



## Louisiana Child & Youth Labor Trafficking Identification Tool

Name or Case Number: \_\_\_\_\_ Date: \_\_\_\_\_

**Instructions:** The purpose of this tool is to support the identification of children and youth (under 24 years old) who may be victims of labor trafficking. This tool is to be used as a narrative assessment. The indicators outlined in the tool should not be asked directly to the child/youth. To determine if a child or youth may be a victim of labor trafficking, **please complete the tool in its entirety** and follow the actions for further monitoring, assessment, and/or reporting. Regardless of the tool's findings, if you have any suspicion or concern of labor trafficking involving a child, please make a report to the DCFS Child Abuse/Neglect Hotline at 855-452-5437. *For the complete instructions, please refer to the Supplementary User Guide.*

### SECTION 1: ENDS

**Did the child or youth engage in labor or services against their will, or were they forced to work to pay off debt?**  
*The 'ends' of the crime refer to the specific type of victimization that the child or youth experiences. Select all that apply.*

#### Forced Labor

- ☐ The child/youth is making low to no wages for their work.
- ☐ The child/youth is working long working hours with few or no days off.
- ☐ The child/youth is working or living in dangerous conditions.
- ☐ The child/youth is being pressured or tricked to do work they do not want to do.
- ☐ The child/youth cannot walk away, stop working, or is unable to quit.
- ☐ The child/youth is working against their will.
- ☐ Other: \_\_\_\_\_

Total  
number  
of boxes  
checked:

#### Debt Bondage

- ☐ The child/youth is required to pay off a real or alleged debt to their employer/abuser.
- ☐ The child/youth's debt is increasing over time, regardless of how much they work.
- ☐ The child/youth is uncertain about how much debt they have or have paid off.
- ☐ The child/youth works in exchange for food, rent, clothing, transportation, etc.
- ☐ Other: \_\_\_\_\_

- ☐ I am not aware of these circumstances applying to the youth/child.

No boxes  
checked.

**Proceed to SECTION 2**

### SECTION 2: MEANS

**What did someone do (or threaten to do) to ensure that the child or youth provided labor or services?**  
*The 'means' refers to the methods of force, fraud, and coercion a perpetrator uses to keep the child or youth in a trafficking situation. Select all that apply.*

#### Force (physical violence or restraint)

- ☐ The child/youth is physically harmed.
- ☐ The child/youth is forced to take drugs, alcohol, or other substances.
- ☐ The child/youth is sexually harassed, abused or assaulted.
- ☐ The child/youth is physically restrained or confined from leaving.
- ☐ The child/youth is denied medical care or has a developmental or intellectual disability.
- ☐ Other: \_\_\_\_\_

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |  |                                                      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|------------------------------------------------------|
| <b>Fraud</b> ( <i>lies, deception, or false promises</i> )                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |  | Total<br>number<br>of boxes<br>checked:<br><br>_____ |
| <input type="checkbox"/> The child/youth was given fraudulent identification documents.<br><input type="checkbox"/> The child/youth has a different job or is living in different conditions than they agreed to.<br><input type="checkbox"/> The child/youth was promised opportunities that never happened (the chance to go to school, lawful immigration status, a high-paying job, fame, fortune, etc).<br><input type="checkbox"/> Other: _____                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  |                                                      |
| <b>Coercion</b> ( <i>psychological or emotional control</i> )                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |  | _____                                                |
| <input type="checkbox"/> The child/youth is threatened with legal action from authorities (police, immigration, CPS, etc.)<br><input type="checkbox"/> Important documents (IDs, birth certificate, passport, etc.) were taken away from the child/youth.<br><input type="checkbox"/> The child/youth is isolated or confined from family, friends, or the public.<br><input type="checkbox"/> The child/youth's food intake, communication, or other daily activities are controlled.<br><input type="checkbox"/> The child/youth lives or works under constant surveillance.<br><input type="checkbox"/> The child/youth is mentally, emotionally, or verbally abused.<br><input type="checkbox"/> The child/youth is threatened with violence, or witnesses harm to others.<br><input type="checkbox"/> The child/youth faces retaliation for non-compliance or if they try to quit.<br><input type="checkbox"/> Other: _____ |  |                                                      |
| <input type="checkbox"/> I am not aware of these circumstances applying to the youth/child.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |  | No boxes checked.                                    |

**Proceed to SECTION 3**

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |  |                                                      |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|------------------------------------------------------|
| <b>SECTION 3: PROCESS</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |  |                                                      |
| <b>What were the intentional acts taken to get the child/youth into the possible trafficking situation?</b><br><i>The 'process' refers to the actions a perpetrator takes to get the child/youth into the situation described in Section 1. Select all that apply.</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |  |                                                      |
| <input type="checkbox"/> The employer/abuser hired the child/youth or obtained them from a third party (or a recruiter).<br><input type="checkbox"/> The employer/abuser provided transportation to the child/youth.<br><input type="checkbox"/> The employer/abuser provided housing to the child/youth.<br><input type="checkbox"/> The employer/abuser employed or benefitted from the child/youth's labor.<br><input type="checkbox"/> The employer/abuser recruited the child/youth to work.<br><input type="checkbox"/> The employer/abuser is harboring the child by controlling their movements or restricting access to others (for example, not attending school or other activities in order to work).<br><input type="checkbox"/> The employer/abuser physically held, restrained, or isolated the child/youth.<br><input type="checkbox"/> Other: _____ |  | Total<br>number<br>of boxes<br>checked:<br><br>_____ |
| <input type="checkbox"/> I am not aware of these circumstances applying to the youth/child.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |  |                                                      |
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |  | No boxes checked.                                    |

**Proceed to determine the Screening Result.**

**Assess the Number of Check Boxes Under Each Section to Determine Screening Result.**

**Indicated:** Select indicated if there is one checkbox in all three sections (Ends, Means, and Process).

**Concern:** Select “Concern” if there is one checkbox in two of the sections..

**Not Enough Information:** Select “Not Enough Information” if there are no boxes checked in no sections or at least one checkbox in one section.

**FINAL SCREENING RESULTS AND ACTIONS: \_\_\_\_\_**

*Assess the number of check boxes under each category of Ends, Means, and Process.*

**If the child/youth is in immediate danger or if there is an active safety concern, immediately call 911 and report to law enforcement. Review the User Guide for additional actions and guidance.**

- ☐ **INDICATED [Report]:** The child/youth is considered “indicated” for labor trafficking. As a result, this case warrants review by a Louisiana Human Trafficking Regional Care Coordination Team.

If this screening was completed on a child under the age of 18, call **DCFS at 855-452-5437 or law enforcement to report** human trafficking involving a child under the age of 18 years old. Refer to Care Coordination services by emailing [carecoordination@lacacs.org](mailto:carecoordination@lacacs.org) and attaching this screening tool.

If the youth is aged 18 years or older, provide them with the National Human Trafficking Hotline at 888-373-7888 and offer to make a referral to a local service provider with expertise in human trafficking. If the youth has a disability, report also to Adult Protective Services at 800-898-4910.

- ☐ **CONCERN [Re-Screen]:** There is concern that the child or youth may be experiencing labor trafficking.

If you are a mandatory reporter and have suspicion or knowledge of child abuse (ex: physical or sexual abuse) or neglect (ex: malnourishment), you are required by law to make a mandatory report to DCFS or law enforcement.

**Screen again in 90 days or upon learning new information.** Consider referring the child/youth to additional services as needed and appropriate.

- ☐ **NOT ENOUGH INFORMATION [Monitor]:** There is not enough information to determine whether the child/youth is experiencing labor trafficking.

**Continue to monitor the child/youth;** upon learning more information, re-screen the child/youth.



**DO I NEED TO MAKE A MANDATORY REPORT?** *Any suspicion or knowledge of sexual abuse, physical abuse, neglect, or maltreatment or trafficking of child by any person requires a report to Child Abuse/Neglect Hotline at 855-452-5437*

# Louisiana Child & Youth Labor Trafficking Identification Tool (LLTT)

## Supplementary User Guide

*V3 Updated: September 2025*



*The Office of*  
HUMAN TRAFFICKING  
PREVENTION

# Table of Contents

|                                                                 |           |
|-----------------------------------------------------------------|-----------|
| <b>Table of Contents</b>                                        | <b>1</b>  |
| <b>Overview of the Tool</b>                                     | <b>2</b>  |
| Contributors                                                    | 2         |
| Background                                                      | 3         |
| What is Labor Trafficking?                                      | 3         |
| Common Misconceptions About Trafficking                         | 4         |
| Purpose and Limitation of Screening                             | 4         |
| <b>How to Use this Tool</b>                                     | <b>6</b>  |
| Pre-Screening Criteria                                          | 6         |
| Gathering Information                                           | 7         |
| Conversation Starters                                           | 7         |
| <b>Instructions</b>                                             | <b>9</b>  |
| Methodology of Indicators                                       | 9         |
| Ends                                                            | 10        |
| Means                                                           | 11        |
| Force                                                           | 11        |
| Fraud                                                           | 11        |
| Coercion                                                        | 11        |
| Process                                                         | 12        |
| <b>Final Screening Results and Actions</b>                      | <b>13</b> |
| INDICATED                                                       | 13        |
| CONCERN                                                         | 14        |
| NOT ENOUGH INFORMATION [Monitor]                                | 15        |
| DO I NEED TO MAKE A MANDATORY REPORT?                           | 16        |
| <b>Additional Considerations</b>                                | <b>17</b> |
| Utilizing a Trauma-Informed, Victim/Survivor-Centered Approach  | 17        |
| Confidentiality                                                 | 18        |
| Applying Professional Judgement                                 | 18        |
| Resources for Victims                                           | 19        |
| <b>Contact Information</b>                                      | <b>19</b> |
| <b>Appendix</b>                                                 | <b>20</b> |
| A. Definitions in this Guide                                    | 20        |
| B. Louisiana Labor Trafficking Identification Tool (paper copy) | 20        |
| C. CAST's End-Means-Process Model Worksheet                     | 20        |

# Overview of the Tool

The purpose of the *Louisiana Child and Youth Labor Trafficking Identification Tool* (“Louisiana Labor Trafficking Tool” or LLTT) is to assist in the identification of children and youth who may have experienced labor trafficking up to 24 years of age. This screening tool assesses the presence of research-based indicators associated with labor trafficking and labor exploitation among children and youth. The result or “conclusion” of a completed screening helps Users identify next steps for further monitoring, assessment, service referral and/or reporting.

The tool was developed for use by children and youth-serving professionals (referred to as *Users* in this guide) in Louisiana as a narrative assessment, rather than a questionnaire or interview guide. While this tool is not validated, it has been developed based on the latest research and best practices for identification of child/youth victims of human trafficking. A paper copy of this tool can be found in Appendix B. For a list of definitions used in this guide, see Appendix A: Definitions. A paper copy of the tool can be found in Appendix B.

For the most effective use of this guide and tool, Users should:

- Study the contents of the guide.
- Review the tool and its indicators and consider whether additional training in the tool is needed.
- Develop and implement a screening protocol within the agency.
- Identify the local resources for human trafficking victims in their local community.

Though this simple check-box tool does not require prior training, the developers of this tool highly recommend that anyone who intends to use this tool seek training on labor trafficking identification and response prior to using it. For more information and training resources, please visit [www.humantrafficking.la.gov](http://www.humantrafficking.la.gov) or email [humantrafficking@la.gov](mailto:humantrafficking@la.gov).

## Contributors

This tool was created in partnership between the Louisiana Governor’s Office of Human Trafficking Prevention, Louisiana Alliance of Children’s Advocacy Center, and the Louisiana Department of Children and Family Services. Special thanks to Mary Kate Andrepont of the Governor’s Office of Human Trafficking Prevention and to Christy Tate, Shannon Catanzaro, and Lauren Brocksmith of the Department and Children and Families Services for their role in developing this tool and supplemental guide. Additional thanks to Leanne McCallum Desselle for facilitating the working group and the subject matter and lived-experience experts who participated in the working group. We are grateful to the experts at several agencies who reviewed the final product of this tool: U.S. Department of Justice Office for Victims of Crime (OVC), U.S. Department of Health and Human Services Office of Trafficking in Persons (OTIP), and RTI International.

## Background

Human trafficking, particularly labor trafficking, is an under-identified crime in Louisiana. In 2021, through the Louisiana Child and Youth Trafficking Collaborative project, the Office of Human Trafficking Prevention (OHTP), the Louisiana Alliance of Children's Advocacy Centers (LACAC), and DCFS began a working group to develop a tool that Child Protective Services (CPS) workers and child-serving agencies in Louisiana could use to screen children and youth for labor trafficking. Specifically, DCFS requested the development of a child labor trafficking screening tool that CPS workers could use to quickly and simply screen children. To achieve this goal, this group invited an array of 1) subject-matter experts on labor trafficking and 2) populations impacted by labor exploitation to participate in a focus group. Over the series of four focus group meetings, the team reviewed more than twenty tools, reports, and other pieces of literature on topics such as, labor trafficking screening, indicators of human trafficking for children and youth, and other screening tools of children and youth. The team then worked collaboratively to develop this tool with indicators that adhere to state and federal law on labor trafficking and state-specific guidelines on service referral and reporting.

## What is Labor Trafficking?

Louisiana Revised Statute 14:46.2 states *“it shall be unlawful for any person to knowingly recruit, harbor, transport, provide, solicit, receive, isolate, entice, obtain, or maintain the use of another person through fraud, force, or coercion to provide services or labor.”*<sup>1</sup> RS 14:46.2 defines labor and services as an activity having an economic value. **Human trafficking is when a person is compelled, either through force, fraud, or coercion, to provide sexual or labor services.** Human trafficking can happen to people of any age, gender, race, ethnicity, socio-economic status, and more. Specifically, labor trafficking can happen in any type of work whether it is legal or not. This includes the normal economy or the ‘gray economy’, also known as the underground or illicit economy (e.g., dealing with illicit substances).

Depending on the state, children typically are allowed to work legally when they’re between 14 and 16 years old. Child labor exploitation is when a child is working legally but is denied basic legal rights such as fair compensation. Child labor is when a minor under the legal working age is engaged in illegal work or work that’s harmful to his/her/their health, development, or education.<sup>2</sup> In Louisiana, the legal working age for children is age 14, though there are exceptions when the child’s parent or guardian is the owner of the business (see RS 23:162). Child labor trafficking can include components of child labor and labor exploitation, but is *only* considered labor trafficking when there are elements of force, fraud, or coercion. Learn more about employment of minors in Louisiana at the Louisiana Workforce Commission website, [www.laworks.net](http://www.laworks.net).

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<sup>1</sup> Louisiana Revised Statute 14:46.2. <http://www.legis.la.gov/Legis/Law.aspx?d=320889>

<sup>2</sup> Learn more about child labor laws and regulations from the Louisiana Workforce Commission’s “Employment of Minors Information Handbook”: [www.laworks.net/Downloads%2FWFD%2FEmploymentOfMinors.pdf&clen=135225&chunk=true](http://www.laworks.net/Downloads%2FWFD%2FEmploymentOfMinors.pdf&clen=135225&chunk=true)

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## Common Misconceptions About Trafficking

There are many common misconceptions about human trafficking. It is critical to know not only what trafficking is, but also what trafficking is not. A few misconceptions about labor trafficking are addressed below.

- Labor trafficking is not just unpaid labor or slavery.
- Traffickers do not only use physical restraint or force to keep victims in a trafficking situation.
- Labor trafficking can happen in both legal industries, such as hospitality, *and* in illicit industries, such as the drug trade.
- Anyone can be a victim; there is no “perfect victim.” Labor trafficking can happen to U.S. citizens, children, male-identifying individuals, and people with disabilities.
- Labor trafficking is not less harmful than sex trafficking and can result in a great deal of trauma experienced by the victim. A comprehensive service array that can meet the myriad needs of children and youth who have experienced labor trafficking is vital.

## Purpose and Limitation of Screening

Screening tools improve victim identification by using evidence-based indicators to weigh risk of possible trafficking. This tool was designed specifically with the view of Louisiana state law on labor trafficking (Revised Statute 14:46.2). The purpose of the *Louisiana Child and Youth Labor Trafficking Identification Tool* is to assist child/youth-serving professionals to identify possible victims and to provide clear next steps for reporting, service referral, and/or monitoring.

**This tool is appropriate for children and youth.** This tool's indicators were chosen for use with children and youth up to age 24.<sup>3</sup> However, it may have applicable indicators that are suitable for adults. For the purpose of this tool, children are people under the age of 18 years of age, and youth are people between the ages of sixteen and twenty-four. We use these words to differentiate because minors have special rights as a protected class, but in the process of our literature review we found that youth and young people up to 24 years old may have similar characteristics in terms of trafficking indicators.

**This tool is not a “red flags” checklist.** “Red flag” checklists have been commonly used by the human trafficking field for years. However, the presence of one or more “red flags” does not necessarily mean trafficking – or another form of child abuse – is occurring. Instead, indicator or “red flag” checklists should serve as quick reference that helps professionals recognize circumstances that suggest possible abuse. This tool is more than a red flag checklist. The tool cross references *evidence-based* indicators with the legal requirements of human trafficking to predict possible labor trafficking.

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<sup>3</sup> The Louisiana Child and Youth Sex Trafficking Identification Tool (LSTT), by contrast, is appropriate to screen up to age 21. This is because Louisiana's law on child and youth sex trafficking provides special provisions in the law for youth up to 21 years of age – including the rule that force, fraud, or coercion is not required for children and youth sex trafficking victims. *See La. Revised Statute 14:46.2 and 14:46.3.*

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**This tool is not a questionnaire or interview tool.** This tool should not be read verbatim to a child/youth. Instead, it is a narrative assessment tool. However, the tool may provide a helpful guide for you to incorporate topics in your conversations with the child/youth. In your interactions with the child/youth, it is important that you take time to build rapport with the child/youth and not press them for a disclosure, even inadvertently.

**This tool is not a diagnostic tool and cannot confirm human trafficking is occurring.** Screening is the first step in identifying children and youth with indicators of trafficking. A screening result of “indicated” prompts a mandatory report and a comprehensive assessment to determine whether the child/youth has experienced or is experiencing human trafficking. The tool, by itself, cannot confirm or validate labor trafficking. This tool does not replace an investigation of the allegation by law enforcement or child welfare.

*This content was produced in part by the Louisiana Child and Youth Trafficking Collaborative under 2021-63005, awarded by the Office for Victims of Crime, Office of Justice Programs, U.S. Department of Justice. The opinions, findings, and conclusions or recommendations expressed in this guide are those of the contributors and do not necessarily represent the official position or policies of the U.S. Department of Justice.*

# How to Use this Tool

This tool was created for use by professionals in Louisiana who may encounter victims of human trafficking. This is particularly useful for child protective service workers, service providers, and law enforcement. This tool does not require prior knowledge or advanced training on labor trafficking, though training in labor trafficking is encouraged. Please follow the instructions outlined below for using the tool.

Implementation of this tool includes four steps:

1. Assess ***Pre-Screening Criteria***
2. ***Gather Information*** about the topics outlined in the tool.
3. Fill out a ***copy of the Tool***. You may fill out the tool in a paper copy, fillable PDF version, or online through the Lighthouse Platform. To sign up for Lighthouse, email [lighthouse@alliesagainstsavery.org](mailto:lighthouse@alliesagainstsavery.org) with the subject line “Louisiana Screening New User.” We recommend you keep a record of the completed tool(s).
4. Assess the ***Final Screening Results and Actions*** for next steps recommended by the Tool (see below for instructions).

## Pre-Screening Criteria

To ensure that The Indicator Tool is implemented with all appropriate children/young people, we recommend considering several pre-screening criteria.

Screening must be implemented consistently and systematically. Without clear criteria and protocols, Users run the risk of missing vulnerable children and youth. While universal screening is widely considered a best practice for screening and assessment tools, selective screening may be utilized where it is implemented *consistently*. To promote early intervention and to mitigate inconsistent use of the tool, implementation of this tool is warranted when any of the following criteria is present during intake.

1. A concern of human trafficking has been expressed by a family member or caretaker, law enforcement officer, medical provider, juvenile probation officer, or other individual close to the child/youth.
2. The child/youth discloses exchanging sex for something of value (i.e., commercial sexual activity).
3. The child/youth discloses a harmful work situation (e.g., not being paid, unsafe work conditions, working during school hours, threats or physical abuse).
4. The presence of a prostitution-related or sexual offense in the child/youth’s current offense record or offense history. This includes: prostitution, soliciting, prostitution by massage, pandering, or others.
5. Any history of running away from home or periods of homelessness.
6. Any history of sexual abuse.

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## 7. Any history of gang involvement.

Following intake, a report of new information involving the above criteria should also prompt a screening via this tool.

## Gathering Information

This tool is designed as a narrative assessment, not an interview guide. This means that Users should engage in organic conversation with the child/youth, while probing for the topics outlined in the tool as appropriate. While gathering information to complete the tool, Users should familiarize themselves with the indicators in the tool and consider various sources of information, such as:

- Your conversations with the child/youth
- Your observations of the child/youth and their circumstances
- Internal client records
- Child welfare records
- Medical history
- Criminal History
- Social media use by or regarding the child/youth
- Conversations with family members or other providers/advocates close with the child/youth.

## Conversation Starters

Before engaging children and youth in conversations about personal (and potentially sensitive) topics, it is important to first build trust and rapport with that child/youth. However, for those who serve children and youth and wish to integrate conversation topics to assist in completing the tool, the following prompts offer relevant conversation starters and recommended questions. These questions should be integrated into your regular conversations with the child/youth and not administered as a structured interview. As a reminder, this tool does not require direct questioning of the child/youth to complete it. **Direct questions to the child/youth regarding trafficking or exploitation is not advised. The goal is not to elicit a disclosure of human trafficking.**

**School:** *Where do you go to school? What grade are you in? What do you like or dislike about school? Do you attend school regularly? If not, what keeps you from going? Have you missed school because you were working?*

**Family/Home:** *Where do you live/call home? Who do you live with? Do you live with your parents/guardians? If the child/youth does not live with their parent/guardian (i.e., an adult with custody), do you have to pay to live there? How much do you pay, and how*

*do you pay? How is your relationship with the people in your home? Do you feel safe and supported in your home? Do you stay at your home most nights? If not, where do you go or who do you stay with? Have you run away or left your home without permission in the past year? If yes, how long were you gone? Where did you go? While you were away, how did you support yourself? Who were you with while you were away? While you were away, did you experience anything that made you uncomfortable? Did you ever check in with your family (parent, guardian, or other family member) while you were away? Did someone ever not allow you to go back home?*

**Work and Employment:** *Are you working? What do you do for work? Do you like your job? How do you get paid for your work (check, direct deposit, cash, food, a place to live, etc)? How often are you paid? Do you keep the money you earn? Does any part of your pay go toward paying off a debt? If so, how much of your pay is taken and what are you paying off? What do you spend your money on? Have you ever been hurt, threatened, or felt unsafe at work? If you were hurt, how did your employer or boss respond? Can you quit your job if you wanted? Do you ever sleep at your jobsite? Has work made it difficult to go to school or stay engaged with school activities? Is someone else making you miss school/homework for work?*

**Hobbies/Extracurriculars:** *When you are not in school or working, what do you like to do? Where do you and your friends typically hang out? Are there places or people in the community you try to avoid? If so, why? How do you cope when you are stressed or scared? Who do you talk to or who helps you when you are stressed or scared? Do you drink alcohol or use any drugs? Who do you do this with? Where do you get alcohol and/or drugs? Has anyone ever made you feel like you needed to do something in exchange for drugs? Has anyone ever asked you to hold alcohol or drugs for them?*

**Romantic Relationships:** *Are you dating anyone? Can you tell me about them? How old are they? How did you meet them? How do you normally spend time together? Tell me about what a healthy/safe relationship means to you. Who do you talk to about your relationships (to vent or to seek advice)? Do you feel safe in your relationship(s)? Has your boyfriend/girlfriend/partner promised you anything for being with them (or others) romantically or sexually? Have they ever pressured you to do something you do not want to do? Has there ever been a time when they (or someone else) crossed a sexual boundary with you or physically hurt you?*

**Social Media:** *Are you on social media? What kind of apps are you on (Instagram, Snapchat, X (formerly Twitter), Facebook, gaming platforms, Only Fans, dating apps, etc.)? Do you ever talk to people online that you don't know in person? Have you ever been asked to send nude images or videos of yourself to someone you met online? If so, how were you treated by the person after you sent them the images or videos? Did they threaten you to send more images or videos? Have you ever sold nude or sexually explicit images or videos of yourself? Has anyone ever taken or shared nude or sexual*

*images/videos of you without your consent? Has anyone you met online asked to meet in person? If so, why did they want to meet?*

Finally, in conversations with a child/youth, child and youth-serving professionals should utilize a **trauma-informed and victim-centered approach** and carefully consider the limits of **confidentiality**.

## Instructions

The purpose of this tool is to provide indicators to assist in the identification of children and youth (under 24 years old) who may be victims of labor trafficking. The result of a completed screening identifies next steps for monitoring, service referral, and/or reporting as needed. The screening results are “not enough information,” “concern,” and “indicated.” This tool is to be used as a narrative assessment. The indicators outlined in the tool should not be asked directly to the child/youth.

To determine if a child/youth may be a victim of labor trafficking, complete the tool in its entirety. Check the boxes of indicators that are present based on your reasonable belief, existing documentation, first-hand knowledge, child/youth disclosure, or other evidence. Follow the procedures outlined under “Screening Results and Actions.” Regardless of screening indicators, if you have any suspicion or concern of human trafficking involving a child, please make a mandatory report to the DCFS Child Abuse/Neglect Hotline at 855-452-5437 or law enforcement.

You should weigh potential trafficking situations over the lifetime of the child or youth, including labor trafficking that happened previously in other states or countries or that was a one-time occurrence. Victims of labor trafficking are eligible for services regardless of when, where, or how long the trafficking situation occurred. If there is an indication that the child or youth is currently, was ever, or is in the process of being forced to perform labor or services, you should follow the actions for additional assessment.

## Methodology of Indicators

The Indicator Tool adapts the Ends-Means-Process (EMP) Model to guide the process of identifying the potential victim of labor trafficking in Louisiana. The EMP Model was created by the Coalition to Abolish Slavery and Trafficking (CAST) to help attorneys and legal providers identify human trafficking under the federal Trafficking Victims Protection Act in 22 USC § 7102.<sup>4</sup> The EMP model is similar to the Action-Means-Purpose Model (AMP) first publicized by Polaris.<sup>5</sup> The working group agreed to use a modified version of the EMP model, as members felt it better fit this tool’s purpose of screening youth for trafficking indicators that reflect the legal

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<sup>4</sup> Learn more about the Coalition to Abolish Slavery and Trafficking (CAST) at <https://www.castla.org/>

<sup>5</sup> For more information on the AMP model, visit <https://humantraffickinghotline.org/sites/default/files/AMP%20Model.pdf>

This tool was created in partnership between the Louisiana Alliance of Children’s Advocacy Centers, the Louisiana Child and Youth Trafficking Collaborative, the Louisiana Governor’s Office of Human Trafficking Prevention, the Louisiana Dept. of Children and Family Services, and a working group of experts in Spring 2021, under 2021-63005, awarded by the Office for Victims of Crime, Office of Justice Programs, U.S. Department of Justice. The opinions, findings, and conclusions or recommendations expressed in this guide are those of the contributors and do not necessarily represent the official position or policies of the U.S. Department of Justice.

definition. To view an EMP model worksheet, please see Appendix C.

Under the EMP Model, human trafficking is broken down into three components to meet the legislative definition of human trafficking: the Ends, Means, and Process. The “ends” category identifies if the child or youth was required or made to perform work or services. Next, the “means” category identifies the presence of force, fraud, and/or coercion by a perpetrator in compelling the child or youth to perform work or services. Finally, the “process” category identifies the specific actions, or recruitment tactics, the perpetrator took to compel the child or youth into the trafficking situation. If all three categories are completed, this suggests a trafficking experience has occurred that meets the legal definition.

## *Ends*

The ends of the crime refer to the specific type of victimization that the victim is experiencing. This may include domestic servitude, debt bondage, forced labor, involuntary servitude, or sex trafficking.

In other words, ask yourself: *“Were there services or work the individual was made to perform?” or “Did the child or youth engage in labor or services against their will, or were they forced to work to pay off debt?”*

**Debt bondage** is when a person is forced to work to pay off a debt. Oftentimes, the victim will have no control over their debt, or will not be able to pay off their debt no matter how much they work. This can also be known as bonded labor or debt slavery.

*Note.* Louisiana Law (RS 14:46.2(C)(2)) defines debt bondage as, “inducing an individual to provide...[l]abor or services in payment toward or satisfaction of a real or purported debt if either of the following occur:

- (i) The reasonable value of the labor or services provided is not applied toward the liquidation of the debt.
- (ii) The length of the labor or services is not limited and the nature of the labor or services is not defined.”

**Forced labor** is when a person is compelled against their will to provide work or service through the use of force, fraud, or coercion.

*Note.* If you have not yet determined there was abuse (i.e., force, fraud, or coercion) present in the child or youth’s relationship with an employer (whether formal or informal), consider what the labor and services are that the child is engaging in, the nature of the child’s relationship with their employer (whether a parent, friend, manager, recruiter, etc.), and the conditions of the work being performed (wages, working hours, legality of work).



## Means

The means are the way that the trafficker<sup>6</sup> controls the victim. The three means of human trafficking are force, fraud, and coercion. Only one has to be present to meet the threshold of trafficking, although traffickers often use multiple means of control on their victims. Determining this component is a very important part of establishing the difference between labor trafficking and other crimes against children.

In other words, ask yourself: *“What did the perpetrator do to ensure that the child or youth provided labor or services?” or “What would the perpetrator do, or threaten to do, if the child or youth didn’t perform the labor or services?”*

### Force

Force is when a trafficker uses physical control or restraint over a victim. This includes: being physically held or restrained from leaving, physically harmed, forced to take drugs, alcohol, or other substances, or sexually harassed, abused or assaulted. This is a particularly common means of control in situations of forced criminality or forced criminal activity. Force may also include denial of medical care or disability support. In addition, sexual harassment or sexual violence can be used as means of control in labor trafficking situations. Experiences of sexual assault or sexual trauma can be forms of force or coercion for labor trafficking victims. Additionally, a person can experience forced labor in a sex trafficking situation. A person can experience both sex and labor trafficking at the same time.

### Fraud

Fraud is when the trafficker tricks, lies, or defrauds a victim. Examples include: The child or youth was given fraudulent work or identification documents, had a different job or was living in different conditions than they agreed to, or was promised opportunities that never happened (e.g., the chance to go to school, lawful immigration status, a high-paying job, fame, fortune, etc.).

### Coercion

Coercion is when a trafficker uses psychological, mental, or emotional control over a victim. This is one of the most common means of control that traffickers use to keep victims in an abusive situation. Examples include:

- Threats of legal action from authorities (police, immigration, CPS, etc.)
- Confiscation of important documents (IDs, birth certificate, passport, etc.)
- Isolation or confinement of child/youth from family, friends, or the public.
- Controlling food intake, communication, or other daily activities.
- Living or working under constant surveillance.
- Mental, emotional, or verbal abuse.

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<sup>6</sup> For the purpose of this tool, the trafficker is the person who is the abuser. This can be an employer, abuser, “enforcer”, manager, parent, or other person causing harm.

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- Threats of violence, or witnessing harm to others.
- Retaliation for non-compliance or from an attempt to leave/quit.

**Note.** Louisiana Law in RS 14:46.2(C)(3) explicitly outlines the following as examples of force, fraud, and/or coercion but does not limit force, fraud, and coercion to these examples alone:

- Causing or threatening to cause serious bodily injury.
- Physically restraining, isolating, confining, or threatening to physically restrain, isolate, or confine another person.
- Abduction or threatened abduction of an individual.
- The use of a plan, pattern, or statement with intent to cause an individual to believe that failure to perform an act will result in the use of force against, abduction of, serious harm to, or physical restraint of an individual.
- The abuse or threatened abuse of law or legal process.
- The actual or threatened destruction, concealment, removal, withholding, confiscation, or possession of any actual or purported passport or other immigration document, or any other actual or purported government identification document, of another person.
- Controlling or threatening to control an individual's access to a controlled dangerous substance as set forth in R.S. 40:961 et seq.
- The use of an individual's physical or mental impairment, where such impairment has substantial adverse effects on the individual's cognitive or volitional functions.
- The use of debt bondage or civil or criminal fraud.
- Extortion as defined in R.S. 14:66.
- Exposing or threatening to expose any fact or information that would subject an individual to criminal or immigration proceedings.
- Causing or threatening to cause financial harm to an individual or using financial control over an individual.

## Process

The 'process' is the action(s), or methods, that the trafficker takes to compel the child or youth into a trafficking situation. This includes, but is not limited to, the recruitment, harboring, transporting/moving, obtaining, threatening, restraining, and/or enticing.

In other words, ask yourself: *"What were the intentional acts the perpetrator took to get the child or youth in the situation?"*

**Note.** The complete list of actions constituting this category under Louisiana state law as outlined in RS 14:46.2 is: recruit, harbor, transport, provide, solicit, receive, isolate, entice, obtain, patronize, procure, purchase, hold, restrain, induce, threaten, subject, or maintain the use of another person. The actions must be taken with the use of force, fraud, or coercion for the purpose of obtaining labor and/or services.

# Final Screening Results and Actions

**Assess the Number of Check Boxes Under Each Section to Determine Screening Result.**

**Indicated:** Select indicated if there is one checkbox in all three sections (Ends, Means, and Process).

**Concern:** Select “Concern” if there is one checkbox in two of the sections..

**Not Enough Information:** Select “Not Enough Information” if there are no boxes checked in no sections or at least one checkbox in one section.

**If the child/youth is in immediate danger or if there is an active safety concern, immediately call 911 and report to law enforcement.**

## **INDICATED**

The child/youth is considered “indicated” for labor trafficking. As a result, this case warrants review by a Louisiana Human Trafficking Regional Care Coordination Team.

**Actions:** *If the individual is a **child** (0-17 years old)*

**#1 Assess** the situation for immediate safety concerns requiring a law enforcement response.

If the child/youth is in immediate danger or if there is an active safety concern, immediately call 911 and report to law enforcement.

**#2. Report** immediately to the DCFS Child Abuse/Neglect Hotline at 855-452-5437 (option 4) or law enforcement to report human trafficking involving a child under the age of 18 years old.

If the child is a non-U.S. citizen or non-lawful permanent resident, report to HHS Office of Trafficking in Persons (OTIP) by submitting a Request for Assistance (RFA) through Shepherd. (Contact the OTIP Child Protection Specialists by phone at 202-205-4582 or email at [ChildTrafficking@acf.hhs.gov](mailto:ChildTrafficking@acf.hhs.gov).) Consider referring the child to an attorney to help assess qualifications for legal relief as a potential trafficking victim.

**Note.** The Trafficking Victims Protection Act of 2000 (TVPA), as amended, requires federal, state, and local officials to notify the U.S. Department of Health and Human Services through the Office on Trafficking in Persons (OTIP) within 24 hours of discovering that a foreign national minor may be a victim of trafficking.

#3. **Refer** to care coordination services.

→ Make a referral to Care Coordination services at a local Child Advocacy Center. Find your Regional Care Coordination Team at [lacacs.org/collaborative/](https://lacacs.org/collaborative/). Please include a copy of your screening tool.

**Actions:** If the individual is between the ages 18 and 20 years old.

#1. **Assess** the situation for immediate safety concerns requiring a law enforcement response.

If the child/youth is in immediate danger or if there is an active safety concern, immediately call 911 and report to law enforcement. Otherwise, do not report to law enforcement without the consent of the individual.

#2. **Report** to Louisiana Adult Protective Services only if the youth is an adult with a disability.

If the individual is an adult with a disability, report also to Adult Protective Services at 800-898-4910. The Adult Protective Services Reporting Law, Louisiana R.S. 14:403.2, requires all Louisianans to report abuse, neglect, exploitation, and extortion of adults with disabilities. For more information, visit <https://ldh.la.gov/index.cfm/faq/category/15>.

If the individual wishes to make a report to law enforcement, you may assist them in doing so. Do not initiate a report to law enforcement without first discussing it with the individual.

#3. **Refer** or provide information for services.

If the youth is aged 18 years or older, offer to make a referral to a local service provider with expertise in human trafficking. Visit [humantrafficking.la.gov/resources/services-map/](https://humantrafficking.la.gov/resources/services-map/) to locate resources in their area. You may also provide them with the National Human Trafficking Hotline at 888-373-7888.

## **CONCERN**

There is concern for possible labor trafficking, meaning that there is not specific indication or disclosure of trafficking but enough indicators have been selected to warrant additional screening monitoring and follow up. Because this indicator tool may reveal information about other forms of harm being experienced by the child/youth (i.e., sexual abuse), as mandatory reporter, you may be required to report other forms of abuse or neglect.

**Actions:**

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**#1 Assess** the situation for immediate safety concerns requiring a law enforcement response.

If the child/youth is in immediate danger or if there is an active safety concern, immediately call 911 and report to law enforcement.

**#2 Report** other non-trafficking concerns involving a minor, if necessary.

- Report other child abuse or neglect involving a minor to DCFS.
  - Review the indicators you marked to determine whether there are any concerns of other forms of abuse.
  - If you are a mandatory reporter and have suspicion or knowledge of child abuse (ex: physical or sexual abuse) or neglect (ex: malnourishment or other mistreatment), you are required by law to make a mandatory report to DCFS or law enforcement.
- Report other abuse or neglect involving a youth with a disability to Louisiana Adult Protective Services.
  - If the individual is an adult with a disability, report also to Adult Protective Services at 800-898-4910.
  - The Adult Protective Services Reporting Law, Louisiana R.S. 14:403.2, requires all Louisianans to report abuse, neglect, exploitation, and extortion of adults with disabilities. For more information, visit <https://ldh.la.gov/index.cfm/faq/category/15>.

**#3. Screen for labor trafficking, using this tool, in 90 days** or upon learning new information. Please keep a record of this screening to compare to future screenings.

In the meantime, consider referring the child/youth to additional services. Call 211 to find resources in your area or to locate specific victim services online at <https://humantrafficking.la.gov/resources/services-map/>.

## **NOT ENOUGH INFORMATION [Monitor]**

There is not enough information to determine whether the child/youth has or is experiencing labor trafficking.

### **Actions:**

**#1 Assess** the situation for immediate safety concerns requiring a law enforcement response.

If the child/youth is in immediate danger or if there is an active safety concern, immediately call 911 and report to law enforcement.

**#2 Report** other non-trafficking concerns involving a minor, if necessary.

- Report other child abuse or neglect involving a minor to DCFS.
  - Review the indicators you marked to determine whether there are any concerns of other forms of abuse.
  - If you are a mandatory reporter and have suspicion or knowledge of child abuse (ex: physical or sexual abuse) or neglect (ex: malnourishment or other mistreatment), you are required by law to make a mandatory report to DCFS or law enforcement.
- Report other abuse or neglect involving a youth with a disability to Louisiana Adult Protective Services.
  - If the individual is an adult with a disability, report also to Adult Protective Services at 800-898-4910.
  - The Adult Protective Services Reporting Law, Louisiana R.S. 14:403.2, requires all Louisianans to report abuse, neglect, exploitation, and extortion of adults with disabilities. For more information, visit <https://ldh.la.gov/index.cfm/faq/category/15>.

**#3 Monitor** the child/youth for additional indicators related to human trafficking and abuse. Upon learning new information, re-screen the child/youth for labor trafficking using this tool.

In the meantime, consider referring the child/youth to additional services. Call 211 to find resources in your area or locate specific victim services online at <https://humantrafficking.la.gov/resources/services-map/>.

## DO I NEED TO MAKE A MANDATORY REPORT?

Mandatory reporters should follow the following instructions, regardless of the screening outcome. Learn more about your mandatory reporting requirements by visiting [www.dcfs.louisiana.gov/](http://www.dcfs.louisiana.gov/).

- (1) Any suspicion of child sex trafficking by any person requires a report to Child Abuse/Neglect Hotline at 855-452-5437 (option 4).
- (2) Any suspicion or knowledge of sexual abuse, physical abuse, neglect, or other maltreatment of a child requires a mandatory report to DCFS or law enforcement.

Report cases involving in-home perpetrators to the DCFS Child Abuse/Neglect Hotline 855-452-5437.

Report cases involving out-of-home perpetrators to the law enforcement agency where the incident occurred.

# Additional Considerations

## Utilizing a Trauma-Informed, Victim/Survivor-Centered Approach

In speaking with child/youth, it is important to remember that conversations regarding potential experiences of human trafficking or other abuse may trigger a trauma or emotional response. A professional who is speaking with a child/youth in order to complete this tool should be well-prepared, comfortable working with victims of trauma, and recognize the need to ask questions in an appropriate manner that is sensitive to the needs of youth.

Trauma-informed care is a critical component of engaging potential victims of crime.<sup>7</sup> Trauma-informed approaches acknowledge that trauma impacts all aspects of a person's life, including physical, social, and emotional impacts. **Trauma-informed approaches seek to minimize re-traumatization during the initial engagement with a potential victim of crime and throughout the provision of services.** Safety of the victim, choice, and autonomy in services and service planning, and trust between victims and those working with them, are all paramount to a trauma-informed approach.

**Victim-centered or survivor-centered approaches prioritize the needs, safety, well-being, and wishes of the child or youth in all procedures and services.** Like trauma-informed approaches, victim-centered approaches seek to minimize re-traumatization and empower victims of crime as engaged participants in their service planning and provision. When engaging children and youth in conversations to identify potential trafficking, a victim-centered approach will prioritize the child/youth's feelings of safety and comfort and may require flexibility in interview locations, interview timing, and other accommodations based on needs and wants expressed by the child/youth.

Consider the following trauma-informed and victim-centered guidelines:

- Meet the child/youth where they are at in terms of their understanding of their experience.
- Be clear about your role and what will happen next. Be transparent about any mandates to report any abuse that they have disclosed.
- Create a physical environment that feels safe for the child/youth away from parents/guardians, family, friends, or possible traffickers. Do not question a child/youth in front of a suspected trafficker or other individual who is exhibiting controlling behavior over the child/ youth.
- Provide choices to the child/youth such as: allow the child/youth to choose where they sit; provide the child/youth with food, drink, or other needs; ask them if they need to take a break. Allow the youth to lead the direction of the conversation.

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<sup>7</sup> For the purpose of this tool, the term "victim" is used to describe the people who have experienced human trafficking. This is due to the legal protections and rights that these people have as victims of crime. However, many people who have experienced this crime prefer terms such as "survivor."

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- Limit the number of times the child/youth is asked to share their story or experiences. You should always attempt to obtain the information from another source if possible.
- Monitor signs of distress and minimize the risk of re-traumatization.
- If an interpreter is necessary, he/she should be trustworthy, unknown to the youth being interviewed, and able to use the language that mirrors both the child/youth and child-serving professionals language use. Do not allow a family member, friend, or other person close to the child/youth to translate. Use of an agency or certified interpreter is required.
- Avoid touching the child/youth without their permission.

Creating a safe and supportive environment by using both approaches is key to minimizing harm and ensuring traumatic responses can be immediately addressed in a healthy way. Furthermore, these approaches better facilitate a trusting relationship with the child/youth and enhance efforts to gather information and engage children and youth in services.

## Confidentiality

Confidentiality is the act of protecting private information relating to a person who is being served. State and federal laws, as well as professional codes and agency protocols, provide guidance about when information can and cannot be shared. For the safety of all involved, it is critical to protect the confidentiality of the youth's information whenever possible. Mandatory reporting is an important exception to this rule of confidentiality. When speaking with child/youth under 18 years of age, professionals should also be transparent about the limits of their confidentiality by letting the child know that they are a mandated reporter and what that means. Transparency allows the youth to make an informed decision—that is, with all the facts at hand—about what and how much to share. Users should refer to their organization's protocols for disclosure and ensure they are following mandated reporting protocols.

## Applying Professional Judgement

This tool draws upon evidence-based indicators and the legal components comprising human trafficking in Louisiana. If a case screens as “*indicated*” for human trafficking, but the User has verified information that the child is *not* a trafficking victim (and is experiencing another form of harm or crime), the User may determine that a report of human trafficking is not appropriate. However, the User is still required to make a mandatory report for any new or related concerns (such as child abuse or neglect). By contrast, if a case screens in as “not enough information” or “concern,” but the User has a strong suspicion that trafficking is occurring, the User should report the case and follow the actions set out under “Indicated.”

Ultimately, the tool is designed to support—but not replace—professional judgment in identifying and responding to potential human trafficking.



## Resources for Victims

When Users report a potential trafficking or child abuse case to investigators, it is recommended that they concurrently refer the victim to available services.

- Refer cases of child trafficking to care coordination services at local Children Advocacy Centers. Locate your local CAC and care coordination team by visiting <https://lacacs.org/collaborative/>.
- Make a referral to Advocacy Services for minor victims of sex trafficking under the age of 18. Unbound Now and BCFS Common Thread provides crisis response and advocacy services to youth of all genders, ages 17 and younger, who are victims of sex trafficking.
  - Unbound Now provides advocacy services in Baton Rouge and New Orleans. Make a referral by calling Baton Rouge advocates at (225) 475-9635 and New Orleans: advocates at (504) 285-9865. Visit [unboundnow.org/louisiana](https://unboundnow.org/louisiana) to learn more.
  - BCFS Common Thread provides advocacy services to all parishes in Louisiana. Make a referral by calling 1-888-884-7323 or emailing [Commonthread@BCFS.net](mailto:Commonthread@BCFS.net). Learn more by visiting: [bcfstrafficking.org/programs\\_posts/common-thread/](https://bcfstrafficking.org/programs_posts/common-thread/).
- Visit <https://humantrafficking.la.gov/resources/> to find additional services and resources in your region.
- Call the 24/7/365 National Human Trafficking Hotline at 1-888-3737-888 or text them at 233733 with the words "HELP" or "INFO", or visit their website at <https://www.humantraffickinghotline.org/>

## Contact Information

For information regarding the development of the tool or this supplementary guide, you can reach out to the Office of Human Trafficking Prevention at [humantrafficking@la.gov](mailto:humantrafficking@la.gov), or Mary Kate Andrepont, Deputy Director of The Office of Human Trafficking Prevention at [humantrafficking@la.gov](mailto:humantrafficking@la.gov).

## Appendix

- A. Definitions in this Guide
- B. Louisiana Labor Trafficking Identification Tool (paper copy)
- C. CAST's End-Means-Process Model Worksheet

## Definitions

*The following is a list of the definitions used throughout this guide and in the identification tool.*

**Adult:** A person eighteen years old or older.

**Child:** A person under the age of eighteen years of age. Children are a legislatively protected class of people who have special rules and regulations that must be followed if they are suspected of being a victim of crime or abuse.

**Coercion:** A form of control that a trafficker may use over a victim through psychological, mental, or emotional control over a victim.

**Debt bondage:** When a person is forced to work to pay off a debt. Often, the victim will have no control over their debt, or is unlikely to pay off the compounding debt no matter how much they work. This can also be known as bonded labor or debt slavery.

**Domestic servitude:** When a person is compelled into a condition of work of servitude by a scheme, plan, or pattern of behavior that leads the person to believe that if they do not enter or stay in that work that they would experience harm. Harm includes physical restraint, abuse, or threat of abuse of the legal system.

**Force:** A form of control that a trafficker may use over a victim that involves physical control, physical harm, or restraint.

**Forced labor:** When a person is compelled against their will to provide work or service through the use of force, fraud, or coercion.

**Fraud:** A form of control that a trafficker may use over a victim through tricks, lies, or defrauding.

**Human trafficking:** when a person is compelled, either through force, fraud, or coercion, to provide sex or labor services.

**Involuntary servitude:** When a person is forced to work against their will.

**Labor trafficking:** when a person is compelled, either through force, fraud, or coercion, to provide labor or services. Labor trafficking can happen in the regular economy, or in underground/ gray economy such as under-the-table work or criminal activity.

**Parent/ Caregiver:** "Caretaker" means "any person legally obligated to provide or secure adequate care for a child, including a parent, tutor, guardian, legal custodian, foster home parent, an employee of a public or private day care center, an operator or employee of a registered family child day care home, or other person providing a residence for the child" as

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defined in Children's Code Article 603(3). This can also be a person who maintains an interpersonal dating or engagement relationship with the parent or caretaker, or a person living in the same residence with the parent or caretaker as a spouse whether married or not.

**Screening tool:** A tool designed to screen a person for a specific experience or criteria. For the purpose of this tool, the screening uses indicators that meet the state of Louisiana's definition of labor trafficking, per Louisiana Revised Statute 14:46.2.

**Survivor:** A person who has experienced a crime and has survived that experience. Many people who have experienced trafficking prefer to use this word to describe themselves. Some people who have experienced human trafficking also prefer to describe themselves as a victim/survivor or survivor leader. Since the tool is designed for use by investigators and practitioners to identify potential victims of crime, we will use the term victim. However, when working with potential victims, we recognize the importance of using terms that the individual prefers when describing their experience.

**Trafficker:** The person who is committing forced, fraud, or coercion against a victim for the purposes of commercial sex or labor acts. To the victim, the perpetrator/trafficker may be an employer, abuser, enforcer, boyfriend/girlfriend/partner, parent, or manager. It is important to honor the words that each victim uses to describe their experience of human trafficking.

**Trauma-informed:** An approach that acknowledges that trauma impacts all aspects of a person's life. Trauma-informed services are those that realize that trauma impacts all aspects of a person's life, and the services seek to minimize re-traumatization through the provision of services. The focus should always be to do no harm.

**Victim:** A legal term for a person who has experienced a crime and has rights within the criminal-legal system.

**Victim/survivor-centered:** An approach that centers victim/survivors at the heart of all activities intended to support their healing from the crime they experienced. Victim-centered or survivor-centered services are those that prioritize the needs and well-being of the client in all services.

**Youth:** A person between the ages of sixteen and twenty-four years old; also known as transitional-aged youth or young adult. While there are differing accepted age ranges for what constitutes a "youth," for the purpose of this tool, we accept the definition of youth as defined by the federal government's Interagency Working Group on Youth Programs, which includes the U.S. Department of Justice.

### ENDS

(1a) What labor or services was the victim made to perform?

(1b) Describe the extent of the labor or services (e.g., hours/day, days/week, no breaks, etc.).

(1c) For commercial sex cases only: what was the thing of value exchanged for the sex act (e.g., money, shelter, food, protection)?

(1d) For debt bondage or peonage: Who controlled the victim's debt and how did that person decide whether the victim's labor or services reduced what was owed?

### MEANS

(3a - Force) What physical acts did the perpetrator do to make the victim perform the labor or services identified in the Ends (e.g., pushing, kicking, chaining or locking up the victim)?

(3b - Coercion) What implicit or explicit threats did the perpetrator use to make the victim perform the labor or services identified in the Ends?

(3c- Coercion) What perpetrator actions or behaviors created an environment that made the victim believe they would suffer serious harm if they didn't perform the labor or services identified in the Ends?

(3d - Serious harm) What serious harm did the victim believe they would suffer if they didn't perform the labor or services identified in the Ends?

(3e - Fraud\*) What false promises or statements did the perpetrator make to encourage the victim to perform the labor or services identified in the Ends?

### PROCESS

(5) What intentional acts did the perpetrator do to put or keep the victim in the situation? What steps did the perpetrator take to make the victim perform the Ends?

#### INSTRUCTIONS:

Complete this worksheet in numerical order, as each step builds on the last to help you connect the facts to the legal definition. Begin with **Questions 1a–1d (Ends)** to identify the labor or services and related facts, then select the specific type of trafficking in **Question 2** (on page 2). Next, answer **Questions 3a–3e (Means)** to analyze how the perpetrator caused the victim to perform the labor or services, and then select the corresponding **Means** in **Question 4** (on page 2). Continue with **Question 5 (Process)** to identify the actions the perpetrator took to put or keep the victim in performing the labor or services, and then select the **Process** element in **Question 6** (on page 2). Finally, use **Question 7 (Summarize)** to connect all the elements into a legal theory. If you identify gaps, use **Question 8 (Follow-Up Questions)** to develop targeted questions for further fact-gathering.

### ENDS

(2) Based on your analysis, the type of services the victim was made to perform potentially fall under:

- ☐ Involuntary Servitude
- ☐ Debt Bondage
- ☐ Peonage
- ☐ Slavery
- ☐ Commercial Sex Act

### MEANS

(4) The actions of the perpetrator(s) described in Questions 3a-3e amount to:

- ☐ Force
- ☐ Fraud\*
- ☐ Coercion
  - ☐ Threats of serious harm/physical restraint
  - ☐ Scheme, plan, or pattern
  - ☐ Abuse of legal process

*\*If you selected "Involuntary Servitude" or "Peonage" in Question 2, fraud is insufficient on its own to meet the legal definition of trafficking.*

### PROCESS

(6) Based on the facts in Question 5, what process(es) did the perpetrator(s) use to control the victim?

- ☐ Recruitment
- ☐ Harboring
- ☐ Transportation
- ☐ Provision
- ☐ Obtaining
- ☐ Inducing/Patronizing/Soliciting (only for sex trafficking)

### (7) Summarize the Legal Theory

The victim was \_\_\_\_\_ for the purpose of \_\_\_\_\_, specifically \_\_\_\_\_,  
*Process (Answer to Question 6)* *Ends (Answer to Question 2)* *Type of Service or Work (Answer to 1a)*

through the use of \_\_\_\_\_, such as \_\_\_\_\_.  
*Means (Answer to Question 4)* *Specific types of actions taken by the perpetrator (Facts from 3a-3e)*

### (8) Follow-Up Questions - Examples

Based on the analysis of the facts in your scenario, you may need to develop follow-up questions to ask your client. Organize them under Ends, Means, and Process. These examples illustrate the kinds of questions that help fill gaps in your legal theory.

- What was the victim's ability to engage in activities other than the labor or services required by the perpetrator?
- Did the perpetrator make any statements about the work or their expectations for the work/services?

- Was the serious harm a direct consequence of not performing the work?
- What led the victim to believe that harm would occur if they didn't perform the work or services?

- What was the victim told about the work or services when they were recruited?
- Was the victim restricted in their movements or told where they could or could not go?
- Did the perpetrator arrange for the victim's services to be provided to someone else?

## (8) Follow-Up Questions - Your Notes

Use this page to draft your own follow-up questions under Ends, Means, and Process.

### ENDS

### MEANS

### PROCESS

#### **Additional CAST Resources for Understanding Severe Forms of Trafficking in Persons**

- [Understanding the Legal Definition of Human Trafficking Advisory](#)
- [Human Trafficking Defined E-Learning Course](#)