠?
☐ 完全没有 ☐ 跟平时一样 ☐ 比平时多 ☐ 比平时多很多

6d. 您最近是否觉得自己在做的事情有意义?
☐ 比平时更有意义 ☐ 跟平时一样 ☐ 不如平时有意义 ☐ 没意义得多

6e. 您最近是否觉得自己遇到事情可以做出决定?
☐ 比平时强 ☐ 跟平时一样 ☐ 比平时差 ☐ 差很多

6f. 您最近是否感觉一直面临压力?
☐ 完全没有 ☐ 跟平时一样 ☐ 比平时多 ☐ 比平时多很多

6g. 您最近是否感觉力不从心?
☐ 完全没有 ☐ 跟平时一样 ☐ 比平时多 ☐ 比平时多很多

6h. 您最近是否能够享受正常的日常活动?
☐ 比平时强 ☐ 跟平时一样 ☐ 比平时差 ☐ 比平时差很多

6i. 您最近是否能够勇敢面对问题?
☐ 比平时强 ☐ 跟平时一样 ☐ 比平时差 ☐ 差很多

6j. 您最近是否感觉不开心和沮丧?
☐ 完全没有 ☐ 跟平时一样 ☐ 比平时多 ☐ 比平时多很多

6k. 您最近是否失去自信?
☐ 完全没有 ☐ 跟平时一样 ☐ 比平时多 ☐ 比平时多很多

6l. 您最近是否认为自己是个一无是处的人？

☐ 完全没有 ☐ 跟平时一样 ☐ 比平时多 ☐ 比平时多很多

6m. 您最近是否感觉总体而言相当开心？

☐ 比平时强 ☐ 跟平时差不多 ☐ 比平时差 ☐ 比平时差很多

访谈结束

[访谈者：告诉受访人 [哪个组织] 可提供哪些服务]

您是否需要我向（此机构）的人员为您寻求更多帮助? ☐ 否 是

访谈者：告诉受访人访谈结束了。向受访人表示感谢，并向受访人提供感谢函和报酬。

机构代码: _____   保密   访谈代码: _____

访谈后评估（由访谈者完成）

7a. 记录任何显示受访人曾受害的非语言迹象: _____
_____
_____
_____

7b. 记录任何表明受访人所述内容可能不准确的迹象；如果可能，请具体指出问题的编号: _____
_____
_____
_____

7c. 评估受访人是人口贩卖受害者的可能性:
☐ 肯定不是 ☐ 可能不是 ☐ 无法确定 ☐ 可能是 ☐ 肯定是

7d. 简要陈述您评定的三个原因:
(1) _____
_____
(2) _____
_____
(3) _____
_____

7e.
您将向受访人推荐哪些服务（如果有）？
(1)
(2)
(3)
(4)
(5)

7f. 其他注意事项: _____
_____
_____
_____
_____
_____

参加以下研究的口头同意书：
更好地确定人口贩卖受害者的身份：筛查工具的评估与推广

研究介绍

维拉司法研究所是一家民间非营利组织，致力于与政府机构和社会团体合作开展调查研究和工作，改善人们所依赖的司法和安全服务。

维拉正在进行一项筛查工具的研究。这项研究可以让我们知道询问什么样的问题可以识别需要帮助的人口贩卖受害者的身份。筛查工具中的问题是由 维拉和许多服务机构于 2008 年在纽约设计的。现在，我们正在纽约和美国其他地区的九家机构中测试这一筛查工具，包括 [此次约谈所在的机构]。我们让您回答这些问题的原因是因为您的经历和答案可以帮助我们了解这些提问的效果。我们将至少向与您情况类似的 200 人询问同样的问题。此项研究的目的是提供更可靠的筛查工具，以便其他的人口贩卖受害者服务机构可以用来识别和帮助人口贩卖的受害者。

资金来源

这项研究为期两年，由美国国家司法研究所 (National Institute of Justice, NIJ) 赞助。美国国家司法研究所是美国司法部 (U.S. Department of Justice) 下属的一家调查、开发和评估机构。它致力于通过科学的方法来增加人们对犯罪和司法问题的知识和了解。

有关参加此项研究的说明

如果您同意参加此项研究，您将参加一次访谈，向我们提供有关您工作经历、生活状况、健康状况和最近移民经历（如果您在美国境外出生）的个人信息。

在访谈期间，我们将向您提出和以下类似的问题：您能否告诉我们您为何离开自己的祖国？为了还债，您是否曾被迫做自己不想做的事情？在美国工作或生活期间，是否有人曾拿走您的护照等证件？您认为自己的总体健康情况如何？

我们不会让您说出可能导致您受到伤害的人员身份，也不会让您说出您想要保护的人员身份。您不必告诉我们任何自己不想说的内容。
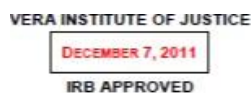
研究时限

此项研究已于 2012 年 1 月 1 日开始。研究结束后，研究人员会把它写成报告并发表出来。维拉预计此项研究将于 2013 年 12 月 31 日结束。如果此项研究需要更多时间才能完成，则时间可能会延长。

报酬

如果您参加此项研究的访谈，您可获得价值 20 美元的礼品卡。

您参加此项研究完全出于自愿

您参加此项研究完全出于自愿。此外，您决定参加或不参加都不会给您带来任何特殊利益、利益损失或其他惩罚。

维拉不会告诉任何人您是否决定参加或不参加此项研究访谈，也不会记录您的姓名等任何身份信息。

访谈期间，您可以拒绝回答任何不想回答的问题，也可以随时决定停止参加此项研究。

保密

维拉将对您的个人信息保密，我们不会与项目团队之外的任何人分享这些信息，包括您的家人。为了对您的信息保密，收集的所有个人信息都将被存放在上锁的文件柜中和维拉的保密电脑系统里。维拉人员均接受过培训，会保护您的个人信息安全。在访谈期间，维拉人员不会从所做的记录中收集您的任何身份信息，包括您的姓名。

在报告研究结果时，我们不会透露您的姓名。

在极少的特殊情况下，维拉可能会报告您所述的内容。这些情况包括：

1) 如果您告诉维拉研究人员您想自杀或您知道有人想自杀，维拉可能会将此类信息报告给警察局等相关部门。
2) 如果您准许维拉在其他特定情况下向相关部门报告有关信息。如果您同意参加此项研究，我们将向您寻求此类准许。

VERA INSTITUTE OF JUSTICE
DECEMBER 7, 2011
IRB APPROVED

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风险

参加此项研究需要承担一定的风险，您应该在同意参加前考虑清楚。维拉将采取措施来防止出现风险。

1) 在极少数情况下，您的个人信息可能会被意外泄露给项目团队外的人员。但是，这几乎不可能发生，因为我们不会收集您的姓名，而且维拉具有防止信息泄露的相关政策和规程，例如将您的个人信息存放在上锁的文件柜内，并培训员工在使用研究数据时采取相应的保密措施。

2) 访谈期间我们提出的某些问题可能让您感到心烦或不舒服。请记住，您不必回答此类问题。您可以跳过这些问题，休息一下或随时停止参加此项研究。

利益

此项研究不会直接为您带来利益，但是您将帮助我们了解如何更好地为人口贩卖受害者提供服务。

如果您需要有关此项研究的更多信息，或存有疑问，您可以联系以下研究人员：
Laura Simich，电话：(212) 376-3176
Zhifen Cheng，电话：(212) 376-3175

通过口头协议，您同意参加此项研究的访谈。参加此项研究是自愿行为。如果您在任何时候决定不想参加，您都可以终止或拒绝回答问题。

我们将向您提供一份同意书副本，供您保管。

您是否同意参加此项研究的访谈？

受访者回答 ＿＿是 ＿＿＿否

访谈意愿书和访谈人员签名：

姓名（正楷）＿＿＿＿＿＿＿＿＿＿＿＿＿＿

签名 ＿＿＿＿＿＿＿＿＿＿＿＿＿ 日期 ＿＿＿＿＿＿＿＿＿＿＿＿

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维拉法律总顾问特别准许延长有效期。此类准许将
记录在此处：＿＿＿＿＿＿＿＿＿

本页内容填好后维拉人员草签

可进行后续访谈的联系许可：

维拉研究人员可能希望和您做第二次访谈。第二次访谈也完全出于自愿，而且是保密的。

如果您同意再次接受访谈，[您所在机构]的人员将在您方便的时候安排您接受维拉研究人员的访谈。研究人员将让您用自己的话简要介绍一下您的经历。研究人员将询问您在回答筛查工具中的问题时有何感受，以及这些问题是否能很好地反映您自身的经历。研究人员还将问您是否觉得这些问题对您来说没有任何意义，或者这些问题让您难以回答或不知所云，或者是否应该省去某些内容而采用其他方式提问。您可以告诉我们该如何改进这些问题，也可以告诉我们还应该向为类似境遇人士提供帮助的人提供哪些其他信息。

_____是，可以与我联系并接受维拉研究人员的第二次访谈，我可以向维拉研究人员更详细地讲述我的经历以及我对筛查问题效果的看法。

_____否，我不想再被联系，不想再次接受访谈。
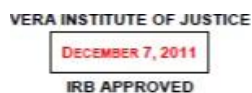
允许在以下研究过程中向相关部门报告的口头同意书:
更好地确定人口贩卖受害者的身份:筛查工具的评估与推广

您已同意参加我们这次研究调查。本次调查的首席调查员是来自美国 维拉司法研究所 (Vera Institute of Justice) 的研究员 Laura Simich。

由于本次调查是由美国国家司法研究所 (National Institute of Justice, NIJ) 赞助的, 因此按规定我们将对您向我们提供的信息保密。这就是说, 如果出现特殊情况, 而我们因此需要向其他相关部门报告您提供的信息时, 我们需要事先经过您的允许。您拥有拒绝的权利, 但是只有您表示同意了, 我们才会继续和您做此次调查。我们不会告诉任何人您是否同意了, 而且您的决定也不会产生任何负面后果。

在以下两种情况下, 我们会寻求您准许我们将访谈内容报告给相关部门。

第一种: 如果您告诉研究人员 [仅限未成年人您或] 他人现在就是儿童虐待的受害者, 或让研究人员有足够的理由相信这种情况正在发生, 我们希望您同意将我们了解到的情况报告给国家儿童虐待热线 (Child Abuse Hotline)。如果他们的报告里需要相关信息, 研究人员仅会提供您的姓名或其他个人身份信息。

第二种: 如果您告诉研究人员您想自杀或让研究人员有足够的理由相信您有自杀倾向, 我们希望您同意将此类信息报告给相关机构, 包括警察局, 或致电给某人来向您提供医疗帮助。

通过口头协议, 您允许我们在上述情况下向相关机构报告相关个人信息。我们将向您提供一份同意书副本, 供您保管。

您是否同意我们在这些情况下向相关部门报告?受访者回答 ____是   ____否

本人已经解释了报告程序和当事人权利, 回答了受访者提出的所有问题, 并向受访者提供了一份知情报告同意书副本。

_____ _____ _____
见证人签名　　　　　　　　　　正楷姓名　　　　　　　　　　　日 期

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기관 식별 번호: ____   기밀 유지   인터뷰 식별 번호: ____

스크리닝 목적. 본 스크리닝 도구는 특정 프로그램 등록 절차의 일부, 또는 일반 수용의 일부로 사용되도록 만들어졌습니다. 정확한 결과를 얻기 위하여, 의뢰인이 인신 매매의 희생자라고 여겨지는지의 여부와 관계없이, 스크리닝은 사전에 마련된 계획에 따라 실시되어야 합니다. 본 스크리닝 도구의 사용과 데이터 수집 양식을 취급함에 있어 단계별 인터뷰 이용 방법을 참조하여 주십시오.

스크리닝 타이밍. 각 기관의 채용 절차는 독특하므로, 기관 각자의 채용 양식 또는 절차와 저희 스크리닝 도구가 가장 적합하게 통합될 수 있는 방법으로 시행하기 바랍니다. 인터뷰의 시간이나 내용에 관계없이, 아동의 불편함을 최소화 할 수 있도록 편안한 주제로 대화를 시작하고 끝맺음해 주십시오.

연기된 스크리닝. 의뢰인과의 첫번째 만남 이후에도 수용 절차가 이어지는 경우가 있을 것입니다. 의뢰인이 자신의 피해 경험에 대해 얘기하거나 밝힐 준비가 안된 경우라고 판단이 되거나, 좀 더 시간이 지난 후 인터뷰를 계속하는 것이 더 좋겠다고 판단될 때, 서비스 제공자가 민감한 스크리닝을 연기하고자 할 수도 있을 것입니다. 개인에 대한 정보를 손실하지 않으면서 재량에 의하여 스크리닝 절차에 대하여 내린 결정을 문서화하기 위하여 이 페이지의 하단에 첨부되어 있는 연기된 스크리닝 박스에 기입하여 주십시오.

스크리닝 중지. 인터뷰 도중에 의뢰인이 불안한 증세를 보이면, 인터뷰를 잠시 쉬고 조금있다가 다시 하고자 하는지 물어보십시오. 만일 의뢰인이 인터뷰를 중지하고자 하면 이 페이지의 하단에 첨부되어 있는 중지된 스크리닝 박스에 기입하여 주십시오.

연기된 스크리닝 (날짜: __ / __ / ____)
만일 의뢰인의 스크리닝이 연기되었으면 그 사유를 기입하여
주십시오:_____

연기된 스크리닝 추후 일정 (날짜: __ / __ / ____) (인터뷰 완료 일짜)
이 의뢰인에 대한 스크리닝이 연기되었으면, 기존의 현장 미팅 횟수를 기입하여 주십시오 (첫번째 미팅을 포함하여): __

중지된 스크리닝 (날짜: __ / __ / ____)
만일 의뢰인의 스크리닝이 중지되었으면 그 사유를 기입하여 주십시오: _____

_____

중지된스크리닝 추후 일정 (날짜: __ / __ / ____)
만일 의뢰인의 스크리닝이 중지되었으면, 인터뷰가 재개된 날짜를 기입하여 주십시오: __ / __ / ____ (월/일/년도) 그리고 어느 항목에서 인터뷰가 재개되었는지 체크하여 주십시오: □

스크리닝 배경   □

개인적인 배경 □ 이주 □ 직장 □ 거주/또는 근무 상태   □ 전반적인 건강 질문

베라 사법 연구소

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기관 식별 번호: _____   기밀 유지   인터뷰 식별 번호: _____

1 장:스크리닝 배경 [의뢰인에게 읽어주지 마십시오]

1a. 인터뷰 일자: _ _ / _ _ / _ _ _ _ (MM/DD/YYYY)

1b. 의뢰인의 <u>가장 최근</u> 추천처 [하나만 선택]:

☐ 자체 기관/ 내부 추천
☐ 다른 사회 서비스 제공자 [기입]:_____
☐ 의료 서비스 제공자
☐ 지역 경찰서
☐ 국토안보부 (DHS) / 이민 세관 단속국 (ICE)
☐ 기타 법 집행기관 [기입]:_____
☐ 다른 의뢰인에 의한 추천
☐ 다른 사람에 의한 추천 [의뢰인과의 관계 기입]:_____
☐ 자발적으로 방문

1c. 의뢰인 현상태: 인신 매매로 공식적으로 결정된 상태인지?
[인터뷰 진행자: 여기에는 HHS 인증서, T-비자 승인, 또는 법 집행 기관이나 판사로부터의 인증서가 포함됩니다]
☐ 아니오
☐ 예

1d. 의뢰인의 성별:☐ 남성 ☐ 여성 ☐ 기타

1e. 인터뷰에 사용된 언어: _____

1f. 인터뷰 모드☐ 통역자 동반 인터뷰☐ 통역자 없이 인터뷰

2 장: 개인적 배경

> 인터뷰 진행자는 다음을 읽으십시오: "귀하 본인과 가족의 배경에 대해 간단하게 몇가지 질문을 드리겠습니다."

2a. 생년월일은   _ _ / _ _ / _ _ _ _ (월/일/년도)
언제입니까?

2b. 생년월일을 모르신다면, 대략 몇 살쯤 되었습니까?_____
[인터뷰 진행자:응답자가 몇살인지 답을 못하는 경우, 다음 선택 사항을 제공하십시오]

☐ 12 세 이하☐ 13-17 ☐ 18-19 ☐ 20-24 ☐ 25-29 ☐ 30-34 ☐ 35-39 ☐ 40-44 ☐ 45-49☐ 50-54☐ 55-59 ☐ 60+

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2c. 몇 명의 친자녀를 (남성 및 여성) 두고 있습니까? 입양한 자녀나 의붓 자녀는 해당되지 않습니다. *[(의뢰인이 여성인 경우)다음 질문을 하십시오: 몇 명의 자녀를 출산하였습니까?]*

☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 9 명 이상

☐ 의뢰인이 임신한 사실을 상기하지 않고 답하였을 경우 여기를 체크하십시오.

2d. 어머니 쪽으로 친 형제(남성)가 몇 명이나 됩니까?
[인터뷰 진행자: 이 질문에 이복 형제는 해당되지 않음을 분명히 해 주십시오]

☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 5 명 이상 ☐ 모름

2e. 어머니 쪽으로 친 자매(여성)가 몇 명이나 됩니까?
[인터뷰 진행자: 이 질문에 이복 자매는 해당되지 않음을 분명히 해 주십시오]

☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 5 명 이상 ☐ 모름

2f. 최종 학력은 다음 중 어느것입니까?

☐ 1-6 년 ☐ 7-12 년 ☐ 12 년 이상 ☐ 기타 _____

2g. 다음 언어에 얼마나 능통하십니까:
말하기 **[인터뷰에 사용되는 언어]?** ☐ 아주 잘함 ☐ 잘함 ☐ 보통 ☐ 못함
읽기 **[인터뷰에 사용되는 언어]?** ☐ 아주 잘함 ☐ 잘함 ☐ 보통 ☐ 못함
쓰기 **[인터뷰에 사용되는 언어]?** ☐ 아주 잘함 ☐ 잘함 ☐ 보통 ☐ 못함
[인터뷰 진행자: 인터뷰가 영어로 진행되지 않으면, 인터뷰에 사용되는 언어를 기입하여 주십시오: _____]

2h. 다음에 얼마나 능통하십니까:
영어 말하기? ☐ 아주 잘함 ☐ 잘함 ☐ 보통 ☐ 못함
영어 읽기? ☐ 아주 잘함 ☐ 잘함 ☐ 보통 ☐ 못함
영어 쓰기? ☐ 아주 잘함 ☐ 잘함 ☐ 보통 ☐ 못함

2i. 출생 국가는 어디입니까? _____

2j. 출생 국가 이외에 다른 국가 시민권을 가지고 있습니까?
[인터뷰 진행자: '시민권'에 대한 개념이 분명하지 않으면, 부모가 출생한 국가로 다시 말하십시오]
☐ 아니오
☐ 예 → 시민권을 보유하고 있는 다른 국가이름 # 1 _____ # 2 _____

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기관 식별 번호*:* ____   기밀 유지   인터뷰 식별 번호*:* ____

이주 *[외국에서 출생한 의뢰인에게만 이주 항목을 이용하십시오]*

인터뷰 진행자는 다음을 읽으십시오: **"귀하께서 출생한 국가에 대해 질문을 드리겠습니다. 귀하의 현재 이주 상태를 알아보고자 이 질문을 드리는 것은 아닙니다. 필요한 경우 적절한 도움을 드리기 위하여 귀하의 현재 상태를 잘 이해하기 위한 것입니다. 다음 질문들은 귀하의 미국 이민, 누가 그 이주에 관련이 되었으며, 어떻게 이루어졌는지에 관한 것입니다."**

아동에 대해서는 다음을 읽으십시오: **"미국으로 여행왔을 때 어떤 일이 있었는지 말해 주세요."**

3a. 귀하가 모국을 떠난 이유를 말해 주실 수
있습니까**?**
☐ 일 자리를 찾기 위하여
☐ 가족과 합치기 위하여
☐ 가족 또는 아는 사람으로부터의 학대를 피하기 위하여
☐ 충돌/폭력/박해로부터 피하기 위하여
☐ 기타*[기입]*: _____

3b. 미국에 오기 전에 최소 3 개월간 거주한 국가는 어디입니까**?** _____
[인터뷰 진행자:만일 의뢰인이 미국에 한 번 이상 왔다면, 의뢰인이 가장 최근 거주지에 대한 답을 하도록 해 주십시오]

3c.몇 년도에 미국에 왔습니까**?** _____(YYYY)

[인터뷰 진행자: 만일 의뢰인이 미국에 한 번 이상 왔다면, 의뢰인이 가장 최근에 미국에 도착한 년도를 답하도록 해 주십시오.]
➔ 미국에 온 년도를 정확하게 기억하지 못하면, 미국에 대략 얼마동안 거주하고 있는지 말씀해 주십시오
[하나 선택]

☐ 1 년 미만 ☐ 1 년 ☐ 2 년 ☐ 3 년 ☐ 4 년 ☐ 5 에서 10 년 ☐ 10 년이상

3d.귀하의 이주를 준비하는데 관련된 사람이 있습니까**?**
[다시 말하면:미국으로 오는데/여행하는데 도와준 사람이 있습니까?]
☐ 아니오
☐ 예 ➔ 누군지 말씀해 주실 수 있습니까**?**_____

➔ 어떻게 도움을 주었습니까**?** _____
[다시 말하면: 미국으로 오도록 하기 위하여/여행하는데 무엇을 도와주었습니까?]

3e. 이 도움에 대한 댓가로 원하지 않는 일을 하기를 강요받았습니까 (예를 들어, 국경을 넘어 어떤 물건을 전달하는것과 같은 일)**?**

[다시 말하면: 도움을 받기 위해 어떤 일을 했어야 했습니까?]
　　　☐ 아니오
　　　☐ 예 → 어떤 일을 하기를 강요받았습니까**?** _____

3f. 이주에 소요된 총 비용을 (대략) 말씀해 주실 수 있습니까: _____
　　　[다시 말하면:미국에 오기 위해 얼마를졌습니까?] →그 비용에는 어떠한 내용이 포함되었습니까**(**즉, 비행기표, 또는 버스표와 같은 교통비, 서류 비용, 일 자리 알선
　　　비용)**?** _____

3g. 미국에 오기 위해 귀하 (또는 귀하의 가족)는 돈을 빌리거나, 미국에 올 수 있도록 도와준 사람에게 돈이나 그 밖의 것들을 빚졌습니까**?**

[인터뷰 진행자:집이나 자산 또는 땅과 같은 다른 것을 빚지고 있는지 물어보십시오]
☐ 아니오　　*[일자리 항목으로 이동]*
☐ 예 → 귀하 (또는 가족) 은 아직도 그 빚을 지고 있거나, 귀하가 빚을 지고 있다고 주장하는 사람이
　　있습니까**?**
☐ 아니오 ☐ 예
　　[인터뷰 진행자: 자발적으로 공개한 정보를 여기에 기입하십시오] _____
_____
_____

3h. 미국 내에서, 미국으로 오기 위하여 진 빚을 갚기 위해 원하지 않는 일을 하도록 강요 당한적이 있습니까**?**
☐ 아니오
☐ 예 → 괜찮으시다면, 어떤 종류의 일을 하기를 강요 당하셨는지 말씀해 주시겠습니까**?**
　　　_____
　　　_____
　　　_____

　　　→ 어떤식으로 강요 당하였는지 말씀해 주시겠습니까**?** _____
　　　_____
　　_____

3i. 인터뷰 진행자*:* 만일 의뢰인이 이주와 관련하여 지게된 빚, 또는 당해야 했던 다른 부당한 처우에 관하여 추가 정보를 제공하였으면 여기에 기입하여 주십시오. _____
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인신 매매 피해자 판별 도구 (TVIT)

직업

> 인터뷰 진행자는 다음을 읽으십시오: **"미국에서** 일한 경험과 함께 일한 사람에 대하여 질문을 드리겠습니다. 특히 받아야 할 보수만큼 받지 못한 일 또는 일하는 동안 두려움이나 안전하지 못하다고 느꼈던 일에 대하여 질문을 드리고자 합니다. 이러한 일에는 일반적인 근무지에서의 '공식적'이지 않은 일을 포함합니다. 말씀해 주시는 모든 정보는 기밀이 보장되며 원하지 않는 질문에는 답하지 않으셔도 됨을 기억하여 주십시오."

4a. 미국에 있는 동안 경제적으로 어떻게 유지하여 왔습니까? *[다시 말하면: 미국에서 어떻게 돈을 벌었습니까?]*
_____
_____

_____
_____

4b. 보수를 받으려고 또는 보수를 받을 것이라고 생각했기 때문에 누군가를 위해 일한 적이 있습니까?
[인터뷰 진행자: 이것에는 일밪적으로 "일"이라고 정의되지 않은 무보수의 집안일이 포함되며 인터뷰하는 사람이 안전하지 않다고 생각하거나 보수를 마땅히 받아야 한다고 생각하는 일이 포함됩니다.]
☐ 아니오 *[거주 그리고/또는 근무 조건으로 이동]*
☐ 예 　➔어떤일을 하셨습니까?_____
_____

　　　 ➔이러한 일자리/기회는 어떻게 알게되었습니까? [인터뷰 진행자: 특히 해외에서의
　　　 채용을중심으로 상세한 사항 질문] _____
_____

　　　 ➔받은 보수로 무엇을 하였습니까?_____
_____

4c. [미국에서] 보수를 받을 것이라고 생각한 일자리에서 보수를 받지 못한 채 일한적이 있습니까?
[인터뷰 진행자: 이 질문이 미국내에서의 일이라는것을 이해하고 있는 한 "미국에서"라는 말을 되풀이할 필요는 없습니다.]
☐ 아니오
☐ 예 　➔ 어떠한 일을 하였습니까?_____
_____

　　　 ➔ 어떤 보수를 받을 것이라고 생가하였으며 그 이유는 무엇입니까?_____
_____

　　　 ➔ 무엇을 받았습니까?_____

4d. **[미국에서]** 귀하에게 다음의 행동을 한 사람이 있습니까? (해당되는 사항 모두 체크):
☐ 귀하가 받아야 할 보수를 지불하지 않거나,
☐ 귀하가 받아야 할 보수를 다른 사람에게 주었거나, 또는
☐ 귀하가 지불 받았어야 할 돈을 통제함.
[인터뷰 진행자: 자발적으로 공개한 정보를 여기에 기록하십시오

_____

_____

4e. [미국에서] 근무계약서와 같은 서류를 완전히 이해 하지 못한 상태에서 서명을 하도록 강요
당한 적이 있습니까**?**
☐ 아니오
☐ 예 ➔ *[인터뷰 진행자: 상세한 내용을 질문하십시오]*_____

_____

 4f. [미국에서] 사전에 설명되거나 약속된 내용과 다른 일을 해야 하는 곳에서 일한 적이
있습니까**?**
☐ 아니오
☐ 예 ➔ 어떤곳이라고 약속을 받았습니까**?** _____
         ➔ 어떤일을 하게 되었습니까**?** _____

4g. [미국 내] 직장에서 귀하를 두렵거나, 안전하지 않은 느낌이 들도록 만드는 사람이 있었습니까**?**
☐ 아니오
☐ 예 ➔ 두렵거나, 안전하지 않은 느낌이 들도록 만든 사람이 누군지 말씀해 주실 수
있습니까**?**_____

4h. [미국 내] 직장에서 귀하를 해치거나 또는 해치겠다고 협박하는 사람이 있었습니까**?**
[인터뷰 진행자: 이것에는 신체적, 성적 또는 정신적인 위해가 포함될 수 있습니다]
☐ 아니오
☐ 예 ➔그들이 어떤 일을 했거나, 어떤 말을 했는지 말씀해 주실 수 있습니까**?**

_____

_____

4i. [미국 내] 직장에서 귀하의 가족이나 친구와 같이 귀하에게 가까운 사람을 해치거나 해치겠다고
협박하는 사람이 있었습니까**?**
[인터뷰 진행자: 이것에는 신체적, 성적 또는 정신적인 위해가 포함될 수 있습니다]
☐ 아니오
☐ 예 ➔ 그들이 어떤 일을 했거나, 어떤 말을 했는지 말씀해 주실 수 있습니까**?**

_____

_____

4j. [미국에서] 예를 들어 식사를 한다든지, 전화를 건다든지 또는 화장실을 간다든지와 같은 휴식이 허가되지 <u>않는다든가</u> 그런 휴식을 위해 허락을 받아야 했던적이 있습니까**?**

☐ 아니오
☐ 예 → 병이 났을 경우 또는 응급 상황이 발생한 경우는 어떠하였습니까**?**

_____

_____
→그러한 허가 없이 휴식을 취했을 경우 어떤일이 발생하였을 것이라고 생각하십니까**?**

_____
_____

4k. [미국 내] 직장에서 다친적이 있습니가**?**

☐ 아니오
☐ 예 → 의료 도움을 받도록 허락되었습니까**?**   ☐ 아니오   예

4l. 인터뷰 진행자:의뢰인이 미국 내 직장에서 발생한 인신 매매 부당 처우와 관련하여 자발적으로 추가 정보를 제공할 경우 여기에 기입하십시오*:*

_____
_____
_____
_____

기관 식별 번호*:* ____   기밀 유지   인터뷰 식별 번호*:* ____

거주 또는 근무 환경

> 인터뷰 진행자는 다음을 읽으십시오: **"미국내에서의 거주 또는 근무 환경에 관련하여 경험하셨던 문제점들에 대해 질문을 드리겠습니다."**

5a. 귀하께서는:
☐혼자 살고 계십니까,
☐가족과 함께 살고 계십니까, 또는
☐ 다른 사람과 살고 계십니까? 다른 사람과 살고 있다면 누구와 살고 계십니까?
_____

5b.근무지에서 거주하고 계십니까?
[인터뷰 진행자: "일"이라고 정의되지 않은 무보수 가사 노동과 같은 활동이 포함될 수 있습니다]
☐ 아니오
☐ 예 *[인터뷰 진행자:자발적으로 제공되는 정보를 여기에 기입하십시오]*
_____

5c. [미국에서] 근무하고 있는 곳이나 거주하고 있는 곳에서 떠나는 것이 허락되지 않는다고 느낀적이 있습니까? *[인터뷰 진행자: 귀하가 떠나려는 시도를 한다면, 누군가가 해치겠다고 협박한 상황이 있었는지 질문하십시오. 이 질문이 미국에서의 일이라는것을 이해하고 있는 한 "미국에서"라는 말을 되풀이할 필요는 없습니다.]*
☐ 아니오
☐ 예 → 왜 떠날 수 없었는지 말씀해 주시겠습니까?
_____

    → 떠나려고 했다면 어떤일이 발생하였을것이라고 생각하십니까?
_____
_____

5d. [미국에서] 귀하가 떠나는 것을 방지하기 위하여 문 또는 창문에 자물쇠가 채워진 곳에서 일하거나 거주한 적이 있습니까?
☐ 아니오
☐ 예 **[인터뷰 진행자:** 자발적으로 제공된 정보를 여기에 기입하세요*]* _____

5e. [미국에서] 가족, 친구 또는 다른 사람에게 연락을 취하는 것이 허락되지 않는 곳에서 근무하거나 거주하신적이 있습니까? [다시 말하면: 가족, 친구또는 다른 사람과 연락을 하려면 허락을 받아야 했던 적이 있습니까?]
☐ 아니오
☐ 예 → 왜 허락이 되지 않았는지 말씀해 주시겠습니까? _____
_____

기관 식별 번호: _____   기밀 유지   인터뷰 식별 번호: _____

5f. [미국에서**]** 누군가가, 여권이나 운전 면허증과 같은 귀하의 신분증을 가져가거나 보관하고 있었던 적이 있습니까**?**
☐ 아니오
☐ 예 → 원할 경우 신분증을 다시 찾을 수 있었습니까**?** [인터뷰 진행자: 상세한 내용을 질문하십시오]_____

5g. [미국에서**]** 가짜 영주권과 같이 가짜 서류나 가짜 신분증을 취하고 사용하도록 강요 받은적이 있습니까**?**
☐ 아니오
☐ 예 →[인터뷰 진행자: 상세한 내용을 질문하십시오]_____
_____

5h. [미국에서**]** 함께 거주하는 사람, 또는 직장 상사가 귀하에게 나이를 속이거나 무슨 일을 하는지에 대해 속이라고 말한 적이 있습니까**?**
☐ 아니오
☐ 예 →왜 거짓말을 하라고 시켰는지 설명하실 수 있습니까**?** _____
_____

5i. [미국에서**]** 함께 거주하는 사람, 또는 직장 상사가 귀하를 경찰서나 당국에 신고하겠다고 협박한 적이 있습니까**?**
[인터뷰 진행자: 의뢰인이 외국에서 출생한 경우, 이민국에 신고하겠다는 협박을 받은 적이 있는지 질문하십시오]
☐ 아니오
☐ 예 [인터뷰 진행자: 상세한 내용을 질문하십시오]_____
_____

5j. [미국 내에**]** 거주하거나 근무하는 곳에서 해침을 당하거나 협박을 당한 사람을 본적이 있습니까**?**
[인터뷰 진행자: 이것에는 신체적, 성적 또는 정신적인 위해가 포함될 수 있습니다]
☐ 아니오
☐ 예 →괜찮으시다면, 어떤일이 있었는지 말씀해 주시겠습니까**?** _____
_____

5k. [미국에서**]** 함께 거주하는 사람, 또는 직장상사가 귀하가 원치 않는 일을 속여서 시키거나 강제로 시킨 적이 있습니까**?**
☐ 아니오
☐ 예 →괜찮으시다면, 몇 가지 예를 들어 주시겠습니까**?**
_____
_____
_____

5l. **[미국에서]** 귀하가 다른 사람을 만지도록 강요당하거나 또는 다른 사람과 원하지 않는 신체적 접촉 접촉] 을 하도록 강요받은 적이 있습니까**?**
☐ 아니오
☐ 예 →괜찮으시다면, 어떤일이 있었는지 말씀해 주시겠습니까**?** _____
_____

5m. **[미국에서]** 귀하의 사진을 인터넷에 올린 사람이 있습니까**?**
☐ 아니오
☐ 예 →괜찮으시다면, 누가 사진을 올렸는지 말씀해 주시겠습니까**?** _____

→왜 그 사람이 귀하의 사진을 올렸습니까**?**_____

→ 사진을 올리는 것에 동의하셨습니까**?**☐아니오 ☐ 예
5n. **[미국에서]** 댓가 (예를 들어, 돈, 거주지, 음식, 선물 또는 부탁)를 위해 섹스를 한 적이 있습니까**?**
[인터뷰 진행자: 어떤 종류의 성적인 활동이었는지 질문하십시오]
☐ 아니오
☐ 예 → 이러한 행위를 강요받았습니까**?**☐ 아니오 ☐ 예

→ 그 당시 18 세 미만이었습니까**?**☐ 아니오 ☐ 예

5o. **[미국에서]** 함께 거주하는 사람, 또는 직장 상사가 교통, 음식 또는 렌트비를 위한 돈을 갈취한 적이 있었습니까**?**
☐ 아니오
☐ 예 → 그 사람이 귀하의 돈을 가져가는데 동의하셨습니까**?**   ☐ 아니오 예

→그 상황을 설명해 주시겠습니까**?** _____
_____

5p. **[미국에서]** 함께 거주하는 사람, 또는 직장 상사가 귀하의 음식 섭취를 통제한 적이 있었습니까**?**
☐ 아니오
☐ 예 → 음식을 충분히 섭취하셨습니까**?**☐아니오 ☐ 예

5q. **[미국에서]** 함께 거주하는 사람, 또는 직장 상사가 수면을 통제한 적이 있었습니까**?**
☐ 아니오
☐ 예 → 충분한 수면을 취하셨습니까**?**☐아니오 ☐ 예

5r. 이러한 상황에서 언어 장벽이 귀하가 도움을 청하는데 방해가 되었던 적이 있습니까**?**
☐ 아니오
☐ 예

5s. 인터뷰 진행자: 만일 의뢰인이미국 내 직장 또는 거주 환경에서 일어난 강요, 사기, 강압에 관한 추가 정보를 제공하면 여기에 기입하십시오: -

_____

_____

_____

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_____

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_____

인신 매매 피해자 판별 도구 (TVIT)

기관 식별 번호: _____   기밀 유지   인터뷰 식별 번호: _____

전반적인 건강 관련 질문

> 인터뷰 진행자는 다음을 읽으십시오: "인터뷰가 거의 끝나갑니다. 지난 몇 주간 의료적으로 불편함이 있었는지 전반적인 건강은 어떤지 여쭈어 보고자 합니다."

6a. 귀하의 전반적인 건강 상태는 어떻습니까
[다시 말하면: 건강이 어떠십니까? 귀하의 건강 상태를 어떻게 묘사하시겠습니까?]
☐ 최고로 양호 ☐ 매우 양호 ☐ 양호 ☐ 보통 ☐ 나쁨

6b. 최근 집중하는데 문제가 없었습니까?
☐ 평상시보다 양호 ☐ 평상시와 동일 ☐ 평상시보다 못함 ☐ 평상시보다 아주 못함

6c. 최근 근심으로 인하여 수면을 잘 취하지 못한 적이 있습니까?
☐ 전혀 못잔다 ☐ 평상시만큼 잔다 ☐ 평상시보다 더 잔다 ☐ 평상시보다 아주 더 많이 잔다

6d. 최근에 귀하께서는 유용한 일을 하고 있다고 느끼신 적이 있습니까?
☐ 평상시보다 많이 ☐ 평상시와 동일 ☐ 평상시보다 못함 ☐ 평상시보다 아주 못함

6e. 최근에 귀하께서는 의사 결정을 할 수 있다고 느끼신적이 있습니까?
☐ 평상시보다 많이 ☐ 평상시와 동일 ☐ 평상시보다 못함 ☐ 평상시보다 아주 못함

6f. 최근에 귀하께서는 지속적인 스트레스를 받고 있다고 느끼신 적이 있습니까?
☐ 전혀아님 ☐ 평상시보다 더 많이 받고 있지는 않음 ☐ 평상시보다 더 많이 받음 ☐ 평상시보다 아주 더 많이 받음

6g. 최근에 귀하께서는 어려움을 극복하지 못할것이라고 느끼신 적이 있습니까?
☐ 전혀아님 ☐ 평상시보다 더 그렇지는 않음 ☐ 평상시보다 더 많이 그렇다고 느낌 ☐ 평상시보다 아주 더 그렇다고 느낌

6h. 최근에 귀하께서는 일상적인 활동을 정상적으로 즐길수 있었습니까?
☐ 평상시보다 더 ☐ 평상시와 동일 ☐ 평상시보다 덜 ☐ 평상시보다 아주 덜 즐김

6i. 최근에 귀하께서는 문제점들을 정면으로 대응할 수 있었습니까?
☐ 평상시보다 더 ☐ 평상시와 동일 ☐ 평상시보다 덜 ☐ 평상시보다 아주 덜

6j. 최근에 귀하께서는 불행하거나 우울한 감정을 느끼신적이 있었습니까?
☐ 전혀아님 ☐ 평상시보다 더 그렇지는 않음 ☐ 평상시보다 더 많이 그렇다고 느낌 ☐ 평상시보다 아주 더 그렇다고 느낌

6k.최근에 귀하께서는 자신감을 잃은적이 있었습니까**?**

☐ 전혀아님 ☐ 평상시보다 더 그렇지는 않음 ☐ 평상시보다 더 많이 그렇다고 느낌 ☐ 평상시보다 아주 더 그렇다고 느낌

6l. 최근에 귀하께서는 자신이 가치없는 존재라고 느끼신적이 있었습니까**?**

☐ 전혀아님 ☐ 평상시보다 더 그렇지는 않음 ☐ 평상시보다 더 많이 그렇다고 느낌 ☐ 평상시보다 아주 더 그렇다고 느낌

6m.모든 상황을 고려할 때 최근에 귀하께서는 적절하게 행복하다고 느끼신 적이 있었습니까**?**

☐ 평상시보다 더 ☐ 평상시와 동일 ☐평상시보다 덜 ☐평상시보다 아주 덜

인터뷰 마무리

*[인터뷰 진행자: [기관]*에서 어떠한 서비스가 가능한지 의뢰인에게 알려주십시오*]*

귀하께 도움을 드릴 수 있도록 (이 기관)에 연락을 취해 드릴까요**?**   ☐아니오   예

> 인터뷰 진행자: 의뢰인에게 인터뷰가 끝났음을 알려 주십시오. 의뢰인에게 감사를 표시하고 감사 편지와 사례비를 드리십시오**.**

VERA INSTITUTE OF JUSTICE

기관 식별 번호: _____   기밀 유지   인터뷰 식별 번호: _____

인터뷰 후 평가 (인터뷰 진행자가 기입)

7a. 말하지는 않았지만 과거 부당 조치에 대한 징후가 있었는지 기록하십시오 :
_____
_____
_____
_____

7b. 응답이 부정확할 수 있음을 나타내는 징후를 기입하고, 가능한 경우 어떤 질문이었는지
기록하십시오 _____
_____
_____
_____

7c. 의뢰인이 인신 매매의 희생자일 가능성이 있는지 표시하십시오:
☐ 절대 아니다 ☐ 아닐 거 같다 ☐ 확실하지 않다 ☐ 그럴거 같다 ☐ 그렇다

7d. 등급에 대한 세 가지 간단한 사유:
(1) _____
_____
(2) _____
_____
(3) _____
_____

7e. 의뢰인에 대해, 해당되는 경우, 어떠한 서비스를
추천하시겠습니까?
(1)
(2)
(3)
(4)
(5)

7f. 추가 코멘트: _____
_____
_____
_____
_____

인신 매매 피해자 판별 개선을 위한 연구 참여를 위한
구두 동의/승인서: 스크리닝 도구의 평가 및 보급

연구 설명

베라 사법 연구소는 시민들이 정의와 안전을 위하여 의존하고 있는 서비스를
향상시키고자 정부, 시민 단체와 협력하여 연구를 실시하고 있는 민간 비영리단체 입니다.

베라는 도움이 필요한 인신 매매 희생자를 식별하는데 가장 적절한 질문이 무엇인지를
알아내기위한 연구를 실시하고 있습니다. 스크리닝 도구에 사용되는 질문은 2008 년
베라와 뉴욕의 서비스 제공 그룹이 공동 개발한 것입니다. 이제 이 스크리닝 도구를
[인터뷰가 실시되고 있는 장소]를 포함한 뉴욕과 미국내 다른 지역의 아홉군데 기관에서
시험하고 있습니다. 귀하의 경험과 답변을 통하여 이러한 질문들이 적절하게 이루어지고
있는지 알아볼 수 있도록, 질문에 답해주실것을 요청합니다. 본 연구의 목적은 많은
기관에서 이 질문을 이용하여 인신 매매 희생자를 식별하는데 도움이 되도록 하는데
있습니다.

자금 출처

이년 동안 진행되는 본 연구는 미국 사법부의 연구 개발 평가 기관인 국가 사법
연구소(NIJ)에서 지원하고 있습니다. NIJ 는 과학을 통하여 범죄와 법 문제에 관한 지식과
이해를 향상시키는데 헌신하고 있습니다.

참가 설명

본 연구에 참가하기로 동의하면, 귀하의 직업 경력, 생활 상태, 건강, 미국외에서
출생하였을 시, 최근 이민 내력등 기밀 정보를 인터뷰에서 저희에게 제공하시게 됩니다.

인터뷰 동안에, 저희는 다음과 같은 질문을 드릴 것입니다: 귀하는 왜 귀하의 국가를
떠났습니까? 빚을 갚기 위해 하고 싶지 않은 일을 하도록 강요받은 적이 있습니까?
미국내에서 여권과 같은 귀하의 서류를 압수하는 곳에서 일하거나 거주한 적이 있습니까?
귀하의 전체적인 건강은 어떻습니까?
귀하에게 해를 끼칠 수 있거나 또는 귀하가 보호하고자 하는 사람의 신분을 밝히도록
요청하지는 않을 것입니다. 귀하가 말하고 싶지 않은 것은 말하지 않으셔도 됩니다.

본 동의서는, 베라 법률 자문 위원으로부터 유효 기간을 연장 특별 허가를 받지 않는 한,
상기 날짜로부터 일년간 유효합니다. 그러한 허가는 여기에 문서화될 것입니다
:

연구 기간

본 연구는 2012 년 1 월 1 일에 시작되었습니다. 본 연구가 끝날 때, 보고서가 작성되고 배포될 것입니다. 베라는 2013 년 12 월 31 일에 이 연구가 끝날것으로 예상하고 있습니다. 연구를 완료하는데 시간이 더 필요한 경우, 마감일이 연장될 수 있습니다.

사례

이 인터뷰 참여에 대한 감사의 표시로 $20 선물권을 드립니다.

본 연구에 대한 귀하의 참여는 완전히 자발적으로 이루어집니다

이 인터뷰에 대한 참가는 완전히 자발적으로 이루어집니다. 또한 참여 여부에 따라 특별한 혜택이 주어진다거나 혜택을 박탈당한다거나 또는 다른 불리한 결과가 초래되는 일은 없을 것입니다.

베라는 인터뷰 참여 여부에 관한 귀하의 결정을 공개하지 않을 것입니다. 성명과 같은 귀하를 식별할 수 있는 정보는 기록되지 않을 것입니다.

인터뷰 동안에, 귀하께서 답하고 싶지 않은 질문에는 답을 거부하실 수 있습니다. 또한 언제라도 인터뷰를 중단하실 수 있습니다.

기밀성

베라가 수집한 귀하에 대한 정보에 대해서는 개인 정보 보호가 보장되며 귀하의 가족을 포함하는 저희 프로젝트 팀 외에는 공유되지 않을 것입니다. 정보의 기밀성을 유지하기 위하여, 수집된 귀하의 정보는 베라의 안전한 컴퓨터 네트워크상의 캐비넷에 잠금 보관됩니다. 베라 스태프는 귀하의 정보를 보호하도록 교육을 받았습니다. 베라 스태프는 인터뷰 중에 기록된 성명과 같이 식별 가능한 정보를 수집하지 않을 것입니다.

연구 결과가 보고될 때 귀하의 성명은 그 결과와 함께 보고되지 않을 것입니다.

귀하께서 답한 내용을 베라가 보고해야 할 상황으로는 다음과 같은 몇 가지가 있습니다:

1) 만일 귀하께서 베라 팀에게 범죄를 저지를 용의가 있다거나 또는 범죄를 저지를 용의가 있는 사람을 알고 있다고 말하면 베라는 그러한 정보를 경찰을 포함한 당국에 보고할 수 있습니다.

2) 만일 귀하께서, 어떠한 특정 상황하에서 베라가 당국에 정보를 보고할 수 있도록 허락하는 경우. 귀하가 이 연구에 참여할 경우, 저희는 그러한 허가 동의를 요청할 것입니다.

문제점

본 인터뷰에 참여하기 전에, 이 인터뷰에 참여함으로써 생길 수 있는 몇 가지 문제점을 고려하셔야 합니다. 베라는 이러한 문제점을 방지하도록 조치를 취할 것입니다.

1) 매우 적으나마, 귀하에 대한 정보가 저희 프로젝트 팀 이외로 우발적으로 노출될 수 있는 가능성이 있습니다. 그러나, 저희는 귀하의 이름을 수집하지 않을 뿐 아니라, 귀하의 정보를 캐비넷에 잠금 보관하며 교육받은 스태프가 연구 데이타로 업무를 할 때 기밀 조치를 취하는 등, 노출 방지를 위한 규정과 절차가 있기 때문에 이러한 일이 발생할 가능성은 거의 없습니다.

2) 인터뷰 동안에 어떠한 질문은 귀하를 불편하게 하거나 불쾌하게 할 수 있는 문제점이 있습니다. 이러한 질문에는 답하지 않으셔도 됨을 상기하십시오. 그러한 질문은 넘어갈 수 있고, 잠시 휴식할 수도 있으며, 인터뷰를 중단할 수도 있습니다.

혜택

본 연구는 귀하께 직접적인 혜택을 제공하지는 않습니다. 그러나, 인신 매매 희생자에게 제공되는 서비스를 향상시킬수 있도록 저희를 도와주실 수 있습니다.

연구에 대한 보다 더 상세한 정보를 원하시거나, 질문이 있으시면 아래 번호로 연락하여 주십시오:

로라 시미크 (Laura Simich) (212) 376-3176
지펜 쳉 (Zhifen Cheng) (212) 376-3175

귀하의구두 동의서에 의하여, 귀하는 본 인터뷰에 참여하실 것에 동의하셨습니다. 이 인터뷰 참여는 자발적입니다. 언제라도 참여하고 싶지 않다고 판단하시면 인터뷰를 중단하거나 질문에 답하기를 거부하실 수 있습니다.

저희는 귀하가 보관할 수 있도록, 동의서 사본을 드릴 것입니다.

본 인터뷰에 참여하실 것에 동의하십니까?

베라 사법 연구소

VERA INSTITUTE OF JUSTICE
DECEMBER 7, 2011
IRB APPROVED

본 동의서는, 베라 법률 자문 위원으로부터 유효 기간을 연장 특별 허가를 받지 않는 한, 상기 날짜로부터 일년간 유효합니다. 그러한 허가는 여기에 문서화될 것입니다 :

참여자 답변 ＿＿＿＿예 ＿＿＿＿아니오

동의 및 인터뷰 수행자**:**

이름 (정자체로) ＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿

서명 ＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿ 날짜 ＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿

추후 인터뷰를 위해 연락할 수 있도록 허가:

베라 연구원들은 귀하를 다시 한 번 인터뷰에 초청하고자 할 수도 있습니다. 두번째 인터뷰는 완전히 자발적이며 기밀이 유지됩니다.

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DECEMBER 7, 2011

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두번째: 만일 귀하께서 연구 스태프에게 자살 충동이 있다고 말하거나 연구 스태프가 그렇게 믿을 만한 이유를 제공한다면 저희는 그러한 사실을 당국이나 귀하가 의료 도움을 받을 수 있도록 조치를 취할 수 있는 사람에게 알릴 수 있도록 귀하의 동의서를 요청하는 바입니다.

귀하의 구두 동의에 의해, 귀하께서는 이러한 상황에서 개인 식별 정보를 보고할 수 있도록 허가하는데 동의하셨습니다, 저희는 이 동의서의 사본을 귀하께 제공할 것입니다.

이 보고를 허락하는데 동의하십니까? 참가자의 답____예   ____아니오

본인은 보고 절차와 피험자의 권리를 설명하였으며 참가자의 질문에 모두 답변을 하였습니다. 보고 양식에 대한 본 동의서 사본을 참가자에게 제공하였습니다.

_____   _____   _____
증인 서명   이름   날짜

Appendix B:

Revised tool based on service providers' suggestions

Screening purpose. This screening tool is intended to be used as part of the regular intake process or as part of enrollment for specific programs. In order for the results to be valid, the screening should be administered according to protocol, *whether or not the client is believed to be a victim of human trafficking.* Please refer to the *User Guide* for directions on using this screening tool.

Screening timing. Since each agency's intake process is unique, agencies should determine how to best integrate this screening tool with their other intake forms or procedures. Whatever the timing and context of the interview, please ensure the client's safety and try to minimize discomfort.

Deferred/Suspended Screening. In many cases the screening extends beyond the first meeting with the client. Service providers may sometimes choose to postpone screenings, judging that clients are not yet ready to disclose sensitive information or discuss experiences of victimization and would prefer to continue the interview at a later date. If in the course of an interview the client shows signs of distress, ask the client if s/he would prefer to stop the interview and resume it at a later time.

Section 1: Screening Background *[DO NOT READ TO CLIENT]*

1a. Date of interview: _ _ / _ _ / _ _ _ _ (MM/DD/YYYY)

1b. How client was referred to your agency <u>most recently</u> [*select only one*]:
- [ ] Own agency/ internal referral
- [ ] Other social service provider *[fill in]*:_____
- [ ] Healthcare provider
- [ ] Local Police Department
- [ ] Dept. of Homeland Security (DHS) / Immigration & Customs Enforcement (ICE)
- [ ] Federal Bureau of Investigation (FBI)
- [ ] Other law enforcement *[fill in]*: _____
- [ ] Referred by other client
- [ ] Referred by someone else *[fill in relationship to client]*: _____
- [ ] Walk-in

1c. Client status: Official determination of trafficking known?
[INTERVIEWER: This includes HHS certification, T-visa approval, or certification by law enforcement or a judge]
- [ ] No
- [ ] Yes

1d. Sex of client: [ ] male [ ] female [ ] other

1e. Language of interview:
_____

1f. Client's preferred language: _____

1g. Client's English proficiency *(please estimate to the best of your ability)***:**
[ ] Excellent [ ] Good [ ] Fair [ ] Poor

1h. Mode of interview: [ ] interview with interpreter [ ] interview without interpreter

Section 2: Personal Background

INTERVIEWER READ: "I'd like to begin by asking you a few simple questions about your personal and family background."

2a. What is your date of birth? _ _ / _ _ / _ _ _ _ (MM/DD/YYYY)

**2b. If you don't know your date of birth, approximately how old are you?_____-
_____**

[INTERVIEWER: If respondent cannot provide a number, offer the following response brackets to choose from]

☐ under 12 ☐ 13-17 ☐ 18-19 ☐ 20-24 ☐ 25-29 ☐ 30-34 ☐ 35-39 ☐ 40-44 ☐ 45-49 ☐ 50-54 ☐ 55-59 ☐ 60+

2c. How many years of schooling have you completed?

☐ 1-6 years ☐ 7-12 years ☐ More than 12 years ☐ Other_____

2d. What country were you born in? _____

2e. Are you a citizen of any *other* countries besides where you were born?
[INTERVIEWER: If concept of 'citizenship' is not clear, rephrase as 'Where were your parents born?']

☐ No

☐ Yes → **Other country of citizenship** # 1 _____# 2 _____

☐ Don't know

Migration *[PLEASE USE THE MIGRATION SECTION WITH FOREIGN-BORN CLIENTS ONLY]*

> **INTERVIEWER READ:** "Now I am going to ask you some questions about your country of origin. I am not asking you this to find out about your immigration status. I am only trying to understand fully what your circumstances are so that we can refer you for the right help, if necessary. The questions ask about your migration to the U.S., who was involved, and how it was arranged."
>
> *For children, this may be rephrased*: "We would like you to tell us about what happened to you when you traveled to the U.S."

3a. Can you tell me why you left your country?
☐ To find work
☐ To join family
☐ To join romantic partner (spouse/girlfriend/boyfriend)
☐ To escape abuse by family or someone else you know
☐ To escape conflict/violence/persecution
☐ Other *[fill in]*: _____

3b. What country did you live in for at least 3 months before you came to the U.S.?
_____
[INTERVIEWER: If client has come to the U.S. more than once, probe to make sure client refers to most recent place of residence]

3c. In what year was your most recent arrival to the U.S.? _____(YYYY)
[INTERVIEWER: If client has come to the U.S. more than once, you can ask them about other entries to the U.S. if relevant.]
      → **If you don't know exactly when you arrived in the U.S., about how long have you been here** *[check one]*?
         ☐ Less than 1 year   ☐ 1 year   ☐ 2 years   ☐ 3 years   ☐ 4 years   ☐ 5 to 10 years   ☐ More than 10 years

3d. Did anyone arrange your travel to the U.S.?
☐ No
☐ Yes → **Can you tell me who?**
_____
      → **What did they do?**
_____

3e. Did the people or person who arranged your travel pressure you to do anything (for example, did anyone ask you to carry something across the border)?
[REPHRASE: Did you have to do anything so that they would help you?]
         ☐ No
         ☐ Yes → **What were you pressured to do?**
                 _____

3f. Can you tell me the total cost (approximately) of your migration: _____

[REPHRASE: How much did you pay to come to the U.S.?]

→**What did the payment cover (e.g., transportation such as airplane or bus tickets, documents, work placement)?**

_____

3g. Did you (or your family) borrow or owe money, or something else, to anyone who helped you come to the U.S.?

[INTERVIEWER: Probe for something else owed, such as property, a house, or land]

☐ No

☐ N/A

☐ Yes → **Do you (or your family) still have this debt, or does anyone claim you do?** ☐ No ☐ Yes

*[INTERVIEWER: Record volunteered information here]*_____

_____
_____

3h. If you did borrow or owe money, have you ever been pressured to do anything you didn't want to do to pay it back?

☐ No

☐ N/A

☐ Yes → **If you are comfortable telling me, what kinds of things were you pressured to do that you didn't want to do?**

_____
_____
_____

→ **Could you describe how you were pressured?**

_____
_____
_____

3i. *INTERVIEWER: If client offered additional information about debts or other victimization related to migration, record it here*_____

_____
_____
_____
_____
_____
_____

Work

4a. How have you supported yourself while in the U.S.? *[REPHRASE: How have you paid for food, housing and other items in the U.S?]*

_____
_____
_____
_____

4b. Have you worked for someone or done any other activities for which you thought you would be paid?
[INTERVIEWER: This could include activities like unpaid domestic work that might not be readily defined as "work" and should only detail those jobs in which the person felt unsafe or did not get paid what the person felt he/she should.]

☐ No
☐ Yes →**What kind(s) of work or activities were you doing?**

_____
_____

→How did you find out about these jobs/activities? [*INTERVIEWER:* probe for details, especially as they deal with recruitment from abroad]

_____
_____

4c. Have you ever worked [or done other activities] without getting the payment you thought you would get?
[INTERVIEWER: You do not need to say "done other activities" if unnecessary and the client understands work does not just mean formal work.]

☐ No
☐ Yes → Was it the same work as you described above?
☐ No → **What kind(s) of work or activities were you doing?**

_____
_____

☐ Yes → **What payment did you expect and why?**

_____
_____

→ **What did you receive?**

_____
_____

4d. Did **someone ever** (check all that apply):

☐ **withhold payment/money from you,**

☐ **give your payment/money to someone else**

☐ **control the payment/money that you should have been paid?, or**

☐ **none of the above**

[INTERVIEWER: Record volunteered information here]

_____

_____

4e. We**re you ever made to sign a document without fully understanding what it stated, for instance, a work contract?**

☐ No

☐ Yes ➔ *[INTERVIEWER: Probe for details]*

_____

_____

4f. Have you ever worked [or done other activities] that were different from what you were promised or told?

☐ No

☐ Yes ➔ **What were you promised or told that you would do?**

_____

➔ **What did you end up doing?**

_____

4g. Did anyone where you worked [or did other activities] ever make you feel <u>scared or unsafe</u>?

☐ No

☐ Yes ➔ **Could you tell me what made you feel scared or unsafe?**

_____ _____

4h. Did anyone where you worked [or did other activities] ever <u>hurt you</u> or <u>threaten to hurt you</u>?

[INTERVIEWER: This could include any physical, sexual, or emotional harm]

☐ No

☐ Yes ➔**Could you tell me what they did or said?**

_____

_____

4i. Did anyone where you worked [or did other activities] ever harm or threaten to harm <u>people close to you</u>, like family or friends?

[INTERVIEWER: This could include any physical, sexual, or emotional harm]

☐ No

☐ Yes ➔**Could you tell me what they did or said?**

_____

_____

4j. Were you ever allowed take breaks where you worked [or did other activities], for example, to eat, use the telephone, or use the bathroom?

☐ No ➔ **What if you were sick or had some kind of emergency?**

_____

    ➔ **What did you think would happen if you took a break?**

_____ _____

☐ Yes ➔ **Did you have to ask for permission?**

_____

    ➔ **What did you think would happen if you took a break without getting permission?**

_____

4k. Were you ever injured or did you ever get sick in a place where you worked [or did other activities]?

☐ No

☐ Yes ➔ **Were you ever stopped from getting medical care?** ☐ No   ☐ Yes

    ➔ **If you feel comfortable, could you tell me more about what happened?**

_____
_____

4l. _INTERVIEWER: if client volunteered additional information relevant to trafficking victimization in a U.S. work context, record it here:_

_____
_____
_____
_____

Living and/or Working Conditions

> **INTERVIEWER READ: "Next, I have just a few more questions I'd like to ask about problems you may have had in your living or working situation in the United States."**

5a. When you were in that situation, were you living [or do you currently live]: _[INTERVIEWER: Should determine if client still in situation in question]_

☐ **by yourself,**

☐ **with your family, or**

☐ **with others? If others, who did you live with?**_____

5b. Do you live, or have you ever lived, in the same place where you work?

[INTERVIEWER: This could include activities like unpaid domestic work that might not be readily defined as "work"]

☐ No

☐ Yes _[INTERVIEWER: Record volunteered information here]_

_____

5c. Have you ever felt you could not leave the place where you worked [or did other activities]?
[INTERVIEWER: Probe for situations where someone threatened to do something bad if client tried to leave.]

☐ No

☐ Yes → **Could you tell me why you couldn't leave?**

_____

        → What do you think would have happened to you if you tried to leave?

_____

5d. Have you ever worked [or did other activities] or lived somewhere where there were locks on the doors or windows or anything else that stopped you from leaving?

☐ No

☐ Yes *[INTERVIEWER: Record volunteered information here]*

_____
_____

5e. Did anyone at the place where you lived or worked [or did other activities] monitor you or stop you from contacting your family, friends, or others? [REPHRASE: did you have to ask permission to contact your family, friends or others?]

☐ No

☐ Yes → **Could you tell me why not?**

_____
_____

5f. Did anyone ever take and keep your identification, for example, your passport or driver's license?

☐ No

☐ Yes → **Could you get them back if you wanted?** [*INTERVIEWER: Probe for details*]

_____
_____

5g. Did anyone ever force you to get or use false identification or documentation, for example, a fake green card?

☐ No

☐ Yes →[*INTERVIEWER: Probe for details*]

_____
_____

5h. Did anyone where you worked [or did activities] ever tell you to lie about your age or what you did?

☐ No

☐ Yes → **Could you explain why they asked you to lie?**

_____
_____

5i. Did anyone you ever worked [or did other activities] for or lived with threaten to report you to the police or other authorities?
[INTERVIEWER: If client is foreign-born, probe for threats of being reported to immigration authorities]

☐ No

☐ Yes [*INTERVIEWER: Probe for details*]

_____

5j. Did you ever see anyone else at the place where you lived or worked [or did other activities] harmed, or threatened with harm?
[INTERVIEWER: This can include any physical, sexual, or emotional harm]
☐ No
☐ Yes → **If you are comfortable talking about it, could you tell me what happened?**
_____
_____

5k. Did anyone where you worked [or did other activities] ever trick or pressure you into doing anything you did not want to do?
☐ No
☐ Yes → **If you are comfortable talking about it, could you please give me some examples?**
_____
_____
_____

5l. Did anyone ever pressure you to touch someone or have any unwanted physical [or sexual] contact with another person?
☐ No
☐ Yes → **If you are comfortable talking about it, could you tell me what happened?**
_____
_____

5m. Did anyone ever take a photo of you that you were uncomfortable with?
☐ No
☐ Yes → **If you feel comfortable talking about this, could you tell me who took the photo?**
_____
→ **What did they plan to do with the photo, if you know?**
_____

[LAW ENFORCEMENT: If the respondent indicates that the photo was posted online, you should ask which website.]
→ **Did you agree to this?** ☐ No   ☐ Yes

5n. Did you ever have sex for things of value (for example money, housing, food, gifts, or favors)?
[INTERVIEWER: Probe for any type of sexual activity]
☐ No
☐ Yes → **Were you pressured to do this?**   ☐ No   ☐ Yes
→ **Were you under the age of 18 when this occurred?** ☐ No   ☐ Yes

5o. Did anyone where you worked [or did other activities] ever take your money for things, for example, for transportation, food, or rent?
☐ No
☐ Yes → **Did you agree to this person taking your money?** ☐ No   ☐ Yes
→ **Could you describe this situation?**
_____
_____

5p. Did anyone you ever worked [or did other activities] for or lived with control how much food you could get?
☐ No
☐ Yes ➔ **Did you get enough food?** ☐ No ☐ Yes

5q. Did anyone you ever worked [or did other activities] for or lived with control when you could sleep?
☐ No
☐ Yes ➔ **Did you get enough sleep?** ☐ No ☐ Yes

5r. In this situation, did language difficulties ever prevent you from seeking help when you needed it?
☐ No
☐ Yes

5s. *INTERVIEWER: if client volunteered additional information relevant to force, fraud or coercion in a work or living situation in the U.S., record it here: -*
_____
_____
_____
_____

Finishing the Interview

[INTERVIEWER: Please tell client what services are available at [organization]]
Do you want me to ask someone else at (this agency) to get more help for you? ☐ No ☐ Yes

INTERVIEWER: Tell client the interview is over. Thank the client for their time.

Post-interview Assessment (to be completed by the interviewer)

6a. Note any nonverbal indicators of past victimization:
_____
_____
_____

6b. Note any indicators that responses may have been inaccurate:
_____
_____
_____

6c. Indicate the likelihood that the client is a victim of trafficking:
☐ certainly not ☐ likely not ☐ uncertain either way ☐ likely ☐ certainly

6d. Briefly state up to three reasons for your rating:
(1)_____
_____
(2)_____
_____
(3)_____
_____

6e. What kind of service referrals, if any, will you make for the client?
(1)_____
_____
(2)_____
_____
(3)_____
_____
(4)_____
_____
(5)_____
_____

6f. Additional notes:
_____
_____
_____
_____
_____
_____

Appendix D:

Short version of the tool

Screening purpose. This screening tool is intended to be used as part of a regular intake process or as part of enrollment for specific programs. In order for the results to be valid, the screening should be administered according to protocol, *whether or not the client is believed to be a victim of human trafficking.* Please refer to the *User Guide* for directions on using this screening tool.

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Deferred/Suspended Screening. In many cases screening extends beyond the first meeting with the client. Interviewers may choose to postpone screenings, judging that clients are not yet ready to disclose sensitive information or discuss experiences of victimization and would prefer to continue the interview at a later date. If in the course of an interview the client shows signs of distress, ask the client if s/he would prefer to stop the interview and resume it at a later time.

Date of interview:_____   **Interviewer:_____**

Demographic information: The following are suggested basic demographic questions. You may wish to supplement these with your agency's routine demographic or introductory questions.

Sex of client:
Age/birth date of client:
Number of years of schooling completed:
Client's preferred language:
Country of birth:
  (If client answers outside the U.S., please ask migration questions)

Migration

1. In what year was your most recent arrival to the U.S.? _____(YYYY)
[INTERVIEWER: If client has come to the U.S. more than once, you can ask them about other entries to the U.S. if relevant.]
  → **If you don't know exactly when you arrived in the U.S., about how long have you been here?**
  ☐ Less than 1 year ☐ 1 year ☐ 2 years ☐ 3 years ☐ 4 years ☐ 5 to 10 years
  ☐ More than 10 years

2. Did anyone arrange your travel to the U.S.?

☐ No

☐ Yes → **Can you tell me who?** _____

    → **What did they do?** _____

3. Did you (or your family) borrow or owe money, or something else, to anyone who helped you come to the U.S.? *[INTERVIEWER: Probe for something else owed, such as property, a house, or land]*

☐ No

☐ N/A

☐ Yes → **Do you (or your family) still have this debt, or does anyone claim you do?** ☐ No ☐ Yes

    [INTERVIEWER: Record volunteered information here]

    _____
    _____
    _____

4. If you did borrow or owe money, have you ever been pressured to do anything you didn't want to do to pay it back?

☐ No

☐ N/A

☐ Yes → **If you are comfortable telling me, what kinds of things were you pressured to do that you didn't want to do?**

    _____
    _____

    → **Could you describe how you were pressured?**

    _____
    _____

Working/Living conditions

5. Have you worked for someone or done any other activities for which you thought you would be paid?

[INTERVIEWER: This could include activities like unpaid domestic work that might not be readily defined as "work" and should only detail those jobs in which the person felt unsafe or did not get paid what the person felt he/she should.]

☐ No

☐ Yes → **What kind(s) of work or activities were you doing?**

_____
_____

    →**How did you find out about these jobs/activities?** [*INTERVIEWER:* probe for details, especially as they deal with recruitment from abroad]

    _____
    _____

6. Have you ever worked [or done other activities] without getting the payment you thought you would get? *[INTERVIEWER: You do not need to repeat "done other activities," if unnecessary and the client understands work does not just mean formal work.]*

☐ No

☐ Yes → Was it the same work as you described above?

       ☐ No → **What kind(s) of work or activities were you doing?**

_____
_____

       ☐ Yes → **What payment did you expect and why?**

_____
_____

       → **What did you receive?**

_____
_____

7. **Did someone ever** (check all that apply):

☐ **withhold payment from you,**

☐ **give your payment to someone else, or**

☐ **control the payment that you should have been paid?**

☐ **none of the above**

[INTERVIEWER: Record volunteered information here]

_____
_____

8. Have you ever worked [or done other activities] that were different from what you were promised or told?

☐ No

☐ Yes → **What were you promised or told that you would do?**

_____
_____

       → **What did you end up doing?**

_____
_____

9. Did anyone where you worked [or did other activities] ever make you feel <u>scared or unsafe</u>?

☐ No

☐ Yes → **Could you tell me what made you feel scared or unsafe?**

_____
_____

10. Did anyone where you worked [or did other activities] ever <u>hurt you</u> or <u>threaten to hurt you</u>?

[INTERVIEWER: This could include any physical, sexual, or emotional harm]

☐ No

☐ Yes →**Could you tell me what they did or said?**

_____
_____

11. Were you allowed take breaks where you worked [or did other activities], for example, to eat, use the telephone, or use the bathroom?

☐ No → **What if you were sick or had some kind of emergency?**
_____
_____

    → **What did you think would happen if you took a break?**
_____
_____

☐ Yes → **Did you have to ask for permission?**_____
    → **What did you think would happen if you took a break without getting permission?**
_____
_____

12. Were you ever injured or did you ever get sick in a place where you worked [or did other activities]?

☐ No

☐ Yes → **Were you ever stopped from getting medical care?** ☐ No ☐ Yes
    → **If you feel comfortable, could you tell me more about what happened?**
_____
_____

13. Have you ever felt you could not leave the place where you worked [or did other activities]?
[INTERVIEWER: Probe for situations where someone threatened to do something bad if client tried to leave.]

☐ No

☐ Yes → **Could you tell me why you couldn't leave?**
_____
_____

    → **What do you think would have happened to you if you tried to leave?**
_____
_____

14. Did anyone where you worked [or did other activities] tell you to lie about your age or what you did?

☐ No

☐ Yes → **Could you explain why they asked you to lie?**
_____
_____

15. Did anyone where you worked [or did other activities] ever trick or pressure you into doing anything you did not want to do?

☐ No

☐ Yes → **If you are comfortable talking about it, could you please give me some examples?**
_____
_____

16. Did anyone ever pressure you to touch someone or have any unwanted physical [or sexual] contact?

☐ No

☐ Yes → **If you are comfortable talking about it, could you tell me what happened?**

_____
_____

17. Did anyone ever take a photo of you that you were uncomfortable with?

☐ No

☐ Yes → **If you feel comfortable talking about this, could you tell me who took the photo?**

_____
_____

→ **What did they plan to do with the photo, if you know?**
[LAW ENFORCEMENT: If the respondent indicates that the photo was posted online, you should ask which website.]

_____
_____

→ **Did you agree to this?** ☐ No ☐ Yes

18. Did you ever have sex for things of value (for example money, housing, food, gifts, or favors)?
[INTERVIEWER: Probe for any type of sexual activity]

☐ No

☐ Yes → **Were you pressured to do this?**   ☐ No ☐ Yes
   → **Were you under the age of 18 when this occurred?** ☐ No ☐ Yes

19. Did anyone take and keep your identification, for example, your passport or driver's license?

☐ No

☐ Yes → **Could you get them back if you wanted?** [_INTERVIEWER: Probe for details_]

_____
_____

20. Did anyone where you worked [or did other activities] ever take your money for things, for example, for transportation, food, or rent?

☐ No

☐ Yes → **Did you agree to this person taking your money?** ☐ No ☐ Yes
   → **Could you describe this situation?**

_____
_____

Post-interview Assessment (to be completed by the interviewer)

6a. Note any nonverbal indicators of past victimization:

_____
_____
_____
_____

6b. Note any indicators that responses may have been inaccurate:

_____
_____
_____
_____

6c. Indicate the likelihood that the client is a victim of trafficking:

☐ certainly not ☐ likely not ☐ uncertain either way ☐ likely ☐ certainly

6d. Briefly state up to three reasons for your rating:

(1) _____
(2)_____
(3) _____

6e. What kind of service referrals, if any, will you make for the client?

(1)_____
(2)_____
(3)_____
(4)_____
(5)_____

6f. Additional Notes:

_____
_____
_____
_____
_____
_____
_____
_____
_____
_____

Appendix D:

Interviewer Training Manual

This training manual was used for data collection purposes during the study and is distinct from the User Guide that should accompany the validated screening tool.

Improving Trafficking Victim Identification Study

Interviewer Training Manual
used in data collection
2012

About this Manual

This manual is intended primarily for service agency staff who will be administering the Trafficking Victim Identification Tool (TVIT) screening tool to their clients. The screening tool is based on best practice guidelines for identifying trafficked persons and developed through collaboration among stakeholders in human service and criminal justice agencies. The screening tool was piloted in New York City by a range of agencies, including social and legal service providers and community- and faith-based organizations, which endorsed its face validity and its suitability for use with clients. The HT screening tool and toolkit will be especially useful for service providers with less experience assisting trafficked persons. However, even social service agencies staffed by practitioners who are highly skilled in identifying victims of trafficking can use the screening tool to collect standardized data on their clients. If the screening tool is administered uniformly within jurisdictions, it may be used to generate more reliable knowledge of factors associated with trafficking than currently exists.

Vera Contact Details

Please contact any of the following Vera staff in the event that you have any questions or concerns. **In the case of an emergency, always call 911.**

Role	Name	Email	Phone
Research Director	Laura Simich	lsimich@vera.org	212-376-3176
Research Associate	Lucia Goyen	lgoyen@vera.og	212-376-3137
Research Associate	Andrew Powell	rpowell@vera.org	
Research Analyst	Karen Mallozzi	kmallozzi@vera.org	

About this Study

Project Goals

The overall goal of this study is to support anti-trafficking initiatives by promoting uniform victim identification practices and leveraging separate data collection efforts for more effective program and research purposes. The objectives of the study are, in partnership with social service providers, to validate the screening tool, to conduct process evaluation of tool implementation, and to make the tool available nationwide to social services providers working with trafficking victims in similar or related fields such as domestic violence, youth services, and workers' rights, while exploring ways to make it available to other sectors such as law enforcement and health care. Specifically the goals are to:

1. Examine the validity and reliability of measurement using the screening tool by collecting and analyzing primary survey data from clients of organizations that tend to encounter trafficking victims and corroborating data from participating agencies' administrative case files;
2. Evaluate successes and challenges of using the screening tool to identify likely victims by conducting a participatory process evaluation of tool implementation with service providers and clients using multiple qualitative research and analysis methods;
3. Apply integrated knowledge translation methods to develop and implement a dissemination plan to make the tool available to anti-trafficking and social service providers, policymakers, and potential law enforcement users nationwide.

Methods

The study design includes multiple data collection and analytic strategies using both qualitative and quantitative methods to achieve these three objectives. Validation research data will be collected through 200+ structured interviews with clients responding to the screening tool, and triangulation on these data will be provided by examining approximately 50 administrative case files maintained by service providers. Statistical analyses will ascertain the reliability and validity of the tool. Concurrently, participatory process evaluation, including six focus groups with service providers and a total of 20+ in depth interviews with service providers (N=8-10) and clients (N=12) will identify challenges with tool implementation. In addition to group discussion with partner service providers, 12 key informant interviews with law enforcement officers and prosecutors, as well as with policymakers and experts, such as the New York State Anti-Trafficking Program and the United Nations High Commissioner for Refugees (UNHCR), will ensure effective dissemination of the tool and enhance its impact on policy and practice.

The Vera Institute Project Team

> **Research Director**, Center on Immigration and Justice (Laura Simich, PhD): The Center Research Director will lead many of the information gathering, evaluation and reporting activities and oversee analyses of the qualitative and quantitative information that is collected throughout the project.

Research Associate Center on Immigration and Justice (Lucia Goyen): The Research Associate will support the team in project coordination and in gathering data from partners, assisting with qualitative interviews of social service providers and with data analysis and reporting.

Research Associate Center on Immigration and Justice (Richard Andrew Powell): The Research Associate will be primarily responsible for analysis and interpretation of the quantitative validation process.

Research Analyst Center on Immigration and Justice (Karen Mallozzi): The Research Analyst will coordinate the law enforcement interviews as well as assist with quantitative and qualitative analysis.

The Partners' Role

The partners will play an instrumental role in this study by both reviewing the tool and subsequent training materials, and by providing input on the best way to administer the tool. Additionally, they will be primarily responsible for performing interviews at their sites, and collecting data to be used in subsequent analysis. They will determine the best time to administer the tool either during their regular intake process for new clients, or at a subsequent meeting with their clients. They will also provide case files for review for additional validation. Study partners will also contribute to the dissemination and adaptation process by giving expert advice to the research team.

Why This Study Is Needed

The purpose of this study is to address directly the lack of a valid, reliable victim identification tool, possibly the most fundamental problem in counter-trafficking efforts. Human trafficking occurs on an enormous scale worldwide, but only a small fraction of trafficking victims are currently identified, hindering prosecution of traffickers and provision of victim services. It is estimated that 14,500 to 17,500 people are trafficked into the United States annually, with the vast majority of these victims suffering in the shadows. As the State Department's 2010 Trafficking in Persons Report states, only 0.4 percent of current victims have been identified.

Standardized screening tools and procedures have not been widely used for systematic data collection and management, and front-line anti-trafficking personnel operate in a fragmented, under-resourced sector in which sharing knowledge and good practices is especially challenging. The theory underlying the screening tool is that victim identification is the first step in a comprehensive counter-trafficking program. Because human trafficking victims are often fearful and distrustful of the criminal justice system and therefore more likely to approach social service agencies, the link between researchers, victims services providers and law enforcement established in this study is essential to bringing victims and perpetrators out of the shadows.

Interviewer Ethics

It is essential that all research is conducted in ways that respects the rights of the individuals who choose to participate. There are federal regulations for working with research participants ("human subjects"), and every research organization or university is required to have procedures in place to ensure that their research projects are in line with the legal and ethical guidelines for conducting research with individuals. Two key components for conducting ethical research include:

- **An informed decision to participate:** Participants need to fully understand what the project is about, how their information will be used, how their privacy will be protected, and the risks and benefits of the research. By providing this information in clear and accessible language, interviewers can help ensure that people have all of the relevant information they need to make an informed decision about participation.

- **Voluntary participation:** It should be clear to any potential participant that their decision to take part in the research is completely voluntary and that they may end participation at any time. Interviewers should guard against situations which may coerce individuals into participating, such as benefits of participation that are too great to refuse or negative consequences of declining to participate (real or perceived).

The research team at Vera has created a protocol to ensure that this project is conducted in an ethical way that respects the autonomy and rights of participants. You must closely follow this protocol throughout the project. If you are interested in learning more, this online tutorial provides useful information about the origins and principles of research ethics: http://phrp.nihtraining.com/users/login.php

Confidentiality

The identities of the people whom you speak with during interviews must be kept secret. You cannot share specific information about these people with anyone outside of the project. While it is acceptable to disclose that you are working with the Vera Institute on a research project, you cannot disclose the names of the people whom you speak with in interviews or what they say. Refrain from sharing information about the project with colleagues, family, friends, or other outsiders in any way that could identify the participants. You must also follow the data storage procedures described on page 49 to ensure that their information is not accidentally disclosed.

Keeping participants' identities and their responses confidential is of utmost importance. The Confidentiality Requirement follows on page 11. Please keep one copy in this manual for yourself and sign another copy now, which we will retain on file at Vera.

There are a limited number of situations in which you might have to report what a participant says during an interview; for example:

1) If the interviewee says that he/she intends to commit a crime;
2) If the interviewee says that someone else they know is going to commit a crime;

You may also be required to report what is said in these additional situations; however, you will have to obtain consent from the study participant first before reporting the information to authorities (see reporting to authorities consent form on page 25):
1) If the interviewee says that he/she is going to harm him/herself; or
2) If the interviewee says, or you have reasonable cause to suspect, that a child is being abused or mistreated.

The interview guide will not include questions about these things. If any of these cases arise, Vera or the interviewer may have to report the information to the proper authorities, including the police. If one of these scenarios occurs and it is not an emergency, take a break from the interview and follow the protocols outlined by your agency on handling these matters. In addition, please inform Laura Simich (details on page 4), who will advise on next steps. **If it is an emergency (e.g. suicidal behavior), call 911 right away.**
If anyone requests information from you about the study−including local and federal law enforcement, media organizations, or other community agencies−**consult with the Vera team before responding to any requests.**

Informed Consent

In order to make sure that participants understand all aspects of the project, you must obtain informed consent from ALL participants before starting the interview. The informed consent process should be completed in the language the individual feels most comfortable using (Vera will provide you with consent forms in all relevant languages). Note that some individuals may want copies of the consent forms in multiple languages as per their preference. We are obligated by federal human subject research regulations to follow informed consent, but we are not necessarily required to obtain *signed* consent forms. The spirit of informed consent needs to be followed, i.e. a complete oral explanation has to be provided to the client of the purpose of the questions, the confidential and voluntary nature, and the fact that *they will not be denied services if they decline*. Interviewers can phrase the purpose of the study plainly, for example, telling clients that we are trying to learn what questions are most useful to ask of people in trafficking situations, which may help other victims in the future, even if it does not benefit them personally now. At that point, they can decide if they want to be part of the study or not.
Explain that you will provide them with an opportunity to read through the forms, or have it read it aloud to them, after you provide a brief summary of the key points (see page 26 for summaries of each section of each of the interview consent forms). In your summary, you will explain:
- the purpose of the project
- how the project will be carried out
- how the information they provide will be used
- how the information they provide will be protected from disclosure
- the risks and benefits of participating
- any exceptions to the confidentiality rules; you will also obtain consent for reporting to authorities for the situations outlined on page 9.

If they confirm their understanding and agree to participate, you will provide the participant with a copy of the consent forms to keep for their information (see pages 21-25 for the interview consent forms). Please make sure to ask if they have any questions about the forms, so that they full understand the process of informed consent. It is important to reassure participants that the information they share with you will be kept confidential (except for in the scenarios that appear above), that participation is entirely voluntary, and that they may stop at any point. If someone is uncomfortable signing their name, they may sign with an "X" or use an alias. Leave a copy of the consent forms with the participant, and return the signed copies to Vera.

Confidentiality Requirement for Interviewers

The identities of the people whom we interview must be kept secret. We do not share personal identifying information about these people with others. Although it is acceptable to disclose that you are working with the Vera project team, you cannot disclose the names of the people we interview or what is discussed during the interviews. You must refrain from sharing information about the project with family, friends or outsiders in any way that could identify the participants. This may be particularly important if you will be interviewing participants with people from a relatively small community.

To comply with these requirements, please sign the oath of confidentiality below:

I, _____, swear that I will keep in confidence and will not divulge any identifying or personal information about interview participants in this project. I further swear that I will not use any participant's name in public. I also understand that all preliminary findings or materials from the projects should not be discussed with people outside of the research team.

Signature

_____

Date

_____

Witness Signature

_____

Date

_____

Interviewer Safety

This section provides guidance for ensuring your personal safety throughout the interview process. While situations that threaten interviewer safety are not common, it is important to think ahead and be prepared to handle any issues that may arise; the best way to ensure safety is to plan ahead. And, most importantly, always use common sense in avoiding unsafe situations and trust your intuition.

Before the interview
- Make sure a colleague knows where you are and when you are scheduled to be finished with the interview.
- If you have a cell phone, take it with you.
- Keep all contact numbers handy.

During an interview
- If you are feeling uncomfortable and unsure of your safety for any reason during the process of interviewing, do not hesitate to leave. **Trust your intuition about your personal safety**, as it is more important than any interview could ever be. Some strategies for stopping an interview and leaving are to tell the respondent you are not feeling well or that you have another appointment scheduled, and will not be able to finish the session; Vera will provide you with additional tips during the training.
- When asking sensitive questions, or if a participant upset during the interview, remind them that the questions aren't meant to upset or insult them, but you have to go through all of them. Add that they can skip a question or take a break.

Be aware of what's going on during the interview. **If a participant or someone else's behavior seems like it might endanger you and/or prevent the participant(s) from fully participating, suggest that they leave and come back another time and follow the protocols set forth by your agency on handling these matters.** Similarly, if a participant seems impaired by drugs or alcohol, do not proceed with the interview. Tell the respondent that those are all the questions you have at this time and note this in your field notes.

Instructions for Conducting Interviews

Successful interviews elicit the most accurate responses with minimal discomfort to the respondent. A well-designed instrument is a necessary but not sufficient condition for a successful interview: results are determined not only by the screening tool but also by how it is used. Interviewer-respondent rapport critically shapes interview responses. The most skilled interviewers are able to cultivate trust and understanding with respondents, sensing when respondents are uncomfortable or withholding information. They are sensitive to the needs of the situation and can adapt accordingly while adhering to interview protocols.

The effectiveness of the screening depends considerably on interviewers' ability to be consistent in asking questions and recording answers. It is also imperative that interviewers are comfortable working with this population and are sensitive to issues of trauma. Below are some important points to keep in mind when conducting interviews.

Trauma and Victimization[45]

Trafficking victims have often endured profound physical, psychological and material injuries that greatly impede the efforts of attorneys and other service providers to interview victims and develop strong working relationships. Minimization, denial and memory loss, all symptoms of psychological trauma, can make it extremely difficult to elicit information necessary to understand whether the exploiter's conduct rises to the level of actionable trafficking. A professional who undertakes to interview a potential victim of trafficking must be sensitive to the trauma, fear, shame, isolation, and adaptation to exploitation that can make uncovering a victim's true situation extraordinarily difficult.

Because victims often are awash in fear and, at the same time, loyal to their abusers, interviewers must work hard to develop a relationship of trust with them. To that end, any interview should first make clear what his or her role is, with an aim of dispelling fear that the interviewer is a government official or some other person potentially hostile to the victim's interests. The interviewer should explain that all communications will be kept confidential to the greatest extent possible and address immigration status sensitively.

If the client's first language is not English, a competent interpreter who speaks both the language and dialect of the victim is critical. The interpreter must be sensitive to the likelihood that the victim is frightened and mistrustful and must understand the requirements of strict confidentiality and accurate translation. Simple, clear language should be used. The interviewer must also be

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[45] This section is adapted from The 2011 Trafficking in Person report of the Department of State Office to Monitor and Combat Trafficking in Persons; "Gaining Insight, Taking Action: Basic Skills for Serving Victims," Office for Victims of Crime, Department of Justice (http://www.ovc.gov/publications/infores/pdftxt/GainingInsight.pdf); and "Resources for Social Service Providers," Social Service Tool Kit, Rescue & Restore Victims of Human Trafficking, U.S. Department of Health & Human Services (www.acf.hhs.gov/trafficking/campaign_kits/index.html).

sensitive to symptoms of psychological distress as the questions may trigger anxiety. A supportive, nonjudgmental demeanor is essential.

Allay fears. Traffickers often hold victims in servitude through fear of their arrest and deportation by police and immigration authorities. They may have been provided with a cover story by their captors. Thus, their initial statements are often either incomplete or even falsely exculpate the trafficker.

To help avoid this situation, the following techniques have proven effective:

- Hold the interview in a non-threatening and comfortable location;
- Never interview the victim within sight of the trafficker;
- Describe the victim's rights, the interview process, and the roles of everyone involved;
- Express prior knowledge and experience with similar cases;
- Make it known that there are services available to them such as shelter, medical care, and food, among other options available at your agency;
- Ask if the victim has any questions or fears.

Demonstrate care and respect. Counteracting the victim's preconceptions or fear can help put interviewees at ease. Interviewers can use the following simple techniques to emphasize that they are trying to help:

- Provide food and drink, and incidentals including tissues, regular breaks, and a place where the victim can gain their composure;
- Use a professional interpreter who signed a confidentiality agreement to ensure accurate communications and to ensure that the trafficker's associates are not involved and that the victim's community is not informed of the crime; ensure that interpreter asks questions using the same wording that the screener does.
- Be knowledgeable about the victim's cultural background including social etiquette, religious observances, societal status, ethnic ties, clothing, and attitudes toward prostitution;
- Accommodate, when appropriate, the victim's preference for an interviewer and interpreter of a specific gender or culture.
- Being prepared to engage quickly and bring insight into the victims' particular culture or ethnic community helps to establish initial trust.

Meet physical needs. If immediate basic needs such as medical care, food, and housing are not met, it may be difficult for a victim to engage fully in an interview process. To overcome this potential impediment, service providers may be able to meet some basic needs prior to the interview, such as providing food, clothing or assurance of at least temporary shelter.
Victims can experience a number of traumatic reactions to victimization. When victims report or exhibit signs of ongoing mental health trauma, victim service providers are often the first to provide referrals to mental health experts. Even though you may not be a mental health expert, you should understand the most common short- and long-term effects of crime on victims'

mental health. You also should have on hand referrals to experts who understand trauma in the context of victimization.

What are some of the immediate effects of victimization?
- Shock, surprise, and terror.
- Feelings of unreality, such as "This can't be happening to me."
- Extremely high rates of physiological anxiety (e.g., rapid heart rate, hyperventilation, stomach distress)
- A sense of helplessness.

What are some of the short-term effects of victimization?
- Preoccupation with the crime (e.g., "I can't get it out of my mind").
- Flashbacks and bad dreams.
- Heightened concern for personal safety.
- Heightened concern for the safety of loved ones.
- Fear that they are at fault.
- Fear that they will not be believed.
- Fear that they will be blamed.
- Fear of law enforcement if they belong to a culture that, in general, has a difficult relationship with law enforcement.
- Inability to trust anyone or any situation.
- Fear of the next attack, if they are a victim of repeated abuse.

What are some of the long-term effects of victimization?
- Posttraumatic stress disorder.
- Depression.
- Alcoholism and substance abuse.
- Mental illness.
- Suicide or contemplation of suicide.
- Panic disorders.
- Obsessive-compulsive disorder.

What can you do or say to help victims cope with the trauma they experience as a result of a violent crime? (Recognize that eliminating trauma-related psychological injuries may not be a realistic goal.)

Facilitator Probes
- Be calm and focused.
- Express sorrow for what has happened to them.
- Conduct a basic needs assessment to determine the degree of trauma victims may be experiencing. Remember that not all victims are alike. For each assessment, include previctimization characteristics, prior mental health conditions, and postvictimization factors, particularly the degree of exposure to the criminal justice system and the quality of social support.
- Be understanding when victims do not wish to repeat the details of the crime.
- Refer victims to stress management and mental health professionals based on their needs.

- Receive training on red flag indicators for substance abuse and alcohol addiction that may develop as a result of victimization and make appropriate referrals.

Tips for Communication and Body Language

What kinds of body language convey openness and compassion?

- Always talk to the victim in a safe and secure location. If the victim arrives with a person exhibiting controlling behavior, talk to the victim in private. This person may be the trafficker or someone working for the trafficker.
- Take the victim's ethnic and cultural background into consideration. If using a translator, ensure that they can interpret the different values and behaviors characteristic of the victim's cultural and ethnic group. You should also screen translators to make sure that they do not know the victim or the traffickers and do not have any conflicts of interest.
- Most victims are very afraid of their traffickers and the possibility of being deported. It is critical to let them know that they are safe so they can get the protection and assistance they need. Some messages to convey include: "We are here to help you;" "You can trust me;" "Your safety is our first priority;" "You have a right to live without being abused."
- Confidentiality is imperative in working with victims who often risk their lives and their families' lives when they try to escape captivity. For reasons of both victim safety and comfort, keep the number of staff who come into contact with the victim to a minimum and ensure that staff fully understand the importance of confidentiality.

Interviewer Probes (positive body language)
- Maintain eye contact to show interest, unless it is culturally inappropriate. When culturally appropriate behavior is in question, ask in a gentle and respectful way what is comfortable for that victim.
- Use appropriate posture that conveys a relaxed but alert attitude.
- Lean slightly forward to show interest.
- Practice an awareness of other nonverbal messages conveyed by use of arms, hands, and facial expressions.

Interviewer Probes (negative body language)
- Use facial expressions or body language that show impatience when victims are repetitive.
- Slouch.
- Look around the room when they are talking.
- Yawn, sigh, and otherwise convey boredom or disinterest.
- Multitask while they are speaking.

Guidance on Interview Process

It can be difficult to take comprehensive notes while conducting interviews. Here are some strategies and tips that may be helpful, but you do not need to follow them all; make sure you use whatever strategies are best for you.

Before the Interview

- *Be prepared:* You should have more than enough paper and several pens to ensure that everything gets documented.

- *Be friendly and positive:* Be friendly and enthusiastic about the project. Approach people with a positive attitude. Always assume that they want to participate and that they will enjoy it. Don't be timid or overly strong in your approach.

- *Informed consent*: As outlined on page 26, you will want to walk through the consent forms with the participant. It is not essential that you read the forms word-for-word, but make sure that you summarize all of the key components. Make sure that the participant understands all of the information you are presenting to them about project participation and the associated risk and benefits, and offer them a chance to ask any questions. See page 9 for the complete instructions regarding the informed consent process.

- *Record the date, time, agency ID and interview ID*: You will need to record the Agency and Interview IDs on all data collection instruments (e.g. the tool, other notes, the post interview assessment). The Interview ID should NOT be recorded on the consent form or on any papers with individual names or other identifying information. The Agency ID is the letter assigned for your agency (e.g. A). The Interview ID is a two-digit number in the order interviews are conducted (e.g. 01 for the first person you interview, 06 for the sixth person that you interview). **PLEASE MAKE SURE TO WRITE THE AGENCY AND INTERVIEW ID ON EACH PAGE OF THE TOOL.**

During the Interview

- *Take notes within the tool:* Record all of your notes in the same place, to avoid confusion. The tool provides adequate space to add in answers to open ended questions, as well as volunteered information. If needed, please make sure to attach any additional notes to the tool, and include Agency and Interview IDs on these notes as well.

- *Circle terms and acronyms you don't understand:* Rather than interrupting someone to clarify what they are saying, and potentially break the flow of conversation, simply circle or underline any words, terms, or acronyms that you do not understand or are not familiar with; you can either clarify these with the participant later in the interview or with someone else after the interview is complete. Never take for granted that you know what an acronym means because they can mean different things in different jurisdictions.

- *Clarify vague statements:* If the individual says "they," "he/she," or "we," clarify who it is that they are talking about. Similarly, if the participant says "the police," you may want to clarify if it's the city police department, a county sheriff's office, state police, or federal law enforcement; even if they cannot distinguish between them, this is useful in information to have.

- *Don't get hung up on spelling:* Use phonetic spelling and write words like they sound; you can always clarify the appropriate spelling later.

- *Create your own shorthand:* After you complete a few interviews, you may develop your own shorthand language for terms that are used repeatedly. Make sure you keep track of any these terms and share them with Vera.

- *Be comfortable with silence:* If you need to continue writing after the participant finishes answering a question, it is okay to take your time to finish writing everything they said; don't worry about the silence – they might need a break, too. You can also use that time to look back at your notes to see if you want to follow-up on anything in particular.

- *Record everything:* Even if not everything the participant says seems useful, you may find later on that it is relevant after all.

- *Be aware of signs of distress:* If a project participant appears too uncomfortable, upset, or anxious during the interview, ask if they wish to take a break or stop the interview. Also remind that they do not have to answer any questions that make them feel uncomfortable. Make sure to ask them if it is okay to continue with the interview. If the individual continues on the topic after you suggest taking a break, you may need to be more direct: you can explain that you are not the appropriate person to be speaking to about this issue, but would be happy to try and connect them to someone who would be the right person (e.g. a social worker or therapist). Refer to the issues outline about trauma and victimization on page 13 in order to create a safe environment for the interviewee.

- *Remain neutral:* An interviewer's attitude and reactions can influence the participant's response. In order for the information collected to be accurate, it is essential that you remain neutral throughout the interview: not only will this help to ensure that the information collected is accurate but it will also help to ensure that the participant feels comfortable sharing his/her ideas with you. Specifically:
  - Refrain from judging the participant or his/her ideas
  - Do not express your opinions about the participant's responses or thoughts
- *Use probes to get as much information as possible:* Probes or follow-up questions can be used to get further information, clarify a participant's response, or get a more complete answer. The interview guide includes some example probes, which you should use as

needed– but not all probes will be relevant, so you should not feel obligated to ask them all. Other strategies that you can use when probing are:

- Repeating the question in a different way
- Repeating the answer you heard, in such a way as to clarify or expand, without being an echo
- Using non-verbal cues to suggest "please continue" (e.g., nod, smile)
- Indicating an interest in the answer or an understanding of the comment
- Requesting an example or clarification (e.g., 'You started to tell me about…can you give me an example?', 'Can you tell me more about that?', 'What do you mean by that?')

After the Interview

- *Wrapping up:* After you complete the interview, be sure to thank the participant for their time and ask if they have any questions for you. Provide them with a thank you letter (see page 29) from the Vera Institute of Justice which includes contact information for project staff, in the event they want to contact the Vera Institute afterwards. Each participant should also receive a stipend and sign a Stipend Receipt (see page 28).

- *Post Interview Assessment:* Make sure to complete the post-interview assessment (see page 46-47) after each interview and use this space to record anything additional you want to capture. Take time to review the interview and add anything you did not write down or clarify anything that may be confusing or not have enough detail. If it is not possible to do this at the same location, try to find a location nearby where you can complete the notes while the interview is still fresh in your memory.

- *Data storage and transfer:* It is important that all of the information collected during the interviews is stored in ways to maintain confidentiality and protect the privacy of the project participants. *See page 49 for details on data storage and transfer.*

- *Monthly Work Log:* Please fill out the work log to keep track of interviews completed on a monthly basis. See page 48 for a copy of the work log.

Interview Consent Forms & Section Summaries

For Service Clients: Interviews (#1)

VERA
INSTITUTE OF JUSTICE

ORAL CONSENT/ASSENT TO PARTICIPATE IN RESEARCH of
Improving Trafficking Victim Identification: Evaluation and Dissemination of a Screening Tool

Description of Study
The Vera Institute of Justice is a private nonprofit organization that carries out research and works with government and civil society to improve the services people rely on for justice and safety.
Vera is conducting a study to learn about the best questions to ask to identify victims of trafficking who need help. The questions in the screening tool were designed by Vera and a group of service providers in New York City in 2008. Now, we are testing the screening tool at seven agencies in New York and other parts of the U.S., including [*agency where the interview takes place*]. We are asking you to answer these questions because your experiences and responses will help us learn if the questions work well. We will ask at least 200 persons like you the same questions. The purpose of the study is to provide a more reliable screening tool that can be used by other service providers in many places to identify and help victims of trafficking.

Funding Source
This two-year study is funded by the National Institute of Justice (NIJ), the research, development and evaluation agency of the U.S. Department of Justice. NIJ is dedicated to improving knowledge and understanding of crime and justice issues through science.

Explanation of Participation
If you agree to participate in this study, you will participate in an interview to provide us with confidential information about your experiences of work, living conditions, health and, if you were born outside the U.S., of your recent migration history.

During the interview, you will be asked questions like these: Can you tell us why you left your country? Have you felt pressured to do anything that you did not want to do to pay back a debt? Have you worked or lived anyplace in the U.S. where someone took your documents, such as your passport? How would you rate your overall health?
We will not ask you to identify anyone who might cause you harm, or anyone that you would like to protect. You do not have to tell us anything that you do not want to.

Study Duration
This study started on January 1, 2012. At the end of the study, a report will be written and distributed. Vera expects this study to end by December 31, 2013. If more time is needed to complete the study, the end date may be extended.

Compensation
You will be compensated for participating in this interview with a $20 gift card.
Your participation in this study is completely voluntary

Participation in this interview is completely voluntary. In addition, your decision to participate or not participate will not result in any special benefit, loss of benefit or other penalty to you.

Vera will not tell anyone if you decide to participate or not participate in the interview.
Identifiable information about you such as your name will not be recorded.
During the interview, you may refuse to answer any question you do not want to answer. You may also decide to stop participating in the study at any time.

Confidentiality

The information Vera collects about you will be kept private and will not be shared with anyone outside the project team, including your family members. In order to keep your information private, all information collected about you will be kept in locked cabinets and on Vera's secure computer networks. Vera staff are trained to protect your information. Vera staff will not collect any identifying information about you, such as your name, from the notes taken during the interview.

When results of the study are reported, your name will not be reported with those results.

There are a limited number of situations in which Vera might report what you say. These are:

1) If you tell a member of the Vera project team that you intend to commit a crime or that you know someone else is going to commit a crime, Vera may report that information to the authorities, including the police.

2) If you give Vera permission to report information to authorities in other specific circumstances. We will ask you for this permission if you agree to take part in the research.

Risks

There are risks connected with participating in this interview, which you should consider before agreeing to participate. Vera will take measures to prevent the risks.

1) There is a very small chance that information about you could be accidentally disclosed to someone outside the project team. However, this is unlikely to happen because we are not collecting your name, and because Vera has policies and procedures in place to prevent disclosure, such as keeping your information in locked cabinets and training staff to use confidentiality measures when working with research data.

2) There is a risk that some questions asked during the interview will make you feel upset or uncomfortable. Remember that you do not have to answer those questions. You can skip the questions, take a break or stop participating anytime.

Benefits

This research will provide no direct benefit to you. However, you will help us learn how to improve the services that are provided to victims of trafficking.

For more information about the study or if you have questions, you may contact:

Laura Simich at (212) 376-3176
Lucia Goyen at (212) 376-3137

By your oral agreement, you agree to participate in this interview. Participation in this interview is voluntary. If at any time you decide that you do not want to participate, you can stop or refuse to answer questions.

We will give you a copy of this consent form to keep.

Do you agree to participate in this interview?

Participant answered _____ yes _____ no

Consent and interview conducted by:

Name (Print) _____

Signature _____   Date _____

Permission to be contacted for a follow-up interview:

Vera researchers may wish to invite you to be interviewed again. A second interview is completely voluntary and confidential.

If you agree to another interview, a staff member of [agency] will set up another appointment at your convenience with a Vera researcher. The researcher will ask you to describe briefly your story in your own words. The researcher will ask you how you felt about answering the questions in the screening tool and how well the questions reflect your own experiences. The researcher will also ask you if the questions do not make sense to you, or were hard to answer or confusing, or left something out that should be asked in another way. You may tell us how to improve the questions, and what other information you would like to communicate to people who can help persons in similar situations.

_____Yes, I would also be interested in being contacted for a second interview with a Vera researcher, to whom I can talk more about my experiences and how well the screening questions work.

_____No, I do not wish to be contacted for a second interview.

Vera Institute of Justice

This consent form expires one year from the date noted above, unless special permission is obtained from Vera's General Counsel to extend the expiration date. Such permission will be documented here: _____

Vera staff to initial when page is completed: _____

VERA
INSTITUTE OF JUSTICE

ORAL CONSENT TO REPORTING for
Improving Trafficking Victim Identification: Evaluation and Dissemination of a Screening Tool

You have consented to participate in a research study. The principal investigator of this study is Laura Simich, a researcher at the Vera Institute of Justice.

Because this study is funded by the National Institute of Justice (NIJ), we are required to keep information that you provide to us confidential. This means if there are situations where we want to report what you say, we need your permission first. It is your right to refuse to consent. We will only interview those who agree, but we will not tell anyone whether or not you agreed, and there will be no negative consequences for you as a result of your decision.

We are asking for your permission to report in two situations.

The first: If you tell research staff that [[minor only you or] someone else is a current victim of child abuse, or give staff strong reason to believe so, we would like your consent to report what we have learned to the state's Child Abuse Hotline. Research staff will only share your name or other personally identifying information if they need to do so to make the report.

The second: If you tell research staff that you are suicidal or give the research staff strong reason to believe you may be, we would like your consent to report that information to the authorities, including the police, or to call someone to get you medical help.

By your oral agreement, you agree to permit reporting personally identifying information in these situations. We will give you a copy of this consent form to keep.

Do you agree to permit this reporting?   Participant answered ＿＿＿ yes   ＿＿＿＿ no

I have explained the reporting procedure and subject rights, and have answered all questions asked by the participant. I have offered her/him a copy of this informed consent for reporting form.

＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿ ＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿ ＿＿＿＿＿＿＿＿＿
Signature of Witness   Printed Name   Date

Vera Institute of Justice

This consent form expires one year from the date noted above, unless special permission is obtained from Vera's General Counsel to extend the expiration date. Such permission will be documented here: ＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿＿

Vera staff to initial when page is completed: ＿＿＿＿＿＿

Consent Forms: Section Summaries
This section provides a brief summary of each section of the interview consent forms provided on pages 21-25. This may provide a guide for your informed consent discussion with potential interview participants.

Consent to participate in research
Description of Study
This section explains the purpose of the study and the goals of validating this tool so that it can be used in the future to help identify trafficking victims.
Funding Source

This study is funded by the National Institute of Justice (NIJ), which is part of the US Department of Justice. Interviewees may be uncomfortable learning that their information will be shared with a government agency, but remind that that it will be strictly confidential and their personal information will not be tied to their answers. NIJ only allows study data to be used for research purposes; it cannot be subpoenaed.

Explanation of Participation

This section details some of the questions that will be asked, and that they can withhold answering for any reason.

Study Duration

 The study will last 2 years, January 1, 2012-December 30, 2013.

Compensation

For participating in this study, clients will receive a $20 gift card.

Your participation in this study is completely voluntary

This section explains that participation in the project is completely voluntary-- interviewees do not have to participate if at any time they do not wish to. If they do choose to participate, they may also decline to answer any questions at any point during the interview. Additionally, they will not be denied services should they choose not to participate in the study.

Confidentiality

This section explains that everything stated during the interview is confidential, and will not be presented in connection with the interviewee's name, without the interviewee's consent. There are some instances in which an interviewer is a "mandatory reporter" and may have to reveal what is said during an interview, and will have to obtain secondary consent to report:

1) If interviewee says that they are going to commit a crime or that they know someone else is going to commit a crime
2) If interviewee says that they are going to harm themselves
3) If interviewee says or if interviewer has cause to suspect that a child is being abused or mistreated

Risks

Though every precaution will be taken, there is a small possibility that would is said during an interview could be inadvertently disclosed. Additionally, some of the questions may make them feel uncomfortable or upset. Remind participants they can skip questions or stop the interview at any time.

Benefits

Interviewees will not receive direct benefits for participating, but what they say during interviews will help build a useful tool for identifying future victims of trafficking around the country, and assist in connecting them with needed resources.

Questions/Agreement

If interviewees have any questions, they should contact the Vera staff members listed. Have participants give an oral agreement or signature. If someone is uncomfortable signing their name, they may sign with an "X" or use an alias.

Permission to be contacted for a follow-up interview:

This section explains that we may want to contact them again for a second interview that will ask more in depth questions about the first interview. This is completely voluntary.

Consent for reporting to authorities:

As this study is funded by NIJ, which is to be used only to collect information for research purposes, we are not able to disclose any information given to us during interviews unless

secondary consent is obtained in the last two situations of potential breach of confidentiality listed above. Thus, if there is reason to suspect harm to self or child abuse, that information must be reported to authorities once consent is given (see the consent to report form on page 25). Both informed consent to participate and consent to report must be obtained in advance. If participants do not consent to reporting, they will not be allowed to participate in the study. Again, there are no consequences for not participating in the study.

Stipend Receipt

By signing this form I, _____, confirm that I received a

gift card in the amount of 20 dollars for my participation in a survey for the Human Trafficking

Tool.

Signature

_____

Date

_____

Thank You Letter

Dear _____,

Thank you for participating in this important study. Your responses will help us better identify victims of human trafficking in the future and allow us to provide them with access to needed resources.

Your information will be kept secure and identifying information will not be revealed.

For more information about the study or if you have questions, you may contact:

Laura Simich at (212) 376-3176 or Lucia Goyen at (212) 376-3137.

Thank you again for participating!

Sincerely,

The Vera Institute of Justice & [Partner Name]

Annotated Version of the Tool used in Validation Study

The annotations convey to interviewers the essential information each interview question is trying to obtain. So even if the formal wording of the question is not immediately comprehensible to particular respondents, interviewers can appropriately re-phrase the question to elicit appropriate responses. Staff conducting interviews in non-English languages or in English with clients with limited English proficiency (LEP) may find these annotations particularly helpful. In both cases, interpretation and/or translation will be required. Even English-language interviews with native speakers of English may require a certain degree of interpretation/translation, or paraphrasing of the interview script.

Trafficking Victim Identification Tool (TVIT)

Agency ID: _____   **Confidential**   *Interview ID:* _____

Agency ID: Put in letter of your organization (For example, A)
Interview ID: Put the number of interview (01).

Screening purpose. This screening tool is intended to be used as part of the regular intake process or as part of enrollment for specific programs. In order for the results to be valid, the screening should be administered according to pre-arranged protocols, *whether or not the client is believed to be a victim of human trafficking.* Please refer to the *Step-by-Step Interview Instructions* for directions on using this screening tool and handling the data collection forms.

Screening timing. Since each agency's intake process is unique, we ask agencies administering the screening tool during intake to determine how to best integrate this screening tool with your other intake forms or procedures. Whatever the timing and context of the interview, please begin and end with comfortable topics of conversation to minimize your client's discomfort.

Deferred Screening. We know that in some cases the intake process extends beyond the first meeting with the client. We also understand that <u>service providers</u> may sometimes choose to postpone sensitive screenings, judging that clients are not yet ready to disclose or discuss experiences of victimization and would prefer to continue the interview at a later date. To avoid losing information on these individuals and to document any discretionary decision making in the screening process, please fill out the attached *Deferred Screening* box on the bottom of this page.

Screening suspension. If in the course of an interview the client shows acute signs of anxiety, ask the client if s/he would prefer to stop the interview and resume it at a later time. <u>If the client chooses to suspend</u> the interview, fill out the *Suspended Screening box* on the bottom of this page.

Deferred Screening (Date: _ _ / _ _ / _ _ _ _)
If client screening is being postponed, please note the reason(s) why:
_____
_____

Deferred Screening Follow-up (Date: _ _ / _ _ / _ _ _ _) (date interview completed)
If the screening of this client had been deferred, provide the number of previous on-site contacts (including your first meeting): _____

Suspended Screening (Date: _ _ / _ _ / _ _ _ _)
If client screening is being suspended, please note the reason(s) why:
_____
_____

Suspended Screening Follow-up (Date: _ _ / _ _ / _ _ _ _)
If the screening of this client had been *suspended*, provide the date when interview is resumed: _ _ / _ _ / _ _ _ _ (MM/DD/YYYY) and check the section number where interview is resumed: ☐ Screening Background ☐ Personal Background ☐ Migration ☐ Work ☐ Living and/or Working Conditions   General Health Questionnaire

Section 1: Screening Background *[DO NOT READ TO CLIENT]*

This section is not read to the respondent. It is assumed that prior contact with the respondent has already supplied you with the information sought in this section.

1a. Date of interview: _ _ / _ _ / _ _ _ _ (MM/DD/YYYY)

Record the date that the interview is started. If the interview is suspended or deferred and resumed at a later date, the interviewer should record the date that the interview is resumed in the *Deferred Screening* or *Suspended Screening* box on the first page of Part I of the screening tool.

1b. Client's <u>most recent</u> referral source [*select only one*]:

This refers to the most immediate source of referral bringing the respondent to your agency. Even though respondent may arrive at your agency after a series of referrals from different sources, here we are looking for the latest source of referral.

☐ Own agency/ internal referral

☐ Other social service provider *[fill in]*:_____

☐ Healthcare provider

☐ Local Police Department

☐ Dept. of Homeland Security (DHS) / Immigration & Customs Enforcement (ICE)

☐ Other law enforcement *[fill in]*: _____

☐ Referred by other client

☐ Referred by someone else *[fill in relationship to client]*:

_____

☐ Walk-in

1c. Client status: Official determination of trafficking known?

[INTERVIEWER: This includes HHS certification, T-visa approval, or certification by law enforcement or a judge]

☐ No

☐ Yes

1d. Sex of client: ☐ male   ☐ female   ☐ other

1e. Language of interview:

_____

1f. Mode of interview: ☐ interview with interpreter ☐ interview without interpreter

Section 2: Personal Background

The purpose of this section is to collect enough demographic information to identify duplicate respondents without revealing personal identities. To do this, common demographic questions are supplemented with a set of questions on family structure that are expected to yield responses relatively insensitive to context.

2a. What is your date of birth? _ _ / _ _ / _ _ _ _ (MM/DD/YYYY)

2b. If you don't know your date of birth, approximately how old are you?_____

[INTERVIEWER: If respondent cannot provide a number, offer the following response brackets to choose from]

☐ under 12 ☐ 13-17 ☐ 18-19 ☐ 20-24 ☐ 25-29 ☐ 30-34 ☐ 35-39 ☐ 40-44 ☐ 45-49 ☐ 50-54 ☐ 55-59 ☐ 60+

2c. How many biological children (males and females) do you have? Please do not count adopted children or step-children.

[REPHRASE (if client is female): How many children have you given birth to?]

☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ more than 9

☐ Check here if client indicates without prompting that she is pregnant.

2d. How many biological brothers (males) do you have from your mother's side?

[INTERVIEWER: Clarify that client should NOT count step-brothers in this response]

☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ more than 5 ☐ unknown

2e. How many biological sisters (females) do you have from your mother's side?

[INTERVIEWER: Clarify that client should NOT count step-sisters in this response]

☐ 0 ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ more than 5 ☐ unknown

2f. What is the highest level of education that you completed?

☐ 1-6 years ☐ 7-12 years ☐ More than 12 years ☐ Other_____

2g. How well do you:

Speak [Language of interview]?   ☐ Excellent ☐ Good ☐ Fair ☐ Poor
Read [Language of interview]?   ☐ Excellent ☐ Good ☐ Fair ☐ Poor
Write [Language of interview]?   ☐ Excellent ☐ Good ☐ Fair ☐ Poor

[INTERVIEWER: If the interview is not in English, please write language of interview here:_____]

2h. How well do you:

Speak English?   ☐ Excellent ☐ Good ☐ Fair ☐ Poor
Read English?   ☐ Excellent ☐ Good ☐ Fair ☐ Poor
Write English?   ☐ Excellent ☐ Good ☐ Fair ☐ Poor

As education may not equate to literacy (for instance in communities with oral education), items 2g and 2h help determine literacy level. This is important to determine if contracts and other items given to the client were not understood (see item 4e and 5r).

2i. What country were you born in? _____

2j. Are you a citizen of any *other* countries besides where you were born?
[INTERVIEWER: If concept of 'citizenship' is not clear, rephrase as 'Where were your parents born?']

☐ No
☐ Yes → **Other country of citizenship** # 1 _____ # 2 _____

Although the birthplace of a client's parents does not necessarily mean they are citizens of that country, this is the best way to gather information on citizenship, especially for children. Further research may need to be done, depending on the countries' citizenship laws.

Based on the response to 2i and 2j, ask questions from the Migration section for foreign born clients, making sure to do so when the client is ready. Remind him/her that those questions are not to determine immigration status.

Migration *[PLEASE USE THE MIGRATION SECTION WITH FOREIGN-BORN CLIENTS ONLY]*

This section can be used next, or after other sections, if the client does not seem at ease or is afraid that these questions will reveal their immigration status. It is to be administered to foreign-born respondents only, and it attempts to identify basic migration profiles and potential situations of debt bondage associated with migration. Debt bondage (or bonded labor) is a form of coercion used to extract labor or services from a person. Labor or services are demanded as a means of repayment for a loan or service in which its terms and conditions have not been defined or in which the value of the victims' services as reasonably assessed is not applied toward the liquidation of the debt. The value of their work is greater than the original sum of money "borrowed." Victims of trafficking are often subjected to debt bondage in the context of paying off transportation fees into destination countries.

> **INTERVIEWER READ: "Now I am going to ask you some questions about your country of origin. I am not asking you this to find out about your immigration status. I am only trying to understand fully what your circumstances are so that we can refer you for the right help, if necessary. The questions ask about your migration to the U.S., who was involved, and how it was arranged." For children, this may be rephrased: "We would like you to tell us about what happened to you when you traveled to the U.S."**

3a. Can you tell me why you left your country?
☐ To find work
☐ To join family
☐ To escape abuse by family or someone else you know
☐ To escape conflict/violence/persecution
☐ Other *[fill in]*: _____

3b. What country did you live in for at least 3 months before you came to the U.S.?
_____

[INTERVIEWER: If client has come to the U.S. more than once, probe to make sure client refers to most recent place of residence]

In order to promote consistency in interpretation, a three-month threshold is used to distinguish between temporary stays in different countries in the course of migration from "residence" in a country. Item 3b is looking for the respondent's country of residence prior to his/her arrival in the United States. Sometimes migrants are unexpectedly forced to stay in a place *en route* to their

destination. To promote consistency, probe to make sure the response refers to the last place the respondent lived–for at least three months–before arriving in the U.S. and beginning his/her most recent period of residence in the U.S.

3c. In what year did you come to the U.S.? _____(YYYY)

[INTERVIEWER: If client has come to the U.S. more than once, probe to make sure client refers to <u>most recent arrival</u> in the U.S.]

➔ **If you don't know exactly when you arrived in the U.S., about how long have you been here** *[check one]*?

☐ Less than 1 year   ☐ 1 year   ☐ 2 years   ☐ 3 years   ☐ 4 years   ☐ 5 to 10 years   ☐ More than 10 years

This item is asking how long the respondent has resided in the U.S. Do not include returns from brief travel abroad (i.e., round-trip travel from the U.S. lasting less than three months).

3d. Was anyone else involved in organizing your migration?

[REPHRASE: Did anyone help you come/travel to the U.S.?]

☐ No

☐ Yes   ➔ **Can you tell me who?**

_____

➔ **How were they involved?**

_____

[REPHRASE: What did they do to help you come/travel to the U.S.?]

Item 3d refers to any outside involvement in any aspect of migration, on the departure or arrival side, for example, transportation, lodging in transit or at the destination point, document preparation, social networking, job searching or placement, education planning, etc. Those involved should fall into one of the following basic categories: family/personal contacts or private/commercial contacts. They may be based inside the U.S. or abroad.

3e. Were you pressured to do anything in exchange for this help (for example, did anyone ask you to carry something across the border)?

[REPHRASE: Did you have to do anything so that they would help you?]

    ☐ No

    ☐ Yes ➔ **What were you pressured to do?** _____

3f. Can you tell me the total cost (approximately) of your migration:

_____

[REPHRASE: How much did you pay to come to the U.S.?]

➔**What did the payment cover (e.g., transportation such as airplane or bus tickets, documents, work placement etc.)?** _____

Item 3f aims to specify what kind of outside involvement in migration required payment. The respondent may or may not have mentioned this service in 3d above. In either case, be sure to ask this question, perhaps prefacing it by referring to the respondent's previous response (e.g., "So you mentioned that you paid the employment agency $200…").

3g. Did you (or your family) borrow or owe money, or something else to anyone who helped you come to the U.S.?
[INTERVIEWER: Probe for something else such as property, a house, or land]

☐ No *[Skip to Work Section]*

☐ Yes → **Do you (or your family) still have this debt, or does anyone claim you do?**

☐ No ☐ Yes

INTERVIEWER: Record volunteered information here:

_____

_____

Item 3g refers to any kind of debt, monetary or other. Often, the families of migrants, migrating children especially, assist in the financing of migration.

3h. In the U.S., have you ever been forced or pressured to do anything you didn't want to do in order to pay back the money you owed for your trip to the U.S.?

☐ No

☐ Yes → **If you are comfortable telling me, what kinds of things were you pressured to do that you didn't want to do?**

_____

_____

_____

→ **Could you describe how you were forced or pressured?**_____

_____

Item 3h is worded so as to leave room to discuss any debt or alleged debt related to migration. "To be pressured" refers to any kind or level of coercion, psychological or physical, ranging from mild to extreme. The application of such pressure typically involves a threat, promising some kind of negative retribution if the debt is not paid. Interviewers should note any threats made on the respondent. As clients in the country for many years may several experiences to relate, make sure to get the most recent experiences.

3i. *INTERVIEWER: If client offered additional information about debts or other victimization related to migration, record it*
*here:*_____

_____
_____
_____
_____
_____
_____
_____
_____

Work

This section focuses on the circumstances and conditions of work in the United States. "Work" is meant to cover both formal and informal labor arrangements. You will notice that general terms are used in place of formal and specific labels. For example, instead of saying "employer," "supervisor," "associates," or "colleagues," the term "person you worked for or with" was chosen. Interviewers should always probe to determine whether the respondent is referring to a single work scenario across the different questions or to multiple, independent scenarios involving unrelated persons.

4a. How have you supported yourself financially while in the U.S.? *[REPHRASE: How have you made money in the U.S?]*

_____

4b. Have you worked for someone or done any other activities for pay, or for which you thought you would be paid?
[INTERVIEWER: This could include activities like unpaid domestic work that might not be readily defined as "work" and should only detail those jobs in which the person felt unsafe or did not get paid what the person felt he/she should.]

☐ No *[Skip to Living and/or Working Conditions Section]*
☐ Yes →**What kind(s) of work did you do?**

_____
_____
_____

→**How did you find out about these jobs/opportunities?** [*INTERVIEWER:* probe for details, especially as they deal with recruitment from abroad]

_____
_____
_____
_____

→**What did you do with the money you were paid?**

_____
_____
_____

Item 4b is meant to elicit responses from clients that include all kinds of formal and informal work, including forced activities that the client might not deem "work" in the traditional sense (e.g. forced prostitution by a partner.) Additionally, we want to collect data on how they were recruited to the position, as that person/company may be different than those involved in their migration.

4c. [In the U.S.,] have you ever worked without getting the payment you thought you would get?
[INTERVIEWER: You do not need to repeat "in the U.S.", as long as the person is clear that these questions only pertain to work done in the U.S.]

☐ No

☐ Yes ➔ **What kind(s) of work were you doing?**

_____

➔ **What payment did you think you would get and why?**

_____

➔ **What did you receive?**

_____

4d. [In the U.S.,] did someone (check all that apply):

☐ **withhold payment from you,**

☐ **give your payment to someone else, or**

☐ **control the money that you should have been paid?**

[INTERVIEWER: Record volunteered information here]

_____
_____
_____

If the respondent mentions more than one case, interviewers should number the different cases separately. Note that payments do not necessarily have to be cash in hand, but may be repayment of a debt, under certain terms, or something else.

4e. [In the U.S.,] were you ever made to sign a document without fully understanding what it stated, for instance, a work contract?

☐ No

☐ Yes ➔ *[INTERVIEWER: Probe for details]*_____
_____
_____

Item 4e is meant to elicit information about signing legal documents without translation or assistance.

4f. [In the U.S.,] have you ever worked in a place where the work was different from what you were promised or told it would be?

☐ No

☐ Yes ➔ **What were you promised or told that you would do?**

_____

➔ **What did you end up doing?**

_____

The term "place" above is meant in a general, colloquial sense, to indicate a work arrangement. It does not necessarily denote a physical location or formal "workplace."

4g. [In the U.S.,] did anyone at your workplace ever make you feel <u>scared or unsafe</u>?

☐ No

☐ Yes → **Could you tell me what made you feel scared or unsafe?**_____

Item 4g attempts to capture anything in a workplace or work arrangement that caused feelings of fear or vulnerability in the respondent (e.g., conditions of the workplace or work; actions, statements, written or nonverbal messages from employers, associates, or co-workers, etc.). Examples could include incidents that caused or threatened harm to the respondent or to others. Interviewers should probe to determine whether any incidents mentioned in response to this question correspond to work arrangements discussed in previous responses, if it isn't clear.

4h. [In the U.S.,] did anyone at your work place ever <u>harm you</u>, or <u>threaten to harm you</u>?

[INTERVIEWER: This could include any physical, sexual, or emotional harm]

☐ No

☐ Yes →**Could you tell me what they did or said?**_____

Threats of harm include all actions, statements, written or non-verbal messages conveying the intent of physical or psychological injury. Again, if it isn't clear, interviewers should probe to match up references to work arrangements mentioned in different responses.

4i. [In the U.S.,] did anyone at your workplace ever harm, threaten to harm <u>people close to you</u>, like family or friends?

[INTERVIEWER: This could include any physical, sexual, or emotional harm]

☐ No

☐ Yes → **Could you tell me what they did or said?**

_____

Threats of harm include all actions, statements, written or non-verbal messages conveying the intent of physical or psychological injury. Again, if it isn't clear, interviewers should probe to match up references to work arrangements mentioned in different responses.

4j. [In the U.S.,] were you ever <u>not allowed or did you ever have to ask permission</u> to take breaks at your work, for example, to eat, use the telephone, or use the bathroom?

☐ No

☐ Yes → **What if you were sick or had some kind of emergency?**

_____

→ **What did you think would happen if you took a break without getting permission?**-
_____
_____
_____

Many workers, of course, are not given regular breaks. The second segment was added to distinguish between relatively normal work arrangements and ones that rise to the level of illegal violations.

4k. [In the U.S.,] were you ever injured on the job?

☐ No

☐ Yes → **Were you allowed to get medical care?** ☐ No ☐ Yes

Item 4k is important especially for victims of labor trafficking, as they may be denied access to medical care, or see a company doctor that falsely informs them they are not seriously injured and can continue working.

4l. *INTERVIEWER: if client volunteered additional information relevant to trafficking victimization in a U.S. work context, record it here:*

_____
_____
_____
_____
_____
_____

Living and/or Working Conditions

> **INTERVIEWER READ: "Next, I have just a few more questions I'd like to ask about problems you may have had in your living or working situation in the United States."**

This section attempts to identify any kind of force, fraud, or coercion in the respondent's work or living situation. It also attempts to capture any forced labor or forced commercial sexual activity, including sexual slavery, occurring in a "domestic" context, which was not revealed in the previous section on "Work." Commercial sexual activity is any sex act for which anything of value is given, promised to, or received by any person.

5a. Do you live:

☐ **by yourself,**

☐ **with your family, or**

☐ **with others? If others, who do you live with?**_____

5b. Do you live in the same place where you work?

[INTERVIEWER: This could include activities like unpaid domestic work that might not be readily defined as "work"]

☐ No

☐ Yes *[INTERVIEWER: Record volunteered information here]*_____

Items 5a and 5b are meant to capture forced labor that the client may not deem "work" in the traditional sense.

5c. [In the U.S.,] have you ever felt you could not leave the place where you worked or lived?

[INTERVIEWER: Probe for situations where someone threatened to do something bad if client tried to leave. You do not need to repeat in the U.S., as long as the person is clear that these questions only pertain to work done in the U.S.]

☐ No

☐ Yes ➔ **Could you tell me why you couldn't leave?**

_____
_____

➔ **What do you think would have happened to you if you tried to leave?** -

_____
_____

Item 5c is looking for indicators of coercion or restricted movement in the place where the respondent worked or lived. Of course, feelings that one lacks the freedom to choose where to live or work are common. It is therefore critical that interviews use the second segment of the question to ascertain whether psychological or physical coercion was used to restrict the respondent's freedom of movement. A victim may have loyalty to their trafficker through forced dependence, so it is important to use the probe to elicit those responses as well, if applicable.

5d. [In the U.S.,] have you ever worked or lived somewhere where there were locks on the doors or windows that prevented you from leaving?

☐ No

☐ Yes *[INTERVIEWER: Record volunteered information here]:*_____

The key element of this question is that the locks in the respondent's workplace or place of residence restricted his/her ability to move at his/her will.

5e. [In the U.S.,] did anyone at the place where you lived or worked not allow you to contact your family, friends, or others?

☐ No

☐ Yes ➔ **Could you tell me why not?**

_____
_____
_____

Note that this item asks about being "allowed to contact" family or friends. It implies that someone at a place of work or residence has placed restrictions on the respondent's capacity to interact with others.

5f. [In the U.S.,] did anyone take and keep your identification, for example, your passport or driver's license?

☐ No

☐ Yes   ➔ **Could you get them back if you wanted?** [*INTERVIEWER: Probe for details]:*_____

A common means by which traffickers maintain control over their victims is by withholding their identification. Usually, traffickers tell victims they are holding these documents for "safe-keeping." The second segment of the question attempts to ascertain whether identification was taken and kept by force, essentially stolen.

5g. [In the U.S.,] did anyone force you to get or use false identification or documentation, for example, a fake green card?

☐ No

☐ Yes ➔*[INTERVIEWER: Probe for details]*_____

_____
_____

Item 5g is important, especially for victims of labor trafficking, as they are often given, or forced to get, false identification.

5h. [In the U.S.,] did anyone you worked for or lived with tell you to lie about your age or the work that you did?

☐ No

☐ Yes ➔ **Could you explain why they asked you to lie?**

_____
_____

In asking if the respondent can explain why, the question asks for the respondent's own understanding of the situation. Try to determine whether the respondent is uncritically repeating the explanation given to him/her.

5i. [In the U.S.,] did anyone you worked for or lived with threaten to report you to the police or other authorities?
[INTERVIEWER: If client is foreign-born, probe for threats of being reported to immigration authorities]

☐ No

☐ Yes *[INTERVIEWER: Probe for details]:*_____

_____

_____

Coercion, as defined by the TVPA, includes "the abuse or threatened abuse of law or the legal process," and this question attempts to identify such elements of coercion. The wording of the question is altered slightly for U.S.-born respondents, removing the threat of deportation.

5j. [In the U.S.,] did you ever see anyone else at the place where you lived or worked harmed, or threatened with harm? *[INTERVIEWER: This can include any physical, sexual, or emotional harm]*

☐ No

☐ Yes→ **If you are comfortable, could you tell me what happened?**

_____

_____

_____

Item 5j is meant to gather more details about a coercive or threatening environment, as seeing others being harmed can create fear.

5k. [In the U.S.,] did anyone you worked for or lived with trick or force you into doing anything you did not want to do?

☐ No

☐ Yes → **If you are comfortable, could you please give me some examples?**

_____

_____

This question is very broadly stated, and may result in reports of non-criminal kinds of pressure related to any kind of unpleasant, but not harmful activity. Probe to determine whether illegal kinds of pressure were applied, involving threats and coercion.

5l. [In the U.S.,] did anyone ever pressure you to touch another person or have any unwanted physical [or sexual] contact with another person?

☐ No

☐ Yes → **If you are comfortable talking about it, could you tell me what happened?**

_____

_____

Again, "to be pressured" is meant to capture any kind or level of coercion, psychological or physical, ranging from mild to extreme. The "unwanted contact" we are interested in identifying is contact of a sexual nature. Interviewers may say sexual contact, if they feel it is appropriate.

5m. [In the U.S.,] did anyone ever put your photo on the Internet?

☐ No

☐ Yes → **If you feel comfortable talking about this, could you tell me who posted the photo?**

_____

➔ **Why did the person post the photo?**_____

  ➔ **Did you agree to have the photo posted?** ☐ No   ☐ Yes

Item 5m is mainly for sex trafficking victims whose photos are posted online without their consent.

5n. [In the U.S.,] did you ever have sex for things of value – for example money, housing, food, gifts, or favors?

[INTERVIEWER: Probe for any type of sexual activity]

☐ No

☐ Yes ➔ **Were you forced to do this?**   ☐ No   ☐ Yes

  ➔ **Were you under the age of 18 when this occurred?** ☐ No   ☐ Yes

Item 5n focuses specifically on commercial sexual activity. Note that commercial sexual activity need not involve the exchange of money but may feature the exchange of sex for other things of value such as housing, clothing, food, or favors for third parties. Probe to determine whether the nature of the exchange is explicit enough to be considered commercial sexual activity. Exchanges involving romantic partners, i.e., exchanges that were not strictly "commercial" in nature, should be excluded. The first part will help determine if they are describing "survival sex" or forced sex trafficking. If the client is under 18, it is irrelevant if they felt it was consensual.

5o. [In the U.S.,] did anyone you worked for or lived with take your money for transportation, food, or rent?

☐ No

☐ Yes ➔ **Did you agree to this person taking your money?** ☐ No   ☐ Yes

  ➔ **Could you describe this situation?**_____

_____

_____

Item 5o describes another arrangement that may manifest in different ways in different contexts. In some more traditional marriages, husbands may be entrusted to manage all income. A similar practice may apply within families, where parents are trusted to manage the income of children. The second segment is intended to help distinguish between these practices and criminal activity.

5p. [In the U.S.,] did anyone you worked for or lived with control how much food you could get?

☐ No

☐ Yes ➔ **Did you get enough food?** ☐ No   ☐ Yes

Because an affirmative response to the first segment of this question will not be uncommon, the second segment becomes critical.

5q. [In the U.S.,] did anyone you worked for or lived with control when you could sleep?

☐ No

☐ Yes ➔ **Did you get enough sleep?** ☐ No   ☐ Yes

Again, an affirmative response to the first segment of the question will not be very revealing on its own—many gainfully employed professionals would probably respond that their employers control their sleep schedules and that they are sleep-deprived. This item alone will not reveal trafficking victimization, but it may be revealing when combined with other responses.

5r. In this situation, did language difficulties ever prevent you from seeking help when you needed it?

☐ No
☐ Yes

Item 5r will further probe to see if language barriers are making the client vulnerable to trafficking.

5s. *INTERVIEWER: if client volunteered additional information relevant to force, fraud or coercion in a work or living situation in the U.S., record it here: -*

_____

_____

_____

_____

_____

General Health Questionnaire

INTERVIEWER READ: "We are almost finished with the interview. There are just a few more questions I'd like to ask about any medical complaints you've had, and how your health has been in general, over the past few weeks."

This section enables identification of victims' basic health concerns in order to collect pilot mental health data. These questions are based on the 12-item General Health Questionnaire (the GHQ-12) which is a measure of psychological wellbeing that has been used effectively in studies of psychological distress, ethnicity, and acculturation among refugees.

6a. Please rate your overall health
[REPHRASE: How do you feel? How would you describe your health?]
☐ Excellent ☐ Very good ☐ Good ☐ Fair ☐ Poor

6b. Have you recently been able to concentrate?
☐ Better than usual ☐ Same as usual ☐ Less than usual ☐ Much less than usual

6c. Have you recently lost much sleep over worry?
☐ Not at all ☐ No more than usual ☐ Rather more than usual ☐ Much more than usual

6d. Have you recently felt that you are playing a useful part in things?
☐ More so than usual ☐ Same as usual ☐ Less useful than usual ☐ Much less useful

6e. Have you recently felt capable of making decisions?
☐ More so than usual ☐ Same as usual ☐ Less so than usual ☐ Much less capable

6f. Have you recently felt constantly under strain?
☐ Not at all ☐ No more than usual ☐ Rather more than usual ☐ Much more than usual

6g. Have you recently felt you couldn't overcome your difficulties?
☐ Not at all ☐ No more than usual ☐ Rather more than usual ☐ Much more than usual

6h. Have you recently been able to enjoy your normal day-to-day activities?

☐ More so than usual ☐ Same as usual ☐ Less so than usual ☐ Much less than usual

6i. Have you recently been able to face up to your problems?

☐ More so than usual ☐ Same as usual ☐ Less able than usual ☐ Much less able

6j. Have you recently been feeling unhappy and depressed?

☐ Not at all ☐ No more than usual ☐ Rather more than usual ☐ Much more than usual

6k. Have you recently been losing confidence in yourself?

☐ Not at all ☐ No more than usual ☐ Rather more than usual ☐ Much more than usual

6l. Have you recently been thinking of yourself as a worthless person?

☐ Not at all ☐ No more than usual ☐ Rather more than usual ☐ Much more than usual

6m. Have you recently been feeling reasonably happy, all things considered?

☐ More so than usual ☐ About the same as usual ☐ Less so than usual ☐ Much less than usual

Finishing the Interview

[INTERVIEWER: Please tell client what services are available at [organization]]

Do you want me to ask someone else at (this agency) to get more help for you? ☐ No ☐
Yes

> **INTERVIEWER: Tell client the interview is over. Thank the client and provide him/her with a thank you letter and stipend.**

Post-interview Assessment (to be completed by the interviewer)

7a. Note any nonverbal indicators of past victimization:
_____
_____
_____
_____
_____

7b. Note any indicators that responses may have been inaccurate, specifying the question #(s) if possible:
_____
_____
_____
_____
_____

7c. Indicate the likelihood that the client is a victim of trafficking:
☐ certainly not ☐ likely not ☐ uncertain either way ☐ likely ☐ certainly

7d. Briefly state up to three reasons for your rating:
(1)_____
_____
_____

(2)_____
_____
_____

(3)_____
_____
_____

7e. What kind of service referrals, if any, will you make for the client?
(1)_____
_____

(2)_____
_____

(3)_____
_____

(4)_____
_____

(5)_____
_____

7f. Additional notes:

_____

_____

_____

_____

_____

Monthly Work Log

Date of interview	Interview ID Number	Length (hrs)	Consent form(s) signed	Stipend given	Stipend Receipt	Adverse events (Y/N)	Date interviews picked up by Vera
May 10, 2012	A-01	1.0	✓	✓	✓	N	May 14, 2012

Name and agency:_____

Data Storage and Transfer

It is important that all data collected during the interviews is stored in ways to maintain confidentiality and protect the privacy of the project participants. *Data* refers to any information about the interview or participants that is recorded on paper or electronically throughout the project. This includes your interview notes and any of the *data collection tools* (the related forms, such as the consent forms, stipend receipt, etc.)
Please follow these procedures to help maintain confidentiality:

- Do not record the participant's name or other identifying information on any of the notes or forms used to collect interview data. Make sure to put the Agency and Interview ID on each page of the tool.

- Keep the hard-copies of all data collection tools, notes, consent forms and stipend receipts in a safe place. Do not leave them in your car, or on top of your desk. If possible, keep them in a locked filing cabinet.

- Once you have collected the questionnaires for the month, please contact Lucia Goyen at Vera to arrange a secure pick up of the files. Please include stipend receipts and your work log along with the questionnaires and notes.

Checklist for Project Activities

❑ Preparation for interviews
  ❑ Practice
  ❑ Background research (if necessary)

❑ Materials to bring:
  ❑ Interview guide
  ❑ Extra paper for notes, if necessary
  ❑ Consent forms translated into the appropriate language(s) (two per participant)
  ❑ Stipend receipt
  ❑ Work log
  ❑ Thank you letter
  ❑ Cell phone
  ❑ Emergency number list

❑ Day of the interview
  ❑ Provide background and complete informed consent
  ❑ Complete interview
  ❑ Distribute thank you notes/stipends/stipend receipt
  ❑ Complete work log and post interview assessment

❑ After the interview:
  ❑ Debrief with Vera via phone/email (as requested by the Vera team)
  ❑ Secure hard copies of all notes, forms, and consent forms and coordinate with Vera staff to pick up

Appendix E:

Interview guides
and coding frameworks for qualitative data

Interview guide for service providers

The purpose of these interviews is to give service providers opportunities to speak about operational issues specific to their programs and clients, to evaluate the screening tool content and use, and to identify good practices and recommendations in order to provide guidelines for other service providers using the tool.

Operations
- Organizational practices
  - How do you get referrals for clients?
  - Which staff members do survivors come in contact with?
    - What is the coordination among staff members?
    - How do you deal with confidentiality issues between legal and psychological counselors? Is there a waiver process to share information internally or externally?
  - What other locations and/or services do survivors come in contact with in your agency (e.g. safe houses)?
  - How closely do you work with law enforcement/tasks force/other agencies?
- Client Flow
  - Who greets clients and others who come in? What is the average wait time?
  - What is the client flow like? (how many come in (is there a designated time for clients?), when are the busy times? how do they arrive?)
  - What is the chronology of events for receiving clients, intake process, and closing session
  - How many clients are seen in one day? In one week? In one month?
- Client Intake Process
  - What is your approach to interviewing clients?
  - How do you deal with trafficking victims in comparison with other clients?
  - Who does interpretation?
  - How are clients comforted throughout process?
  - How are questions asked? How is information recorded? How is information kept safe?
  - What is the plan for follow up for services? How is it communicated to clients?

Using the tool
- Process
  - Please describe your experiences using the screening tool to identify victims of trafficking.
  - Is the introduction to using the screening tool helpful? If not, why not?
  - How would you describe the ease of using the screening tool? Is it the right length? Is it written at the appropriate language level? Are there changes needed in the format?
- Training
  - How well prepared did you feel to use tool?

- How did you train your staff on the use of the tool?
  - What else would you have included in the training? What would you have taken out?
  - What was the utility of training manual developed for the study?
    - What suggestions do you have to adapt it to other agencies (including law enforcement, health care workers, etc.)?
- Internal process with tool
  - How well does this tool work with your current intake process? How could it work better?
  - What was the comfort level of clients using this tool?
  - What was the average length of the interviews? Too long/too short?
  - How many session(s) did it take to complete tool?
  - Were there any challenges with using the tool for your particular agency or clients?
    - If so, how did you resolve these problems? What would you recommend to meet these challenges in the future?
  - Are the study participants representative of your agency's current client population? If not, why not?
  - Were there any particular cultural or linguistic barriers to using the screening tool in your agency?
  - What would you suggest to improve the cultural competence of the screening process?
- General content of tool (note that we will go over the screening tool section by section and that these questions are meant to capture general perceptions)
  - How well did the tool identify the most critical factors associated with trafficking?
  - Does this tool cover all aspects of trafficking that apply to *your clients*? If not, what is it missing?
  - In your opinion, how well do you think that the tool specified different *types* of trafficking?
  - Were there any questions that clients seemed to have difficulty understanding? Or difficulty answering? Were there any questions that caused concern or discomfort?
  - What questions seemed to create most anxiety? Least anxiety?
  - Is there additional information that should be gathered to identify victims?
  - Is there additional information required to ascertain victims' service needs? If so, what specific changes would you recommend?
  - Did clients answer the open ended questions completely? Did probes help? If not, why not? What might have helped them provide more information?
  - What questions should be removed or changed?
  - Background info section
    - Any issues?
    - Anything missing?
  - Migration
    - Useful to separate out for foreign born? How did you approach this with clients?

- - Any problems?
  - Anything missing?
  - What questions that gave you the most information? The least?
  - o Work
    - Issue of labeling something "work"- accurately capturing sex trafficking victims or other informal work?
    - Any problems?
    - Anything missing?
    - What questions gave you the most information? The least?
    - Was the wording in questions about 'work' easy for sex trafficking victims to understand, or did it cause confusion?
  - o Living and/or Working conditions
    - Did this help in capturing victims mentioned above?
    - Was coercion accurately captured (mental instead of physical?)
    - Any problems?
    - Anything missing?
    - What were some questions that gave you the most information? The least?
  - o General Health Questionnaire
    - Any confusion with this section?
    - Was it useful to gauge clients' mental state? Could you elaborate?
    - Any issues?
    - Anything missing?
    - What were some questions that gave you the most information? The least?
  - o Post-interview Assessment
    - Was this useful to gather your thoughts?
    - What else in this section would be useful for your agency? Should this information be shared with outside agencies, and if so, how?
  - o Overall, were there any answers that surprised you? In what way?
  - o Is there anything else should we have asked?
  - o What questions should be removed or changed?

Best practices and Recommendations
  - o How accurate were the translations? If they were not, what should be changed?
  - o Based on your experience of using the victim identification tool in your agency, what good principles or practices can you describe?
  - o What are the two or three key lessons that you would like to share with front-line staff in other agencies?
  - o What changes would you make for service providers in other sectors (e.g. law enforcement, hospitals, child welfare)?
  - Utility of the tool in the field
    - o How well do you think this tool fits in current trafficking practices (identification, involvement of law enforcement, and victims' services)?
    - o How useful could this tool be (either in its current form or adapted) to gather information to use for evidence in prosecution?
      - In gathering information on other victims?
      - In identifying trafficker networks?

- o How do you think this tool can work in areas with high collaboration between agencies? In areas of low collaboration?
  - o What problems, if any, do you foresee with using this tool in the future (for instance, issues of subpoenaed information for a case)?
- Adaptation for other first responders
  - o How do you think this tool can be adapted for those unfamiliar with trauma and victim interviewing (such as border patrol or others)?
  - o What lessons are important to convey in training law enforcement to use this screening tool?
- Is there anything else you would like to add?

Interview guide for survivors

Hello, my name is _____ . I work at the Vera Institute of Justice, which is a non-profit research institute. We want reassure you that the Vera Institute is not part of any local, state or federal government. We are working with service agencies such as this one to find better ways identify trafficking survivors, because once identified, they can receive help.

Thank you very much for coming to talk to us today. We know that you have experienced problems that are not easy to talk about. We asked if you would be willing to talk to us because we think that your knowledge and experience can be helpful to us and to others. Today, we would like to ask your opinions about the questions that you answered that are in what we refer to as a "screening tool." We want to know what you thought of the questions and if you think that they can be improved in any way. There are no right or wrong answers, we just want to know if you have any suggestions for making the process better. You can say anything that you like. Answering these questions is voluntary. Do you have any questions?

Background
1. Before we talk about the screening tool, is there anything that you would like to tell me about yourself or about your journey to the U.S./this place?
2. How did you come to this agency? How has this been helpful?

Now I would like to ask you what you think about answering the questions in the screening tool:
1. Do you remember who asked you the questions?
2. When did you answer the questions (for instance, when you first came to the agency)?
3. What do you feel is the best time to ask these questions (for example, at the first meeting, or second meeting)?
4. How did you feel about answering the questions?
5. What made you most comfortable?
6. Did anything make you uncomfortable??
7. Did you feel the interview was too long/too short?
8. How many session(s) did it take to get through the whole tool?
9. If you used an interpreter, how useful was he/she?

Now I would like to ask you what you think of the questions in the screening tool that you answered recently. Remember that the questions were about migration, work and living experiences. Please think about whether the questions were easy to understand, and if they really helped you describe your experiences well. We will go over the general topics in the screening tool in case you have specific comments:
1. In the migration section, we asked you about your experiences in traveling and coming to US, including people who helped you come here.
   a. How well did the questions about migration allow you to describe your story?
   b. Were there any questions that made you uncomfortable or upset?
   c. Was there anything that seemed confusing or hard to answer?
   d. What else should we have asked?

2. In the work section, we asked you about how you found a job in this country, your supervisor/boss, and whether where you work is a safe place.
   a. How well did the questions about your work allow you to describe your story?
   b. Which of those questions made you uncomfortable, if any? Which of those questions made you upset, if any?
   c. Was there anything that seemed confusing or hard to answer?
3. What else should we have asked?
4. In the living and working section, we asked you more questions about where you live, and whether you felt pressured to do things by anyone that you lived with.
   a. How well did the questions about your living conditions allow you to describe your story?
   b. Which of those questions made you uncomfortable, if any? Which of those questions made you upset, if any?
   c. Was there anything that seemed confusing or hard to answer?
   d. What else should we have asked?
5. What did you think of the questions about your health/mental health? How comfortable were you in answering questions about your mental health?
6. In thinking back about all the questions in the screening tool, was there anything that was left out, that we should have asked?
7. Overall, were the questions easy to understand? If not, which questions were not easy to understand?
8. In general, did the questions closely match your experiences? If not, what else should we ask about?

Conclusion
We are almost finished with our questions. We would like to ask your advice about using this screening tool with other people in other places.
1. Given what you know now, who do you think should use these questions to help identify other people who are in this situation and need help? (To explain further) As you know, the screening tool was used in this agency, but we think that using it in other places might help to identify more people who are trafficked. What do you think about having police officers or border patrol officers use this tool? Please explain.
2. What about case workers or health care providers?
   a. If this screening tool were used to investigate trafficking cases, how comfortable would you be in answering questions about other victims that you know?
   b. How comfortable would you be in answering questions about the person or persons who put you in this situation?
3. Those are all the questions that we have about the screening tool. Would you like to tell us anything more about yourself? For example, do you feel safe now?
   a. What additional help do you need in order to recover and move on?
   b. What are your thoughts about your future?
   c. Is there anything else you would like to add?

Thank you very much for sharing your ideas, which are valuable and will help us improve how we identify and help others like you.

<u>**Interview Guide for Law Enforcement**</u>

The purpose of these interviews is to understand how law enforcement currently screens for victims of trafficking while conducting investigations, to explore how law enforcement can use the screening tool, and to discuss guidance or content that should be added to the tool when used by law enforcement.

Start by explaining that the tool was developed in consultation with legal and social service providers to identify trafficking victims, and we're hoping to adapt that tool to better meet the purposes of law enforcement. Then explain what we plan to cover in the interview, etc. and ask to begin recording.

Experience Working Trafficking Cases
- For how many years have you been in law enforcement? How many of those years were spent working specifically on trafficking issues (e.g. in task forces/trafficking units)?
  - In your department, is there a specialized trafficking unit? Or is it housed in a larger unit, such as gang investigations or vice?
- What roles do you fulfill with regards to anti-trafficking work? (e.g. leading investigations, coordination of task forces, management, training of other law enforcement, etc?)
- Have you personally investigated cases of human trafficking?
  - Which specific types of trafficking cases have you worked on (sex, labor, domestic servitude, etc.)?
- Are you or your agency, part of a trafficking task force? If so:
  - Is it federally funded?
  - Which other agencies or organizations are part of this task force?
  - What is the collaboration like with these other agencies/organizations?
- Could you describe general trends in trafficking cases within your jurisdiction?
- Please describe the type of trafficking situation that you typically encounter.

Current Practices - General
- How does a trafficking investigation in your jurisdiction typically begin? (Probes: Tips from the general public? Witnesses or victims contacting law enforcement directly? Referrals from vice or organized crime units? Tips from patrol officers?)
- What do you think are the strongest indicators or "red flags" of human trafficking?
- What are some of the barriers or challenges that you face when investigating trafficking cases? How are you able to overcome them?

Current Practices – Identifying Victims
- What is the standard procedure when you *suspect* you have encountered a trafficking victim?
- How does your agency currently screen for potential victims?
  - Do you use any screening tools currently? If so, how is that tool similar to Vera's tool? How is it different?
- What type of questions do you ask as part of the screening process?

- Do you ask certain questions at different points during the investigation? For example, are there questions you typically ask first, and others that you wait to ask until the investigation has moved further along?
- How do you determine which questions to ask at each stage of the case?
- What is the standard procedure when you *know* you have encountered a trafficking victim?
- What difficulties have you encountered when identifying trafficking victims?
  - What makes it so difficult?
  - How do you distinguish between people who may have been trafficked versus people who experienced other crimes? (smuggling, domestic violence, etc.)
- Which specific questions or indicators help you to distinguish between victims of these different crimes? From your perspective, what is the 'value added' in determining that someone is a victim of trafficking in addition to other crimes that they may also be a victim of?
- How do you approach working with trafficking victims compared to victims of other crimes (robbery, sexual assault, etc.)?
- Why is it important to approach these victims differently?
- How do you approach investigations differently when there are foreign-born vs. US-born victims?
  - Is one more difficult than the other? Why?
- Have you had any training on identifying or working with trafficking victims? If so:
  - Who provided the training?
  - What kind of information was presented?
  - Did you find this training useful? Why or why not?
- What are some best practices in victim identification?
- Have you encountered situations where you suspected there might be trafficking but were unable to secure an arrest or conviction?
  - Please explain the situation and why you thought there could be trafficking.
  - What hindered the investigation? What would have been needed in order to build a stronger case?

Use of Vera's Screening Tool
- How would you use this screening tool?
- When and where would you use it?
  - o Which questions would be most useful? Why?
  - o Which questions should be removed? Why?
  - o Should any other questions be included? Why?
- Are there other topic areas (other than migration, work, and living/working conditions) that you think should be covered in this tool?
- Which questions in this tool do you ask when you try to identify trafficking victims?
- Which questions, if any, do you NOT currently ask?
- The tool currently takes approximately 45 minutes to administer, which we recognize is a long time under some circumstances. What would be the ideal length? (we could also ask if the questions should be asked in a two step process, since they may have answered in that way in the earlier question about timing.)

- At what point in the investigation would you use this tool (immediately upon coming across potential victims, only during later interviews, etc.)?
- We have heard through interviews with service providers and some victims themselves that victims would not feel comfortable being questioned by law enforcement. What is your reaction to that statement?
  - What do you think it would take for a victim to answer these questions truthfully for law enforcement?
- What are your overall impressions of the tool?
- What practical information or guidance should be conveyed in any training related to using this tool?
- Do you have anything else you would like to add?

Remind at the end about consent form and keeping tool confidential until finalized.

Coding Framework for Service Providers

1 Organizational practices
- a. sources of referrals
- b. staff
- c. coordination
- d. confidentiality
  - i. Within agency
  - ii. Outside of agency (info sharing)
- e. other locations and/or services
- f. relations with law enforcement/tasks force/other agencies
- g. other background

2 Client intake / process
- a. client numbers/rate
- b. nature of first contact/referrals
- c. chronology of meetings, process
- d. philosophy/approach to clients
- e. needs of trafficking victims compared with other clients
- f. interpretation practices
- g. dealing with clients in distress
- h. style of questioning
- i. recording of information
- j. safety of information and client
- k. follow up for services

3 Using the screening tool
- a. general comments, experiences
- b. integration with agency intake process (including own intake process)
- c. relationship of study participants to agency's current client population (representativeness)
- d. comments on how tool was introduced to clients
- e. ease of using the screening tool
- f. length, average length of the interviews and number of sessions
- g. language level
- h. comfort level of clients
  - i. Building trust/rapport
  - ii. Best time to use tool
- i. suggestions for training
- j. cultural or linguistic issues, accuracy of translations
- k. cultural competence suggestions

4 General content of tool
- a. assessment of inclusion of critical factors associated with trafficking
- b. specification of trafficking types (labor vs. sex, adult vs. minors)
- c. issues with comprehension
- d. issues with response difficulties associated with distress or discomfort
- e. additional information that should be gathered on predictors or victims' needs
- f. utility of open ended vs. closed ended questions
- g. general comments on improving language level

5   Specific recommendations on items section by section

    a. Background section

        i.   Good/useful BCK

        ii. Bad/not useful BCK

        iii. Difficult BCK

        iv. Poorly worded/confusing BCK

        v.   Missing BCK

    b. Migration

        i.   Good/useful M

        ii. Bad/not useful M

        iii. Difficult M

        iv. Poorly worded/confusing M

        v.   Missing M

    c. Working

        i.   Good/useful W

        ii. Bad/not useful W

        iii. Difficult W

        iv. Poorly worded/confusing W

        v.   Missing W

        vi. Coercion accurately captured (mental instead of physical)

    d. Living/Working conditions

        i.   Good/useful LW

        ii. Bad/not useful LW

        iii. Difficult LW

        iv. Poorly worded/confusing LW

        v.   Missing LW

        vi. Utility of repetition

        vii. Coercion accurately captured (mental instead of physical)

        viii. Other issues

    e. GHQ

        i.   Good/useful GHQ

        ii. Bad/not useful GHQ

        iii. Difficult GHQ

        iv. Poorly worded/confusing GHQ

        v.   Missing GHQ

        vi. Best ways to collect mental health information

    f. Missing topics/additional areas to add *(broad topics – not just specific questions that could fit into the sections above)*

6   Post-interview Assessment

    a. Useful for clarifying trafficking determination

    b. Comments on possible reasons for untruthfulness

    c. Other comments

7   **Best practices and recommendations**

    a. Good practices, key lessons

        i.   Recommendations for using tool in other sectors (e.g. law enforcement, hospitals, child welfare)

ii. Barriers, potential problems with using this tool in the future (for instance, issues of subpoenaed information)?

iii. Adaptation for other first responders

      a) Advice for adapting for less knowledgeable front-line staff

      b) Important lessons to convey in training and dissemination?

8 Trafficking

a. Sex vs labor (trends, important thing to consider)

b. Other kinds of trafficking

c. Trafficking vs similar crimes

d. Visas

e. Defining trafficking in Spanish

9 Free node

Coding Framework for Survivors

1. **Background**
   a. Working with agency
   b. Story of arrival to US
   c. Story about victimization
   d. Completing the tool (time lapse)

2. **Opinions on the tool**
   a. General thoughts
      i. Easy topics to discuss
      ii. Hard topics to discuss
      iii. Other
   b. Background section
      i. Good/useful BCK
      ii. Bad/not useful BCK
      iii. Difficult BCK
      iv. Poorly worded/confusing BCK
      v. Missing BCK
   c. Migration
      i. Good/useful M
      ii. Bad/not useful M
      iii. Difficult M
      iv. Poorly worded/confusing M
      v. Missing M
   d. Working
      i. Good/useful W
      ii. Bad/not useful W
      iii. Difficult W
      iv. Poorly worded/confusing W
      v. Missing W
   e. Living/Working conditions
      i. Good/useful LW
      ii. Bad/not useful LW
      iii. Difficult LW
      iv. Poorly worded/confusing LW
      v. Missing LW
   f. GHQ
      i. Good/useful GHQ
      ii. Bad/not useful GHQ
      iii. Difficult GHQ
      iv. Poorly worded/confusing GHQ
      v. Missing GHQ
   g. Missing topics/additional areas to add *(broad topics – not just specific questions that could fit into the sections above)*

3. **Comfort level**
   a. Trust/rapport with interviewer

  b. Best time to ask questions

  c. Other things that caused discomfort (including directness of questions, length of questionnaire, etc.)

  d. Other things that can create a safe space for clients

4. Experiences with

  a. Health care workers

  b. Police

  c. Other people

  d. Therapy

  e. Trauma

5. Recommendations

  a. On questions (wording, placement, etc.)

  b. On questions to add (type or specific)

  c. On people who can potentially use this tool

    i. Health care

    ii. Police

    iii. Others

  d. On reaching other survivors

6. Free node

7. Make comment for trauma/nervous laughing/etc.

Coding Framework for Law Enforcement

1**. Interviewee Experience/Contextual Information**
  a. Experience
      i. General law enforcement experience
      ii. Trafficking experience
  b. Staff/resources for trafficking cases
  c. Task force involvement
  d. Trainings for law enforcement
  e. Community Outreach
  f. Other collaboration

2. Trafficking Investigations
  a. How investigations start *(tips, proactive policing methods, etc.)*
  b. Charging Cases
      i. Specific statutes used
      ii. Negotiating plea deals
      iii. Convictions/sentences
  c. Statistics
      i. Labor vs. sex trafficking cases
      ii. Domestic vs. foreign victims
      iii. Undocumented vs. documented foreign victims
      iv. Male vs. female victims
  d. Trends seen in investigations *(add comment to the code to specify if sex or labor)*
      i. How victim gets recruited
      ii. Victim risk factors
      iii. Elements of the crime *(things that happen to them, way they are treated, etc.)*
      iv. Trafficking similarities/differences with other crimes
      v. Labor vs. sex trafficking investigations
      vi. Other
  e. Barriers or Challenges – Overall
      i. Resources
      ii. Identification
      iii. Proving elements of the crime (*force, fraud, coercion, minors)*
      iv. Barriers related to trafficking definitions
      v. Barriers related to understanding or dividing up roles/responsibilities
      vi. Barriers related to education about trafficking
      vii. Other barriers – Overall
      viii. Overcoming barriers - Overall
  f. Barriers or Challenges – Victim-Specific
      i. Fear/Distrust of law enforcement
      ii. Cultural/Language Barriers
      iii. Immigration-Related Fears *(including deportation or detention)*
      iv. Availability of victim services
      v. Victim relationship with trafficker *(includes positive or negative relationship components)*
      vi. Challenges related to victim uniqueness *(inability to create standard procedures, etc.)*

      vii.   Need for multiple victim interviews
     viii.   Other barriers – Victim Specific
      ix.   Overcoming barriers – Victim Specific
- a)   Establishing trust/rapport
- b)   Working with service providers
- c)   Offering immigration benefits
- d)   Working with law enforcement support staff (*victim specialists, translators, etc.*)
- e)   Other strategies to overcome barriers

3. How Law Enforcement Currently Identifies

   a. Current practices of victim identification
   b. Red flags
       i.   Personal documents
      ii.   Wages
     iii.   Safety
- a)   Personal Safety
- b)   Family Safety

      iv.   Freedom (*freedom of movement, freedom to leave, etc.)*
      v.   Working/ living conditions
     vi.   Other Red Flags

4. Vera's Screening Tool

   a. Migration Section
       i.   Good/useful M
      ii.   Bad/not useful M
     iii.   Poorly worded/confusing M
      iv.   Missing M
      v.   Other suggestions M
   b. Work Section
       i.   Good/useful W
      ii.   Bad/not useful W
     iii.   Poorly worded/confusing W
      iv.   Missing W
      v.   Other suggestions W
   c. Living/Working Conditions Section
       i.   Good/useful LW
      ii.   Bad/not useful LW
     iii.   Poorly worded/confusing LW
      iv.   Missing LW
      v.   Other suggestions LW
   d. Missing topics/additional areas to add (*broad topics – not just specific questions that could fit into the 3 sections above)*
   e. Overall impressions
       i.   Who should use the tool
      ii.   Length
     iii.   Ease of Use
      iv.   Section/Question Order

<div style="margin-left:2em;">

     v.   Ability to identify all forms of trafficking

     vi.   Need to separate tool for specific forms of trafficking

     vii.   Other impressions

  f.   Supplemental Features to Accompany Tool (*pocket cards, smaller preliminary list of indicators, trainings*)

</div>

5. Free nodes

Appendix F:

Partner profiles

1) **American Gateways** (TX)
   - Provides free and low-cost legal services and education to promote justice for immigrants and refugees in Central Texas.
   - LOP partner- added March 2013

2) **Coalition to Abolish Slavery & Trafficking- CAST** (CA)
   - Provides domestic and international human trafficking survivors with a continuum of life-transforming services: a 24-hour emergency response system; legal services; social services; and a survivor leadership program. This intensive work in the trenches gives CAST a unique platform to contribute to systemic change through strategic policy initiatives and innovative partnerships.

3) **City Bar Justice Center- CBJC** (NYC)
   - Helps immigrants in a variety of ways, including assisting with domestic violence and human trafficking cases, obtaining asylum-related benefits for refugees and providing information about immigrant rights in New York City.

4) **Girls Education and Mentoring Services**- GEMS (NYC)
   - Serves girls and young women who have experienced commercial sexual exploitation and domestic sex trafficking in New York City.
   - Withdrew in Oct/ Nov 2012; declined to continue participation in the study after completing three interviews with the screening tool. The Executive Director expressed a difference of organizational goals and opinions about the need to serve the study population, which includes a large proportion of immigrants, for whom GEMS does not provide services.

5) **International Institute of Buffalo**- IIB (Buffalo, NY)
   - Provides holistic services for immigrant and refugee victims of domestic violence and human trafficking, who face unique cultural, social, economic, legal and practical challenges. Based in Buffalo, New York.
   - Added May 2012

6) **My Sisters' Place**- MSP (NY)
   - Strives to engage each member of society in our work to end domestic violence so that all relationships can embrace the principles of respect, equality, and peacefulness through advocacy, community education, and services to those harmed by domestic violence. Based in Westchester County, NY.
   - Added January 2013

7) **Northwest Immigrant Rights Project**- NWIRP (WA)
   - Provides education, advocacy, and immigration legal services for persons of low income in Washington State.
   - LOP partner- added March 2013

8) **Refugee and Immigrant Center for Education and Legal Services**- RAICES (TX)
   - Provides low cost immigration legal services to underserved immigrant children, families and refugees in San Antonio, Texas.

9) **Restore NYC** (NYC)

- Dedicated to restoring freedom, safety and hope for foreign-born survivors of sex trafficking by providing long-term, holistic aftercare services. Clients are women arrested for prostitution who are referred by Queens and Nassau Criminal Courts in New York City.
- Added May 2012

10) **Rocky Mountain Immigrant Advocacy Network**- RMIAN (CO)
- Provides free legal services to immigrant men, women, and children in immigration proceedings.
- LOP partner- added March 2013

11) **Sanctuary for Families**- SFF (NYC)
- Dedicated exclusively to serving domestic violence victims, sex trafficking victims, and their children in New York State. Based in New York City.

12) **Workers Justice Center of NY**- WJCNY (Rochester, NY)
- Pursues justice for those denied human rights with a focus on agricultural and other low wage workers, through legal representation, community empowerment and advocacy for institutional change. Based in upstate New York.

Appendix G:

User Guide

The User Guide is a separate document and includes pertinent information for service providers, lawyers, and law enforcement agents and others who may use this tool in victim identification. The guide includes information on best practices in working with victims, including:

- Building trust, rapport and relationships with possible victims
- Tips on interviewing and understanding trauma's effects on victims
- Resources and advice for developing collaborative referral networks
- Links to trainings, guides, and other information to help connect identified victims to needed services

Appendix H:

Demographics for all individuals interviewed

Table G.1 Labor Trafficking Victims:

Gender	Interview Language	Length of time in US	Age	Highest Level of Education	English Proficiency	Country of Birth
Male	Spanish	1	17	7-12	Fair	Honduras
Male	English	10	18	7-12	Excellent	El Salvador
Female	English	2	19	7-12	Good	Nigeria
Female	English	3	21	7-12	Excellent	Jamaica
Male	English	8	21	12+	Excellent	Malaysia
Male	Spanish	3	22	Other	Poor	Mexico
Male	Spanish	3	25	7-12	Fair	Mexico
Male	Spanish	5	25	1-6	Fair	Mexico
Female	Spanish	4	27	7-12	Poor	Guatemala
Male	Spanish	5	28	7-12	Fair	Mexico
Male	Spanish	13	29	Other	Poor	Mexico
Male	Spanish	6	30	7-12	Fair	Mexico
Male	English	6	30	12+	Excellent	Philippines
Male	English	2	30	Other	Excellent	Philippines
Male	English	7	30	12+	Good	Philippines
Female	English	12	30	12+	Excellent	Congo
Female	English/Chinese	12	31	7-12	Good	China
Male	Spanish	4	31	7-12	Poor	Guatemala
Female	Spanish	8	31	1-6	Poor	Mexico
Female	Spanish	4	31	1-6	Poor	Guatemala
Female	English	15	32	7-12	Good	Indonesia
Female	Spanish	1	32	7-12	Poor	El Salvador
Female	English	4	32	Other	Good	Lesotho
Female	English	4	32	7-12	Excellent	Hungary
Male	Spanish	10	33	7-12	Poor	Guatemala
Female	English	7	33	12+	Excellent	Philippines
Male	English	7	33	12+		Philippines
Male	Spanish	17	33	7-12	Fair	Mexico

Female	English	8	34	Other	Good	Lesotho
Male	Spanish	5	34	7-12	Poor	Mexico
Female	English	14	35	12+	Excellent	Sri Lanka
Female		7	35	Other	Excellent	Philippines
Female	English	9	36	7-12	Excellent	Nigeria
Female	Spanish	9	36	7-12	Poor	Ecuador
Female	Spanish	18	36	7-12	Poor	Guatemala
Male	English	7	37	12+		Philippines
Female	English	5	38	12+	Good	Philippines
Male	Spanish		38	7-12	Good	Honduras
Male	English	27	39	7-12	Excellent	Mexico
Female	Spanish	30	39	1-6	Fair	Mexico
Female	English	10	40	7-12	Excellent	Jamaica
Male	English	7	40	Other	Excellent	Philippines
Female	English	8	41	12+	Good	Brazil
Male	English	7	42	7-12	Excellent	Philippines
Male	English	6	42	7-12	Excellent	Philippines
Female	English	5	43	7-12	Good	Lesotho
Male	Spanish	10	43	7-12	Fair	Mexico
Female	English	21	44	Other	Good/Fair	Indonesia
Female	English	5	44	Other		India
Male	English	5	45	7-12	Excellent	Philippines
Male	English	5	46	Other	Excellent	Philippines
Male	English	6	47	7-12	Good	Philippines
Male	English	5	48	7-12	Excellent	Philippines
Female	English	12	50	7-12		Philippines
Female	Spanish	27	54	7-12	Poor	Guatemala
Female	Spanish	20	56	1-6	Poor	Mexico
Female	English	17	58	7-12	Excellent	Philippines
Female	English	14	64	1-6	Excellent	Eritrea

Table G.2 Sex Trafficking Victims:

Gender	Interview Language	Length of time in US	Age	Highest Level of Education	English Proficiency	Country of Birth
Female	English		14	7-12	Excellent	USA
Female	English		17	7-12	Excellent	USA
Female	English		17	7-12	Excellent	USA

Female	English		17	7-12	Excellent	USA
Female	English		17	7-12	Excellent	USA
Female	English		17	7-12	Excellent	USA
Female	English		19	7-12	Excellent	USA
Female	English		21	7-12	Excellent	USA
Female	Spanish	5	22	1-6	Fair	Mexico
Female	Spanish	6	22	7-12	Fair	Mexico
Female	English	1	22	7-12	Excellent	Latvia
Female	English	4	23	Other	Good	Guinea
Female	Spanish	3	24	7-12	Poor	Mexico
Female	Spanish	1	25	7-12	Poor	Mexico
Female	Spanish	1	25	7-12	Poor	Mexico
Female	Spanish	4	25	1-6	Poor	Mexico
Female	English		26	7-12	Excellent	USA
Female	Spanish	8	26	7-12	Fair	Mexico
Female	English	4	26	12+	Excellent	China
Female	Spanish		27	7-12	Poor	Mexico
Female	English	4	27	7-12	Good	Dominican Republic
Female	Spanish		28	1-6	Poor	Mexico
Female	Spanish	6	28	1-6	Poor	Ecuador
Female	Spanish	5	28		Poor	Guatemala
Female	English/Chinese	12	29	7-12	Fair	Hong Kong
Female	Spanish		31	7-12	Poor	Mexico
Female	English	1	31	Other	Excellent	Ghana
Female	English		32	7-12	Excellent	USA
Female	Chinese	15	32	7-12	Poor	China
Female	Spanish		33	1-6	Poor	Mexico
Female	Spanish	6	35	7-12	Poor	Guatemala
Female	Chinese	4	39	7-12	Fair	China
Female	English		39	7-12	Excellent	Haiti
Female	English	21	41	12+	Excellent	Mexico
Female	Korean	10	41	7-12	Fair	South Korea
Female	Chinese	1	45	12+	Good	China
Female	English	19	45	7-12	Excellent	Jamaica
Female	Chinese	1	48	7-12	Poor	China

Table G.3 Non-Trafficking Victims:

Gender	Interview Language	Length of time in US	Age	Highest Level of Education	English Proficiency	Country of Birth
Male	Spanish	1	15	1-6	Poor	Mexico
Female	Spanish	0	15	7-12	Poor	El Salvador
Male	English	1	16	7-12	Excellent	Honduras
Male	Spanish	0	17	1-6	Fair	Honduras
Male	Spanish	1	17	1-6	Fair	
Male	Spanish	2	17	1-6	Poor	Honduras
Male	Spanish	1	17	7-12	Fair	Honduras
Male	Spanish	1	17	1-6	Poor	Honduras
Male	Spanish	2	17	7-12	Poor	Mexico
Male	Spanish	1	17	12+	Fair	Honduras
Male	Spanish	0	17	1-6	Fair	Guatemala
Male	Spanish	1	17	1-6	Poor	Honduras
Female	Spanish	0	17	7-12	Poor	Guatemala
Male	Spanish	0	18	7-12	Poor	El Salvador
Male	Spanish	1	18	7-12	Poor	Peru
Male	Spanish	0	18	1-6	Poor	Honduras
Male	Spanish	0	18	1-6	Poor	Honduras
Female	English	9	20	12+	Good	Colombia
Male	English	0	20	7-12		Cameroon
Male	Spanish	1	20	1-6	Poor	Honduras
Female	Spanish	0	21	12+	Poor	Guatemala
Female	English	11	22	7-12	Good	Mexico
Female	English	14	24	7-12	Excellent	Barbados
Female	Spanish	0	24	1-6	Poor	Honduras
Male	Spanish	0	25	7-12	Poor	El Salvador
Male	English	0	25	1-6	Fair	Ethiopia
Female	Chinese	2	26	7-12	Fair	China
Female	English	6	26	7-12	Fair	Ukraine
Female	English	2	26	12+	Excellent	Congo
Female	Spanish	0	27	1-6	Poor	El Salvador
Female	Spanish	10	28	1-6	Poor	Guatemala
Female	Spanish	11	29	7-12	Fair	Bolivia
Female	Chinese	5	29	7-12	Poor	China
Female	Spanish	10	30	12+	Fair	Mexico
Female	English	5	31	1-6	Fair	Burma
Female	English	27	32	7-12	Excellent	Venezuela

Female	English	5	32	Other	Good	Russia
Female	English	11	32	7-12		Micronesia
Female	Spanish	7	33	1-6	Poor	Peru
Female	English	6	33	12+	Excellent	France
Female	English	30	33	Other	Excellent	Mexico
Female	Spanish	8	34	1-6	Poor	Mexico
Female	Spanish	8	34	12+	Poor	Honduras
Female	Chinese	2	34	7-12	Fair	China
Female	Chinese	2	34	7-12	Poor	China
Male	Spanish	0	34	7-12	Fair	El Salvador
Female	Spanish	4	36	1-6	Fair	El Salvador
Female	Spanish	13	36	7-12	Fair	Honduras
Female	Chinese	3	36	1-6	Poor	China
Female	English	6	38	Other	Excellent	Lesotho
Female	Spanish	8	38	7-12	Poor	El Salvador
Female	English	18	38	1-6	Fair	Guatemala
Female	Spanish	18	39	7-12	Poor	Dominican Republic
Female	Chinese	6	39	7-12	Good	China
Male	Other	5	39	1-6	Fair	Burma
Female	Chinese	1	39	7-12	Poor	China
Male	Spanish	23	39	7-12	Fair	Mexico
Female	Chinese	0	40	7-12	Poor	China
Male	English	4	40	7-12	Fair	Nepal
Female	Spanish	17	41	1-6	Poor	Ecuador
Female	Spanish	22	41	7-12	Fair	Mexico
Female	English	4	41	7-12	Excellent	Jamaica
Female	Spanish	11	42	7-12	Poor	Mexico
Male	Spanish	6	42	Other	Good	Peru
Female	Chinese	4	43	12+	Fair	China
Female	Korean	1	44	7-12	Poor	China
Female	Chinese	4	44	7-12	Poor	China
Female	English	9	46	12+	Fair	Argentina
Female	Chinese	1	48	7-12	Poor	China
Female	English	17	48	7-12	Excellent	Barbados
Female	English	15	48	12+	Good	Pakistan
Female	Chinese	6	48	7-12	Poor	China
Female	Spanish	1	49	7-12	Poor	Mexico
Female	Chinese	4	49	7-12	Poor	China
Female	Chinese	4	50	7-12	Poor	China
Female	Chinese	6	50	7-12	Fair	China
Female	Spanish	1	53	1-6	Poor	Mexico

Male	Spanish	14	54	7-12	Poor	Guatemala
Female	English	22	54	12+	Good	Peru
Female	Chinese	3	56	7-12	Poor	China
Female	Chinese	6		7-12	Poor	China
Female	Chinese			7-12	Poor	China
Female	Chinese			12+	Poor	China
Male	Spanish	0		1-6	Poor	Honduras