

Final Report to the County Council



# Frederick County Human Trafficking Task Force

January 2018

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# Introduction

Human trafficking is a market-driven, multi-billion dollar criminal industry. Maryland is reported to be one of the top ten states known for human trafficking. Frederick is prime for human trafficking activity as highlighted by the discovery of several recent cases in Frederick County. Survivors endure physical and emotional trauma as traffickers exploit vulnerabilities of men, women, and children. The covert nature of the crime prevents easily identifying and rescuing survivors.

In 2017, the Frederick County Human Trafficking Task Force developed recommendations to respond to human trafficking issues in Frederick County. These recommendations are only the first step to analyzing and responding to the problem in Frederick County. To ensure access and improve outcomes, continued support from government and private partnerships is critical.

Thank you to the members of the Frederick County Human Trafficking Task Force for the dedication and commitment that was required to create anti-human trafficking initiatives.

*The Frederick County Human Trafficking Task Force would also like to thank the following guest speakers for offering their time and expertise at our task force meetings:*

- **Ayn Ducao**, Assistant US Attorney, co-chair of the Maryland Human Trafficking Task Force
- **Amelia Rubenstein**, Clinical Research Specialist, Child Sex Trafficking Victims Initiative, University of Maryland School of Social Work
- **Susan Ritter**, Victim Advocate, Homeland Security Investigations

*The task force would like to acknowledge the following partners for their valuable input and consultation:*

- Maryland Human Trafficking Task Force
- Montgomery County Human Trafficking Task Force
- Prince George's County Human Trafficking Task Force
- Turnaround, Inc.
- Human Trafficking Prevention Project, at the University of Baltimore School of Law and the Maryland Volunteer Lawyers Service
- Sexual Assault Legal Institute, Maryland Coalition Against Sexual Assault

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Frederick County Human Trafficking Task Force, Co-Chair

Nina Carr, Outreach and Volunteer Coordinator, Heartly House, Inc.  
Frederick County Human Trafficking Task Force, Co-Chair

# Frederick County Human Trafficking Task Force Members

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**Ed Hargis**, Chief, Frederick Police Department

**Pamela Holtzinger**, Coordinator Forensic Nurse Services, Frederick Memorial Hospital

**Annie Jones**, Commission Member, Frederick County Commission for Women

**Mari Lee**, Chair, Frederick County Human Relations Commission

**Karen Lewis Young**, Member, Maryland State Delegation

**Michael O'Connor**, Mayor, City of Frederick

**Jethro Reid**, Director of Student Services, Frederick County Public Schools

**Angela Spencer**, Correctional Classification Specialist, Frederick County Sheriff's Office

**Miles Ward**, Human Relations Director, Frederick County Human Relations Department

**The Frederick County Human Trafficking Task Force would like to recognize the active participation and valuable contribution of the following partners:**

**Andrew Alcorn**, Sergeant, Criminal Investigations Supervisor, Frederick Police Department

**Tressa Bell**, Forensic Nurse Examiner, Frederick Memorial Hospital

**Heather Moreno**, Human Trafficking Outreach Coordinator, Heartly House

**Karolyn Monroe** and **Sydnee Sichert**, Frederick County Council

# Executive Summary

As more work is being done to understand the nature of human trafficking, Frederick County is uniquely poised to proactively respond to survivor needs. Strong partnerships and collaboration among community partners provide the foundation for effective approaches to service coordination for survivors of human trafficking. Developing strategies to spur systematic action, unite efforts, allocate limited resources, and facilitate meaningful interventions will create pathways to combat human trafficking in Frederick County.

The Frederick County Human Trafficking Task Force (FCHTTF) was convened to develop recommendations to improve understanding of human trafficking, expand access to services, and align efforts to improve outcomes for survivors. The recommendations offered here are a culmination of committee research including local and national anti-trafficking accomplishments, presentations from content experts, and survey responses from key stakeholders in Frederick County.

## Subcommittee Creation

In order to address the complex nature of human trafficking and the intensity of resources required to respond to survivor needs, the FCHTTF created four subcommittees:

- Data Collection and Scope of the Problem
- Community Response and Protocols
- Training and Education
- Legislative Initiatives

## Recommendation Summary

The following recommendations reflect a consensus of the collective subcommittee membership and are based upon the detailed evaluation of current resources and services for trafficking survivors in Frederick County. The listed recommendations encompass best-practice strategies to combat sex and labor trafficking.

### **To the Frederick County Government, the FCHTTF makes the following recommendations:**

1. Request that the County Council introduce and pass the following legislative initiatives:
  - A bill to establish a mandatory human trafficking identification training program for lodging establishment employees;
  - A bill to establish a County bodyworks license for establishments employing providers that are not licensed through the state; and
  - A bill to establish penalties for landlords and/or tenants who knowingly allow trafficking activities in their properties.
2. Provide staff support to assist with implementation of FCHTTF recommendations. Responsibilities would include but not be limited to:
  - Assisting with annual needs assessment survey;

*Mission*  
•••  
*Support and enable the discovery of and response to incidents of human trafficking through a victim-centered, multi-disciplinary, and collaborative community effort.*

- Facilitate an annual multi-disciplinary training summit;
  - Data collection and monitoring;
  - Create and disseminate evaluation reports;
  - Maintain and update the repository of county human trafficking resources; and
  - Administrative tasks and maintaining communication among invested agencies.
3. Recommend for future County Council consideration a bill to establish a Survivor Services Fund from assets seized from human traffickers.
  4. Request that the County Executive post signage and information about the National Human Trafficking Resource Center Hotline in County buildings, on websites and social media.

**To community stakeholders and agencies likely to encounter survivors and/or perpetrators of human trafficking, the FCHTTF makes the following recommendations:**

5. The creation of a Multi-Disciplinary Response Team focused on Human Trafficking incidents. The MDRT will address the following tasks:
  - Review cases, identify and work to address survivor needs, monitor data, evaluate outcomes;
  - Explore the best methods of broad community education, prevention strategies and future development of a community awareness coalition; and
  - Plan and coordinate an annual multi-disciplinary training summit.
6. Establish inter-agency protocols and create MOUs to ensure confidentiality, adherence to best practices, and coordinated trauma-informed response to survivors of human trafficking.
7. Adopt the Frederick County Human Trafficking Task Force Assessment Protocol to increase identification of survivors and utilize the Resource Guide to provide a coordinated community response to human trafficking survivors.

*“Collaboration will enable diverse experts and community actors to take collective action on the most significant factors driving human trafficking.”*

*The Typology of Modern Slavery: Defining Sex & Labor Trafficking in the United States*

8. Create standardized, discipline-specific training and resources particular to human trafficking issues for agencies.
9. Provide targeted education to vulnerable populations through community outreach events and social media campaigns.
10. Utilize the Human Trafficking Screening Tool with trained professionals to assist with monitoring and reporting human trafficking data within agencies.
11. Conduct an annual needs assessment survey of key stakeholders regarding human trafficking specific issues.

# Overview of Human Trafficking

## Definitions and Global Scope

Human trafficking is believed to be the third-largest criminal industry in the world and exists as a multi-billion dollar industry in the United States (U.S. Department of Justice, n.d; Polaris Project, 2018). Survivors are exploited through force, fraud or coercion for commercial sexual exploitation or forced labor (see Figure 1). According to federal law, cases involving sex trafficking of children under 18 years of age do not require evidence of force, fraud or coercion to be considered victims of trafficking. Specifically, U.S. federal law defines severe forms of trafficking in persons as follows:

1. **Sex trafficking** is the recruitment, harboring, transportation, provision, obtaining, patronizing, or soliciting of a person for the purposes of a commercial sex act, in which the commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such an act has not attained 18 years of age.<sup>1</sup>
2. **Labor trafficking** is the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purposes of subjection to involuntary servitude, peonage, debt bondage, or slavery.<sup>2</sup>

Individuals of any demographic can be affected by human trafficking. The most prevalent factor that contributes to victimization is the exploitation of vulnerability. Traffickers exploit these vulnerabilities to gain power and control over victims, ultimately for their own profit. (Appendix A).<sup>3</sup> Common risk factors that increase vulnerability for trafficking include: poverty, homelessness, prior foster care involvement, substance use disorders, prior sexual or physical abuse, lack of family support and limited work opportunities.<sup>4</sup> The FCHTTF recognizes the severe abuse and victimization individuals endure while being trafficked. However, to highlight the strength and resilience these individuals possess in the midst of such abuse, the term “*survivor*,” rather than “*victim*,” will be widely used throughout this report.

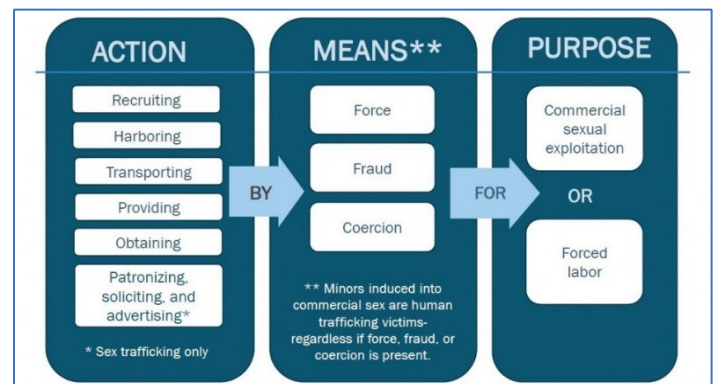


Figure 1. U.S. Dept. of Health and Human Services, Office on Trafficking in Persons

While human smuggling is primarily an immigration issue, human trafficking focuses on the exploitation of an individual for economic benefit. For instance, while movement of an individual across jurisdictions may happen, that factor is not necessary to meet the definition of human trafficking.

The International Labor Organization estimates there are over 40 million people in modern slavery worldwide, with **one in every four victims** being a child.<sup>5</sup> The United States government enacted laws in response to this lucrative, abhorrent crime through the Trafficking Victims Protection Act (TVPA). In the 2017 Trafficking in Persons Report, the federal government emphasized the need for increasing prosecutions and criminal accountability of traffickers, as well as the importance of approaching prevention and intervention from a public health perspective.<sup>6</sup> In recent years, federal stakeholders have bolstered training, increased resources, and influenced a national shift toward proactive measures to identify and respond to both survivors and traffickers.

### *Human Trafficking in Maryland*

Getting a clear picture of the scope of human trafficking at the state and local levels presents a challenge, quite similar to early initiatives designed to identify and address child maltreatment, or intimate partner violence. What is needed, and currently lacking, is a unified approach for screening for and reporting instances of human trafficking. The National Human Trafficking Resource Center Hotline reported 161 calls from Maryland in 2016. However, using calls to hotlines as a metric provides limited information that is not specific to Frederick County. In another state-wide effort to obtain data, the Victim Services Subcommittee for the Maryland Human Trafficking Task Force surveyed 11 agencies identifying and providing services to 396 survivors of trafficking in 2014 (Figure 2). Their results showed an 82% increase from the 217 survivors identified and served in 2013.<sup>7</sup> State data also reflects that labor trafficking cases have been prosecuted in Maryland's construction, landscaping and fishing/crabbing industries.<sup>8</sup> Similar to the increased attention and subsequent reporting of domestic violence over the past several decades, it is expected that increased awareness of human trafficking will result in more accurate data to clearly indicate the scope of the problem.

Media outlets have highlighted human trafficking cases in Maryland over the past two years (Figure 3). Many of these reports noted the traffickers' use of the internet to exploit victims



(e.g., Backpage.com). The majority of human trafficking cases may not receive attention from the media because many survivors are not identified, or the traffickers are not apprehended.

While trafficking exists all across the United States, Maryland faces distinct vulnerabilities. Frederick's location among major corridors between high-trafficking locations (Philadelphia, Baltimore, and Washington, DC) increases the exposure risk for human trafficking activity. In fact, Frederick County has been identified as one of the "hot spots" for human trafficking in Maryland (Figure 2). Additional factors that intensify Maryland's vulnerability to trafficking in persons include the number of truck stops, proximity to international airports, and economic disparity.<sup>9</sup>



Figure 2: Heat map of trafficking cases reported to the National Human Trafficking Hotline.

Maryland human trafficking law differs slightly from federal law. Traffickers may be convicted of *misdemeanor* human trafficking if no force, fraud or coercion is proven for adult cases. Trafficking of adults is a *felony* if force, fraud or coercion can be proven in court. Trafficking of a child under 18 is a *felony* regardless of the presence of force, fraud or coercion (See Maryland Law, Appendix B). The Protecting Victims of Sex Trafficking Act of 2017 expanded Maryland's definition of child abuse to include sex trafficking even if there is no identified trafficker, or the suspect is not related to the alleged victim. This was an important legislative change that expanded the protection of and services available to minors.

Another challenge for Maryland is the lack of a Safe Harbor law. Safe Harbor laws provide immunity for youth under 18 who are charged with prostitution or other non-violent misdemeanor charges related to their victimization. Rather than a delinquency response, they would receive immediate referral to child welfare services.<sup>10</sup> The Maryland Human Trafficking Task Force and Safe Harbor Workgroup have advocated for its implementation for the last three years, along with an increase in critical resources for survivors. Currently, there are only two identified residential service providers in the entire state for child survivors of trafficking.

### Sample of Local Human Trafficking Cases in the News

- January 2, 2018: Frederick City Police arrested a man from Washington, DC who sources say trafficked a missing teenager from Prince George's County to Frederick for prostitution.<sup>1</sup>
- September 2017: A Brunswick man was charged with human trafficking in Prince George's County. He trafficked victims in motels and used online ads to solicit buyers.<sup>2</sup>
- September 2017: Hagerstown police charged a West Virginia man with trafficking his own wife using Backpage.com and arranging "dates" in hotels.<sup>3</sup>
- May 2017: A Hagerstown man was charged with three counts of human trafficking. He controlled his victim with drugs, sexual and physical abuse.<sup>4</sup>
- September 2016: Frederick Police and Homeland Security Investigations uncovered a prostitution ring in Frederick; two men face human trafficking charges.<sup>5</sup>
- January 2016: Frederick Police Department found that a West Virginia man was forcing women to engage in sexual activity for money at Motel 6. He was charged with eight counts related to human trafficking.<sup>6</sup>
- June 2015: Frederick County Sheriff's deputies charged a Hagerstown man with human trafficking after two teenage girls were forced into prostitution. He took one 15-year-old girl who had run away from a group home and brought her to Frederick where he trafficked her in hotels.<sup>7</sup>

<sup>1</sup>[https://www.fredericknewspost.com/news/crime\\_and\\_justice/cops\\_and\\_crime/police-man-trafficked-girl-to-frederick-for-prostitution/article\\_41b85224-2813-5f7e-ab55-da9fbf9d2417.html](https://www.fredericknewspost.com/news/crime_and_justice/cops_and_crime/police-man-trafficked-girl-to-frederick-for-prostitution/article_41b85224-2813-5f7e-ab55-da9fbf9d2417.html)

<sup>2</sup>[https://www.fredericknewspost.com/news/crime\\_and\\_justice/brunswick-man-charged-with-human-trafficking-prostitution-in-prince-george/article\\_f9f322ca-4ac0-5915-b927-bf61afbdf198.html](https://www.fredericknewspost.com/news/crime_and_justice/brunswick-man-charged-with-human-trafficking-prostitution-in-prince-george/article_f9f322ca-4ac0-5915-b927-bf61afbdf198.html)

<sup>3</sup>[https://www.heraldmillmedia.com/news/tri\\_state/west\\_virginia/shepherdstown-man-held-without-bail-in-prostitution-sting/article\\_26a0759c-a921-5b7b-8de3-786241cfca7d.html](https://www.heraldmillmedia.com/news/tri_state/west_virginia/shepherdstown-man-held-without-bail-in-prostitution-sting/article_26a0759c-a921-5b7b-8de3-786241cfca7d.html)

<sup>4</sup>[https://www.fredericknewspost.com/news/crime\\_and\\_justice/cops\\_and\\_crime/police-federal-agents-break-up-frederick-prostitution-ring/article\\_c221343c-c165-52c4-a23f-08733ea41653.html](https://www.fredericknewspost.com/news/crime_and_justice/cops_and_crime/police-federal-agents-break-up-frederick-prostitution-ring/article_c221343c-c165-52c4-a23f-08733ea41653.html)

<sup>5</sup>[https://www.heraldmillmedia.com/news/local/hagerstown-man-accused-of-human-trafficking/article\\_408b518f-d9b6-58fb-bdff-0c3b43cfb2d4.html](https://www.heraldmillmedia.com/news/local/hagerstown-man-accused-of-human-trafficking/article_408b518f-d9b6-58fb-bdff-0c3b43cfb2d4.html)

<sup>6</sup>[https://www.fredericknewspost.com/news/crime\\_and\\_justice/cops\\_and\\_crime/undercover-frederick-police-team-makes-human-trafficking-arrest/article\\_ceb5642b-cda8-52bf-9af9-baac6c52a7f8.html](https://www.fredericknewspost.com/news/crime_and_justice/cops_and_crime/undercover-frederick-police-team-makes-human-trafficking-arrest/article_ceb5642b-cda8-52bf-9af9-baac6c52a7f8.html)

<sup>7</sup>[https://www.fredericknewspost.com/news/crime\\_and\\_justice/cops\\_and\\_crime/hagerstown-man-charged-with-human-trafficking-of-two-teen-girls/article\\_0684750d-c07a-5d57-a4a7-158dd834a3a5.html](https://www.fredericknewspost.com/news/crime_and_justice/cops_and_crime/hagerstown-man-charged-with-human-trafficking-of-two-teen-girls/article_0684750d-c07a-5d57-a4a7-158dd834a3a5.html)

Figure 3: Recent local human trafficking cases in the Frederick news

## Human Trafficking in Frederick County

Cases of human trafficking have been documented in Frederick County (Figure 3). In addition to Frederick's proximity to major highways and airports, the risks to vulnerable populations are the same in Frederick as in the nation. Frederick County is home to a number of disconnected youth with a history of running away, foreign nationals, LGBTQ+ youth and adults, and individuals experiencing homelessness (Figure 4). Instances of human trafficking have been discovered in a variety of venues including hotels and motels, apartment buildings, and sham businesses. Law enforcement has also reported cases of human trafficking associated with gang activity in Frederick County.

### Vulnerable Populations in Frederick County

- **High School Drop-Out Rate** – Average of 134 students per year (Maryland Department of Education)
- **Lesbian, Gay, Bisexual, Questioning Youth** – 12.9% (2014 Youth Risk Behavior Survey)
- **Homeless Individuals** – 349 Visibly Homeless (Frederick County Point-in-Time Survey)
  - Homeless Public School Students – 679 (Student Homelessness Initiative Partnership, Updated 1/2018)
- **Gang Prevalence** - 69 Gangs, plus 3 youth identified by FCPS. 669 gang members, 365 which are currently active in gangs. (Frederick Police Department)
- **Children in Foster Care in Frederick County**– 75 children in Foster Care, 33 are 14-21 years old
- **Foreign-born Individuals** – 9.9% (U.S. Census Bureau 2012-2016)

Figure 4: Numbers of vulnerable populations identified in Frederick County

Coordinated strategies are essential to effectively address the complex issues associated with human trafficking. The creation of a multi-disciplinary team comprised of a variety of professional stakeholders and community advocates is a powerful tool to coordinate the broad range of service needs for survivors.<sup>11</sup> Cooperation between local governmental and nongovernmental agencies is crucial to ensuring an adequate response to human-trafficking survivors.<sup>12</sup>

# *Recent Frederick County Human Trafficking Conviction*

## Timeline of Events

- September 30, 2016: Frederick Police Department responded to a disturbance at the Super 8 Motel
- The investigation revealed that a 17 year old juvenile reported missing out of Texas was brought to Frederick by a 35 year old man identified as Thomas Jones.
- In Frederick, Jones' treatment of the juvenile worsened; he suggested that she prostitute herself to make money for the two of them and discussed posting her name on an escort service website. The juvenile refused the suggestions but believed that he had posted her online regardless.
- Jones brought a co-worker into the hotel room and forced the juvenile to engage in sexual activity in exchange for money.
- As a result of the investigation, Jones was charged with several counts of Human Trafficking.
- September 18, 2017: Jones was tried by jury and convicted of Second Degree Rape and three counts of Human Trafficking.
- November 27, 2017: Jones was sentenced to 25 years in prison.

## State's Attorney's Office Perspective

*"The biggest challenge the State faced was the lack of victim contact and services. The victim was sent back to her home state of Texas before she was connected to victim services here and before she made a connection with the prosecution team. The State needs the ability to give shelter to the victim and offer her immediate counseling to assist her in making decisions for her future.*

*Members of the State's Attorney's Office and Frederick Police Department attended training on the issue of human trafficking and made connections with other agencies working in the field. With the assistance of human trafficking task force members in San Antonio, the victim was located. Those federal and local agents were a key factor in securing the victim's cooperation and presence at trial.*

*Additionally, this victim was hurt at a motel and went to the front desk of the motel to get help. These employees, although some were well-intended, were uneducated with how to respond to a victim of any kind, much less a human trafficking victim. These employees sought to remedy the situation themselves and in effect kept her in a dangerous situation for hours.*

*Another challenge was funding to get the victim AND a support person here for trial. It was only through the collaborative efforts of our Human Trafficking Task Force members that the funding was secured to bring a support person to accompany the victim. To expect a victim to travel alone across the country for trial and to stay here alone while testifying is just too much to ask."*

## Formation of the Task Force

In response to these local concerns, the Frederick County Council adopted a resolution introduced by Council Member Jessica Fitzwater establishing the Frederick County Human Trafficking Task Force (FCHTTF). The FCHTTF was tasked with making recommendations for anti-human trafficking initiatives in Frederick County. The mission of the FCHTTF is to *“support and enable the discovery of and response to incidents of human trafficking through a victim-centered, multi-disciplinary, and collaborative community effort”* (See Resolution, Appendix C). The FCHTTF formed four subcommittees to investigate each distinct area extensively. Representatives were divided among the subcommittees to ensure a variety of perspectives and areas of expertise. Components of human trafficking were addressed in the following sub-committees:

- Data Collection and Scope of the Problem
- Community Response and Protocol
- Training and Education
- Legislative Considerations

To garner a greater understanding of the nature and scope of trafficking crimes, the FCHTTF solicited a variety of content experts to offer education and recommendations to the Task Force. Members of the FCHTTF also attended task force meetings at the state level and neighboring counties to obtain information specific to pertinent issues such as data collection, identification of survivors, trauma-informed care, and law enforcement response. Key findings of the FCHTTF research are summarized in the sections that follow.

### Department of Social Services Perspective

*“[One] young lady ran away from her placement...and was trafficked after meeting someone online. When she returned to the state of Maryland she was placed in [a Residential Treatment Center] ...where she was then human trafficked again by a staff member there. In both [cases I have seen], there were NO resources to be found in Frederick County let alone the entire state. If both of these young ladies could have accessed counseling services based around their trafficking trauma, they would have been able to avoid being re-involved in a trafficking situation. In [one case], the only resource we could identify for specialized counseling was in Washington DC and was a 2 hour drive each way for the foster family, which was not realistically sustainable.”*

**- Frederick County Foster Care Worker**



## Subcommittee Findings

### *Data Collection & Scope of the Problem*

The FCHTTF surveyed identified agencies and organizations within Frederick County to gain insight into current training for professionals and available service provision for trafficking survivors (see Data and Scope Summary Report, Appendix F). One hundred twenty-three individuals responded to the survey, representing a variety of disciplines and stakeholders. Data collection also included brief interviews with key informants to ascertain an estimated total number of known trafficking cases in Frederick County.

The survey results emphasized the need for improved case tracking in Frederick County. Only 12.6% of survey respondents reported currently tracking data on human trafficking. The lack of standardized data reporting makes it difficult to fully understand the need. Data obtained from personal interviews provided insight into the number of human trafficking incidences that some county agencies have recently identified. Acknowledging the lack of current standardized case tracking in the county, the survey results provide a baseline number of identified cases of human trafficking in Frederick County. The chart below reflects responses from these interviews.

Agency	Cases in 2015	Cases in 2016
Frederick Police Dept.	3	6
Sheriff's Office	3	3
Frederick County State's Attorney's Office	2	3
Child Protective Services	1	3
Heartly House	5	2
Frederick Memorial Hospital*	6**	5

Only 12.6%  
of survey  
respondents  
reported currently  
tracking data on  
human trafficking.

†Maryland State Police (MSP) reported that its only involvement in human trafficking cases in Frederick County has been as part of combined efforts with other law enforcement agencies (including FCSO, FPD, and HSI). MSP did not investigate or handle any cases on its own.

\*FMH numbers reflect only those reported through the Forensic Nurse Services Program

\*\*Numbers reflect reported cases from 10/2014-12/2015

There are few usable human trafficking datasets available at any level, which researchers emphasize is concerning given the impact that trafficking has on societies, particularly the most vulnerable members.<sup>13</sup> In response to this, the FCHTTF recommends improved processes to track and share data throughout Frederick County, including using a standardized screening tool, housing aggregate data within one entity/agency, and collaboratively reviewing numbers within a multi-disciplinary team.

While the National Human Trafficking Hotline maintains data on calls they receive state-by-state, there are large gaps in tracking cases beyond the scope of hotline calls. The Department of Social Services Child Protective Services is supposed to receive all reports of child sex trafficking as child abuse. There is considerable concern that in many cases, child sex trafficking is not recognized and subsequently not reported to the authorities. State-wide data on child incidents of sex trafficking are being tracked through the University of Maryland's Child Sex Trafficking Victims Initiative however, the lack of a state-wide implementation of the mandated reporting policy, as well as gaps in training among agencies suggests data on child sex trafficking does not represent actual case numbers.

Researchers Fedorschak et. al. (2014) attribute the general lack of data collection within the human trafficking field to the following: 1) traffickers operate clandestine networks, 2) survivors rarely self-identify, 3) inconsistent or inadequate law enforcement efforts, and 4) lack of collaboration and data sharing initiatives. Accurately and efficiently tracking the number and types of trafficking cases in Frederick County would significantly improve service provision. Frederick would be better poised to discover gaps in service and sustain a robust and ongoing needs assessment if such data were available.

### *Community Response and Protocol*

It is a priority of the FCHTTF to ensure survivors of human trafficking receive a trauma-informed, victim-centered, collaborative response. The complex trauma caused by this type of victimization requires programs and policies that acknowledge how trauma uniquely affects survivors and their interactions with systems.<sup>14</sup>

Embracing a victim-centered approach requires strengths-based strategies which value the survivor as a collaborative partner in decision making.<sup>15</sup> The perceived needs of the survivor, such as the safety of family members or the desire to live independently, should be prioritized within service coordination. Understanding aspects of a survivor's culture leads to improved support of the survivor's self-determined strategies for recovery.<sup>16</sup>

Interviewing survivors in a private, non-threatening manner is essential for establishing trust, rapport, and ultimately creating a relationship in which the survivors feels secure to disclose sensitive information. Connecting suspected trafficking survivors with advocates who are solely assigned to support, empower, and provide information and resource referral to the survivor, may increase the likelihood that the survivor will engage in services and cooperate through the criminal justice process.

Multiple research studies emphasize the importance of partnerships and collaboration in providing effective care to survivors, successful prosecution of traffickers, and prevention efforts.<sup>17</sup> The FCHTTF data showed that only 23.5% of agencies surveyed maintain a list of services available to provide shelter, medical care, counseling, financial assistance and other help to survivors of human trafficking. Law enforcement and medical staff specifically expressed concerns of not knowing what immediate emergency services are appropriate and the correct process of connecting survivors to these services. The FCHTTF responded to the identified need by creating a Protocol and Resource Guide to aid relevant agencies in effectively responding to survivors (Appendix E).

The FCHTTF acknowledges that there are vital partnerships that need to be established to comprehensively care for survivors of trafficking. Traffickers have been known to induce substance use and/or specifically target those addicted to drugs as a method of control.<sup>18</sup> This,

### Survivor's Perspective

*"From a survivor's perspective, I believe agencies and service providers should prioritize autonomy, voice and survivor leadership. While being trafficked, survivors are unable to fully explore their autonomy as everything is dictated by the trafficker. I believe the first step in the healing process is for a survivor to understand their own autonomy and what it means to have control over even the smallest thing in their life. Most importantly agencies and providers must always remember at the core of their work is a human being who should be treated as such. Therefore, **delivering service with dignity should be a priority.***

**-Human Trafficking Survivor and Anti-Trafficking Program Director, Catherine's Cottage of Salvation Army**





## Law Enforcement Perspective

*“I attended a human trafficking conference and looking back now I can recognize calls that I would have handled differently. Many people ... may not realize that some [women involved in prostitution] are forced into this and feel they have no way out. I now know the indicators to look for and am aware that the victims may not even admit to what they’re being forced into and they may be uncooperative for various reasons.”*

**Deputy, Frederick County Sheriff’s Office**

*“In light of recent cases in the area and across the Country I feel that more training on the recognition and detection of human trafficking will assist in the successful investigation, prosecution and deterrent of human trafficking in the future.”*

**-Corporal of Frederick County Narcotics Investigation**

*“It is imperative that Human Trafficking investigations are conducted in a multifaceted approach to ensure that a proper investigation is conducted which will lead to a successful prosecution of the offender. [T]here must be an immediate coordinated effort between law enforcement, prosecutors, medical treatment providers and social service agencies to guarantee appropriate care and assistance is provided to the victim during both the investigative and prosecution phases.”*

**-Chief, Frederick City Police**



coupled with the growing opioid epidemic, highlights the necessity of increasing collaboration and training with substance abuse treatment providers in Frederick County.

Unfortunately, best-practice protocols are only beneficial for *identified* survivors of human trafficking. Without appropriate screening many survivors remain hidden and underserved. The FCHTTF survey revealed that only 8.1% of respondents routinely screen for human trafficking survivors at their agency. Rarely do survivors self-identify, for a variety of reasons including: fear of authorities and/or traffickers, shame and guilt, isolation, immigration status, language barrier, not regarding self as victim, and trauma bonding (attachment to trafficker).<sup>19</sup> To increase identification of trafficking survivors, the FCHTTF created a 12-question screening tool for first responders (e.g., law enforcement, crisis workers, and hospital staff) designed to further assess individuals who are displaying indicators of trafficking or exploitation (Appendix E).

## Training and Education

The education and training recommendations for Frederick County stakeholders were generated from a variety of credible sources including survey responses, interviews with key stakeholders, and best-practice publications. Survey results identified a need for training across disciplines. Only 32% of respondents reported that members of his/her department received human trafficking training. 78%

of respondents noted a desire for training and human trafficking awareness education (Appendix D). It is vital to establish minimum levels of training across disciplines. Human trafficking training should exist as an aspect of other related protocols and procedures such as those related to intimate partner violence, sexual assault, child abuse, and elder abuse.

Professional agencies and service providers who likely interface with survivors of human trafficking, such as law enforcement, healthcare providers and service providers, should have training to recognize indicators of exploitation and initiate appropriate response mechanisms.<sup>20</sup> For example, Child Advocacy Centers in Ohio identified 251 child victims in the first three years post implementation of a screening protocol for service providers.<sup>21</sup> The success of this initiative exemplifies the results of implementation of best practice standards.

Healthcare providers play a crucial role in the identification and response to human trafficking survivors. Studies have documented that as many as 88% of human trafficking survivors interface with health care providers during the time frame they were being trafficked.<sup>22</sup> In many cases of human trafficking, the health care provider may be the only professional a survivor encounters outside of the trafficking environment.<sup>23</sup> Unfortunately, many healthcare providers have had little or no formal training on identification and response to human trafficking.<sup>24</sup>

The training recommendations from the FCHTTF address discipline-specific priorities to include training standards recommended by Kynn. The following list contains the minimal recommendation standards for human trafficking training of service providers and first responders:

- What human trafficking looks like;
- How to identify survivors;
- How to interact/communicate with survivors (empowering, avoiding re-traumatization);
- The complex trauma human trafficking survivors experience;
- The multitude of interrelated short-term and long-term services that survivors may need; and
- How to tailor interventions to survivors from a variety of cultures.

The FCHTTF makes recommendations for the inclusion of the following disciplines: law enforcement, medical, social services, government employees, education, and lodging establishment employees (see Appendix G).

## *Legislative Considerations*

The FCHTTF conducted extensive research on local, state and other jurisdictions' legislation to help understand best practices to legally combat human trafficking. While several helpful tools are listed in the recommendations, it is important to note that human trafficking practices, reporting, and enforcing methods are ever-evolving and traditionally it has been difficult for the law to stay ahead of the crime. The FCHTTF found that the following best practices would be useful legislative tools in Frederick County (See Appendix H for links to full legislation).

### *Lodging Establishment Training*

Prince George's County requires that each new employee of lodging establishments complete a human trafficking training program consisting of viewing a training video provided by the Human Relations Commission in collaboration with the Prince George's County Police Department before acquiring a use and occupancy permit or continuation of such for a lodging establishment. See Prince George's Co., Md., Code § 5-171.01 (2011 Edition; 2013 Supplement). Lodging establishments are required to annually certify that all employees have completed the requisite training. It is essential that employees learn the signs of these crimes and how to address/report them because human trafficking survivors are often housed in hotels and motels.

### *Bodyworks Establishments*

Too often human trafficking operations circumvent the state and local massage regulations by claiming themselves as venues offering only acupuncture, reflexology, or other unregulated "bodyworks." Unregulated bodyworks establishments offer patrons unfettered physical contact. This bill would set fees and penalties, and require licensing by the County, which would require inspection by the Department of Planning and Permitting and local law enforcement. This would ensure legal establishments could continue to operate with limited paperwork, while providing enforcement against illegal establishments. See Montgomery Cnty., Md., Health and Sanitation – Bodywork Establishment – License (Apr. 14, 2015) & Frederick City Code § 15-47, 1966.

### *National Human Trafficking Resource Center Hotline*

The state requires "National Human Trafficking Resource Center Hotline" (NHTRC) information in each guest room of a lodging establishment, and at each restroom at a rest area within the right-of-way of an interstate or state highway. The FCHTTF requests that the County

Executive post (NHTRC) signs in County buildings and on the County’s website. See Md. Code Ann., Bus. Reg. § 15-207 (West 2012).

#### *Landlord-Tenant Anti-Trafficking Bill*

The Landlord-Tenant Anti-Trafficking Bill derives its authority from state law. Maryland law provides, in part, that “a person may not *knowingly*... (2) keep, set up, occupy, maintain, or operate a building, structure, or conveyance for prostitution or assignation; (3) allow a building, structure, or conveyance owned or under the person’s control to be used for prostitution or assignation; [or] (4) allow or agree to allow a person into a building, structure, or conveyance for prostitution or assignation.” Md. Code Ann., Crim. Law § 11-306(a)(2-4) (West 2015).

Prince George’s County has further narrowed this law to specify responsible persons and human trafficking. Prince George’s Cnty., Md., Code § 13-162.00.02 provides “[i]t shall be unlawful for any person, tenant, landlord, landlord agent, management staff and/or property owner to *knowingly* sublease, assign, transfer possession, or permit use of an apartment for the purposes of any violation of the Prostitution Laws, including human trafficking laws of the State of Maryland...”. The FCHTTF recommends enactment of a similar provision.

#### *State Legislative Efforts*

The FCHTTF would like to urge the state delegation to support two legislative efforts in the upcoming and future legislative sessions. The first would be to support any legislation spearheaded by the Maryland State Workgroup to Study Safe Harbor Policy for Youth Victims of Human Trafficking. The Workgroup is tasked with making recommendations regarding legislation and policy initiatives to address the provisions of services and legal protections for youth survivors of human trafficking, collecting data, and identifying budgetary priorities to address needs of youth survivors, and other relevant issues. See S. 1017, 437th Gen. Assembly.

The second would be to support anti-human trafficking related legislation supported by the Maryland Coalition Against Sexual Assault (MCASA). MCASA is a federally recognized state sexual assault coalition. Its core membership are the 17 state rape crisis and recovery centers, and their mission is to help prevent sexual assault, advocate for accessible, compassionate care for survivors of sexual violence, and work to hold offenders accountable.

#### *Survivor Services Fund*

The FCHTTF would like the County Council to consider the creation of a future bill to establish a Survivor Services Fund from assets seized from human traffickers. This would be based on a Howard County Ordinance which would require further research to assess the possibility of establishing a similar bill in Frederick County in the future.

## Detailed FCHTTF Recommendations

To the Frederick County Government, the FCHTTF makes the following recommendations:

**1. Request that the County Council introduce and pass the following legislative initiatives:**

- ***A bill to establish a mandatory human trafficking identification training program for lodging establishment employees.***
  - Based on Frederick County cases and trends across the country, many human trafficking crimes occur in lodging establishments. Industry standards are starting to change to include this type of training as a best practice.
  - This training program, modeled after that offered by Prince George's County, will enable employees of hotels and motels to spot signs of human trafficking and provide instruction on appropriate response if a human trafficking survivor is suspected in their establishment.
- ***A bill to establish a County bodyworks license for establishments employing providers who are not licensed through the state.***
  - This provision, modeled after Frederick City and Montgomery County legislation, will primarily serve as a tool for law enforcement and prosecutors to reduce human trafficking operations in venues such as massage, reflexology, and acupuncture parlors.
  - Owners of these businesses and facilitators of trafficking rings often avoid human trafficking charges when the business owners are not part of the actual act of prostitution. This provision establishes an additional charge to be used by law enforcement and prosecutors to target individuals in the power structure behind the crime.
- ***A bill to establish penalties for landlords and/or tenants who knowingly allow trafficking activities in their properties.***
  - Based on potential and existing cases in Frederick County, leased and sub-leased apartments can be locations for human trafficking. This legislation, modeled after Prince George's County, would provide an additional tool for law enforcement and prosecutors.
  - Law enforcement agencies would make every attempt to work with landlords or property managers first. The key word in the legislation is "knowingly."

**2. Provide staff support to assist with implementation of FCHTTF recommendations. Responsibilities would include but not be limited to:**

- Assisting with annual needs assessment survey;
- Facilitate an annual multi-disciplinary training summit;
- Data collection and monitoring;
- Create and disseminate evaluation reports;
- Maintain and update the repository of county human trafficking resources; and
- Administrative tasks and facilitate communication among invested agencies.

3. **Recommend for future consideration a bill to establish a Survivor Services Fund from assets seized from human traffickers.**
  - In Howard County, assets seized from human trafficking cases can result in funding to non-profit organizations which can only use these funds for direct support of a human trafficking survivor (e.g., temporary housing, medical treatment).
  - The FCHTTF would like to later evaluate the success of this program in Howard County and possibly recommend further research in the future.
4. **Request that the County Executive post signage and information about the National Human Trafficking Resource Center Hotline (NHTRC) in County buildings, on websites and social media.**
  - Placing NHTRC signs throughout county buildings would provide outreach information to employees and citizens and raise awareness about trafficking.
  - Language will be modeled using current state law, Maryland Code Business Regulation 15-207 titled: National Human Trafficking Resource Center Hotline.

To community stakeholders and agencies likely to encounter survivors and/or perpetrators of human trafficking, the FCHTTF makes the following recommendations:

5. **The creation of a Multi-Disciplinary Response Team focused on Human Trafficking incidents. The MDRT will address the following tasks:**
  - Review cases, identify ongoing survivor needs, monitor data, evaluate outcomes;
  - Explore the best methods of broad community education, prevention strategies and future development of a community awareness coalition; and
  - Plan and coordinate an annual multi-disciplinary training summit for all stakeholders to share experiences, trends, and local case studies.
  - Multiple agencies are committed to establishing this MDRT. The first meeting is scheduled for February 2018.
6. **Establish inter-agency protocols and create Memorandums of Understanding (MOU) to ensure confidentiality, adherence to best practices and trauma-informed response to survivors of human trafficking.**
  - At a minimum, we recommend that the Department of Social Services, medical facilities (FMH), law enforcement agencies, State's Attorney's Office, Child Advocacy Center and Heartly House update or establish MOUs and protocols to work collaboratively to address human trafficking.
  - Each individual entity will have a collaborative protocol in conjunction with its internal policies and partnering agencies.
7. **Adopt the Frederick County Human Trafficking Task Force Assessment Protocol to increase identification of survivors and utilize the Resource Guide to provide a coordinated community response to human trafficking survivors.**
  - The Resource Guide will help streamline responses to potential survivors of trafficking, particularly to address the need for emergency shelter. Also, local

resources for client referral are listed to increase the holistic support system survivors need.

- The Guide will be consistently maintained and distributed as requested and will be offered to the County for posting on the County website.

**8. Create standardized, discipline-specific training and resources particular to human trafficking issues for agencies and organizations who may encounter human trafficking survivors.**

- Partner with the Maryland Human Trafficking Task Force, Governor’s Office of Crime Control and Prevention, and other local and national experts to provide relevant training.
- Utilize the Discipline-Specific Training Outlines (Appendix G) to assist with training development.

**9. Provide targeted awareness education to vulnerable populations through community outreach events and social media campaigns.**

- Partner with youth-serving groups, such as Frederick County Public Schools, DSS Foster Care unit, and local youth groups to facilitate education and support groups relevant to children and teenagers.
- Create a social media awareness campaign to increase general population awareness and educate adolescents on the risks and realities of sex trafficking.
- Increase awareness within Spanish-speaking communities in our county, utilizing bilingual trainers and materials.
- To strengthen and build upon the work of the FCHTTF, additional partner organizations whose collaboration would increase awareness and reach vulnerable populations were identified.
  - Including but not limited to: Community Action Agency, Coalition for the Homeless, Fort Detrick, Maryland State Police, The Frederick Center, Mental Health Association, The Arc of Frederick County, Religious Coalition for Emergency Needs, Spanish Speaking Community of Maryland, substance abuse treatment providers and representatives from the immigrant community.

**10. Utilize the Human Trafficking Screening Tool to assist with monitoring and reporting human trafficking data within agencies.**

- The screening tool will be regularly assessed for efficacy as well as implementation in a trauma-informed manner. It will only be implemented after an agency has had training specific to its use.
- Assist in developing internal data collection methods for agencies who serve trafficking survivors in some capacity.
- Allow for multiple designations to account for poly-victimization (e.g., sexual assault and sex trafficking; homelessness and human trafficking).
- Create a system for synthesizing aggregate data for a community-wide scope.

**11. Conduct an annual needs assessment survey of key stakeholders regarding human trafficking specific issues.**

- Present results at annual collaborative summit on human trafficking in Frederick County.
- Make results summary accessible to the wider community via a website.
- Utilize data to track improvement and identify ongoing gaps in service.

## Future Opportunities

The work detailed within the FCHTTF recommendations are intended to be used as a catalyst for future change and innovative strategies. Future initiatives including expanded public awareness, prevention efforts, and trauma-informed care specific to the needs of both sex and labor trafficking survivors will promote sustainability of the work completed by the FCHTTF. Continued multi-disciplinary collaboration among the partnering agencies will provide the best opportunity for continued success in combating the complexities of human trafficking in Frederick County including best practice approaches for identification of survivors, improved access to services, and support to aid in the prosecution of traffickers.

### State Task Force Perspective

*“County task forces strengthen and support the work of the state task force because they are the eyes and ears of their jurisdiction. [With] 24 counties in our state, having individual jurisdictions engaged with the state by identifying their trafficking population, stabilizing survivor service resources, acknowledging their legislative needs and increasing their community awareness and involvement.”*

**-Victim Services Sub-Committee,  
Maryland Human Trafficking Task  
Force**



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This wheel was adapted from the Domestic Abuse Intervention Project's Duluth Model Power and Control Wheel, available at [www.theduluthmodel.org](http://www.theduluthmodel.org)

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## Appendix B

### **2016 Maryland Code Criminal Law**

Title 11 – Indecency and Obscenity

Subtitle 3 – Prostitution and Related Crimes

§11-303. Human Trafficking

#### **MD Crim Law Code § 11-303 (2016)**

(a) Prohibited -- In general. --

(1) A person may not knowingly:

(i) take or cause another to be taken to any place for prostitution;

(ii) place, cause to be placed, or harbor another in any place for prostitution;

(iii) persuade, induce, entice, or encourage another to be taken to or placed in any place for prostitution;

(iv) receive consideration to procure for or place in a house of prostitution or elsewhere another with the intent of causing the other to engage in prostitution or assignation;

(v) engage in a device, scheme, or continuing course of conduct intended to cause another to believe that if the other did not take part in a sexually explicit performance, the other or a third person would suffer physical restraint or serious physical harm; or

(vi) destroy, conceal, remove, confiscate, or possess an actual or purported passport, immigration document, or government identification document of another while otherwise violating or attempting to violate this subsection.

(2) A parent, guardian, or person who has permanent or temporary care or custody or responsibility for supervision of another may not consent to the taking or detention of the other for prostitution.

(b) Prohibited -- Minor. --

(1) A person may not violate subsection (a) of this section involving a victim who is a minor.

(2) A person may not knowingly take or detain another with the intent to use force, threat, coercion, or fraud to compel the other to marry the person or a third person or perform a sexual act, sexual contact, or vaginal intercourse.

(c) Penalty. --

(1) (i) Except as provided in paragraph (2) of this subsection, a person who violates subsection (a) of this section is guilty of the misdemeanor of human trafficking and on conviction is subject to imprisonment not exceeding 10 years or a fine not exceeding \$ 5,000 or both.

(ii) A person who violates subsection (a) of this section is subject to § 5-106(b) of the Courts Article.

(2) A person who violates subsection (b) of this section is guilty of the felony of human trafficking and on conviction is subject to imprisonment not exceeding 25 years or a fine not exceeding \$ 15,000 or both.

(d) Venue. -- A person who violates this section may be charged, tried, and sentenced in any county in or through which the person transported or attempted to transport the other.

(e) Same penalties for person benefiting or aider and abetter. --

(1) A person who knowingly benefits financially or by receiving anything of value from participation in a venture that includes an act described in subsection (a) or (b) of this section is subject to the same penalties that would apply if the person had violated that subsection.

(2) A person who knowingly aids, abets, or conspires with one or more other persons to violate any subsection of this section is subject to the same penalties that apply for a violation of that subsection.

(f) Not knowing victim's age not defense. -- It is not a defense to a prosecution under subsection (b)(1) of this section that the person did not know the age of the victim.

Retrieved from: <https://law.justia.com/codes/maryland/2016/criminal-law/title-11/subtitle-3/section-11-303/>

## Appendix C

THE EFFECTIVE DATE OF THIS RESOLUTION IS November 1, 2016

RESOLUTION NO. 16-20

RE: CREATION OF A TASK FORCE TO STUDY ISSUES ASSOCIATED WITH HUMAN TRAFFICKING IN FREDERICK COUNTY INCLUDING EDUCATING THE PUBLIC ABOUT HUMAN TRAFFICKING, IDENTIFYING AND SERVING VICTIMS OF HUMAN TRAFFICKING, AND INCREASING PROSECUTION OF HUMAN TRAFFICKERS.

WHEREAS, trafficking is the use of force, threat of force, fraud or coercion to recruit, harbor, transport, provide or obtain any person for labor or commercial sex or to cause a person under 18 to engage in a commercial sex act; and

WHEREAS, every year, millions of men, women, and children are trafficked in countries around the world, including the United States, and it is estimated that human trafficking is a \$32 billion per year industry, second only to drug trafficking as the most profitable form of transnational crime; and

WHEREAS, human trafficking is a hidden crime, as victims rarely come forward to seek help because of language barriers, fear of the traffickers, and/or fear of law enforcement; and

WHEREAS, due to the County's location along the I-70 corridor, its proximity to two international airports, as well as casinos, and tourist attractions including Washington, DC, Frederick County is located within a geographic zone where human trafficking occurs; and

WHEREAS, in counties surrounding Frederick County, the number of human trafficking cases has grown since 2010, warranting an increase in resources to address human trafficking issues; and

WHEREAS, the State of Maryland has passed and considered a number of bills that seek to offer additional protections to potential victims while increasing penalties for perpetrators; and

WHEREAS, it is appropriate to establish a collaborative body of organizations in Frederick County to identify consistent and sustained efforts to combat this modern day slavery, locate available grant funding from the Department of Justice, and develop recommendations for a victims services network to free and assist victims of both sex trafficking and domestic worker trafficking; and

WHEREAS, Section 203 of the Frederick County Charter authorizes the Council to appoint special ad hoc committees solely for the purpose of inquiry and fact finding.

NOW, THEREFORE, BE IT RESOLVED BY THE COUNTY COUNCIL OF FREDERICK COUNTY, MARYLAND, that a task force is hereby established to make recommendations to the County Council and the County Executive regarding the following:

1. developing coordinated anti-human trafficking efforts in Frederick County through community protocol development, extensive community outreach, proactive investigation, training , intelligence sharing, and the formation of partnerships between law enforcement and non-governmental organizations;
2. identifying vulnerable populations and increasing identification of human trafficking victims in Frederick County, including domestic and transnational victims of both sex and labor trafficking;
3. aiding in the establishment of a provider network to provide comprehensive services to victims of trafficking; and
4. increasing identification and prosecution of all parties supporting the organized efforts that engage in human trafficking to include traffickers, suppliers, transporters, advertisers and demand elements.

AND BE IT FURTHER RESOLVED, that the task force consist of the following members:

1. Director of the Frederick County Human Relations Department or the Director's designee;
2. Frederick County State's Attorney or the State's Attorney's designee;
3. Frederick City Chief of Police or Chief's designee;
4. Frederick County Sheriff or Sheriff's designee;
5. A representative from the Frederick County Commission For Women;
6. A representative from the Frederick County Human Relations Commission;
7. Director of the Frederick County Child Advocacy Center or Director's designee;
8. Director of the local State Social Services office or Director's designee;
9. Frederick County's Health Officer or Health Officer's designee;
10. A representative from the State of Maryland Task Force on Human Trafficking;
11. A representative from Frederick County Public Schools;
12. Two representatives from non-profit organizations;
13. A representative from the faith-based community;
14. A representative from Frederick Memorial Hospital;
15. A representative from the Frederick County Chapter of the Maryland Municipal League;
16. A member of the Frederick County Council; and
17. A member of the Frederick County State Delegation

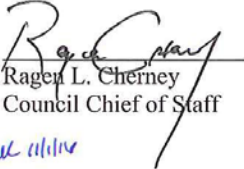
AND BE IT FURTHER RESOLVED that the task force shall present its findings and recommendations to the County Council and the County Executive on or before February 28, 2018;

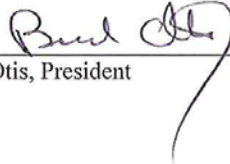
AND BE IT FURTHER RESOLVED that the County Council Chief of Staff shall assign appropriate staff to assist the Human Trafficking Task Force in its work.

The undersigned hereby certifies that this Resolution was approved and adopted on the 1<sup>st</sup> day of November, 2016.

ATTEST:

COUNTY COUNCIL OF  
FREDERICK COUNTY, MARYLAND

  
Ragen L. Cherney  
Council Chief of Staff  
*use initials*

By:   
Bud Otis, President



## Appendix D

### Frederick County Human Trafficking Task Force Data and Scope Report

#### Purpose

The Data Sub-Committee gathered information regarding current response to human trafficking in Frederick County through a widely distributed electronic survey as well as person-to-person interviews of key respondents. The focus of these efforts was to ask those agencies and individuals likely to interact with victims of human trafficking to provide input regarding prevalence of trafficking cases in Frederick County, knowledge of the issue, and perceived needs for improving response to victims. The information derived is not meant to provide an exhaustive scope of the issue, but rather a snapshot of Frederick County's current level of engagement and readiness in combating human trafficking. Results can inform the efforts of other sub-committees as they formulate their final recommendations for inclusion in the requested report to the County Council.

#### Respondents

##### *Survey Respondents*

Surveys were emailed to identify agencies and forwarded through FCHTTF member contact lists. One hundred twenty-three individuals responded to the survey. Survey participants were asked to identify the type of agency each respondent represented. Their responses are included in the following table, from highest number of respondents per specialty, to fewest number of respondents. As shown, the majority (44.7%) represented agencies/professions providing medical health care.

Answer Options	Response Percent	Response Count
medical	44.7%	55
government	10.6%	13
law enforcement*	8.9%	11
education	8.1%	10
child protection	7.3%	9
behavioral health	5.7%	7
advocacy	4.9%	6
non-profit	4.1%	5
state's attorney	3.3%	4
religious worker	1.6%	2
shelter	0.8%	1
<b>TOTAL</b>	<b>100.0%</b>	<b>123</b>

\* City police (5), Sheriff's office (3), State police (2), Federal law enforcement (1).

##### *Interview Respondents*

Brief interviews were conducted with key informants to ascertain an estimated total number of known trafficking cases in Frederick County. It has been noted by several experts that data



collection in the field of human trafficking presents many challenges. There are few reliable statistics on trafficking due to the lack of case tracking and data sharing, the hidden nature of the crime, the trauma and shame victims face, and the lack of understanding of the issue. Therefore, the underreporting of trafficking and lack of organized data tracking leads us to emphasize that the results obtained are a “best estimate.” There also is a possibility that data may be duplicated among agencies providing various services to the same individual survivors. These results are meant to provide a baseline of identified cases of human trafficking in Frederick County to track trends in the future.

Interviews were conducted with representatives from the following agencies:

- Frederick City Police Department
- Frederick County Sheriff’s Office
- Maryland State Police<sup>+</sup>
- Heartly House
- Frederick County Department of Social Services, Child Protective Services
- Frederick County State’s Attorney’s Office
- Frederick Memorial Hospital

## **Results**

This survey provides valuable information about current service provision and perceived needs in Frederick County. Notable results include, but are not limited to the following:

### *Victim identification*

- Only 8.1% of all respondents routinely screen for human trafficking victims at their agency. Law enforcement comprised 40% of those respondents reporting routine screening.
- 12.6% stated that their agency is tracking data on human trafficking cases it addresses.
- In an interview with Frederick Police Department, they emphasize that while they do not regularly monitor trafficking cases, they are part of a larger federal group where they share HT data for regional monitoring. The interviewee reported, “Detectives know these kinds of cases are out there and undercover units will often do operations to solicit females online. But this does not get to the root of the problem and only charges the “victims” of the trafficking.”

### *Training and formal procedures*

- Nearly 32% of respondents reported that members of his/her department received training on how to identify and respond to human trafficking cases. Again, law enforcement was most represented at 28% of all positive responses, followed by Child Protective Services (17.9%). Interestingly, law enforcement represented only 8.9% of total respondents, but reflected the strongest endorsement of training participation.
- When asked what sources for human trafficking training have been found most effective and beneficial, most respondents reported no prior training experience (67 responses). Of those who did have training experience (49 responses), workshops/in-service (61.2%) were most recommended, followed by conferences (22.4%). 20.9% responded that their agency has a formal policy or general order that provides instruction on how to identify and respond to human trafficking cases, including who to contact for victim assistance. Child Protective Services (7), Law Enforcement (7), and Medical (6) were most represented.
- One survey respondent from the police department noted the need for the “development of screening tools and protocol for first responders to aid them in identifying the victims. Then training to first responders and community members on how to identify victims.”

### *Barriers to effective response*

- The most commonly cited barriers to effectively responding to human trafficking included:
  - lack of awareness or concern about human trafficking within the community (53.7%),
  - inability to identify the existence of trafficking victims or a trafficking problem within the community served (47.9%)
  - lack of community resources to support response to victims once trafficking is suspected/identified (38.7%)
  - lack of resources within the agency to identify and investigate trafficking cases (31%)
- Only 23.5% of agencies surveyed maintain a list of services available to provide shelter, medical care, counseling, financial assistance and other help to victims of human trafficking.
- One survey respondent from Child Protective Services commented the need for, “standardized screening tools and data gathering; emergency shelter/basic needs; specialized treatment choices; commitment that all minor children picked up for sex trafficking are victims, not chargeable for prostitution.”
- A respondent from the education field noted, “If school counselors suspect a student may be a victim of human trafficking, they automatically work with their school resource officer.”

### *Needed resources*

- The most frequently cited resources and services needed for addressing human trafficking in the community include:
  - Counseling (82.7%)
  - Emergency shelter (76.9%)
  - Advocacy (68.3%)
  - Housing (67.3%)
  - Language interpretation (67.3%)
  - Training and education (noted most often in comments)
- When asked what new, additional steps could be taken in our community to combat human trafficking, 38 respondents provided feedback. Most noted in these comments was the desire for awareness, training and education, suggested by 78.9% of those respondents.

### *Incidence rates*

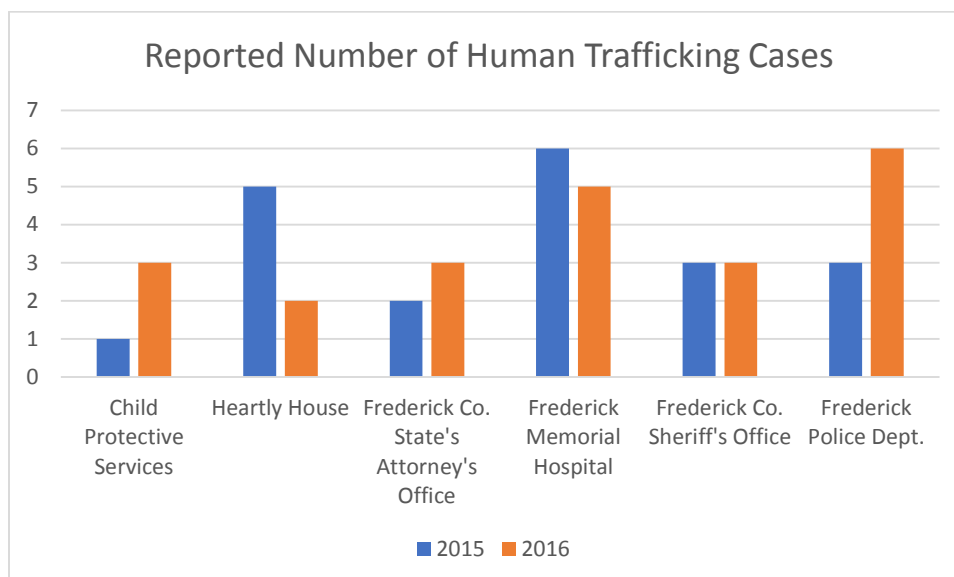
- The majority of respondents (65%) believe the number of human trafficking cases is trending up.
- 11.8% of respondents said they share human trafficking data, and these respondents were predominantly from law enforcement and Child Protective Services., who reported primarily sharing their data with other law enforcement agencies or state/federal agencies.
- The number of known cases reported by agency via the interview respondents:

Agency	Cases in 2015	Cases in 2016
Frederick Police Dept.	3	6
Sheriff's Office	3	3
Frederick County State's Attorney's Office	2	3
Child Protective Services	1	3
Heartly House	5	2
Frederick Memorial Hospital*	6**	5

<sup>†</sup>Maryland State Police (MSP) reported that its only involvement in human trafficking cases in Frederick County has been as part of combined efforts with other law enforcement agencies (including FCSO, FPD, and HLS). MSP did not investigate or handle any cases on its own.

\*FMH numbers reflect only those reported through Forensic Nurses

\*\*Numbers reflect reported cases from 10/2014-12/2015



### **Conclusion**

This summary represents the results of the initial efforts of stakeholders to collaboratively assess and share data on the local prevalence of human trafficking as well as to assess readiness for provision of effective responses. While the findings are preliminary, and certainly not exhaustive, the effort provides a starting point in data collection efforts. It also provides an opportunity, for building a coordinated, multidisciplinary initiative to human trafficking prevention, intervention, and healing in Frederick County.

# FREDERICK COUNTY HUMAN TRAFFICKING TASK FORCE



## Assessment Protocol and Resource Guide 2017

This guide was created by the task force to assist agencies and service providers in collaboratively supporting survivors of trafficking. The resource guide lists agencies and organizations that are equipped to provide services specific to trafficking survivors, as well as local resources for victim referral within Frederick County. Please be advised that the resource guide is not exhaustive and some agencies may have provider requirements where not all survivors may be accepted for services.

The task force created the assessment tool to assist agencies with the identification of and response to potential trafficking victims. The protocol helps guide our county's response to identified human trafficking victims. The task force suggests that the assessment tool and protocol be incorporated into agencies current protocols.

For more information, please contact us at:

[HumanTraffickingTaskForce@FrederickCountyMD.gov](mailto:HumanTraffickingTaskForce@FrederickCountyMD.gov)

<https://frederickcountymd.gov/7199/Human-Trafficking-Task-Force>

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## Understanding Human Trafficking

**Human trafficking** is a form of modern-day slavery in which traffickers use force, fraud, or coercion to control victims for the purpose of engaging in commercial sex acts or labor services against his/her will.

According to the federal Trafficking Victims Protection Act (TVPA) of 2000:

**Sex trafficking** is the recruitment, harboring, transportation, provision, obtaining, patronizing, or soliciting of a person for the purposes of a commercial sex act, in which the commercial sex act is induced by force, fraud, or coercion, or in which the person induced to perform such an act has not attained 18 years of age (22 USC § 7102).

**Labor trafficking** is the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purposes of subjection to involuntary servitude, peonage, debt bondage, or slavery, (22 USC § 7102). (Polaris)

Traffickers use tactics of power and control to exploit victims' vulnerabilities, as illustrated here:



This wheel was adapted from the Domestic Abuse Intervention Project's Duluth Model Power and Control Wheel, available at [www.theduluthmodel.org](http://www.theduluthmodel.org)

Polaris Project | P.O. Box 53315, Washington, DC 20009 | Tel: 202.745.1001 | [www.PolarisProject.org](http://www.PolarisProject.org) | [Info@PolarisProject.org](mailto:Info@PolarisProject.org)

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## Human Trafficking Assessment Protocol

### Red Flags

- inability to recall address or knowledge of current location
- reluctance to share basic information
- avoids eye contact
- lack of control of his/her identification or money
- exhibits fear of his/her companion
- someone speaks on his/her behalf or is overly controlling
- discloses multiple sexual partners
- physical branding (tattoos with names/symbols)
- evidence of physical abuse
- child appears to be in relationship with adult

### Tips

- Speak with the person alone
- Use a professional language interpreter when necessary
- Don't make promises you can't keep
- Remember it is rare that a victim will self-identify
- Mirror language the victim uses (e.g. "boyfriend" instead of "pimp")
- Inform person of confidentiality and mandated reporting laws
- Ask person if he/she wants law enforcement contacted, unless there is a risk of harm to self or others

### Sample Questions

1. Does anyone take all or part of the money you earn?
2. Do you have a debt to someone you cannot pay off?
3. Has anyone controlled, supervised or monitored your work or actions against your will?
4. Has anyone threatened you or made you feel afraid?
5. Is someone holding your id, passport and/or important documents?
6. Has anyone threatened to hurt you or your family if you leave your situation/work?
7. Has anyone physically or sexually abused you?
8. Has anyone tricked or pressured you into doing something you did not want to do?



**If YES to any of the above questions or if other indicators of human trafficking are present you can:**

Call the National Human Trafficking Resource Center (NHTRC) hotline at 1-888-373-7888

Ask for assistance with assessment and next steps (following all HIPAA & mandatory reporting regulations). The NHTRC hotline is confidential, operated 24/7, and has access to 200+ languages.

**OR**

**If NO to above questions:**

Refer services as appropriate (see Resource Guide)

\*If victim does not disclose elements of trafficking, but you still feel uneasy with their situation, please call NHTRC at 1-888-373-7888



**If victim is a MINOR:**

Call Frederick County DSS  
301-600-2464

and

Local law enforcement

**If victim is an ADULT:**

Encourage victim to call  
Heartly House 301-662-8800

or

Refer to anti-trafficking  
program (see Resource  
Guide)

# Resource Guide

## Frederick County Agencies

### **Heartly House**

Provides comprehensive services for victims and survivors of domestic violence, sexual assault, and child abuse. Services include: a 24-hour hotline, emergency shelter, individual and group counseling, victim advocate services and legal representation, medical advocacy, abuse intervention groups, and community outreach and professional education.

**24/7 Hotline:** 301-662-8800

**Contact:** Heather Moreno, Human Trafficking Outreach Coordinator  
hmoreno@heartlyhouse.org

### **Frederick County Department of Social Services (Child Protective Services)**

Investigate reports of suspected child abuse and neglect and offer a variety of services to families when these problems are found to exist. All information is confidential.

**Phone:** 301-600-2464

### **Frederick County Department of Social Services (Adult Protective Services)**

Investigates reports of abuse, neglect or exploitation of vulnerable adults and arranges for services to remedy the situation. Risk factors are identified and service plans developed to prevent further risk of harm to the adult

**Phone:** 301-600-2464

### **Frederick Memorial Hospital (Forensic Nurse Program)**

FMH Forensic Nurse Examiners can provide medical forensic exams, lethality assessment, specialized documentation of injury, forensic evidence collection, patient education, referrals and court testimony.

**24/7 Hospital Line:** 240-566-3300 (ask for Forensic Nurse Examiner on-call)

**Contact:** Pamela Holtzinger, Forensic Nurse Program Coordinator  
pholtzinger@fmh.org; 240-566-3416

### **Child Advocacy Center of Frederick County**

Promotes child well-being by providing a child and family focused center to address reports of child maltreatment. They seek to prevent and reduce trauma to children and families using a multi-disciplinary approach to investigation, prosecution, treatment, education and advocacy.

**Phone:** 301-600-1758

**Contact:** Lynn Davis, Director; ldavis2@frederickcountymd.gov

### **Maryland Legal Aid – Midwestern Office**

Provides a full range of free civil legal services to financially qualified Marylanders and people over 60. They handle civil, not criminal, cases. Areas of general service include: Consumer Rights, Elder Rights, Employment, Family, Farmworkers Rights, Government Benefits, Health Care, and Housing. Maryland Legal Aid currently cannot represent

undocumented individuals unless they are victims of domestic violence or human trafficking due to funding restrictions.

**Phone:** 301-694-7414

### **Mental Health Association of Frederick County**

Helps children and families build a strong base of emotional resilience for long-term success. They provide support and resources to children and adolescents, adults, and families in vulnerable or abusive living situations and have a team of crisis specialists.

**Phone:** 301-663-0011

**Crisis Hotline:** 301-662-2255

### **Potomac Case Management**

In-home behavioral health, early childhood mental health, love and logic Parenting, targeted case management, adult and adolescent case Management. Requirements: Current mental health diagnosis and Medicaid insurance.

**Phone:** 301-791-3087

### **Spanish Speaking Community of MD, Inc., Frederick Office**

Works with public and private organizations throughout the State to ensure that the most vulnerable residents are able to receive the essential guidance for nutrition, health care, education, housing, employment and immigration benefits. **Phone:** 240-877-7466

**Contact:** Natalie Cioffi, [ncioffi@spanishcommunityofmd.org](mailto:ncioffi@spanishcommunityofmd.org)

### **Way Station**

A private, non-profit behavioral health organization that provides a broad range of services in a variety of settings to meet the needs of children, adolescents, adults, and families. Services include community employment, psychiatric rehabilitation programs, housing and residential services, outpatient mental health clinics, and services for children.

**Phone:** 301-662-0099

### **211 Maryland**

Operated locally through the Mental Health Association of Frederick County, 211 connects people to health and human service resources in their community 24 hours a day, 7 days a week, in over 180 languages.

**Phone:** 2-1-1

## Local Law Enforcement

### **Frederick City Police**

**Non-Emergency:** 301-600-2100

**Anonymous Tip Line:** 301-600-TIPS (8477)

**Text:** 240-674-TIPS (8477)

**Email:** [fpdcrimetip@frederickmdpolice.org](mailto:fpdcrimetip@frederickmdpolice.org)

**Contact:** Suzy Boisclair, Victim Services Supervisor; 301-600-1356

### **Frederick County Sherriff's Office**

**Phone:** 301-600-1046

**Anonymous Tip Line:** 301-600-3141

**Contact:** Theresa Hiegel, Crisis Support Lead; [THiegel@FrederickCountyMD.gov](mailto:THiegel@FrederickCountyMD.gov)

### **Maryland State Police – Frederick Barrack**

**Phone:** 301-600-4151

## Anti-Trafficking Programs

### **Catherine's Cottage**

The Salvation Army of Central Maryland

The Catherine's Cottage program is an emergency housing facility for survivors of sex trafficking in Baltimore city. They serve survivors 18 years and up: females, female-identifying transgender individuals, those with children, and foreign nationals. Accepts state-wide referrals, provides emergency and transitional housing, trauma informed counseling, intensive case management, life enrichment classes, support groups, medical and dental services, mentoring and spiritual discovery.

**Contact:** Shamere McKenzie, Anti-Trafficking Program Director  
[shamere.mckenzie@uss.salvationarmy.org](mailto:shamere.mckenzie@uss.salvationarmy.org); 443-573-3293

### **Courtney's House**

Provides survivor-run and trauma-informed services to survivors of domestic minor sex trafficking. Located in Washington, D.C. & Prince George's County at the Family Justice Center, they provide continual direct services for 12-21 year-old youths (male, female, LGBTQ). Services include: drop-in center, counseling, support groups, mentoring, tutoring, and case management. They also provide training.

**24/7 Hotline:** 202-423-0480

**Contact:** (202)525-1426

### **FAIR Girls**

Provides crisis intervention, case management, job training, and a leadership development program. FAIR Girls' Vida Home is a safe home that exclusively serves young women survivors of sex trafficking and labor trafficking aged 18 to 26 in the metro Washington, D.C. area. FAIR Girls provides support to women and female transgender survivors.

**Crisis Hotline:** 1-855-900-3247

**Contact:** [www.fairgirls.org](http://www.fairgirls.org); 202-520-9777

### **HopeWorks of Howard County**

Provides emergency shelter and transitional housing for survivors of domestic and sexual violence, including human trafficking (women, men, female identifying transgender individuals). Residential Department provides case management, victim advocacy and supportive services for survivors and their children

**24/7 Helpline:** 410-997-2272 or 1- 800-752-0191.

**Contact:** Charlee Borg, Anti-Trafficking Coordinator  
[cborg@wearehopeworks.org](mailto:cborg@wearehopeworks.org); 410-997-0304

### **National Human Trafficking Resource Center – Polaris**

NHTRC is a national, toll-free hotline, available to answer calls, texts, and emails from anywhere in the country, 24 hours a day, 7 days a week. The NHTRC takes reports of potential cases of human trafficking, connects callers with anti-trafficking resources in their area, and provides training, technical assistance, general information or specific anti-trafficking resources. Hotline advocates speak English and Spanish and can communicate with callers in more than 200 additional languages using a tele-interpreting service.

**24/7 Hotline: 1-888-3737-888**

NHTRC SMS Text Line: 233733 (BEFREE)

**Contact:** [nhtrc@polarisproject.org](mailto:nhtrc@polarisproject.org)  
[www.traffickingresourcecenter.org](http://www.traffickingresourcecenter.org)

### **SAFE Center (Support, Advocacy, Freedom, and Empowerment Center for Survivors of Human Trafficking)**

University of Maryland, College Park

The University of Maryland SAFE Center is a comprehensive services, research, and advocacy center on human trafficking. Onsite and through University partnerships, the SAFE Center provides bilingual (English/Spanish) case management, legal services, mental health therapy, basic medical care, and economic empowerment services to domestic and foreign national survivors of all forms of human trafficking.

**Contact:** 301-314-7233 (SAFE); [safecenter@umd.edu](mailto:safecenter@umd.edu)

### **TurnAround, Inc.**

Empowers survivors of sex trafficking and commercial sexual exploitation with the tools and specialized services necessary to achieve healing and self-sufficiency. Located in Baltimore City, TurnAround assists with emergency shelter, transitional housing, case management, victim advocacy, and trauma therapy, as well as community education and training.

**24/7 Hotline:** 443-279-0379

**Contact:** Amanda Rodriguez, Chief Program Officer  
410-377-8111 (Towson office); [arodriguez@turnaroundinc.org](mailto:arodriguez@turnaroundinc.org)

## State Agencies

### **Maryland Coalition Against Sexual Assault (MCASA)**

The Maryland Coalition Against Sexual Assault's (MCASA) mission is to help prevent sexual assault, advocate for accessible, compassionate care for survivors of sexual violence, and work to hold offenders accountable. MCASA works on the following areas that connect with anti-trafficking efforts in Maryland: public policy, education, community outreach, technical assistance, and legal services (see Sexual Assault Legal Institute).

**Contact:** Sara Kominers, Human Trafficking Policy Attorney  
skominers@mcasa.org; 301-328-7023, Ext. 132

### **Maryland Department of Health (MDH)**

Behavioral Health Administration (BHA) serves as a liaison for victims of human trafficking to receive services from the Core Service Agencies across the state. BHA personnel are also available to provide specific mental health, substance related-disorder, and trauma-focused trainings and presentations to adults who serve young victims of human trafficking.

**Phone:** (410) 402-8300

### **Maryland Department of Human Resources**

DHR receives all reports of child sex trafficking and has partnered in a five-year grant with the University of Maryland to address human trafficking in Maryland. All Child Welfare staff will be trained in identifying and appropriately responding to sex trafficked victims as part of their mandatory core training. DHR currently has identified two providers (Arrow Project and Children's Home) who can provide diagnostic placement services for youth who are referred as trafficking victims.

**Contact:** Brandi Stocksdales, Director of Child Protective Services and Family Preservation  
brandi.stocksdales@maryland.gov; 410-767-7561

### **Maryland State Police – Child Recovery Unit**

**Contact:** Cpl. Chris Heid, 410-953-8284; Sgt. Deborah Flory, 410-953-8281

## Federal Agencies

### **Federal Bureau of Investigation – Victim Assistance Program**

The mission of the Office for Victim Assistance (OVA) is to ensure victims of crimes investigated by the FBI are afforded the opportunity to receive services and notifications as required by the law, and which will improve their ability to cope with the impact of the crime. Victim Specialists can refer you to other types of programs and services, such as emergency housing, counseling, medical assistance, support groups and credit counseling.

**Contact:** Renee Murrell, Victim Specialist [\*resource for domestic minor sex trafficking]  
Renee.Murrell@ic.fbi.gov; 410-277-6728 (desk) 410-365-7834 (cell)

Barbara Gaskins-Wallace, Victim Specialist  
Barbara.gaskinswallace@ic.fbi.gov; 410-277-6644

### **Homeland Security Investigations – Victim Assistance**

Homeland Security Investigations (HSI) investigates allegations of human trafficking of both foreign and United States born victims and works closely with other federal, state, and local law enforcement partners to further these investigations. HSI's Victim Assistance Program helps coordinate services to help human trafficking victims, such as crisis intervention, counseling and emotional support both during and after the investigative process.

**Contact:** Susan Ritter, Victim Specialist [resource for labor trafficking cases]  
Susan.Ritter@dhs.gov; 443-810-9230

## **Substance Abuse**

### **Wells House/Gale Recovery, Inc.**

Provides low-intensity clinically managed residential addiction treatment services at two halfway houses certified by the Maryland Alcohol and Drug Administration. Accepts Medicaid.

**Phone:** 301-663-7003; Referral Direct Line 301-606-3396

### **Serenity Treatment Center, Inc.**

A holistic outpatient center for alcohol and substance abuse treatment serving men and women over age 18. Vivitrol provider with registered nurse on staff. Accepts Medicaid.

**Phone:** 301-898-2627

### **Frederick County Substance Abuse (Adult Services)**

Clinically-designed addiction treatment and recovery program that provides a variety of choices to best treat the person seeking help. There are no preset numbers of days; drug and alcohol treatment plans are designed with each individual's recovery in mind.

**Phone:** 301-600-1775

### **Austin Addiction & Mental Health Center**

Provides individualized addiction treatment for those suffering from substance abuse and co-occurring mental health disorders. Specializes in dual diagnosis. Accepts Medicaid.

**Phone:** 240-457-4151

### **Allied Counseling Group**

Provides evaluation, referrals, individual and group counseling, adolescent services and family therapy. Does not accept Medicaid.

**Phone:** 301-698-7077



### **Crossroads Center of Frederick**

Provides a safe and caring atmosphere that invites opportunities for our clients to step into their power, allowing space for growth one day at a time on their path to sobriety, stability, and restoration. Accepts Medicaid.

**Phone:** 301-696-1950

### **Mountain Manor Treatment Centers**

Offers a full continuum of treatment including assessment, residential, detox, intensive outpatient, outpatient, dual diagnosis, mental health, special education, and prevention services. They serve adolescents, young adults and adults.

1-800-537-3422 for Adult Admissions

1-800-446-8833 for Adolescent and Young Adult Admissions

#### ***Programs include:***

#### **Adult Outpatient Services in Fredrick**

301-662-1407

#### **Safe Harbor Women and Children's Program Center in Emmitsburg**

Residential program for pregnant and post-partum substance-abusing women who enter treatment with their children and infants.

#### **The Shoemaker Center**

Detox Center in Sykesville, Maryland

**Phone:** 410-876-1989

#### **Avery Road Treatment Center**

Detox Center in Rockville, Maryland

**Phone:** 301-762-5613

## **Legal Services**

### **Human Trafficking Prevention Project**

University of Baltimore School of Law and Maryland Volunteer Lawyers Service

The HTPP focuses on reducing the collateral consequences of criminal justice involvement for survivors of human trafficking and those populations made most vulnerable to exploitation.

#### ***Resources Available:***

1. Legal services for individuals with histories of involvement in the commercial sex industry interested in vacating, expunging, or shielding prostitution and other related charges on their criminal records.
2. Training and technical assistance on the availability of post-conviction relief within the state of Maryland, as well as on working with survivors of trauma.
3. Input on state or federal legislation that impacts survivors of trafficking and those at risk, with a focus on human rights and harm reduction principles.

**Contact:** Jessica Emerson, Director & Supervising Attorney, University of Baltimore School of Law; jemerson@ubalt.edu, 410-837-5706  
Laurie Culkin, Project Coordinator, Maryland Volunteer Lawyers Service;  
lculkin@mvslaw.org, 443-451-4075

### **Sexual Assault Legal Institute**

The Sexual Assault Legal Institute (SALI) is a program of the Maryland Coalition Against Sexual Assault (MCASA). SALI provides direct legal services for victims and survivors of sexual assault, including sex trafficking. SALI also provides technical assistance and training for attorneys, rape crisis and recovery center staff and volunteers, and other professionals working with survivors.

**Phone:** 301-565-2277 or 1-877-496-SALI

**Contact:** Sara Kominers, Human Trafficking Policy Attorney

## **Immigration Assistance/Foreign National Survivors**

### **Ayuda**

Offers comprehensive case management and legal representation to any foreign-born persons trafficked for the purpose of forced labor or commercial sex who reside in Maryland, Washington, D.C., and Virginia. Ayuda assists trafficking survivors to secure basic needs, including housing, food, clothing, access to medical and mental health services, and connecting to community resources.

**Contact:** 202-387-4848

[www.ayuda.com](http://www.ayuda.com)

### **Esperanza Center – Catholic Charities of Baltimore**

The Esperanza Center offers case management and support services to immigrant victims of labor and sex trafficking in a safe, secure and confidential environment. They offer trafficking victims assistance with finding secure housing, food, health and dental care, and access to legal services and support needed to build a new life, free from the threat and bondage of a trafficker.

**Contact:** Helany J. Sinkler, Family Reunification Program Manager

[hsinkler@cc-md.org](mailto:hsinkler@cc-md.org); 667-600-2966 or

[esperanzahtservices@cc-md.org](mailto:esperanzahtservices@cc-md.org); 667-600-2906

### **International Rescue Committee**

IRC's services to foreign national victims of trafficking include comprehensive case management, employment services, referrals for health screenings, and federal programs (food stamps and medical assistance).

**Contact:** Beyenech Taye, Asylee Program Supervisor

[beyenech.taye@rescue.org](mailto:beyenech.taye@rescue.org); 410-558-3169

## Other Task Forces

### **Maryland Human Trafficking Task Force (MHTTF)**

**Contact:** Ayn Ducao, Assistant U.S. Attorney, USAO, Task Force Chair  
Ayn.Ducao@usdoj.gov

### **Montgomery County Human Trafficking Task Force**

**Contact:** Jodi Finkelstein, Montgomery County Commission for Women  
Jodi.Finkelstein@montgomerycountymd.gov

### **Prince George's County Human Trafficking Task Force**

**Contact:** Michael Lyles, Esq., Executive Director, Human Relations Commission and Task Force Chair  
MLyles@co.pg.md.us; 301-780-8221

Investigator V'Hesspa Glenn, Task Force Program Analyst  
VQGlenn@co.pg.md.us; 301-780-8240  
www.endhumantraffickingpgc.org

### **Eastern Shore Human Trafficking Task Force**

**Contact:** Ann Holladay; Ed Thomas  
info@eshddf.org

## EMERGENCY SHELTER CALL LIST

### **Heartly House**

24/7 Hotline: 301-662-8800

### **Hope Works of Howard County**

Ages 18 and up; women or female-identifying survivors; male hotel stays  
24/7 Hotline: 410-997-2272

### **FAIR Girls – Vida Home in Washington, DC**

Will respond to requests within 24-48 hours  
Ages 18-26; women or female-identifying survivors  
24/7 Hotline: 1-855-900-3247

### **Catherine's Cottage**

Ages 18 and up; women or female-identifying survivors  
Labor or sex trafficking, foreign nationals  
Shamere.McKenzie@uss.salvationarmy.org; 443-573-3293

## Appendix F

# Frederick County Human Trafficking Screening Tool

### Important Considerations

1. Safety must be highest priority.
2. Conduct screening in a safe, private environment with the individual alone, using only a secure, professional language interpreter if needed.
3. Explain what the screening is about and what you will do with the information. For example, “We have a few questions we ask individuals to better understand their situation. The purpose of these questions is to ensure your safety and connect you to resources you may be interested in.”
4. Inform individual of his/her rights, as well as mandated reporting laws. By state law, Human Trafficking is reportable child abuse. Mandated reporters must make a CPS report for any child under 18 induced to perform a commercial sex act or forced labor.
5. Be mindful of the individual's culture and how it may impact their answers.
6. Use empathetic listening and maintain good eye contact with the individual. Remember the individual may not make eye contact or disclose any information. Victims of human trafficking have often been conditioned to mistrust law enforcement and service providers.
7. Maintain a non-judgmental response even if victim presents with resistance or hostility. An individual who has been under the control of another person is susceptible to retraumatization when those offering help exert power and control over him/her.
8. Trauma may greatly impact trafficking survivors' memory recall and they may be unable to offer a cohesive timeline of events.
9. Remain flexible during screening; prioritize the individual's perceived needs and ask follow-up questions on immediate areas of concern. This is not a static list of required questions, but rather a guide to assist in your assessment of a potential victim of exploitation.
10. If the individual refuses to answer or quickly answers “no” to all questions, trust your instinct if you still suspect the individual could be in an exploitative situation. You can still ask the individual if they would like to speak directly to an advocate at Heartly House (301) 662-8800 or call the National Human Trafficking Hotline for further assistance in your assessment (888) 373-7888.

Resources:

Ohio Human Trafficking Task Force, Human Trafficking Screening Tool, June 2013

Maryland Human Trafficking Task Force, Medical Screening Protocol, 2015



## HUMAN TRAFFICKING SCREEN FOR FIRST RESPONDERS

First Responder:	Date:	Case #:
Victim:	Offender:	

Check here if victim did not answer any of the questions.

► A "Yes" response to Questions #3-8, or #12 automatically triggers a referral.

1. Do you know where you are going to sleep on a daily basis?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Ans.
2. Is someone holding your passport or identification documents?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Ans.
3. Has anyone ever pressured you into doing anything/work you didn't want to do?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Ans.
4. Are you forced to live somewhere you don't want to?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Ans.
5. Do you have a debt that cannot be paid off?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Ans.
6. Does someone take all or part of the money you earn?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Ans.
7. Do you have a new or chronic health concerns?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Ans.
8. Are you forced to work long hours with no days off?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Ans.
9. Has anyone threatened to hurt you or your family if you leave?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Ans.
10. Has anyone physically or sexually abused you?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Ans.
11. Have you ever been arrested? Where? _____ For what? _____	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Ans.
12. Have you ever engaged in sexual acts for something you needed?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Not Ans.

Is there anything else that worries you about your safety? Is there anything else you think I should know?

**Check one:**  Victim screened in according to the protocol  
 Victim screened in based on the belief of First Responder  
 Victim did not screen in

**If victim screened in: What services were offered/ provided?**

Medical service    Mental health service    Victim service

If the victim screens in according to this form please contact the following;

1) National Center for Missing and Exploited Children (under 18)	1-800-843-5678	
2) 24 hr CPS call center for Child Human Trafficking victims	410-361-2235	
3) National Human Trafficking Resource Center	1-888-373-7888	
4) Heartly House	301-662-8800	
5) Appropriate Law Enforcement Jurisdiction		
FPD- 301-600-2102	FCSO- 301-600-1046	TPD- 301-271-0905
MSP- 301-600-4151	BPD- 301-834-9555	

General observations (tattoos, marks, burises, scars, branding, malnurished, clothing condition, hair, make up, etc...)

## Appendix G

### Frederick County Human Trafficking Task Force Discipline-Specific Training Outlines

#### I. LAW ENFORCEMENT

##### Introduction Level / Entry Level: Focused on Basic Recruit Training Level

- Overview / Definition / Types of Trafficking
- Control Methods used on Victims
- Criminal Statutes / Crimes Associated with HT
- Pattern of Victimization
- Where Does HT Occur
- Impact on Community
- Recognizing Signs Victim / Offender
- Recognizing Violations
- Interview Techniques / Communication
- Evidence Collection
- Screening and Reporting Guidelines

*Currently, the Maryland Entry-Level Academy requires a one (1) hour block of training on Human Trafficking. The mandated topics included in the curriculum are as follows:*

- 1.07.35 Identify the basic elements of the crime of Human Trafficking
- 04.03.23 Identify the resources available to the officer for the crime of Human Trafficking.
- 04.05.20 Identify the resources available to the victim for the crime of Human Trafficking
- 04.25 Identify the basic responsibility of the officer when investigating the crime of Human Trafficking.

##### In-Service / Annual Training: Focused on Patrol / Basic Criminal Investigator

- Recognizing Signs / Violations
- Interview Techniques / Communication
- Reporting Guidelines
- Screening Victims
- Evidence Collection
- Service Provider Referrals

*As of October 1, 2017, In-Service training on the topic of Human Trafficking has been added to existing 3 year mandated in-service requirements, under PSA 3-207 as follows;*

- (6) to require, for entrance-level police training and at least every 3 years for in-service level police training conducted by the State and each county and municipal police training school, that the curriculum and minimum courses of study include special training, attention to, and study of the application and enforcement of:
  - the criminal laws concerning rape and sexual offenses, including the sexual abuse and exploitation of children and related evidentiary procedures;
  - the criminal laws concerning human trafficking, including services and support available to victims and the rights and appropriate treatment of victims;
  - the contact with and treatment of victims of crimes and delinquent acts;

- the notices, services, support, and rights available to victims and victims' representatives under State law; and
- the notification of victims of identity fraud and related crimes of their rights under federal law;

**Specialization Training:** Focused on Criminal Investigations, Narcotics Investigations, Intelligence Units, Victim Services, Crisis Negotiators

- Agency Policy Development
- Interview Techniques / Strategies / Tools
- Internet / Social Media Strategies
- Investigative Case Review
- Brothel Investigations
- Prosecution Strategies
- Service Providers / Victim Advocacy
- Information Sharing

**Resources:**

- <http://mdle.net/announcements.htm>
- GOCCP and US Attorney's Office Basic Human Trafficking Training
- GOCCP and US Attorney's Office Advanced Human Trafficking Training Course Maryland Police and Corrections Training Commission
- COMAR Title 12 Department of Public Safety and Correctional Services - Police Entry Level Objectives

## **II. HOSPITAL & CLINIC/ACUTE CARE**

**Introduction / Entry Level:** All Providers and Staff Interacting Directly with Patients (new hire/current/annual training):

- Defining Human Trafficking and Health Consequences
- Screening for high risk indicators
- Safety Issues for patient and staff
- Cultural difference among HT victims
- HIPPA and confidentiality considerations
- Mandatory reporting laws and guidelines
- Hospital protocol for HT

**Specialization Training:** Specialized topics for Key Medical Providers & Staff (in addition to above):

- HT Introduction to address sex and labor trafficking
- Introduction of Commercial Sexual Exploitation of Children (CSEC)
- Trauma informed service delivery
- Motivational interviewing
- Youth specific service delivery
- Data collection and Reports

**Target Key Department / Personnel Training:**

- Forensic Nurse Services
- Emergency Department
- Inpatient



- Care Management/Social Work
- OB/Family Center/Pre-Natal Center/Pediatrics
- Security
- Registration
- Custodial Services
- Pastoral Care Services

Facilitation of Trainings:

- Workgroup to create and publish HT Introduction and annual review training.
- Engage the Maryland Human Trafficking Task Force for hospital-based protocol training with key departments.
- Annual review of protocol and updating training as needed.
- Key stakeholder to facilitate training for new staff and on-going education.
- Maintain congruency with state and federal recommendations/laws.
- Coordinate with County partners conduct annual multidisciplinary summits for HT education for key stakeholders.

Resources:

Maryland Human Trafficking Task Force Medical Protocol and Training – TurnAround: [www.turnaroundinc.org](http://www.turnaroundinc.org); [arodriguez@turnaroundinc.org](mailto:arodriguez@turnaroundinc.org)

HEAL Trafficking (Health, Education, Advocacy, Linkage): <https://healtrafficking.org/>

**III. SOCIAL SERVICES**

Introduction Level / Entry Level: Foundational Training for all Employees

- Overview / Definition / Types of Trafficking
- Statistics / Scope of Issue
- Control Tactics / Power and Control Wheel
- Characteristics of Victims / Traffickers
- Impact of Trauma on Survivors
- Indicators of Sex Trafficking / Labor Trafficking
- Trauma-Informed Questioning / Service Provision
- Special Considerations for Child / Non-English Speaking / Transgender Victims
- How to Respond to Potential Victim

In-Service / Annual Training: Focused on Direct Service Providers

- Review of Definitions / Scope of Issue
- Screening and Assessment of Potential Victims
- Protocol and Response to Identified Victims
- Trauma-Informed Care
- Confidentiality and Data Collection / Sharing
- Collaboration with Partner Organizations

Specialization Training: Department Specific Trainings (clinical counselors, shelter providers, case workers, child protective services, foster care, advocates, substance abuse, etc.)

- Agency Policy and Protocol Development
- Case Management / Service Coordination
- Safety Planning

- Trauma-Informed Services
- Coordination with Law Enforcement
- Referrals and Collaborative Care
- Victim Advocacy
- Data Collection / Sharing

Resources:

Maryland Human Trafficking Task Force: <http://www.mdhumantrafficking.org/>  
 Child Sex Trafficking Victims Initiative: [www.family.umaryland.edu/research-pari/](http://www.family.umaryland.edu/research-pari/)  
 TurnAround: [www.turnaroundinc.org](http://www.turnaroundinc.org)  
 Salvation Army's Anti-trafficking Program/Catherine's Cottage: [www.salvationarmymwv.org/centralmaryland/help/human-trafficking/](http://www.salvationarmymwv.org/centralmaryland/help/human-trafficking/)  
 HopeWorks of Howard County: [www.wearehopeworks.org](http://www.wearehopeworks.org)  
 Heartly House: [www.heartlyhouse.org](http://www.heartlyhouse.org)  
 Anchored Hope Therapy: <http://anchoredhopetherapy.com/>  
 Online Training/Resources:  
[www.HumanTraffickingHotline.org](http://www.HumanTraffickingHotline.org)  
<https://www.ovcttac.gov/views/HowWeCanHelp/dspHumanTrafficking.cfm>  
<https://www.acf.hhs.gov/otip>

**IV. GENERAL GOVERNMENT EMPLOYEES**

Introduction Level / Entry Level

Human Trafficking Awareness for Government Employees

Course Overview

The course should provide personnel with information defining Human Trafficking and differentiating it from human smuggling. Training should illustrate how employees might encounter victims of human trafficking and traffickers themselves and identify what steps the employee should take when encountering a suspected victim or trafficker. The employee should be provided guidance and resources should the employee identify human trafficking both in one's professional capacity and private capacity.

Course Objectives

- Define Human Trafficking
- Identify indications of Human Trafficking victims.
- Compare the similarities and difference between "human trafficking" and "smuggling."
- Identify possible indicators of human trafficking that they may encounter on the job.
- Describe the actions that they should take when observing suspicious activities.

In-Service / Annual Training

Yearly Refresher Training is recommended; attend statewide conferences and trainings; bring in specialized trainers when identified need arises

Resources

<https://www.dhs.gov/blue-campaign/awareness-training>  
<https://www.state.gov/j/tip/training/>  
<http://humantraffickinghotline.org/resources/human-trafficking-101>  
<https://www.acf.hhs.gov/otip/resources/federal-efforts>  
<https://training.fema.gov/is/courseoverview.aspx?code=IS-1150>

## V. PUBLIC SCHOOLS

### Introduction Level / Entry Level: Focused on Awareness/Prevention

- Overview / Definition / Types of Trafficking Pattern of Victimization
- Impact on Community
- Recognizing Signs Victim / Offender Reporting Guidelines

### In-Service / Annual Training: Focused on Teachers and Instructional Support Staff

- Recognizing Signs
- Communication Techniques
- Reporting Guidelines

### Specialization Training: Focused on Principals, Guidance Counselors, and Central Office Staff

- Policy and Regulation Review
- Interview Techniques and Strategies
- Internet / Social Media Strategies
- Service Providers/Referrals
- Victim Advocacy
- Data Collection/Information Sharing

### Resources:

<https://safesupportivelearning.ed.gov/human-trafficking-americas-schools>

*Report released by the US Department of Education on human trafficking in America's schools.*

<http://teachunicef.org/explore/topic/child-trafficking>

*This website offers lessons plans, readings, activity sheets, and videos for grades 6-8 and 9-12 specifically focused on child trafficking and geared towards younger audiences.*

<http://www.a21.org/content/education/gn9vq0>

*Human trafficking curriculum for high schools aims to educate and encourage students to fight trafficking in their own communities. There are videos to facilitate the lessons with experts from around the US as well as lesson plans and student handouts that are aligned with the common core standards as well as a pacing guide for different lesson plan timeframes.*

<https://www2.ed.gov/about/offices/list/oese/oshs/humantraffickin101-schladmin.pdf>

*Human trafficking 101 for School Administrators and Staff*

## VI. HIGHER EDUCATION

### Introduction Level / Entry Level: Focused on Awareness/Prevention

- Overview / Definition / Types of Trafficking
- Pattern of Victimization
- Impact on Community
- Recognizing Signs
- Victim / Offender Reporting Guidelines

### In-Service / Annual Training: Focused on Professors/Adjunct Instructors

- Recognizing Signs
- Communication Techniques
- Reporting Guidelines

Specialization Training: Focused on Deans, Provost, Campus Police, and University Management Staff

- Policy and Regulation Review
- Interview Techniques/Strategies
- Internet / Social Media Strategies
- Service Provider Referrals
- Victim Advocacy and Response

Resources:

<http://www.polarisproject.org/resources/outreach-and-awareness-materials/student-toolkit>  
*Polaris Project is the leading anti-trafficking NGO in the United States. They have a plethora of resources on their website including the Student Toolkit which is focused on how college students can raise awareness to human trafficking. They also have a number of webinars and online training tools.*

<http://www.polarisproject.org/what-we-do/national-human-trafficking-hotline/accesstraining/online-training>

## **VII. HOTEL / MOTEL / CONFERENCE CENTER EMPLOYEES**

Introduction Level / Entry Level:

Human Trafficking Awareness for All Employees (Concierge, front desk, room service, housekeeping, maintenance, security, etc.)

Course Overview

The course should provide employees with general information about Human Trafficking. Training should illustrate how employees might encounter victims of human trafficking and/or traffickers themselves and then identify what protocols are in place to report suspected incidents or suspicious circumstances.

Management should receive training in the areas of direct recruitment and hiring practices for employees and sub-contractor labor forces used in providing products and on-site services.

Course Objectives

- Establish and understand a Company-Wide Anti-Trafficking Policy
- Train staff on Trafficking Indicators and how to respond
- Establish and use a safe and secure reporting protocol for suspected Human Trafficking activity
- Develop a business response plan should an employee be alerted to or suspect Human Trafficking activity on-site
- Identify responsible sources for products and contracted labor

In-Service / Annual Training

Yearly Refresher Training is recommended. Ensure all staff understand indicators of possible trafficking.

Resources:

Polaris Project: [www.polarisproject.org](http://www.polarisproject.org)

Department of Homeland Security Blue Campaign:

<https://www.dhs.gov/blue-campaign/hospitalityindustry>

<https://www.dhs.gov/blue-campaign/awareness-training>

Online training: <https://www.ahlei.org/humantrafficking/>

## Appendix H

### *Links to Legislative Bills*

#### *Lodging Establishment Training*

Prince George's County., Md., Code § 5-171.01 (2011 Edition; 2013 Supplement):  
[https://library.municode.com/md/prince\\_george's\\_county/codes/code\\_of\\_ordinances?nodeId=PTIITI17PULOLAPRGECOMA\\_SUBTITLE\\_5BULI\\_DIV7HOROHOS5-171.01RETRCE](https://library.municode.com/md/prince_george's_county/codes/code_of_ordinances?nodeId=PTIITI17PULOLAPRGECOMA_SUBTITLE_5BULI_DIV7HOROHOS5-171.01RETRCE)

#### *Bodyworks Establishments*

Montgomery County, Md., Health and Sanitation – Bodywork Establishment – License (Apr. 14, 2015):  
<https://www.montgomerycountymd.gov/COUNCIL/Resources/Files/bill/2015/9-15.htm>

Frederick City Code § 15-47, 1966  
[https://library.municode.com/md/frederick/codes/code\\_of\\_ordinances?nodeId=PTIITHCO\\_CH15OFIS\\_S15-47MA](https://library.municode.com/md/frederick/codes/code_of_ordinances?nodeId=PTIITHCO_CH15OFIS_S15-47MA)

#### *National Human Trafficking Resource Center Hotline*

Md. Code Ann., Bus. Reg. § 15-207 (West 2012):  
<https://law.justia.com/codes/maryland/2013/article-gbr/section-15-207/>

#### *Landlord-Tenant Anti-Trafficking Bill*

Md. Code Ann., Crim. Law § 11-306(a)(2-4) (West 2015):  
<https://law.justia.com/codes/maryland/2005/gcr/11-306.html>

Prince George's Cnty., Md., Code § 13-162.00.02:  
[https://library.municode.com/md/prince\\_george's\\_county/codes/code\\_of\\_ordinances?nodeId=PTIITI17PULOLAPRGECOMA\\_SUBTITLE\\_13HOPRST\\_DIV3LANARE\\_SD2LANACO\\_S13-162.00.02USAPPRINHUTRPR](https://library.municode.com/md/prince_george's_county/codes/code_of_ordinances?nodeId=PTIITI17PULOLAPRGECOMA_SUBTITLE_13HOPRST_DIV3LANARE_SD2LANACO_S13-162.00.02USAPPRINHUTRPR)

#### *Maryland State Workgroup to Study Safe Harbor Policy for Youth Victims of Human Trafficking*

S. 1017, 437th Gen. Assemb. (Md. 2017):  
[http://mgaleg.maryland.gov/2017RS/chapters\\_noln/Ch\\_164\\_sb1017T.pdf](http://mgaleg.maryland.gov/2017RS/chapters_noln/Ch_164_sb1017T.pdf)

#### *Victim Services Fund*

Howard County Ordinance:  
<https://www.howardcountymd.gov/LinkClick.aspx?fileticket=ni7kXWw-7nE%3d&portalid=0>

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<sup>1</sup> 22 USC § 7102

<sup>2</sup> 22 USC § 7102

<sup>3</sup> United States Department of State, 2016

<sup>4</sup> NSVRC, 2012; Pascual-Leone, Kim, & Orrin-Porter, 2017).

<sup>5</sup> ILO, 2017

<sup>6</sup> USDS, 2017

<sup>7</sup> Maryland, 2015b

<sup>8</sup> Maryland, 2015a

<sup>9</sup> Maryland, 2015a

<sup>10</sup> Maryland, 2016

<sup>11</sup> Ladd & Weaver, 2017; Wisconsin, 2012

<sup>12</sup> Ladd & Weaver, 2017

<sup>13</sup> Fedorschak, et. al., 2014

<sup>14</sup> Kynn, et. al., 2016; SAMSHA, 2015

<sup>15</sup> Ladd & Weaver, 2017

<sup>16</sup> Siniscalchi & Jacob, 2010

<sup>17</sup> Ladd & Weaver, 2017; Kynn, J., Steiner, J., Hoge, G. L., & Postmus, J. L., 2016; Powell et. al., 2017

<sup>18</sup> Maryland, 2015a

<sup>19</sup> Wisconsin, 2012; Siniscalchi & Jacob, 2010

<sup>20</sup> Kynn, et al., 2016

<sup>21</sup> Ladd & Weaver, 2017

<sup>22</sup> Stoklosa, Dawson, Williams-Oni, & Rothman, 2016

<sup>23</sup> Peters, 2013

<sup>24</sup> Stoklosa, Dawson, Williams-Oni, & Rothman, 2016

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