



# What to do if a Student is a Victim of Human Trafficking

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txEDCON22 TASA | TASB Convention  
September 23, 2022



## Disclaimer:

*The information contained in this document is for general information purposes only. You should not rely solely on this information. The contents of this document are subject to change as a result of further potential information and guidance provided by federal and state agencies with regulatory oversight of these programs. Therefore, this document does not constitute legal advice, and entities are advised to seek legal counsel regarding the information and guidance provided in this document before acting on such information and guidance.*

# Our Team



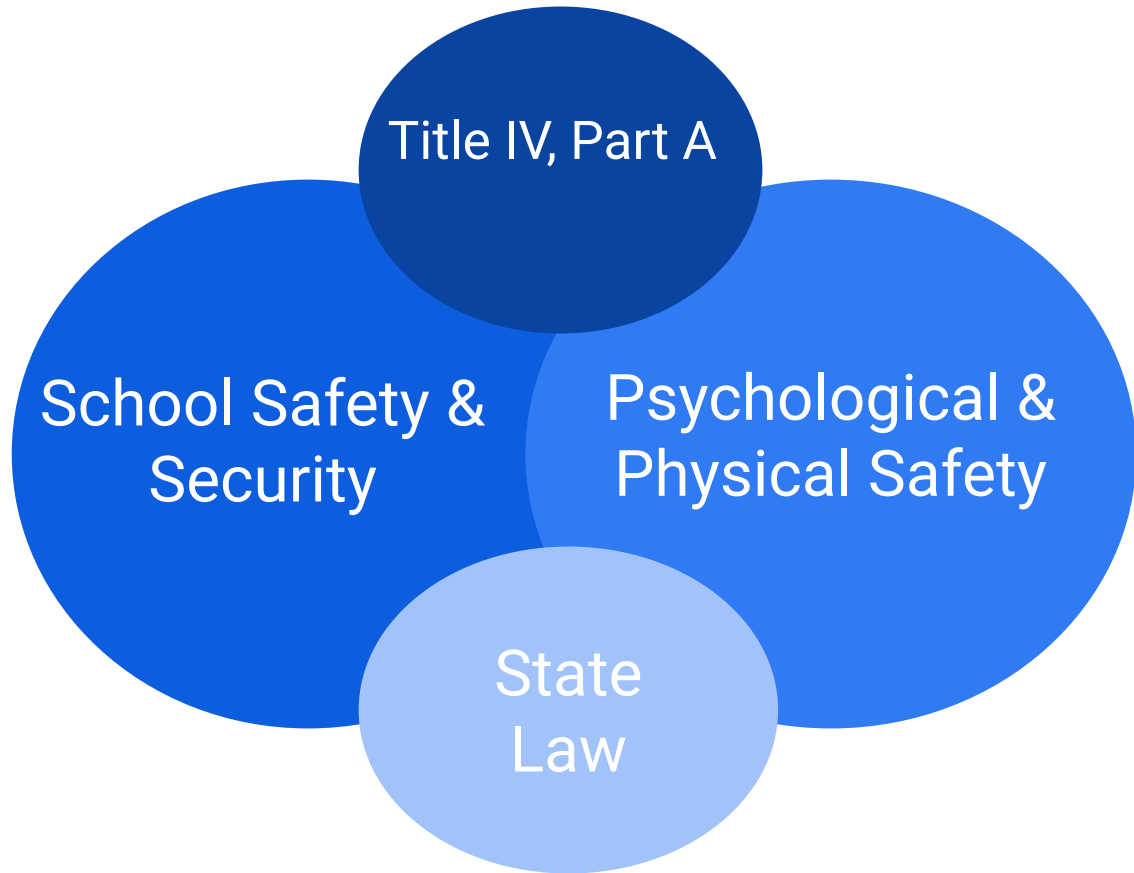
**Nancy Galle, M.Ed.**  
Project Mgr | Consultant



**Rod Pruitt, M.A.**  
Coordinator



**John Phillips, Ed.D.**  
Consultant



# Child Abuse Can Take Many Forms

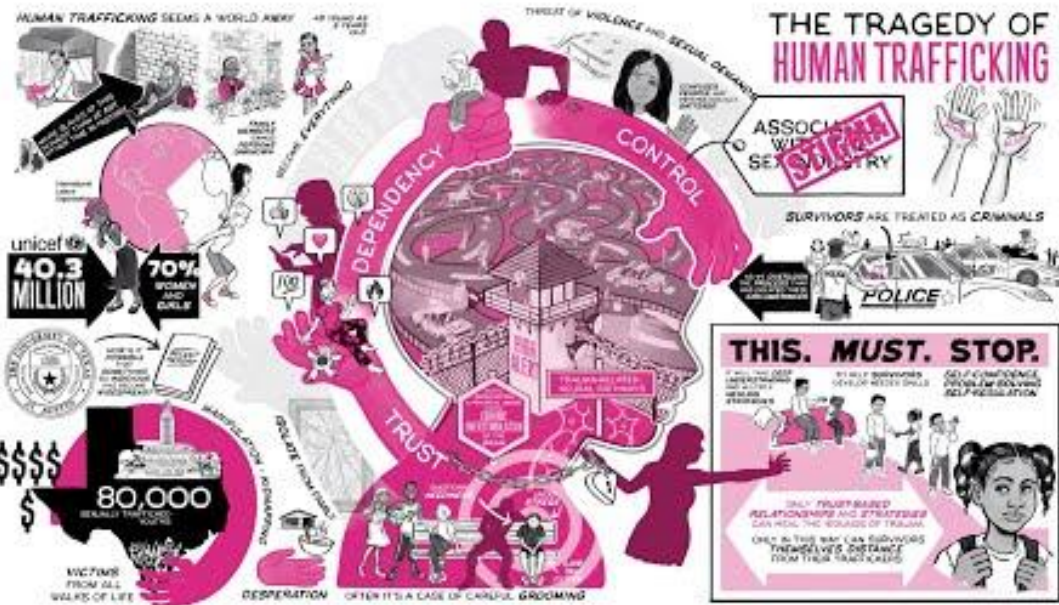
Neglect

Emotional  
Abuse

Physical  
Abuse

Sexual  
Abuse

Human  
Trafficking



<https://vimeo.com/486164313>

# Human Trafficking Impact in Texas

APPROXIMATELY

**79,000**

MINORS AND YOUTH  
ARE VICTIMS OF  
SEX TRAFFICKING  
IN TEXAS ★★

APPROXIMATELY

**234,000**

WORKERS ARE  
VICTIMS OF  
LABOR TRAFFICKING

THERE ARE CURRENTLY AN ESTIMATED  
**313,000** VICTIMS OF  
HUMAN TRAFFICKING  
IN TEXAS ★★★★★

TRAFFICKERS  
EXPLOIT  
APPROXIMATELY

**\$600 MILLION**

FROM VICTIMS OF LABOR TRAFFICKING  
★★★★★ IN TEXAS

MINOR AND YOUTH  
SEX TRAFFICKING COSTS  
THE STATE OF  
TEXAS  
APPROXIMATELY

**\$6.6  
BILLION**

## Texas woman arrested for human trafficking, sexual assault of a child and other charges

Posted: 5:56 PM, Aug 28, 2019 Updated: 5:56 PM, Aug 28, 2019

By: Ryan Garcia



The FEVER is back!

## 9-Year-Old Texas Boy Rescued From Human Trafficker Trying to Sell Him

Silke Jasso, July 31, 2019 10:43 am

MISSION, Texas — The Texas  
the FBI are looking for help



UNBOUND



# Definition

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## Human trafficking is the

- recruitment,
- harboring,
- transporting, or
- procurement

## Of a person for labor or services for the purpose of

- involuntary servitude,
- slavery, or
- forced commercial sex acts.





# Misconception

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Human Trafficking is about **exploitation** and does not have to involve movement of a person. A victim can be trafficked without ever leaving their home or community.

# Who are the Victims?

**Anyone! Anywhere!**



# VULNERABLE POPULATIONS

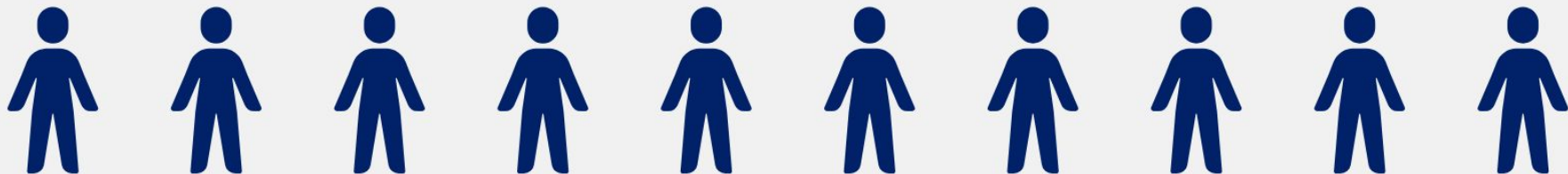
and Other Identifiers



**Children with  
significant  
cognitive  
disabilities**

# VULNERABLE POPULATIONS

## and Other Identifiers



- Runaways
- Juvenile/criminal history
- Substance use or abuse issues
- Victims of physical and sexual abuse
- Impoverished: hungry, poor, debt
- Immigrants
- LGBT (Estes & Weiner, 2001)
- Lack of education or any means to earn an income.



- 01 **TEC/TAC**
- 02 **Training**
- 03 **Instruction**
- 04 **Postings**
- 05 **Reporting**
- 06 **Resources**



# 01

## District Requirements

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District adopt policies for addressing sexual abuse, sex trafficking, and other maltreatment of children.  
Include in DIP + other informational handbooks.  
(Legal: DMA, DG, BQ, FFG, DGC)



Required training for school staff.  
Maintain records.  
Age-appropriate anti-victimization and prevention programs for students

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## Key Requirements

### Prevention + Awareness

**TEC 38.0041**

TAC 61.1051



Develop protocols and procedures for identifying and reporting suspected victims.

Develop actions that a child who is a victim of should take to obtain assistance and intervention.  
Available counseling options.



Post reporting information in English and Spanish including DFPS hotline, 911, and [www.txabusehotline.org](http://www.txabusehotline.org)

## Sample Student Handbook

### Child Sexual Abuse, Trafficking, and Other Maltreatment of Children (All Grade Levels)

The district has established a plan for addressing child sexual abuse, trafficking, and other maltreatment of children, which may be accessed at [www.anyschool.edu](http://www.anyschool.edu). Trafficking includes both sex and labor trafficking.

#### Warning Signs of Trafficking

Child trafficking of any sort is prohibited by the Penal Code. Sex trafficking involves forcing a person, including a child, into sexual abuse, assault, indecency, prostitution, or pornography. Labor trafficking involves forcing a person, including a child, to engage in forced labor or services.

Traffickers are often trusted members of a child's community, such as friends, romantic partners, family members, mentors, and coaches. Some traffickers make contact with victims online.

Possible warning signs of sexual trafficking in children include:

- Changes in school attendance, habits, friend groups, vocabulary, demeanor, and attitude;
- Sudden appearance of expensive items (for example, manicures, designer clothes, purses, technology);
- Tattoos or branding;
- Refillable gift cards;
- Frequent runaway episodes;
- Multiple phones or social media accounts;
- Provocative pictures posted online or stored on the phone;
- Unexplained injuries;
- Isolation from family, friends, and community; and
- Older romantic partners.

#### Warning Signs of Trafficking (Continued)

Additional warning signs of labor trafficking in children include:

- Being unpaid, paid very little, or paid only through tips;
- Being employed but not having a school-authorized work permit;
- Being employed and having a work permit but clearly working outside the permitted hours for students;
- Owning a large debt and being unable to pay it off;
- Not being allowed breaks at work or being subjected to excessively long work hours;
- Being overly concerned with pleasing an employer and/or deferring personal or educational decisions to a boss;
- Not being in control of his or her own money;
- Living with an employer or having an employer listed as a student's caregiver; and
- A desire to quit a job but not being allowed to do so. [See **Consent to Instruction on Prevention of Child Abuse, Family Violence, Dating Violence, and Sex Trafficking** on page 9.]

#### Reporting and Responding to Sexual Abuse, Trafficking, and Other Maltreatment of Children

Anyone who suspects that a child has been or may be abused, trafficked, or neglected has a legal responsibility, under state law, to report the suspected abuse or neglect to law enforcement or to Child Protective Services (CPS).

A child who has experienced sexual abuse or any other type of abuse or neglect should be encouraged to seek out a trusted adult. Children may be more reluctant to disclose sexual abuse than physical abuse and neglect and may only disclose sexual abuse indirectly. As a parent or trusted adult, it is important to be calm and comforting if your child or another child confides in you. Reassure the child that he or she did the right thing by telling you.

If your child is a victim of sexual abuse, trafficking, or other maltreatment, the school counselor or principal will provide information on counseling options for you and your child available in your area. The Texas Department of Family and Protective Services (DFPS) also manages early intervention counseling programs. To find out what services may be available in your county, see [Texas Department of Family and Protective Services, Programs Available in Your County](#).



# Finding Safety/Mental Health State Requirements...

Title IV, Part A School Safety and Mental Health State Initiative Web Page



District Resources

Mental Health and Safety

A screenshot of the Region 14 Education Service Center website. The header includes the Region 14 logo, the text "Region 14 Education Service Center", and a search bar. Below the header is a navigation menu with links for Departments, Programs &amp; Services, R14 Districts, PITStop, Jobs, R14 Service Station, ESC Employees, and About Us. The main content area features a sidebar with a menu for Title IV State Initiative, including links for District/LEA Resources, ESC Resources, Parent Resources, TEA Resources, and Title IV SI FAQ. The main content area displays the TEA logo, the Region 14 logo, and the Title IV School Safety State Initiative logo. Below these logos is a section titled "District/LEA Resources" with several dropdown menus: "Required Training", "Title IV Resources", "TEA Safety &amp; Mental Health Resources", "Mental Health and Safety", and "Safety Teams". There is also a "Training" button and a "Newsletter Archive" link.

# State Requirements

[Title IVA Safety and Mental Health State Initiative Web Page](#)

## Title IV Part A School Safety State Initiative

### A Key Consideration (2018-2019-2021)

Title IV, Part A Federal funds can not be used to meet state or local safety and mental health requirements. LEAs and ESCs can use [this chart](#) to help with Title IV, Part A use of funds questions.

Below are links to several state and local required activities that overlap with Title IV, Part A Federal Programs. The LEA would have to meet these requirements before using Title IV, Part A funds to supplement additional needs.



Abuse & Human Trafficking Prevention

[CLICK HERE](#)



AED & CPR Training

[CLICK HERE](#)



Bully Prevention

[CLICK HERE](#)



Conflict Resolution

[CLICK HERE](#)



Crisis Intervention

[CLICK HERE](#)



Dating Violence

[CLICK HERE](#)

## Abuse & Human Trafficking Prevention



Title IV, Part A funds cannot be used to meet state or local requirements. Below are state requirements for Local Education Agency (LEAs) concerning **Abuse, Sexual Abuse, and Human Trafficking**. The LEA would have to meet these requirements before using Title IV, Part A funds to supplement additional needs.

For guidance concerning Title IV, Part A compliance please refer to [TEA Title IV, Part A: Student Support and Academic Enrichment](#).

For guidance on **Abuse, Sexual Abuse, and Human Trafficking** requirements, please refer to [TEA Child Abuse Prevention](#) and [TEA Human Trafficking Prevention](#)

Training for Staff

Training for Students

Students' Consent for Counseling

District Posting Requirements

TEA Guidance

TEA/State/Other Websites and Resources

Downloadable PDF

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# 02

## School Board + Staff Training

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# School Board Training

## 19 TAC 61.1(b)(7)

- Each board member shall complete continuing education on identifying and reporting potential victims of sexual abuse, human trafficking, and other maltreatment of children TEC 11.159(c)(2).
- Training shall:
  - Familiarize the requirements relating to Reporting Child Abuse/ Neglect, including Trafficking of a Child. TEC 38.004 and 38.0041, and 19 TAC 61.1051
  - Instruction in identifying potential victims
  - Instruction in reporting; and
  - Instruction in victim and prevention resources and organizations



- When:
  - A newly elected or appointed board member: 1 hour of training w/in 120 days after election or appointment
  - All: Every 2 years and at least 1 hour long
- Training provided by registered provider and may be completed online with instructor engagement
  - Local ESC
  - TASB's Online Learning Center
  - TEA School Board Training

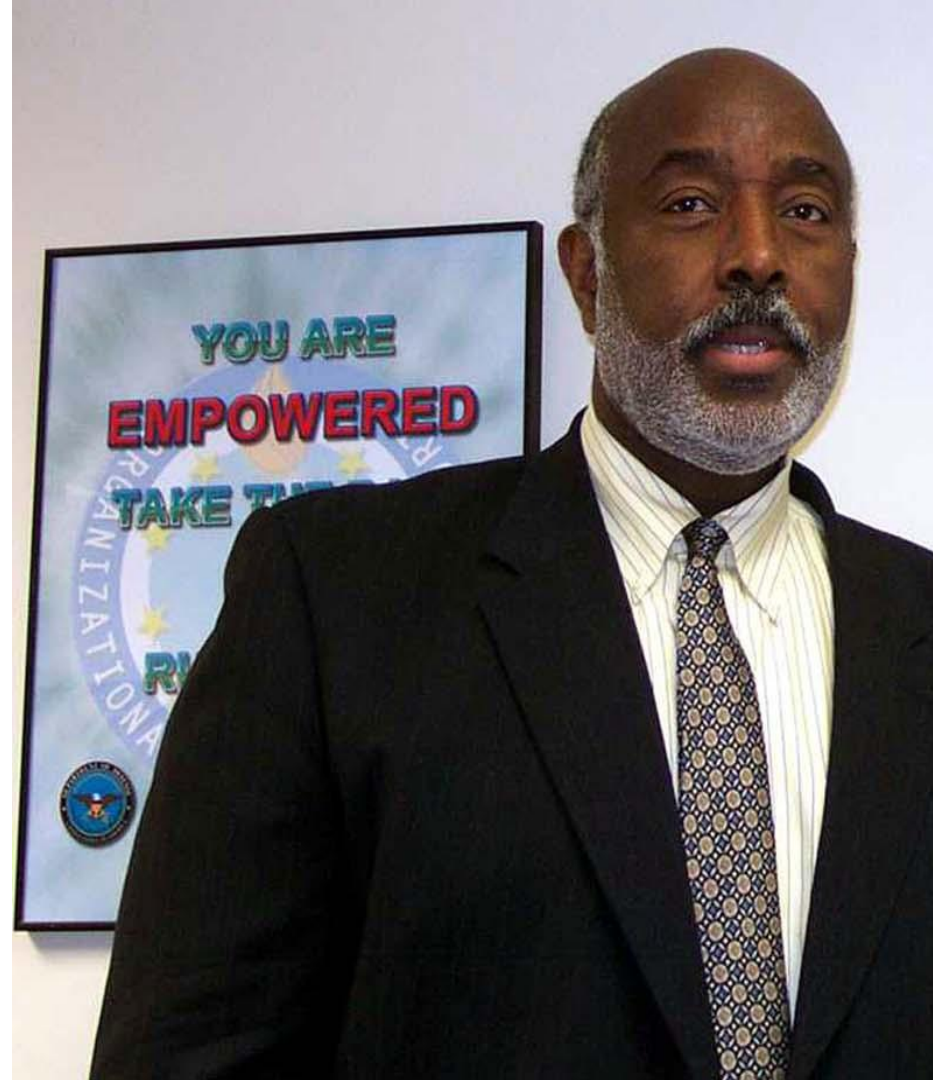
# Superintendent Professional Development

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TEC § 21.054(h)

## Training on Identifying and Reporting Abuse

- Superintendents with certificate that is renewed on or after January 1, 2021: 2.5 hours of training every 5 years
- Training covers identifying and reporting potential victims of sexual abuse, human trafficking, and other maltreatment of children





# All Staff Training Requirements

TEC § 38.0041(c)

Prevention techniques for, and recognition of, sexual abuse, trafficking, and other maltreatment of children, including children with significant cognitive disabilities.

- Factors indicating a child is **at risk** for sex abuse, trafficking, and other maltreatment.
- Likely **warning signs** indicating a child may be a victim.
- Internal procedures for seeking assistance for a child who is at-risk including **referral** to a school counselor, social worker, or another mental health professional.
- **Techniques** for reducing a child's risk
- Community organizations that have relevant programs to provide **training and information** to school staff, students, and parents.



- **Who:** Training must be provided to all new school district and open-enrollment charter school employees
- **When:** Districts must annually review the SBEC clearinghouse and either adopt the recommended annual training, job-embed the requirement, or clearly state how district plans to modify the clearinghouse recommendation in DMA local policy
- **Effective Date:** June 1, 2022



# 03

## Student Instruction

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# Student Curriculum Requirements

## BOARD VOTE ON ADOPTION

Board takes action on SHAC curriculum recommendation in public meeting

## PARENT NOTIFICATION

Notified **prior** to each SY about the district's offering of HT instruction

## PARENTAL CONSENT

Parents must **Opt Into** Instruction on HT at least 14 days before instruction starts

## TASB FAQ

<https://www.tasb.org/services/legal-services/tasb-school-law-esource/students/documents/faq-on-shac-and-adoption-inst-materials.aspx>

## TEA FAQ

<https://tea.texas.gov/sites/default/files/4-14-2022-child-abuse-f-a-q.pdf>

## HEALTH TEKS EFFECTIVE 22-23

[https://texreg.sos.state.tx.us/public/readtac\\$ext.ViewWTAC?tac\\_view=4&ti=19&pt=2&ch=115](https://texreg.sos.state.tx.us/public/readtac$ext.ViewWTAC?tac_view=4&ti=19&pt=2&ch=115)





# 04

## District Posting Requirements

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# TEC 38.0042 - Child Abuse Awareness Posting Requirements

## TEA No Go Tell Poster

- Each public school and open-enrollment charter school shall post in a clearly visible location in a public area of the school that is readily accessible to students
- including the sign being in both English and Spanish and
- at least 8.5 x 11 inches in size.



## TEC 37.086 Human Trafficking Free Zone Posting

- Each school shall post warning signs concerning trafficking of persons at the following locations:
  - Along the exterior boundaries of the school's premises,
  - at each entrance to the premises
  - conspicuous places reasonably to be viewed by all entering the school premises.
- TEA shall create rules:
  - including the sign being in both English and Spanish and
  - at least 8.5 x 11 inches in size.



# 05

## Mandatory Reporting

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# Reporting Procedures and Policies

**Any person** having cause to believe that a child's physical or mental health or welfare has been adversely affected by abuse or neglect

by **any person**

**shall** immediately make a report as required by law.

TFC 261.101(a)

# Mandated Reporting

NEW



If it is an **emergency** call 911 or law enforcement immediately



If it is a **heightened concern**, contact the [Texas Abuse Hotline](#) at 1-800-252-5400



If it is a **hunch or worry (less urgent)**, make a report online at [Texas Abuse Hotline](#)

If the matter to be reported potentially involves human trafficking, please report to **DFPS** and local or state law enforcement.

*Please note:* For the purposes of trafficking, reporting to local law enforcement does not include a school district's police department.

# Additional Reporting Option

iwatchtx.org

The screenshot shows the iWatchTexas School Safety website. At the top, a red banner reads "New school sites are being added to iWatchTexas School Safety daily." The header includes the iWatchTexas logo, the text "iWatchTexas School Safety", and a link "For emergencies dial 911". Below the header, there is a question: "Are you a student, teacher or parent and have a specific concern about school safety?" followed by the heading "Report it here". A blue box contains a notice: "New school sites are being added to iWatchTexas School Safety daily. If your school is not on this list, choose **Other School** to continue filing a report and include the missing school's name and address in your report's narrative." Below this is a search bar with the placeholder "Select or Type a School Name to Begin" and a dropdown arrow, and a red "Create Report" button with a checkmark icon. A large white box in the center contains a "Welcome to the iWatchTexas school safety website." message, followed by an encouragement to report concerns, a note that the site is not for emergencies (with a link to "If this is an emergency, call 911."), a statement that reports will be reviewed by local law enforcement, school resource officers, or designated Texas Education personnel (with a link to "844-643-2251"), and a note that the report should take less than 5 minutes to complete. At the bottom, there are three buttons: "What should I report?", "What makes a good report?", and "Video/Resources". A footer message states: "Protecting our students, faculty and schools requires everyone's support. By alerting the proper authorities to incidents that concern you, we can take steps towards preventing rather than reacting to school violence. We encourage you to report anything that may trouble you: no concern is too small!!"





# 06

## Resources

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State + Local



# A Statewide Partnership to Address Abuse and Maltreatment of School-Aged Children



Office of the Texas Governor  
Child Sex Trafficking Team



children's advocacy  
centers™ of texas



TEXAS★STATE®  
TEXAS SCHOOL SAFETY CENTER



Texas Department of  
Family and Protective Services



About TEA	Texas Schools	Academics	Finance & Grants	Reports & Data	Student Assessment	Texas Educators
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## Human Trafficking Prevention and Awareness Webinars

TEA, in partnership with Title IV, Part A Statewide School Safety Initiative (ESC Region 14), ESC 12, and the Governor's Child Sex Trafficking Team, is launching a series of webinars to support ESCs and LEAs the implementation in the 2020-2021 school year.

### 2021-2022 Series

Human Trafficking 87th Legislative Update and Requirements

Presentation

Youtube

Human Trafficking Prevention in Action

Youtube

Human Trafficking Prevention Awareness Month Panel

Youtube

Human Trafficking Prevention Resources

Youtube

[Home](#) / [About TEA](#) / [Other Services](#)

## Human Trafficking of School-aged Children

Human trafficking is the recruitment, harboring, transporting, or procurement of a person for labor or service for the purpose of involuntary servitude, slavery, or forced commercial sex acts. While human trafficking is a global problem, it is also a Texas problem. School-aged children are vulnerable to the manipulation and exploitation tactics of traffickers. Unfortunately, law enforcement has confirmed cases of trafficking occurring on school grounds, at school events, and even carried out by classmates.

Traffickers are brutal, and victims are often subjected to serious, life-altering manipulation, and control through the use of threats of violence, physical, sexual, or emotional abuse, and withholding of basic necessities. No children do continue to attend school while being trafficked, and as such, are in contact with school personnel on a regular basis. This means that because of your role as an education professional, you may be in a position to identify and report human trafficking, thus facilitating the child's rescue by law enforcement.

### A Form of Abuse

Human trafficking is defined as a form of abuse or neglect under the [Texas Family Code, Section 261.001](#). Individuals have a duty to immediately report suspected abuse or neglect to law enforcement or the Texas Department of Family and Protective Services (DFPS), but [Texas Family Code, Section 261.101](#), requires education professionals to do so within 48 hours of suspecting the abuse or neglect. As a school employee, your training on abuse and neglect provides a foundation for you to recognize and report suspected human trafficking.

### Training and Resources

[Home](#) / [Texas Schools](#) / [Health, Safety, & Discipline](#)

## Prevention and Awareness of Child Abuse, Neglect, including Trafficking of a Child Toolkit and Resources



Amid the pandemic, reports to the child abuse hotline have dropped significantly. Students are spending more time at home and less time with teachers, coaches, and other adults who most often report concerns of abuse or neglect. Educators are mandatory reporters and are required to report suspicions of child abuse and neglect, including the trafficking of a child (Texas Family Code § 261.101). As districts prepare for a new school year that may include both remote and in-person learning environments, it is critical for teachers and school staff to remain vigilant in their identification and reporting of these concerns.

The Texas Education Agency partnered with the Children's Advocacy Center's (CAC) of Texas to develop a toolkit for educators addressing child abuse identification and reporting responsibilities in-person and remotely. Below is a digital version of the toolkit.

LEAs are encouraged to partner with their local CAC to obtain hardcopies of the toolkit and learn more about the training and prevention resources offered. Visit the [CAC Find a Local Center Webpage](#) to learn more about your local children's advocacy centers.

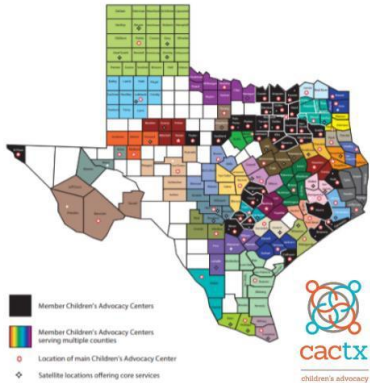
### Child Sex Trafficking Team Regions



Office of the Texas Governor  
Child Sex Trafficking Team

[Click Here](#)

Children's Advocacy Centers™ of Texas, Inc.  
MEMBER ORGANIZATIONS



Children's Advocacy Centers™ of Texas, Inc. • 1001 West Anderson Lane, Ste. 811 • Austin, TX 78717 • 800-255-0278 • (512) 292-8899 • www.cactx.org

# Children's Advocacy Centers of Texas (CACs)

CACs officially serve 211 of Texas' 254 counties, covering 98% of the state's population.

Counties not officially served by a CAC are often able to receive courtesy services from a nearby center.

For general information on CACs or child sexual abuse prevention, contact CACTX.

<https://www.cactx.org/>

To find your local CAC, visit

<https://www.cactx.org/find-a-local-center>

**A Texas School Employee's Guide to Reporting Suspected Abuse & Neglect**

**How You Can Help Protect Children**



**Search**

Select one or more search options below or select a center for the map.

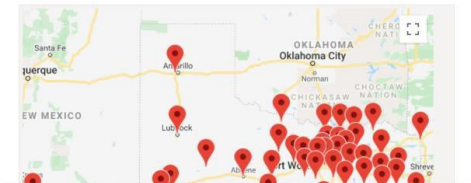
County

or

City

or

Center



# Sources/Resources

- [Texas Health And Human Services- Human Trafficking Resource Center](#)
- [The Attorney General Human Trafficking video training](#)
- [TEA Human Trafficking website](#)
- [TEA Introduction to Human Trafficking website](#)
- [TEA Child Abuse Prevention and Overview](#)
- [TDFPS- Reporting Suspected Abuse or Neglect of a Child: A Guide for Professionals](#)
- [TDFPS- Human Trafficking](#)
- [Title IV Part A School Safety State Initiative](#)
- [Title IV Part A State Initiative- Mental Health and Safety- Abuse & Human Trafficking Prevention](#)
- [Governor's Office- Child Sex Trafficking](#)
- [National Center on Safe Supportive Learning Environments](#)
- [What is Child Abuse and Neglect? Recognizing Signs and Symptoms](#)
- [Commercial Sexual Exploitation - Identification Tool \(CSE-ITI\)](#)
- [USDE- Human Trafficking of Children in the United States-A Fact Sheet for Schools](#)
- [Attorney General-Human Trafficking Initiative](#)
- [Look Beneath the Surface to End Trafficking](#)
- [Health, Education, Advocacy, Linkage \(HEAL\)- Child Labor Trafficking](#)
- [Road Map for Texas Communities to Address Child Sex Trafficking](#)
- [National Human Trafficking hotline](#)



# What to do if a Student is a Victim of Human Trafficking

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txEDCON22 TASA | TASB Convention  
September 23, 2022



# Next Steps for Districts

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## Policy & Procedure

- Review District Policies and Procedures
- Review required postings
  - Post No Go Tell
  - Post Human Trafficking signage

## Resources

- Review resources and know local contact(s) for CACTX, OOG, and DFPS.

## Training

- Be familiar with local services and training provided by your ESC and others
- Save the dates for future TEA Webinar Series Zoom meetings



# Finding Safety/Mental Health State Requirements...

Title IV, Part A  
School Safety and  
Mental Health State  
Initiative  
Web Page



District Resources

Mental Health and Safety

A screenshot of the Region 14 Education Service Center website. The header includes the Region 14 logo, the text "Region 14 Education Service Center", and the tagline "Service for World Class Schools". A search bar is in the top right. A navigation menu lists "Departments", "Programs &amp; Services", "R14 Districts", "PITStop", "Jobs", "R14 Service Station", "ESC Employees", and "About Us". A sidebar on the left contains a menu with "Title IV State initiative", "District/LEA Resources", "ESC Resources", "Parent Resources", "TEA Resources", and "Title IV SI FAQ". The main content area features the TEA logo, the Region 14 logo, and the Title IV School Safety State Initiative logo. Below these is a section titled "District/LEA Resources" with several red dropdown menus: "Required Training", "Title IV Resources", "TEA Safety &amp; Mental Health Resources", "Mental Health and Safety", and "Safety Teams". A text box below the dropdowns says "Click Here for State and local mental health and safety requirements that overlap with Title IV, Part A program areas." At the bottom of the page are buttons for "Training" and "Newsletter Archive".



# We are here to help!



**Nancy Galle, M.Ed.**  
Project Mgr | Consultant



**John Phillips, Ed.D.**  
Consultant



**Rod Pruitt, M.A.**  
Coordinator



Let survivors know

**There is a way OUT  
+ There is HOPE.**