



# FIRST RESPONDER 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. We now also provide advocates through our CARE Team who assist all victims of violence. We work with law enforcement, health care professionals, hospitality professionals, schools, libraries, government, non-government, civil organizations, clubs, LGBTQ+, addiction support groups and private organizations.

## WHAT'S INCLUDED IN THIS PACKET

This toolkit offers tips and resources that will assist in educating medical 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 hidden crime 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.

Traffickers capitalize on the lack of awareness around this issue, particularly among our youth. All too often, traffickers continue to exploit their victims unchecked because we as a community do not know what to look for.

Resources:

Homeland Security – The Blue Campaign. [www.dhs.gov/blue-campaign](http://www.dhs.gov/blue-campaign)

HEAL Trafficking – [www.healtrafficking.org](http://www.healtrafficking.org)

Open Source

[www.itme.org](http://www.itme.org)

Join the Movement Events, Inc. (501c3 non-profit) P.O. Box 133, Elkhorn WI 53121 – [dawn@itme.org](mailto:dawn@itme.org) - 262-374-1491



## VICTIMS ARE IN PLAIN SIGHT:

Victims of human trafficking are in our communities. EMS and Law Enforcement may come across victims during domestic disturbance calls or when responding to incidents at nail salons, bars, and strip clubs. Law Enforcement may even recognize human trafficking during routine traffic stops.

First responders and healthcare professionals may notice signs while responding to emergencies or treating patients at hospitals or doctors' offices. Health and safety inspectors may find victims working in restaurants, in factories, on construction sites, or on farms. 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 both legitimate and illegitimate labor sectors; some are lured with false promises of well-paying jobs or even love. Often, they are forced or coerced into domestic servitude, farm or factory labor, or other types of forced labor, or commercial sex. Under federal law, every minor induced to engage in commercial sex is a victim of human trafficking.

## 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.

## 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.

[www.itme.org](http://www.itme.org)

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## INDICATORS:

- Is your patient not in possession of their ID or travel documents?
- Are they being coached on how to respond? Are they able to talk freely?
- Are they in control of the situation?
- Are they in danger of being harmed?
- Are they being threatened with deportation or law enforcement action?
- Is the patient confused, are there signs of mental or physical abuse?
- Can the person freely contact family or friends?
- Do they lack personal possessions, a cell phone?
- What are their living conditions?
- When was the last time they slept? Had a decent meal?
- Do they have scars, burns, mutilations, or infections?
- Do they know their medical history?
- Do they appear malnourished, dehydrated? How do their teeth look?
- Do they have tattoos (these can be forms of branding by the trafficker). Are they suspicious looking in nature?

## RESIDENTIAL RED FLAGS FOR LABOR TRAFFICKING:

- When in their house, are there locks on the outside of the bedroom doors? Are there unreasonable security measures?
- Does it appear that there are many people living in one room?
- Is there cash lying around the room you are in?
- Do you see drug paraphernalia?
- Are there lots of plastic bags in plain sight?
- If you are in a hotel room, does there appear to be luggage?
- Is there a pile of dirty linen?
- Is there an excess of alcohol in the room?
- Do they have garbage bins that go outside?
- Did you enter the house via the garage or back door? Why is the front door not in use?
- Do they have cell phone access?
- Are they dressed appropriately for the weather?
- Do they look you in the eyes when answering your questions?

**DO NOT AT ANY TIME ATTEMPT TO CONFRONT A SUSPECTED TRAFFICKER DIRECTLY  
OR ALERT THE VICTIM.**

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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. Contact your local District Attorney as they will be a huge resource. 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 changes 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.

## WHEN YOU BEGIN WORKING WITH TRAFFICKING VICTIMS THEY PROBABLY:

- 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 victims, and that victims need support and understanding to help you make the case investigation—and subsequent prosecution of the trafficker—a success.

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## YOU CAN BEGIN TO DEVELOP RAPPORT BY:

- Immediately connecting the victim to an advocate/victim specialist who can connect them to support services. Assistance is not tied to successful prosecution.
- Taking time to explain who you are, answer questions they might have, and acknowledge and address their fears.
- Being sensitive to cultural differences and language barriers. Use an interpreter when needed.
- Conduct interviews in a neutral location after their needs have been assessed and any urgent needs have been met.
- Be patient and give the victim time to stabilize and begin their recovery process.

## VICTIM-CENTERED RESOURCES

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 Aurora Health Care Forensic Specialists – 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 can provide an advocate for the victim during this process.

## 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 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. Currently, we are committed to providing advocates for Aurora Lakeland Hospital, Elkhorn, WI; Burlington Memorial Hospital, Burlington, WI; Aurora Medical Center, Mt. Pleasant, WI. We are now also providing advocates for the Walworth County Child Advocacy Center.

The CARE Team provides advocacy services at the Walworth County Jail in Elkhorn. This can include emergency services as needed and follow up on a regular basis with victims. This includes a regular visit with the survivor, so they know they have support. We will also assist in providing a recovery program for the survivors when they are released from jail. Each case is different, and the response will be appropriate for the survivor we are assisting while incarcerated.

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## JTM CARE BAGS

JTM provides CARE bags to victims as needed. The CARE bags are given to victims by the Forensic Nurse Examiner at the time of services provided at the hospital. 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

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

HEAL Trafficking (Health, Education, Advocacy, Linkage) – [www.healtrafficking.org](http://www.healtrafficking.org)

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

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

Human Trafficking Institute – 2021 Report - <https://data.traffickinginstitute.org/>

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

**DO NOT AT ANY TIME ATTEMPT TO CONFRONT A SUSPECTED TRAFFICKER DIRECTLY OR ALERT THE VICTIM.**

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