

# RRDSB Quick Guide to Human Trafficking Response Requirements in Schools

When an **EDUCATOR** or **ADMINISTRATOR** receives a disclosure or suspects human trafficking:

<b>Remember that making a disclosure is a highly vulnerable experience</b>	<ul style="list-style-type: none"> <li>● Listen to the student without judgement.</li> <li>● Consider your bias: it may be hard to understand or empathize with some of the choices students make, or the barriers they experience.</li> <li>● Be aware of and soften your body language.</li> <li>● Mirror their language e.g.; if they say “boyfriend,” use this term.</li> <li>● Do not probe for their story, instead connect the student with support.</li> <li>● Avoid making promises you are not able to keep (e.g.; no confidentiality).</li> </ul>
<b>If an EDUCATOR receives a disclosure or suspects human trafficking...</b>	
<b>Keep the student safe</b>	<p><b>*Always make the student aware that you are obliged to disclose any information regarding illegal activity with your administrator and possibly the Police and a Child Protection Agency</b></p> <ul style="list-style-type: none"> <li>● Be aware that a threat to their safety may be imminent and an immediate response and intervention is required.</li> <li>● Do not leave the student alone.</li> </ul>
<b>Explain your role</b>	<ul style="list-style-type: none"> <li>● Explain that your role in supporting the student is to connect them with professionals who can help respond to the concern they have shared with you. These roles include:             <ol style="list-style-type: none"> <li>a. reporting to the school Administration;</li> <li>b. the duty to report child protection concerns;</li> <li>c. if the student identifies you as a key support, and the administrator determines this is appropriate, offering to be present in subsequent conversations between the student, administration, and community partners engaged in the response</li> </ol> </li> </ul>
<b>Reporting</b>	<ul style="list-style-type: none"> <li>● <b>Child Protection Agency - Duty to Report</b> <ol style="list-style-type: none"> <li>a. For students under 16 years of age, staff <b>MUST</b> report to the administrator and a child protection agency;</li> <li>b. For students 16 and 17 years of age, staff <b>MUST</b> report to the administrator and may report to a child protection agency. Please refer to Procedure 4.00 Reporting Suspected Child Abuse for guidance <a href="http://rrdsb.com">Rainy River District School Board (rrdsb.com)</a></li> </ol> </li> <li>● <b>Canadian Human Trafficking hotline</b> - operates 24 hours, 7 days a week at: <b>1-833-900-1010</b> <b>OR</b> Use the Chat function on their website <a href="http://www.canadianhumantraffickinghotline.ca">www.canadianhumantraffickinghotline.ca</a> <i>It connects victims and survivors of human trafficking to law enforcement, emergency shelters, transition housing, long-term supports, counselors, and a range of other trauma-informed services. Services offered in 200+ languages and are accessible to the deaf, hard-of-hearing and non-verbal.</i></li> <li>● Human Trafficking Specific Support:             <ul style="list-style-type: none"> <li>○ Call directly to the Ontario Provincial Police - 1-888-310-1122</li> </ul> </li> </ul> <p><b>Disclosure - Response Requirements</b> MUST follow the Police and School Boards Protocol <a href="http://rrdsb.com">POLICE AND SCHOOL BOARD RESPONSE PROTOCOL (rrdsb.com)</a></p> <ul style="list-style-type: none"> <li>○ Request an officer skilled at working with vulnerable youth. Meet with police first to outline known information before the police meets with the student.</li> </ul>
<b>Contact School Admin</b>	<ul style="list-style-type: none"> <li>● <b>Immediately</b> contact your school administrator regardless of the age of the student.</li> </ul>

**If an ADMINISTRATOR receives a disclosure or suspects human trafficking...**

<p><b>Keep the student safe</b></p>	<p><b>*Always make the student aware that you may be obliged to disclose any information regarding illegal activity with the Police and a Child Protection Agency</b></p> <ul style="list-style-type: none"> <li>● Ensure the student remains supervised by school staff.</li> <li>● Ensure the student is not being re-victimized by having them repeat their story.</li> </ul>
<p><b>Reporting</b></p>	<ul style="list-style-type: none"> <li>● <b>Child Protection Agency - Duty to Report</b> <ol style="list-style-type: none"> <li>a. For students under 16 years of age, staff MUST report to the administrator and a child protection agency;</li> <li>b. For students 16 and 17 years of age, staff MUST report to the administrator and may report to a child protection agency. Please refer to Procedure 4.00 Reporting Suspected Child Abuse for guidance <a href="http://rrdsb.com">Rainy River District School Board (rrdsb.com)</a></li> </ol> </li> <li>● <b>Canadian Human Trafficking hotline</b> - operates 24 hours, 7 days a week at: <b>1-833-900-1010</b> <b>OR</b> Use the Chat function on their website <a href="http://www.canadianhumantraffickinghotline.ca">www.canadianhumantraffickinghotline.ca</a> <i>It connects victims and survivors of human trafficking to law enforcement, emergency shelters, transition housing, long-term supports, counselors, and a range of other trauma-informed services. Services offered in 200+ languages and are accessible to the deaf, hard-of-hearing and non-verbal.</i></li> <li>● <b>Human Trafficking Specific Support:</b> <ul style="list-style-type: none"> <li>○ Call directly to the Ontario Provincial Police - 1-888-310-1122</li> </ul> </li> </ul> <p><b>Disclosure - Response Requirements</b> MUST follow the Police and School Boards Protocol <a href="http://rrdsb.com">POLICE AND SCHOOL BOARD RESPONSE PROTOCOL (rrdsb.com)</a></p> <ul style="list-style-type: none"> <li>○ Request an officer skilled at working with vulnerable youth.</li> </ul> <p>Meet with police first to outline known information before the police meets with the student.</p>
<p><b>Contact</b></p>	<ul style="list-style-type: none"> <li>● Call Superintendent 807-274-9855</li> </ul>
<p><b>Contact Parent/Guardian, except...</b></p>	<ul style="list-style-type: none"> <li>● Call parent/guardian prior to the police meeting with the student, except if:             <ul style="list-style-type: none"> <li>○ Directed not to contact parent/guardian by Child Protection Agency or RRDSB;</li> <li>○ Student who is 18 years or older;</li> <li>○ Student is 16 or 17 and has withdrawn from parental control</li> </ul> </li> </ul>

## Supporting The Return of Students to School Following a Disclosure

### Returning to School following a Disclosure or Incident

School can be a source of comfort for students or a source of stress. Vary the approach depending on the needs of the student.

Students who have been involved in Sex Trafficking need special care when they return to school. A return to school plan must be made for each instance, and should include consideration of the following key elements:

- Obtain parent/guardian permission to share and receive information with any collateral agencies involved (if over age 12 the student's consent) for consultation about the return plan.
- Obtain parent/guardian permission and student consent to share information with school staff (or selected staff) about their needs at school.
- A meeting between the School Principal, student, family, and support persons (both external and internal) identified by the family will occur prior to the return to school to determine how the school can best support the student. A safety and support plan will be completed at this time and documented. The plan will be given to the student and shared with parents and staff as appropriate.
- Ensure student safety during the school day, the following of the return plan, and check in and monitoring of well-being throughout the day from trusted staff members identified by the student.
- The student may require additional mental health supports, if they indicate agreement a referral to mental health supports may be warranted, contact the Mental Health Lead at (807) 275-4992 for resources available.
- If other students are aware of the situation, monitor and support students as appropriate.

## When Peers/Other Students are involved in the Trafficking of other Students

### Recruitment by Other Students

It's important to note that students or peers may be involved in the recruiting or trafficking of other students. In these instances, they still require the same care and intervention of those being trafficked. These students have often themselves experienced trafficking, coercion, threats, and fear for their safety and as such, deserve the same caring response.

If you suspect or are made aware of a student recruiting or trafficking another student, the reporting process is to be followed, giving the students involved the same care and safety measures.

The Police will provide further advice on how to address the occurrences in the school and support the response. Any additional questions or concerns contact the Mental Health Lead at (807) 275-4992.

### Self-Care

Supporting students who may be involved with sex trafficking can be emotionally upsetting and/or stressful work. Your principals, school superintendent, as well as board staff responsible for Mental Health, can be resources to you as you plan for the student's safety and well-being.

Support is also available through your Employee Assistance Program or you can search for providers in your area with Connexontario <https://www.connexontario.ca/en-ca/>. If you are concerned for someone you care about or are looking for immediate supports call Crisis Response Services at 1-866-888-8988