



Human Trafficking Questionnaire and Guide for Frontline Staff

All information and advice in this guide is provided by CAST (Coalition to Abolish Slavery & Trafficking) based in Los Angeles, CA. After soliciting their expertise for a national webinar on “Human Trafficking and the Impact of COVID-19,” we compiled their guidance and recommendations into this guide to better inform staff at Family Justice and Multi-Agency Centers on how to identify and address the needs of human trafficking survivors that come in contact with Centers either in person or via phone.

➤ **Questionnaire for frontline staff to identify possible survivors of human trafficking during a phone call with a client:**

These questions are meant to be used as a guideline to begin the conversation with existing and new clients. Please refer to the definitions and three elements of trafficking below for further guidance on determining how to proceed if a client at a Family Justice Center (FJC) may also be a trafficked person. According to advice from CAST, even if a client answers yes to only one question and staff is unsure as to whether the client is a trafficked person, they can always call the hotline for guidance. This is simply a guide, is not an established protocol across all anti-trafficking agencies, and will need to be adapted to reflect the community in which it is utilized.

Inform the caller that you need to ask the following questions:

1. Have your identification documents or passport been taken away from you?
☐ Yes ☐ No
2. Was another person in control of where you lived or worked?
☐ Yes ☐ No
3. Did someone threaten you or your family?
☐ Yes ☐ No
4. Were you able to contact your family or friends freely?
☐ Yes ☐ No
5. Were you lied to about the type of work, salary, or hours?
☐ Yes ☐ No



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6. Were you forced to work to pay off a debt?
☐ Yes ☐ No
7. Were you forced to give someone else the money you earned?
☐ Yes ☐ No
8. Were you forced to work long hours or when you were sick?
☐ Yes ☐ No
9. Have you been forced to have sex for money, food, shelter, or other needs?
☐ Yes ☐ No
10. (If under 18) Have you had sex for money, food, shelter, or other needs?
☐ Yes ☐ No
11. Any current threats/fears?
☐ Yes ☐ No

➤ Definition and Elements of Human Trafficking:

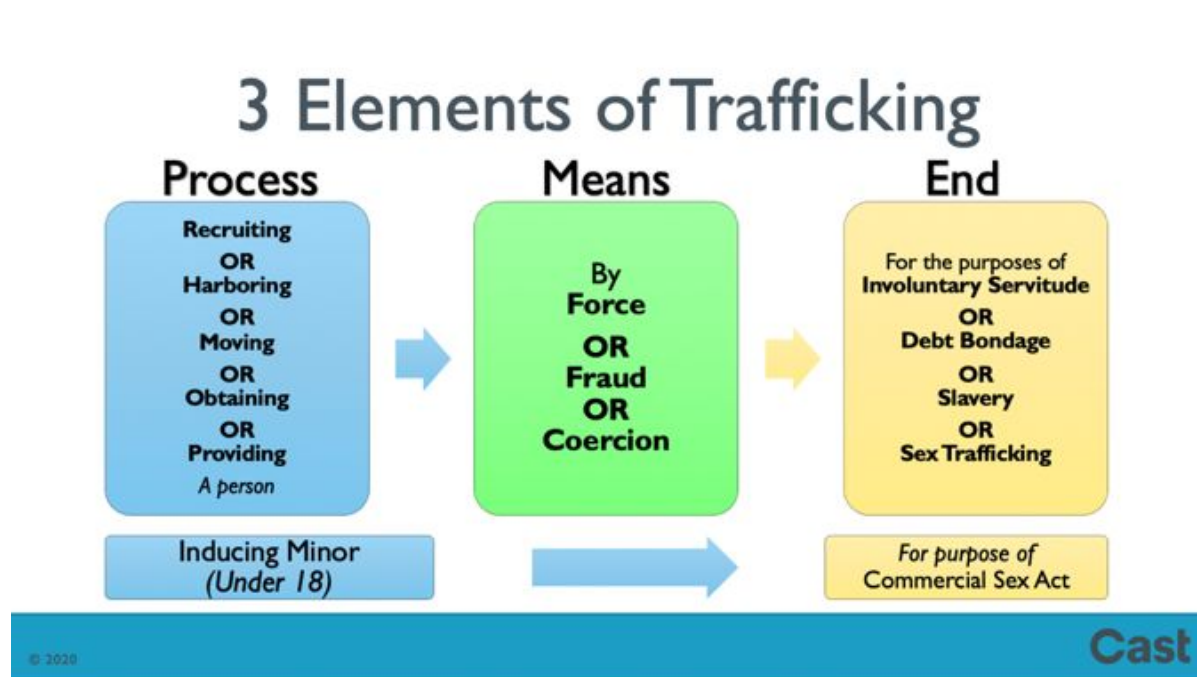
The term “severe form of trafficking in persons” means:

•(A) **sex trafficking** in which a commercial sex act is induced by **force, fraud, or coercion**, or in which the person induced to perform such act has **not attained 18 years of age**; or

•(B) the **recruitment, harboring, transportation, provision, or obtaining** of a person for labor or services, through the use of **force, fraud, or coercion** for the purpose of subjection to **involuntary servitude, peonage, debt bondage, or slavery**.



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The Act (What is done – How did they come to find the job)

Recruitment, transportation, transfer, harboring, or receipt of persons

The Means (How it is done – Why they stayed)

Threat or use of force, coercion, abduction, fraud, deception, abuse of power or vulnerability, or giving payments or benefits to a person in control of the victim

The Purpose (Why it is done – For what purpose)

For the purpose of exploitation, which includes exploiting the prostitution of others, sexual exploitation, forced labor, slavery or similar practices and the removal of organs

*For minors to be trafficking victims of commercial sex, you do not need to prove the means column (no need for force, fraud, or coercion); process for minor is inducing and the end is for commercial sex



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➤ **For Immediate Help with Victim Response:**

- Call 911
- Call CAST Hotline
 - 888.KEY.2.FRE(EDOM)
 - 888.539.2373
- Call National Human Trafficking Hotline
 - 1.888.373.7888

- You don't have to know for sure that someone is a victim of human trafficking, all you have to have is suspicion. Provide a TIP or alert to the proper authorities to have the situation investigated by experts in the field.

24-hr CAST Hotline: 888-539-2373

Technical Assistance for Social Service Providers and Legal Providers
technicalassistance@castla.org