

LABOR TRAFFICKING RED FLAGS



RECRUITMENT

- Recruited through false promises concerning the nature and conditions of the work
- Multiple middlemen in the recruitment scheme
- Promises of green cards and permanent residency or citizenship
- Brought to workplace illegally or with temporary visas
- Charged illegal recruitment fees for opportunity to work
- Not in control of his or her own money, no financial records, or bank account
- Not in control of his or her own identification documents, i.e., government identification, or passport
- Not allowed or able to speak for themselves – a third-party may insist on being present and/or translating

PAYMENT

- Unpaid, paid very little, or paid only through tips
- Paid sporadically, differing amounts and in different ways each time, such as cash, check, cryptocurrency, and/or payment to family, etc.
- Employer cashes employee paychecks
- Employee has to return portions of paychecks to employers for opportunity to work
- Two sets of books documenting business financials
- Identity of employees not properly documented – use of false names or identities by employer
- Employer uses threats of unemployment or deportation to keep employees from talking to regulators, outreach workers, or filing complaints
- Employee or employee's family in debt to employer and cannot pay it off despite working, because of excessive fees charged by employer – debt bondage
- Employer charges fees for smuggling employee into the country

LIVING & WORKING CONDITIONS

- High security measures exist in the work and/or living locations, e.g., opaque windows, boarded-up windows, bars on windows, barbed wire, security cameras, locks on outside of bedroom doors, employer living with employees, etc.
- Employer is source of food, shelter, personal items, and access to medical care
- Employee required to pay over-market rates for substandard and employer-provided food, housing, or gear to maintain employment, regardless of whether employee uses the resources
- Employees live where they work and in space not zoned for residences
- Squalid conditions and too many people in the space with insufficient beds or living space
- Transported to and from work by the employer
- Lack of proper licensing whether for driving, soliciting, running the equipment, providing the services, or even to have a business within city limits
- Employee not free to leave place of employment or employer-controlled housing as needed
- Works excessively long and/or unusual hours
- Forced into overtime shifts to keep employment
- Lack of free time or personal privacy even in housing – employer drops by unannounced
- Employer monitors employees via camera at work and at employer-controlled housing
- Employer required to be friend on employee social media as condition of employment
- Employer limits communications between employees at work and on personal time
- Few or no personal possessions
- Non-English speaker

MEDICAL CONDITIONS

- Not allowed breaks or normal rest
- Excessive workplace injury rate
- Not allowed medical leave to recuperate from work-related injury

- Malnutrition, dehydration, exhaustion, or stunted growth
- Dizziness, headaches, and/or memory loss from traumatic brain injury
- Untreated chronic infections
- Dental and/or visual problems
- Chronic back pain, muscle strains, cardiovascular and respiratory issues related to exposure to chemicals, or serious industrial injury
- Fearful, anxious, depressed, submissive, tense, or nervous/paranoid
- Exhibits unusually fearful or anxious behavior after bringing up law enforcement
- Avoids eye contact
- Lacks health care
- Shows signs of physical and/or sexual abuse, physical restraint, confinement, or torture

MISCELLANEOUS

- Inability to describe where he or she is currently residing or the way/route used to get to location
- Lack of knowledge of whereabouts and/or do not know what city he or she is in
- Loss of sense of time
- Numerous inconsistencies in his or her story
- Answers appear scripted or rehearsed
- Withdrawal from the community

CHILD LABOR TRAFFICKING EARLY WARNING SYSTEM

FAMILY & HOMELIFE

- Moving to avoid child welfare or law enforcement involvement
- Refusing to give child welfare access to the children
- Refusing to answer governmental entity questions
- Withdrawal of children from school when school officials question behavior or signs of abuse on child
- Isolation from the community: school, doctors, neighbors, friends, church, and activities
- Family openly hostile to the child: name calling, demeaning
- Withholding basic necessities to control child behavior or produce work
- Existence of business entity in which the child is laboring
- Labeling the child as the problem when questioned by authority
- Bruises, welts, burns, and other indicia of physical abuse
- Monitoring/censoring of communications with teachers, counselors, relatives, doctors, and church leaders and members
- Providing script for children when encountering law enforcement or regulators
- Promised education replaced by full-time work

INSTITUTIONAL

- Family desperate for help with troubled child
- Have tried multiple previous group homes, programs, institutions, ministries
- False promises to parents about education, level of basic care, competency, mental health, or role of work in the program
- Institution claiming to be able to "fix" or "help" the most vulnerable populations
 - Juvenile criminal history
 - History of violence or sexual abuse
 - Psychiatric/psychological diagnosis
 - History of lying

- Failure to provide qualified teachers, counselors, social workers, doctors to meet children's needs
- Refusal to provide medical care
- Use of program funds to enrich private interests
- Lack of credible Internet presence
- History of previous families speaking out against the program
- History of moving children without parental notification or permission to different programs or new locations
- Abrupt moves from state to state when regulators are exploring complaints
- History of fraud/abuse
- Use of religion to excuse abusive behavior
- Limiting, monitoring, and changing child communication with parents or guardians
- Geographic isolation: rural outposts, small towns, only accepting out-of-state clients
- Refusal to obtain required licensing
- Lack of transparency: no visitors or community access
- Children who outcry are transferred out
- Network of less-than-savory associated organizations
- Child labor misrepresented to public
- Profit from child labor enriching individual and not program or children
- Having children lie to law enforcement or regulators about being paid

Please Note: The Red Flags and Early Warning System Indicators are to be viewed within an individual's context and circumstances. For instance, someone who is an airline pilot may have multiple hotel keys due to the fact that she travels for a living, while if you saw those same hotel keys on a 16-year-old child, it could raise potential concerns. No one Red Flag or Indicator means that an individual is being trafficked. If you are viewing multiple Red Flags or Indicators, it is a cause for concern and a reason to start asking questions and trying to obtain more information, if you can do so without putting yourself or the person you are concerned about in danger. In the end, if you believe that someone is being trafficked and is in immediate danger, call 911 and provide descriptions of cars, people, locations, etc. to law enforcement, or if you need to remain anonymous, you can call the National Human Trafficking Hotline at 1 (888) 3737-888.