

# HUMAN TRAFFICKING TRAINING

## KEY MESSAGES

Please remember:

1. The Grand Erie District School Board Anti-Sex Trafficking Protocol was developed by Ministry mandate because Ontario is a hub for human trafficking.
2. In suspected and confirmed incidents of human trafficking, schools are uniquely positioned to identify and intervene due to the average age of victims being 13 years old (grade 8&9).
3. Human trafficking is a process with many opportunities to identify and intervene. All interventions are about restoring power to the victim.
4. You are not expected to be an expert, but just to be aware of signs and symptoms in identifying potential human trafficking situations, and then report to your administrator.
5. Drawn from the protocol, helpful charts are attached to guide you if feeling unsure.
6. The complete protocol can be found on the Staff Portal under Links and Resources and then Bylaws Policies Procedures.
7. Schools Boards in Ontario will be responsible for further awareness strategies. Partnerships are being developed for a collaborative community response as well as further training for staff in support roles and parent information nights. Awareness strategies will be tailored to fit the schools unique positioning in the community.
8. The Anti-Human Trafficking protocol is a long document as it reflects a well thought out plan to address the needs of the individual, schools and community. This is a collaborative approach and no one individual is responsible for the safety of our communities, but if we all stay alert collectively we can identify these situations to prompt a community led response.

# HUMAN TRAFFICKING INFORMATION SHEETS

## WHAT DO I DO IF I SUSPECT THAT A STUDENT IS BEING TRAFFICKED?

Considerations below are provided for the following:

1. All school staff
2. Administrators
3. School Social Workers
4. Return to School Procedures

### FOR ALL SCHOOL STAFF:

#### **IF A STUDENT DISCLOSES TO YOU THAT THEY HAVE BEEN/ARE BEING SEX TRAFFICKED OR LURED, OR ARE LURING OTHERS...**

Understand that making a disclosure/declaration is a very vulnerable time for students and can be difficult as well as dangerous.	<ul style="list-style-type: none"><li>• Do not disclose to ANYONE who does not need to be involved (doing so could increase safety concerns of student and/or put others safety at risk).</li><li>• Ensure all people who are aware and need to be involved are not breaching confidentiality of the student (e.g., discussing the situation in hallways, classrooms, lunchrooms, etc.)</li><li>• Listen without judgment to the student.</li><li>• If the disclosure happens in an online space, please notify the Administrator.</li></ul>
Keep everyone safe.	<ul style="list-style-type: none"><li>• Determine the immediate safety needs of all involved; if an imminent safety risk is determined, call 911.</li><li>• Explain your duty to report to police, child protection services and the administrator.</li><li>• Do not leave the student alone.</li><li>• Does the student have any individual/cultural needs to consider or practical needs that will help the student feel more comfortable?</li></ul>
Explain how you can help.	<ul style="list-style-type: none"><li>• Explain to the student that you are able to help them by ensuring they are safe.</li><li>• Connect them with people who can help, such as school or community supports.</li><li>• Connect with the administrator to get access to resources and support.</li></ul>
Contact the school administrator.	<ul style="list-style-type: none"><li>• Based on your observations of, or interactions with, the student over time, if you believe indicators of sexual exploitation are present, contact the school administrator and share your concern.</li></ul>

# **FOR ADMINISTRATORS:**

## **IF AN ADMINISTRATOR BECOME AWARE THAT A STUDENT HAS BEEN/ARE BEING SEX TRAFFICKED OR LURED...**

Keep the student and staff safe.	<ul style="list-style-type: none"><li>• Ensure all safety protocols have been followed. If there is an immediate threat to safety, call 911.</li><li>• Ensure the student has not been left alone if disclosure is made during school hours.</li><li>• Do not ask the student to repeat their story, to avoid re-traumatization.</li><li>• Ensure any duty to report has been completed.</li></ul>
Consult with the school Social Worker.	<ul style="list-style-type: none"><li>• The school administrator will share their suspicions with the school Social Worker.</li><li>• If required, an in-school meeting will be called.</li><li>• The administrator/Social Worker will inform the Safe and Inclusive Schools (SIS) Lead (ext. 281033).</li><li>• The Social Worker will meet with the student.</li></ul>
Communicate what you can.	<ul style="list-style-type: none"><li>• Communicate next steps with the student, including who will be contacted.</li></ul>

## **FOR SOCIAL WORKERS:**

### **IF A SOCIAL WORKER RECEIVES A DISCLOSURE THAT A STUDENT HAS BEEN/IS BEING SEX TRAFFICKED OR LURED...**

Assess.	<ul style="list-style-type: none"> <li>Depending on the information gathered, the Risk Screening Tool may be warranted to determine level of risk.</li> </ul>
Report.	<ul style="list-style-type: none"> <li>Reporting processes will be followed.</li> <li>The Social Worker or SIS Lead may contact child welfare services and/ or law enforcement for background information.</li> <li>Where safe to do so, the guardian must be notified.</li> <li>Notification will also be shared with the Family of Schools Superintendent.</li> </ul>
Support.	<ul style="list-style-type: none"> <li>The Social Worker, the administrator and school team develop a supportive response for the student involved.</li> <li>The Safe and Inclusive Schools Lead assists with potential district impact, such as involvement of other students as victims or perpetrators.</li> <li>Initiate the Violence Threat Risk Assessment protocol, where deemed necessary.</li> </ul>
Wrap Around.	<ul style="list-style-type: none"> <li>The Social Worker or support staff will offer the student (and family members where appropriate) a supported referral to local service providers.</li> <li>A community team referral is initiated to ensure community response, as required, specializing in sexual exploitation where available and/ or linkages with domestic violence, sexual assault, child welfare, housing addictions, or mental health agencies.</li> </ul>
Accommodate.	<ul style="list-style-type: none"> <li>The Safe and Inclusive Schools Lead, and the Social Worker engage in education planning with the survivor and provide on-going trauma- informed support if the student wishes to return to school.</li> <li>School staff assess and allow learning accommodations deemed necessary.</li> <li>The Safe and Inclusive Schools Team will provide academic and counselling support for the student, if deemed the most appropriate program.</li> </ul>
<p><b><u>If the student is luring others...</u></b>  Many youth who recruit/traffic other youth were initially trafficked themselves and lure others as a response to their trauma or a direction from their trafficker.</p>	<ul style="list-style-type: none"> <li>If student is luring others, Safe and inclusive Schools team will provide intervention and consult with the school administrator regarding progressive discipline as deemed necessary</li> </ul>

# **RETURN TO SCHOOL PROCEDURES:**

## **PROCEDURE FOR RETURNING TO SCHOOL AFTER AN EXTENDED TIME AWAY DUE TO SEX TRAFFICKING...**

<p>Remember that sex trafficking is extremely traumatic and impacts all parts of the self. Students may struggle with a variety of symptoms and the road to healing can be long.</p>	<ul style="list-style-type: none"> <li>• Allow the student to lead the return-to-school plan as much as possible.</li> <li>• Prioritize the safety of all.</li> <li>• Support the student's long-term success through ongoing conversation about barriers.</li> <li>• Families may also require referrals and support for this transition.</li> </ul>
<p>Hold initial meeting.</p>	<ul style="list-style-type: none"> <li>• Collaborate with all resources necessary to reacclimatize the student to a school/learning environment, including but not limited to the school Social Worker or Child and Youth Worker, community mental health workers, Sexual Assault Centre, Victim Services, Women's Services, Child Welfare Agencies, Youth Justice agencies or other appropriate agencies, and supports identified by the student.</li> <li>• Involve representatives, identified by the student, from Indigenous, Black, racialized and/or newcomer groups to provide support.</li> <li>• An initial meeting organized by the school social worker or Safe and Inclusive Schools Lead will be held with the victim and other identified contacts to discuss student learning needs and successes.</li> <li>• Assess the risk to the student and others. A crisis/safety plan for return will be created for the student.</li> </ul>
<p>Accommodate.</p>	<ul style="list-style-type: none"> <li>• School staff will provide learning accommodations as deemed necessary.</li> <li>• The Social Worker will check in as agreed upon with student and supports.</li> <li>• Academic staff will provide appropriate programming, including Supervised Alternate Program (SAL), Alternative Education, Virtual School and/or part- or full-time return to brick-and-mortar school.</li> </ul>