

Job Descriptions

Have you ever wondered how you personally could help victims of human trafficking within your sphere of influence? This brochure lists some of the common professions where individuals might come in contact with people who have been trafficked, giving lists of specific red flags to watch out for and ways to respond. Above all, make sure that you put the individual who is being trafficked first and do not do anything that might put them in danger. Also, consider that finding a few of these red flags does not automatically mean you have witnessed a human trafficking situation. Find out more information and do not act alone. Call the appropriate law enforcement officers (if they are reliable) to act on the situation.

Flight Attendants

Because many international traffickers transport their human cargo by plane, flight attendants are often the first line of defense for trafficked people.

What to watch for:

- Companion who controls someone's every movement
- Injuries or signs of physical abuse
- Malnourishment
- Seems disoriented, doesn't know where they are, or looks like drugged
- Has few personal possessions or no luggage
- No diaper bag for a baby
- Wearing inappropriate clothing (based on the weather conditions or surroundings) or wearing shabby clothes but accompanied by well-dressed people
- Avoids eye contact, hesitant to talk to strangers
- Adults of same nationality with children of all different nationalities and same age
- Burns or tattoos that look like branding, such as someone's name or a barcode

How to respond:

- Initiate pleasant conversation and ask non-threatening questions about the passengers' trip.
- Assess body language and overall demeanor.
- Tell the Captain what you think is going on and why; he or she will contact law enforcement if appropriate.
- Homeland Security states that the first step should be to call the toll-free national hotline at 1-888-3737-888.
- Additional information and resources can be found here:
 - Airline Initiative
 - <http://www.innocentsatrisk.org/blue-lightning-flight-attendant-initiative>
The "Flight Attendant Initiative" is an action plan to supply attendants with the necessary tools to fight against human trafficking. Their publications and brochures make it easy to identify the signs of a potential victim.
 - Association of Flight Attendants (Aviation's First Responders)
 - http://www.afacwa.org/stop_human_trafficking
 - Airline Ambassadors International
 - <http://airlineamb.org/wp-content/uploads/2013/05/Dear-Colleague.pdf>
 - Angels at 30,000 Feet
 - <http://www.angelsat30000ft.com/>
Angels at 30,000 Feet is an organization that is dedicated to offering all airline crews the education and the tools they need to be more aware of human trafficking and to how to approach and handle a situation if/when they see one.

Transportation: Truck, Bus & Taxi Drivers

Many trafficked persons in the U.S. are moved by the interstate, so people in these occupations are uniquely positioned to save domestic victims of trafficking.

What to watch for:

- Young girls knocking on cab doors at truck stops
- Young girls or women at truck stops being watched or escorted by an older companion
- Lack of knowledge about where they are or why
- Burns or tattoos that look like branding, such as someone's name or a barcode

How to respond:

- In an emergency situation, call 911. Otherwise, Homeland Security states that the first step should be to call the toll-free national hotline at 1-888-3737-888.
- Additional information and resources can be found here:
 - Truckers Against Trafficking
 - <http://www.truckersagainsttrafficking.org/>
Trucker Against Trafficking's goal is to educate and inform truckers to watch for the signs of trafficking as well as how to handle an emergency situation. As the "eyes and ears of our nation's highways" they are able to make a significant difference in the stopping traffickers.
 - Stop the Traffik
 - <http://www.stopthetraffik.org/campaign/taxis>
Stop the Traffik works with taxi drivers to inform them of the frequency in which public transportation is used in trafficking and how they can band together to fight it.
 - Alliance to End Slavery & Human Trafficking
 - <http://www.endslaveryandtrafficking.org/new-york-city-introduces-mandatory-anti-trafficking-training-taxi-drivers>
 - The Human Rights Cause
 - <http://www.care2.com/causes/could-bus-advertisements-help-stop-human-trafficking.html>

Hotel Employees

Many traffickers pass through hotels or use hotels for illegal activities. Hotel workers can watch for suspicious behavior.

What to watch for:

- Frequently visits hotel
- Women or girls escorted by an older companion who does not appear to be a family member
- People without luggage
- Cash transactions
- Third-party reservations
- Repeatedly refusing to have their room cleaned
- Frequent visitors
- Teens wearing overly suggestive clothing

How to respond:

- Try to speak to the individual away from the presence of potential traffickers. Ask indirect but pointed questions that invite the person to talk to you, such as asking about their job, their relationships, and their contact with family.
- In an emergency situation, call 911. Otherwise, Homeland Security states that the first step should be to call the toll-free national hotline at 1-888-3737-888.
- Additional information and resources can be found here:
 - SOAP (Saving Our Adolescents from Prostitution)
 - <http://www.traffickfree.com/S-O-A-P-.html>

S.O.A.P distributes bars of soap wrapped in a red band with the National Human Trafficking number on it and distributes them free to motel owners and managers as a way to offer a lifeline to those in a trafficking situation.

- American Hotel & Lodging Association
 - <https://www.ahlei.org/Articles/Human-Trafficking-Awareness-Training-for-Hotels-and-Lodging-Facilities/>

The AHLA offers training opportunities for hotel and lodging staff to assist them in being prepared to look for the signs of human trafficking and how to manage a situation if and when it occurs.

Medical Professionals

When victims of trafficking have serious health issues, traffickers will sometimes bring them in to get medical attention. Medical professionals are sometimes the only friendly faces that victims of trafficking see throughout their entire imprisonment, although trafficked people are often too scared to speak out.

What to watch for:

- Lack of health care
- Malnourishment
- Bruising, signs of physical/sexual abuse, physical restraint, confinement, or torture
- Presence of a third party who will not leave the individual alone, perhaps acting as a translator
- Evidence of a prolonged infection that could easily be treated through a routine check up
- Multiple or frequent pregnancies
- Signs that someone lied about their age, such as behavior or appearance that does not match up with reported age
- STDs

How to respond:

- Make sure you talk to the individual alone or call in a translator with no connection to the individual.
- Ask indirect but pointed questions that invite the person to talk to you, such as asking about their job, their relationships, and their contact with family.
- In an emergency situation, call 911. Otherwise, Homeland Security states that the first step should be to call the toll-free national hotline at 1-888-3737-888.
- Additional information and resources can be found here:
 - Nurse together
 - <http://www.nursetogether.com/nursing-professionals-human-trafficking>
 - Polaris Project
 - <http://www.polarisproject.org/resources/tools-for-service-providers-and-law-enforcement>

As research continues to unfold with what organizations medical professionals can look to for support, many hospitals have been found to have their own campaigns for ending trafficking. Please check into your hospital to see what might be available.

Law Enforcement Officers

Law enforcement officers can witness victims of trafficking on routine calls, while patrolling, or when prosecuting criminals for other crimes.

What to watch for:

- Not in control of his/her own money, phone, identification documents, etc.
- Afraid of you and other law enforcement officers or seems coached on what to say
- Consider carefully calls for lots of traffic in and out of a house, domestic violence, assault, or noise

How to respond:

- Investigate the situation further to determine if there could be a case of human trafficking

- Contact federal law enforcement
- In an emergency situation, call 911. Otherwise, Homeland Security states that the first step should be to call the toll-free national hotline at 1-888-3737-888.
- Additional information and resources can be found here:
 - Homeland Security resources for Law Enforcement
 - <http://www.dhs.gov/topic/human-trafficking>
 - <https://www.dhs.gov/blue-campaign/law-enforcement>
 - Polaris Project
 - <http://www.polarisproject.org/resources/tools-for-service-providers-and-law-enforcement>

Social Workers/Social Services

Social workers and people employed in social services often investigate compromised home or shelter situations, and could come in contact with human trafficking.

What to watch for:

- Mentions a pimp/boyfriend/"daddy"/any vocabulary about sexual acts uncharacteristic of their age
- Under 18 and in prostitution, not attending school, or dating older, abusive, or controlling men
- Has recent STIs or STDs and/or need for pregnancy tests
- Runs away from home frequently
- Possesses hotel room keys
- Displays signs of being controlled, such as being fearful, anxious, depressed, submissive, tense, or nervous/paranoid
- Exhibits unusually fearful or anxious behavior after bringing up law enforcement
- Burns or tattoos that look like branding, such as someone's name or a barcode

How to respond:

- Try to speak to the individual away from the presence of potential traffickers. Ask indirect but pointed questions that invite the person to talk to you, such as asking about their job, their relationships, and their contact with family.
- In an emergency situation, call 911. Otherwise, Homeland Security states that the first step should be to call the toll-free national hotline at 1-888-3737-888.
- Additional information and resources can be found here:
 - National Association of Social Workers
 - <http://www.naswdc.org/practice/intl/issues/peace.asp>
 - Safe Horizon
 - <http://www.safehorizon.org/index/what-we-do-2/anti-trafficking-program-13.html>
Safe Horizon uses a "two tiered" approach to human trafficking and working with social services. They use their program for preventative and restorative programs.
 - Polaris Project
 - <http://www.polarisproject.org/resources/tools-for-service-providers-and-law-enforcement>

Teachers

Teachers see kids most days and for an extended period of time, and they could have students in their classes who are victims of trafficking.

What to watch for:

- Unexplained absences
- Unidentifiable sources of new clothing, personal items, or even hair and nail styles
- Isolation from family, friends, or other networks
- Unexplained, continual bruises or burns

- Inappropriately dressed (based on the weather conditions or surroundings)
- Untreated health and dental problems; malnourishment;
- Body odor
- Odd behaviors or answers to questions
- Burns or tattoos that look like branding, such as someone's name or a barcode

How to respond:

- Ask indirect but pointed questions that invite the child to talk to you, such as asking about their relationships and their contact with family.
- In an emergency situation, call 911. Otherwise, Homeland Security states that the first step should be to call the toll-free national hotline at 1-888-3737-888.
- Additional information and resources can be found here:
 - You Can Stop Slavery Curriculum
 - <http://www.you-can-stop-slavery.org/human-trafficking-slavery-curriculum.html>
 - Anti Slavery
 - http://www.antislavery.org/english/what_we_do/education/teachers_2/default.aspx
 - A Heart for Justice
 - <http://aheartforjustice.com/2014/02/13/human-trafficking-resources-for-teens-students-teachers-and-leaders/>
 - Polaris Project
 - <http://www.polarisproject.org/resources/tools-for-service-providers-and-law-enforcement>

Moms & Dads

Parents can watch for red flags of trafficking in their kids and their kids' friends while attending sports games, hosting sleepovers, or shopping at the mall. They can also watch for signs of trafficking in others when they eat out at a restaurant, stay at a hotel, or simply drive down the street.

What to watch for:

- Unexplained absences at school
- Continual, unexplained bruises
- Burns or tattoos that look like branding, such as someone's name or a barcode
- Anxiously answering a constantly ringing or buzzing cell phone
- Has hotel keys
- Mentions a pimp/boyfriend/"daddy"/any vocabulary about sexual acts that is uncharacteristic of their age
- Odd behaviors or answers to questions
- Poor kitchen conditions at ethnic restaurants
- Lots of foot or car traffic to and from a home
- People living and working in the same place

How to respond:

- Ask indirect but pointed questions that invite the child to talk to you, such as asking about their job, their relationships, and their contact with family.
- In an emergency situation, call 911. Otherwise, Homeland Security states that the first step should be to call the toll-free national hotline at 1-888-3737-888.
- Additional information and resources can be found here:
 - A Heart for Justice
 - <http://aheartforjustice.com/2014/02/13/human-trafficking-resources-for-teens-students-teachers-and-leaders/>

Civil Servant (EMT, Firefighter, etc)

Civil servants, like emts or firefighters, are often called into emergency situations before traffickers have time to clear up evidence. Civil servants may be able to see normally hidden people or areas of homes or businesses.

What to watch for:

- Windows or doors locked from the outside
- Too many people in a house
- Mattresses on the floor, especially without sheets or with stains on them
- Strange sounds or smells
- People living in remote areas of the house (basement, upstairs bedrooms) who cannot leave
- People living and working in the same place
- Inappropriate content on the walls

How to respond:

- Try to speak to the individual away from the presence of potential traffickers. Ask indirect but pointed questions that invite the person to talk to you, such as asking about their job, their relationships, and their contact with family.
- In an emergency situation, call 911. Otherwise, Homeland Security states that the first step should be to call the toll-free national hotline at 1-888-3737-888.
- Additional information and resources can be found here:
 - Although this is a Canadian Site, it has great insight for your job as a firefighter or an EMT: <http://www.firefightingincanada.com/content/view/6613/132/>
 - <http://inpublicsafety.com/2014/02/the-role-of-medical-responders-in-the-fight-against-human-trafficking/>

Trades (Plumbers, Electricians, etc.)

Tradespeople, like plumbers or electricians, are often called into emergency situations before traffickers would have time to clear up evidence. Tradespeople may be able to see normally hidden people or areas of homes or businesses.

What to watch for:

- Mattresses on the floor, especially without sheets or with stains on them
- Too many people in the house
- People living in remote areas of the house (basement, upstairs bedrooms) who cannot leave
- People living and working in the same place
- Inappropriate content on the walls
- Strange sounds or smells

How to respond:

- In an emergency situation, call 911. Otherwise, Homeland Security states that the first step should be to call the toll-free national hotline at 1-888-3737-888.

Cosmetologists

Cosmetologists have personal contact with their clients and can also usually hold personal, private conversations with them, making them great lines of defense against trafficking.

What to watch for:

- Tenderness of the back of the head
- Gaps or inconsistencies in life story or defensiveness in response to questions or concerns

- Avoids eye contact
- Burns or tattoos that look like branding, such as someone's name or a barcode
- Evidence of physical abuse, such as burns or bruises

How to respond:

- Try to speak to the individual away from the presence of potential traffickers. Ask indirect but pointed questions that invite the person to talk to you, such as asking about their job, their relationships, and their contact with family.
- In an emergency situation, call 911. Otherwise, Homeland Security states that the first step should be to call the toll-free national hotline at 1-888-3737-888.
- Additional information and resources can be found here:
 - Love and Scissors
 - <http://www.loveandscissors.com/>
Love and Scissors is a wonderful organization that trains survivors or those at risk of human trafficking in cosmetology. They partner with curative homes and offer hope and a life of dignity to these women and children.

Real estate agents

Real estate agents have access to homes and could potentially spot some red flags for trafficking.

What to watch for:

- Heavy security outside the house
- Locks on the wrong side of windows and doors
- Evidence that large amounts of people slept or lived there
- Short leases
- People living in remote areas of the house (basement, upstairs bedrooms) who cannot leave
- Lots of foot or car traffic to and from a home
- Strange sounds or smells

How to respond:

- If you fear for the person's life, call 911. Otherwise, Homeland Security states that the first step should be to call the toll-free national hotline at 1-888-3737-888.

Lawyers

Lawyers deal directly with clients and have unique inside access to potential victims and their stories.

What to watch for:

- Suspicious "Domestic Abuse" cases
- Undocumented Clients
- Possible prostitution charges, as the charge doesn't negate the possibility of trafficking. Many prostitutes are under the control of a pimp.
- Clients who will only speak with their "boyfriend" or with a specific person in the room, or behave differently if that person is not in the room. Nervousness and the withholding of information may be out of fear of retribution of their traffickers rather than guilt.
- People living in remote areas of the house (basement, upstairs bedrooms) who cannot leave
- Lots of foot or car traffic to and from a home
- Strange sounds or smells

How to respond:

- If you fear for the person's life, call 911. Otherwise, Homeland Security states that the first step should be to call the toll-free national hotline at 1-888-3737-888.
 - National Association of Attorneys General
 - <http://www.naag.org/human-trafficking-enforcement-and-training4.php>

- http://www.americanbar.org/groups/human_rights/projects/task_force_human_trafficking.html
- Lawyers Against Trafficking
 - <http://lawyersagainsthumantrafficking.com/>
Lawyers Against Trafficking is committed to the training of other lawyers in recognizing and combatting human trafficking. They also take on cases, often pro bono to help release victims from the bondage that they are in.
- University of Michigan Law School Human Trafficking Clinic
 - <http://www.law.umich.edu/clinical/humantraffickingclinicalprogram/Pages/humantraffickingclinic.aspx>
The Human Trafficking Clinic uses its lawyers and law students to provide legal services to victims of human trafficking. It is devoted to advancing the fight of human trafficking and its policies at national and international levels.

Military

Military personnel can witness victims of trafficking on routine deployments or patrols, or when surveying criminals for other crimes.

What to watch for:

- Child soldiers
- Pimps or Madams that cater particularly to the military
- People who show a sense of fear or are overly submissive
- The constant changing of a person's story
- People living in remote areas of a home (basement, upstairs bedrooms) who cannot leave
- Heavy security outside of a home or other suspicious building
- Mentions a pimp/boyfriend/"daddy"/any vocabulary about sexual acts uncharacteristic of their age
- Strange sounds or smells
- Inappropriately dressed (based on the weather conditions or surroundings)

How to respond:

- If you fear for the person's life, call 911. Otherwise, Homeland Security states that the first step should be to call the toll-free national hotline at 1-888-3737-888.
 - Combatting Trafficking in Persons
 - <http://ctip.defense.gov/>
Combatting Trafficking in Persons is a branch of the Department of Defense that works to defend victims of human trafficking. They diligently work to educate our military personnel to recognize the signs of human trafficking and pursue the defense of that innocent person.

Restaurant & Bar Owners and Personnel

Many traffickers pass through restaurants and bars or use them for illegal activities. Restaurant and bar owners/personnel can watch for suspicious behavior.

What to watch for:

- Heavy security or older men accompanying the person
- Men being particularly rough or verbal with a woman
- A person afraid to speak or order for themselves
- Unexplained, continual bruises or burns
- Inappropriately dressed (based on the weather conditions or surroundings)
- Burns or tattoos that look like branding, such as someone's name or a barcode

How to respond:

- If you fear for the person's life, call 911. Otherwise, Homeland Security states that the first step should be to call the toll-free national hotline at 1-888-3737-888.

Coaches

Coaches see kids most days and for an extended period of time, and they could have students on their teams who are victims of trafficking.

What to watch for:

- Unexplained absences from practice
- Unidentifiable sources of new clothing, personal items, or even hair and nail styles
- Isolation from family, friends, or other networks
- Unexplained, continual bruises or burns
- Inappropriately dressed (based on the weather conditions or surroundings)
- Untreated health and dental problems; malnourishment;
- Body odor
- Odd behaviors or answers to questions
- Burns or tattoos that look like branding, such as someone's name or a barcode

How to respond:

- If you fear for the person's life, call 911. Otherwise, Homeland Security states that the first step should be to call the toll-free national hotline at 1-888-3737-888.

Construction Workers

As many labor-trafficked people are employed in the construction industry, construction workers may notice suspicious behavior from other workers or suspicious signs at a construction site.

What to watch for:

- People who live at the worksite
- Cannot take breaks or work long hours
- Not being paid
- Owes a large debt to the employer
- High security measures at the work site

How to respond:

- Try to speak to the individual away from the presence of potential traffickers. Ask indirect but pointed questions that invite the person to talk to you, such as asking about their job, their relationships, and their contact with family.
- In an emergency situation, call 911. Otherwise, Homeland Security states that the first step should be to call the toll-free national hotline at 1-888-3737-888.

Sources:

Illinois DHS: Human Trafficking Victim Dynamics

Polaris Project

United Nations Office on Drugs and Crime Human Trafficking Indicators

https://www.unodc.org/pdf/HT_indicators_E_LOWRES.pdf

Lippincott's Nursing Center: Helping Human Trafficking Victims in Our Backyard by Nita Belles

FBI Law Enforcement Bulletin: Human Sex Trafficking

Bulletin on Human Trafficking distributed to Flight Attendants

Innocents at Risk

New York State Office of Children and Family Services: Human Trafficking