

## **Standards for Working with Human Trafficking Survivors: Licensed 24-Hour Child Care Facilities and Division of Youth Services (DYS) State-Operated Facilities**

The standards and guidance contained in this document are currently **not** requirements under Volume 7 rules that govern social services for licensed 24-hour child care facilities and DYS state-operated facilities, but are recommendations for how to successfully provide housing for human trafficking survivors. Licensed 24-hour child care facilities and DYS state-operated facilities (which from here on out will be referenced as “facilities”) play a critical role in fulfilling the basic need for housing that many child and youth survivors of human trafficking have after leaving their trafficking situation. Survivors of human trafficking often require an array of housing options, including emergency shelter, and short-term, transitional and long-term housing, depending on their unique set of circumstances. Some survivors may need to utilize all forms of housing available as they transition into long-term survivorship, while other survivors may only use one form of housing.

**The standards contained in this document are targeted towards licensed 24-hour child care facilities and Division of Youth Services state-operated facilities that choose to provide services to child and youth survivors of human trafficking.** Victim and community safety are the highest priorities of these standards.

The goal of these standards is to provide overarching guidance to the facilities on the training, expertise, and experience needed to be successful in providing housing for all human trafficking survivors. This includes all victim profiles. It is also the intent of these standards to provide an overview of the promising practices emerging from the anti-trafficking field on how to best serve and engage with survivors of this crime.

### **Requirements**

#### ***Licensure for 24-Hour Child Care Facilities***

- I. 24-hour child care facilities must meet all the rules and regulations associated with their license type outlined by the Colorado Department of Human Services in 12 CCR

2509-8 Volume 7 [Child Care Facility Licensing](#)<sup>41</sup> and all rules and regulations pertaining to any other licenses, designations, accreditations, or certifications they carry as defined by those rules and regulations.

### ***Training Content Areas for all Housing Program Staff***

- II. Due to the level of trauma most human trafficking survivor's experience, these standards require that all staff with direct client care contact (as determined by the facility) have knowledge and training on trauma as well as experience providing trauma-responsive interventions. This knowledge on trauma shall be demonstrated through the completion of a minimum of four hours of training in *Trauma-Specific Interventions* within the last three years.
- III. To ensure relevant training on human trafficking and how to best engage with a human trafficking survivor, these standards require you to obtain and provide proof of completion of training, within the last three years, in the content areas listed below<sup>42</sup>:  
REQUIRED COURSES/TOPICS (*following courses are required once*):
  - Introduction to Human Trafficking in Colorado (120 minutes)
  - Service Needs of Human Trafficking Survivors
- IV. Due to the rapidly evolving nature of the anti-trafficking field, it is critical to engage in continuing education as promising and eventually best practices begin to emerge for the care of human trafficking survivors. In recognition of this, these standards recommend over a two-year period that staff with direct client care contact at the facilities dedicate eight hours of continuing education to human trafficking content areas. *Refer to the list of elective courses/topics for ideas as well as the training resources listed in Appendix 7.*

### **Guiding Principles**

Facilities should provide programming that is:

- Survivor-informed: Listening to and learning from survivors.<sup>43</sup> Giving survivors the tools to do for themselves rather than doing for them.

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<sup>41</sup> Colorado Department of Human Services, 12 CCR 2509-8 Child Care Facility Licensing Section 7.700, Last retrieved on December 21, 2017.  
<http://www.sos.state.co.us/CCR/GenerateRulePdf.do?ruleVersionId=7077&fileName=12%20CCR%202509-8>

<sup>42</sup> Training resources for required and elective courses/topics can be found in Appendix 7.

- Culturally responsive: Paying particular attention to social and cultural factors in managing encounters with clients from different social, cultural, and religious backgrounds. A basic premise is to recognize the client’s culture, your own culture, and how both affect the client-provider relationship.<sup>44</sup>
- Trauma-responsive: Recognizing that trauma can have a broad and pervasive effect on a client’s personhood, which affects every area of human functioning—physical, mental, behavioral, social, and spiritual. It also involves creating an environment for clients that builds trust, conveys dignity, respect, hopefulness, and the opportunity for choice and empowerment among clients.<sup>45</sup>
- Individualized and need-based: Services should be tailored to the unique needs and background of each client, taking into consideration, but not limited to, the gender-identity, spiritual, cultural, intellectual, physical, and emotional dynamics resulting from their trafficking experience.
- Legally informed: Understanding the laws governing mandatory reporting, confidentiality, and the limitations of legal privilege; should be familiar with the Victim Compensation Program’s policies regarding reimbursable expenses; knowledgeable regarding the rights afforded to and the limitations on the rights of victims under the Colorado Victim’s Rights Act. Mental/behavioral health professionals should not provide legal advice without a law license, and should refer questions regarding charging, legal violations, and other legal proceedings to the criminal justice advocate or lawyer handling the criminal or civil case.
- Accessible: Services should be accessible based on literacy level, language, financial considerations, ADA, etc.
- Collaborative: Collaboration is encouraged with other stakeholders in the following ways:
  - Sharing information about training opportunities and resources
  - Advocacy on behalf of human trafficking survivor population

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<sup>43</sup> Definition adapted from the Freedom Network. Retrieved on June 23, 2016, from <http://freedomnetworkusa.org/>.

<sup>44</sup> Definition adapted from Dimension of Culture: Cross-Cultural Communications for Healthcare Professionals. Retrieved on June 23, 2016, from: <http://www.dimensionsofculture.com/2010/10/576/>.

<sup>45</sup> Definition from the National Council for Behavioral Health. Retrieved on June 23, 2016 from <http://www.thenationalcouncil.org/areas-of-expertise/trauma-informed-behavioral-healthcare/>.

- Technical assistance, safety planning, brainstorming on difficult cases while preserving client confidentiality

### **Victim Confidentiality**

Refer to rules and regulations regarding victim confidentiality as outlined in Volume 7 social services rules<sup>46</sup>, 21<sup>47</sup> and Title 12<sup>48</sup> and 19.

### **Identifying Trafficking and Intervening**

Facilities should know how to identify human trafficking within their client population.

### **Service Needs of Trafficking Survivors**

Each survivor will have individualized needs. A needs assessment should be conducted at intake and on a regular basis, as needed in order to develop a comprehensive service plan that incorporates all the needs a survivor may have. Below is a list of the most common needs; however, this list is not exhaustive. Facilities should consider how they will provide for these needs either in-house, through contracted services, or through referral to partner agencies.

- Safety planning
  - Address Confidentiality Program
- Food, clothing, and other basic needs
- On-going/long-term housing
- Legal guardianship
- Family resources
- Legal assistance,<sup>49</sup> which may include
  - Filing for immigration relief
  - Reunification/repatriation
  - Civil litigation, family, and other civil matters
  - Vacating/expunging criminal convictions
- Obtaining vital documents (i.e. birth certification, social security, government ID, etc.)
- Translation services
- Child care
- Transportation services
- Victim/witness notification
- Mental/behavioral health services
- Medical and dental health services
- Life skills education
- Education
- Job training/employment placement assistance, and
- Culturally and linguistically appropriate services

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<sup>46</sup> Colorado Department of Human Services. 12 CCR 2509-8 Confidentiality of Records Section 7.701.6 and 7.714.931, last retrieved on December 21, 2017.

<http://www.sos.state.co.us/CCR/GenerateRulePdf.do?ruleVersionId=7077&fileName=12%20CCR%202509-8>

<sup>47</sup> Colorado Department of Human Services. 2 CCR 502-1 Behavioral Health Section 21.170.2 and 21.170.3, last retrieved on December 21, 2017.

<http://www.sos.state.co.us/CCR/GenerateRulePdf.do?ruleVersionId=7156&fileName=2%20CCR%20502-1>

<sup>48</sup> C.R.S. § 12-43-218 General Provisions

<sup>49</sup> Please note that trafficking survivors have many legal needs some of which may not necessarily be directly related to their trafficking experience.

Facilities are expected to provide mental/behavioral health services on-site through direct hire or by contract personnel. Mental/behavioral health service providers utilized should be able to meet the standards created by the Council as outlined for that professional sector.

In working with human trafficking survivors, it is important to understand the many layers of trauma that a survivor may have experienced prior to, during, and following their trafficking experience (e.g., prior sexual/physical abuse, gang involvement, substance abuse, homelessness, etc.). All services plans should consider how they may need to integrate these experiences.

### **Partnering With Other Service Providers**

It is important for facilities to partner with other agencies. This is especially true when planning for transitioning out of the program and long-term survivorship.

When applicable and when available, it is highly encouraged that facilities partner with agencies that are in compliance with the standards put forth by the Council for their professional sector. In the absence of standards to reference, other ways to vet partner agencies should be considered. In some situations it may be beneficial to have written agreements between the housing agency and its partner agencies.

When utilizing services from outside agencies, facilities should consider how to best provide a supportive transition for the survivor. Facilities should consider having procedures in place to ensure for a smooth transition between different stages of service for the survivor.

### **Transition Planning and Long-Term Survivorship**

The ultimate goal for survivors participating in a housing program is to regain power and control over their own lives and be self-sufficient as defined by the program participants themselves. Therefore, an important aspect of any facility should be on transition planning and long-term survivorship. Planning should start early on in a client's stay and should consider the following:

- Safety planning
- Long-term housing plan
- How to build a natural support network/identifying healthy relationships
  - Spiritual/religious support

- Cultural support
- Family/friend support
- How to identify exploitative situations
  - Understanding your legal rights, including in the work place
- How to access legal services
- Physical and emotional health care
- Development of a self-care plan
- How to deal with future triggers
- How to access medical and mental health services, if necessary through public assistance
- Transportation
  - Obtaining a driver's license
  - Access and using public transportation, etc.
- Education/vocational plan
- Employment plan
  - Resume writing
  - Job searching/interview skills
- Financial literacy/creating a budget