



**State of Florida
Department of Children and Families**


Rick Scott
Governor

Mike Carroll
Secretary

DATE: April 10, 2015

TO: DCF Regional Managing Directors
Community-Based Care Lead Agency CEOs
Sheriff's Offices Conducting Child Protection Investigations
Regional Family and Community Services Directors
CBC Contract Managers

THROUGH: Vicki Abrams, Assistant Secretary for Operations
Janice Thomas, Assistant Secretary for Child Welfare
Traci Leavine, Director of Child Welfare Practice

FROM:  Elisa Cramer, Community Services Manager
Kimberly Grabert, Statewide Human Trafficking Prevention Director

SUBJECT: Human Trafficking Screening Tool and Foster Parent Training

PURPOSE: The purpose of this memorandum is to provide a status update on two statutory requirements involving the identification of human trafficking victims and the training of foster parents who care for human trafficking victims.

Human Trafficking Screening Tool

Section 409.1754(1)(a), Florida Statutes, requires the following:

The department shall develop or adopt one or more initial screening and assessment instruments to identify, determine the needs of, plan services for, and determine the appropriate placement for sexually exploited children.

To address this statutory requirement, the Department of Children and Families and the Department of Juvenile Justice convened a Statewide Human Trafficking Tools Workgroup. This workgroup has created the Human Trafficking Screening Tool (HTST). This tool was designed to help child welfare and delinquency professionals screen for possible youth victims of human trafficking and is based on previously validated tools, as well as current published research regarding the development of such tools. Please find a copy of the tool attached.

The Department of Children and Families will begin using this tool among specified Child Protective Investigators on April 13, 2015. Two pilot sites have been identified, Hillsborough and Duval counties. This tool will eventually be implemented by all Child Protective Investigators investigating human trafficking allegations and Community-Based Care Lead Agencies on suspected human trafficking victims among their caseloads. Once a child has been identified as a probable victim using the HTST, the tool will not need to be completed again. All parties will share the tool. Any tools completed by DJJ staff will be forwarded to Regional

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Criminal Justice Coordinators. The Criminal Justice Coordinators will forward the received tool, via e-mail, to the assigned Child Protective Investigative Supervisor (CPIS), who will upload the tool into FSFN. Once the tool has been scanned, it should be uploaded into the filing cabinet. The CPIS should choose "other" for file type and label it as the HT tool.

Only individuals who have completed the Specialized Human Trafficking Training, as detailed in the "Specialized HT Requirements for Training" memo signed on July 22, 2014, may execute the tool. CFOP 175-14 will be updated to reflect the new tools and their implementation guidelines.

Trainings on the HTST were held in Hillsborough County on April 1, 2015 and Duval County on April 7, 2015. Additional trainings will be scheduled and held as the Office of Child Welfare incorporates feedback from the pilot sites. The rest of the state is targeted to implement the tool by the end of the 2015 calendar year.

Foster Parent Curriculum Training

Section 409.1678(7)(e), F.S., requires:

The community-based care lead agencies shall ensure that foster parents of safe foster homes and staff of safe houses complete intensive training regarding, at a minimum, the needs of sexually exploited children, the effects of trauma and sexual exploitation, and how to address those needs using strength-based and trauma-informed approaches. The department shall specify the contents of this training by rule and may develop or contract for a standard curriculum.

The Florida Department of Children and Families has reviewed and approved two curricula for training safe foster home parents.

These curricula, by Devereux Florida and Citrus Health Network, are the only two curricula that currently have been submitted to the Department for consideration in training and preparing foster parents to work with commercially sexually exploited children under the safe foster home model.

Community-based care lead agencies are encouraged to contact these organizations for information on their pricing schedules and curriculum and training components. Contact information is below for the approved vendors:

CHANCE Specialized Therapeutic Foster Care Training Program
developed by Citrus Health Network, Inc.
Contact: Dr. Kimberly McGrath
Phone: 305-424-3031
KimberlyM@citrushealth.com

DELTA Curriculum developed by Devereux
Contact: Lisa Pompano
Phone: 386-523-4297
LPOMPA@devereux.org

ACTION REQUIRED: Please share this information with all Child Protective Investigators, Case Managers and Supervisors who handle investigations or services for human trafficking victims.

CONTACT INFORMATION: If you have any questions about the Screening Tool pilots, please contact Sue Aboul-Hosn at (407) 719-4228 or Sue.Aboul-Hosn@myflfamilies.com.

If you have questions about the foster parent training, please contact Tisha Pierre at (850) 228-9984 or Tisha.Pierre@myflfamilies.com.

If you have any questions regarding the Department of Juvenile Justice implementation, please contact Bethany Brimer at (850) 597-6063 or bethany.brimer@djj.state.fl.us

ATTACHMENTS:

Human Trafficking Screening Tool

"Specialized HT Requirements for Training" memo (July 22, 2014)

cc: Regional Criminal Justice Coordinators

Human Trafficking Screening Tool (HTST) Instructions

This guide¹ is designed to help child welfare and delinquency professionals screen for possible youth victims of human trafficking. The tool, in its entirety, should be used by the Department of Children and Families' Child Protective Investigators, the Sheriff's Offices Child Protective Investigators and Community-Based Care Lead Agency staff or their contracted providers as outlined below. Human trafficking may be suspected for a number of reasons.

Department of Children and Families

The following indicators will trigger Child Protective Investigators (CPI) to conduct the HTST with a child or victim listed in their report. Only staff who have completed the Specialized Human Trafficking training may complete the tool. A non-specialized CPI who recognizes any of the below indicators on a child or victim in an investigation is to request a specialized CPI to administer the screening tool.

Community-Based Care Lead Agencies

When a child on a Family Case Manager's (FCM) caseload has any of the following indicators, the FCM will refer the child to the Community-Based Care Lead Agency's designated specialized screener to conduct the HTST. If a dependent child already has a current designation in FSFN as confirmed CSEC involved on the person management page, the HTST does not need to be utilized on that child.

Indicators: *(All are independent indicators with the exception of running away and history of sexual abuse.)*

- History of running away or getting kicked out 4+ times in addition to a history of sexual abuse. *(Definition of running away or getting kicked out of home: Include times the youth did not voluntarily return within 24 hours, and include incidents not reported by or to law enforcement.)*
- Current incident or history of inappropriate sexual behaviors (not limited to prostitution)
- Youth's acknowledgement of being trafficked
- Child has no personal items or possessions (including identity documents if foreign born - labor trafficking)
- Child is not allowed or unable to speak for him/herself and may be extremely fearful
- Child appears to have material items that he or she cannot afford (e.g. cell phones, expensive clothing, tablets, etc.)
- Child has no knowledge about the community he/she is located in
- Child shows signs of being groomed (i.e. hair done, nails done, new clothing, etc. that child cannot afford or justify how paid for)
- Suspicious tattoos or other signs of branding (e.g. tattoos of the trafficker's names, dollar signs, diamonds, stars, etc. May also have certain designs/logos on nails, jewelry, etc.)
- Child associates and/or has relationships with age-inappropriate friends, boyfriends, and/or girlfriends
- Child known to associate with confirmed or suspected CSEC youth
- Child is recovered from runaway episode in a hotel or known area of prostitution
- Child has inappropriate, sexually suggestive activity on social media websites and/or chat apps
- Report of human trafficking by parent/guardian, law enforcement, medical or service provider,

¹ The contents of this guide and the screening tool were informed by the research and reporting of the Vera Institute (2014) *Screening for Human Trafficking: Guidelines for Administering the Trafficking Victim Identification Tool (TVIT)*, the Polaris Project (see www.PolarisProject.org), and the Covenant House (2013) *Human Trafficking Interview and Assessment Measure*.

teacher, child protective services, and/or juvenile probation officer.

To ensure that the tool is administered effectively, all screeners should follow the screening protocol set forth in this guide. It is important for screeners to understand that questions designed to screen for human trafficking are invasive by nature and may reveal that a youth is suffering from the effects of exposure to trauma. As such, screeners must take care to create a safe environment in which they establish rapport and trust with the youth. Additionally, screeners should be prepared to call upon therapeutic and legal staff in responding to the needs of trafficking victims.

Youth may be reluctant to respond due to a lack of trust, fear of consequences related to disclosure, and/or not viewing themselves as a victim. Strengths-based, non-judgmental, and trauma-informed approaches should be used to engage youth in a conversation to secure answers to the questions within the tool, rather than reading items verbatim. Motivational interviewing techniques may also be used to gently question inconsistencies and encourage disclosure. The guidelines that follow provide instruction for following the screening protocol for administering the HTST and should be adhered to each time a screening is conducted.

HTST Screening Protocol

Screening Preparation

The screening should be conducted in a safe and non-threatening environment. Screeners should be well-prepared, should be comfortable working with victims of trauma, and should recognize the need to ask questions in an appropriate manner that is sensitive to the needs of youth. The following guidelines should be followed when preparing to conduct a HTST screening:

- ➔ Read through the entire screening tool and this Administration Guide, so that you are familiar with the tool and able to conduct the screening in a conversational style, allowing the youth to direct the flow of discussion.
- ➔ Conduct the screening in a private, quiet environment designed to make the youth feel physically comfortable and safe.
- ➔ Be prepared to provide the youth with basic needs, such as an interpreter, tissues, drink, food, clothing, medical or therapeutic care, and/or access to services, as appropriate.
- ➔ If an interpreter is necessary, he/she should be trustworthy (unknown to the youth being interviewed) and able to use the same wording as the screener when asking questions and the same wording as the youth when answering questions. Use of an agency or certified interpreter is required (per DCF Operating Procedure 60-10, Chapter 3, in compliance with the laws governing ADA and Section 504 of the Rehabilitation Act), and interviewers need to offer such to the youth when possible.
- ➔ Do not interview a youth in front of a suspected trafficker or individual who is exhibiting controlling behavior over the youth. Do not allow this person to interpret for the youth if he/she does not speak fluent English.
- ➔ Recognize that dressing in uniforms, suits, or other formal attire may cause youth to fear that you are with immigration services or other enforcement agencies.

- ➔ Use strengths-based and trauma-informed care approaches during the screening, allowing youth to lead the direction of the conversation.
- ➔ The screening process may need to take place over multiple contact points if the screener judges that the youth needs more time. The screener may postpone the discussion to a later time when the youth is ready to discuss his/her experiences. When a youth displays acute signs of anxiety, the screener should consider contacting a trained mental health professional to complete a session with the youth.

The screening tool contains a number of techniques used to help screeners administer the tool properly. Screeners should be familiar with these techniques which include the following:

- ➔ Instructions to screeners are provided in the HTST in *italics* throughout the tool. These instructions guide screeners to sub-questions that may need to be asked, sections that require information to be filled in, and questions that include prompts for further explanation.
- ➔ Introductory comments and questions to youth are in **bold typeface**. Introductory comments should be read to the youth. Screeners should use a conversational approach to secure answers to the HTST questions, being sensitive to the needs of youth who may be suffering from the effects of exposure to trauma.
- ➔ Screeners should use professional judgment in deciding whether to preface a question or a prompt with phrasing such as, “Please tell me more about that...” or “If you are comfortable, could you tell me about that?”
- ➔ Sections A, B, H, and I are preceded with the instruction – *(DO NOT READ TO YOUTH)* – these sections are intended to be completed by the screener and not asked of the youth.
- ➔ Please use the lines provided within the tool to record youth’s responses to open-ended questions or any additional information that has been disclosed to you that is specific to your determination of the child’s involvement.
- ➔ At the end of selected questions, you will see this symbol ➔ which asks that screeners code for the likelihood that the youth’s responses suggest any evidence of the problem targeted by the preceding item(s). An example is provided below:
 - ➔ Evidence of Unsafe Living Environment: (*Check one*) Yes _____ No _____

Item-by-Item Guide for Administering the Tool

Section A is to be completed by the screener and not asked of the youth.

Section A – Background Information

(DO NOT READ TO YOUTH)

1. Date of Screening: ___ ___ / ___ ___ / ___ ___ ___ ___ (MM/DD/YYYY)
2. Location of screening: _____
3. Screener Name: _____
4. Reason for Screening: *(Check all that apply)*
 - History of running away or getting kicked out 4+ times in addition to history of sexual abuse.
(Definition of running away or getting kicked out of home: Include times the youth did not voluntarily return within 24 hours, and include incidents not reported by or to law enforcement.)
 - History of running away or getting kicked out 4+ times, in addition to any independent indicator below.
 - Current incident or history of inappropriate sexual behaviors (not limited to prostitution)
 - Youth's acknowledgement of being trafficked
 - Child has no personal items or possessions (including identity documents if foreign born - labor trafficking)
 - Child is not allowed or unable to speak for him/herself and may be extremely fearful
 - Child appears to have material items that he or she cannot afford (e.g. cell phones, expensive clothing, tablets, etc.)
 - Child has no knowledge about the community he/she is located in
 - Child shows signs of being groomed (i.e. hair done, nails done, new clothing, etc. that child cannot afford or justify how paid for)
 - Suspicious tattoos or other signs of branding (e.g. traffickers' names, dollar signs, diamonds, stars, etc. May also have certain designs/logos on nails, jewelry, etc.)
 - Child associates and/or has relationships with age-inappropriate friends, boyfriends, and girlfriends
 - Child known to associate with confirmed or suspected CSEC youth
 - Child is recovered from runaway episode in a hotel or known area of prostitution
 - Child has inappropriate, sexually suggestive activity on social media websites and/or chat apps.
 - Report of human trafficking by parent/guardian, law enforcement, medical or service provider, teacher, child protective services, and/or juvenile probation officer.
5. Mode of Screening:

- Screening with interpreter
- Screening without interpreter
- Interpreter needed but unavailable

Section B is to be completed by the screener and not asked of the youth.

Section B – Demographic Information

(DO NOT READ TO YOUTH)

6. Youth's Name: _____
7. FSFN Child ID # _____
8. Intake # _____
9. DCF FSFN case ID # _____
10. SSN (last four digits): _____
11. Sex: _____
12. Race/Ethnicity: _____
13. Preferred Language: _____

Begin the screening by reading the following introductory comments to the youth:

This is an interview to better understand your current situation and experiences. I will be asking you questions about yourself. Try to be as honest as you can. Some questions may be sensitive and hard for you to answer. You do not have to answer anything you don't want to answer. You can take a break at any time, ask to finish at a later time, or stop the session. I want you to know that you can trust me and that your safety is my priority. Everything you say will be kept completely confidential, unless you describe a situation where you or someone else is in immediate danger or at risk of being abused or hurting someone else. Before we get started, do you have any questions?

Section C – Youth Personal Background

I'd like to begin with some general questions about you and your personal background.

14. **What is your date of birth?** ___ / ___ / _____ (MM/DD/YYYY)

14a. *(If youth does not know, ask):* **Approximately how old are you?** _____

15. What country were you born in? _____

16. What city do you live in? _____

16a. *(DO NOT READ TO YOUTH)* Was youth arrested outside the city in which he/she resides?

- No
- Yes

17. Do you go to school?

- No *(If 'no,' skip to Item 18)*
- Yes *(If 'yes,' proceed to Item 17a below)*
- Refused to answer

17a. **Where do you go to school?** *(Fill in. If school entered, ask item 17b)*

17b. **How many days have you attended school in the last two weeks?**

- 0 days
- 1-5 days
- 6-10 days
- Not applicable/school not in session

18. Do you get on the Internet, Wi-Fi, or use phone or tablet apps?

- No *(If 'no,' skip to Item 19)*
- Yes *(If 'yes,' ask Item 18a below)*
- Refused to answer

18a. **What kind of sites or apps do you use?** *(Check all that apply)*

- Twitter
- Instagram
- Snapchat
- Online game chat
- Instant messaging
- Facebook
- Tinder
- Craigslist
- Backpage
- Other apps or sites *(fill in)* _____
- Refused to answer

19. **Have you ever agreed to meet someone you met online or through the Internet or through a phone app?**

- No
- Yes *(If 'yes,' prompt by saying, Tell me more about that.)*
- Refused to answer

➔ **Evidence of Unsafe Online Activity:** *(Check one)* Yes _____ No _____

20. **So, do you currently have a boyfriend or girlfriend?**

- No *(If 'no,' skip to Item 21)*
- Yes *(If 'yes,' ask Item 20a and Item 20b below)*
- Refused to answer

20a. **How old is he/she?**

- Less than 10 years old
- 10 to 15 years old
- 16 to 17 years old
- 18 to 21 years old
- 22 years or older
- Refused to answer

20b. **How did you meet?**

- Through a friend
- At school
- Through a family member
- Online (Facebook, Internet, game console)
- Public place (mall, movies, sports event)
- Work
- Other *(Fill in)* _____
- Refused to answer

21. **Do you have any tattoos?**

- No *(If 'no,' skip to Item 22)*
- Yes *(If 'yes,' ask Item 21a through Item 21c below)*
- Refused to answer or responded no, but staff observed tattoos *(If selected, ask items 21a through 21c below)*

21a. **What is the tattoo(s)?** *(Screener may respond to this item based on youth response and/or based on observation of the tattoo.) (Check all that apply.)*

- Dollar/currency sign, money bags

- Star/hearts
- Male name
- Female name
- Nickname or street name
- Refused to answer
- Other *(Describe)* _____

21b. What does your tattoo(s) mean? *(Check all that apply)*

- Family connection
- Personal meaning *(Fill in)* _____
- Romantic partner's name
- Gang-related
- Suspected trafficker's name/initials
- Forced branding/ownership
- No meaning
- Don't know the meaning
- Refused to answer
- Other *(Fill in)* _____

21c. Who was with you when you got your tattoo(s)? *(Check all that apply)*

- Family member
- Friend
- Romantic partner
- No one
- Suspected trafficker
- Gang member
- Refused to answer
- Other *(Fill in)* _____

22. Do you have any scars or brands that were made intentionally, not from an accident or injury?

(Screener should respond based upon youth answer and/or observation of visible scars)

- No *(If 'no,' skip to Item 23)*
- Yes *(If 'yes,' ask Item 22a)*
- Refused to answer
- Screener observes mark(s), but youth denies mark(s) made intentionally

22a. Who was with you when you got your brand(s) or when you received the scar?

(Check all that apply)

- Family member
- Friend

- Romantic partner
- No one
- Suspected trafficker
- Gang member
- Refused to answer
- Other (*Fill in*) _____

➔ **Evidence of Forced Tattooing/Branding:** (*Check one*) Yes _____ No _____

Section D – Living Conditions

Next, I'd like to talk to you about where you live and the people you live with.

23. So, tell me about your current living situation. What type of place do you live in?

(Screener may prompt the youth by listing examples from below) (Check all that apply)

- House
- Apartment
- Group/foster home
- Car/van
- Shelter
- Rehabilitation facility
- Hotel or motel
- Part of a residence – garage, basement, shed
- Squat
- Traveling/in-between residences
- Homeless
- Refused to answer
- Other (*Fill in*) _____

24. Who lives with you? (*Check all that apply*)

- Father
- Mother
- Both parents
- Guardian
- Step-parent
- Relative(s)
- Friend(s)
- Romantic partner (girlfriend/boyfriend)
- By myself
- Refused to answer

Other (Fill in) _____

25. Do you pay for where you live?

- No (If 'no,' skip to Item 26)
- Yes (If 'yes,' ask Item 25a below)

25a. How do you pay for where you live? (Check all that apply)

- Parents/relatives
- Friends
- Romantic partner
- Myself through employment/job
- Myself through selling drugs
- Myself through stealing
- Myself through engaging in sexual acts for money/material gain
- Panhandle/beg
- Refused to answer
- Other (Fill in) _____

26. Have you ever had any contacts or visits from the Department of Children and Families?

(Note, youth may use other terminology including HRS, CPS, CBC, and/or The State)

- No
- Yes
- Refused to answer

➔ **Evidence of Unsafe Living Environment:** (Check one) Yes _____ No _____

Section E – Work Information

Now, I'd like to ask you some questions about work situations. What I mean by "work" is anything you have done where you have received something of value, like money, food, clothing, a place to stay, drugs, or gifts, in exchange for your efforts. This could include a more typical job like working at a fast-food restaurant or store, but may also include things that some kids have to do to survive when away from their homes, anything where you were given something of value for your efforts. So, your boss may have been a typical employer or may have been a family member, friend, boyfriend or girlfriend, or someone you lived with or had a relationship with.

27. So, do you have a job or did you have one before coming here?

- No (If 'no,' skip to Item 35)
- Yes (If 'yes,' continue to Item 28 below)

28. What type of work do you do? *(Check all that apply)*

- Agricultural/farm work
- Housekeeping/janitorial work
- Door-to-door sales
- Restaurant work
- Construction
- Retail
- Nails/hair
- Massage
- Personal dancing, stripping, or similar activity
- Refused to answer
- Other *(Fill in)* _____

29. How much money do you make an hour? *(Screener may ask relative to the minimum wage rate)*

- At or below minimum wage *(Minimum wage is \$7.93/hour in Florida)*
- More than minimum wage but less than \$15 an hour
- \$15-\$25 an hour
- More than \$25 an hour
- Does not know
- Refused to answer


30. Does your boss or supervisor owe you money?

- No
- Yes
- Refused to answer

31. Do any of your family members owe your boss money?

- No
- Yes
- Refused to answer

Screener may prompt for something else that is owed like a favor, house, property, or land.

 **Evidence of Indentured Servitude:** *(Check one)* Yes _____ No _____

32. **Have you ever worked or done something for your boss without getting the payment that you thought you would get?**

- No *(If 'no,' skip to Item 33)*
- Yes *(If 'yes,' ask Item 32a through Item 32c below)*
- Refused to answer

32a. **What kind of work was it?** _____

32b. **What payment did you expect?** _____

32c. **What did you receive?** _____

➡ Evidence of Deceptive Payment Practices: *(Check one)* Yes _____ No _____

33. **Do you live and work at the same place?**

- No
- Yes
- Refused to answer

34. **Can you quit or could you have quit your job at any time without punishment from your boss or supervisor?**

- No
- Yes
- Refused to answer

➡ Evidence of Forced Labor: *(Check one)* Yes _____ No _____

35. **When you think about the future, what do you want to do when you get older?** *(Fill in)* _____

Section F – Leaving or Running Away from Home

I'd like for you to think about the past 12 months and times when you have been away from home.

36. Have you run away, stayed away, or left your home without permission in the past year?

- No (If 'no,' skip to Item 37)
- Yes (If 'yes,' ask Items 36a through 36k below)
- Refused to answer

36a. How many times have you run away or left without permission?

- 1 to 5 times
- 6 to 10 times
- 11 to 20 times
- More than 20 times
- Refused to answer

36b. How long were you gone the last time you left home?

- 1 to 6 days
- 1 to 4 weeks
- 2 to 3 months
- 4 months or longer
- Refused to answer

 Evidence of Excessive Running Away: (Check one) Yes _____ No _____

36c. Where did you go when you left? (Check all that apply)

- Friend's place
- Relative's place/other biological parent's place
- Romantic partner's place
- Motel/hotel
- Street
- Out of town
- Pro-social adult's place
- Anti-social adult's place
- Street gang
- Refused to answer

36d. **While you were away, how did you support yourself?** *(Check all that apply)*

- Family/relatives took care of me
- Friend(s) took care of me
- Romantic partner helped
- Worked (legal employment/jobs)
- Money through drugs
- Money/material gain/favors from prostitution, stripping or similar activities
- Didn't stay away long enough to need support
- Stealing
- Government assistance
- Panhandling
- Borrowed money from friends
- Trafficker/pimp
- Refused to answer
- Other *(Fill in)* _____

36e. **While you were away, were you in control of your own money?**

- No
- Yes
- Refused to answer

36f. **Who were you with while you were away?** *(Check all that apply)*

- No one
- Friends
- Romantic partner
- Suspected trafficker/pimp
- Guardian
- Family/relatives
- Street gang
- Refused to answer

36g. **Did that person(s) ever give you things like money, drugs or clothes?**

- No
- Yes
- Refused to answer

 Evidence of Questionable Support While Away: *(Check one)* Yes _____ No _____

36h. **Did you leave town while you were away from home?**

- No
- Yes
- Refused to answer

36i. **While you were away, did anyone you were with not allow you to go back home?**

- No
- Yes
- Refused to answer

➡ Evidence of Forced Restraint: *(Check one)* Yes_____ No_____

Sometimes, people find themselves in situations where they feel unsafe, threatened, controlled or even tricked into doing something they didn't want to do. I am going to ask you a few questions about things that might have made you feel unsafe, threatened, controlled or tricked into doing something you didn't want to do.

36j. **While you were away, did you experience anything that made you uncomfortable?**

- No
- Yes; if so, what? *(Fill in)* _____
- Refused to answer

36k. **Sometimes, young people who are away from home can be taken advantage of and asked to do sexual activities in exchange for something of value. These activities can include dancing, stripping, posing for photos, or sex of any kind. While you were away, did anyone ever ask you to do something like that?**

- No
- Yes
- Refused to answer

➡ Evidence of Oppressive Activities: *(Check one)* Yes_____ No_____

Section G – Sexual Exploitation/Coercion/Control

37. In thinking about your past experiences, has anyone ever locked doors or windows or anything else to stop you from leaving work or home?

- No
- Yes
- Refused to answer

➡ Evidence of Inability to Leave: (Check one) Yes _____ No _____

38. Has anyone ever forced you to get or use false identification, like a fake ID or fake green card?

- No
- Yes
- Refused to answer

➡ Evidence of Forced Deception: (Check one) Yes _____ No _____

39. Has anyone ever pressured you to touch someone physically or sexually when you didn't want to?

- No
- Yes
- Refused to answer

40. Has anyone ever asked/made you do anything sexually that you didn't want to do?

- No
- Yes
- Refused to answer

41. Has anyone in your home ever done anything sexually to you that you didn't want?

- No
- Yes
- Refused to answer

➡ Evidence of Sexual Exploitation: (Check one) Yes _____ No _____

42. **Have you or someone else received something of value like money, a place to stay, food, clothes, gifts, favors, or drugs in exchange for your performing a sexual activity?**

- No
- Yes
- Refused to answer

 **Evidence of Compensation for Sexual Activity:** *(Check one)* Yes _____ No _____

Screener, close out the interview by saying the following to the youth:

I want to thank you for being open with me and answering these questions. Do you have any questions, or is there anything that you would like to talk about?

Section H – Parent/Guardian Information

(DO NOT READ TO YOUTH)

Section H is to be completed by the screener.

43. Did you speak with the child’s parent(s) or guardian(s)?

- No
- Yes (If yes, to whom did you speak? _____)

If yes, then ask parent/guardian items 44-47.

44. Does the parent/guardian report that youth has a cell phone that a third party/trafficker pays for or might be paying for?

- No
- Yes

45. Does the parent/guardian report that youth returns home from running away with hair/nails done, new clothing or money that were not provided by the parent/guardian?


- No
- Yes

46. Does parent/guardian report that youth has internet postings or text/cell phone messages that indicate youth may be exchanging sex for something of value to him/her?

- No
- Yes

47. If youth has a tattoo of someone else’s name, does guardian verify this person is who youth says the person is?

- No
- Yes

 **Evidence of Potential Trafficking:** *(Check one)* Yes _____ No _____

Section I – Post-Screening Assessment

(DO NOT READ TO YOUTH)

Section I is to be completed by the screener.

48. Did you observe any nonverbal indicators of past victimization? *(If so, explain)* _____

49. Did you observe any indicators that the youth’s responses may have been false? *(If so, explain)*

50. Indicate the likelihood that the youth is a victim of trafficking:

- Definitely not
- Likely not
- Not sure
- Likely is
- Definitely is

51. Provide at least three reasons for your answer in Item 50:

1. _____
2. _____
3. _____

If you answered “not sure,” “likely is,” or “definitely is”:

For CBC staff - call the Florida Abuse Hotline at 1-800-962-2873 and schedule a Multidisciplinary Team (MDT) staffing as soon as possible or as is required by CFOP 175-14. If the child is a possible or confirmed CSEC victim, place the appropriate designation in FSFN.

For DCF staff - schedule an MDT staffing as soon as possible or as is required by CFOP 175-14. Please add the appropriate human trafficking maltreatment code to your investigation, if not already included.

Reminder: If you have personal knowledge that the youth is a victim of human trafficking, you must call the Florida Abuse Hotline.

52. What kind of service referrals, if any, will you make for the youth? (You may include MDT service referrals.)

1. _____
2. _____
3. _____
4. _____
5. _____



State of Florida
Department of Children and Families

Rick Scott
Governor

Mike Carroll
Interim Secretary

DATE: July 22, 2014

TO: Regional Managing Directors
Community-Based Care Lead Agencies
DCF CBC Contract Managers
Sheriff's Offices conducting child protective investigations

THROUGH: *Pete Digre for Pete Digre*
Pete Digre, Deputy Secretary
Janice Thomas, Assistant Secretary for Child Welfare
Traci Leavine, Child Welfare Practice Director
Elisa Cramer, Community Services Manager *ELC*

FROM: *Kimberly Grabert*
Kimberly Grabert, Human Trafficking Prevention Director

SUBJECT: Training Requirements for Specialized Human Trafficking Designation

PURPOSE: House Bill 7141, which was approved by the 2014 Legislature, created s. 409.1754, Florida Statutes, which cites administrative requirements for serving child victims of sexual exploitation.

The new law requires "specialized intensive training" for child protective investigators and case managers who are handling cases involving a sexually exploited child. Section 409.1754(2)(a)1, Florida Statutes, says:

- (2) TRAINING; CASE MANAGEMENT; TASK FORCES.—
- a)1. The department and community-based care lead agencies shall ensure that cases in which a child is alleged, suspected, or known to have been sexually exploited are assigned to child protective investigators and case managers who have specialized intensive training in handling cases involving a sexually exploited child. The department and lead agencies shall ensure that child protective investigators and case managers receive this training before accepting a case involving a sexually exploited child.

This memorandum outlines the training requirements for child protective investigators (DCF and Sheriff's Offices) and dependency case managers, in order to comply with the new law. This training also is extended to DCF licensing staff members.

This memo also provides guidance about ongoing training requirements and broad parameters for developing local, individualized training in different regions and circuits.

1317 Winewood Boulevard, Tallahassee, Florida 32399-0700

Specialized Human Trafficking Training

Initial Training needed to start accepting cases with human trafficking victims

3 Hours	Human Trafficking 101	Intro to minor sex trafficking National & local scope of problem Victim profiling (vulnerabilities, statistics, traditional ideologies) Primary manifestations of minor sex trafficking Trafficker profiling Recruitment/grooming techniques Methods of control/coercion “The Game” (terminology, rules) Demand/Buyer profiling (mindset, belief systems) Impact of trauma on victims Psychological/behavioral indicators, basic overview of complex trauma
1 Hour	HB 7141: An expansion of the Safe Harbor Act	Details of House Bill 7141 Training Tools Task Forces Licensure and Certification of safe houses and safe foster homes Training for residential and foster providers Human Trafficking Commission OPPAGA Study (Office of Program Policy Analysis and Governmental Accountability)
2 Hours	Additional Live Training on Specialized Topics (Can choose one or more)	Examples: Gangs in Trafficking Local procedures and policies Understanding complex trauma Demand Reduction Strategies (Man up program) Cultural Competency with At-Risk populations At-Risk Populations: APD, LGBTQ, and/or DJJ/DCF crossover children Organizations sharing their experiences with cases: Homeland Security, FBI, Miami SAO, etc. Motivational Interviewing Development of Local Case Studies Strength-based Training National research trends in treatment for CSEC Poly-victimization Trauma training for non-professionals Survival Panel

Ongoing Training required for Completion of Specialized Human Trafficking

12 months following initial training	1 hour of training per quarter , cannot be combined into one training experience. For a total of 4 hours in the fiscal year.
After first 12 months	1 hour of training per quarter , cannot be combined into one training experience. For a total of 4 hours each fiscal year.

Ongoing training can consist of webinars, independent readings, live trainings or conferences.

The Community-Based Care Lead Agencies (CBCs) and Regions will need to track training for their staff. They are responsible for verifying completion of the training prior to acceptance of cases. CBCs and Regions may choose to utilize the Training Tracker functionality located within FSFN.

There is a link at the Center for Child Welfare site for Human Trafficking (<http://centerforchildwelfare.fmhi.usf.edu/SexualExploitation/SexualExploitation.shtml>) and continuous building of an online library and webinar trainings: <http://centerforchildwelfare.fmhi.usf.edu/LegislativeChanges/HB7141.shtml>. If you have materials you would like to share for the library, including videotaped presentations, contact Kimberly Grabert at Kimberly_Grabert@dcf.state.fl.us.

There also will be a resource for all staff with trainers available by region and statewide through a link on the Human Trafficking page at the Child Welfare site. In addition, there is a link to the Human Trafficking Contact List by Circuit. Task Forces in each area are an excellent resource for trainings.

ACTION REQUIRED: Please share this memorandum with all child welfare staff members who serve child victims of human trafficking. Licensing staff also are encouraged to attend these trainings. Additional guidance for colleagues who have already completed training and for CBCs interested in developing their own training is below.

Grandfather Clause

If you have staff members who have completed a minimum of 10 hours of training in the last 24 months on Human Trafficking, they need only complete the one-hour webinar on House Bill 7141 to be qualified for meeting the initial training criteria.

They will need to complete **one hour** of additional training per quarter in the first 12 months and the subsequent annual re-certification of **one hour** per quarter.

Developing your own training

The majority of CBCs in the state have participated in the Kristi House Training. This training is sufficient to meet the 3 hours of Human Trafficking 101. DCF Circuits and Regions, Sheriff's Offices conducting child protective investigations and CBCs may develop individual training, incorporating the components listed on the first page. Please share a copy of your training with Kimberly Grabert, Kimberly_Grabert@dcf.state.fl.us, for prior review by the Office of Child Welfare.

The HB 7141 training presentation, including a downloadable PowerPoint, is available at <http://centervideo.forest.usf.edu/dcfimplementation/housebills/housebills.html>. You may use experts, task forces, tools purchased from trainers, etc. to provide the last 2 hours of required training, but it must be live in-class training.

CONTACT INFORMATION: If you have questions or need more information, please contact Kimberly Grabert at kimberly_grabert@dcf.state.fl.us or (352) 303-1366.

CC: JoShonda Guerrier, Director of Child Welfare Strategic Projects
Kellie Sweat Darnell, Director of Child Welfare Operations
Regional Family and Community Services Directors
Regional Licensing Staff