

# On the PATH

*The official newsletter of IPATH*



## IN THIS ISSUE

### **INDIVUAL SPOTLIGHT: JESSICA EVANS**

### **AGENCY SPOTLIGHT: EQUALITY EMPLOYMENT OPPORTUNITY COMMISSION**

### **IN THE LITERATURE: CHILD SEX TRAFFICKING IN THE US**

### **BOOK RELEASE: K.D. ROCHE**

### **Individual Spotlight: Jessica Evans**

Jessica is a 2003 graduate of Indiana Wesleyan University and holds a certificate in Nonprofit Executive Leadership from IU. She recently received achievement awards from the Women Like Us Foundation and Indiana Youth Services Association for her contribution to anti-trafficking efforts in Indiana.



Jessica's heart was first tugged by the issue of human trafficking in 2007 during a visit to Nepal. When she returned from her trip, she knew there was a calling on her life to be a part of the abolition movement by educating the Indianapolis community and inspiring others to participate in ending human trafficking. In 2011, she founded the non-profit, Purchased, and since then, has educated thousands of Hoosiers on the issue, and established programs to serve survivors of trafficking and their families in Central Indiana. Jessica is a certified and seasoned facilitator of the nationally recognized My Life My Choice curriculum, and a member of the IPATH Task Force.

Some folks work in the HT field because they have personal experience with abuse and exploitation. Her motivation is actually the opposite. She grew up in a very safe and loving home where she always knew she was valued and supported. When she learned at a young age that others did not have that same experience, it truly became her personal mission to find a way to show those who have been victimized that they are valuable, loved and seen.

She believes HT is an issue that people often put in a box and label those who are affected as "runaways," "throwaways," "criminals," etc. But proximity changes EVERYTHING. When you step closer and get to know those who have been affected by this crime, you realize they are unique, talented, strong and amazing individuals, and often more like you than you thought.

There is certainly more work to be done when it comes to filling the many complex needs of trafficking survivors, but she is inspired daily by the incredible, selfless and passionate people who are dedicating their careers and lives to helping those we serve.

## **Agency Spotlight: Equal Employment Opportunity Commission**



Human trafficking thrives on exploiting the vulnerability of immigrant workers and traffickers often target specific national origins, based on stereotypes about who best performs certain jobs or is less likely or able to complain about exploitation. It is for this reason that the Equal Employment Opportunity Commission (EEOC) is this month's agency spotlight, as they play a crucial role in combating human trafficking.

The EEOC is responsible for enforcing federal laws that make it illegal to discriminate against a job applicant or an employee because of the person's race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age (40 or older), disability or genetic information. It is also illegal to discriminate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

The EEOC has the authority to investigate charges of discrimination against employers who are covered by the law. Their role in an investigation is to fairly and accurately assess the allegations in the charge and then make a finding. If they find that discrimination has occurred, they will try to settle the charge. If they aren't successful, they have the authority to file a lawsuit to protect the rights of individuals and the interests of the public and litigates a small percentage of these cases. When deciding to file a lawsuit, the EEOC considers several factors such as the strength of the evidence, the issues in the case, and the wider impact the lawsuit could have on the EEOC's efforts to combat workplace discrimination.

They also work to prevent discrimination before it occurs through outreach, education and technical assistance programs.

The EEOC also enforces the law against treating workers differently based on their national origin. Even where forced commercial sex is absent, trafficked women are often sexually assaulted or subjected to other severe sexual harassment. The EEOC has a wealth of experience in investigating and litigating sexual harassment cases, including cases brought on behalf of immigrant women workers. There are forms of labor exploitation that do not fall within the statutory definition of human trafficking, but which are every bit as severe and which often involve elements of employment discrimination. In those cases, the EEOC's role becomes particularly important, as it may be the only federal agency with jurisdiction over the employers' exploitation of workers. EEOC is also a "Certifying Agency" for U Visas. This means that EEOC can help workers who are victims of certain crimes apply to remain in the U.S. and continue to work as long as they cooperate with law enforcement authorities.

The EEOC has brought several high profile trafficking charges into the courts and has received very good outcomes for the survivors of human trafficking. While the EEOC may not be a first responder, they are an important next step in the fight against human trafficking. Their investigators have all been trained to interview survivors of trauma and have had specialized training in sexual harassment investigations.

Employees or someone on the behalf of an employee should file with the EEOC as soon as they feel empowered after the discriminatory event has occurred. Timeliness is a factor in these types of charges and while we would not expect the EEOC to be a first responder, the sooner a person files with the EEOC, the more it will help with the investigation.

A general employment discrimination charge process starts with making an appointment on the EEOC's website [www.eeoc.gov](http://www.eeoc.gov). If the charge involves human trafficking in Indiana, Ohio, Kentucky, or Michigan, then it is appropriate to contact Brien Shoemaker at [brien.shoemaker@eeoc.gov](mailto:brien.shoemaker@eeoc.gov) or Andrea Dayharsh at [andrea.dayharsh@eeoc.gov](mailto:andrea.dayharsh@eeoc.gov).

# IN THE LITERATURE

## Child Sex Trafficking in the United States

In the article *Child Sex Trafficking in the United States: Challenges for the healthcare provider* by V. Jordan Greenbaum, the topic of child sex trafficking and the challenges this poses to healthcare providers are discussed.

According to Greenbaum, child sex trafficking is a global issue, affecting thousands of children worldwide, with girl victims outnumbering boys by a 2.5 ratio. Victims of child sex trafficking are often exploited, exposed, coerced, and solicited by adults for illicit activities that often result in sexual health problems that healthcare providers are discovering in hospital settings.

Subsequently, Greenbaum argues that it is vital that healthcare providers become aware of child sex trafficking issues, gain more knowledge of how to identify if a child is being trafficked, and are equipped with the resources to provide care and healing to victims.

This can be done in a variety of ways, such as making sure that healthcare providers are patient with victims who may be afraid or unable to disclose their experiences and being cognizant of the trauma they may have endured. It is vital that healthcare professionals understand the traumatic nature of sex trafficking for children so that medical questions are asked in a thoughtful and sensitive way, establishing a rapport with victims while maintaining a non-judgmental or confrontational attitude.

As the article states, healthcare providers are an important link in the chain of resistance against child sex trafficking. By remaining informed of critical information and working to build relationships with the victims, healthcare teams can do their part in making a difference in the lives of those affected by human trafficking.

Read the full article [here](#).

# BOOK RELEASE



In this compilation of memoir, poetry, and creative non-fiction, K.D. answers the questions often posed to survivors of violence. They offer a glimpse into the intricate way that a child's mind processes traumatic experiences--in a sensory and non-linear fashion. In order to survive a parent's addiction, bouncing from one house to the next, and being sex trafficked, K.D. learns to separate their mind from their body, disconnecting thoughts, memories, and even their very identity. This book gathers the fragments of a traumatic childhood and pieces them together in a way that helps us understand that the truth is not in the details, but in the telling of one's own story.

Buy a copy [here](#).

## CALENDAR OF EVENTS

### August 2019

**16th:** Child & Forced Marriage in Indiana: The Intersection of Child Abuse, Domestic Violence & Human Trafficking

**Registration coming soon!!**

**29th:** 9th Annual Nursing Leadership Forum  
**Register**

### August & September 2019

Moyars Consulting  
Law Enforcement Training Opportunities  
**For more information, click here.**

## VOLUNTEER

**Organization:** All Worthy of Love

**Activity:** Street Outreach

**Contact Info:** Liz Pitcher

Elizabeth.pitcher@gmail.com

**Organization:** Unconditional

**Activity:** Varies

**Register**

## JOB OPENINGS

**Title:** Multiple Positions

**Organization:** Pathway

International Inc.

**For more information, click here.**

**Title:** Multiple Positions

**Organization:** TRU Harbor

**For more information, click here.**

### September 2019

**7th and 14th:** Training for Allies Mentors for Purchased, email Audrey Masterson at Audrey@purchased.org

**For more information, click here.**

**29th:** The Multicultural Efforts to End Sexual Assault (MESA) 16th Annual Multicultural Gathering  
**Registration coming soon!**

### October 2019

**10th:** 2nd Annual Statewide Training on Human Trafficking

**For more information, click here.**

## VOLUNTEER

**Organization:** Purchased

**Activity:** Mentoring

**Register**

**Organization:** Hope Center Indy

**Activity:** Varies

**Register**

**Organization:** Julian Center

**For more information, click here.**

**Title:** Legal Services Coordinator  
(Full-time)

**Organization:** Julian Center

**For more information, click here.**

**Title:** Multiple Positions

**Organization:** ITVAP/IYSA

**For more information, click here.**

## About IPATH:

The IPATH Taskforce is comprised of law enforcement, advocacy groups, service providers, worker organizers, and community leaders to facilitate a coordinated, multi-disciplinary state response to more effectively address human trafficking throughout Indiana. We believe this can only be successfully accomplished through a survivor-centered, trauma-informed, culturally sensitive approach.



### Connect with us!

[indianacea.org/human-trafficking/](http://indianacea.org/human-trafficking/)

Have events, or job and volunteer opportunities for the newsletter?  
Send them to:

[capecommittee.ipath@gmail.com](mailto:capecommittee.ipath@gmail.com)