



The Mayor's Office to End Domestic and Gender-Based Violence  
presents

# A Toolkit for NYC Faith Leaders & Communities Against Human Trafficking



**NYC**® Mayor's Office to  
End Domestic and  
Gender-Based Violence



Dear Reader:

Thank you for your interest in joining the City's efforts to respond to and prevent human trafficking. We are thankful for the opportunity to work together to strengthen the role that faith communities across cultures and traditions, can play, not only in raising awareness about the issue of trafficking but also in responding to survivors and connecting them to services.

Human trafficking is a serious societal and spiritual concern. Like other forms of gender-based violence, it hinders the dignity of human beings and violates basic moral principles of all religious faith traditions. The work of spiritual leaders and community members to end injustice and help the most vulnerable among us makes you critical partners and powerful advocates in our work to address this issue. You are also in positions to provide counsel, moral support, and safety to those in need, and can help in our goal to raise awareness about human trafficking by educating your community members on the issue, taking action, and alerting survivors to the services and resources available in NYC.

The Mayor's Office to End Domestic and Gender-Based Violence (ENDGBV) develops policies and programs, provides training and prevention education, conducts research and evaluations, performs community outreach, and operates the New York City Family Justice Centers. We collaborate with City agencies and community stakeholders to ensure access to inclusive services for survivors of domestic and gender-based violence, including human trafficking. We hope this toolkit is helpful to introducing this important issue, and that it empowers and inspires you to take a stand and get involved.

This packet includes information about human trafficking, including its prevalence and guidance on how to address this issue in communities throughout NYC. It also includes links to resources for survivors and their families and information about the training and outreach opportunities that ENDGBV offers.

Thank you again for joining ENDGBV to support survivors and address human trafficking throughout New York City.

Warm regards,

Cecile Noel, Commissioner

Mayor's Office to End Domestic and Gender-Based Violence

## What is Human Trafficking?

Human trafficking is the use of power and control to force, defraud, or coerce someone into engaging in labor or services, including commercial sex or sexual activity. Traffickers use tactics including violence, emotional manipulation, and psychological threats, often exploiting social and economic inequity for their benefit.

Human trafficking is a prevalent issue in our society, impacting marginalized and vulnerable people and communities throughout the world and right here in NYC. It can have dire physical and mental health impacts on survivors and their families.

- Globally, sex and labor trafficking are estimated to be a \$150 billion industry with approximately 40.3 million victims (International Labor Organization)
- An estimated 403,000 people are living in trafficking situations in the United States (Global Slavery Index 2018)
- New York continues to be both a gateway and a destination for trafficking, underscoring the need for both prevention and intervention at the local level

Human trafficking has deep impacts on individuals, families and communities. The solutions to this crisis include strategies that go beyond individual victims and address the systemic barriers and inequities that put people and communities at risk.

Broadly, those most vulnerable to exploitation through trafficking are those from oppressed or stigmatized communities, with many victims holding multiple marginalized identities. Vulnerable groups often include: immigrants, particularly those without permanent immigration status; Black, Indigenous, and other people of color; LGBTQI+ people; young people; people living in poverty; people who have experienced violence, including war, displacement, child abuse, sexual assault or abuse, domestic violence and other forms of gender-based violence; people who do not speak English; and people in shelter or without permanent housing.

In New York State, common venues and industries for labor trafficking include domestic work, restaurants and food service, agriculture, construction, and peddling and begging rings. Common venues and industries for sex trafficking include residence-based commercial sex, escort services, hotel- or motel-based commercial sex, online ads, and illicit massage/spa businesses.

## How Can Members of the Faith Community Support Victims of Human Trafficking?

### Understand the issue of human trafficking

- Learn about and share information with your community about the dynamics and prevalence of human trafficking and its impact on victims, families, and communities
- Schedule a training on human trafficking and other forms of gender-based violence
  - ENDGBV Training Team  
[training@endgbv.nyc.gov](mailto:training@endgbv.nyc.gov)  
[www.nyc.gov/endgbvtraining](http://www.nyc.gov/endgbvtraining)
- Schedule an outreach event through ENDGBV or a local community-based organization (CBO) to raise awareness throughout your faith community
  - ENDGBV Outreach Team  
[ENDGBVoutreach@endgbv.nyc.gov](mailto:ENDGBVoutreach@endgbv.nyc.gov)

### Create a culture of safety and support

- Be willing to see and acknowledge the problem
- Foster a welcoming environment for all survivors to come forward, including survivors of child sex abuse and intimate partner violence
- Educate yourself and your congregation on best practices for supporting survivors
- Assist survivors with their choices without passing judgement; be present for them while respecting their right to privacy and self-determination
- Consider how your community can be part of preventing human trafficking and supporting survivors by reducing underlying vulnerabilities (e.g. help community members with housing and employment)
- Speak out against human trafficking in sermons and services, especially in January, also known as Human Trafficking Awareness and Prevention month. You and your community can get involved in the annual awareness campaign by encouraging members to wear blue, post photos with campaign hashtags, and display blue awareness ribbons and post materials prominently.

## Know your community resources and post the information

- Share human trafficking resources, such as [ENDGBV's outreach materials](#), with your faith community
- Have resources and information readily available and on display (brochures, educational materials, Family Justice Center and other service provider locations and contact information)
- Consult national and international toolkits for faith leaders that recognize shared values and beliefs that directly align with efforts to respond to, and end, human trafficking
- Post the National Human Trafficking Hotline (1-888-373-7888) in visible places in your house of worship
- Share information about the NYC Family Justice Centers, which provide free, confidential assistance to victims and survivors of intimate partner and family violence, elder abuse, sexual assault, stalking, and human trafficking. FJCs welcome people of all ages, sexual orientations, and gender identities, regardless of immigration status, income, or language spoken. All Centers are available by phone Monday through Friday from 9 a.m. - 5 p.m. Interpretation is available in 200+ languages.

## Create an ongoing support network

- Partner with ENDGBV and other city agencies and community based organizations that provide assistance to survivors
- Create peer support groups for survivors and individuals dedicated to raising awareness of human trafficking and finding solutions in your community
- Use social media to raise awareness of the issue across faiths by posting photos and videos and using the hashtags #endhumantrafficking and #awarenesshelphope
- Educate and engage young people and youth-serving organizations within your community to help raise awareness

While we have to address the systematic and societal factors that contribute to trafficking, people of faith can also provide spiritual and moral support for those being trafficked, and provide guidance and denounce the desires of those that perpetrate the exploitation of others.

For those seeking change and meaning during their most desperate moments, faith communities can encourage them to seek help, provide support and be a place to seek healing from the trauma caused by trafficking.

## What does the faith community need to know about working with survivors of human trafficking?

### Be aware of common misconceptions that exist about human trafficking

**Misconception:** If someone consents to an exploitative situation, then it is not trafficking.

**Reality:** Even if consent is given, the situation may legally be considered trafficking if force, fraud, or coercion was used or if the person who gave consent is a minor.

**Misconception:** Trafficking is an international issue.

**Reality:** Trafficking happens locally in communities across the U.S.

**Misconception:** Trafficking mostly impacts adults.

**Reality:** Trafficking impacts victims of all ages, including youth.

**Misconception:** Trafficking always involves transportation.

**Reality:** Trafficking can happen in your own community and does not have to involve movement from one place to another, or crossing borders without proper documentation, or smuggling.

**Misconception:** Trafficking victims are ready to self-identify as victims of crime and often reach out for help.

**Reality:** There are many barriers to trafficking victims reaching out for help, including fear of engaging with the criminal justice system, stigma and shame.

**Misconception:** Only women are victims.

**Reality:** Trafficking impacts people of all gender identities.

## Be aware of risk factors or signs of human trafficking

<b>Red flags may include:</b>	
Unable to leave or come and go at will	Few or no personal possessions
Under 18 and engaging in commercial sex acts	Forced to live and work on-site
Engaged in the commercial sex industry and have a pimp or manager	Minimize the abuse they are experiencing or protect the person that hurts them
Unpaid or paid very little, or work excessively long and/or unusual hours	Signs of physical and/or sexual abuse, physical restraint, confinement, or torture
Not allowed breaks, or suffer unusual restrictions at work	Not permitted to speak for themselves (a third party may insist on being present and/or translating)
Owe a large debt to a trafficker or employer	Whereabouts/movement is frequently monitored
Experience verbal or physical abuse by their supervisor	Lack of control over own money, financial records, or bank accounts
Fearful, anxious, depressed, submissive, tense, or nervous/paranoid, especially when involving law enforcement or immigration officials	Lack of control over own identification documents (ID or passport)



## Be aware of barriers to survivors getting help

Consider that survivors may:	
Distrust service providers and law enforcement from personal experience or trafficker's narrative	Need a high level of care (physical and mental health, shelter, resources, economic support)
Be physically and/or psychologically controlled by traffickers	Fear arrest and prosecution for criminal acts they have been forced into
Be trained by traffickers to tell lies and false stories, or "scripted narratives"	Not self-identify as victim of human trafficking
Have loyalty or debt to traffickers (attachment, addiction, fear)	Not be accurately identified by community, law enforcement, or service providers as a trafficked person
Fear arrest and deportation for lack of legal status	Feel shame due to stigma associated with trafficking

## Work to support survivors of human trafficking



Listen to the members of your congregation and surrounding community, and pay attention to vulnerabilities that can be risk factors for human trafficking



Create a welcoming and supportive environment that will encourage survivors to use your space as a source of comfort and support



Encourage survivors to seek out assistance when it is safe to do so



Use language that recognizes survivors' diverse experiences and that does not isolate or create additional barriers for survivors in need

## What steps can faith leaders take to get involved and stay connected?

We invite you to take action against human trafficking in the following ways:

**Show your support:** Blue is the official color of Human Trafficking Awareness. In January, which is Human Trafficking Awareness Month, we ask faith leaders and their members to wear blue in solidarity with human trafficking survivors on that day and throughout the month. Decorate your houses of worship with blue ribbons and decorations. Post videos of your sermons that denounce human trafficking and express support for survivors, their families, and their communities. Take and post photos of your congregation wearing blue to social media, to share with the world your show of support. Use the hashtags **#endhumantrafficking** and **#awarenesshelphope**.

**Sermons and messaging:** Carry messages within your sermons that denounce human trafficking and commit to care for the people and communities that can be most impacted by this issue. Share messages about the need to protect and prioritize the safety and well-being of all people, especially those most vulnerable and marginalized. Promote prevention efforts that address root causes of trafficking and other forms of gender-based violence, including poverty and other systemic inequities and barriers.

**Share information and resources:** Invite ENDGBV and partners addressing the issue of human trafficking to present to your congregation or table at a service or faith event, so people can avail themselves of materials and information, and can support and promote prevention and intervention within their networks.

**Build Capacity:** Request training for you and your staff from ENDGBV or community based organizations that work with trafficking survivors. Create a policy and procedure within your house of worship for how you will respond to and address disclosures of trafficking within your congregation or surrounding community. Consider joining an anti-trafficking group, such as Not on My Watch Safe Haven International.

**Help spread the word:** Plan and organize an outreach event in your community to raise awareness about services and resources. Work with the ENDGBV Outreach Team to hand out flyers at a busy transit station, or host a town hall, special event, or forum where the issue can be presented and discussed.

**Support:** Organize a donation drive to collect food, clothing or supplies for an organization that provides trafficking services.

As we seek to increase capacity, build trust and awareness, and engage with you and your faith communities, please reach out to ENDGBV about city resources that are available.

## **NYC HOPE RESOURCE DIRECTORY**

The City of New York's Resource Directory of domestic and gender-based violence services provides comprehensive information on services available to survivors throughout the five boroughs.

Before referring a survivor to an organization listed in the directory, you should first contact the organization to ensure that appropriate services are available. You can also contact 311 for up-to-date service information, and assistance in over 150 languages.

Find local resources in New York City for survivors and their children with the Resource Directory at: [nyc.gov/NYCHOPE](http://nyc.gov/NYCHOPE)

## **NYC FAMILY JUSTICE CENTERS**

New York City Family Justice Centers (FJCs) are safe, caring environments that provide one-stop services and support. Key City agencies, community, social and civil legal services providers, and District Attorney's Offices provide case management, economic empowerment, counseling, civil legal, and criminal justice assistance for survivors of all forms of domestic and gender-based violence, including human trafficking.

The FJCs welcome everyone regardless of language, income, gender identity, or immigration status. All Centers are available by phone Monday through Friday from 9 a.m. - 5 p.m. Interpretation is available in over 200+ languages.



# NYC Family Justice Centers

Due to COVID-19, Centers are currently available by phone only.

**Get free and confidential help for survivors of domestic and gender-based violence.**

- Call the New York City Family Justice Center in the borough you live in (or one where you feel safest) to get connected to free and confidential assistance for victims and survivors of domestic and gender-based violence. All Centers are available by phone Monday through Friday, from 9 a.m. to 5 p.m.
- Call to be connected to immediate safety planning, shelter assistance, and other support and resources—24 hours, 7 days a week:  
NYC's Domestic Violence and Sexual Assault Hotline  
1-800-621-4673 (HOPE).
- Find resources and support in NYC by searching the City's NYC HOPE Resource Directory at [www.nyc.gov/NYCHOPE](http://www.nyc.gov/NYCHOPE)

## NYC Family Justice Centers can help you with:

- Planning for your safety
- Mental health and counseling services to support emotional well-being for you and your children
- Referrals to education programs, including workshops to help with budgeting, credit repair, and English as a Second Language (ESL) classes
- Meeting with trained law enforcement, such as NYPD, NYC Sheriff's Office, and District Attorney's Office
- Applying for shelter, housing and other support services
- Information about public benefits and job training programs, including help with resume writing and interviewing skills
- Legal consultations for orders of protection, custody, visitation, child support, divorce, housing and immigration  
\*\* Legal representation is not guaranteed
- Childcare for children age 3+ while you get services on-site

**All services are voluntary.  
You can choose the services that you want.**

The Mayor's Office to End Domestic and Gender-Based Violence (ENDGBV) develops policies and programs, provides training and prevention education, conducts research and evaluations, performs community outreach, and collaborates with diverse communities and community stakeholders to increase awareness of domestic and gender-based violence. ENDGBV operates the New York City Family Justice Centers, service centers which provide vital social services, civil legal and criminal justice assistance, and more—all under one roof. Learn more at [www.nyc.gov/ENDGBV](http://www.nyc.gov/ENDGBV)

At any New York City Family Justice Center, survivors of domestic and gender-based violence and their children can get connected to organizations that provide case management, economic empowerment, counseling, civil legal, and criminal justice assistance.

**The Centers offer free, confidential help to people of any:**

Age	Immigration Status	Sexual orientation	Income	Language spoken	Gender identity	Disability
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**Due to COVID-19, the NYC Family Justice Centers are currently available by phone only. Please call on Monday to Friday, between 9 a.m. and 5 p.m.**

**NYC Family Justice Center, Manhattan  
(212) 602-2800**

**NYC Family Justice Center, Brooklyn  
(718) 250-5113**

**NYC Family Justice Center, Queens  
(718) 575-4545**

**NYC Family Justice Center, Bronx  
(718) 508-1220**

**NYC Family Justice Center, Staten Island  
(718) 697-4300**



Telephonic interpretation is available in more than 240 languages.

**NYC** Mayor's Office to End Domestic and Gender-Based Violence

Awareness. Help. Hope.

If you are in immediate danger, call 911.  
If you can't talk, text 911.  
Learn more: [nyc.gov/text911](http://nyc.gov/text911)

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ENDGBV's **Policy and Training Institute** ("the Institute") leads our training, prevention and policy work. The Institute, which comprises the Policy Team, the Training Team, and the NYC Healthy Relationship Training Academy, was created to enhance City agency and community-based organization (CBO) responses to domestic and gender-based violence, identify key areas for policy change and development, and engage in primary prevention through work with young people throughout New York City.

The **Training Team** provides tailored trainings to City agencies and CBOs on topics across the spectrum of GBV, as well as providing technical assistance in the review and development of their policies and protocols.

**If you have questions, or would like to schedule training, please contact [training@endgbv.nyc.gov](mailto:training@endgbv.nyc.gov)**

The **NYC Healthy Relationship Training Academy** ("the Academy") is a prevention/education program that centers young people in their mission to end domestic and gender based violence. Community Educators provide free interactive, intersectional, and discussion-based workshops to young people ages 11-24. Workshop topics include teen dating violence, healthy relationships, and consent. The Academy also delivers skills-based workshops and trainings to parents and professionals working with young people on how to discuss relationships, spot warning signs of intimate partner violence, and be a resource and ally to young people.

**If you have questions, or would like to schedule a workshop, please contact [academy@endgbv.nyc.gov](mailto:academy@endgbv.nyc.gov)**

## THE ENDGBV OUTREACH TEAM

ENDGBV's Outreach Team engages New York City communities through a wide variety of public engagement and education efforts, including: conducting workshops and organizing community events for community members and organizations; sharing information through tabling, resource fairs, and supporting community events, as well as through our partnerships with sister agencies and community-based organizations; and building the capacity of local communities to prevent, recognize, and respond to IPV, sex trafficking and elder abuse.

Our work is done in communities across the City, with a special focus on immigrant, youth, vulnerable, and other traditionally underserved communities. Through our myriad community partnerships and by facilitating conversations, art-based practices, and other methods of engagement, we increase community awareness for gender-based violence, and promote resources available to victims and survivors of gender-based violence throughout New York City—including ENDGBV's own education and prevention trainings and workshops.

If you would like to speak to a Community Coordinator about potential collaborations or engagement ideas, or if you would like to invite us to present to your community, organization, or group, please send us an email at [outreach@endgbv.nyc.gov](mailto:outreach@endgbv.nyc.gov).

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In January and throughout the year, share messages of awareness and/or support on social media.

Use the hashtags

**#endhumantrafficking #endgbv #awarenesshelphope**

Don't forget to tag us:

**@nycendgbv**



**@NYCagainstabuse**

