Human Trafficking Awareness Training

Human Trafficking Awareness and Prevention for the Florida's Public School Personnel

Adapted from the Florida Department of Children and Families

Training Requirements
Section (s.) 1006.481(3), Florida Statutes (F.S.)

(3) Each public school shall require that all instructional personnel under s. 1012.01(2), F.S., administrative personnel under s. 1012.01(3)(c), F.S., and educational support personnel under s. 1012.01(6), F.S., who have contact with students must have received training on human trafficking awareness. Each employee must submit to the school an acknowledgment of having received the training, which must be retained by the school.

Training Requirements Section 1012.01(2), F.S.

(2) "Instructional personnel" means any K-12 staff member whose function includes the provision of direct instructional services to students. Instructional personnel also includes K-12 personnel whose functions provide direct support in the learning process of students. Included in the classification of instructional personnel are the following K-12 personnel:

(a) Classroom teachers…

(b) Student personnel services…

(c) Librarians/media specialists…

(d) Other instructional staff…

(e) Education paraprofessionals...

Training Requirements Section 1012.01(3)(c), F.S.

(c) *School administrators.*—Included in this classification are:

1. School principals or school directors who are staff members performing the assigned activities as the administrative head of a school and to whom have been delegated responsibility for the coordination and administrative direction of the instructional and noninstructional activities of the school. This classification also includes career center directors.

2. Assistant principals who are staff members assisting the administrative head of the school. This classification also includes assistant principals for curriculum and administration.

Training Requirements Section 1012.01(6), F.S.

(6) EDUCATIONAL SUPPORT EMPLOYEES.—"Educational support employees" means K-12 employees whose job functions are neither administrative nor instructional, yet whose work supports the educational process.

(a) Other professional staff…

(b) Technicians…

(c) Clerical/secretarial workers…

(d) Skilled crafts workers…

(e) Service workers…

Training Requirements – Additional Notes

- School districts should review the full definitions in statute regarding who must take the training.
- It is the employee's role, not the type of employee (e.g., whether a contractor), that determines who must take the training.
- Section 1002.33(16)(b)18., F.S., requires applicable charter school personnel to take the training.

Human Trafficking Awareness Training

Introduction

Introduction

- As an education professional, understanding the dynamics of trafficking is an important step in helping protect and support the youth in your care.
- Human trafficking is a hidden crime affecting millions worldwide.
- It happens in our communities every day.
- Human trafficking takes on many forms.
- Victims can be exploited for forced labor or commercial sex, often under coercion, fraud, or threats.
- Traffickers manipulate vulnerabilities – poverty, immigration status, or emotional distress – to control their victims.
- Through technology traffickers increasingly exploit victims online.

Introduction

- Thousands of cases of human trafficking every year are reported in the United States alone.
- Florida ranks among the top three states for human trafficking cases.
- Florida is a prime target for traffickers because of:
  - Its geographic location.
  - Its high levels of tourism.
  - Its major agricultural industry.
  - Its infrastructure, which can provided traffickers with easy movement and easy access to victims.

Awareness

- Awareness of human trafficking begins with understanding the signs and recognizing its impact.
- Raising awareness helps shed light on this hidden crime and the realities faced by victims every day.
- If you or someone you know is being forced into work, prostitution, housework, farm labor, factory, retail or restaurant work, and cannot leave, call the Florida Human Trafficking Hotline at 855-352-7233 to access help and services.

Think it Through: Myth or Facts

Read the following statements and determine if they are true or false.

1. Only women and girls are victim of trafficking.
2. Human trafficking only happens in other countries.
3. Most trafficking cases involve strangers kidnapping victims.
4. Human trafficking always involves moving people across borders.
5. Trafficking victims always come from a poor background.
6. If someone isn't being physically held against their will, they aren't a trafficking victim.
7. I do not think any of these statements are true.

Think it Through: Myth or Facts

True or False Answers

1. F Anyone can be a victim of trafficking.
2. F Human trafficking happens everywhere.
3. F Most trafficking cases involve people who know the kidnapped victims.
4. F Human trafficking CAN involve moving people across borders.
5. F Trafficking victims come from all backgrounds.
6. F Anyone being held against their will, is a trafficking victim.
7. T I do not think any of these statements are true. Great job!

Session Objectives

Participants will:

- Explore human trafficking and the difference between sex trafficking and labor trafficking.
- Be able to identify students who may be victims of human trafficking.
- Know how to respond to and where to report suspected human trafficking.

Human Trafficking – Defined by Florida Statute

Section 787.06(2)(d), F.S.

"Human trafficking" means transporting, soliciting, recruiting, harboring, providing, enticing, maintaining, purchasing, patronizing, procuring, or obtaining another person for the purpose of exploitation of that person.

Human Trafficking – Two Categories

1. **Sex Trafficking** – someone is recruited, housed, transported or otherwise obtained for the purpose of a commercial sex act, using force, fraud, or coercion. If the person is under 18 it is always considered human trafficking, regardless of whether force, fraud or coercion is involved.
2. **Labor Trafficking** – making someone work against their will, either by physically overpowering, deceiving, or pressuring them in some way.

Both rob victims of their freedom and dignity.

Uncovering Misconceptions

Only women and girls are victim of trafficking.

- While women and girls make up a large percentage, men and boys are trafficked as well.

Human trafficking only happens in other countries.

- Human trafficking happens in all 50 states.

Most trafficking cases involve strangers kidnapping victims.

- Most victims are trafficked by someone they know, like family members, partners, or employers.

Human trafficking always involves moving people across borders.

- Victims can be exploited in their own homes, schools and communities.

Trafficking victims always come from a poor background.

- Poverty is a risk factor, but victims come from all backgrounds.

If someone isn't being physically held against their will, they aren't a trafficking victim.

- Many traffickers use coercion, fraud and psychological control.

Myths about Human Trafficking

The line between real-life trafficking and scripted stories is blurred. Why?

Inaccurate depictions in movies and TV shows, along with misinformation on social media and general lack of understanding about trafficking is a prevalent issue today. These misunderstandings make it difficult to notice real cases of trafficking and to take action to prevent them.

Media Depictions

1. Trafficking is done in faraway countries through kidnapping.
2. Trafficking is about children locked in basements.

Reality

1. It is a violation of human rights using methods like force, fraud or coercion.
2. Controlling individuals for exploitative reasons showing up as forced labor, commercial sex or abusive situations.

Is it Trafficking or Not? You Decide.

Decide if the scenario is sex trafficking, labor trafficking or not trafficking.

Scenario 1

Two 17-year-old girls sign up for an "open casting call" from an advertisement they saw online. The company paid for their travel expenses and lodging to attend. After their interview, they are told that they did not get selected for the cast and that they owe money for the expenses paid by the company. The girls are then pressured into performing sexual acts to pay back the cost of their travel *arrangements.*

A. Both B. Labor C. Neither D. Sex

Scenario 1

This scenario is an example of sex trafficking. The girls are forced and coerced into sexual acts to pay for the expenses.

Is it Trafficking or Not? You Decide.

Decide if the scenario is sex trafficking, labor trafficking or not trafficking.

Scenario 2

A 16-year-old is kicked out of their home. A person they know offers them a place to stay if they pay them back in sexual favors. They agree because they have nowhere else to go.

A. Both B. Labor C. Neither D. Sex

Scenario 2

This scenario is an example of sex trafficking. The 16-year-old is being forced to perform sexual acts because they need a place to go. This is exploitation of a minor.

Is it Trafficking or Not? You Decide.

Decide if the scenario is sex trafficking, labor trafficking or not trafficking.

Scenario 3

A 14-year-old helps at their family restaurant every weekend. They do not get paid, but they are not forced to work and can stop whenever they want.

A. Both B. Labor C. Neither D. Sex

Scenario 3

This is not a form of human trafficking.

Is it Trafficking or Not? You Decide.

Decide if the scenario is sex trafficking, labor trafficking or not trafficking.

Scenario 4

A 16-year-old boy and his family come to the U.S. for work. He is given a job in construction but is not allowed to leave, is forced to work long hours without pay, and his employer threatens to report him if he refuses.

A. Both B. Labor C. Neither D. Sex

Scenario 4

This is a form of labor trafficking. This is an example of obtaining another person for the purpose of exploitation of that person.

Human Trafficking Awareness Training

The Scope of the Problem

Human Trafficking – Anyone … Anywhere

- Trafficking can occur in any community and victims come from all ages, races, sexes and nationalities.
- It can be hard to gather accurate data because many victims don't recognize themselves as victims.
- Many victims are often difficult to locate or identify.
- Many see it as an issue that only happens in other countries, but it is a serious problem in the U.S.

Data

- In 2023, the National Human Trafficking Hotline (NHTH) received over 30,000 contacts (calls, texts, and online messages).
- In 2023, over 9,000 cases were identified.
- Florida Department of Children and Families (DCF) receives reports for the state of Florida.

Florida's Data

- Two primary categories in Florida are Commercial Sexual Exploitation of a Child (CSEC) and Labor Trafficking.
  - Human Trafficking CSEC – the maltreatment type used for cases where the allegations involve commercial sexual exploitation of a child.
  - Human Trafficking Labor – maltreatment type used in cases when the allegations involve issues of forced labor, slavery or servitude that do not appear to be sexual in nature.

Source: Florida Department of Children and Families

Florida's Data

- In the 2023-2024 fiscal year, DCF accepted over 2,000 reports of human trafficking involving over 1,500 children.
- 2,137 cases were reported according to DCF.
  - 92% classified as CSEC.
  - 8% classified as Labor Trafficking.
- More than 80% reported came from children living at home with a parent or caregiver, not in foster care.
- In 2023-2024, about 22% of reported cases were confirmed as human trafficking after an investigation.

Florida's Data – Why?

- Collecting data allows us to identify trends and assess the scale of the problem.
- It helps us make informed decisions and take meaningful actions.
- It allows us to understand how common the issue is and identify those most at risk.
- Data also provide feedback on how prevention and intervention strategies are working.

Which statement best reflects what the data supports?

92% of reports involved Commercial Sexual Exploitation of Children (CSEC), while only 8% involved labor trafficking.

A. Commercial Sexual Exploitation of Children (CSEC) is the most commonly reported form of trafficking.
B. Not all reported trafficking cases are confirmed.
C. Males are also at risk, even though most survivors are female.
D. Many trafficking victims are not in foster care.

Answer

92% of reports involved Commercial Sexual Exploitation of Children (CSEC), while only 8% involved labor trafficking.

A. Commercial Sexual Exploitation of Children (CSEC) is the most commonly reported form of trafficking. (Correct)
B. Not all reported trafficking cases are confirmed.
C. Males are also at risk, even though most survivors are female.
D. Many trafficking victims are not in foster care.

Which statement best reflects what the data supports?

Most identified survivors were female; however, there were males who also experienced trafficking.

A. Many trafficking victims are not in foster care.
B. Not all reported trafficking cases are confirmed.
C. Males are also at risk, even though most survivors are females.
D. Commercial Sexual Exploitation of Children (CSEC) is the most commonly reported form of trafficking.

Answer

Most identified survivors were female; however, there were males who also experienced trafficking.

A. Many trafficking victims are not in foster care.
B. Not all reported trafficking cases are confirmed.
C. Males are also at risk, even though most survivors are females. (Correct)
D. Commercial Sexual Exploitation of Children (CSEC) is the most commonly reported form of trafficking.

Which statement best reflects what the data supports?

When looking at the data, more than 80% of reported trafficking victims were living at home with a parent or caregiver.

A. Many trafficking victims are not in foster care.
B. Not all reported trafficking cases are confirmed.
C. Males are also at risk, even though most survivors are females.
D. Commercial Sexual Exploitation of Children (CSEC) is the most commonly reported form of trafficking.

Answer

More than 80% of reported trafficking victims were living at home with a parent or caregiver.

A. Many trafficking victims are not in foster care. (Correct)
B. Not all reported trafficking cases are confirmed.
C. Males are also at risk, even though most survivors are females.
D. Commercial Sexual Exploitation of Children (CSEC) is the most commonly reported form of trafficking.

Which statement best reflects what the data support?

Only about 22% of reported cases were confirmed as trafficking after investigation.

A. Many trafficking victims are not in foster care.
B. Not all reported trafficking cases are confirmed.
C. Males are also at risk, even though most survivors are females.
D. Commercial Sexual Exploitation of Children (CSEC) is the most commonly reported form of trafficking.

Answer

Only about 22% of reported cases were confirmed as trafficking after investigation.

A. Many trafficking victims are not in foster care.
B. Not all reported trafficking cases are confirmed. (Correct)
C. Males are also at risk, even though most survivors are females.
D. Commercial Sexual Exploitation of Children (CSEC) is the most commonly reported form of trafficking.

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Red Flags and Warning Signs

Risk Factors

- Human trafficking does not randomly happen; targets are mostly vulnerable individuals.
- Knowing risk factors makes you more likely to recognize dangerous situations.
- Risk factors can include:
  - Homelessness
  - Running away
  - Abuse or neglect
  - Limited support systems in place
  - Poverty
  - Substance abuse
  - Social media and online platforms

Risk Factors

- No single sign is a confirmation of someone being a potential victim; it only increases the risk.
- These may include:
  - Behavioral changes
  - Unexplained absences
  - Unusual relationships
  - Possessions one may not otherwise be able to afford
  - Variety of physical signs
  - Working or living conditions
- Understanding the risk factors and warning signs allows us to be more proactive in identification and protection from potentially dangerous situations.

Risk Factors

- Physical signs of abuse - These can include unexplained injuries, malnourishment or exhaustion.
- Excessive control by others - Traffickers often closely monitor and control victims.
- Signs of coercion - Victims will feel trapped or threatened with harm if they resist.
- Promises of money or opportunities - Victims are lured with false offers of wealth or jobs.
- Restricted movement - Freedom to travel or leave is limited.
- Substance abuse - Drugs or alcohol increase vulnerability to exploitation.
- Online grooming - Traffickers gain trust through manipulative online interactions with the victims.
- Unexplained financial gain - Possessing unexplained money or gifts.
- Unsafe working conditions - Victims discuss hazardous or illegal jobs.

Human Trafficking Awareness Training

Prevention Strategies and Protective Factors

Safeguarding Youth

- It is vital that school personnel take steps to protect the youth from human trafficking.
- This is done through:
  - Recognizing risks.
  - Recognizing protective factors, which are things that help reduce vulnerability.

Safeguarding Youth

- There are several ways that school personnel can safeguard our youth from human trafficking.
  - Build connections
  - Focus on strengths and self esteem
  - Encourage caring relationships
  - Recognize warning signs
  - Document concerning behavior
  - Provide support and resources
  - Teach healthy boundaries
  - Empower safety skills
  - Involve youth in decisions
  - Take immediate action when needed.

Safeguarding Youth – Grooming and Exploitation

- Human traffickers use many methods to groom someone to be exploited or trafficked. These include but are not limited to:
  - Online grooming.
  - Coercion and manipulation.
  - Emotional manipulation and isolation.
  - Exploitation preparation.
  - Taking unwanted photos.
  - Verbal violence.

Safeguarding Youth – Protective Factors and Prevention Strategies

Here are some ways to help prevent human trafficking in our youth.

- Teach the state academic standards regarding Human Trafficking Prevention.
- Create supportive peer relationship opportunities in the classroom.
- Inform the students of awareness of risk factors and digital safety.
- Create a way to inform parental awareness and communication regarding risks of human trafficking.
- Be a trusted adult to serve as a support system and aid in adult intervention.

Safeguarding Youth – The Story of Mia

Mia is a 15-year-old who was placed into your class about four months ago. Initially, the transition seemed smooth. Mia was polite, reserved and slowly began to open up. However, recently, there have been noticeable changes in her behavior.

She's becoming increasingly secretive, spends most of her time sitting alone, and avoids eye contact with those around her.

You have noticed her with new, expensive items-like brand-name shoes and a new phone. You know her widowed mother would not allow for purchases this extravagant because she is struggling to make ends meet.

Safeguarding Youth – The Story of Mia (cont.)

When asked about the gifts, Mia responds without making eye contact: “Just a gift from a friend.”

During lunch, you walk past Mia while she is video chatting. She is accepting an invitation for a weekend trip. You notice the man on the screen appears to be in his 30’s.

Something about the situation doesn’t sit right with you.

Safeguarding Youth – The Story of Mia (cont.)

What do you do next?

A. Respect her privacy. If she says it's a friend, there's probably nothing to worry about.
B. Ask Mia more questions about her friend and the trip.
C. Check her phone when she's not looking to see what's really going on.
D. Reach out to the school counselor or an administrator for assistance.

Safeguarding Youth – The Story of Mia (cont.)

What do you do next?

Answer:

Reaching out to your school counselor or an administrator for guidance is the best. Anytime you suspect something you should report it and say something.

Safeguarding Youth – The Story of Mia (cont.)

You sit down with Mia and ask open-ended questions. She seems uncomfortable but reveals that her friend is someone she met online. He's been buying her gifts and offering her a place to stay once she graduates.

What prevention strategy would you use next?

A. Conduct a class discussion on social media awareness.
B. Encourage her to talk with a trusted adult or school counselor.
C. Continue building trust.
D. Distribute information from the State of Florida regarding human trafficking.

Safeguarding Youth – The Story of Mia (cont.)

Answer:

- Conducting a class discussion on social media awareness can help her see that maybe a peer has already been a victim and received help.
- Encouraging Mia to talk to a trusted adult or school counselor can help Mia process what's going on and build a plan to stay safe.
- Demonstrate to Mia that you care about her as a person.
- Sometimes youth feel more comfortable opening up to a trusted teacher or administrator.

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Responding to Suspicions of Human Trafficking

Responding to Suspicions

Some of the questions that you may initially ask may include:

- What immediate actions should you take?
- Whom should be contacted?
- How can you ensure the young person feels safe and supported during the process?

Reporting your Concerns

If you suspect human trafficking, abuse, neglect or abandonment of a child, follow these steps to report:

School counselor or an administrator

Report to the Florida Abuse Hotline:

- Call 1-800-962-2873
- Visit reportabuse.myflfamilies.com for reporting options

Report to Law Enforcement:

- **Call 1-855-FLA-SAFE (1-855-352-7233)**
- Or contact local authorities IMMEDIATELY

Reporting your Concerns – Best Practices

1. **Share** as much detailed information as you can.
2. **Don't** wait for proof. Reasonable suspicion is enough to make a report.
3. **Never** approach or confront the suspected trafficker.

Employees of the public school system are statutorily required to report if they have a suspicion of human trafficking.

s. 1006.481(1)(d), F.S. "…requires that suspicion of human trafficking of a child be reported to the Department of Children and Families or the Florida Human Trafficking Hotline at either entity's designated telephone number."

Responding and Reporting – Supporting Youth After Reporting

1. **Connect** the youth with helpful resources.
2. **Create** a safe, stable environment.
3. **Support** healing through positive outlets.

Responding and Reporting – What Happens Next?

Which of the following is the most appropriate? (Select all that apply)

- ❑ Continue offering a supportive and stable environment.
- ❑ Post about your concerns about the situation on social media.
- ❑ Delay reporting until you are absolutely certain trafficking is occurring
- ❑ Notify the school counselor or an administrator of the situation.
- ❑ Follow any additional protocols outlined by your agency or organization.
- ❑ Confront the suspected trafficker directly.
- ❑ Investigate your suspicions further on your own.

Responding and Reporting – What Happens Next?

Which of the following is the most appropriate? (Select all that apply)

- ❑ Continue offering a supportive and stable environment.
- ❑ Posting about your concerns about the situation on social media is never a good decision.
- ❑ Delay reporting until you are absolutely certain trafficking is occurring could put the student at more risk.
- ❑ Notify the school counselor or an administrator of the situation.
- ❑ Follow any additional protocols outlined by your agency or organization.
- ❑ Confront the suspected trafficker directly can put yourself in danger.
- ❑ Investigate your suspicions further on your own is not advised and should be left to the professionals.

Awareness: What We Covered

- Human Trafficking Definition
- Human Trafficking Myths and Misconceptions
- The Scope of the Problem
- Human Trafficking Red Flags and Warning Signs
- Human Trafficking Prevention Strategies
- Responding to and Reporting Suspicions

Awareness: Key Takeaways

1. Stay Informed: Continue to educate yourself and others about the risks and indicators of human trafficking.

2. Empower Youth: Encourage appropriate conversations with young people about their safety and well-being.

3. Take Action: Be vigilant and proactive in reporting any suspicions.

Call to Action

1. **Share** what you've learned today with your colleagues and community.

2. **Encourage** others to participate in training and awareness initiatives.

3. **Stay engaged** and continue to support efforts to combat human trafficking.

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