

RECOMMENDATIONS

GOAL 1	To have useful data that reflects and is used to evaluate the prevention of human trafficking, protection and support for victims and success in prosecuting traffickers
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TRAFFICKING PROSECUTIONS, 2004-2010

1. State prosecutors and law enforcement should continue and expand their focus on human trafficking cases. Coordination of investigations will remain crucial to successful prosecutions of human trafficking cases.
2. State prosecutors, the Attorney General's Office and the Statewide Prosecutor's Office, including prosecutors, investigators, victim advocates and other key staff, should receive training on human trafficking including human trafficking investigations, working with trafficked persons and techniques of successful prosecutions.
3. All prosecutors including the Statewide Prosecutor, Florida's 20 State Attorneys and the Attorney General's Office should aggressively pursue traffickers and charge them with all appropriate violations of the law. The crime of "human trafficking" often contains many other underlying offenses and a host of other criminal and civil activities. Traffickers can also be charged civilly and criminally with offenses other than "human trafficking" as the cases involving Filipino workers (*Baldonado and Manuel*) showed.
4. Prosecutors should work with law enforcement and where appropriate prioritize and certify trafficked persons as "victims of trafficking" so that they can receive benefits and relief to which they are eligible.
5. Prosecutors should aggressively pursue orders of restitution for victims of trafficking and pursue the collection of these awards for victims.
6. Human trafficking is an extremely lucrative enterprise, and as such prosecutors should investigate and use civil and criminal Racketeer Influenced and Corrupt Organizations (RICO) charges against human traffickers.

FLORIDA TRAFFICKING – BY THE NUMBERS

7. The Florida Legislature should commission a statistical study of Florida trafficking victims, to include data relating to DCF hotline reports and investigations, data capturing figures on trafficking investigations by federal and Florida law enforcement agencies, and data provided by service providers that would comport with confidentiality requirements.
8. The Legislature should commission a specific study of child sexual exploitation cases in Florida that would fall within the parameters of Florida statutes defining and proscribing sex trafficking of children.

9. The Legislature should commission a study examining the relationship between the incidence of teenage runaways in Florida and domestic minor sex trafficking.
10. The Legislature should consider how other states have utilized statistics to guide policymakers in creating alternatives to traditional incarceration for minors exploited through sex trafficking.
11. Any agency of state government in Florida that is likely to come in contact with victims of trafficking, particularly the Departments of Agriculture and Consumer Services, Children and Families, Health, Juvenile Justice, Education, Environmental Protection, Business and Professional Regulation and the Agency for Workforce Innovation should collect and report to FDLE data on the number of human trafficking suspected or encountered.

GOAL 2	To have a resource directory of all service programs that is user-friendly and current
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12. This resource directory should be made publicly available on the website of the FSU Center for the Advancement of Human Rights (CAHR) (<http://www.cahr.fsu.edu>), as well as the websites of the Department of Children and Families and other relevant Florida state agencies.
13. The CAHR should update the information on a regular basis.
14. This directory should be available for trainings within each region of Florida.
15. Each Florida task force and coalition should report any new service providers in their area to the CAHR.
16. Each organization already listed on this directory should report changes in contact information to the CAHR as they occur.

GOAL 3	To deploy effective public awareness strategies
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17. The Statewide Human Trafficking Task Force should request, and the Legislature should provide, funding to support statewide and local human trafficking public awareness campaigns. These campaigns should be tailored to identified needs and include funding to support evaluation for effectiveness. Such campaigns should be both local and statewide in nature.
18. Local human trafficking task forces and coalitions should connect with one another and share information about public awareness campaigns. Where appropriate, they should provide linkages and coordinate public awareness campaigns and messaging.
19. Florida should have a centralized place such as an electronic website where public awareness campaigns and awareness materials are posted and able to be shared. This should include links to outreach efforts such as those being undertaken by the Youth and Family Services Network.

- 20. The Florida Legislature should adopt laws similar to those in Texas and in Washington State that direct how public information on human trafficking should be posted in establishments that sell alcohol as well as at highway rest areas and other workplaces.
- 21. NGOs and others who work with victims of trafficking should hold victim privacy paramount and never disclose victim location, identifying information or any other information that infringes on the victim’s privacy. Victims should participate in media campaigns or public awareness efforts only when it is safe to do so, when the victim is able and when the victim has the assistance of a trained advocate or attorney.

GOAL 4	To enact effective laws to protect and support victims and punish traffickers
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- 22. The 2006 legislative mandate that each State Attorney develop training standards for their prosecutors regarding human trafficking has yet to be realized. Likewise awaiting implementation is the legislative mandate directing the Florida Supreme Court and the Florida Bar to develop trainings on human trafficking for Florida judges and attorneys. This latter directive is especially important for Florida judges who are already being called upon to adjudicate criminal prosecutions of alleged trafficking brought under Florida statutes, and for juvenile law judges who may encounter victims of domestic minor sex trafficking in their courtrooms. All of these key groups should develop and implement needed training on human trafficking.
- 23. Florida has statutes in place that criminalize labor law offenses perpetrated against migrant farm workers, as well as statutes that regulate employee leasing companies. What remains largely unlicensed are temporary employment agencies, a number of which are engaging in the routine exploitation of immigrant workers—often in Florida’s hotel, landscaping, and resort industries. Laws regulating such companies should be introduced to fill this gap.
- 24. Florida law on sex trafficking is at last being used by prosecutors in Florida. Designated as a second degree felony, sex trafficking can result in a penalty of up to 15 years. A problem has emerged however, with the fact that convictions under this statute are governed by Level 4 Sentencing Guidelines, which even allow for non-prison sanctions. The Florida sentencing guidelines for sex trafficking convictions should be much higher in order to reflect the gravity of the crime.
- 25. While Florida law on domestic minor sex trafficking is in a separate statute Chapter 796 instead of the statute describing and defining human trafficking Chapter 787, it nonetheless conforms with federal law in establishing that minors whose participation in prostitution is facilitated by a third party are per se victims of sex trafficking. Florida law appropriately does not require actual knowledge on the part of a third party that one whom they have

- caused to engage in prostitution is a minor; like statutory rape provisions domestic minor sex trafficking is now a strict liability offense in Florida.
26. Nevertheless, the 2008 change in the law identifying minors engaged in facilitated prostitution as sex trafficking victims *per se* (eliminating the requirement that such minors demonstrate that force, fraud, or coercion had been used against them) has yet to be consistently implemented in statewide practice. While arrests of minors on prostitution charges appear to be declining, children in some instances are still arrested and detained on criminal grounds throughout the state. Florida policy makers, including those in law enforcement, need to formulate statewide practices that reflect this 2008 change in Florida law. Florida must continue to seek alternatives to traditional incarceration for children exploited in the commercial sex industry.
 27. Florida law should also be changed to establish an advocate privilege in Florida courts of law. Communications between anti-trafficking advocates and the human trafficking victims whom they serve are currently not protected communications and are therefore vulnerable to discovery in court proceedings. This has a significant chilling effect on communications between these advocates and the human trafficking survivors to whom they provide such critical services. The gap should be remedied by law. The Legislature should create such a privilege, and model it after the similar privilege it has created for domestic violence and sexual violence advocates in Florida. Human trafficking advocates who serve trafficking victims should be given the opportunity to undergo a 40 hour training course similar to the ones designed to accredit domestic violence and sexual violence advocates. The Florida Office of the Attorney General would be an optimal agency to maintain and administer such an accreditation program. Advocates who successfully complete this training should then be covered by a communications privilege.
 28. Pursuant to practices in other states, Florida legislators should enact a requirement that wherever liquor is sold, it be mandatory that information about human trafficking—including information about the national human trafficking hotline number, in several languages—be posted. This has proved to be a critical strategy for reaching out to victims in other states, and Florida should likewise utilize this practice. Florida law should also look to promoting information about human trafficking in other places where workers rights are publicized such as in materials disseminated by the Department of Business and Professional Regulation and the Agency for Workforce Innovation.
 29. This *Strategic Plan* recommends a number of actions to be taken by agencies of the State of Florida related to human trafficking. If these agencies do not have the statutory authority to act on implementation of any of these recommendations, the Florida Legislature should provide needed statutory and/or administrative authority.

30. Finally, the Florida Legislature should look to other sources than the general revenue pool for funding improved victim care and law enforcement efforts to combat trafficking. In an era of economic austerity, other funding sources than taxpayer dollars should be explored. Specifically, the legislature should consider fining labor contractors and other employers who accrue egregious records of human trafficking violations or labor law offenses to supplement traditional state funding sources. Such funds could be used for victim care, public awareness campaigns, or underwriting anti-trafficking efforts on the part of Florida law enforcement agencies.

GOAL 5	To have strong and effective local and state programs, law enforcement, social services, justice system and other community responses that protect and support victims and punish traffickers, especially among those communities that are disproportionately affected by human trafficking
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RECOMMENDATIONS FOR FLORIDA STATE, COUNTY AND CITY GOVERNMENT

31. Each agency should have at least one identified person who is the point of contact on matters related to human trafficking. That person should be trained and understand basic laws and the dynamics of human trafficking, know about local, state and national resources and be able to assist and, when necessary, refer agency personnel and the public for assistance.
32. Each agency should train its staff and contractors on the dynamics of human trafficking and resources, at the most basic level for most all employees, and at advanced levels for those more likely to encounter human trafficking. Specifically, each agency should evaluate whether personnel and contractors should receive more extensive training on human trafficking and if so, tailor those training efforts to the job duties and needs of those employees or contractors.
33. Each agency should be willing to participate in regular conference calls (quarterly or semi-annually) and receive periodic information concerning human trafficking in Florida through list serves or other convenient electronic means. The main purpose of both the conference calls and information sharing is to keep agencies updated and to help Florida to form and maintain a network of professionals who can assist one another, share training materials and do whatever tasks are needed to offer support and technical assistance.
34. Agencies should post and set out information about human trafficking in conspicuous places in governmental offices such as on public bulletin boards, break and food service areas, and restrooms. (Free public information posters, handouts and other materials in multiple languages are available at <http://www.acf.hhs.gov/trafficking/index.html>.)

35. Agencies regularly should include information about human trafficking in agency communications efforts such as internal and external e-newsletters, bulletins and any other methods used by that agency. Human trafficking features should include how to identify human trafficking, resources, local efforts and best practices.
36. Personnel and agencies as a whole that are members of existing multi-disciplinary efforts or collaborations should examine whether human trafficking is an appropriate matter to include in work of that body and if it is, raise the issue so that it can be addressed. For instance, there are several state agencies that are members of Florida's Cabinet on Children and Youth and who participate in local "Children's Cabinets." Each of these coordinated efforts is an appropriate place for child trafficking to be on the agenda.
37. Each agency should consider including the topic of human trafficking in agency sponsored or agency-funded conferences, webinars, training conference calls or other events where staff and those who contract with that agency receive training and information relevant to carrying out their duties.
38. Any agency staff that does outreach to the public or inspects work places should be properly trained on human trafficking and, where appropriate, incorporate human trafficking awareness information into their presentations and inspections.
39. Each agency should provide a link to the Department of Children and Families' website on human trafficking.
<http://www.dcf.state.fl.us/initiatives/humantrafficking/>
40. Agencies should have all local and national human trafficking contact information available for their employees statewide and agency staff should build linkages with these local efforts. Agency personnel who are already active on federal task forces should explore how to include human trafficking in current partnerships.

DEPARTMENT OF AGRICULTURE AND CONSUMER SERVICES

41. DOACS should create training and outreach opportunities for all DOACS staff that may come in contact with victims to learn about human trafficking.
42. The Department should provide local, regional and national human trafficking contact information for staff throughout the state; encourage staff to link with these local efforts.
43. Agency communications staff should explore the ways in which human trafficking resources and help lines could be added to current public outreach information on food safety, pesticide safety, and other matters within the Department's jurisdiction.
44. The Department should permanently feature human trafficking (how to identify human trafficking, resources, local efforts) in agency communications efforts, including the website.

45. Personnel throughout the state should actively engage with and/or inform local human trafficking task forces and law enforcement colleagues about how DOACS staff can be a resource to investigate human trafficking and assist victims.
46. DOACS staff should examine current agency protocols or directives to determine if they should be amended to include human trafficking information, including how to respond.
47. The DOACS website should include information on human trafficking and links to other key anti-trafficking information. At a minimum, it should provide a link to the Department of Children and Families' human trafficking website. <http://www.dcf.state.fl.us/initiatives/humantrafficking/>.

OFFICE OF THE ATTORNEY GENERAL AND FLORIDA'S LEGAL COMMUNITY

48. The OAG should continue its current efforts to educate staff and other professionals within the criminal justice system on human trafficking.
49. Current OAG website links and resources should continue and be regularly updated.
50. OAG staff throughout the state should continue working with local anti-trafficking task forces and coalitions and other experts in the field.
51. The Office should encourage each of its Divisions, where appropriate, to explore how and if human trafficking can be prosecuted within existing laws or how civil lawsuits can be filed to shut down organized Human Trafficking schemes.
52. The OAG should explore whether and if a new law should be enacted to give the OAG specific authority to investigate and prosecute human trafficking as a civil rights violation.
53. The Office of Civil Rights should expand its work to include the investigation and prosecution of civil rights violations of human trafficking victims.
54. The State should increase resources to the OAG as needed to fully incorporate and enforce Florida law against traffickers.
55. The Office of Statewide Prosecution should expand its work to include the investigation and prosecution of human trafficking.
56. The OAG should explore and assist in the development of Continuing Legal Education (CLE) programming on human trafficking for attorneys, in conjunction with the Florida Bar.
57. The Florida Bar as well as state and local Bar associations should continue and expand their current efforts and provide greater access to legal education through CLE programming and featured awareness articles in their publications.

AGENCY FOR WORKFORCE INNOVATION

58. AWI should create training opportunities for staff to learn about human trafficking and to communicate their valuable experiences with one another. Such training is especially critical for the outreach workers who regularly visit and monitor fields and labor camps throughout the state
59. AWI should provide local and national human trafficking contact information for staff and Regional Workforce Boards throughout the state and encourage local Boards to link with these local efforts.
60. AWI should explore the ways in which current outreach information on safe workplaces could be expanded to include information about human trafficking and places that people can go for help and information. Florida's Creole-speaking Haitian farm worker community is especially in need of such information, along with greater awareness training of their rights under U.S. law. Similar information should be made available to the new wave of Asian farm workers arriving to Florida (especially those from Thailand and the Philippines) in their native languages.
61. AWI should feature human trafficking (how to identify human trafficking, resources, local efforts) in agency communications efforts, including the website.
62. Since human trafficking is not included in agency protocols or directives that describe what inspectors and others should do if they suspect human trafficking is present, AWI should evaluate current protocols or directives that detail responses to other illegal activity to include specific mention of human trafficking and prescribe agency responses as appropriate.
63. AWI should disseminate information about human trafficking in employer-owned housing premises around Florida that AWI annually licenses and inspects and ensure that part of the licensing process involves the introduction of a requirement that information about human trafficking is posted in workers' native languages onsite in the employer-owned or leased accommodations where migrant workers are temporarily housed.
64. AWI staff should make sure that if they respond to calls on the Florida Farmworker Helpline that they understand human trafficking; AWI should promote the Florida Farmworker Helpline more extensively as a resource for exploited and trafficked workers.
65. Regarding the work of the "Children's Cabinet" and other multidisciplinary efforts, AWI and Regional Workforce Boards should join with other agencies and organizations and make human trafficking of children and vulnerable adults a priority issue area for attention and reform.
66. AWI's website should include information on human trafficking and links to other key anti-trafficking information. At a minimum, it should provide a link to the Department of Children and Families' human trafficking website. <http://www.dcf.state.fl.us/initiatives/humantrafficking/>.

DEPARTMENT OF BUSINESS AND PROFESSIONAL REGULATION

67. The Department should expand training and outreach opportunities for DBPR employees, across-the-board, to learn about human trafficking and to communicate their valuable experiences with one another.
68. DBPR should provide local and national human trafficking contact information to DPBR staff and inspectors throughout the state and encourage staff to build linkages with these local efforts.
69. The agency should explore the ways in which current mandated information on safety and health which is posted at work sites can be expanded to include information about human trafficking and places workers can go for help and information. If legislative authority is required, the Department should consider the recently enacted Texas law that mandates the posting of the national human trafficking hotline wherever alcohol is sold.¹ Agency communication efforts should feature human trafficking (how to identify human trafficking, resources, local efforts, and work done by DPBR in conjunction with successful anti-trafficking prosecutions).
70. Since human trafficking is not included in agency protocols or directives that describe what inspectors and others should do if they suspect human trafficking is present, DBPR should evaluate current protocols or directives that detail responses to other illegal activity to include specific mention of human trafficking and prescribe agency responses as appropriate.
71. The Legislature should pass legislation to regulate temporary employment agencies where employment is for less than one year and place the licensure of these entities within DBPR.
72. The state should increase resources to the Farm Labor program to assist in the inspection of Farm Labor Contractors and the Department should make recommendations for increases in staff in other areas as needed.
73. The DBPR website should include information on human trafficking and links to other key anti-trafficking information like the Department of Children and Families' human trafficking website.
<http://www.dcf.state.fl.us/initiatives/humantrafficking/>.

DEPARTMENT OF CHILDREN AND FAMILIES

74. DCF should create training and outreach opportunities for all DCF staff that may come in contact with victims of trafficking to learn about human trafficking. This training should be specific and tailored to the staff responsibilities so that, all staff receive training relevant to their duties and responsibilities.
75. The Office of Family Safety within DCF should develop intake, screening and treatment responses that can help prevent children from becoming victims

¹ See <http://www.capitol.state.tx.us/tlodocs/80R/billtext/html/SB012871.htm>

- of domestic minor sex trafficking and that assist children who are currently being prostituted or forced into other aspects of the sex industry.
76. The ACCESS (Automated Community Connection to Economic Self-Sufficiency) Program should continue to provide posters in its service centers, store fronts, and community ACCESS partner sites to promote awareness of human trafficking among the population they serve.
 77. The Child Care Licensing Office should promote human trafficking awareness on its website and among the populations they serve.
 78. The Domestic Violence Program office should continue and where appropriate, begin training efforts, to ensure that domestic violence program staff and others to whom they provide technical assistance and support receive training on human trafficking.
 79. The Office on Homelessness should not only include the topic of human trafficking in its annual conferences and meetings but also promote human trafficking awareness and education among those who provide help to the homeless.
 80. DCF should adopt a specific maltreatment code for adults who are victims of trafficking so that human trafficking can be coded by the hotline and Adult Protective Investigators, as it can now be coded and tracked for children.
 81. The Office on Adult Protective Services should receive more training on human trafficking and how it could encounter and assist victims of trafficking within their jurisdiction.
 82. Children's Legal Services attorneys should have regular training and updates on human trafficking relevant to their duties.
 83. Regarding the work of the "Children's Cabinet" and other multidisciplinary efforts, DCF should join with other agencies and make human trafficking of children and vulnerable adults a priority issue area for attention and reform.
 84. DCF should provide circuit-by-circuit local and national human trafficking contact information for staff and contractors throughout the state and encourage them to link with these local efforts.
 85. Agency communications should regularly and prominently feature human trafficking including how to identify human trafficking, resources, local efforts and best practices.
 86. The Human Trafficking Coordinator should ensure that information created for DCF on human trafficking is regularly supplemented and updated to reflect current laws, trends and resources.
 87. The Department should continue to provide assistance and follow up on program office action plans with regard to human trafficking as many action items are ongoing in nature.
 88. Since traffickers target the most vulnerable people, it is important that Substance Abuse and Mental Health develop and implement efforts to assist the populations they serve. These efforts should focus on training for all front-line staff on prevention and awareness efforts with their clients as well as how to identify and respond to a suspected trafficking case.

89. DCF should consider and propose amendments to the law to allow for greater protection of those vulnerable adults between the ages of 19 and 59 who could be trafficked.
90. The Department should support “Safe Harbor” legislation that provides services to victims of domestic minor sex trafficking.
91. The human trafficking website should be updated and include important information such as local task force or coalition meetings, training programs, important national human trafficking information, and other human trafficking related events.
92. DCF should evaluate current data collection efforts and make sure that all relevant program offices are collecting data on human trafficking.
93. The Department should ensure that all current training programs such as the two on-line training modules for Child Protective Investigators and video links on human trafficking available on the Center for Child Welfare (<http://centerforchildwelfare.fmhi.usf.edu/kb/humantraf/Forms/AllItems.aspx>) are utilized by all relevant staff and that these programs are tracked in terms of numbers of times that they are viewed.

COURTS

94. The court system should expand training and outreach opportunities for judges and judicial staff to learn about human trafficking.
95. The court system should provide local and national human trafficking contact information for each of the 20 judicial circuits and distribute widely among all courts, jails and other offices.
96. OSCA should explore the ways in which current training venues, including New Judges’ College and advanced judicial education programs, can include human trafficking in case examples and training hypotheticals.
97. The court system should feature human trafficking (how to identify human trafficking, resources, local efforts, Florida cases of anti-trafficking prosecutions) in newsletters and other communications developed by the OSCA.
98. OSCA should create bench guides or other materials that can help judges identify and inquire about human trafficking in court.

DEPARTMENT OF ENVIRONMENTAL PROTECTION

99. DEP should expand training and outreach activities for officers and staff on human trafficking as well as outreach to the public, where appropriate.
100. DEP’s officers and investigators should be made aware of the FDLE 40 hour advanced course on human trafficking and, where appropriate, be encouraged to take this course.
101. DEP should examine current agency protocols or directives to determine if they should be amended to include human trafficking information, including how to respond.

102. DEP staff should all have local and national human trafficking contact information and officers and others throughout the state should build linkages with these local efforts. In particular, many DEP officers and regulatory staff who are already active on state and federal task forces should explore how to include human trafficking in current partnerships, as appropriate.
103. Federal immigration authorities should be responsive when state law enforcement authorities request assistance concerning undocumented persons who may be victims of trafficking.
104. Webmasters at DEP should post human trafficking contact information to the DEP web page which includes a link to the Department of Children and Families' human trafficking website:
<http://www.dcf.state.fl.us/initiatives/humantrafficking/>.

FLORIDA FISH AND WILDLIFE CONVERSATION COMMISSION

105. The FWC should expand training and outreach activities for officers and staff on human trafficking as well as outreach to the public, where appropriate.
106. The FWC should continue to utilize mandatory CJST training to familiarize officers with the crime of human trafficking.
107. FWC officers and investigators should be made aware of the FDLE 40 hour advanced course on human trafficking and, where appropriate, be encouraged to take this course.
108. FWC staff should examine current agency protocols or directives to determine if they should be amended to include human trafficking information, including how to respond.
109. FWC staff should all have local and national human trafficking contact information and officers and others throughout the state should build linkages with these local efforts. In particular, many FWC officers who are already active on federal task forces should explore how to include human trafficking in current partnerships.
110. Webmasters at FWC should post human trafficking contact information to the FWC FDLE web page which includes a link to the Department of Children and Families' human trafficking website:
<http://www.dcf.state.fl.us/initiatives/humantrafficking/>.

DEPARTMENT OF FINANCIAL SERVICES

111. The Department should expand human trafficking training and outreach opportunities for DFS employees whose work might bring them in contact with trafficking situations.
112. DFS should provide local and national human trafficking contact information to its staff and investigators throughout the state, as appropriate to their responsibilities, and encourage staff to build linkages with these local efforts.

113. DFS law enforcement investigators who work in areas where human trafficking could be present should take the FDLE 40 hour advanced course on human trafficking.
114. The agency should explore the ways in which current mandated information on workers' compensation, insurance fraud or any other information which is distributed to the public can be expanded to include information about human trafficking and detail where those who want additional information can go for help and information.
115. Agency communication efforts should feature human trafficking (how to identify it, resources, local efforts, and work done by DFS in conjunction with any successful anti-trafficking prosecutions).
116. The DFS website should include information on human trafficking and links to other key anti-trafficking information. At a minimum it should provide a link to the Department of Children and Families' human trafficking website. <http://www.dcf.state.fl.us/initiatives/humantrafficking/>.

DEPARTMENT OF HEALTH

117. DOH should identify, obtain, and distribute culturally appropriate public health messages, educational materials, radio and television Public Service Announcements (PSAs), posters and flyers on human trafficking that are relevant to department programs. (CHDs should be able to access and obtain this information.)
118. CHDs should post information on human trafficking in appropriate multiple languages wherever the public sees public health messages in their facilities. In addition, CHD staff, where appropriate, should receive training on how to recognize human trafficking and respond appropriately.
119. DOH should identify or develop articles on human trafficking and include them in newsletters and publications.
120. DOH should develop agency policies and train staff on what to do if human trafficking is suspected.
121. DOH should provide local and national human trafficking contact information to County Health Departments, staff, and contractors, and encourage partnerships and collaborations to support local and state anti-trafficking efforts.
122. DOH should encourage health care providers to be trained on human trafficking.
123. DOH should consider including patient screening questions to identify human trafficking and when trafficking is suspected, refer to appropriate resources.
124. DOH should include human trafficking information on its website, including a link to the Department of Children and Families human trafficking website URL <http://www.dcf.state.fl.us/initiatives/humantrafficking/>.

DEPARTMENT OF JUVENILE JUSTICE

125. DJJ staff and private providers who provide counseling and are working with youth should receive training so that they can understand human trafficking and how to recognize it among the population they are helping.
126. All “life skills” training and any other relevant prevention programming that is taking place at programs such as the Girls Advocacy Program (GAP) or at PACE Centers for Girls should be supplemented with human trafficking information.
127. Contract monitors and the Department’s Quality Assurance program should include human trafficking on their monitoring instruments to make sure human trafficking is looked for at every given chance. This disclosure, if revealed to a counselor, should immediately provide any young person who is trafficked with additional help including referrals to assist with immigration rights and other benefits to which victims of trafficking are entitled.
128. Shelter staff and other key staff who house and work with youth should receive safety planning training because the safety of youth and staff at residential and non-residential programs is also at risk due to human trafficking.
129. DJJ should consider the development of programs and residential facilities that are geared to assist minors who are victims of sex trafficking. Legislative initiatives such as the “Safe Harbor Act” should be evaluated and implemented.
130. DJJ should add data collection fields to be able to track the numbers of human trafficking related cases in DJJ and to assess demographics so that more can be done to effectively help these youth. (Other data elements could include when a case was discovered to be human trafficking as well as when and how a minor is likely to disclose information.)
131. Local providers and DJJ staff should contact their local anti-trafficking task forces, coalitions and others in their area who are collaborating on human trafficking issues.
132. DJJ should work with other state and local agencies to add “human trafficking” to their regular meeting agendas, cross-train where needed and identify specific partners they would contact when a case arises.
133. Regarding the work of the “Children’s Cabinet” DJJ should join with other agencies and make human trafficking of children a priority issue area for attention and reform.
134. DJJ should evaluate the training tools and other materials that DCF has developed on human trafficking to see if they might be adapted for DJJ.
135. DJJ should require that all minors who are admitted to any DJJ runaway or homeless youth facility be screened at intake for human trafficking.
136. JACs should develop screening and intake criteria for children who are admitted to their facilities.

137. DJJ should add human trafficking to its website information and link with the DCF Statewide Human Trafficking website:
<http://www.dcf.state.fl.us/initiatives/humantrafficking/>

FLORIDA DEPARTMENT OF LAW ENFORCEMENT

138. Continue to promote trainings on the InSite intelligence database system that will allow local law enforcement agencies throughout Florida to share intelligence information regarding statewide trafficking trends and investigative information.
139. Devise and implement an online training curriculum on human trafficking that would become a part of the required ongoing training for all active duty Florida law enforcement officers. Such training could comprise a one-time requirement for active officers, and should focus on trafficking indicators, follow-up options for first responders, and information about trafficking victim assistance resources throughout Florida.
140. Create a link or section on the Missing Endangered Persons Information Clearinghouse website regarding domestic minor sex trafficking in Florida, explaining its frequent link to runaway and throwaway children.
141. Designate an FDLE point of contact with each of Florida's task forces and coalitions that have formed in response to human trafficking, so as to become aware of local resources and service providers available to trafficking victims.
142. Ensure that FDLE investigators complete the advanced 40 training on human trafficking.
143. Track human trafficking crimes in Florida through arrest data, much as the agency does violent crime, drug trafficking, gang activity, etc. Effective data collection in this area will likewise require that charges lodged by arresting officers include references to human trafficking.
144. Continue to assist in the formulation of policy that will explore alternatives to traditional incarceration for domestic minor sex trafficking victims whose participation in commercial sex has been facilitated or induced by a third party.
145. Post human trafficking contact information on its website that includes a link to the Department of Children and Families' website
<http://www.dcf.state.fl.us/initiatives/humantrafficking/>.

DEPARTMENT OF HIGHWAY SAFETY AND MOTOR VEHICLES

146. The DHSMV should expand human trafficking training for the Florida Highway Patrol.
147. The FHP Office of Domestic Security should focus a portion of their intelligence collection and dissemination efforts on human trafficking issues.

148. FHP officers and investigators should be made aware of the FDLE 40 hour advanced course on human trafficking and, where appropriate, be encouraged to take this course.
149. FHP should examine current agency protocols or directives to determine if they should be amended to include human trafficking information, including how to respond.
150. Private security firms who work at the majority of Florida's rest stops should receive training and information on how to detect and respond to human trafficking in highway rest stop areas.
151. The DHSMV should have all local and national human trafficking contact information available for its local staff and FHP officers and others throughout the state should build linkages with these local efforts. In particular, FHP officers who are already active on federal task forces should explore how to include human trafficking in current partnerships.
152. Offices of the DHSMV and local county tax collectors that issue driver licenses or registrations and titles for vehicles, vessels and motor homes should obtain and post human trafficking awareness information.
153. Human trafficking contact information should be posted electronically to the DHSMV web page to be readily available to officers and a link to the Department of Children and Families' human trafficking website: <http://www.dcf.state.fl.us/initiatives/humantrafficking/> should be added so that the latest information on human trafficking in Florida is available both internally and to the public who visit this site.

FLORIDA COMMISSION ON HUMAN RELATIONS

154. The Commission should expand training and outreach opportunities for staff and brainstorm how human trafficking can part of cases of employment discrimination, such as discrimination on the basis of national origin.
155. The Commission should provide local and national contact information about anti-trafficking organizations and their points of contact to staff throughout the state and encourage them to build linkages with these local efforts.
156. The agency should explore the ways in which current mandated information on employment rights which is distributed or posted at work sites can include information about human trafficking and places workers can go for help and information.
157. Commission communication efforts should continue to feature human trafficking (how to identify human trafficking, resources, local efforts, and work done by other similar organizations such as EEOC in conjunction with successful anti-trafficking prosecutions).
158. The Commission's website should continue to feature information on human trafficking and links to other key anti-trafficking information.

STRENGTHENING SOCIAL SERVICES FOR TRAFFICKED PERSONS

159. The Florida Legislature should fund legal representation for trafficked persons throughout their respective immigration, criminal and civil cases in Florida.
160. Private foundations and other potential funders in Florida should fund legal representation so that trafficked persons could be represented in civil actions such as those authorized by the TVPA, civil rights enforcement, labor remedies and other private actions to which they may be able to obtain relief against traffickers. Often these actions include attorneys' fees as a form of relief and where this is not the case, funds recovered against the traffickers could be paid to the trafficked person and used to defray legal fees for their representation.
161. The Florida Human Trafficking Task Force, and other concerned citizens and organizations should inform Congress of the harms that the current standard of "extreme and unusual severe harm" is inflicting on trafficked persons and advocates should inform the Department of Homeland Security that regulations should be amended to clarify what this standard entails so that deserving trafficked persons can qualify for T visas for their efforts to assist in the prosecution of their traffickers.
162. The Florida Bar and other statewide and local bar associations should provide CLE programs for attorneys to learn about human trafficking and recruit *pro bono* attorneys to represent trafficked persons.
163. The Florida Supreme Court and the Florida Bar should dedicate a specific award to recognize lawyers that provide pro bono representation to trafficking victims.
164. The Florida Board of Bar Examiners should consider adding questions related to human trafficking to the Bar examinations so that law school might begin to incorporate human trafficking law into their curricula and students would become familiar with the idea of representing victims of trafficking.
165. Law schools in Florida should include courses or clinics relating to assisting human trafficking victims so that law students would become familiar with the need for pro bono legal representation for victims of human trafficking.
166. USCCB should consult with service provider recipients in Florida and assess ways it can improve services, including expediting its reimbursement process so that reimbursement occurs no later than 30 days after submission.
167. USCCB and other federal sources of funding should establish clear and open communication with state and local case managers so that they have adequate resources to provide victims with what they need throughout the lengthy process of interviewing, prosecutions, and adjudication of trafficking cases.
168. Law enforcement agencies should expeditiously review cases of potential victims of trafficking, certify victims where appropriate and pursue investigations so that qualified victims can gain meaningful access to social services.

169. The Legislature should fund and social service organizations should focus on providing a full range of appropriate transportation options for victims of trafficking. Options could include funding to provide taxi and jitney service vouchers, public transportation passes, insurance coverage for advocates and others, and for the purchase of vehicles.
170. The Florida legislature should provide increased funding for housing and training to providers of shelter services to ensure focused care for victims of human trafficking. Ideally, funding should allow for a menu of housing options so that communities around the state could collaborate and determine they type, size, staffing and other needs it has for housing victims of trafficking. Options could include providing additional assistance to already-existing shelter programs to accommodate and staff trafficking survivors, a housing voucher system, funding for hotels for short term stays and apartments or other facilities for longer term residence and funding for a shelter specifically for victims of trafficking.
171. The Legislature should establish a body to develop minimum standards for services for trafficking victims in Florida. This body should be comprised of members of long-established anti-trafficking victim services programs that use the victim empowerment model, certified domestic violence and sexual violence programs, representatives from law enforcement and key agencies of state government including the Departments of Children and Families and the Office of the Attorney General, representation from local anti-trafficking task forces or coalitions, mental health and substance abuse experts, an attorney with experience in representing victims of trafficking and others as needed. Standards should include all matters relevant to safe and effective assistance to trafficked persons.
172. Service providers should have staff that is specially trained in trauma care or have access to these critical mental health professionals.
173. Substance abuse programs and service providers who assist victims of trafficking should collaborate, cross train and assist one another as victims of trafficking often have substance abuse issues related to their enslavement.
174. Service providers should have access to language interpreters who can interpret for them in human trafficking cases.
175. Service provider staff should receive training that includes, where appropriate, basic, continuous and updated information as well as higher-level training for the trafficking points of contact at that agency.
176. Service providers should link with local anti-trafficking taskforces and coalitions and build strong collaborations with community partners to better assist victims of trafficking.
177. The legislature should amend state law to provide privileged communication for human trafficking advocates.
178. The Center for the Advancement of Human Rights (CAHR) should maintain an updated list containing the contact information for service providers, law enforcement, state agencies, prosecutors, and all other relevant parties and

participants in local and statewide taskforces and coalitions. In addition, CAHR should serve as a clearinghouse for coalition protocols, MOUs, toolkits, and any other useful information related to providing services to victims of trafficking.

179. Service providers, law enforcement, prosecutors and others who currently or should collaborate on human trafficking cases should develop and regularly revisit protocols and MOUs so that they can build respectful and productive partnerships, ensure regular and communication among one another and sustain effective, victim-friendly and supportive collaborations.
180. Through local task force and coalition meetings, service providers should develop and maintain a support network with other service providers so that they can mentor and inform one other on emerging trends in law, case management, partnerships with providers, and law enforcement issues, funding availability and other matters. This network has been achieved in some locations via a secured email list-serve, a biannual conference, and/or a list of confidential contact information.

LAW ENFORCEMENT

181. Florida should promote the use of FDLE's statewide law enforcement database (InSite) that already contains a human trafficking crime sub-type that is part of the larger Violent Crime Module. As a database that is secure and accessible only to law enforcement officers, InSite has the capabilities to compile the following information that is crucial to trafficking investigations and prosecutions:
 - Addresses and telephone numbers related to ongoing investigations
 - Names and aliases of suspected traffickers
 - Arrests
 - Related vehicles and license plate numbers
 - Known criminal activities
 - Modus operandi of suspected traffickers
 - Related financial instruments
 - Businesses or contractors suspected of ties to human trafficking
 - Ownership information on massage parlors
182. Pro-active trafficking investigations should be pursued, and should replicate the same tactics used to combat organized crime or drug trafficking (i.e., use of confidential informants, wiretaps, and plea bargains with lower level perpetrators so as to prosecute "up the chain of command" of trafficking operations).
183. Florida should have a list of regional service providers throughout the state whom law enforcement officers can contact when there is a need a need for victim care and advocacy in trafficking investigations and law enforcement agencies should ensure that its officers are aware of this resource and have ready access to it.

184. Florida should consider deputizing local officers so as to allow them to cross jurisdictional or county lines when investigating human trafficking cases.
185. Law enforcement agencies should make general training on human trafficking available to all active duty sworn officers in Florida. Any required curriculum should be supplemented with shorter in-service trainings for front-line officers, including station briefings and roll-call trainings
186. Local law enforcement agencies should be given more training and support on how to investigate labor trafficking cases.
187. Non-governmental organizations (NGOs) should be pro-active in bringing human trafficking cases and leads to state and local law enforcement and law enforcement expeditiously should review cases and leads brought to them by NGOs. Law enforcement agencies, where appropriate, should expeditiously issue law enforcement certifications, to assist victims of trafficking in obtaining services and benefits for which they are eligible.
188. Non-governmental organizations should be mindful that they are not investigators, nor can they duplicate the role of law enforcement as rescuers of human trafficking victims. Rescue operations should be conducted only by sworn law enforcement officers in any situation where danger exists to a victim.