

Human Trafficking Victims Community Resource Algorithm for Sacramento County, California

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I. Purpose

This algorithm is a tool meant to be used in conjunction with a Dignity Health Human Trafficking Victim Response Procedure. The purpose of this algorithm is to provide guidance to Dignity Health staff, physicians, volunteers, and contract employees on mandatory reporting and to provide contact information for community resources, including law enforcement; agencies to protect children, youth, and adults; and service providers/advocates that provide services to victims of human trafficking.

II. Background

In order to ensure healthcare professionals are truly equipped to identify trafficked persons, education must go further than providing a list of signs or symptoms of human trafficking. Trafficking in persons is a complex issue with many misconceptions often perpetuated by the media. For many Americans, the term *human trafficking* is associated strictly with images of exploitation overseas. Even among those who do recognize that this crime occurs domestically, the term often conjures an image of people being smuggled into the country or girls being abducted and chained to beds. If this is a health care professional's understanding of what human trafficking looks like in the United States, then that professional has likely missed, and will continue to miss, opportunities to intervene in human trafficking cases.¹

As such, all persons using this algorithm are expected to complete the following Dignity Health educational modules (available with competency test in MyJourney and/or PDF format): *Human Trafficking 101: Dispelling the Myths* and *Human Trafficking 102: Recognizing & Responding to Victims*. This includes Dignity Health staff, physicians, volunteers, and contract employees.

Human Trafficking 101: Dispelling the Myths covers misconceptions and definitions associated with human trafficking, prevalence of the crime, common red flags in the health care setting, and instructions on what to do if red flags are observed. *Human Trafficking 102: Recognizing & Responding to Victims* covers **victim-centered care, trauma-informed care**, recommended practices for engaging trafficked persons, and information about established internal procedures.

A **victim-centered, trauma-informed approach** should be practiced at all times when using this algorithm. This includes encounters involving potential trafficked persons. A victim-centered approach includes seeking and maximizing input from patients in all decisions regarding care, including if and when to contact law enforcement and other resources. Keep in mind: A trafficked person may be fearful of authorities for many reasons including fear of incarceration or retaliation by traffickers against the victim or victim's family.

Mandatory reporting must be followed as required by federal and state laws throughout use of this algorithm. Mandatory reporting refers to the legal requirement to report to authorities, including state and county agencies like child/adult protective services and law enforcement. If a person presents in such a way that requires mandatory reporting, the key to offering a victim-centered approach is to continue to advocate on behalf of that person's needs and concerns with authorities.² For more information about mandatory reporting, see *Human Trafficking 102: Recognizing & Responding to Victims* (available in MyJourney and/or PDF format).

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A trauma-informed approach includes understanding the many effects of trauma and recognizing and appropriately responding to signs of trauma. For example, trafficked persons may appear to be submissive, fearful, hypervigilant, or uncooperative. Recognizing that a trafficked person's behavior and choices may be influenced by prior trauma enables a healthcare professional to better understand and provide compassionate care and services to that person.

A trauma-informed practice also includes assessing all persons *including staff, physicians, volunteers, and contract employees* for signs of trauma triggers and vicarious trauma. Signs of a trauma trigger or vicarious trauma can include someone having a sudden negative response to an encounter (e.g., a client or staff member becoming upset). If such signs or symptoms are observed, then staff, physicians, volunteers, and contract employees are to notify a Supervisor and seek emotional or spiritual support from a Social Worker, Chaplain, or other resource.

III: Community Resource Algorithm

Use this algorithm to connect with community resources when working with any person who may be a victim of human trafficking. **NOTE:** This algorithm uses the term “patient” to describe any person suspected or known to be a victim of trafficking. Please review your facility's Dignity Health Human Trafficking Victim Response Procedure before using this tool.

IIIa. Sharing Limited Protected Health Information

There are certain circumstances in which staff may be permitted to share limited protected health information (PHI) with law enforcement even if mandatory reporting does not apply. Per Code of Federal Regulations (CFR) Title 45 § 164.512, PHI may be shared (without written authorization from the patient) if “in the exercise of professional judgment” it is believed that “the disclosure is necessary to prevent serious harm to the individual or other potential victims” per statute and regulation. Per Dignity Health policy 70.8.012, *Discussing PHI as Required by Law Policy*, staff must consult with Dignity Health local legal counsel if there is a threat to the health or safety of an individual or individuals before sharing PHI with law enforcement. For additional information, see the Dignity Health Facility Compliance Professional (FCP).

IIIb. Children/Youth (age 17 or under)

If the patient is age 17 or under, then call Division of Child Protective Services (CPS) and specify that human trafficking is suspected. **NOTE: If the patient is presenting with a wound or physical injury** (and that wound or injury is suspected to have been caused by abuse or assault), then health care practitioners are required to call local law enforcement (per [California Penal Code § 11160](#)). (See section IIIa.) Specify to law enforcement that human trafficking is suspected and provide the following information: Name of the injured person, if known; the injured person's whereabouts; the character and extent of the person's injuries; and the identity of any person the injured person alleges inflicted the wound or injury.

Refer to your facility's Dignity Health Human Trafficking Victim Response Procedure for additional instructions. Otherwise, if the patient is an adult, see section IIIc.

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Table 1. Sacramento County Community Resources for Children/Youth

Resource	Contact Information	Description and Notes
Division of Child Protective Services (CPS)		
Sacramento County CPS	24-Hour Child Abuse Hotline: 916-875-5437 (916-875-KIDS)	Specify that human trafficking is suspected. For additional information: Sacramento County CPS website at http://www.dhhs.saccounty.net/CPS/Pages/CPS-Home.aspx
Law Enforcement – For Mandated Reporting and/or Patient Requests (see IIIa)		
Local Law Enforcement	Emergency: 911 Non-Emergency: Call your local police department or the Sacramento Sheriff’s Department at 916-874-5115 If necessary, contact Detective John Sydow directly at 916-494-2030 or jsydow@sacsheriff.com .	Specify that human trafficking is suspected. NOTE: If the crime did not occur in an area covered by local law enforcement, then another agency’s involvement may be required
	Sacramento PD Non-Emergency: 916-264-5471	
	Folsom PD Non-Emergency: 916-355-7231	
Federal Law Enforcement	Dept. of Homeland Security: 24-hour hotline: 866-347-2423 (toll free) (866-DHS-2-ICE) Federal Bureau of Investigations (FBI), Sacramento Office, 916-481-9110 If necessary, contact Special Agent Rebekah Bills directly at 916-416-6635 or Rebekah.Bills@ic.fbi.gov .	NOTE: Federal law enforcement officers may have greater access than local authorities to training on human trafficking and resources for victims

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Resource	Contact Information	Description and Notes
Victim Advocates and Service Providers – Crisis Response (see also Table 3)		
<p>WEAVE: Women Escaping a Violent Environment</p> <ul style="list-style-type: none"> • <i>Emergency Services</i> • <i>Adult and Underage Victims</i> 	<p>Healthcare Provider Direct line Access: 916-993-1169 24/7 Public Access Hotline: 916-920-2952</p>	<p>Crisis Response Services Available 24/7: Domestic Violence, Sexual Assault and Human Trafficking</p> <ul style="list-style-type: none"> • Crisis advocate is available to come to the hospital and meet with DV/SA/HT victims; adult and underage, assessing for support services; crisis intervention, shelter, legal, etc. • Anticipated response time to hospital is 45 minutes • Emergency shelter for survivors of human trafficking and domestic violence (women with children accepted) • Male and female crisis response advocates available • Spanish speaker available

IIIc. Adults (age 18 and over)

STEP #1: If the adult patient presents with a wound or physical injury (and that wound or injury is suspected to have been caused by abuse or assault), then health care practitioners are required to call local law enforcement (per [California Penal Code § 11160](#)). (See section IIIa.) Specify to law enforcement that human trafficking is suspected and provide the following information: Name of the injured person, if known; the injured person's whereabouts; the character and extent of the person's injuries; and the identity of any person the injured person alleges inflicted the wound or injury. **NOTE: If the adult patient is vulnerable** (e.g., dependent or elderly), see Step #2. **Otherwise, refer to your facility's** Dignity Health Human Trafficking Victim Response Procedure for additional instructions.

STEP #2: If the patient is a vulnerable adult (e.g., dependent or elderly), call the appropriate county welfare agency (e.g., Adult Protective Services, Long-Term Care Ombudsman Program) and/or law enforcement as soon as possible and specify that human trafficking is suspected. **Refer to your facility's** Dignity Health Human Trafficking Victim Response Procedure for additional instructions. **NOTE:** An elderly adult is any person over the age of 65. A dependent adult is any individual (between the ages of 18 and 64) who has physical or mental limitations that restrict his or her ability to carry out normal activities or to protect his or her rights including, but not limited to, persons who have physical or developmental disabilities.

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Table 2. Sacramento County Community Resources for Adults

Resource	Contact Information	Description and Notes
Division of Adult Protective Services (APS)		
Sacramento County APS	24-hour hotline: 916-874-9377	Specify that human trafficking is suspected. For additional information: Sacramento County APS website at http://www.dhhs.saccounty.net/SAS/Pages/Adult-Protective-Services/SP-Adult-Protective-Services.aspx
Long-Term Care Ombudsman Program	24-hour State CRISISline for the Ombudsman: 800-231-4024. Online: Complete and submit an SOC341 form .	For patients living in a long-term care facility. Long-term care facilities include nursing homes, residential care facilities, etc. Online form available at http://www.cdss.ca.gov/cdssweb/entres/forms/English/soc342.pdf
Law Enforcement – For Mandated Reporting and/or Patient Requests (see IIIa)		
Local Law Enforcement	Emergency: 911	Specify that human trafficking is suspected. NOTE: If the crime did not occur in an area covered by local law enforcement, then another agency’s involvement may be required
	Non-Emergency: Call your local police department or the Sacramento Sheriff’s Department at 916-874-5115. If necessary, contact Detective John Sydow directly at 916-494-2030 or jsydow@sacsheriff.com .	
	Sacramento PD Non-Emergency: 916-264-5471	
	Folsom PD Non-Emergency: 916-355-7231	

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Resource	Contact Information	Description and Notes
Federal Law Enforcement	<p>Dept. of Homeland Security: 24-hour hotline: 866-347-2423 (toll free) (866-DHS-2-ICE)</p> <p>Federal Bureau of Investigations (FBI), Sacramento Office, 916-481-9110</p> <p>If necessary, contact Special Agent Rebekah Bills directly at 916-416-6635 or Rebekah.Bills@ic.fbi.gov.</p>	<p>NOTE: Federal law enforcement officers may have greater access than local authorities to training on human trafficking and resources for victims</p>
Victim Advocates and Service Providers – Crisis Response (see also Table 3)		
<p>WEAVE: Women Escaping a Violent Environment</p> <ul style="list-style-type: none"> • <i>Emergency Services</i> • <i>Adult and Underage Victims</i> 	<p>Healthcare Provider Direct line Access: 916-993-1169</p> <p>24/7 Public Access Hotline: 916-920-2952</p>	<p>Crisis Response Services Available 24/7: Domestic Violence, Sexual Assault and Human Trafficking</p> <ul style="list-style-type: none"> • Crisis advocate is available to come to the hospital and meet with DV/SA/HT victims; adult and underage, assessing for support services; crisis intervention, shelter, legal, etc. • Anticipated response time to hospital is 45 minutes • Emergency shelter for survivors of human trafficking and domestic violence (women with children accepted) • Male and female crisis response advocates available • Spanish speaker available

IIId. Additional Resources

Table 3 identifies additional resources that serve children, adults, and families. Additional resources are also available in Dignity Health Human Trafficking Victims Community Resource Algorithms for neighboring counties (available on Policy Manager). For additional support and information about national resources, contact Holly Gibbs, Human Trafficking Response Program Director, at holly.gibbs@dignityhealth.org or call 804-467-7403.

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Table 3. Crisis Response and Additional Human Resources

Resource	Contact Information	Description and Notes
Sacramento Resources for Victims of Human Trafficking		
Community Against Sexual Harm (CASH) Support Services	Phone: 916-856-2900 Email: info@cashsac.org	Assist adult women that have been sexually exploited or trafficked through survivor-led peer support and harm reduction services. Services include; drop in center, peer mentoring, food, clothing and case management.
A Community For Peace Emergency Services	24-hour crisis hotline: 916-728-7210	Emergency safe house for women and their children <ul style="list-style-type: none"> • Domestic Violence and Human Trafficking support services • Spanish speaker available
Mercy Family Health Center Medical Home for Victims of Human Trafficking	For information or to make an appointment: 916-681-3488	Services: Safe primary care medical environment for victims and survivors of human trafficking . <ul style="list-style-type: none"> • Victim-Centered, Trauma-Informed Primary Medical Care • Newborn, Pediatric and Adolescent Care • Women’s Health • Primary Psychological Care • LGBT+ Friendly Care • Annual Physical Examinations • Vaccinations • STD Testing and Treatment • Referrals to Community Resources
My Sister’s House Emergency Services	24-hour hotline: 916-428-3271 (Leave message if no answer)	Recommended for foreign national victims, especially Asian and Pacific Islander population. Emergency housing for women and children, case management, multilingual. <ul style="list-style-type: none"> • Domestic violence and human trafficking.
Opening Doors Support Services	Phone: 916-492-2591 Afterhours on-call social worker: 916-504-1118	Survivors of Human Trafficking Program; case management with access to housing, food, medical care, legal assistance, counseling and other resources.
City of Refuge Sacramento Emergency Shelter &	24-hour hotline: 916-620-4306	Refuge Housing is a faith-based residential program, located in the Oak Park community, providing emergency housing and an assessment center for up

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Resource	Contact Information	Description and Notes
<i>Housing Program for Adult Victims</i>		to four adult female survivors, and their children, of sex trafficking . Assistance to women, who are frequently homeless when first escaping “the life.” Youth and adult violence prevention services, school based HT prevention program.
Chicks In Crisis Crisis Services	Phone: 916-441-1243 or 916-730-6391	Program for victims of Human Trafficking- (ages 13-25) Serving at risk foster youth. Pregnancy & Parenting support services.
WIND Youth Services Support Services	Phone: 916-561-4900 Drop-in Center: 3671 5th Ave, Sacramento	Supportive services for youth (ages 12-24) experiencing homelessness. Drop in Center available.
Stand Up Placer Crisis Services	24-hour crisis hotline: 800-575-5352 (toll-free)	Crisis Services: Emergency Shelter for women and their children. Services Include: <ul style="list-style-type: none"> • Residential program for victims of sex trafficking • Advocacy • Counseling – Individual & Group • Legal support • Case Management • Serving LGBTQ community
Statewide and National Resources		
National Human Trafficking Hotline	24-hour hotline: 888-373-7888 (toll free) Email: help@humantraffickinghotline.org	Connects to local resources. <ul style="list-style-type: none"> • For male, female, or transgender adults • For suspected sex or labor trafficking • For foreign national or U.S. citizen victims • Patient may be required to speak on phone • English, Spanish, and 200+ other languages available
Coalition to Abolish Slavery & Trafficking (CAST) , Los Angeles	24-hour hotline: 888-539-2373 (toll free) (888-KEY-2-FREEDOM)	Recommended resource for foreign national victims. <ul style="list-style-type: none"> • Social services (e.g., food, shelter, job training; case management; mental health and wellness services; education and life skills training, computer skills) • Legal services

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Resource	Contact Information	Description and Notes
		<ul style="list-style-type: none"> Shelter for adult female victims of human trafficking. Based in Los Angeles, serves all of California.
State of California and National Transgender Resource Guide	Guide lists many contact numbers: http://www.acphd.org/media/269820/transgender_resource_guide.pdf	A partial listing of programs, faith communities, and health care services for transgender youth and adults.
Polaris – BeFree Textline	Text HELP to "BeFree" (233733) Hours of operation: 3p to 11p EST	Polaris’s BeFree Textline may be a good resource to share with potential victims of human trafficking . The textline is confidential and provides help and information on resources.
The Grace Network Support Services	Resource line: 916-850-0846 Office Line: 916-952-7880 Email: info@thegracenetwork.org	Needs assessments and resource coordination to victims and high-risk individuals; drop in center, counseling, food, case management. Serves as Administrators of Grace City app , a mobilizing mechanism, and first-point of entry for resources to support victims of human trafficking (see additional information below).
GraceCity Resource App	App available at http://www.thegracenetwork.org/resource/ Or download from the App Store on your iPhone, or from Google Play on your Android device	From the website: “Centralized, user-friendly mobile resource app allowing first responders immediate access to short- and long-term services for exploited and high-risk individuals.” Available in certain California counties (including Sacramento County); additional counties pending.
Children of the Night	24-hour crisis hotline: 800-551-1300 (toll free)	Residential program for victims of sex trafficking , ages 11–17 <ul style="list-style-type: none"> Based in Van Nuys, California Serves any child in the United States Open to male and female youth Free taxi/airline transportation to 24-bed facility On-site school, life skills, education
U.S. Department of	866-487-2365 (toll free) (866-4-USA-DOL)	The Department of Labor may be an important resource to help determine or

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Resource	Contact Information	Description and Notes
Labor		rule out concerns of labor exploitation. Click here to view a “Know Your Rights” video series (in English or Spanish) that includes topics like federal minimum wage, overtime pay, seasonal workers’ wages, and how to file complaints.
U.S. Department of State	Many resources at Department of State website Domestic Trafficking Hotlines https://www.state.gov/j/tip/id/domestic/index.htm	The Department of State has created a video and pamphlet (available in multiple languages) to explain rights, protections, and resources available to temporary employees in the United States.

IV. Definitions

Commercial Sex Act – As defined by the TVPA, a commercial sex act is any sex act on account of which anything of value is given or received by any person (e.g., money, drugs, and survival needs like food, transportation, and shelter).

Debt Bondage – As defined by the U.S. Department of State, debt bondage is a form of coercion with the use of a bond or debt. “Some workers inherit debt; for example, in South Asia it is estimated that there are millions of trafficking victims working to pay off their ancestors’ debts. Others fall victim to traffickers or recruiters who unlawfully exploit an initial debt assumed, wittingly or unwittingly, as a term of employment. Debts taken on by migrant laborers in their countries of origin, often with the involvement of labor agencies and employers in the destination country, can also contribute to a situation of debt bondage. Such circumstances may occur in the context of employment-based temporary work programs in which a worker’s legal status in the destination country is tied to the employer and workers fear seeking redress.”³

Human Trafficking – Human trafficking, otherwise known as *trafficking in persons*, generally refers to the TVPA’s definition of a “severe form of trafficking in persons” (especially when used in the legal sphere in the United States). A severe form of trafficking in persons refers to a form of human trafficking that is punishable by U.S. federal law and is defined as follows:

1. The recruitment, harboring, transportation, provision, or obtaining of a person for the purpose of a commercial sex act in which that act is induced by force, fraud, or coercion; or in which the person induced to perform such act has not yet attained 18 years of age; or
2. The recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery

NOTE: Legal definitions of human trafficking may vary according to state legislation. For example, certain states may view a teenager (under the age of 18) who is induced to perform a commercial sex act *without* use of force, fraud, or coercion as a criminal, not a victim.

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Involuntary servitude – As defined by the TVPA, involuntary servitude includes any condition of servitude induced by means of (1) any scheme, plan, or pattern intended to cause a person to believe that, if the person did not enter into or continue in such condition, that person or another person would suffer serious harm or physical restraint, and (2) the abuse or threatened abuse of the legal process.

Red Flags – A red flag associated with human trafficking is any observable sign that might indicate human trafficking. The Dignity Health triage screening currently includes the following red flags: (1) Accompanied by a controlling person, (2) Not speaking for self, (3) Medical and/or physical neglect, (4) Submissive, fearful, hypervigilant, and/or uncooperative, and (5) Other. The “other” category is important as there are numerous additional signs that could indicate human trafficking. For additional education, see Dignity Health’s educational modules, including *Human Trafficking 101: Dispelling the Myths* and *Human Trafficking 102: Recognizing & Responding to Victims*, both of which are available in MyJourney and in PDF format.

Trafficker – As defined by the TVPA, a trafficker is anyone who induces, recruits, harbors, transports, provides, or obtains another person with the use of force, fraud, or coercion for the purpose of commercial sex, labor, or other services (whether those services are legal or illegal), or anyone who induces an individual under the age of 18 to perform a commercial sex act.

Trafficking Victims Protection Act (TVPA) – The TVPA is federal legislation passed in 2000 to address human trafficking occurring within the United States.⁴

Trauma-Informed Care – Trauma-informed care is also referred to as a *trauma-informed approach*. Trauma-informed care is defined as “an organizational structure and treatment framework that involves understanding, recognizing, and responding to the effects of all types of trauma. Trauma-informed Care also emphasizes physical, psychological and emotional safety for both consumers and providers. . . .”⁵ Trauma-informed care includes understanding the many effects of trauma and recognizing and appropriately responding to signs of trauma. For example, trafficked persons may appear to be submissive, fearful, hypervigilant, or uncooperative. Recognizing that a person’s behavior and choices may be influenced by prior trauma enables a health care professional to better understand and provide compassionate care to that person.

A trauma-informed practice also includes assessing all persons—including staff, physicians, volunteers, and contract employees—for signs of trauma triggers and vicarious trauma. Signs of a trauma trigger or vicarious trauma can include someone having a sudden negative response to an encounter (e.g., a patient or staff member becoming upset). If such signs or symptoms are observed, then Dignity Health staff, physicians, volunteers, and contract employees are advised to notify a Supervisor and seek emotional or spiritual support from a Social Worker or Chaplain.

Trigger – As defined by GoodTherapy.org, a trigger is any experience that “re-triggers” trauma in the form of flashbacks or overwhelming feelings of sadness, anxiety, or panic. The brain forms a connection between a trigger and the feelings with which it is associated, and some triggers are quite innocuous. For example, a person who smelled incense while being raped might have a panic attack when he or she smells incense in a store.”⁶

Vicarious Trauma (aka secondary trauma, compassion fatigue) – As defined by GoodTherapy.org, vicarious trauma “can be described as indirect exposure to a traumatic event through first-hand account or narrative of that event... Therapists and other helpers often hear stories of traumatic experiences in the course of their work. At times, hearing these stories may overwhelm them and lead them to experience, to a lesser extent, the same feelings faced by the trauma survivors in their care. Vicarious trauma typically involves a shift in the world view of the helper. The helper’s beliefs about the world may be altered and/or damaged by repeated exposure to traumatic material, for example.”⁷

Victim-Centered Approach – A victim-centered approach is also referred to as *victim-centered care* and, in health care settings, as a *patient-centered approach* or *patient-centered care*. The Office for Victims of Crime (OVC) defines a victim-centered approach as “the systematic focus on the needs and concerns of a victim to ensure the compassionate and sensitive delivery of services in a nonjudgmental manner.”⁸ This includes seeking and maximizing input from persons in all decisions regarding care, including if and when to contact law enforcement and other resources. Keep in mind: A trafficked person may be fearful of authorities for many reasons including fear of incarceration or retaliation against the victim or victim’s family.

Mandatory reporting must be followed as required by federal and state laws throughout this procedure. Mandatory reporting refers to the legal requirement to report to authorities, including state and county agencies like child/adult protective services and law enforcement. If a person presents in such a way that requires mandatory reporting, the key to offering victim-centered care is to advocate on behalf of that person’s needs and concerns with authorities.⁹

NOTE: For competent adults, a suspicion of human trafficking (without evidence of a wound or physical injury) may **not** be sufficient to require a report to law enforcement without the person’s consent. For additional information on mandatory reporting, see Dignity Health’s educational module, *Human Trafficking 102: Recognizing & Responding to Victims*, and the Dignity Health Human Trafficking Victims Community Resource Algorithm for your facility or county.

Victim of Human Trafficking – As defined by the TVPA, there are three victim populations associated with criminal human trafficking:¹⁰

1. Anyone under age 18 induced to perform a commercial sex act **under any circumstance**
2. Any adult induced to perform a commercial sex act through **force, fraud, or coercion**
3. Anyone, **of any age**, induced to perform labor/services through the use of force, fraud, or coercion, including situations of involuntary servitude, debt bondage, and slavery

V. References and Notes

¹ Chisolm-Straker, Makini and Stoklosa, Hanni, editors, *Human Trafficking is a Public Health Issue: A Paradigm Expansion in the United States* (Springer International Publishing, 2017), 16

² *California’s Domestic Violence & Mandatory Reporting Law: Requirements for Health Care Practitioners*, reference guide prepared by Ariella Hyman of the Bay Area Legal Aid for the Family Violence Prevention Fund,

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http://www.futureswithoutviolence.org/userfiles/file/HealthCare/mandatory_calif.pdf (Accessed January 5, 2016)

³ U.S. Department of State, What is Modern Slavery, <http://www.state.gov/j/tip/what/> (Accessed June 15, 2016)

⁴ For more information, see PL 106-386: *Victims of Trafficking and Violence Protection Act of 2000*, which was broken down into three divisions: the Trafficking Victims Protection Act (TVPA), the Violence Against Women Act (VAWA), and Miscellaneous Provisions <http://www.state.gov/documents/organization/10492.pdf> (Accessed June 20, 2016)

⁵ The Trauma Informed Care Project, What is TIC, <http://www.traumainformedcareproject.org/index.php> (Accessed August 4, 2016)

⁶ GoodTherapy.org, *Trigger*, <http://www.goodtherapy.org/blog/psychpedia/trigger> (Accessed April 29, 2017)

⁷ GoodTherapy.org, *Vicarious Trauma*, <http://www.goodtherapy.org/blog/psychpedia/vicarious-trauma> (Accessed April 29, 2017)

⁸ Office for Victims of Crime Training and Technical Assistance Center, Victim-Centered Approach, <https://www.ovcttac.gov/taskforceguide/eguide/1-understanding-human-trafficking/13-victim-centered-approach/> (Accessed August 4, 2016)

⁹ *California's Domestic Violence & Mandatory Reporting Law: Requirements for Health Care Practitioners*, reference guide prepared by Ariella Hyman of the Bay Area Legal Aid for the Family Violence Prevention Fund, http://www.futureswithoutviolence.org/userfiles/file/HealthCare/mandatory_calif.pdf (Accessed January 5, 2016)

¹⁰ National Human Trafficking Hotline, The Victims, <https://humantraffickinghotline.org/what-human-trafficking/human-trafficking/victims> (Accessed April 25, 2016)