



TRANSPORTATION PROFESSIONALS TOOLKIT

WHO WE ARE

JTM (Join the Movement Events, Inc.) is a 501(c)3 non-profit organization, we work together with communities to protect our neighborhoods from human trafficking. Education and awareness were our intended mission when we formed JTM in 2017. In 2022 we launched our CARE Team of advocates who assist all victims of violence. JTM will teach workshops to law enforcement, health care professionals, hospitality professionals, schools, libraries, government, non-government, civil organizations, service clubs, LGBTQ+, addiction support groups and private organizations. Each program is customized to your organization.

WHAT'S INCLUDED IN THIS PACKET

This toolkit offers tips and resources that will assist in educating transportation professionals on human trafficking. **Human Trafficking** is modern-day slavery and involves the use of force, fraud, or coercion to obtain some type of labor or commercial sex act. Traffickers use force, fraud, or coercion to lure their victims and force them into labor or commercial sexual exploitation.

Every year, tens of thousands of men, women, and children are trafficked in the United States. It is estimated that human trafficking generates \$150 billion per year, second only to drug trafficking as the most profitable form of transnational crime. Human trafficking is a crime hidden in plain sight as victims rarely come forward to seek help because of language barriers, fear of the traffickers, and/or fear of law enforcement.

Traffickers look for people who are vulnerable for a variety of reasons, including psychological or emotional vulnerability, economic hardship, lack of a social safety net, natural disasters, or political instability. The trauma caused by the traffickers can be so great that many may not identify themselves as victims or ask for help, even in highly public settings.

The pages listing the indicators for each field are designed to serve as a poster that the recipient of this toolkit can use in their industry work.

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VICTIMS ARE IN PLAIN SIGHT:

Human traffickers often use planes, trains and ships to transport victims, hiding them in plain sight. As a transportation industry employee, you are the eyes and ears on the highways, in the air, on railways, and at sea. This is most important for the State of Wisconsin as all these modes of transportation are relevant. Transportation professionals may come across victims at any time during their day-to-day travels. Your profession puts you in position to recognize indicators and report potential instances of human trafficking to law enforcement. You play an important role because you regularly interact with members of the traveling public, and you may be able to recognize signs that someone is in danger. Victims of human trafficking are in all our communities.

Trafficking victims can be any age, race, gender, or nationality, including U.S. citizens. They may or may not have legal immigration status. Victims are found in any labor sector; some are lured with false promises of well-paying jobs or even love. Often, they are forced or coerced into commercial sex, domestic servitude, farm or factory labor, or other types of forced labor. Under federal law, every minor induced to engage in commercial sex is a victim of human trafficking.

This guide hopes to inform you, transportation industry professionals what human trafficking is and the indicators so you can better prepare to recognize a potential victim and know how you can report a potential case. The list of indicators is designed to be a “poster” relative to your field of expertise. Some of the indicators are repeated for all transportation sectors.

HOW TRAFFICKERS OPERATE:

Traffickers prey on people with little or no safety net. They look for people who are vulnerable for a variety of reasons, including economic hardship, violence in the home, natural disasters, or political instability. They will become whatever their potential victim may need: a boyfriend, a protector, a home, social status. Traffickers provide for victims’ basic needs to gain their favor and trust.

Traffickers use a variety of strategies to trap victims, including violence or threats of violence, as well as psychological coercion/brainwashing. The trauma can be so severe that many may not see themselves as victims or ask for help.

Human trafficking does not require an element of transportation to be considered a crime, but like any business, it can heavily depend on transportation systems to operate. Traffickers often use transportation hubs to recruit victims of sex trafficking and forced labor. Once recruited, traffickers may rely on transportation systems to transport victims to places where they will be abused and exploited. Traffickers can operate discreetly because transportation industry employees and travelers may not know the signs of human trafficking. There is no single face of traffickers. They can be of any gender or from any background and any age.

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COLLABORATION BETWEEN FEDERAL, STATE, AND LOCAL LAW ENFORCEMENT:

Always contact your local police department first. As most states now have their own laws on human trafficking, making this form of modern-day slavery a violation of not only local but international and federal law. The goal is to work with our law enforcement colleagues to protect and help victims, prosecute offenders, and prevent additional human trafficking cases.

WORKING WITH VICTIMS:

A victim-centered approach places equal value on the identification and stabilization of victims and the investigation and prosecution of traffickers. Victims are crucial to investigations and prosecutions. Each case and every conviction change lives. JTM understands how hard it can be for victims to come forward and work with law enforcement because of their trauma. They need help to feel stable, safe, and secure. A victim-centered approach to investigation and prosecution is essential to accomplish the law enforcement mission. To successfully conduct a human trafficking investigation and prosecution, you need a victim who can tell their story and testify as a witness. We recommend that all victims have an advocate to help them through the recovery process. JTM provides fully trained advocates through our CARE Team.

SIGNS OF HUMAN TRAFFICKING:

Recognizing key indicators can save a life. This is the first step in identifying victims. Not all indicators listed are present in every human trafficking situation. The presence or absence of any indicator is not necessarily proof of human trafficking. If you see something, say something. Call 911.

**DO NOT ATTEMPT TO CONFRONT A SUSPECTED TRAFFICKER OR ALERT A VICTIM TO YOUR SUSPICIONS.
FOLLOW YOUR ORGANIZATION'S REPORTING PROTOCOL OR CALL 911 OR LOCAL AUTHORITIES IF SOMEONE IS IN
IMMEDIATE DANGER.**

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HUMAN TRAFFICKING INDICATORS FOR BUS AND TAXI DRIVERS

As drivers of our taxis, drive share, and buses you are in the unique position to see so much that happens on our streets. Yet, the training for your profession is difficult to receive. Traffickers take advantage of your lack of training and knowledge. You see and hear conversations that most people won't as you drive your passengers to their destinations.

Victims of human trafficking in bus and taxi driver settings may:

- Have their movement and/or social interaction restricted by a co-traveler.
- Seem to be under the influence and/or unaware of their surroundings.
- Appear to be deprived of food, water, sleep, basic hygiene, medical care, or other necessities.
- Act fearful, anxious, depressed, submissive, tense, nervous/paranoid, or disassociated, or just checked out.
- Have bruises or other signs of physical abuse, restraint, and/or confinement.
- Have tattoos or scars that could indicate branding by a trafficker.
- Have scars, cut marks, burns, or other signs of self-harm/suicidal tendencies.
- Defer to another person to speak for them, appear to be coached on what to say, or their responses seem rehearsed.
- Have a difficult time providing logical answers to basic questions.
- Appear to be traveling with few or no personal items, such as no purse or wallet.
- Exhibit evidence of verbal threats, emotional abuse, or being treated in a demeaning way.
- Seem to be with a noticeably older "boyfriend," or "girlfriend," or romantic partner.
- Appear to be with a group of girls traveling with an older male or female.
- Dress inappropriately for their age, or in inappropriate clothing for the weather.
- Appear to have no control over their money and/or ID.
- Reference someone in their group as being their "sugar daddy/sugar momma," or refer to themselves as a "sugar baby."
- Reference frequent travel to other cities or towns.
- Talk about getting paid very little or not at all for the work they do.
- Appear to not have freedom of movement.

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HUMAN TRAFFICKING INDICATORS FOR TRUCKING STAFF

Traffickers take advantage of the remote location and convenience generally provided by commercial truck stops, state rest areas, and welcome centers. This puts trucking staff in a unique position to see potential signs of human trafficking. You may have direct or indirect contact with both traffickers and victims. Recognizing the signs is the first step in identifying potential situations of concern and stopping traffickers from using the transportation system to exploit people. While every situation is different, and no single indicator or multiple indicators can prove that human trafficking is occurring, you may see some of the following indicators during your workday.

Victims of human trafficking in commercial trucking settings may:

- Go from truck to truck.
- Spend excessive amounts of time near or in the truck stop showers and bathrooms.
- Seem to be under the influence and/or unaware of their surroundings.
- Appear to be deprived of food, water, sleep, basic hygiene, medical care, or other necessities.
- Act fearful, anxious, depressed, submissive, tense, nervous/paranoid, or disassociated, or just checked out.
- Have bruises or other signs of physical abuse, restraint, and/or confinement.
- Have tattoos or scars that could indicate branding by a trafficker.
- Have scars, cut marks, burns, or other signs of self-harm/suicidal tendencies.
- Defer to another person to speak for them, appear to be coached on what to say, or their responses seem rehearsed.
- Have a difficult time providing logical answers to basic questions.
- Appear to be traveling with few or no personal items, such as no purse or wallet.
- Exhibit evidence of verbal threats, emotional abuse, or being treated in a demeaning way.
- Seem to be with a noticeably older “boyfriend,” or “girlfriend,” or romantic partner.
- Appear to be with a group of girls traveling with an older male or female.
- Dress inappropriately for their age, or in inappropriate clothing for the weather.
- Appear to have no control over their money and/or ID.
- Reference someone in their group as being their “sugar daddy/sugar momma,” or refer to themselves as a “sugar baby.”
- Reference frequent travel to other cities or towns.
- Talk about getting paid very little or not at all for the work they do.
- Appear to not have freedom of movement.

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HUMAN TRAFFICKING INDICATORS FOR RAIL STAFF

Rail police, conductors, ticket counter staff, and others encounter thousands of people daily. This positions them to identify potential human trafficking victims. Human traffickers may be more likely to travel with victims on railroads because identification from passengers is not required when traveling or purchasing a ticket, offering anonymity. While every situation is unique, and no single indicator can prove that human trafficking is occurring, you might experience the following indicators during your workday.

Victims of human trafficking in rail transport settings may:

- Appear to have no control over or possession of their travel identification, money and/or other documents.
- Have difficulty articulating reasonable, logical travel plans or answering basic questions.
- Have their movement and/or social interaction restricted by a co-traveler.
- Seem to be under the influence and unaware of their surroundings.
- Be accompanied by a non-genuine parent/guardian.
- Appear to be deprived of food, water, sleep, basic hygiene, medical care, or other necessities.
- Act fearful, anxious, depressed, submissive, tense, nervous/paranoid, or dissociated/ "checked out."
- Have bruises or other signs of physical abuse, restraint, and/or confinement.
- Have tattoos or scars that could indicate branding by a trafficker.
- Have scars, cut marks, burns, or other signs of self-harm/suicidal tendencies.
- Defer to another person to speak for them, appear to be coached on what to say, or their responses seem rehearsed. Appear to be traveling with few or no personal items, such as no purse or wallet.
- Exhibit evidence of verbal threats, emotional abuse, or being treated in a demeaning way.
- Seem to be with a noticeably older "boyfriend," "girlfriend," or romantic partner.
- Appear to be with a group of girls traveling with an older male or female.
- Dress inappropriately for their age, or in inappropriate clothing for the weather.
- Reference someone in their group as being their "sugar daddy/sugar momma," or refer to themselves as a "sugar baby."
- Reference frequent travel to other cities or towns.
- Talk about getting paid very little or not at all for the work they do.

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HUMAN TRAFFICKING INDICATORS FOR AVIATION PERSONNEL

Commercial and private air travel can be used to move human trafficking victims from place to place. Signs of human trafficking can be observed in the airport, during check-in, security TSA check, or boarding. They can also be present on the plane itself. Training aviation personnel on the indicators and the protocol for reporting human trafficking is key to stopping the crime. The Blue Lightning Initiative (BLI) is an element of the Blue Campaign, led by the Department of Transportation (DOT) and U.S. Customs and Border Protection (CBP). The BLI trains aviation personnel to identify potential traffickers and human trafficking victims, and to report their suspicions to federal law enforcement.

Victims of human trafficking in aviation settings may:

- Appear to have no control over or possession of their travel identification, money, luggage, and/or other documents.
- Have difficulty articulating reasonable, logical travel plans or answering basic questions.
- Seem to be under the influence and/or unaware of their surroundings.
- Have their movement and/or social interaction restricted by a co-traveler.
- Fly last minute on one-way flights.
- Be accompanied by a non-genuine parent/guardian.
- Appear to be deprived of food, water, sleep, basic hygiene, medical care, or other necessities.
- Act fearful, anxious, depressed, submissive, tense, nervous/paranoid, or disassociated/ "checked out."
- Have bruises or other signs of physical abuse, restraint, and/or confinement.
- Have tattoos or scars that could indicate branding by a trafficker.
- Have scars, cut marks, burns, or other signs of self-harm/suicidal tendencies.
- Defer to another person to speak for them, appear to be coached on what to say, or their responses seem rehearsed.
- Appear to be traveling with few or no personal items, such as no purse or wallet.
- Exhibit evidence of verbal threats, emotional abuse, or being treated in a demeaning way.
- Seem to be with a noticeably older "boyfriend," "girlfriend," or romantic partner.
- Appear to be with a group of girls traveling with an older male or female.
- Dress inappropriately for their age, or in inappropriate clothing for the weather.
- Reference someone in their group as being their "sugar daddy/sugar momma," or refer to themselves as a "sugar baby."
- Reference frequent travel to other cities or towns.
- Talk about getting paid very little or not at all for the work they do.
- Seem unaware of what items are in their checked baggage.

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HUMAN TRAFFICKING INDICATORS FOR MARITIME STAFF

Coastlines and ports of entry can be particularly susceptible to human trafficking, putting maritime employees in a position to potentially see victims when they first arrive and before they enter our transportation systems. Maritime employees may also observe human smuggling, which is distinct from human trafficking and involves moving a person across a country's border with that person's consent in violation of immigration laws. The DHS Blue Campaign works with the U.S. Coast Guard to monitor the nation's waterways by training members to identify indicators staff may see during their daily routine. Areas of concern may include trafficking onboard fishing vessels, people involved in search and rescue cases, and in recreational endeavors. It's essential that maritime employees are ready to recognize, react to, and follow the protocol when suspecting human trafficking occurring.

Victims of human trafficking in maritime settings may:

- Appear to have no control over or possession of their travel identification, money and/or other documents.
- Have difficulty articulating reasonable, logical travel plans or answering basic questions.
- Seem to be under the influence and unaware of their surroundings.
- Have their movement and/or social interaction restricted by a co-traveler.
- Be accompanied by a non-genuine parent/guardian.
- Appear to be deprived of food, water, sleep, basic hygiene, medical care, or other necessities.
- Act fearful, anxious, depressed, submissive, tense, nervous/paranoid, or disassociated/ "checked out."
- Have bruises or other signs of physical abuse, restraint, and/or confinement.
- Have tattoos or scars that could indicate branding by a trafficker.
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- Defer to another person to speak for them, appear to be coached on what to say, or their responses seem rehearsed. Appear to be traveling with few or no personal items, such as no purse or wallet.
- Exhibit evidence of verbal threats, emotional abuse, or being treated in a demeaning way.
- Seem to be with a noticeably older "boyfriend," "girlfriend," or romantic partner.
- Appear to be with a group of girls traveling with an older male or female.
- Dress inappropriately for their age, or in inappropriate clothing for the weather.
- Reference someone in their group as being their "sugar daddy/sugar momma," or refer to themselves as a "sugar baby."
- Reference frequent travel to other cities or towns.
- Talk about getting paid very little or not at all for the work they do.

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KNOW THIS:

Victims will not be easy to assist. Keep in mind that they will:

- Fear law enforcement
- Don't identify themselves as a victim
- Don't tell a complete story, or will use rehearsed responses
- Identify with the trafficker

These behaviors can be frustrating to deal with initially. It is crucial to understand these behaviors are indicative of the level of control traffickers exert over their victims, and that victims need support and understanding.

VICTIM-CENTERED RESOURCES

Be aware of the organizations in your area. Call 911 for more information or 211 to locate resources available in your location. In S.E. Wisconsin, Join the Movement offers additional victim assistance resource programs and services. Please call 262-374-1491 for more information on utilizing the JTM CARE Team. If you need assistance working with a victim or don't have resources available to you, or you want to connect a victim to services in your community, we can help you.

VICTIM ASSISTANCE SPECIALISTS:

The Child Advocacy Center and Forensic Specialists in the local hospital – can conduct developmentally appropriate, legally defensible, and victim and culturally sensitive forensic interviews. If the victim is a child or extremely traumatized, please contact 911.

JTM CARE TEAM:

The CARE (Community Advocate Resource Evaluation) Team is a group of community members fully trained as advocates for victims of violence, which includes human trafficking, domestic abuse, and sexual assault. We offer advocacy services to local hospitals in S.E. Wisconsin currently for emergency intake of victims of violence. The CARE Team also includes male advocates so all our victims can feel comfortable during the forensic examination at the hospital. We also assist victims identified in the local jail and will assist the Child Advocacy Center as needed.

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JTM CARE BAGS

JTM provides CARE bags to victims as needed. The CARE Bags include travel sized toiletries that include shampoo, conditioner, body wash, soap, toothbrush, toothpaste, deodorant, and any other items that will help fill a basic need. The bags are plain backpacks or totes without any logos. We also provide CARE bags to those incarcerated at the jail, but they are not given the items until they are released, along with their own personal possessions. All the items provided are collected by members of our local community. We believe that every victim should know that we are a community that cares. They are never alone.

REFERENCES AND RESOURCES:

National Anti-human trafficking hotline – 1-888-373-7888

Join the Movement (JTM) – www.jtme.org – 262-374-1491 – dawn@jtme.org

Homeland Security – The Blue Campaign - <https://www.dhs.gov/blue-campaign>

UMOS – Hispanic outreach – <https://www.umos.org/>

Polaris – <https://polarisproject.org/>

REMEMBER: IF YOU SEE SOMETHING, SAY SOMETHING, BUT...

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