NAVIGATING THE SYSTEM WHILE EXPERIENCING HUMAN TRAFFICKING: A LEGAL FOCUS

COALITION ASSISTING TRAFFICKED INDIVIDUALS
# Table of Contents

<table>
<thead>
<tr>
<th>Section</th>
<th>Page</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acknowledgements</td>
<td>2</td>
</tr>
<tr>
<td>Introduction</td>
<td>3</td>
</tr>
<tr>
<td>Module 1: Aboriginal Context</td>
<td>7</td>
</tr>
<tr>
<td>Module 2: Criminal Code</td>
<td>14</td>
</tr>
<tr>
<td>Module 3: Employment</td>
<td>20</td>
</tr>
<tr>
<td>Module 4: Forced Marriage</td>
<td>26</td>
</tr>
<tr>
<td>Module 5: Housing</td>
<td>31</td>
</tr>
<tr>
<td>Module 6: Immigration</td>
<td>35</td>
</tr>
<tr>
<td>Module 7: Ontario Works</td>
<td>44</td>
</tr>
<tr>
<td>Module 8: Police Interventions</td>
<td>50</td>
</tr>
<tr>
<td>Module 9: Accessing Legal Aid</td>
<td>52</td>
</tr>
<tr>
<td>Conclusion</td>
<td>55</td>
</tr>
<tr>
<td>Appendix</td>
<td></td>
</tr>
<tr>
<td>• Possible Indicators of Human Trafficking</td>
<td>56</td>
</tr>
<tr>
<td>• Local Contacts</td>
<td>58</td>
</tr>
<tr>
<td>• Local Community Referral List</td>
<td>59</td>
</tr>
<tr>
<td>• Human Trafficking Groups in other Regions</td>
<td>62</td>
</tr>
</tbody>
</table>
Acknowledgements

Thank you to all of those who donated time, energy and expertise to the creation of *Navigating the System while Experiencing Human Trafficking: A Legal Focus.*

Thanks to Vivien Green for her support through the Connecting Communities division of Community Legal Education Ontario.

Thanks to Legal Foundation of Ontario for their generous financial support of this project.

Thanks to the Coalition Assisting Trafficked Individuals (CATI) steering committee who continually provided their thoughts on every draft.

Thank you to all those who contributed to our modules: Tamara Bernard (Aboriginal Context), Jeannette Castillo (Ontario Works), Carolynn Conron of *Conron Criminal Law* (Criminal Code), Cortney Dakin (Aboriginal Context), Cassandra DeMelo of *DeMelo Law Professional Corporation*, Mia Loebach-Readings (Immigration), Deepa Mattoo of *South Asian Legal Clinic of Ontario* (Forced Marriage), Susan Toth (Employment Rights), AnnaLise Trudell, Sue Wilson (Employment Rights), Shelley Yeo (Housing).

Disclaimer

*CATI’s Navigating the System While Experiencing Human Trafficking: A Legal Focus* training manual is not responsible for the legal accuracy or the updating of these materials. Should you have questions about the content of any publications, please contact the authoring organization.

The following training manual provides legal information regarding supporting your client, who has or is currently experiencing human trafficking, through the social support system. This manual does not provide legal advice. If you or your client requires legal advice, please contact a lawyer, paralegal, or community legal worker.

Written by Kelsey Adams
CLEO Project Support
Coalition Assisting Trafficked Individuals
May 2016
Introduction

Background
This training is a continuation of Human Trafficking: A Community Response in London & Middlesex, a training given in 2013. While the previous workshop focused on providing an understanding of human trafficking and experiences of survivors in our community, this current training focuses on providing a legal lens to survivors’ experiences. Navigating social services can be difficult for many individuals and this is particularly true for survivors of human trafficking. Having a high level understanding of some of the different social services your client may access is important in providing them with accurate and compassionate care.

As a front line worker, you can potentially serve as your client’s guide through various social service agencies. Knowing what your client might experience when accessing the services you are referring them to is important to better offer them support and to increase your own knowledge. Refreshing ourselves on different ways a client may access support is one way we can establish greater connections across our community in London and Middlesex County.

While this training is not geared towards becoming an expert in the various modules we have developed, you will gain a greater understanding of the basics or the specific steps your client might take when accessing particular services in London and Middlesex. Focusing on breadth as opposed to depth allows for an opportunity to see the intersections between various social services and areas of law. Being able to see the connections, and therefore help make those connections for your client, creates a more wholesome support system. Often clients will not only require support in relation to one area of law. These areas intersect with one another. For example, a client that came to Canada under a work VISA but is now experiencing forced labour would require support in regards to employment law/workers’ rights and immigration. It is these complexities we hope to highlight throughout this manual.

Purpose
The Coalition Assisting Trafficked Individuals (CATI)’s purpose is to provide a resource for front line workers in London and Middlesex County when supporting clients that may be experiencing or have experienced human trafficking. Specifically, having a legal focus in this training allows for a more in-depth understanding of how your client may navigate the social service ‘system’.

Training Outcomes
From this training, you will gain:

- A greater awareness of some of the complexities surrounding a survivor of human trafficking navigating the 'legal system'
- Increase awareness of the social and legal issues facing people who are being trafficked
- An understanding of the realities for domestically and internationally trafficked people
- An understanding of some of the social services and legal supports available to your clients
- A resource for future use to succulently explain different social supports to your clients
Human Trafficking Overview

United Nations Definition of Human Trafficking

Human trafficking emerged as an area of concern within the international community in the 1990s and resulted in the United Nations’ (UN) adoption of the Convention against Transnational Organized Crime as well as two supplementary protocols. The Protocol to Prevent, Suppress and Punish Trafficking in Persons, Especially Women and Children—known as the Palermo Protocol—includes a definition of human trafficking. While this definition is internationally based, it covers domestic trafficking as well. Canada ratified the Palermo Protocol in 2002, committing us to the Three Ps of human trafficking:

1) Prevention—Preventing and combating human trafficking.
2) Protection—Protecting and assisting those who have been trafficked.
3) Prosecution—Prosecuting the traffickers.

Some articles in this Protocol were obligatory for signatory states, others were not which resulted in some articles having more weight than others, such as the obligatory articles related to prosecution. Canada’s efforts on human trafficking have been steered by our obligatory commitments towards prosecution.

Article 3(a) of the Palermo Protocol defines “Trafficking in Persons” as:

the recruitment, transportation, transfer, harbouring or receipt of persons, by means of the threat or use of force or other forms of coercion, of abduction, fraud, of deception, of the abuse of power or of a position of vulnerability or of the giving or receiving of payments or benefits to achieve the consent of a person having control over another person, for the purpose of exploitation. Exploitation shall include, at a minimum, the exploitation of the prostitution of others or other forms of sexual exploitation, forced labour or services, slavery or practices similar to slavery, servitude or the removal of organs.

In order to tease apart this definition, the following equation is widely used:

Mobilization + Means + Purpose = Human Trafficking

A trafficker must:

1) Commit at least one act of mobilization against another person, such as recruiting.
2) Using at least one means, such as violence.
3) For the purpose of exploiting that other person for financial gain or material benefit through, for example, forced labour.

Types of trafficking

**International trafficking:** a trafficker transports the person across borders from one country into another country for the purpose of exploitation, using fraudulent or valid documents for entry.

**Domestic trafficking:** the entirety of the crime occurs within a country’s borders; the trafficked person may be a citizen, permanent resident, a visitor, a temporary worker, a student, a refugee or a person with no legal immigration status.

The Power of Language

Starting a conversation about human trafficking can be difficult to do, especially when there is confusion about what ‘counts’ as human trafficking and individuals’ reluctance to associate with this language. If your client does not identify themselves as a victim or survivor of human trafficking (which they most likely will not), it can be difficult to know the ways in which you can best support them.

While there could be many reasons why an individual would not identify with the language of human trafficking, one of them could be that there are many stereotypes about human trafficking experiences. Trafficking does not always look the same and it often does not look the way it is portrayed in the movies. The definition of human trafficking, which is provided above, is purposely broad in order to capture a wide variety of experiences. However, that vagueness can lead to confusion and for people to want to rely on specific indicators for identifying victims. Many indicators do exist, some of which are outlined in the appendix, but we must be aware that some circumstances can result in certain experiences giving the appearance of human trafficking at play, but in fact, are not incidents of trafficking at all. For example, a migrant worker may be experiencing violence at their workplace which could be trafficking or it could be employment abuse. You must remain vigilant when talking with your clients and be aware of the potential of your own biases.
Vulnerabilities related to Human Trafficking

Experiences of human trafficking are not segregated to one community, culture or category. While experiences of exploitation can take place anywhere or with anyone, there are some social circumstances that could make an individual more vulnerable to human trafficking.

**Political Forces**
- civil wars, unrest, conflict resulting in more displaced persons within countries and increasing numbers of people becoming refugees
- immigration policies more restrictive, making it harder to find legal ways to migrate

**Economic Forces**
- globalization
- supply and demand for labour in many sectors: domestic work, migrant work
- trafficking in persons is lucrative

**Social Forces**
- Gender inequality and patriarchy
- poverty
- addictions
- systemic racism

**Trafficking in Humans**
Module 1: Aboriginal Context

Aboriginal women and girls have diverse and unique experiences of vulnerability in relation to human trafficking that differ from non-Aboriginal women and girls. As front-line workers we need to move past uniform representations of Aboriginal women as inherently vulnerable. Indigeneity does not necessitate vulnerability; Indigenous cultures are sources of strength and power. Particular attention must be given to these complexities and we must work to address racism, sexism, classism, homophobia, transphobia, poverty, intergenerational trauma, and ongoing colonialism. Without addressing structural inequalities that create vulnerabilities, we will continue to fail to meet the needs of Aboriginal peoples. Moving towards an anti-oppressive, empowerment based model of service delivery will promote the social, political, and economic power of Aboriginal people as well as their right to self-determination. This will ensure that Aboriginal people have access to adequate and culturally relevant health care, education, social services, safe housing, and employment, providing those who do not want to be in the sex trade with other options.

Canadian Context

Aboriginal people, particularly Aboriginal women, have a long history of resiliency in the face of violence. While trafficking and exploitation of Aboriginal women and children is a contemporary issue, the cause of this violence is rooted in the historical and ongoing systemic violence of colonialization. The roots of human trafficking extend to Aboriginal people being bought and sold as chattel in Canada until the British Empire abolished slavery in 1834. This colonial legacy continues to impact Aboriginal women’s experiences today.

The Native Women’s Association of Canada (NWAC) explains colonialization as the “actions, policies, and beliefs that European men put into place when they arrived in Canada. For example, the belief that Aboriginal peoples were “savage” and needed to be put into Indian Residential Schools” (4). While this example highlights the violence of colonialization in a historical context, Canada continues to be a colonial state. The violence of colonialization is not a relic of the past as it continues to this day and impacts the ways Aboriginal individuals live. As Sarah Hunt states in “Sex Trafficking in Indigenous Women in Ontario,”

“we must also focus on the big picture, tracing our way back to the roots of colonial violence and structural inequality. Additionally, we must adopt an intersectional analytical framework...impacted not only by axis of race and gender, but also by class, geographic location, and so many other compounding factors”(2-3).

The colonial subjugation of Aboriginal people continues to this day; however, it is important to recognize the strength and resiliency of Aboriginal communities engaging in nation building and cultural resurgence.

Terminology

Aboriginal

CATI has chosen the language of ‘Aboriginal’ as opposed to Indigenous or First Nations because ‘Aboriginal’ is used in the Canadian Constitution to include three arbitrary categorizations: ‘Indian’, ‘Inuit’, and ‘Métis’. In addition, the term ‘Indigenous’ should be qualified with a specific location, because it implies an ancestral connection to a particular territory.
Module 1: Aboriginal Context

Colonial Violence:

Colonial violence began when early settlers arrived in what is now known as Canada, and established policies and laws that subjugate Aboriginal people. These policies laid the foundation for violence to be justified as they were based on sexist and racist assumptions about Aboriginal people. However, colonization and the resulting violence are not caused by historical events alone; colonialism is a socio-political structure that continues to impact Aboriginal people today.

Key Historical Moments

Indian Act (1876-present):

The Indian Act facilitated family breakdown, dispossession, mass land theft, and the creation of the reserve system. Aboriginal Peoples were prohibited from leaving reserve without a permit until the 1950s. In 1879 sections were added to the Indian Act that exclusively policed the bodies of Indigenous women by targeting them as keepers of “houses of prostitution” which included all wigwams, or houses of Aboriginal people. This subjugated Aboriginal ways of being and dehumanized Aboriginal peoples. Moreover, the very definition of prostitute universally treated all Aboriginal women as such. This normalized sexual violence against Aboriginal women and created the stereotypical perception that all Aboriginal women are inherently “rapeable”, as a natural consequence of being Native.

Disenfranchisement (1876-present):

Under the Indian Act, an Aboriginal woman who married a non-Aboriginal man would lose her status rights. The same was not true for Aboriginal men, who upon marrying a non-Aboriginal woman would not lose his status, but his new wife would gain status rights. With the introduction of the Canadian Charter of Rights and Freedoms in 1985, Bill C31 was put into effect in order to combat this gender discrimination. Bill C31 allowed Aboriginal women to retain their status rights; however, the status of her children can be questioned if she marries a non-Aboriginal man. The sexism and gender discrimination of the Indian Act has a profound impact on the ability of Aboriginal women (both those with and without status) to participate in community life and access services. For example they cannot live on reserve, participate in community decision making, or receive benefits, all of which has a devastating impact.

Residential School System (1840-1996):

Aboriginal children were forced into the residential school system between the mid 1800’s and 1996, which violently stripped Aboriginal children of their cultures, languages, spiritualties, and ways of living. The government, in partnership with religious organizations, forcibly removed children from their homes and often cases of sexual and physical abuse by school officials was rampant. The intergenerational impacts from this genocidal system continue to impact Aboriginal families and communities today.
Module 1: Aboriginal Context

Sixties Scoop/ Millennium Scoop:

High numbers of Aboriginal children are apprehended and fostered or adopted into predominately white families, causing further loss of cultural identity. There are more Aboriginal children in foster care right now than at the height of the residential school system (a study in 2005 indicates the number of children in care is 27,500, but since then federal data suggests the number has risen).

Neighbouring Nations

CATI acknowledges the land that we work on is the traditional territory of the Attawandaron, Wendat-Huron, Anishinaabek, Haudenosaunee, and Lenape Peoples.

There are three neighbouring First Nation Reserves: Chippewas of the Thames First Nation (part of the Anishinaabek Three Fires Confederacy), Munsee-Delaware First Nation (part of the Leni-Lunaape Nation) and Oneida Nation of the Thames First Nation (part of the Haudenosaunee Confederacy).

Process of Colonization

The medicine wheel can be used as a tool for understanding the process of colonization. Although there are different kinds of medicine wheels and it is not a traditional element of all Aboriginal cultures, in Anishinaabe ways of knowing all people are part of the medicine wheel and are welcome to use it for healing. The four colours and quadrants symbolize a variety of teachings; the directions, sacred medicines, life stages, animals, seasons, and passing of time. In this module, the medicine wheel will be used to outline the passing of time as it relates to the process of colonization and vision of healing for Aboriginal peoples.
Over Representation of Aboriginal Women in Trafficking

Research by the *Native Women’s Association of Canada* states that “Aboriginal women and children make up the majority of people trafficked for sexual exploitation in Canada” (5). Due to sexist attitudes in our Canadian culture, all women are potentially vulnerable, however the over representation of Aboriginal women cannot be overlooked. “In fact, Aboriginal women have a harder time going to school, getting a job, or getting access to social services than any other group in Canada” (“Our Spirits” 4). This over representation of Aboriginal women experiencing human trafficking must be understood in relation to not only our culture’s sexist attitudes towards women but also the racist and colonial notions that continue to permeate our society. In addition, the way in which mainstream Canadian society continues to overlook the alarmingly high rates of violence against Aboriginal women creates a climate in which Aboriginal women and girls are particularly vulnerable to violence.
Module 1: Aboriginal Context

Best Practices

In “Our Spirits are NOT for Sale,” the Native Women’s Association of Canada (NWAC) provides a non-exhaustive list of some best practices for front line workers to enact when supporting Aboriginal women and girls who have experienced human trafficking. These include:

<table>
<thead>
<tr>
<th>Best Practice</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Be long-term (short-term supports are unrealistic to help turn back what has often been years of abuse and traumatic treatment)</td>
</tr>
<tr>
<td>• Provide single-sex services for Aboriginal women (as opposed to having women participate in programs with men)</td>
</tr>
<tr>
<td>• Be flexible to participants’ needs (for those experiencing long-term sexual exploitation or sex trafficking, it is likely that they will be facing many issues and require multiple supports and understanding)</td>
</tr>
<tr>
<td>• Work with experiential survivors when possible to reach and support those being sexually exploited or trafficked. Survivors can be a powerful impetus to offer hope that change is possible and that a healthier life is achievable</td>
</tr>
<tr>
<td>• Include substance addictions counselling</td>
</tr>
<tr>
<td>• Focus on building self-esteem and cultural identity</td>
</tr>
<tr>
<td>• Include or connect to employment skills training, and academic upgrading, including soft skills (true recovery must include learning the skills necessary to make a living through alternate means)</td>
</tr>
<tr>
<td>• Be judgement-free (when people reach out for help, one of the surest ways to fail them is to treat them in a way that passes judgement on their life)</td>
</tr>
<tr>
<td>• Offer hours of support that extend beyond a 9-to-5 framework. Many people being sexually exploited and trafficked will need help beyond standard daylight hours</td>
</tr>
<tr>
<td>• Implement cultural ways of healing, led by community recognized Elders or teachers.</td>
</tr>
</tbody>
</table>

Community Support

Below are some of the community agencies that focus on supporting Aboriginal individuals and families in London and Middlesex County area.

**Atlohsa Native Family Healing Services**
- Zhaawanong Shelter : 519-432-2270
  - 24 hour emergency shelter for First Nation women & their children who are at risk of further abuse
- Crisis Phone Line : 1-800-605-7477
  - 24 hour crisis and support line
- Transitional Supportive Housing
  - Counselling, traditional teaching circles
- Cultural Programming
  - Two-Spirit, Women’s, Men’s, Children and Youth Circles
- Community Outreach, Training & Violence Prevention
  - Public and community educational workshops, circles, and presentations

**Southwest Ontario Aboriginal Health Access Centre**
- Offers a range of holistic health services to Aboriginal peoples in Southwestern Ontario
- To book an intake appointment: 1-877-672-4079
Module 1: Aboriginal Context

**N’Amerind Friendship Centre**
- Promotes the physical, intellectual, emotional and spiritual well-being of Native people and in particular, Urban Native People. Includes court support, community justice, health and well-being, and cultural teachings.
- For more information call: (519) 672-0131

**Oneida Family Healing Lodge**
- Residential services
  - Emergency Shelter for up to 120 days
  - One-on-one counselling
  - Community Referrals, Education, and Advocacy
  - 24 Crisis line
- For more information call: (519) 652-0657

Opposition to Anti-Human Trafficking Measures

While CATI is a coalition that seeks to raise awareness and support those experiencing human trafficking, it is important to recognize that there are individuals who challenge both the language of ‘human trafficking’ and the ways in which agencies seek to prevent it. The language of human trafficking can be alienating to many individuals and sometimes work that is meant to support individuals can have adverse effects. A common example of the ‘collateral damage’ that can be caused by anti-human trafficking measures is when migrant sex workers are ‘rescued’ from trafficking, only to be deported.

A common misconception in the anti-trafficking movement is related to the ‘victim narrative’. This dominant narrative often results in outrage at and the criminalization of third parties as opposed to an interrogation of the structural and social factors that lead to sex trafficking in the first place. Unfortunately, because of the criminalization of the sex trade and the associated stigmatization of such, as well as the fact that many Aboriginal women have experienced violence and abuse by police, many do not trust law enforcement or see them as an option for safety.

The overly simplistic victim narrative positions Aboriginal women and girls as one-dimensional victims in need of rescuing. It obscures the reality that for some, the third party is a friend helping them survive, and fails to recognize the ways in which third party involvement can change overtime. As well, in the case where women initially entered the sex trade autonomously, trafficking can be understood as exploitation within the sex work industry. When in the women’s best interest this is opportunity to promote their right to non-coercive and safe working conditions as opposed to condemning their autonomous decision to be involved in the trade.

The more we understand these complexities and nuances, the better we are able to support Aboriginal women and girls by addressing social issues that create vulnerabilities. When working with clients it is important that we are not ‘rescuing’ or ‘saving’ individuals, but rather listening to them about their own experiences, the language they want to use, and how and when they want to be supported (if they want support at all). We must be careful not to fall into the ‘victim narrative’ by assuming someone does not know they are a victim, and thus removing their agency. This perpetuates colonial ideologies that view Aboriginal people as being non-agents and unable to make decisions for themselves.
Module 2: Criminal Code

The Criminal Code of Canada has specific laws regarding human trafficking. It can be difficult to ‘prove’ these crimes, so often other offences are pursued to garner a guilty verdict. The laws surrounding human trafficking, specifically those regarding sexual exploitation, can also be easily confused with laws concerning prostitution and sexual assault. These are three separate offences under the Criminal Code; however, an individual could be charged with all three.

Human Trafficking

In court, the survivor must prove that they had or have “a reasonable fear for their safety.” This is taken to mean that a ‘reasonable’ person would be fearful if presented with the same situation. This reasonable fear can be difficult to prove, especially if the individual is being groomed or manipulated.

Six offences in the Criminal Code specifically address human trafficking:

- Trafficking in Persons (section 279.01): which carries a maximum penalty of life imprisonment and a mandatory minimum penalty of 5 years where the offence involved kidnapping, aggravated assault, aggravated sexual assault or death, and a maximum penalty of 14 years and a mandatory minimum penalty of 4 years in all other cases;
- Trafficking of a person under the age of eighteen years (section 279.011) which carries a maximum penalty of life imprisonment and a mandatory minimum penalty of 6 years where the offence involved kidnapping, aggravated assault, aggravated sexual assault or death, and a maximum penalty of 14 years and a mandatory minimum penalty of 5 years in all other cases;
- Receiving a Financial or Other Material Benefit for the purpose of committing or facilitating trafficking in persons - Adult Victim (subsection 279.02(1)): which carries a maximum penalty of 10 years imprisonment;
- Receiving a Financial or Other Material Benefit for the purpose of committing or facilitating trafficking in persons - Child Victim (subsection 279.02(2)): which carries a maximum penalty of 14 years imprisonment and a mandatory minimum penalty of 2 years;
- Withholding or Destroying a Person's Identity Documents (for example, a passport) for the purpose of committing or facilitating trafficking of that person - Adult Victim (subsection 279.03(1)): which carries a maximum penalty of five years imprisonment; and,
- Withholding or Destroying a Person's Identity Documents (for example, a passport) for the purpose of committing or facilitating trafficking of that person - Child Victim (subsection 279.03(2)): which carries a maximum penalty of 10 years imprisonment and a mandatory minimum penalty of 1 year.

Prostitution

The current laws surrounding prostitution in Canada are important to understand, especially in cases surrounding sex trafficking, as certain experiences in the sex trade are legal while others are not.

On December 6th 2014, Canada changed some of its laws surrounding prostitution. These changes focus on the buying of sex, which is done to put the focus on ‘Johns’ (those who buy) as opposed to the sex
workers/prostitutes themselves. This refocusing is done with the intention to protect the sex worker from being charged for the selling of their services. However, there are heated debates as to whether these laws will be beneficial and supportive for the sex workers/prostitutes. While many argue that these laws now place the criminalization on the buyers and are thus promoting of greater safety for sex workers/prostitutes, others argue that the laws continue to push the transactions for sex in to unsafe and hidden spaces. Johns that are trying to avoid police attention will want to undertake transactions outside the view of the public because of the potential criminal consequences for themselves. Individuals on this side of the debate thus argue that these new laws have done little with respect to protecting the sex worker/prostitutes from unsafe working conditions and from experiencing possible violence.

The Criminal Code of Canada states that it is currently illegal:
- to buy (purchase) sex or to talk (communicate) about buying sexual services in any place;
- to talk (communicate) about selling sexual services in a public place that is near a school ground, playground or daycare center;
- to live off the money or goods someone else makes through selling sexual services (for example, a pimp can be charged for using sexually exploited women’s money to pay his rent, but sexually exploited women cannot be charged for using her money on herself;
- to advertise someone else’s sexual services, even on the internet; and,
- to force someone into selling sexual services.

Sexual Assault

From the Criminal Code of Canada:

271. Everyone who commits a sexual assault is guilty of
(a) an indictable offence and is liable to imprisonment for a term of not more than 10 years or, if the complainant is under the age of 16 years, to imprisonment for a term of not more than 14 years and to a minimum punishment of imprisonment for a term of one year; or
(b) an offence punishable on summary conviction and is liable to imprisonment for a term of not more than 18 months or, if the complainant is under the age of 16 years, to imprisonment for a term of not more than two years less a day and to a minimum punishment of imprisonment for a term of six months.

Youth & Consent

A ‘minor’ in terms of the Criminal Code of Canada’s definition is under 18 years old in most but not all instances. There is a distinction, however, when speaking about sexual assault offences in that the age of consent is 16, not 18. In Canada, under the Criminal Code, it is a crime for an adult to engage in a sexual activity with a person under the age of 16, whether or not the young person appears willing to participate.

In relation to sex trafficking, the sexual exploitation of children is always illegal. Recruiting anyone under the age of 18 for the purposes of exploitation is illegal, even if no other coercion or violence has occurred. However, according to Canadian law, simply being under the age of 18 and in the sex trade
Module 2: Criminal Code

does not automatically mean that human trafficking is occurring. Human trafficking legislation does distinguish between victims under/over the age of 18, but only as it pertains to sentencing. This is to protect youth sex trade workers in Canada. There is no ‘age of consent’ specifically in relation to human trafficking investigations on the books.

Duty to Report

If someone has reasonable grounds to suspect that a child is or may be in need of protection, they must make a report directly to a Children’s Aid Society. For more information, visit:

[www.serviceontario.ca/publications](http://www.serviceontario.ca/publications)

Telephone: 1-800-668-9938  Toll free: 1-800-268-7095

Related Offenses

Under the *Criminal Code*, many offences apply to trafficking in persons and often, traffickers will be convicted with lesser offences as they are easier to prove in Court. These include:

- kidnapping
- extortion
- forcible confinement
- conspiracy
- controlling or living off the avails of prostitution, and
- organized crime offences.

In the appendix, there is a list of potential related offences that your client may have experienced.

While your client may be involved in the criminal justice system if they are pursuing charges, they may also be involved as an accused. A trafficker may have forced them to commit crimes in order to control them. For example, the trafficker may force them to distribute illicit narcotics and your client is slapped with a possession and/or narcotics trafficking charge, or the trafficker is telling them to provide false information to police thereby forcing them to obstruct justice, or aid and abet in a crime.

The trafficked person may not be in control of whether criminal charges are pursued. They can ask police to press charges, but if the Crown Attorney believes there is enough evidence to convict someone, they will pursue charges, especially in matters regarding domestic abuse.
Module 2: Criminal Code

How to Navigate the System: A Defence Perspective

If your client has been arrested...

At the Police Station

If your client is suspected of a crime, the police must have reasonable and probable grounds to charge them. They may have information provided from other sources but it is important for your client to know that they do not need to speak about the charges. Individuals have the right to silence so that they do not provide evidence against themselves. Your clients have the right to silence—they should exercise their right. They also have a right to counsel. It does not impact whether they will be released and it cannot be used against them later. You do not know what information may be used against them.

There are different forms of release. Your client may be provided with an Appearance Notice, a Promise to Appear, or a Recognizance compelling them to appear in court or for fingerprinting and photos at a later date and time. Pay close attention to dates, times, locations and conditions because they could be charged for breaching a condition or failing to appear (s. 145).

If your client is not released, they will be transported from the police station to court.

At Court

If your client is not released from the police station, they will attend court. The Crown attorney will receive your client’s file from the police and create their own file. An assigned Crown attorney will review the file, noting the charge summary, their criminal record and potentially pertinent personal information to determine whether they will consent to their release or not. This process can take time and your client can expect to spend some time in court cells. Your client’s lawyer, duty counsel or a representative from the John Howard Society or Salvation Army may visit them in court cells to assist with the release process.

The Crown may agree to their release. There are various forms of release including:

<table>
<thead>
<tr>
<th>Undertaking with or without conditions</th>
<th>Surety release (which may require your client to live with your surety)</th>
</tr>
</thead>
<tbody>
<tr>
<td>formal promise to the Court backed by a pledge of money</td>
<td>A surety is a person who pledges money and promise to supervise you according to the conditions set by the Court. The John Howard Society offers a bail supervision program but is not a surety.</td>
</tr>
<tr>
<td>Recognizance with conditions, formal promises to the court backed by a pledge of money.</td>
<td>Cash (bond) deposit</td>
</tr>
</tbody>
</table>

If the conditions set by the Crown are met, a Justice of the Peace can order the accused be released. If not, the accused must schedule a show cause (bail) hearing. The Crown must show cause why the accused should be detained, or depending on the circumstances, the accused must show cause why they should be released.
Module 2: Criminal Code

If the accused is released, they are given conditions to abide by and a future court date. If they are detained, future court appearances are made by video from a correctional institution.

Dealing with the Charges
The charging and release phases are just the start of the process. After the accused or their legal representative appears in court, the Crown will provide disclosure, which is the essence of their case, the evidence they have to prove the charge. An accused person may apply for legal aid or retain a lawyer privately. Duty counsel also provides limited services for those without a lawyer.

An individual will usually postpone a matter, called an adjournment, for a few weeks in order to take the next steps in dealing with the charge. The adjournment may be requested in order to retain counsel, review disclosure, obtain further disclosure, have a meeting with the Crown, or set a date for a guilty plea or trial.

It is always a good idea for your client to obtain the opinion of a lawyer before making a decision about whether to schedule a trial or negotiate a plea. There may be a defence in law or some issue with the facts that is not evident to a layperson and could make a big difference in the case. A lawyer can hear their side, review the disclosure with them and explain the options available to help your client make an informed decision.

It is important to note that many charges or convictions against a foreign national or a permanent resident of Canada can have serious negative impacts on a person’s ability to remain in Canada.
Employment Standards Act

The Employment Standards Act ("ESA") provides minimum standards for health, safety, hours of work, break times, overtime, vacation pay, public holidays, parental leave, breaks and termination pay for most people in the workforce. An employer cannot contract out of the ESA. It is illegal to fire an employee for filing an ESA complaint.

While most workers are covered under the Employment Standards Act (not all - for a full list of who is not included check out the ESA website at http://www.labour.gov.on.ca/english/es/pubs/guide/guide_intro.php), coming forward with a complaint or even a question can be difficult for individuals experiencing exploitation. Legally, an individual cannot be penalized for inquiring about their ESA rights. However in reality, individuals in precarious situations or those being controlled may still be unable to access these rights safely.

For more information, check out: http://www.labour.gov.on.ca/english/es/.

<table>
<thead>
<tr>
<th>Section of the ESA</th>
<th>Edited Explanation</th>
<th>Possible Relevance to Trafficked individuals</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payment of Wages</td>
<td>Employer must consistently pay their employees</td>
<td>Refusing to pay wages</td>
</tr>
</tbody>
</table>
| Records            | An employer can record the employee’s name, address, date of birth, the date they started working, and the number of hours they worked | Holding their passport hostage  
Knowing where person and their family lives can feel threatening |
| Overtime Pay       | Employees get overtime pay at 1.5 times their regular hourly rate for each hour over 44 hours they worked in a week (this is not applicable to some occupations such as farm workers) | Trafficked individuals might not know or might not have the opportunity to ask for overtime |
| Minimum Wage       | Employees (other than servers) must receive at least the minimum wage ($11.25)  
If room or board is provided for an employee, that amount is considered to be paid to the employee as wages | If room or board is being provided, the lines could get blurred |
| Termination & Severance of Employment | To terminate an employee, an employer must provide written notice and they must be given termination pay  
Everyone is entitled to a Record of Employment (ROE) within 5 days of termination | If worker has been working “under the table”, they may not be given an ROE and may not be eligible for EI |
Module 3: Employment Rights

Scenario 1:

Legi was a 19 year old young woman living in poverty in Indonesia when she was told that she had been chosen by her family to be the one who would work overseas and send money home; it wasn’t her choice at all. Her family took out a $10,000 loan to pay the recruitment agency in Indonesia. They were told that she would earn back that money in a few months, and then she’d be making good money to send back to her family.

When Legi got to Canada, she was met by an agent, a Canadian that she had seen at the recruitment agency in Indonesia. She was taken to a farm that had a broken-down house with ten bare mattresses lined up on the floor, but what she didn’t realize right away was that the house was not at the farm on her contract. This matters because, at this point, the agent was putting Legi in an illegal situation. Legally, she could work only at the farm on the contract. But Legi found that, instead of working at one farm, she was shuttled around from farm to farm providing extra labour when the farmers need it. The agent took a good chunk of her pay for food and transportation to the different farms. She never knew what she would be paid at each farm --- sometimes she worked all day for as little as $7 a day. If she complained, the agent told her to be quiet because she was here illegally. It didn’t seem to matter that it was the agent who made her illegal by providing her with a bogus contract. She felt sick because she knew that she would never be able to pay off her family’s loan at this rate, let alone make enough money to improve her family’s situation.

Occupational Health & Safety

Ontario also has an Occupational Health and Safety Act that protects workers from dangerous workplaces and allows workers to refuse to work in unsafe conditions without fear of reprisals. This is of particular use for those who are vulnerable to trafficking and feel unsafe.

If you client has concerns about the health/safety of their workplace, here is a brief overview of some of their rights under Ontario’s Health and Safety Act. More information can be found in multiple languages at http://www.labour.gov.on.ca/english/hs/index.php

Workers have the right to:

- **Know** about workplace hazards and what to do about them
- **Participate** in solving workplace health and safety problems
- **Refuse** work they believe is unsafe

Employers must:

- Make sure workers know about hazards and dangers by providing information, instruction and supervision on how to work safely
- Make sure workers wear and use the right protective equipment
Module 3: Employment Rights

Scenario 2:
Tamas was 24 when he heard about an offer that sounded promising. He had been looking for a steady job for months after the cable factory he worked at closed down. Then, an acquaintance put him in touch with a businessman who was originally from the same Hungarian town but now had a family business in Canada. The family bought him a plane ticket and he flew to Pearson International Airport.

When Tamas arrived, the businessman’s wife took his passport and the couple drove him to their home on a quiet side street in the suburbs. There, he was told he would sleep on a mattress on the floor of the basement, with six other men. Soon Tamas realized that his dreams of a better life would not come true. The men woke up before six o’clock every morning to be shuttled to construction work sites. Most days, they didn’t finish work until 11 p.m. or later. In addition to the construction work, the men were ordered to make fraudulent welfare claims and set up bank accounts. Then the members of the family business took their debit cards so they could access the money.

Tamas and the others were fed only one meal a day, and they were also hit and threatened from time to time. It wasn’t possible to escape because the windows and doors of the house were locked and had an alarm. In any case, Tamas and the others had no idea where they could go. None of them spoke English and the family had their documents.

Tamas was told that he needed to pay off the cost of his flight plus a ‘recruitment fee’ of about $2,700 which had been paid to the acquaintance in Hungary who had recruited him. When Tamas talked to the others he realized that some of them had been exploited like this for more than two years without ever paying down their ‘debt.’

Temporary Foreign Workers

If your client is working in Ontario under the Temporary Foreign Worker program, they are covered under Ontario labour laws. They also have a contract that should lay out basic protections at work.

To work in Canada as a temporary foreign worker you must obtain a work permit. This document is issued by Immigration, Refugees and Citizenship Canada (formerly called Citizenship and Immigration Canada) and it allows you to work legally in Canada. Specifically, it authorizes you to stay in Canada, and it authorizes you to work for the employer specified on the work permit, at the location specified on the work permit, in the occupation specified on the work permit. Only officers of Immigration, Refugees and Citizenship Canada or Canada Border Services Agency can cancel your work permit, not your employer. Your work permit could be cancelled if you work for anyone other than the person named on your work permit. If you want to change your employer or occupation, you would need to apply for a new work permit. For more information: http://www.migrantworkersalliance.org/wp-content/uploads/2011/05/TFW-mwac.pdf

It should be noted that some foreign nationals hold open work permits which allow them to work in any occupation, for any employer, in any location. There may also be conditions stipulated on the work permit which could refer to location, ability to travel, or bar work in occupations related to health and safety or with children. While a formal work contract may not be required in order to obtain an open work permit, the worker is encouraged to seek an employment contract, and the work is still subject to the same employment regulations in the province where they are employed.
Module 3: Employment Rights

Basic Labor Rights of a Foreign Worker under the Low-Skilled Worker Pilot Project

YOU HAVE THE RIGHT TO:

1. Hold your passport and Canadian work permit/authorization at all times from the time you depart your country of permanent residence until you return home
2. Have a copy of your work/employment contract
3. Be offered wages that are equal or higher than the prevailing wage rate paid to Canadians in the same occupation and region (Note: Minimum wage in Ontario is $11.25 per hour)
4. Report an employer who fails to abide by the work/employment contract

YOUR EMPLOYER MUST:

1. Agree to review and adjust (if necessary) your wages after 12 months of employment to ensure that you continue to receive the prevailing wage rate of the occupation and region where you are employed.
2. Help you find suitable, affordable accommodation.
   - If you agree to reside in your employer’s employee accommodations, reasonable rent or shelter costs may be deducted from your pay
   - You must be allowed to move freely in and out of the accommodation, in other words, you should not be locked into the unit
   - Living accommodations must meet provincial health and safety codes
3. Provide medical coverage until you are eligible for provincial health insurance coverage (90 days of residence in Ontario).
4. Register you under the appropriate provincial workers compensation/workplace safety insurance plans.
5. Comply with the terms and conditions set out in the employment contract AND the Labour Market Impact Assessment (LMIA) they received. An LMIA is an approval from Employment Skills and Development Canada (ESDC or Service Canada) to hire a foreign worker.

YOUR EMPLOYER MAY NOT:

1. Deduct the recruitment costs related to your employment from your earnings (ie. recruitment ads, foreign employment agencies/recruiters)
2. Deduct transportation costs from your earnings (transportation costs related to your travel from your country of permanent residence to the location of work in Canada and for the return to the country of permanent residence)

For further information and assistance on your clients’ rights while working in Canada, you can contact: Employment and Service Development Canada.

Scenario 3:

Kissa came to Canada from Uganda to work as a nanny. Her employer picked her up at the airport and then took her work permit and passport from her, saying that she would keep them safe. Kissa’s job was to look after two small children and to clean the house. She was not given a bedroom of her own but was expected to sleep in the same room as the youngest child.
Module 3: Employment Rights

Although Kissa had a contract that said she was to work 45 hours a week, she found that most days she had to work from 8:00 a.m. until around 11:00 p.m. She had no days off. For all of this work, she was given $100 a month in cash, although her contract said that she would be paid much more.

Kissa was told that she was not allowed out of the house and, if she broke this rule, her employer would call immigration and she would be arrested. Kissa didn’t want to take the chance of finding out if this was true.

When we look for what connects these three stories, key elements of labour trafficking emerge:

- In the recruitment process, the workers are deceived about the work they are hired to do, the amount of pay they’ll receive, and the conditions under which they’ll work. Migrant workers are in more precarious situations so are more easily deceived, manipulated and exploited.
- There are elements of control and coercion that keep migrant workers in situations of exploitation (e.g., removal of identity papers, threats of deportation, large debts that need to be paid, inability to speak English/French, forcing or manipulating a worker into committing a petty crime prevents them from going to police.

How our laws fail to protect the rights of migrant workers:

- When enforcement of laws relies on migrant workers to report abuse, it is ineffective. Most migrant workers have too much to lose (e.g., loss of job, family won’t be able to pay off debt, the worker’s home-village could be punished by being rejected as a source for recruitment).
- Tied work permits make it easy to force migrant workers ‘out of status’ and then threaten to deport them if they don’t do as they’re told.

Ways Clients Can Protect Themselves

- Keep records
  - Keep records of the wages you are paid, hours and dates you worked in a safe place. This will help you prove that your boss did not pay you properly.
  - Write down exactly what happened if you think your employer has done something that may be against the law or has threatened you.
- Get support
  - If you ever feel in danger at work, contact the police right away.
- Make a claim to the Ministry of Labour
  - You have six months to make a complaint to the Ministry of Labour for Employment Standards violations and can claim wages from 6 months to 1 year back from when you make the complaint. The Ministry of Labour can order an employer to pay you up to $10,000 of unpaid wages
  - Depending on your situation, you may want to consider small claims court or get a lawyer’s advice. Through small claims court you have 2 years to make a complaint for amounts up to $25,000
Module 4: Forced Marriage

What is Forced Marriage?
A forced marriage is a form of violence and an abuse of human rights. It is a practice in which a marriage takes place without the free consent of the individuals getting married. Forced marriage can happen to anyone; of any gender, of any age. However, women do have more experiences of forced marriage.

Forced Marriage is:
- Experienced by minors, youth and adults of all ages
- An issue of violence
- Faced by both men and women

Forced Marriage is NOT:
- A 'cultural practice'
- An 'immigrant' issue

What Does Forced Marriage Look Like?
In a forced marriage, consent is extracted under duress, including but not limited to: fraudulent inducement, violence, physical abuse and (especially in the case of minors) psychological or emotional manipulation. It may include:

<table>
<thead>
<tr>
<th>Physical and sexual violence</th>
<th>Threatening behaviour</th>
</tr>
</thead>
<tbody>
<tr>
<td>Confinement</td>
<td>Abduction</td>
</tr>
<tr>
<td>Mental and social pressure using religious and cultural justifications</td>
<td>Other demeaning, humiliating and controlling behaviour</td>
</tr>
<tr>
<td>Isolation from community and family members</td>
<td>Financial control</td>
</tr>
<tr>
<td>Restrictions on lifestyle such as limitations on movement, association, dress code, education and career choices</td>
<td></td>
</tr>
</tbody>
</table>

Potential Indicators of a Forced Marriage:

<table>
<thead>
<tr>
<th>Appointments are often missed</th>
<th>Attempted suicide</th>
</tr>
</thead>
<tbody>
<tr>
<td>The person is always accompanied when attending a consultation</td>
<td>Injuries are inconsistent with the explanation of the cause of accident</td>
</tr>
<tr>
<td>Worsening academic performance</td>
<td>One partner appears aggressive and overly dominant/ the other is passive and afraid</td>
</tr>
<tr>
<td>Absence or poor attendance at school or work</td>
<td>Depression</td>
</tr>
<tr>
<td>Self harm</td>
<td>Eating disorders</td>
</tr>
<tr>
<td>Regular visits to health care professionals with no obvious illness or reason</td>
<td>The person appears frightened, excessively anxious or depressed</td>
</tr>
</tbody>
</table>
Module 4: Forced Marriage

Sandeep’s Story

I was raised to always obey and never question “the family decision.” In my personal situation I felt I had no choice or way out. The biggest fear I had was bringing shame on the family. I felt helpless, lonely and scared to tell anyone. I felt betrayed. That the family I loved could use me as a pawn and subject me to this hurt and pain was too overwhelming to understand. The emotional trauma of the forced marriage resulted in me suffering a nervous breakdown and later being diagnosed with Chronic Fatigue. Physically I was a visible wreck. I was shunned by the community who judged me without facts or details. It gave me a sense of validation knowing there were people and agencies out there willing to provide support, advice and a listening ear that weren’t going to judge me.

Sandeep, once a victim of circumstance, now calls herself a survivor out of choice. She is an advocate against forced marriages and speaks actively to raise awareness around the issue. By sharing her story she wants to give hope to others.

Difference between Forced Marriage & Arranged Marriage

Due to racist and Islamophobic ideologies, there is the myth that an arranged marriage is the same as a forced marriage. There is a significant difference and that is choice. Unlike a forced marriage, an arranged marriage can involve freedom of choice.

*Remember: all forced marriages are arranged, but all arranged marriages are not forced.*

### Forced Marriage

- Marriage is discussed by the parent/s or families, and a marriage partner is chosen for the person.

- There is no freedom of choice for the persons involved (choice to be married, or choice of partner). Violence and pressure is applied to make them marry.

- The person is married against their will. Forced marriage takes place.

### Arranged Marriage

- The topic of marriage is freely discussed, with input from the person who wants to marry.

- The person, with freedom of choice, agrees to marry. While the families are involved, the final decision is made by the parties to the marriage.

- An agreement to marry is made. Arranged marriage takes place.
Module 4: Forced Marriage

Legal Landscape

On November 5th, 2014 the Conservative government tabled Bill S7, *Zero Tolerance for Barbaric Cultural Practices Act* ushering in changes to *Canada’s Immigration and Refugee Protection Act* (IRPA), *Civil Marriage Act* and *Criminal Code*. This bill received Royal Assent in June 2015 and is now law. The purpose of this Bill was to protect women/girls from violence; however, it does the opposite by perpetuating harmful, racist and Islamophobic language and assumptions. Problematic assumptions found in the Bill include its assumption that polygamous unions are innately abusive or coercive, and that women/girls need protecting from “cultural” violence in “immigrant communities” thereby assuming that violence does not occur in all communities. Most importantly, the Bill disregards victims’ wishes by focusing on criminalization as many would avoid seeking support if that would result in their families being put at risk. The *South Asian Legal Clinic of Ontario*, in consultation with numerous other service providers, put forth a recommendation for preventive education as opposed to criminalization so as not to create barriers for victims who need to access justice.

There is nothing specific in the Criminal Code against forced or arranged marriages. They are traditionally viewed as cultural considerations. Immigration has made amendments to sponsorship regulations in an effort to protect women from these types of marriages. On June 11, 2015 eligibility rules respecting the minimum age of marriage, excluding most relationships that were entered into by proxy, were introduced

Steps for Service Providers:

As a service provider, you have the opportunity to provide support and resources to individuals experiencing forced marriage. While your client may come to you for a variety of reasons (domestic violence, depression, anxiety, self-harm, etc.), it is your responsibility to consider whether forced marriage is part of what brings a client to see you. In your role, you can potentially assist with safety planning, education about rights and responsibilities, looking into the necessary community resources and assistance available to the individual, and connecting them with the appropriate services. These practical supports are important, but must be combined with the emotional support you can provide through non-judgemental, empathetic listening. Safety and exposure to risk must always be considered when creating an action plan or offering a client advice in cases of forced marriage and domestic violence.
Module 4: Forced Marriage

Forced Marriage Case Response Flowchart

A Client discloses that they have been, or are about to be forced to marry

Offer reassurance and support. Refer to local support groups & counselling services with a history of dealing with cases of forced marriage or family violence

Is there an immediate danger to physical or mental health, or to life?

No

Is the client 18 years old or do they have children?

No

Assess the risk to the client. How serious is the threat? Is there a history of forced marriage in the family?

Yes

Refer to Family Support Services or CAS/CCAS

Yes

Is it necessary to involve a health worker or admit to hospital or involve the police?

No

Discuss safety plan for client and other family members & provide information on support agencies

No

Document everything accurately to get as much information as possible

Consider sharing information safely

No
Module 5: Housing

Social Housing
Social housing is income based. If your client does not have an income, they would utilize a shelter (see below). The income scale is the same as that used by Ontario Works (provincially set), where 30% of their gross income goes to rent with the lowest possible rent payment being $85+utilities.

There is no time limit to living in social housing. You can live there so long as you fit the income requirement.

The System of Social Housing includes:

- Co-operatives
- Second Stage Housing (example: Women’s Community House)
- Public Housing (London Housing)
- Units throughout the city, where rent is supplemented (example: Youth Opportunities Unlimited)
- Rural options (example: Women’s Rural Resource Centre)

Gaining Access to Social Housing:
To gain access to social housing, contact ‘Housing Access Centre,’ a department of the City of London, located at 379 Dundas Street London. The application is done online or in office and can be found in the appendix. It is important to remember that someone in crisis might have difficulty filling out the forms, or they could have additional obstacles, such as low literacy or language barriers.

| Priority Status | • Applicant must prove they have lived with their abuser in the last 6 months.  
| • Given to domestic violence survivors, based on their definition, this would include human trafficking. |
| Urgent Status | • Homeless  
| • Medical Needs  
| • Social Needs |
| Regular Status | • Regular social housing wait times are up to 2 years. |
Module 5: Housing

Selecting a Home

During the application, you select the units you are willing to reside in, based on neighbourhoods or regions in the city (see attached Application Form). Often, applicants feel pressured to select as many as possible under the ‘beggars can’t be choosers’ mentality and with a desire to gain access to housing as quickly as possible. You have up to 3 chances to turn down a unit that is offered to you.

It is recommended that the applicant drive by/go for a walk in the community or area of the units they are applying for. It is also recommended that they be selective in which units they apply for on their application form, given that they may end up wanting to leave a unit they are given if they do not feel comfortable or safe and will potentially end up back in shelter.

Certain units and locations are not ideal for human trafficking cases. The individual may feel particularly unsafe depending on what area of the city, how remote or unfrequented the building is, who else resides nearby, how secure the entry is into the unit, etc.

Crisis and Support Telephone Lines

- **Women’s Community House**: 24hrs helpline
  - 519-642-3000
- **Atlohsa**: 24hrs helpline
  - 519-432-2270
- **Salvation Army**:
  - 519-661-0343
- **Rothholme (Mission Services)**:
  - 519-673-4114
- **Women’s Rural Resource Centre**: 24hrs crisis line
  - 1-800-265-5390

Shelters

Some options in London & Middlesex County include:

- **Women’s Community House**: must be female identified and ‘violence related’
  - 519-642-3000
- **Zhaawanong**: via Atlohsa, female and abuse related
  - 519-432-2270
- **Mission Services**: for single men
  - 519-672-8500
- **Salvation Army**: for single men and single women
  - 519-661-0343
- **Women’s Rural Resource Centre**: women 16 years or older
  - 519-246-1526
- **Rothholme (Mission Services)**: for homeless families
  - 519-6734114
Module 5: Housing

Once someone enters into shelter, the staff submit a 1A to Ontario Works in order for that person to receive a ‘needs allowance’. This equates to roughly $25/week/person. This means that they automatically have a file with Ontario Works when in shelter.

For trafficked individuals, many of these shelters are not well suited. In working with these individuals, we are told that they feel targeted, different and judged (if they’ve been involved in sex trade). They experience isolation in shelter, and often choose to leave shelter and return to unsafe situations. Unfortunately, this is the reality of our current shelter system. There is no shelter specific to trafficked individuals.

Duration at Shelter:

All shelter durations are about 42 days, but given that housing is so hard to get and the wait list so long, most do not stringently stick to the 42 day limit.

As a staff advocate, you will need to call around to see who has space, as most are full at certain times. A person can show up at the door of any of the shelters, but it is better to call ahead.

Residing on Aboriginal Reserves

Clients that have experienced trauma on their home reserve may want to stay in or leave their community. Listen to your client’s preference as there is no right or wrong decision to make.

Youth Housing Options

Youth Opportunities Unlimited

- Offers both transitional housing and affordable housing to youth.
- Youth are able to ‘graduate’ into a geared-to-income tenancy agreement at The Cornerstone that benefits from affordable rent rates after they have developed an individual action plan with a worker and participated in individual/group activities, life skills trainings, skills training, pre-employment preparation and educational planning support.
- To be eligible, the youth must be between 16 and 24 years of age, and must be able to live independently.
- For more information: call 226-777-0116 for their Transition Services Team Lead.

Western Area Youth Services

- Offers various residences (co-ed & single gender) throughout London that provide a safe, stable & trauma-informed environment for youth 12-18.
- Additional transitional residential programs are offered to provide a semi-independent living environment where they are opportunities to practice life skills & coping strategies.
- To be eligible, the youth must be at least 12 years old (but this may depend on their cognitive abilities).
- For more information: call 519-433-0334 to book an intake and the youth would be interviewed to see if WAYS is the right community support for them.
Module 6: Immigration Law

Human trafficking is often confused with migrant smuggling; however, it is important to be able to distinguish between the two, as they require different responses from authorities.

How are Human Smuggling and Human Trafficking different?

**Human Smuggling**
- Always involves a person illegally crossing over an international border
- Is voluntary – the person involved chooses and gives consent to be smuggled and has made an agreement to pay another person or group of people to commit a crime
- They are generally free to go into the country they are smuggled into and the relationship with the smuggler ends

**Human Trafficking**
- May involve movement, inside the person’s own country or across an international border
- The person is not free when they enter the country
- Does not end when the person experiencing trafficking arrives at a destination, but rather continues while the person is exploited for labour or services
- Involves the use of threat, force, fraud or other forms of coercion
- The person has not chosen to be exploited for the labour or services they provide

How are Human Smuggling and Human Trafficking similar?

Both migrant smuggling and human trafficking may present similarities and are often only distinguished after further inquiry. Smuggled persons may become victims of human trafficking at any point in the smuggling process. Some may consent, for example, to being smuggled across a border, but find upon arrival in the country of destination that debt bondage, or other forms of coercion, have been imposed. If this occurs, they become victims of human trafficking, regardless of whether they consented to being smuggled in the first place.

Victims of human trafficking may enter Canada illegally or legally. For example victims:

- may be smuggled into Canada in a clandestine manner,
- may enter legitimately, or
- may or may not have overstayed their status.

Traffickers may use deception or false documents to fraudulently obtain visas or assist victims to be admitted at a port of entry. Victims of human trafficking may or may not be aware that they have
Module 6: Immigration Law

entered Canada illegally. In some cases, persons who enter Canada as legitimate visitors are subsequently exploited by traffickers.

Identifying victims of human trafficking who are in transit can be difficult; exploitation may not yet have occurred, and potential victims would be unaware of the traffickers’ true intent. At this stage, victims may view traffickers as assisting, rather than exploiting them.

Status and Rights of Immigrants

It is important to determine the person’s status in Canada, which can be a complicated endeavor, in order to determine where to go next and what options are available for those affected by human trafficking.

**Permanent Residents (formerly called landed immigrants)**

- Have legal status to remain in Canada on a permanent basis
- Must comply with the residency obligation in order to maintain permanent resident status
- May have conditions imposed on their status (i.e., if they applied to be sponsored on or after October 25, 2012, a 2-year conditional period applies to some individuals and they are required to live with their spouse/sponsor during that time).
- May be issued a removal order should they be convicted of serious criminal offences or for failing to meet the residency obligation

**Canadian Citizens**

- Are either born in Canada, born abroad to a Canadian citizen who was born in Canada or naturalized, or are adopted children (at least one of the adoptive parents was a Canadian citizen at the time the adoption was finalized)
- Naturalized citizens are foreign nationals who became permanent residents and applied for a grant of citizenship after meeting various requirements

**Foreign Nationals: Temporary Resident Status in Canada**

Most foreign nationals require authorization to work or study in Canada by way of a permit.

**Visitors**

- Visitors and Tourists are usually admitted for 6 months and can apply for extensions (The entry stamp in passport usually allows for a six month stay unless an officer writes a different date; a Visitor Record is sometimes issued on entry)
- Temporary Permit Holders (those who are inadmissible to Canada but have compelling reasons to remain in Canada)
- Some individuals enter with a visa. Others come from visa-exempt countries such as the USA

**International Students**

- International Students (elementary, secondary, or post-secondary education)
- Minors may study in Canada without a study permit if one of their parents holds a valid work or study permit
- Invalid 90 days after studies have stopped, or the expiry, whichever comes first
- Allows for off-campus work of 20 hours per week during school time, or full time during school breaks ONLY IF enrolled and attending full-time, program of at least 6 months post-secondary
Module 6: Immigration Law

Temporary Foreign Workers
- Foreign Workers in high and low-wage occupations, working in high and low-skilled occupations
- Most foreign workers have an employer who has received an approval from the government to hire a foreign worker
- Intra-company transferees
- Open work permit holders (spouses of students and foreign workers in Canada; applicants for permanent residence who have been determined eligible for permanent residence; etc.)

Refugee Claimants
- Foreign nationals who have made refugee claims on entry into Canada at the border or at an airport; or those who make claims at an inland CIC office. A conditional removal order is issued to refugee claimants and becomes enforceable if the refugee claim is refused

Out of status / “illegal”
- Foreign nationals who have remained in Canada past the expiry of their permit/stay or who have entered illegally; they have let their permits/status expire and have not renewed it or applied to restore it within 90 days of expiry

Once you have determined a person’s immigration status in Canada, you can look at the options available, if any. It should be noted that in cases where a person is out of status, it’s possible that a removal order has been made against the person, or a warrant for arrest has been made if that person has not appeared for an interview with immigration authorities. Students who have failed to attend school or workers who have been reported by employers to be non-complicit with the terms of their work contract may be invited to meet with immigration authorities to discuss their situation.

What are the options and considerations?

Go home
- Is there family support back home?
- Are there traffickers or ties to the trafficker back home? Threats? Pending debt?
- When? Immediately or take time to consider options?
- Is there a removal order?
- Are there any medical concerns?
- Are there any criminal concerns?

* Medical conditions and past criminal convictions or pending convictions may render a person inadmissible to apply for temporary or permanent immigration. Humanitarian and compassionate exemptions may be granted for compelling cases.

Try to stay

Temporary Resident Permit (TRPs)
An immigration officer from Immigration, Refugees, and Citizenship Canada (IRCC) can issue a Temporary Resident Permit (TRP). TRPs are permits for foreign nationals who are inadmissible to Canada due to criminality, medical problems, non-compliance with immigration regulations
Module 6: Immigration Law

such as overstaying a permit, and the requirement to be financially self-sufficient. This will give the trafficked person up to 180 days in Canada and access to health care, counselling, a work permit and provincial income assistance in some cases. The person trafficked is NOT required to testify in order to obtain a TRP.

Limits to the TRPs:

- There is a lack of support for the family of those classified under a TRP. TRP protection is not extended to family members. For example, your family can be deported while you are protected by the TRP.
- There is no health coverage for your family if you are classified under a TRP.
- There is a $200 renewal fee once the 180 days have expired.
- There is great inconsistency in the administering and granting of TRPs
- Cuts and closing of CIC offices = less access and less local expertise
- Narrow interpretation by CIC officers of coercion (focusing on physical coercion)
- IRCC shares information with Canadian Border Services Agency and therefore there is a legitimate fear of deportation if a TRP application is denied. Pursuing a TRP does not guarantee being able to remain in Canada
- TRPs do not confer permanent resident status. Some TRP holders may qualify for permanent residence under the TRP holder class if they have held a TRP continuously for 5 years or they can apply for permanent residence under the Humanitarian and Compassionate program if they do not qualify under any other immigration program.

Permanent Residence Options

<table>
<thead>
<tr>
<th>Humanitarian and compassionate</th>
<th>For those who will suffer unusual, undeserved or disproportionate hardship on return home. Disproportionate hardship is considered as hardships that are personal to the individual and that are not generally faced by society.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Hardship also considers ties and establishment in Canada, as well as the best interests of any children affected by the outcome of the application, in Canada or abroad</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>TRP holder class</th>
<th>Individuals who have held a TRP for 5 consecutive years, without leaving Canada</th>
</tr>
</thead>
</table>

<table>
<thead>
<tr>
<th>Refugee</th>
<th>Fear persecution due to their nationality, race, ethnicity, religion, membership to a particular social group, political opinion</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Risk to life, torture, or cruel and unusual punishment AND</td>
</tr>
<tr>
<td></td>
<td>They are outside their country of nationality or of former habitual residence</td>
</tr>
<tr>
<td></td>
<td>They cannot return</td>
</tr>
<tr>
<td></td>
<td>State protection is not available</td>
</tr>
<tr>
<td></td>
<td>There is no internal flight alternative (another safe area in the country) BUT</td>
</tr>
</tbody>
</table>
A conditional removal order (departure order) is issued when a person makes a claim. The removal order becomes enforceable if the claim is refused.

Claims are heard within 30-60 days of making one at the Refugee Protection Division of the Immigration and Refugee Board.

While time frame is nice for successful claimants, it can be difficult to obtain evidence in that time frame, and refused claimants are expected to leave shortly after the claim is rejected or else a deportation order is issued.

Accepted refugees can apply for permanent residence and include eligible family members living in Canada or abroad (spouse/common-law, dependent children under 19).

| Family Class Sponsorship | For those in genuine, serious and committed relationships with Canadian citizens or permanent residents who are married or who have been living in a common-law relationship. |

Spousal Sponsorship

In October 2012, the federal government announced changes to spousal sponsorship, introducing a two-year conditional period. This change was aimed at addressing ‘marriage fraud’, which has been depicted as a form of coercion and often spoken of in relation to human trafficking.

These sponsored spouses/partners will be subject to a period of “conditional” permanent residence for two years following receipt of their permanent residence status in Canada. During this period, they must cohabit and remain in a conjugal relationship with their sponsor. If the sponsored spouse/partner does not meet the above condition, their permanent residence could be revoked, leading to deportation.

- The change applies only to people who apply for permanent residence on or after October 25, 2012.

- The change applies to spouses and partners who have been in a relationship with their sponsor for two years or less, and have no children with their sponsor at the time of the sponsorship application.

- The condition would cease to apply in instances where there is evidence of abuse or neglect by the sponsor, or of a failure by the sponsor to protect from abuse or neglect by another person related to the sponsor during the conditional period.

- Victims of domestic abuse (physical, psychological, financial, etc) subject to this condition may leave their spouse and report the abuse to authorities and to Immigration to avoid removal or a finding of misrepresentation for marriage fraud.

Problematically:

- Making permanent residence conditional on staying in the marriage for two years traps abused partners (mainly women) into staying in abusive relationships for fear of losing their status.
Module 6: Immigration Law

- Abused partners, especially women, will not be able to take advantage of the exemption because of: barriers to access information on the exemption (e.g. language, isolation); burden of proving their own abuse; cost of providing evidence of abuse.
- Making permanent residence for the sponsored partner/spouse conditional puts all the power into the hands of the sponsor, who can use the precariousness of their partner’s status as a tool for manipulation.
- In-Canada sponsorship applications have lengthy processing times

In June 2015, the government of Canada announced bars to family class sponsorship in which marriages that were performed by proxy (when one of the parties is not physically present at the marriage), and where one of the parties to the marriage was under the age of 16 at the time of the marriage, are excluded from the Family Class. This was done again in an effort to combat forced marriages and human trafficking.

In February 2016, the Minister of Immigration, Refugees, and Citizenship Canada announced proposed changes to the conditional period placed on sponsored spouses, and acknowledged the lengthy wait times that family members face during the sponsorship process. However, as of the date of publication of this manual, those changes have yet to be fully outlined or to take effect.

Common Questions Answered

Relevant Governmental Agencies

**Immigration, Refugees and Citizenship Canada (IRCC) – formerly Citizenship and Immigration Canada (CIC)**

- Responsible for processing applications for permanent and temporary residence

**Canada Border Services Agency (CBSA)**

- Responsible for enforcing immigration law, regulations and policy
- Ex. Removals, border security

**Immigration and Refugee Board**

- Independent tribunal of IRCC
- Responsible for adjudicating various proceedings at the Immigration Division (ID), Immigration Appeal Division (IAD), Refugee Protection Division (RPD) and the Refugee Appeal Division (RAD)

What is deportation? Who is responsible for deporting people in Canada?

There are 3 types of removal orders in Canada:

<table>
<thead>
<tr>
<th>Departure Orders</th>
<th>Voluntary departure from Canada within 30 days of the effectiveness of the order. There are no penalties for return to Canada</th>
</tr>
</thead>
<tbody>
<tr>
<td>Exclusion Orders</td>
<td>Prevented from returning to Canada on a visa (or visa-exempt) for at least 1 year (5 years for those who are found inadmissible for misrepresentation)</td>
</tr>
</tbody>
</table>
Deportation Orders
Prevented from returning to Canada unless Authorization to Return from the Minister is obtained first

Authorization to Return to Canada is $400

*If Immigration pays for the costs of removal, those expenses must be repaid to the Canadian Government before return is authorized – recommended that individuals purchase their own ticket to leave if they want to try and return ($750-1500). Applies to removals under Exclusion Orders*

How do people get removal orders issued against them?

- They come to the attention of Immigration as a person violating conditions of their status in Canada
  - Workers – reported by employer for leaving the work place, RCMP or police inspections of employers
  - Students – educational institutions must now report to Immigration about students who are enrolled, have been issued study permits but are not attending and are no longer genuine students
  - Visitors – individuals believed to be working without a work permit (illegally), neighbours
  - All of the above – being “carded”, pulled over for speeding, if someone does not show up to an immigration appointment, a Canada-wide arrest warrant is issued
- Out of status individuals are usually issued a removal order
- Refugee claimants are issued conditional removal orders when they make a claim. Many do not understand that this happens automatically as part of the process. If the claim is refused, they are expected to leave Canada under the voluntary departure order. If they do not, a deportation order automatically results. It will be enforced as soon as possible
- Permanent residents who have been convicted of serious offences, misrepresented their applications, or who have failed to meet the residency obligation or conditions of their permanent resident status (ie. sponsored spouses)

When does removal or “deportation” take place?

When CBSA considers a person “removal ready” (ie. available passport), they will invite a person to apply for Pre-Removal Risk Assessment (PRRA). After the processing of PRRA, if negative, the person will be given an opportunity to purchase their own plane ticket. If they cannot afford to do so, a ticket will be purchased for them. They will only be given about 10-30 days for this to happen.

Deferrals of removal are discretionary and officers do not have wide discretionary power. They are expected to carry out removal as soon as possible

There are other legal avenues to postpone removal through the Federal Court but these can be very difficult to succeed.

Pre-Removal Risk Assessment gives a foreign national facing removal an opportunity to request
Module 6: Immigration Law

protection from the government of Canada due to fear of persecution similar to a refugee claim. If the person previously made a refugee claim, they will be ineligible to apply for PRRA within 12-36 months from the date of the negative refugee decision.

More on Work Permits:

- If you lose your job, or working conditions are unbearable, you can leave your job, a n d collect EI (presuming you contributed)

- Your employer cannot deport you. An employer can report a foreign worker for failing to comply with conditions of the work contract. Immigration may ask you what your plan is. They also have the authority to cancel a work permit. But if you demonstrate that the employer was unjust, you may be permitted to keep your work permit which authorizes not only work in Canada, but stay in Canada as well.

Potential Questions to Ask your International Client:

- When did you arrive in Canada?
- What type of visa did you arrive on? - Worker, Student, Visitor, Permanent resident, No visa
- Who was your employer? What was the job supposed to be? What school/program?
- Was a recruiter involved? Do you owe money to them? Does your family owe money to them?
- How did you pay for your ticket to come to Canada?
- Can you return home safely?
- What route did you take to travel to Canada?
- Did you use your passport? Did it have your true name in the passport?
- How was the passport obtained?
- Do you have your passport or other important documents?
- What is your preferred language? *Across Languages (519-642-7247) can provide interpreters
Module 7: Ontario Works

What is Ontario Works?

- Ontario Works is an employment and financial assistance program that provides assistance to individuals and families.
- Financial assistance may include: basic needs, shelter allowance, a drug card employment related expenses and special diet needs.
- Ontario Works clients, together with their caseworker, develop a Participation Agreement focusing on their employment goals.
- There are a variety of activities and programs available to assist an individual to meet their goals.

Who is Eligible to receive Ontario Works?

- Residents of London and Middlesex County who are in financial need.
- Unemployed or Under-employed.
- Unable to be employed due to health issues – pre ODSP applicant.
- Single parents, couples, families.
- Temporary Care/Foster Dependents.
- Under 18 (16 – 17 years old), with special circumstances.
- Seniors over 65 years of age.
- Sponsored Immigrants or Refugees.

What to expect at the verification interview:

- Applicants will be required to provide identification, such as birth certificate, health card, license, social insurance number, etc. If the applicant does not have identification, this will not prevent the application from being completed or hold up receiving assistance. The applicant is encouraged to work towards obtaining their identification.
- The applicant’s accommodations will be reviewed. Verification of address and shelter expenses will be required.
- The caseworker will review all current and potential income and assets the applicant may have.
- The caseworker and applicant will work together to develop a Participation Agreement capturing activities related to finding employment, education and life stabilization. The caseworker will also make referrals to community agencies.
- The applicant and caseworker will review and sign all application documents.
Module 7: Ontario Works

Specialized Social Service Ontario Works Programs

- **Team A – Addiction Services Initiative**
  - The Addiction team provides a client-centred holistic approach for clients whose addiction is a barrier to employment. In partnership with Addiction Services of Thames Valley, the “Fresh Start” program offers community-based addiction/mental health counseling and treatment in a “wrap around” joint case management approach supporting individuals on their addiction recovery path.

- **Intensive Case Management**
  - The Intensive Case Management caseworkers develop supportive client relationships by providing ongoing and enhanced supports within a wraparound model for clients with intensive and multiple barriers.

- **Hostels and Homeless Team**
  - The Hostels and Homelessness team provides intensive case management for people living in shelters, who are homeless or precariously housed.

- **LEAP (Learning, Earning And Parenting) & Under 18**
  - The LEAP and Under 18 teams provide intensive case management for Ontario Works youth population. They provide community supports and specialized programming through Youth Opportunities Unlimited and Childreach as well as other supportive community partners.

- **Self-Employment Program**
  - The self-employment caseworker determines and supports individuals receiving Ontario Works assistance that may own and operate a small business.

Ontario Works in the Community

There are five social services offices in the London community:

- Central location at Market Tower (151 Dundas St.)
- Northeast location at Northland Mall (1275 Highbury Ave. N. Unit #107)
- South location at the South London Community Centre (1119 Jalna Blvd)
- East Satellite location at Glen Cairn Community Centre (244 Adelaide St S)
- West location at Westmount Mall coming in late 2016

How to Apply

- **Application Line**
  - Phone: 519-661-4520 Ext. 3
  - Monday to Friday 8:30am to 4:00pm

- **Online Application**
  - [www.ontario.ca/socialassistance](http://www.ontario.ca/socialassistance)
  - 24 hours a day, 7 days a week
Module 7: Ontario Works

Ontario Works Rate Structure

Basic Needs

<table>
<thead>
<tr>
<th>No. of Dependents Other than a Spouse</th>
<th>Dependents 18 years or older</th>
<th>Dependents 0-17 years</th>
<th>Recipient</th>
<th>Recipient and Spouse</th>
</tr>
</thead>
<tbody>
<tr>
<td>0</td>
<td>0</td>
<td>0</td>
<td>$305</td>
<td>$468</td>
</tr>
<tr>
<td>1</td>
<td>0</td>
<td>1</td>
<td>342</td>
<td>468</td>
</tr>
<tr>
<td></td>
<td>1</td>
<td>0</td>
<td>589</td>
<td>616</td>
</tr>
<tr>
<td>2</td>
<td>0</td>
<td>2</td>
<td>342</td>
<td>468</td>
</tr>
<tr>
<td></td>
<td>1</td>
<td>1</td>
<td>589</td>
<td>616</td>
</tr>
<tr>
<td></td>
<td>2</td>
<td>0</td>
<td>737</td>
<td>780</td>
</tr>
</tbody>
</table>

For each additional dependent, add $165 if dependent is 18 years or older.

Shelter

<table>
<thead>
<tr>
<th>Benefit Unit Size</th>
<th>Maximum Monthly Shelter</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>$376</td>
</tr>
<tr>
<td>2</td>
<td>609</td>
</tr>
<tr>
<td>3</td>
<td>662</td>
</tr>
<tr>
<td>4</td>
<td>718</td>
</tr>
<tr>
<td>5</td>
<td>774</td>
</tr>
<tr>
<td>6 or more</td>
<td>801</td>
</tr>
</tbody>
</table>

Ontario Works Privacy and Confidentiality Considerations

- Ontario Works staff are responsible to protect client confidentiality under specific provincial legislation, the City of London’s Code of Conduct and the Municipal Freedom of Information and Protection of Privacy Act (MFIPPA).
- The computer software used at Ontario Works is the Social Assistance Management System (SAMS) – we have the ability to modify the level of access to specific client files based on administrator rights. All users have an associated ID that is used to track all activity within SAMS and related applications.
- Field Calls – a caseworker may be booked to meet with an applicant/client in the community if they identify they are unable to attend the Social Services offices for any issues including the health and safety of the person.
- Appointments can be completed in a closed off and secure booth to protect the privacy of the applicant/client.
Module 7: Ontario Works

Considerations for Front Line Workers in order to coach their clients

- Applicants/clients have the right to bring someone to their appointments and can be anyone who they like.
- Caseworkers gather applicant information strictly related to determining eligibility for assistance. Note: questions may be asked about past employment history and/or how the person has been sustaining themselves prior to applying for assistance. These questions are asked to determine if there may be eligibility for any other types of income assistance, such as Employment Insurance.
- It is up to the discretion of the applicant to disclose if they are or have been a trafficked individual. However, all applicants are encouraged to disclose any concerns they may have regarding their safety and wellbeing.
- Caseworkers along with their managers and community supports, can work with the client to develop a safety plan should one be needed.

Specific Human Trafficking considerations

Immigration

Within Ontario Works legislation the following applicants/ recipients are eligible to apply:

- Canadian Citizens
- Landed Immigrants
- Refugee Claimants
- Permanent Residents

The following types of applicants are not eligible for Ontario Works given their status in Canada:

- Tourists
  - Tourists are people who are in Canada for a short period of time. They are not eligible for Ontario Works.
- Visitors
  - Visitors are people who are in Canada for a temporary purpose. A visitor may have a tourist visa, student visa or work permit/authorization or may be temporarily re-located from another country.

If unsure please call the application line for verification.

An internationally trafficked person, who had no status in Canada, would be eligible for OW if they have begun an application for a Temporary Resident Permit. This is important because most internationally trafficked persons will not have any status.
Involvement with the Criminal Justice System

Persons who are incarcerated are not eligible for assistance until they are released from custody. A person serving a conditional sentence (e.g. "house arrest") is not considered to be incarcerated, and therefore may be eligible for assistance.

People who are incarcerated on a part-time basis (e.g., on weekends), are eligible for assistance.
Module 7: Ontario Works
Module 8: Police Interventions

As a front line worker, you are NOT required to contact the police if you believe your client is experiencing human trafficking. In fact, using a human rights approach, CATI would encourage you to support your client in them themselves making the decision about whether or not to contact the police.

Who you can call

<table>
<thead>
<tr>
<th>Service</th>
<th>Phone Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>London Police Services</td>
<td>519-661-5636</td>
</tr>
<tr>
<td>Middlesex Police Department</td>
<td>732-356-1900</td>
</tr>
<tr>
<td>Onedia Reserve Police</td>
<td>519-652-5875</td>
</tr>
</tbody>
</table>

Forcible Charges

In some instances, an officer is allowed, and required, to lay a charge against a perpetrator when they have reasonable grounds.

In all incidents of Domestic Violence, if there are reasonable grounds to believe an offence has been committed in relation to the Criminal Code, Child and Family Services Act, Children’s Law Reform Act or Family Law Act, the police must lay a charge.

In relation to human trafficking, no such charge must be made. A victim must come forward and be the one laying a charge against a perpetrator.

Local Context

Here in London & Middlesex County, the London Police Services (LPS) have a designated department for cases concerning human trafficking, which is under their Major Crimes Section. To contact the LPS’s human trafficking department please call 519-661-5670 for non-emergencies, and call 911 if you or your client is experiencing an emergency.
Module 9: Accessing Legal Aid

Legal Aid Ontario will assist with the following matters:

1) Refugee claims and Appeals
2) Humanitarian and Compassionate applications
3) Pre-removal risk assessment
4) Detention review

Finding a Lawyer

If you are eligible for LAO services, but do not have a lawyer, you can choose to have a private bar lawyer, LAO staff or a community legal clinic lawyer to represent you.

Legal Aid Ontario London Office

Address: 150 Dufferin Avenue 8th floor, Suite 802, Mail Room Box 25 London N6A 5N6
Telephone: 519-433-8179
Toll Free: 1-877-449-4001
Fax: 1-519-433-6010

Some types of assistance available for Family Matters:

1) Mediation:

- helps people who have a dispute reach a settlement that fits their family’s needs, while minimizing conflict and delay
- mediation services are free, so long as one of the persons meets LAO’s financial eligibility requirements

2) Separation Agreement:

- LAO covers the cost of up to 10 hours with a family lawyer to help financially eligible clients draw up a separation agreement
- the spouse of a financially eligible client may also be eligible if the spouse earns up to a maximum of $50,000
- The lawyer’s services to help draw up a separation agreement can include:
  - obtaining and reviewing disclosure
  - preparing a sworn financial statement, where support or property are at issue
  - discussing negotiation and/or settlement with the opposing party
Module 9: Accessing Legal Aid

- participating in mediation or an LAO settlement conference (if appropriate)
- preparing and reviewing a separation agreement
- finalizing a separation agreement
- converting a separation agreement into a court order (if appropriate)
- filing a separation agreement with the court (if appropriate)

3) Child Protection matters:

- provides financially eligible families with representation by a family lawyer when the clients are involved in a court proceeding with a child protection agency

4) Family duty counsel:

- family lawyers who work for LAO; if you don’t have a lawyer, duty counsel can assist you in court with matters such as child custody or support
Conclusion

Navigating the Canadian social service system is difficult, and this is especially true for individuals experiencing human trafficking. Our community needs to be attuned to their unique needs so that whatever service they access, they can be confident in the support they receive.

Lessons Learned

Through these various modules, the intersections between them have become apparent. Experiences of human trafficking are not lived as isolated instances and cannot be supported that way. The complexities of individuals’ lives must be taken into consideration when providing support, and the client must be at the center. Client focused support requires us to confront our own biases about immigration, ethnicity, class, race, form of work, and others in order for the client to be supported in a meaningful and non-judgmental way.

As front line workers, it is important to have an understanding of some of the different services clients will need so that effective and efficient support can be provided. We, at CATI, want to create a system where there is no ‘wrong door’ to access services. This would mean that when a client reaches out to you and discloses that they have or are currently experiencing human trafficking, you are able to provide information and referrals to the appropriate community partner.

CATI can also provide your client and yourself with additional information about accessing support in our community. For more information please visit CATI’s website at www.catilondon.ca. There you can find additional information about the different services we offer, and the different agencies that form our coalition.

An electronic copy of this manual can also be found on our website.
## Appendix

### Potential Indicators for Human Trafficking

<table>
<thead>
<tr>
<th>INDICATORS OF DECEPTIVE RECRUITMENT</th>
<th>INDICATORS OF COERCIVE RECRUITMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Strong Indicator</strong></td>
<td><strong>Indicators of Exploitation</strong></td>
</tr>
<tr>
<td>Deceived about the nature of the job, location or employer</td>
<td>Excessive working days or hours</td>
</tr>
<tr>
<td><strong>Medium Indicators</strong></td>
<td><strong>Strong Indicators</strong></td>
</tr>
<tr>
<td>Deceived about conditions of work</td>
<td>Violence on victims</td>
</tr>
<tr>
<td>Deceived about content or legality of work contract</td>
<td>Abduction, forced marriage, forced adoption or selling of victim</td>
</tr>
<tr>
<td>Deceived about family reunification</td>
<td>Confinement of documents</td>
</tr>
<tr>
<td>Deceived about housing and living conditions</td>
<td>Debt bondage</td>
</tr>
<tr>
<td>Deceived about legal documentation or obtaining legal migration status</td>
<td>Isolation, confinement or surveillance</td>
</tr>
<tr>
<td>Migration status</td>
<td>Threat of denunciation to authorities</td>
</tr>
<tr>
<td>Deceived about travel and recruitment conditions</td>
<td>Threats of violence against victim</td>
</tr>
<tr>
<td>Deceived about wages/earnings</td>
<td>Threats to inform family, community or public</td>
</tr>
<tr>
<td>Deceived through promises of marriage or adoption</td>
<td>Violence on family (threats or effective)</td>
</tr>
<tr>
<td></td>
<td>Withholding of money</td>
</tr>
<tr>
<td><strong>Weak Indicator</strong></td>
<td></td>
</tr>
<tr>
<td>Deceived about access to education opportunities</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>INDICATORS OF RECRUITMENT BY ABUSE OF VULNERABILITY</th>
<th>INDICATORS OF EXPLOITATION</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Medium Indicators</strong></td>
<td><strong>Strong Indicators</strong></td>
</tr>
<tr>
<td>Abuse of difficult family situation</td>
<td>Excessive working days or hours</td>
</tr>
<tr>
<td>Abuse of illegal status</td>
<td>Bad living conditions</td>
</tr>
<tr>
<td>Abuse of lack of education (language)</td>
<td>Hazardous work</td>
</tr>
<tr>
<td>Abuse of lack of information</td>
<td>Low or no salary</td>
</tr>
<tr>
<td>Control of exploiters</td>
<td>No respect of labour laws or contract signed</td>
</tr>
<tr>
<td>Economic reasons</td>
<td>No social protection (contract, social insurance, etc.)</td>
</tr>
<tr>
<td>False information about law, attitude of authorities</td>
<td>Very bad working conditions</td>
</tr>
<tr>
<td>False information about successful migration</td>
<td>Wage manipulation</td>
</tr>
<tr>
<td>Family situation</td>
<td></td>
</tr>
<tr>
<td>Personal situation</td>
<td></td>
</tr>
<tr>
<td>Psychological and emotional dependency</td>
<td></td>
</tr>
<tr>
<td>Relationship with authorities/legal status</td>
<td></td>
</tr>
<tr>
<td><strong>Weak Indicators</strong></td>
<td></td>
</tr>
<tr>
<td>Abuse of cultural/religious beliefs</td>
<td></td>
</tr>
<tr>
<td>General context</td>
<td></td>
</tr>
<tr>
<td>Difficulties in the past</td>
<td></td>
</tr>
<tr>
<td>Difficulty to organise the travel</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Appendix

### INDICATORS OF COERCION AT DESTINATION

**Strong Indicators**
- Confiscation of documents
- Debt bondage
- Isolation, confinement or surveillance
- Violence on victims

**Medium Indicators**
- Forced into illicit/criminal activities
- Forced tasks or clients
- Forced to act against peers
- Forced to lie to authorities, family, etc.
- Threat of denunciation to authorities
- Threat to impose even worse working conditions
- Threat of violence against victim
- Under strong influence
- Violence on family (threats or effective)
- Withholding of wages

**Weak Indicator**
Threats to inform family, community or public

### INDICATORS OF ABUSE OF VULNERABILITY AT DESTINATION

**Medium Indicators**
- Dependency on exploiters
- Difficulty to live in an unknown area
- Economic reasons
- Family situation
- Relationship with authorities/legal status

**Weak Indicators**
- Difficulties in the past
- Personal characteristics
## Appendix

Want more information about something you read in one of the modules? Have some more questions? Go straight to the source and reach out to the experts in our community.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Contact: Cortney Dakin</td>
<td>Contact: Carolyn Conron</td>
<td>Contact: Susan Toth</td>
<td>Contact: Deepa Mattoo</td>
<td>Contact: Shelley Yeo</td>
<td>Contact: Michael Loebach</td>
<td>Contact: Jeannette Castillo</td>
<td>Contact: Lisa Highgate</td>
<td>Contact: Lisa Highgate</td>
</tr>
<tr>
<td>Email: <a href="mailto:cortneyd@atlohsa.com">cortneyd@atlohsa.com</a></td>
<td>Email: <a href="mailto:conron.law@gmail.com">conron.law@gmail.com</a></td>
<td>Email: <a href="mailto:stoth@pcslawyers.com">stoth@pcslawyers.com</a></td>
<td>Email: <a href="mailto:mattood@lao.on.ca">mattood@lao.on.ca</a></td>
<td>Email: <a href="mailto:Shelley@shelterlondon.org">Shelley@shelterlondon.org</a></td>
<td>Email: <a href="mailto:info@mloebachlaw.com">info@mloebachlaw.com</a></td>
<td>Email: <a href="mailto:jcastill@london.ca">jcastill@london.ca</a></td>
<td>Email: <a href="mailto:highgate@police.london.ca">highgate@police.london.ca</a></td>
<td>Email: <a href="mailto:info@mloebachlaw.com">info@mloebachlaw.com</a></td>
</tr>
<tr>
<td>Phone Number: (519) 432-0122</td>
<td>Phone Number: (519) 673-1881</td>
<td>Phone Number: (519) 658-8005 Ext. 26</td>
<td>Phone Number: (416) 487-6371</td>
<td>Phone Number: (519) 642-3003</td>
<td>Phone Number: (519) 439-3031</td>
<td>Phone Number: (519) 661-2500 x5969</td>
<td>Phone Number: (519) 661-5670</td>
<td>Phone Number: (519) 433-8179</td>
</tr>
</tbody>
</table>
# Quick Reference Referral List

## Women's Mental Health Resources, WOTCH

- **Women's Community House**: 519-642-3000 or 1-800-254-3000, Lake Elgin, St. Thomas, ON, 16yrs - phone or in person [www.london.cmha.ca](http://www.london.cmha.ca)
- **Violence Against Women Services - Elgin**: 519-633-0155 or 1-800-256-4305, 16yrs - phone or in person
- **Women's Rural Resource Centre - Stratford**: 519-426-1526 or 1-800-265-5390, 16yrs - phone or in person
- **Zhaawanong Crisis Line**: 519-342-0122 or 1-800-605-7477, 16yrs - phone or in person

## Domestic Abuse Services Oxford

- **A*Lo's Native Family Healing Services**: 519-420-0000 (Phone Only)
- **Domestic Abuse Services Oxford**: 519-539-4811 or 1-800-265-1938, 16yrs - phone or in person
- **Kids Help Phone (Women Only)**: 519-672-4673, Post Partum Depression

## Women's Shelters for Women & Children

- **Women's Community House**: 519-642-3000, Shelter AND Mon-Thur 10:00-5:00, Fri 10:00-12:00, Sat & Sun 10:00-5:00, Zhaawanong Shelter
- **Violence Against Women Services - Elgin**: 519-633-0155 or 1-800-265-4305, 16yrs - phone or in person
- **Women's Rural Resource Centre - Stratford**: 519-426-1526, 16yrs - phone or in person
- **At*Lo's Native Family Healing Services - London**: 519-432-2270, Zhaawanong Shelter
- **Domestic Abuse Services Oxford**: 519-539-4811 or 1-800-265-1938, 16yrs - phone or in person

## Other Shelters

- **Centre of Hope (Salvation Army)**: 519-661-0343, Men and Women (16yrs)
- **Men's Mission & Rehabilitation Centre (Mission Services)**: 519-672-8500, Men 16+yrs
- **Rotholme Women's & Family Shelter (Mission Services)**: 519-673-4114, Parents with children who are homeless
- **Unity Project**: 519-433-8700, Men and Women (18+) crash beds and emerg shelter
- **Domestic Abuse Services Oxford**: 519-539-7488, Short Term Crisis Beds & Community Support 18+
- **St. Leonard's Community Services**: 519-850-1975, Short Term Crisis Beds & Community Support 18+

## Counselling (Women Only)

- **Sexual Assault Centre London**: 519-439-0844, Free Counselling for Women 15+ impacted by Sexual Violence
- **London Abused Women's Centre**: 519-432-2204, Counselling, advocacy and Support for survivors of partner abuse
- **Women's Community House**: 519-642-3900, Transitional outreach Support, family court
- **Violence Against Women Services - Elgin**: 519-633-0155 or 1-800-265-4305, Sexual Assault, transitional housing, child witness
- **Women's Rural Resource Centre - Stratford**: 519-246-1526, Transitional Housing, support, child witness
- **Domestic Abuse Services Oxford**: 519-539-4811, Sexual Assault, transitional housing, child witness
- **My Sister's Place**: 519-679-9570, Advocacy, Transitional Support Centre
- **Women's Shelters for Women & Children**: 519-659-9570, Advocacy and Support
- **Women's Mental Health Resources, WOTCH**: 519-642-7630 ext. 225, Advocacy and Support

## 24 Hour Help Lines

<table>
<thead>
<tr>
<th>Location</th>
<th>Phone Number</th>
<th>Notes</th>
</tr>
</thead>
<tbody>
<tr>
<td>London &amp; District Distress Centre</td>
<td>519-667-6711</td>
<td></td>
</tr>
<tr>
<td>CMHA Crisis Services</td>
<td>519-433-2023 or 1-866-933-2023</td>
<td></td>
</tr>
<tr>
<td>Seniors Help Line</td>
<td>519-667-6600</td>
<td>16yrs - phone or in person <a href="http://www.london.cmha.ca">www.london.cmha.ca</a></td>
</tr>
<tr>
<td>Violence Against Women Services - Elgin</td>
<td>519-633-0155 or 1-800-256-4305</td>
<td>16yrs - phone or in person</td>
</tr>
<tr>
<td>Women's Rural Resource Centre - Stratford</td>
<td>519-246-1526 or 1-800-265-5390</td>
<td>16yrs - phone or in person</td>
</tr>
<tr>
<td>Zhaawanong Crisis Line</td>
<td>519-423-0122 or 1-800-605-7477</td>
<td>16yrs - phone or in person</td>
</tr>
<tr>
<td>Assaulted Women's Helpline</td>
<td>1-866-863-0511</td>
<td>Phone Only</td>
</tr>
<tr>
<td>Domestic Abuse Services Oxford</td>
<td>519-539-4811 or 1-800-265-1938</td>
<td>16yrs - phone or in person</td>
</tr>
<tr>
<td>Kids Help Phone Line</td>
<td>1-800-668-6868</td>
<td>Phone Only</td>
</tr>
<tr>
<td>Telehealth Ontario</td>
<td>1-866-797-0000</td>
<td>Phone Only</td>
</tr>
<tr>
<td>National Indian Residential School Crisis Line</td>
<td>1-866-925-4419</td>
<td>For former Residential School Students</td>
</tr>
<tr>
<td>London Trans Support Helpline (ABC Comm.)</td>
<td>519-765-5000</td>
<td></td>
</tr>
<tr>
<td>LGBT Youth Line</td>
<td>1-800-268-9688</td>
<td>4:00-9:30pm</td>
</tr>
<tr>
<td>HOPEline</td>
<td>519-672-4673</td>
<td></td>
</tr>
</tbody>
</table>

## Location

- **London**: 519
- **Woodstock**: 519
- **St. Thomas**: 519
- **Elgin**: 519
- **Strathroy**: 519
- **London**: 519
- **Merrill**: 519
- **London**: 519
- **St. Thomas**: 519
- **Strathroy**: 519
<table>
<thead>
<tr>
<th>Counselling (Women &amp; Men)</th>
<th>519-438-0068</th>
<th>Family Support, Group Counselling</th>
</tr>
</thead>
<tbody>
<tr>
<td>At*Lohsa Native Family Healing Services</td>
<td>519-433-0700</td>
<td>Counselling, also does credit counselling</td>
</tr>
<tr>
<td>Family Services Thames Valley</td>
<td>519-434-0777</td>
<td>Female and Male Survivors</td>
</tr>
<tr>
<td>Daya Counselling</td>
<td>519-646-6100 ext 64224</td>
<td>Female and Male Survivors (Within 1 yr of assault)</td>
</tr>
<tr>
<td>Regional Sexual Assault &amp; Domestic Violence Treatment Centre</td>
<td>519-284-2263</td>
<td>Male Survivors</td>
</tr>
<tr>
<td>John Field</td>
<td>519-200-5700</td>
<td>Male Survivors</td>
</tr>
<tr>
<td>Len Kushiner</td>
<td>519-434-0077</td>
<td></td>
</tr>
</tbody>
</table>

| Men’s Helpline | 1-866-887-0015 |

| Health | |
|--------------------------|---------------|----------------------------------|
| Regional Sexual Assault & Domestic Violence Treatment Centre | 519-646-6100 ext 64224 | Forensic Kit, Medical Needs |
| CCAC (Community Care Access Centre) | 1-888-447-4468 | Care in Home and Community |
| Inter Community Health Centre | 519-660-0874 | Offer health/social services for those experiencing barriers to care |
| Heart Space | 519-673-3242 ext 222 | Women with substance abuse and are pregnant or parenting |
| Pregnancy Options Program/Abortion Clinic | 519-685-8204 | Women’s Health Care Program offers confidential pregnancy options counseling and abortion services in a safe, and non-judgmental environment. |
| London Crisis Pregnancy Centre | 519-432-7098 | Post Abortive Counselling *Do NOT offer Abortion as option* |
| Counter Point Needle Exchange | 519-851-3548 | Drop Off or call Outreach worker to pick up needles |
| Regional HIV/Aids Exchange | 519-143-1601 | Support, Prevention, Counterpoint, Open Closet |
| Mother Reach | 519-672-4673 | Postpartum Depression Drop in Services (519-434-6848) |

| Justice and Legal | |
|--------------------------|---------------|----------------------------------|
| London Police - Criminal Investigation Division | 519-661-5674 | Sexual Assault/Child Abuse Section |
| Law Society of Upper Canada | 416-947-3300 or 800-668-7380 | Lawyer Directory |
| Neighbourhood Legal Services/Tenant Legal Issues | 519-438-2890 | Legal advice and representation regarding OW, ODSP benefits, CPP, EI benefits, landlord tenant advices |
| Victim Services of Middlesex County | 519-668-1900 | 24/7 Support and Crisis Intervention |
| Strathroy Community Legal Services (UWO) | 519-661-3352 | Service provided by law students supervised by lawyers |
| Human Rights Legal Support Centre | 1-866-625-5179 | Avail. To discuss rights if legal help is needed |
| Victim Witness Assistance Program | 519-660-3041 | Information, assistance and support during Criminal justice process |
| Salvation Army | 519-432-9553 | Cornerstone Diversion program for women in sex trade and the John school diversion program |
| Addictions Services Thames Valley | 519-673-3242 | |

| Children & Youth | |
|--------------------------|---------------|----------------------------------|
| Children’s Aid Society London & Middlesex | 519-455-9000 | After Hours: 519-858-5998 |
| LHSC Child & Adolescent Mental Health Care Program | 519-667-6640 | Under 17 |
| Youth Opportunities Unlimited | 519-432-1112 | GED, career counseling, employment/life skill workshops. Job placement support |
| Youth Action Centre (Cornerstone) | 226-777-0116 | Referral drop-in Centre for youth 16-24 |
| First Episode Mood & Anxiety Program (FEMAP) | 519-646-6000 x65178 | Self referral services for youth 16-24; covered by OHIP |
| Madame Vanier Children’s Services | 519-433-0334 | 24hr Crisis Intake Team |
# Appendix

## Programs for Offenders

<table>
<thead>
<tr>
<th>Organization</th>
<th>Phone</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Changing Ways (Men)</td>
<td>519-438-9869</td>
<td>Providing alternatives for men wishing to end and take responsibility for their abusive behaviour</td>
</tr>
<tr>
<td>John Howard Society</td>
<td>519-438-4168</td>
<td>Offers information, referral and counselling to offenders, individuals at risk of offending and family members</td>
</tr>
</tbody>
</table>

## Other

<table>
<thead>
<tr>
<th>Organization</th>
<th>Phone</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Crouch Neighbourhood Resource Centre</td>
<td>519-642-7630</td>
<td>Advocacy and basic needs assistance</td>
</tr>
<tr>
<td>Hope's Garden</td>
<td>519-434-7721</td>
<td>Eating Disorders Support &amp; Resource Centre</td>
</tr>
<tr>
<td>Ontario Works London</td>
<td>519-661-4520</td>
<td>Income, Employment Assistance for basic needs</td>
</tr>
<tr>
<td>Bell Relay (All Stream)</td>
<td>1-800-855-0511</td>
<td>Communicate with non-hearing person or non-TTY users by phone</td>
</tr>
<tr>
<td>Housing Stability Bank</td>
<td>519-964-3663</td>
<td>Housing Supports</td>
</tr>
</tbody>
</table>

## LGBTQ

<table>
<thead>
<tr>
<th>Organization</th>
<th>Phone</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Open Closet</td>
<td>519-434-1601</td>
<td>Social Support group for youth 14-18</td>
</tr>
<tr>
<td>PFLAG</td>
<td>519-686-7691</td>
<td>LGBTQ Support Group (including friends &amp; family)</td>
</tr>
<tr>
<td>Coming Out Over Coffee</td>
<td>519.433.0183 ext. 8707</td>
<td>discussion group for LGBTQ+ individuals 19+</td>
</tr>
<tr>
<td>Trans Youth London</td>
<td>(519) 765-5000</td>
<td>Drop In group at London Public Library</td>
</tr>
<tr>
<td>Gender Journeys</td>
<td>519-660-0874</td>
<td>Psycho-educational grp for 18+ inds beginning to transition</td>
</tr>
<tr>
<td>LGBTQ Settlement Services</td>
<td>519-432-1133 ext. 237</td>
<td>Support for LGBTQ immigrants settling in Canada</td>
</tr>
</tbody>
</table>

## Disability

<table>
<thead>
<tr>
<th>Organization</th>
<th>Phone</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Independent Living Centre London &amp; Area</td>
<td>519-660-4667</td>
<td>Ind. Living Skill development, netoworking, peer support</td>
</tr>
<tr>
<td>Learning Disabilities Association of London Region</td>
<td>(519) 438-6213 x 21</td>
<td>Child &amp; Youth, Family, &amp; Adult Programs</td>
</tr>
<tr>
<td>Ontario Disability Support Program (ODSP)</td>
<td>(519) 438-5111</td>
<td>Financial Assistance</td>
</tr>
</tbody>
</table>

## Culturally Specific

<table>
<thead>
<tr>
<th>Organization</th>
<th>Phone</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Muslim Resource Centre for Social Support &amp; Integration</td>
<td>519-672-6000</td>
<td>Family Safety Program, Community Outreach, Social Support</td>
</tr>
<tr>
<td>Cross Cultural Learning Centre</td>
<td>519 432 - 1133</td>
<td>Social services for newcomers to Canada</td>
</tr>
<tr>
<td>Across Languages</td>
<td>519-642-7247</td>
<td>Interpretation &amp; Translation services for service providers</td>
</tr>
<tr>
<td>LUSO Community Services</td>
<td>519-452-1466</td>
<td>Settlement services to immigrants &amp; refugees</td>
</tr>
</tbody>
</table>
Community Services in Other Regions

National
Chrysalis Anti-Human Trafficking Network
Crisis line 1-866-528-7109

Canadian Council for Refugees
6839 Drolet #301
Montréal, Québec, H2S 2T1
Canada
Phone: (514) 277-7223
Fax: (514) 277-1447
General email: info@ccrweb.ca

GTA
Walk-With-Me
Crisis line 647-838-6673
24/7 mobile victim care, catchment area of 3 hours surrounding GTA
Abolitionist approach
www.walk-with-me.org

Workers’ Action Centre
Helpline: 416-531-0778
Operating Hours:
  Monday (English & Spanish)  11 am – 3 pm
  Tuesday (English & Tamil)   11 am – 3 pm
  Wednesday (English)        11 am – 3 pm
  Thursday (English & Spanish) 1 pm – 3 pm
720 Spadina Avenue, Suite 223
Toronto, Ontario M5S 2T9
http://www.workersactioncentre.org/

Ottawa
Ottawa Coalition to End Human Trafficking
http://www.endhumantrafficking.net/
Advice and Help for Victims 613-238-3311 (Ottawa Distress Centre)-referral system for other services

Peel
Sexual Assault Rape Crisis Centre of Peel
Crisis line 905-273-9442
Business line 905-273-3337
www.sarccp.org
counseling support services to survivors, primarily women, 24hr crisis line, individual and group counseling for women survivors, accompaniment services, information and referrals
Appendix

Sarnia/Lambton
Sarnia Lambton Committee Against Trafficking of Women & Children
Contact person: Jeneane Fast
Social Researcher/Project Assistant
Sarnia-Lambton Local Immigration Partnership (LIP)
Department of Social Planning & Program Support, County of Lambton
519-344-2062 ext. 2309 jeneane.fast@county-lambton.on.ca

Sexual Assault Survivors' Centre
24 Hour Crisis Line: 519 337-3320
Phone: (519) 337-3154
http://www.sexualassaultsarnia.on.ca/
189 Wellington St. - Unit 3
Sarnia, ON N7T 1G6
Executive Director, Michelle Batty, sascsl@ebtech.net

Victim Services Sarnia-Lambton
Tel: (519) 344-8861 ext. 5238, or
1-888-281-3665 ext. 5238
http://www.victimservices.on.ca/
555 Christina St. North
Sarnia, Ontario
Executive Director, Colleen Sim, victim@ebtech.net

Toronto
Toronto Rape Crisis Centre
Crisis line 416-597-8808
Business line 416-597-1171
www.trccmwar.ca

Windsor
Legal Assistance of Windsor
Shelley Gilbert gilberts@lao.on.ca

York Region
Women's Support Network of York Region
Human Trafficking Support Line 905-758-5285
Business line 905-895-3646
www.womensupportnetwork.ca