



ACCESSIBILITY:

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RESPONSE PROCEDURES

The below Situation Table should be used for educational stakeholders if they suspect a child has been a victim of sexual exploitation/trafficking, or has made a disclosure. A “No Wrong Door” approach will be applied, to ease children/youth to come forward. All students, parents, educators, staff and Board members should be aware of the response procedures.

Situation Type	What To Do	Trauma-informed and cultural considerations
<p>Situation #1: May be at risk*</p> <p>High Risk Groups: homeless youth, young women and girls, Indigenous women and girls, youth in care, individuals with mental health problems, individuals with addiction issues, new immigrants and LGBTQ2S youth</p>	<p>Enhanced preventative measures to address risk factors for vulnerable students based on student data (i.e., Guidance Counselors/Mental Health practitioners and social workers to meet one-on-one with vulnerable students, co-creating individualized Safety Plans (identify extent to which basic needs are being met, social support systems available etc.)</p>	<p>Plans should be developed by meeting each student where they're at, and what they require ie. with Indigenous students connecting them with local Indigenous organizations to participate in ceremony and cultural traditions</p>
<p>Situation #2: Child or youth has disclosed being victim of exploitative behaviours</p> <p>(Note it is likely children and youth will not explicitly identify as being a victim of exploitation or trafficking, but share red flags of luring and grooming)</p>	<ol style="list-style-type: none"> 1. Listen with non-judgment and openness 2. Thank the child/youth for sharing with you, and remind them you have a duty to report. Re-iterate it's not their fault, and they are not in trouble, and you are here for support. 3. Discuss concerns with your Principal. 4. Contact Child Family and Children Services, Waterloo per Duty to Support requirements 5. Cooperate with Police Services 6. Principal to consult and/or refer to School Social worker. Parental consent is needed for Social worker referrals. 7. Contact parents*, as appropriate, and work along side social worker. 8. In collaboration with school social worker, check-in and provide 	<p>(See trauma-informed approaches below)</p> <p>In the case of Indigenous child/youth victims, it is recommended that Indigenous policing be engaged. This will promote culturally-sensitive responses.</p> <p>Liaise with translators based on parents or guardians' language to ensure understanding</p>



	<p>support as needed (or make referrals) with the child/youth (ongoing basis)</p> <p>9. Re-iterate the school community is there to support them along their healing journey</p> <p>10. Access any support services which you may require as a result of your support to the student</p> <p>NOTE: Educators, staff and administration have a duty to report if a child is in need of protection under Section 125(1) of the Child, Youth and Family Services Act, 2017 and under Policy/Program Memorandum 9: Duty to Report Children in Need of Protection</p> <p>*A principal is not permitted to call the victim's parents or guardian if: • the student is 18 years or older and does not give consent or is a 16- or 17-year-old student who has with from parental control • the principal believes that telling the parent(s) would put the student at risk of harm from the parent(s)</p> <p>*Note adaptations may be required to capture details regarding sexual exploitation cases specifically</p>	
<p>Situation #3: May be targeting, luring, grooming or recruiting children and youth for the purpose of sex trafficking</p>	<p>1. Contact key members of the school team: Principal, Social Worker, etc and share your concerns. Note: Consultation with Social workers to occur through the principal and/or Guidance.</p> <p>2. With referral from Principal and/or Guidance and consent from parents, School social worker to approach the child/youth to do a well-being check-in</p> <p>3. The school principal along with the school social worker and School Superintendent will raise any concerns with parents/guardians regarding suspected luring, grooming their child may be engaged in.</p> <p>4. If concerns have been legitimized, call police services (Waterloo Region Police Services)</p>	<p>Note that many youth who target other children/youth have also been victims, and can carry significant trauma</p>



	<p>5. Carry out proactive confidential outreach with any student(s) who may have been victimized by their peer(s)</p> <p>6. Suspected Trafficking is reportable under our Duty to Report. Call Waterloo Family and Children Services.</p>	
<p>Situation #4: Is returning to school after they have been trafficked or involved in trafficking others</p>	<ol style="list-style-type: none"> 1. Principal and school social worker to develop a "Return to School Plan" which is trauma-informed and culturally sensitive - meeting the students' unique needs (work across departments meeting children/youth's unique special education needs, mental health, social/emotional needs, language/cultural barriers etc.) 2. Provide on-site supports and/or community referrals made to support the student in their healing journey 3. Provide follow-up on their mental health and wellness (monthly check-in) 	<p>This can be a significant moment for the child/youth, and should be met with empathy and flexibility in meeting learning outcomes and goals.</p>

For those indirectly affected, it is recommended the school's Mental Health team conduct well-being check ins, and re-iterate available school and community support. Documentation of each reported disclosure will be kept by the school Principal in a confidential file with a copy to the school Superintendent. A detailed report of the response taken will be provided. If school staff have any questions regarding the protocol and its use, they should contact their school principal or vice-principal.

The person responding to a suspected or confirmed instance of sex trafficking should ensure confidentiality, and should follow the steps outlined above according to the situation type. No other individual should be informed regarding the incident to protect the child/youth's identity and lived experience. School Principals, in consultation with school SO, should contact the Waterloo Catholic District School Board after a formal report has been submitted. In responding to possible sex trafficking recruitment by a student within the school, procedures from the Safe School Policy can be applied;

"A principal must call the parents if the incident leads to a suspension. The Education Act already requires the principal to inform the aggressor's parents/guardians within 24 hours of the incident. Parents also receive written notice telling them the reason for and duration of the suspension and outlining the appeal process. Depending on the incident, police may be called. Principals must follow their local police/school board protocols when involving police. When board employees believe that a student may be in need of protection, they must continue to follow the usual procedure and call the children's aid society as required by the Child and Family Services Act."

For students with special education needs, information in the student's Individual Education Plan must be considered.