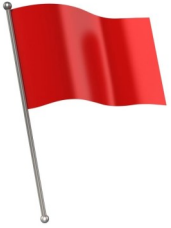




Red Flags of Labor Trafficking

- ♦ Unexplained or work-related physical injuries
- ♦ Has debt to employer or recruiter that they cannot pay off
- ♦ Informal or verbal job agreement/contract
- ♦ Not allowed to take adequate breaks, food or water while at work
- ♦ Feels as if they can't stop working or leave their situation
- ♦ Was recruited for different work than they are doing
- ♦ Victim may have a lack of knowledge about where they are or why
- ♦ Victim has someone with them at all times who seems controlling and speaking for the victim
- ♦ Required to live in housing provided by employer
- ♦ Has been abused or threatened with harm by a employer or supervisor
- ♦ Not provided with adequate personal protective equipment for hazardous work
- ♦ Buys toiletries or other necessities in the same place where they live/work
- ♦ Has numerous inconsistencies in his/her story; contradictory personal information (age, place of birth, family life)
- ♦ Has signs of physical abuse/bruises, broken bones, cuts, scars, and/or malnourishment
- ♦ Conversations may seem scripted, inconsistent, or vague



Red Flags of Sex Trafficking

- ♦ Secrecy in whereabouts; unaccounted time
- ♦ Chronically running away/missing from care/school
- ♦ Risky sexual behavior
- ♦ Risky online behavior/posting or sharing explicit materials
- ♦ Hiding what they're doing or who they are talking to
- ♦ Substance abuse
- ♦ Loss of interest in age appropriate activities
- ♦ Signs of controlling/abusive dating relationships
- ♦ Older romantic partner
- ♦ Has someone with them at all times who seems controlling and speaks for the victim
- ♦ Sudden changes in behavior or school performance
- ♦ Negative influential peer relationships
- ♦ Sudden or unexplained changes in dress/accessories/hair/nails
- ♦ Changes in communication from open to private/secretive/pursuit or more time alone
- ♦ Reduced desire to engage in family activities/becoming isolated from family, friends and others
- ♦ Conversations with victims may seem scripted
- ♦ Victims may appear afraid/nervous and may not make eye contact
- ♦ Signs of psychological trauma such as: severe anxiety, depression, suicidal thoughts, Stockholm's Syndrome, panic attacks, submissiveness and/or no emotional as all
- ♦ Signs of physical abuse; bruises, cuts, burns, malnourishment