

Study Instrument Report

*The National Survivor Study
(NSS)*

A User Guide

JUNE 2023

 **Polaris** Freedom
happens
now.

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Ethical Protections

The National Survivor Study received ethical approval from the **Biomedical Research Alliance of New York (BRANY) Institutional Review Board (IRB)**. The study also received **Certificate of Confidentiality (CoC) through the National Institutes of Health (NIH)**, which protects the privacy of research participants by prohibiting disclosure of identifiable, sensitive information to anyone not connected to the research team.

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Introduction

The National Survivor Study (NSS) was conceived as an opportunity to better understand the experiences and needs of survivors of human trafficking. Specifically, the NSS was designed with the goal of providing the evidence needed for more effective and targeted interventions that empower vulnerable populations and change the systems that enable exploitation. To accomplish these goals, the NSS used participatory research methods to involve and empower survivors and other key stakeholders at all stages of the research process.

In developing the NSS, Polaris decided upon a multi-step, survivor-engaged research model that centered survivor voices in a strengths-based approach wherein survivors were empowered as participants rather than exploited as subjects.

To determine the focus and structure of the survey, a formative phase of the research engaged stakeholders and survivors in a variety of methodologies including a two-round Delphi study, the creation of an active Community Advisory Group (CAG), focus groups and one-on-one interviews with survivors and other key informants, and a cognitive interviewing process. The result of these activities led the NSS team to focus the study on survivors' own experiences and perceptions of the institutions, structures, and organizations that impact survivor livelihoods and helped inform the language and questions included in the final survey instrument.

This document includes the survey instrument used in the NSS as an example of an instrument developed in partnership with survivors and stakeholders which can be used to fill existing research gaps. In addition to the instrument itself, we, the research team, outline the processes by which it was developed, including our formative instruments and procedures, as well as an annotated explanation of the final cross-sectional survey. It is our hope that in sharing these methods and instruments they may be adapted and utilized in a variety of contexts. Additionally, we provide a model of how researchers can expand the use and practice of survivor-partnered models to improve the available data on human trafficking.

Study Sample and Design

Target Study Sample

For this study, we aimed to include a broad and diverse sample of participants in regard to the type of trafficking experienced, race and ethnicity, gender, length of time in and out of a trafficking situation, and literacy level. As demographic information, and specifically prevalence, of the study population is not available at the national level, sample quotas or proportions were not determined in advance. Instead, we opted to obtain a well-balanced sample, including all

subgroups of the study population, while considering the sample sizes needed for statistical hypothesis testing.

In order to access as many survivors as possible, we decided that the NSS would be offered in English, Spanish, and Mandarin Chinese and that all study materials would be written for a 5th-grade language understanding. Finally, we designed the survey so that it could be self-administered online or available via phone, based on individual participant preference.

The NSS was designed to assess the experiences of adults who had experienced trafficking in the United States. Therefore, our study inclusion criteria specified that participants had to (1) be adults over the age of 18, (2) be currently living or working in the U.S., (3) have experienced trafficking in the U.S., (4) be based in the community (i.e., not residing in a facility such as a prison or treatment program), and (5) have conversational fluency in one of the study languages.

Study Design

This study employed a mixed-methodology approach. A variety of research methods were used at different phases of the research, including in-depth and key-informant interviews, literature reviews, structured surveys, and facilitated group discussions. In this report, we will discuss two stages of data collection: (1) the Formative Study, and (2) the Cross-Sectional Survey. The goals of the formative phase were to finalize the research questions and methodologies, inform research materials, including the survey instrument and selection of the survey sample (based on the sample distribution of demographic profiles, which included power analyses and sample size calculations), and generate research questions. Phase II of the NSS, the cross-sectional survey, involved the deployment of the survey instrument. Below we have detailed the methods and processes used in both the formative study and the final cross-sectional survey, and specifically, how the findings of the formative study informed the final survey instrument.

As the first step of the study design process, we conducted a needs assessment with internal and external stakeholders, as well as a literature review on existing knowledge of labor and sex trafficking in the United States, to determine the initial scope of the study. The aim of these initial needs assessments and literature reviews was to identify gaps in existing knowledge.

Research Objectives

Based on the findings of the initial formative activities, we determined that the objectives of the National Survivor Study (NSS) were to (1) understand survivors' experiences with systems and institutions that intersect with livelihoods, including the ways in which different norms, policies, rules, and practices impact their ability to make a living; (2) describe informal sources of innovation, community assets and sources of resiliency survivors leverage to establish economic stability; and (3) explore survivors' perspectives on specific issues related to current advocacy and policy priorities that can impact their livelihoods. Additionally, the study examined the differences

and similarities in experiences and perspectives of survivors by their race, gender identity, sexual orientation, disability status, age, family status, socioeconomic status, culture, and political context, as well as the type of trafficking situation. This study was not designed to determine the prevalence or the proportion of individuals trafficked based on their demographic profiles. In order to assess and measure prevalence, extensive time and resources, including detailed information about hidden study populations, would be required and were therefore outside of the scope of this study.

Developing the Survey Objective and Instrument – Formative Study

Our goal for the formative study was to finalize the research questions and methods for the cross-sectional survey, to shape all research materials, to adapt and inform the development of the survey instrument, and to generate research questions to be explored within the survey. Additional goals included identifying important subgroups, such as LGBTQIA2S+ individuals, in order to determine the feasibility of additional focused research. The formative instruments were developed based on several participatory, qualitative, and projective techniques which aimed to stimulate discussion and gather data. Specifically, we developed these instruments based on tools including free listing, persona profiles, empathy maps, journey maps, ranking, and other discussion guides. These tools were adapted to fit the context of the National Survivor Study as well as an online delivery platform. At this stage of the study, instruments were designed only to address participants' general perceptions and knowledge, not personal experiences.

Within this report, we will provide the instruments and methods we used during the formative stage in order to (a) provide context for how the final survey was created and (b) provide the tools necessary for those seeking to adapt the final survey instrument.

Informational Sessions

In the first step of the formative process, the NSS research team conducted informational sessions with key stakeholders. Stakeholders included survivors and allies working in roles such as researchers, evaluators, policymakers, advocates, and direct service providers. The aim of these initial sessions was to raise awareness about the initiation of the National Survivor Study and to engage key stakeholders. In order to accomplish these goals, the research team organized meetings with different stakeholder groups or utilized existing opportunities, such as meetings or conferences.

Delphi Study

As one of the first steps of our stakeholder engagement activities, we deployed a Delphi study, or “Delphi technique”, in order to determine the study’s objectives. The Delphi technique is a process used for incorporating expert perspectives on a given issue through structured, multi-round, iterative processes. For the purposes of this study, the research team engaged a diverse group of anti-trafficking professionals and survivors to discuss and explore the most critical and relevant areas that should be investigated in the NSS in a two-part survey. In total, more than 130 individual anti-trafficking professionals participated in the study, with most participants being survivors.

As part of the first survey within the Delphi study, the research team asked respondents to reflect on their personal experiences and work. The topics that were identified as being the most applicable to the respondents’ work included (1) how societal issues intersect with trafficking vulnerabilities and experiences, (2) the intersection between individual characteristics and the risk of trafficking, (3) the external conditions, access points, and resources most needed and used by survivors exiting trafficking and achieving long-term stability, and (4) how survivors experience the language and framing used to describe trafficking and survivors.

The second survey within the Delphi study asked participants for their perspectives on the anti-human trafficking field more broadly. The participants in the second Delphi survey were provided with the results of the first survey and asked to rank the research areas in terms of their importance to the anti-human trafficking field. The topic considered the most important research area for anti-trafficking work at the time the survey was administered was understanding survivor opinions and priorities. Additionally, as part of the second Delphi survey, participants considered the intersection between a community’s access to viable employment, education, social networks, and financial services and the risk of trafficking to be critically important. It was therefore determined that the National Survivor Study would focus on survivors’ experiences and perceptions of institutions that impact their livelihoods.

For more information on the Delphi study, please see [the full report](#).

Focus Groups and One-On-One Interviews

Following the Delphi study, Polaris study staff facilitated online focus groups with survivor participants. In the event survivor participants were unable to attend a scheduled focus group due to a scheduling conflict, staff scheduled one-on-one interviews. Interviewers used a discussion guide (see Appendix B) from which they could deviate as appropriate.

Key Informant Interviews

Similarly to the facilitated group discussions, staff hosted Key Informant Interviews (KIIs) via phone call or over a secure digital platform. Key Informant Interview participants were professionals in the field of anti-trafficking or adjacent fields who regularly interacted with survivors. Participants themselves may or may not have had lived experience. KII interviewers used a discussion guide (see Appendix A) to facilitate the conversation, although they were encouraged to remain flexible in their approach and to treat the guide as a 'question bank' from which they could draw.

Cognitive Interviewing

As part of the formative study, the research team implemented cognitive interviewing in order to test, develop and evaluate the final NSS instrument.¹ Cognitive interviewing is a process that can help researchers understand the functioning of their instruments, and specifically if the questions will be interpreted by participants as intended by the researchers. The process of cognitive interviewing for the NSS involved recruiting a small sample of individuals who were similar to the larger survey population. The research team presented these individuals with the survey questions and asked for their feedback and insights on topics such as length, understandability, and sensitivity of the instrument. "Probing" was also used in order to determine how the participants understood each specific item. As a result of the cognitive interviewing process, the research team revised the final instrument in a variety of ways to maximize reliability and validity, including question-wording, question order, response options, survey length, social desirability, and more, detailed below.

Cross-Sectional Survey

The research team developed the main instrument based on the findings of the formative phase of the study. In keeping with the guiding principles of the study, the assessment questions were framed using a strengths-based and resiliency lens, maintaining a focus on overcoming victimization rather than the victimization experience itself. While the instrument collected basic information about the participants' experiences, the majority of the instrument focused on institutions and assets that influence survivor livelihoods. Each section of the survey related to a different institution, whether formal or informal. The specific institutions and assets of focus were determined based on the formative phase of the study as well as the stakeholder assessment of information needed for Polaris' program teams.

The research team designed the instrument to take no longer than 30 minutes to complete in order to reduce the cognitive burden on participants and minimize survey fatigue. The instrument contained a variety of question types, including multiple choice and Likert scale response options. While the instrument minimized open-ended response questions, survey respondents had the

¹ Boeije, H., Willis, G. The Cognitive Interviewing Reporting Framework (CIRF): towards the harmonization of cognitive testing reports. *Methodology: European Journal of Research Methods for the Behavioral and Social Sciences*: 2013, 9(3), 87-95

opportunity to add any additional thoughts or information at the end of each section. Branching was implemented to ensure that participants only answered questions that were relevant to them and their experiences. The survey instrument was programmed into Qualtrics, and all data were exported from Qualtrics for analysis. Finally, the instrument was translated into all study-supported languages and was back-translated to ensure that its meaning and intent were maintained. The final instrument, as well as the formative instruments, were also submitted and approved by an IRB.

Below we will discuss each section of the final instrument. Specifically, we will describe the scope and aim of each section and any items that were adapted from other sources, as well as highlight how the formative study processes informed these final items and responses.

The instrument sections are as follows:

- Eligibility Screener
- Outreach and Screening
- Informed Consent
- Demographics
- Forced Labor or Sexual Exploitation Experiences
- Childhood Experiences
- Needs, Challenges, and Strategies
- Experiences with the Child Welfare System
- Experience with Law Enforcement
- Immigrant Worker Protections
- Financial Experiences
- Financial Control and Identity
- Current Policies
- End and Next Steps

Eligibility Screener

The eligibility screener was designed to be used at different phases of the study. The instrument ensures that potential participants meet the eligibility criteria; specifically, that they meet the criteria for age and that their experience meets the definition of human trafficking. Additionally, the eligibility screener was designed to ask some demographic questions in order to help select participants for targeted qualitative discussions or interviews throughout the stages of the study.

Outreach and Screening

The aims of the Outreach and Screening sections were to (1) confirm that respondents were in a safe place before completing the survey, (2) understand how the respondents first heard about the study, and (3) to determine whether the respondent met the study's inclusion criteria. This

screening portion of the instrument sought to determine whether or not the individuals had experienced human trafficking, as well as the type of trafficking they experienced (i.e., labor trafficking, sex trafficking, or labor and sex trafficking). In this section of the instrument, we also reminded respondents that all information shared is confidential, anonymous, and voluntary.

In this section and throughout the entire instrument, we employed survey branching to ensure that respondents answered only those questions that were applicable to them, thereby decreasing the burden of the survey. As you can see below, we also used branching to filter out participants who did not meet our inclusion criteria in this section of the survey. For instance, in the image below you can see how respondents who were not 18 years or older, or who preferred not to share their age, would be filtered out of the remainder of the survey and instead presented with an explanation of our inclusion and exclusion criteria.

AGE1 Are you 18 years old or older?

Yes (1)

No (2)

Prefer not to say (3)

END2 *[If AGE1 = 2,3]* Thank you for your interest in this study. We are only approved to collect data from people who are currently 18 years old or older. If you have any questions, please contact *[phone number]*.

Informed Consent

In Appendix E, we have included a redacted version of the consent form provided to all potential respondents. The consent form includes information pertaining to confidentiality and anonymity, compensation, the overseeing institutional review board, and where to direct additional questions. Respondents were provided with multiple options for how they could receive their compensation, including a prepaid debit card, an online gift card, or via PayPal. As seen below, the consent form outlined what pieces of information would be required for each form of compensation in hopes of increasing the accessibility and usability of the compensation.

COMPENSTYPE How would you like to receive your compensation?

- A prepaid debit card sent to you where funds can be loaded by [organization name] (requires a name and physical address) (1)
- An online payment through PayPal (requires username, phone, or email) (2)
- A prepaid online gift card that does not require a physical address (3)
- Another method - someone from [organization name] will contact you to make sure you get payment in another way (4)
- I do not want to be compensated or provide [organization name] with my contact information or payment details. (5)

Demographics

For the demographics section of the instrument, we aimed to collect background information regarding the participants' gender, race and ethnicity, sexual orientation, marital status, and other demographic questions. We explained to respondents at the beginning of this section of the instrument that this information would be used to explore differences in experiences between different communities.

When asking about gender identity and sexual orientation, we provided respondents with a brief message reminding them that any information provided would be kept confidential and that they may skip any question(s) they did not feel comfortable answering.

GENSEXINTRO In the next few questions, we ask about your gender identity and sexual orientation because we want to be sure to speak with people with different backgrounds and experiences. This information will be kept confidential and you can skip any question you don't feel comfortable answering.

In asking about respondent gender, our question contained five response options: (1) female, (2) male, (3) non-binary/gender fluid, (4) other, please include (with an open response field), and (5) prefer not to say. A follow-up question asked if the respondent was transgender with the response options yes, no, or prefer not to say.

The decision to collect information on gender identity using two different questions was important in order to ensure the accuracy of data and to affirm all respondents' identities. For example, whereas some surveys use a single, composite gender identity question with response options such as 'cisgender female', 'transgender female', etc., this approach often creates confusion for respondents who are not familiar with this terminology and may result in inaccurate responses. Alternatively, questionnaires that include response options such as 'female', 'male',

'non-binary', and 'transgender' as separate response options are harmful and inaccurate in that they suggest that trans individuals cannot be female, male, or non-binary.

<p><u>GENDER</u> What is your gender?</p> <p>Female (1)</p> <p>Male (2)</p> <p>Non-binary/gender fluid (3)</p> <p>Other, please include: (4) _____</p> <p>Prefer not to say (5)</p> <p><u>TRANS</u> Are you transgender?</p> <p>Yes (1)</p> <p>No (2)</p> <p>Prefer not to say (3)</p>

Pop-Ups: Finally, the survey instrument was designed in Qualtrics to provide pop-up definitions or explanations. Respondents were provided with the following message explaining the function and purpose of these pop-ups at the end of this section.

<p><u>POPUPS</u> Throughout the rest of the survey, some words in questions or answer choices will be underlined to indicate that there is a pop-up definition or explanation for that word or phrase. To see how it works, put your mouse cursor (or finger on mobile) over the underlined word below.</p> <p>This is a pop-up.</p>

Forced Labor or Sexual Exploitation Experiences

In this section, we included questions asking for further detail regarding respondents' experiences with forced labor and/or sexual exploitation. This section utilized branching so that only respondents who selected situations defined as exploitation received the related follow-up questions. For instance, the following question asked respondents to select all situations relating to sexual exploitation that described their experience. Branching was then used to ensure that all additional questions relating to sexual exploitation were not presented to respondents who selected "My experience is not reflected in any of the above". These response options were determined and validated as part of the formative stage of the study.

SEXTRAFF1 Please select all the sexual exploitation-related situations that describe your experience. *Check all that apply.*

When I was under the age of 18, I had to engage in a sex act for things like money, drugs, a safe place to stay and/or basic necessities. (1)

When I was under the age of 18 I was forced, manipulated or pressured to sell sex. (2)

When I was under the age of 18, a family member forced, manipulated, or pressured me to engage in sex. (3)

As an adult, I was forced, pressured, threatened, harmed, or intimidated to engage in a sex act in exchange for things like money, drugs, a safe place to stay, legal documents and/or basic necessities. (4)

I was required to give what I earned from engaging in sex acts to someone else. (5)

I stayed somewhere I didn't want to be while engaging in sex acts for money, drugs, a safe place, or basic necessities. (6)

My experience is not reflected in any of the above. (7)

SEXTRAFF2 *[If SEXTRAFF1 = 1,2,3,4,5,6]* Did any of the sexual exploitation you experienced involve the following? *Check all that apply.*

I was not able to keep any or a lot of the money I made from engaging in sex acts. (1)

I had to engage in sex acts to pay back money I owed. (2)

I was threatened, harmed, intimidated or afraid to leave the place or situation I was forced to engage in sex acts. (3)

I was forced to engage in sex acts for extremely long hours. (4)

I was tricked into engaging in sex acts instead of the job I was promised. (5)

My experience is not reflected in any of the above (6)

Language Usage: Here, we also included clarification around the terminology used to refer to individuals who have experienced forced labor and/or sexual exploitation in the remainder of the survey. Based on our prior discussions with participants in the formative study stages, we know that not everyone identifies with the term "survivor". However, many individuals indicated that this term is appropriate and validates their experiences. We, therefore, decided to use the term, "survivor", while providing this context for respondents.

NOTESURVIV For consistency and clarity, for the rest of this survey will refer to individuals who have experienced forced labor and/or sexual exploitation, as *survivors*. However, we recognize that individuals use many different terms to describe themselves and their experiences.

Childhood Experiences

In the next section of the instrument, we focused on experiences respondents had while under the age of 18. The opening of this section clarified for respondents that the information would be

used to “understand what makes some people vulnerable to exploitation so we can better address these vulnerabilities.” For this section, we adapted the preexisting measure, the Adverse Childhood Experience (ACE) Questionnaire for adults, a validated measure commonly used to assess vulnerabilities experienced in childhood.² Based on what we learned during the cognitive interviewing phase, we learned about common experiences and vulnerabilities not included in the original item. It is for this reason that we felt it was necessary and important to modify the measure for our research context.

<u>CHILDHOODEXP</u> The statements below refer to your life experiences prior to the age of 18. Please tell us how often you experienced the following when you were under 18 years old.					
	Always (1)	Most of the time (2)	Sometimes (3)	Never (4)	Prefer not to say (5)
	I had enough to eat. (1)				
	I had clean clothes to wear. (2)				
	I had someone who protected and cared for me. (3)				
	The loss of a parent or guardian through divorce, abandonment, or death affected me. (4)				
	I lived with someone who struggled with depression and/or other mental illness. (5)				
	I lived with or spent time with someone who had a problem with drinking or abusing illicit or prescription drugs. (6)				
	I lived with or spent time with people who were physically abusive to each other. (7)				
	I lived with or spent time with people who were physically abusive to me. (8)				
	I lived with or spent time with someone who went to jail/prison. (9)				
	The adults responsible for caring for me treated me with dignity and respect. (10)				
	I experienced homelessness, houselessness, or housing insecurity. (11)				
	I ran away from home or the place I was living in. (12)				
	I experienced sexual abuse. (13)				
	I lived with or spent a lot of time with someone involved in prostitution. (14)				
	I struggled with substance abuse including alcohol, illicit or prescription drugs. (15)				
	I struggled with depression and/or other mental illness. (16)				

Needs, Challenges, and Strategies

As identified in the formative stages of the study, it was important that the survey incorporate a strengths-based focus and emphasize how respondents overcame victimization, not simply focusing on the victimization experience itself. The items in this section focused both on the respondents’ experiences immediately after leaving their exploitation experience as well as at the time of the survey. For example, one item asked, “Shortly after leaving your exploitation, did you need help with...”. The subsequent question, “Currently, do you need help with...” presented the same response options so that we could understand changes in survivors’ needs in the aftermath of exploitation.

² <https://www.acesaware.org/learn-about-screening/screening-tools/>

Open-Ended Questions: Next, we provided respondents with an open-ended question, giving them the opportunity to share more about what they wished they had had when they left exploitation. In the initial version of the instrument, the research team chose to only include close-ended items in an effort to reduce respondent burden. However, during the cognitive interviewing process, participants emphasized the importance of having space to share their own nuanced stories in their own words. For this reason, we modified the final instrument to include open-ended questions throughout the assessment.

OTHERNEEDS Please share what you most wished you had when you left your exploitation.

It was also important to collect information on what things were helpful and harmful following a forced labor or sexually exploitative situation. In particular, we included items such as “Other survivors who experienced similar exploitation and understand what I was going through” and “My own resourcefulness” in addition to traditional formal (counseling/therapy, support from a government agency, etc.) and informal (family, intimate partner, etc.) sources of support to reflect the realities of many survivor stories shared in the formative stages of research.

Finally, to assess participants’ resilience, or how they handle stress, pressure, or change, we incorporated the Connor Davidson Resilience Scale (CD-RISC-10), a preexisting, validated measure.³ We opted to include this existing scale as part of our strengths-based approach, as well as wanting to understand factors that may increase or decrease resiliency.

STRESS Below are several statements about how you *currently* handle stress, pressure, or change. Please read each statement and tell us how true it is for you.

	True nearly all the time (1)	Often true (2)	Sometimes true (3)	Rarely true (4)	Not true at all (5)	Prefer not to say (6)
I am able to adapt when changes occur. (1)						
I can deal with whatever comes my way. (2)						
I try to see the humorous side of things when I am faced with problems. (3)						
Having to cope with stress can make me stronger. (4)						
I tend to bounce back after illness, injury or other hardships. (5)						
I believe I can achieve my goals, even if there are obstacles. (6)						
Under pressure, I stay focused and think clearly. (7)						
I am not easily discouraged by failure. (8)						
I think of myself as a strong person when dealing with life’s challenges and difficulties. (9)						
I am able to handle unpleasant or painful feelings like sadness, fear, and anger. (10)						

³ <https://positivepsychology.com/connor-davidson-brief-resilience-scale/>

Experiences with the Child Welfare System

The next section of the instrument focuses on interactions the respondent may have had with the child welfare system. The introduction to this section clarifies that there will be opportunities for the respondent to discuss experiences they may have had while under the age of 18, as well as any experiences they may have had as a parent. The goal of this section was to understand generally how child welfare services can affect and impact survivors of exploitation.

In the items pertaining to respondents' experiences with child welfare systems as parents, we included questions about the role of the person who exploited the respondent. Specifically, we included items asking if the respondent shared any children with the person(s) who exploited them, if they were ever engaged in custody disputes with the person who exploited them, and if they had ever lost custody to the person who exploited them.

Experiences with Law Enforcement

In this section, questions focused on respondents' interactions with law enforcement, including the juvenile justice system. The aim of this section was to understand the impact of law enforcement actions on the lives of survivors. In addition to asking whether or not respondents had particular interactions with law enforcement (such as being cited, detained, or arrested), we also included items regarding respondents' attitudes toward law enforcement.

LAWENFORCEMENTEXP <i>[If ARRESTED = 1]</i> How strongly do you agree or disagree with the following statements?						
	Strongly agree (1)	Agree (2)	Neither agree nor disagree (3)	Disagree (4)	Strongly disagree (5)	Prefer not to say (6)
	Overall, I trust law enforcement officers. (1)					
	Law enforcement helped me get out of my trafficking situation. (2)					
	Being arrested was the best option for me at the time. (3)					
	The government system is focused too much on punishment and not enough on helping me move forward. (4)					
	Being arrested made my situation worse than it was before. (5)					
	Law enforcement helped connect me to services/resources to help me get out of my exploitative situation. (6)					
	I experienced or know people who experienced physical and/or sexual abuse by law enforcement. (7)					

Questions also focused on criminal records and to what extent and in what ways the presence of a criminal record may have impacted survivors.

Immigrant Worker Protections

This section of the instrument focused on respondents' immigration status prior to the start of their exploitation experience. We first asked respondents whether or not they were originally from a country other than the United States. We routed all respondents who selected "Yes" to this question to additional items in this section. Respondents who selected "No", "Not sure", or "Prefer not to say" to this item were routed to the next section of the instrument.

Questions in this section focused on the nature of the respondents' entry to the United States (specifically, whether or not they were coerced, tricked, or forced by someone else to enter the US), what year they arrived in the US for the first time, their immigration status, and what specific type of visa they had at the start of their exploitation experience.

In assessing what particular worker protections a participant may have experienced while temporarily working in the United States, we adapted response options from the US Department of Labor's "Know Your Rights" materials.⁴

	Yes (1)	No (2)	Not sure (3)	Not applicable (4)	Prefer not to say (5)
<u>WORKERPROTECTIONS</u> <i>[If VISATYPE = 1,2,3,5,6,8]</i> Please let us know whether you had the following worker protections during your temporary work situation in the United States.					
Did you receive accurate information about your job and pay in your native language? (1)					
Did you have a contract with your employer? (2)					
Was your contract provided in your native language? (3)					
Were you given information about your rights as a worker? (4)					
Did you know of any organizations in your area that help immigrant workers? (5)					
Did you know people from your home country or community that you could ask for help? (6)					

Financial Experiences

Items in this section focused on respondents' marital status, income, work, and financial situation with the aim of better understanding the financial needs of survivors. In addition to collecting information about the respondent's household composition and financial status (for instance, what forms of debt the household may currently have), the section also focuses on the respondent's relationships with financial institutions. For instance, the survey asks whether or not the respondent currently has a bank account in their name. One question relating to financial activity was also adapted from the FDIC's 2019 Survey of Household Use of Banking and Financial Services report.⁵

⁴<https://travel.state.gov/content/dam/visas/LegalRightsandProtections/Wilberforce/Wilberforce-ENG-100116.pdf>

⁵ <https://www.fdic.gov/analysis/household-survey/2019report.pdf>

Finally, this section focuses on the respondent's work situation. Specifically, we were interested to know whether or not respondents had access to stable work or sources of income, whether they currently had access to benefits through this employment, as well as how satisfied they were with their current work situation.

Financial Control and Identity

Within this section of the instrument, we asked respondents about any interactions they may have had with financial institutions and services during their exploitation experience. Items in this section asked about financial abuse and ways in which money may have been exchanged during the exploitation experience.

RECEIVEMONEYMETHOD Did anyone involved in your exploitation (including those exploited with you) ever receive or take money from you in any of the following ways? *Check all that apply.*

With a paycheck (1)

With cash (2)

By depositing/transferring to a bank account (3)

Using a peer to peer payment app (like PayPal, Venmo, or CashApp) (4)

Using a money remittance service (like Western Union or Money Gram) (5)

Using a gift card or other prepaid card or product (like Vanilla Visa Card, Netspend, or Greendot) (6)

Through a transfer of cryptocurrency (for example, Bitcoin, Litecoin, Ethereum, etc.) (7)

Other (8) _____

None of the above (9)

Not sure (10)

Prefer not to say (11)

Current Policies

In the final section of the survey, we asked respondents to provide their opinions on current policies and laws related to exploitation. As noted in the survey, the policies and laws referenced in the survey were selected by the research team after conversations with diverse groups of survivors.

First, respondents were asked if they had ever experienced harm as a result of policies or laws that were intended to address sexual or labor exploitation.

POLICYADVERSEHARM Have you ever experienced harm from policies or laws that are intended to address sexual exploitation or labor exploitation?

- Yes (1)
- No (2)
- Not sure (3)
- Prefer not to say (4)

Next, respondents were able to indicate how helpful or harmful given policies might be.

POLICIES Please tell us how helpful or harmful each of these policies would be *to you or others in similar situations*. If there are policies listed that you do not recognize, please feel free to say "not applicable".

	Extremely helpful (1)	Somewhat helpful (2)	Neither helpful nor harmful (3)	Somewhat harmful (4)	Extremely harmful (5)	Not sure (6)	Not applicable (7)
Provide direct cash support to survivors (1)							
Allow temporary visa holders to move freely between employers (2)							
Holding companies responsible for the exploitative actions of their labor contractors (recruiters, employment agencies, etc.) (3)							
Making the selling of sex for adults NOT a crime (4)							
Making the purchase of sex from adults NOT a crime (5)							
Making brothel-keeping or third-party management of adults who sell sex NOT a crime (6)							

It is worth noting that the ordering of these two questions was determined after the cognitive interviewing process. In the initial version of the questionnaire, we asked respondents the 'POLICIES' question prior to the 'POLICYADVERSEHARM' question. Participants in the cognitive interview shared their concern about Polaris asking for positions on policies prior to taking into account any potential harm done. For this reason, the research team revised the order of these questions for the final instrument.

Finally, it was also important that this section offer an open-ended field wherein respondents could expand upon any of their answers and/or comment on other potential policies.

End and Next Steps

At the end of the survey, in an effort to broaden our study sample and help ensure that survivors who are commonly left out of research on forced labor or trafficking had the opportunity to participate, we offered respondents codes that they could share with others who may be eligible for the study in exchange for an entry into a raffle. We instructed respondents that "For each person who uses one of your codes and is determined to be eligible to participate in the study (maximum 3 people), you will be entered into a raffle for one of fifteen prizes (each prize is for

\$125 cash).” This mode of sampling, known as respondent-driven sampling, relies on peer recruitment in order to identify pockets of the more hidden study population. This has the effect of increasing the coverage and representativeness of the study sample.

If respondents indicated that they were interested in sharing these codes and participating in the raffle, we then provided them with the following additional information.

CODEINTRO Here are the three codes to share with people in your network you think might be eligible. Please only share one three word code (row) with one person. Please write them down somewhere you will be able to access them. If you previously gave us your email, we will send you the codes to that email upon submitting the form at the end of this questionnaire. You can also print this page by clicking on the right mouse button (Ctrl + Click on Mac) and selecting "Print..." to Print or Save to your computer or take a screenshot if you are using mobile.

Finally, we provided respondents with the opportunity to provide feedback on the survey. Respondents were also asked if they would be interested in having their contact information kept on file with Polaris for the purposes of being alerted to future study or program opportunities.

Conclusion

By providing this guide on how Polaris developed the National Survivor Survey, we aim to offer a model of an instrument developed with intentional survivor engagement and partnership. In detailing our formative processes and how they shaped the final instrument, we hope that others may be able to modify and adapt this instrument for other contexts and specific populations.

Appendix: Instruments

These instruments are presented in a modular form so that users can choose to use different modules as appropriate or relevant to their needs.

- A. Formative Study: Individual or Key Informant Discussion Guides
- B. Formative Study: Facilitated Group Discussion Guide
- C. Formative Study: Cognitive Interview Guide
- D. Cross-Sectional Survey: Outreach and Screening Instrument
- E. Cross-Sectional Survey: Informed Consent
- F. Cross-Sectional Survey: Demographics
- G. Cross-Sectional Survey: Forced Labor or Sexual Exploitation Experiences
- H. Cross-Sectional Survey: Childhood Experiences
- I. Cross-Sectional Survey: Needs, Challenges, and Strategies
- J. Cross-Sectional Survey: Experiences with the Child Welfare System
- K. Cross-Sectional Survey: Experiences with Law Enforcement
- L. Cross-Sectional Survey: Immigrant Worker Protections
- M. Cross-Sectional Survey: Financial Experiences
- N. Cross-Sectional Survey: Financial Control and Identity
- O. Cross-Sectional Survey: Current Policies
- P. Cross-Sectional Survey: End and Next Steps

Appendix A - Formative Study: Individual or Key Informant Discussion Guides

The following tools are guides, highlighting a range of topics that will be covered. In line with most qualitative methods, the questions are just guides for facilitators rather than scripts for them to read. We will listen to our participants and be flexible in our use of each question and activity. This flexibility allows us to flush out topics that feel critical to participants and reduce participation if dialogue becomes stalled. Thus, what is listed below can be thought of as both a guide and a question bank, where it is unlikely that all questions will be used in each group discussion or key informant interview. Questions will be iteratively adapted, based on initial key informant interviews and groups, and we will work through facilitative techniques so that the guide stimulates input but is not used in a uniform way. However, we will remain within the same topical domains identified in the guide.

Individual Discussion Guide

A. Participant Type

Survivors who meet the general study criteria but expressed a preference in not participating in group discussions.

B. Format

Individual interviews will be conducted over the phone or through a secure digital communication platform, such as Zoom or Skype. Interviewers will use a semi-structured interview guide and the interviews are anticipated to take approximately one hour to complete.

C. Guidelines for Managing Individual Interviews

The following are key guidelines for conducting the interviews:

❖ Before the interview

- Establish rapport with the participant.
- The interview should be conducted in private – other people should not be listening or be able to overhear the conversation.
- Check in with the participant to make sure they feel comfortable, both physically and otherwise.

❖ Obtain informed consent

- Explain the purpose of the study.
- Explain all elements of the informed consent process.
- Ask for permission to record the discussion and explain that the purpose of recording the conversation is to ensure we do not miss anything and represent their words exactly as they have said them. Explain that no names will be revealed and transferred.
- Obtain informed consent.

❖ During the interview

- Start recording the interview (if permission is given).
- Use the tools on the following pages to continue the individual interview.
- Probe to elaborate on responses as indicated in the tools.
- Watch for signs of distress and remind participants that they can take a break whenever needed or stop the interview.

❖ At the end of the interview

- Ask if there is anything else the participant would like to add to the topics discussed.
- Ask if the participant has any questions.
- Thank the participant and assure them of study confidentiality.
- Check in with the participant to see how they're feeling and help problem-solve if they need a debrief or further support post-interview.
- Collect contact information for how they would like to receive payment (check, Venmo, Paypal, giftcard, etc.)
- Label and upload the digital files as indicated in the operational manual.

REMINDER FOR INTERVIEWER: The questions below are only meant to be a guide, please listen and remain flexible in your approach. For example, you may want to stay longer on a topic that feels critical to participants or drop questions that do not generate conversation well. What is listed below can be thought of as a question bank, where you select the questions based on participant interaction and do not ask questions in a uniform or unnatural way.

Opening Dialogue

Ask the participant to tell you a little about who they are and their life right now.

Potential Conversation Starters:

- "I'm just meeting you for the first time, can you tell me a little bit about who you are and how you are spending most days?"
- "Can you tell me a little bit about what you're up to these days? How do you spend your time?"
- "What kinds of activities are you interested in right now? Have you discovered anything new that you like doing in the last year?"
- "What brings you joy right now?"

Definitions

- This study is mostly about livelihoods, but first, we want to make sure that we are thinking about livelihoods in a way that feels true and makes sense for everyone. Could you tell me what you think about when you hear the word 'livelihoods'?
- Do you think there are different ways of understanding or defining livelihoods that most people don't think about? What are some of those ways?

Mapping And Ranking Of Livelihoods

- [Researcher should take notes here, to refer to in questions 5-9] Ask the participant to name all the necessities a person needs for life.

- After the participant is done listing, use probes to help them think of additional necessities like food, housing, health care, child care, etc. if they have not already named them. You might say "I noticed that you didn't name housing in your list, do you think that's a necessity or not really? Why or why not?"
- If you could only pick two of the necessities you just listed, which two do you think are the most important to focus on?

Probing Questions:

- Out of all the necessities you just listed, what do you feel are the most important for us to learn more about?
- Which of the necessities you just listed do you think we should devote more attention to in order to help the most people?
- In your opinion, what makes these two the most important?
- What do you call these things we talked about? What is the best term to describe all of what you just listed?
 - If we called it livelihood, would it make sense to you? Why and why not?

Strategies, Activities, and Resources

- Thinking about everything you listed as a necessity, what are some strategies, activities, or resources that someone might also need in order to obtain _____ (*re-use some of the responses they listed in 4*)

Probing Questions:

- Ask participants about additional resources/strategies that they have not mentioned yet (for example: getting a job, finding housing etc.)
- We can think about this as sort of a pathway, how do you go from not having _____ to getting and maintaining _____?
- Has anyone or any place been helpful in getting those things set up for or with you?
- Of all the strategies or resources just listed, can you tell me about the different reasons a person may not be able to access or be able to secure _____ (*use some of the examples they listed for question 4*) for themselves?
- If someone could not get access to the basic necessities of life, how have people in your community or people you are close to been able to figure out new or innovative ways to obtain them?

Probing Questions:

- What are some outside the box ways you've seen an organization or group in your community make sure people have access to something they needed

- Let's get a little specific. What are all the organizations or groups that a person would need to interact with to obtain the necessities for life?
- We want to think about what life could look like if we all had everything we needed to thrive, not just survive. Thinking about that, what does thriving look like to you?

Probing Questions:

- What would someone in your community need to live with the most amount of freedom and joy?

Research Strategy Questions

- *[Thank the participant for all of the information they shared in the last section].*
- We're going to switch gears now and talk about how we might go about doing this study in the most respectful way. We know that participating in research can sometimes feel great or sometimes, feel really bad. We want participants to feel as safe and good as possible while knowing that talking about their experience might be really hard, so that's why we're trying to learn from you first.
- *[Remind participants that they do not need to share what their story is to answer the following questions].* When you feel heard and respected, what does that look and feel like?

Probing Questions:

- When it feels good to participate in something with others, what has a place done to help you feel that way?
- How do you know when you're truly being listened to and when your insights feel valued?
- What, if anything, has really turned you off from working with people who say they want to learn from you?
- Is there anything that feels hard about working in a group? How could we make that a better experience?

Outreach

- Thinking about what it feels like to be asked to do an interview or survey from someone or an organization you don't know yet, what would make you feel like it would be okay to trust that person/place or be excited about the study right away?

Probing Questions:

- What could we say in a flier or email that would help people be interested in working with us and doing the study?

- Are there people or organizations that you would want to hear from or talk to first before you agreed to participate?
- Do you have any ideas about how to reach other people who might be a good fit for the study?
- How can we or other stakeholders create more inclusivity for survivors and authentically engage survivors in different spaces?

Study Logistics

- There are several ways we could get the survey to a person [*give some examples here*]. What do you think is the easiest and best way for someone to receive and complete the survey? Why?
- One way we're thinking about respect is making sure that we're not just taking information from a person but offering them something that is helpful to them too. But we aren't really sure yet about the best way to do that. What feels like something you or your community might find helpful that Polaris could offer future participants for helping us with the study?

Probing Questions:

- We know money can be seen by some as respectful and for others as not the best way to respect people for their time, what else would feel fair for sharing your story or answering questions in a survey?
- If we paid people for their time, what do you think is a fair payment for a 30-minute survey? Or a 2-hour interview?
- Another area we want to learn about is how to keep everyone safe while also being respectful. Obviously, that is very important in any research but participants for this study may have unique things going on that we really need to understand ahead of time. What do you think future participants would want us to have a plan for or to be thinking about in order to help everyone feel okay and safe while they participate with us?

Probing Questions:

- Has there been a time where a place did this really well, what did they do?
- Has there ever been a time where a place took it too far and didn't respect your capacity to manage your own needs, what did they do that felt unhelpful in that moment?
- What about if everything is online and/or in a group? Are there additional safety issues we should be thinking about that may come in online or group spaces?
- We want to make sure people feel comfortable about how we're keeping their information stored. This is how we're thinking about it right now [*read consent language*]. Is there anything else you want to know after hearing that information? Does any part of it feel unclear or not really right to you?

Probing Questions:

- Are there any parts about what I just read that made you feel nervous or have questions?
 - What else may be helpful for us to talk about that isn't included yet?
- If we could create any kind of partnership between you and/or future participants and the research team, what kind of engagement would feel most meaningful to you?

Probing Questions:

- Are there any parts of working with people or organizations that you wished you got to do besides sharing your story or answering questions in a survey?
- In the past, have you ever worked with anyone who made you feel like you were really valued or an equal partner in the work? What was that experience like?
- What were some of the ways that people showed you that your unique skills were important to their work, even after you shared your story?

Dissemination and Framing

- After we've talked to a lot of people and collected a bunch of information about the survey, what do you think we should do with all that information?

Probing Questions:

- How do you think it could be used to be the most helpful for you or people in your community?
 - What do you hope comes out of this study?
- When you've shared your insights or story with people before, have there been ways they talked about it that you really liked?
 - Is there any language or ways of speaking about your experience that you find really disrespectful?
 - If you were reading questions about your experience, what kinds of words or ways of talking about an issue may really upset you, or make you not want to answer anymore?
 - How might we think about partnership with you or people in your community at once we gather all this information? What would meaningful engagement feel like for you, after the study is all done and we have all the information ready?

Closing Out

- We're coming to a close. For my last question, I'm very interested in hearing about one special skill or unique gift that you have (or you could ask, "What was the last time you felt you advocated for your community?")

- Is there anything that we did not cover that you feel is important to talk about?
- Do you have any questions for me right now?

Key Informant Discussion Guide

A. Participant Type

Survivors who hold specific professional expertise needed to inform the study including:

- Policy makers or advocates with special knowledge of policies that are relevant for trafficking survivors
- Direct service providers that have worked with survivors in any capacity of facilitating service provision

In addition, if we can not identify a survivor with the professional expertise needed to inform the study, we may get a professional that has had extensive experience working with trafficking survivors but who does not have lived experience themselves. However, as much as possible, survivor inclusion will be prioritized.

B. Format

Individual interviews will be conducted over the phone or through a secure digital communication platform, such as Zoom or Skype. Interviewers will use a semi-structured interview guide and the interviews are anticipated to take approximately one hour to complete.

C. Guidelines for Managing Individual Interviews

The following are key guidelines for conducting the interviews:

- ❖ Before the interview
 - Establish rapport with the participant.
 - The interview should be conducted in private – other people should not be listening or be able to overhear the conversation.
 - Check in with the participant to make sure they feel comfortable, both physically and otherwise.
- ❖ Obtain informed consent
 - Explain the purpose of the study.
 - Explain all elements of the informed consent process.
 - Ask for permission to record the discussion and explain that the purpose of recording the conversation is to ensure we do not miss anything and represent their words exactly as they have said them. Explain that no names will be revealed and transferred.
 - Obtain informed consent.

❖ During the interview

- Start recording the interview (if permission is given).
- Use the tools on the following pages to continue the individual interview.
- Probe to elaborate on responses as indicated in the tools.
- Watch for signs of distress and remind participants that they can take a break whenever needed or stop the interview.

❖ At the end of the interview

- Ask if there is anything else the participant would like to add to the topics discussed.
- Ask if the participant has any questions.
- Thank the participant and assure them of study confidentiality.
- Check in with the participant to see how they're feeling and help problem-solve if they need a debrief or further support post-interview.
- Collect contact information for how they would like to receive payment (check, Venmo, Paypal, giftcard, etc.)
- Label and upload the digital files as indicated in the operational manual.

REMINDER FOR INTERVIEWER: The questions below are only meant to be a guide, please listen and remain flexible in your approach. For example, you may want to stay longer on a topic that feels critical to participants or drop questions that do not generate conversation well. What is listed below can be thought of as a question bank, where you select the questions based on participant interaction and do not ask questions in a uniform or unnatural way.

Opening Dialogue

- Ask the respondent to tell you a little about who they are and their current work.

Mapping and Ranking of Livelihoods

- *(Direct service providers)* This study is mostly about livelihoods, do you think there are different ways of understanding livelihoods that most of the people you work with are managing everyday?
- *(Direct service providers)* [Researcher should take notes here, to refer to in questions 4-7] Ask the participant to name all the necessities a person they work with might need to obtain the necessities for life.

Probing Questions:

- After the participant is done listing, use probes to help them think of additional

necessities like food, housing, health care, child care, etc. if they have not already named them.

- If you could only pick two of the necessities you just listed, which two do you think are the most important to focus on?

Probing Questions:

- Out of all the necessities you just listed, what do you feel are the most important for us to learn more about?
- Which of the necessities you just listed do you think we should devote more attention to in order to help the most people?
- In your opinion, what makes these two the most important?

Strategies, Activities, and Resources

- Thinking about everything you listed as a necessity, what are some strategies, activities or resources that those you work with also need in order to obtain _____ (*re-use some of the responses they listed in 3*)

Probing Questions:

- Ask participants about additional resources/strategies that they have not mentioned yet (for example: getting a job, finding housing etc.)
- We can think about this as sort of a pathway, how do the people you work with go from not having _____ to getting and maintaining _____?
- (*Direct service providers*) Of all the ways that you just listed, are any of these “resources” that you know are available but don't seem to be used by the people you work with? What are the big challenges you see as getting in the way?

Probing Questions:

- Can you tell me about the different reasons a person may not be able to access or use _____ or why a person wouldn't be able to secure _____ for themselves?
- (*Direct service providers*) When a person could not get access to what they needed, how have you seen them be able to figure out new or innovative ways to obtain the necessities for life?

Probing Questions:

- What about in the community? Have you seen any interesting community responses that have been innovative or creative about finding ways to obtain the necessities for life?
- What are some outside the box ways you've seen an organization or group make sure the people you work with have access to something they needed?

- Let's get a little specific. What are all the organizations or groups that a person would need to interact with to obtain the necessities for life?

Research-Strategy Questions

- (*Direct service providers*) Thinking about what it feels like to be asked to do an interview or survey from someone or someplace a participant doesn't know yet, how have you or your organization gone about outreach or building trust with the people you work with that seems to have worked or really mattered to their engagement?
- (*Direct service providers*) What about during covid when everything has had to be online, are there new ways to do this to meet the moment?
- Do you have any ideas about how to reach people with lived experience, who might be a good fit for the study?

Probing Questions:

- Are there organizations that you know survivors work with and trust that might be a good first step?

Study Logistics

- There are several ways we could get the survey to a person [*give some examples here*]. What do you think is the easiest and best way to have participants receive and answer survey questions?
- One way we're thinking about respect is making sure that we're not just taking information from a person but offering them something that is helpful to them too. But we aren't really sure yet about the best way to do that. What feels like something we might be able to help participants with, for helping us with the study?

Probing Questions:

- What do you think are some different options we could offer participants for their time?
- We know money can be seen by some as respectful and for others, as not the best way to respect people for their time, what else would feel fair for someone who was sharing their story or answering questions in a survey about trafficking?
- If we paid people for their time, what do you think is a fair payment?
- Another area we want to learn about is how to keep everyone safe while also being respectful. Obviously, that is very important in any research but participants for this study may have unique things going on that we really need to understand ahead of time. What do you think we need to have a plan for or to be thinking about in order to help everyone feel okay and safe while they participate with us?

Probing Questions:

- Ask about trauma-informed practices they know of or have used.
 - Has there been a time where your organization or a place you know of did this really well, what did they do?
 - Has there ever been a time where a place took it too far and did not respect a person's capacity to manage their own needs, what did they do that felt unhelpful in that moment?
- What about if everything is online and/or in a group? Are there additional safety issues we should be thinking about that may come in online or group spaces?

Policy Priorities

- What are key issues within policy priorities that are important to get feedback from survivors?

Dissemination

- How might we think about partnership with you once we gather all this information? How could this information be helpful to your place of work, specifically?
- How might you think about how best to disseminate the information back to the people you work with?

Closing Out

- We're coming to a close. For my last question, I'm very interested in hearing about one special skill or unique gift that you have (or you could ask, "What was the last time you felt you advocated for your community?")
- Is there anything that we did not cover that you feel is important to talk about?
- Do you have any questions for me right now?

Appendix B - Formative Study: Facilitated Group Discussion Guide

The following tools are guides, highlighting a range of topics that will be covered. In line with most qualitative methods, the questions are just guides for facilitators rather than scripts for them to read. We will listen to our participants and be flexible in our use of each question and activity. This flexibility allows us to flush out topics that feel critical to participants and reduce participation if dialogue becomes stalled. Thus, what is listed below can be thought of as both a guide and a question bank, where it is unlikely that all questions will be used in each group discussion or key informant interview. Questions will be iteratively adapted, based on initial key informant interviews and groups, and we will work through facilitative techniques so that the guide stimulates input but is not used in a uniform way. However, we will remain within the same topical domains identified in the guide.

A. Participant Type

Survivors who meet the general study criteria but expressed a preference in not participating in group discussions.

B. Format

A total of 10-12 facilitated group discussions will be held, with each containing 6-8 individuals. Separate groups will be held based on key demographic characteristics, including separate groups for men, women, sex trafficking survivors, labor trafficking survivors, as well as several groups for Spanish-speaking and Mandarin-speaking survivors that will be moderated in those languages. Each group will last approximately 2 hours.

C. Group Management

❖ *Before the Group Discussion*

- ❑ Make sure participants are provided adequate IT support, including:
 - Offering resources and answering questions before the Zoom meeting
 - Offering live support at the time of the group discussion to help participants connect to the Zoom meeting
- ❑ Create a welcoming Zoom room environment
 - Ask participants to identify a private, and quiet, space where they will be able to join the meeting, ahead of time
 - Invite participants to join 10-15 minutes ahead of the meeting
 - Allow participants to join with pseudonyms or just their initials and with their cameras turned off
 - Encourage participants to make themselves comfortable, whether that means bringing tea/snacks, sitting in a comfortable chair, finding a private and quiet space, etc.
 - Schedule at least one break halfway through the discussion
- ❑ After participants have started joining the meeting room, and before the discussion begins, greet people and make them welcome
 - Do not ask personal questions that would help label who a participant is – or do not ask questions that would identify differences in the group
- ❑ Review the group discussion process to ensure participants are still comfortable with the study procedures
 - Explain all elements contained within the informed consent form
 - Ensure the group understands the importance of protecting confidentiality for all group attendees

- Review the protocol for recording the meeting, explaining the purpose and the steps we will take to protect confidentiality
- Ask participants if they have any questions

❖ *During the Group Discussion*

- ❑ Start recording the discussion (if permission is given)
- ❑ Establish group discussion norms – to make it safe for everyone to talk.
 - Assure everyone that no names will be attached to any comments said during the discussion
 - Ask everyone to take a pledge of silence about topics discussed in the group and not to discuss what people have said after leaving the room
 - Ask everyone to respect everyone’s opinion and to pledge to be open with each other while in the room. Remind people that everyone feels and thinks differently.
 - Tell everyone that their opinions and words will help us better understand the community
 - Tell everyone that there are no right or wrong answers and that they should feel comfortable sharing all information and opinions
 - Tell everyone your role is to listen and not take sides – so nothing they say can upset or please you
 - Remind people to ask for breaks when they want them, to bring a drink or snacks if they want, and just to enjoy themselves
- ❑ The atmosphere of the discussion should be casual, informal, and friendly – participants should feel comfortable about sharing. Each moderator should achieve this in a way that feels right to them.
- ❑ Use the tools selected to continue the group discussions
- ❑ Address all questions or topics in the tools
- ❑ Fill out all appropriate data forms as indicated
- ❑ Probe to elaborate on responses as indicated in the tools

❖ *At the end of the Group Discussion*

- ❑ Ask if there is anything else the participants would like to add to the topics discussed
- ❑ Review the forms to make sure everything is filled out
- ❑ Ask if the participants have any questions
- ❑ Assure the participants about study confidentiality and point them to aftercare resources

- ❑ Thank the participants
- ❑ Download recordings into a secure folder

Instructions for Projective Techniques

Specific Instructions for Free-Listing:

1. Use the selected mind-mapping software for the free-listing activities
2. Make sure to share your screen with participants during the free-listing activities
3. Enter each response on a separate line
4. Use the platform tools to highlight or circle responses when called for in the discussion guide

Specific Instructions for Developing Persona Profile and Journey Maps:

1. Use the selected collaborative tool for developing the persona profile & empathy map, as well as the journey map (this will be either Zoom's whiteboard tool or Jamboard)
2. Make sure to share your screen with participants during these activities
3. Use the pre-developed persona profile, empathy map, and journey map worksheets to gather responses
4. Use the platform tools to highlight or circle responses when called for in the discussion guide, including during the ranking exercise

FACILITATOR INSTRUCTION: What is presented in this guide is suggested language. Remember that this is a flexible guide. While we encourage you to follow the progression of questions and activities presented below, you should feel free to phrase activity instructions and activity/discussion prompts in your own words, as well as using language that is reflective of what participants are using and sharing.

Group Discussion Introduction Script:

We told you a little bit about the national survivor study when we spoke to you about joining today's group discussion. We want to understand the experiences of people who have experienced different kinds of trafficking. We're going to try to speak to a lot of people from different kinds of backgrounds using a survey, interviews, and group discussions. To begin with, we're carrying out group discussions like this one with people who have experienced trafficking to help us learn more about survivors' perspectives. What you share with us will help us develop and improve the next phases of the study, including making sure we know how to engage with survivors in respectful ways and what topics we should focus on.

Module 1: Building Persona Profile and Empathy Map

Persona Profile and Empathy Map Instructions Script:

Let's get started. We're going to work on an exercise together. We're going to create a profile of a typical person who has experienced trafficking and what that person thinks, feels, and needs. We're going to continue to refer to this profile throughout the discussion - in other words, our conversation today is going to be centered around this fictional person who maybe has had experiences similar to yours, rather than on your individual, personal experiences.

As we create this profile, I want you to think of your experiences, but also of the experiences of other people who have experienced trafficking - maybe these are people who have had similar experiences to you, or maybe they've had different ones. What you share doesn't have to be something you've experienced personally, but just what you think is true for a lot of people who've been in your shoes. In fact, I don't want you to talk about your personal experiences in a lot of depth right now. Right now, we're just going to focus on the general needs and experiences of people who've experienced trafficking.

Please make sure to only share what feels comfortable and safe to share and remember to speak generally. We will bring all of your feedback together as we create this profile. We're not going to try to represent every experience, because of course, each person has unique and diverse experiences. We're just going to try to come up with a "typical" profile that represents a lot of people's experiences. Remember, there are no right or wrong responses here.

Do you have any questions before we begin?

Activity: Free-Listing

To get started with creating this profile, we're going to start with an exercise that will help us learn how to speak about people who have experienced trafficking in ways that are appropriate and respectful. I'm going to ask all of you a couple questions and will list your responses using this mind-mapping program so you can see all the responses together.

Free-Listing Questions:

- To begin with, can you list all the words or phrases that you think are culturally appropriate, relevant, and respectful to use when referring to other people, such as yourselves, who have experienced trafficking?

Follow-Up:

- a) Which of these do you like the most? *{Moderator: circle or highlight participants' responses on screen}*
- b) Can you tell me a little bit about why you liked these responses the most?

- In some circles, people who have experienced trafficking and have now exited that situation are called “survivors.” What do you think about this term?
- Next, think about interactions you’ve had with friends, service providers, the media, or other “helpers.” Can you list all the words or phrases that well-intentioned people have used to describe people who have experienced trafficking that you actually think are inappropriate, irrelevant, or disrespectful?

Follow-Up:

- a) *{Probe on any terms that require more clarity, e.g. terms that might otherwise be considered neutral}* Can you tell me more about why you think these words are inappropriate?

Activity: Persona Profile Development

[Facilitator pulls up persona profile worksheet/diagram on screen with the image of person/stick figure and boxes to be filled in.]

Now we’re going to work on creating the fictional profile of a typical [insert language prioritized participants in previous activity when referring to a person who has experienced trafficking and survived.]

[Facilitator should use the following probes as guides for moderating this activity]

- Let’s decide on a gender that this person identifies with. {If the group is made up of mostly self-identifying females or males then the moderator should pre-select the persona gender based on the group}.
- What is this person’s ethnicity or race? {If the group is made up of mostly self-identifying POC or white individuals, then the moderator should pre-select the persona as being a POC or white based on the group}.
- Let’s come up with a name for him/her - this is just so we can begin to identify with this person more.
- How old is {insert name}? Prompt: How old is someone who typically gets trafficked? What about someone who exits a trafficking situation?
- What languages does {insert name} speak?
- What is {insert name}’s educational experience? What about their work experience?
- What is {insert name}’s story? How were they trafficked?
- What is {insert name}’s situation now? How did they exit their trafficking situation?
- What kind of community does {insert name} live in now?

- Who does {insert name} live with now?
- What kinds of social or financial support does {insert name} have?
- What are the major responsibilities of {insert name}?
- When you think about {insert name} as someone who's survived trafficking, how would you describe them?

Activity: Empathy Map Development

Now we're going to think a little more about what {insert name of persona} thinks and does.

[Facilitator pulls up empathy map worksheet/diagram on screen with four quadrants to be filled in.]

Quadrant 1: What does this person say?

- Let's come up with a few defining quotes for this person. What do you think would be something this person would say about their life as someone who has experienced trafficking?

Quadrant 2: What does this person think?

- What is {insert name} worried about? What are they excited about?
- What does {insert name} value? What's important to them?

Quadrant 3: What does this person need and desire?

- What challenges and obstacles does this person face?
- What are three things that {insert name} needs to overcome those challenges?
- What hopes/aspirations does {insert name} have?

Quadrant 4: What does this person do?

- What does {insert name} do to help themselves?
- What do they do to help their family or friends?

Module 2: Research Protocol Development

[Facilitator should thank participants for all of the information they shared in the last section].

Opening Dialogue:

We're going to continue with a discussion about {insert persona name} and talk about doing

research with people who have experienced trafficking. These group discussions we're having now are the first step in a national study of trafficking survivors. We're hoping that through a survey, interviews, and more group discussions like these, we can better understand survivors' experiences with trafficking and make appropriate recommendations to policymakers and service providers. Now, I want us to talk about how we might go about doing this study in the most respectful way. We know that participating in research can sometimes feel great or sometimes, feel really bad. We want participants to feel as safe and good as possible, while knowing that talking about their experience might be really hard, so that's why we're trying to learn from you first.

[Facilitator should remind participants that they do not need to share what their story is to answer the following questions].

Activity: Facilitated Group Discussion based on Persona Profile

Now let's imagine that {insert persona name} is participating in the Polaris study we've been discussing. Think about everything we've discussed about {insert name}'s experience, needs, desires, and so on.

Question Bank:

1. What do you think are some problems {insert name} might face if we were to ask them to participate in this study?

Probing Questions:

- a) What would make it harder for {insert name} to participate?
 - b) What would make it easier?
2. What, if anything, would {insert name} be turned off by in terms of working with people who say they want to learn from you?
 3. Given {insert name}'s experiences, what should we be particularly sensitive to if we were to involve them in this study?

Probing Questions:

- a) Is there anything about {insert name}'s story that we should be especially thinking about?
4. What are some of the specific needs that {insert name} might have in terms of participating in this study?
 5. If {insert name} were asked to be interviewed or to take a survey from someone or some place they don't know yet, what do you think would make them feel comfortable and like they could trust that person or place?

Probing Questions:

- a. What would make you excited about the study and want to participate?
 - b. What could we say in a flier or email that would help survivors feel comfortable with taking part in our study?
 - c. Can you think of any person or organization you trust that you would want to hear from first, before you agreed to participate?
6. When thinking about how best to reach other survivors, like {insert name}, what do you think would be the easiest and best way to ask them our survey questions? {Provide examples}

Module 3: Livelihoods Discussion

[Facilitator should thank participants for all of the information they shared in the last section].

Opening Dialogue:

Now we're going to move away from talking about the study and talk more about factors that impact the daily life and well-being of people who experience trafficking. We're going to return to the listing exercise we did earlier, except this time we want to learn more about people's experiences getting through each day.

[Facilitator should remind participants that they do not need to share what their story is to answer the following questions].

Remember {insert name of persona}? Let's go back to their profile and what we described about them [pull up persona profile and empathy map on screen]. We're going to think about what it would be like for {insert name} as they try to make ends meet and make it through the day. Let's start by reminding ourselves of the specific background, experiences, needs, and challenges that {insert name} faces.

Activity: Free-Listing

[Facilitator pulls up mind mapping platform for free listing]

Now let's think more about what {insert name} needs.

- Can you name the different essential things that {insert name} needs to live?

Probing Questions:

- a. What are all the resources that they need to obtain the necessities?
- b. What do they have to do to take care of themselves or their family?
- c. If these are not mentioned, probe for the following: housing, food on the table, medical care, child care ...

- d. Which of these do you think are the most important for obtaining the necessities for life? *[Circle or highlight participants' responses on screen]*
 - e. Can you tell me a little bit about why you think these are the most important?
 - f. Which of these do you think is the most important for us to learn more about in this study?
- Thinking about everything you listed, what are all the ways you can think of where these resources might be found in and around {insert name}'s community?
 - Let's get a little specific. What are all the organizations or groups that {insert name} would need to interact with to obtain the necessities for life?

Probing Questions:

- a. What organizations or groups would {insert name} go to get help with the issues you just listed?

Activity: Ranking

- Looking at all these different organizations and groups, which ones do you think are the most important for us to learn more about in this study when it comes to how they can help people like {insert name} obtain the necessities for life?

Activity: Free-Listing

- What are other resources that survivors use to get help with obtaining the necessities for life?

Probing Questions:

- a. Where can survivors go within their households or among friends and family, to get help with the issues that we identified earlier?
- b. What are all the other places or people that survivors can go within their community to get help with obtaining the necessities for life {Probe: church/religious communities, libraries, schools, hairdressers/beauty salons}
- c. What else do survivors do to help themselves get through the day?
- d. Do you know of any laws or supports that are bigger than any single place or person that could help you get what you need?

Activity: Journey Map

[Moderator pulls up journey map worksheet/diagram on screen with boxes to be filled in]

Opening Dialogue:

At this point, we know more about {insert name} and their background, their needs, the challenges they face, their desires, etc. We know about what they need to get through the day and we've thought about how they might do that - what people or places they might turn to for support or services. Now, we're going to try to create the specific journey, or path, that {insert name} would take to do so. We want to think about what they prioritize, where they'd turn first, where they'd go next, etc.

- To begin with, what do you imagine that {insert name} would do first to obtain the necessities for life? What would be their priority? What do they need first?

Let's focus on that priority and imagine the process that {insert name} would take to address that.

- What would be the first person or place that {insert name} would go to to obtain {insert priority}?

Probing Questions:

- a. Would they try to figure this out on their own first?
 - b. Is there a family member, neighbor, or friend in their home or who lives nearby that they would go to first?
 - c. Would they first go to an organization of some kind in the community?
- Let's imagine that {insert name} went to this person or place. How would this person/place allow {insert name} to address this priority? What kind of resources might they get there? What would that be like?
 - What if they still wanted to find other resources to obtain {insert priority} - where would {insert name} go next?
 - What else would {insert name} need to address {insert priority}? Where else would they go to obtain helpful resources?

Probing Questions:

- a. What would make it harder for {insert name} to address this need?
 - b. What would make it easier?
 - c. What resources would {insert name} not have access to that you think they need?
- Can you think of any new or unexpected resources that {insert name} might have access to or that other survivors use that we might not be aware of?

Probing Questions:

- a. What do people who've experienced trafficking do to help themselves that people who work with survivors don't know about?
- b. What are special skills or resiliencies that people who've experienced trafficking have when it comes to making ends meet and getting through the day?

Module 4: Research Protocol Development {if time permits}

Activity: Facilitated Group Discussion (general)

Let's discuss some other aspects of the research study. This time, you don't have to think just about {insert persona name} but you can reflect on your own experiences or those of other people you know.

Question Bank:

1. When you feel heard and respected, what does that look and feel like?

Probing Questions:

- a. How do you know when you're truly being listened to?
- b. How do you know when your insights are being valued?
- c. Can you give an example of when it has felt good to participate in a group activity of some sort?
- d. What makes you feel more respected? What makes you feel less respected?

2. What does it feel like to be welcomed and included in a group?

Probing Questions:

- a. When have you felt like you were included? When have you felt like you didn't belong?
- b. What could people or organizations who work to help trafficking survivors do better to make sure survivors feel like they are included in those efforts?

3. Have any of you ever participated in a research study before? What was that like?

Probing Questions:

- a. What went well and what did you like?
- b. What did you not like about participating?
- c. How could the experience have been better?

4. If we could create any kind of partnership between you and/or future participants and the research team, what kind of engagement would feel most meaningful to you?

Probing Questions:

- a. Are there any parts of working with people or organizations that you wished you got to do besides sharing your story or answering questions in a survey?
 - b. In the past, have you ever worked with anyone who made you feel like you were really valued or an equal partner in “the work?” What was that experience like?
 - c. What were some of the ways that people showed you that your unique skills were important to their work, even after you shared your story?
5. Do you have any ideas about how to reach other survivors who might be a good fit for the study?
 6. We want to make sure people feel comfortable about how we’re keeping their information stored. This is how we’re thinking about it right now {read consent language}.

Is there anything else you want to know after hearing that information? Does any part of it feel unclear or not really right to you?

Probing Questions:

- a. Are there any parts about what I just read that made you feel nervous or have questions? What else may be helpful for us to talk about that isn’t included yet?
7. Another area we want to learn about is how to keep everyone safe while also being respectful. What kinds of things do you think future participants would want us to have a plan for or be thinking about in order to help everyone feel comfortable and safe while taking part in interviews, the survey, or group discussions?

Probing Questions:

- a. For those of you who have participated in a study before, or if you’ve received services, for example, health care services, what do you think they did well when it came to protecting your wellbeing and safety?
 - b. Has there ever been a time when you did not feel protected or safe when participating in a study or interacting with service providers?
8. Because of the pandemic, we will be carrying out all our interactions with participants online. Thinking about that, are there any additional safety issues that you think we should be aware of when it comes to interacting online or in group spaces online?
 9. After we’ve talked to a lot of people and collected a bunch of information about the survey, what do you think we should do with all that information?

Probing Questions:

- a. How do you think it could be used to be the most helpful for you or people in your community?
 - b. What do you hope comes out of this study?
10. When you've shared your insights or story with people before, have there been ways they talked about it that you really liked?
 11. Is there any language or ways of speaking about your experience that you find really disrespectful?
 12. If you were reading questions about your experience, what kinds of words or ways of talking about an issue may really upset you, or make you not want to answer anymore?
 13. How might we think about partnership with you or people in your community at once we gather all this information? What would meaningful engagement feel like for you, after the study is all done and we have all the information ready?
 14. To make sure we're showing respect to participants, we want to ensure that we're not just taking information from a person but offering them something that is helpful to them too. But we aren't really sure yet about the best way to do that.

What feels like something you or your community might find helpful that Polaris could offer future participants for helping us with the study?

Probing Questions:

- a. What do you think are some different options we could offer participants for their time?
- b. We know money can be seen by some as respectful and for others, as not the best way to respect people for their time, what else would feel fair for sharing your story or answering questions in a survey? If we paid people for their time, what do you think is a fair payment?
- c. What would feel helpful if you are participating in a survey, in particular? What about in an in-depth interview? What about a group discussion like this one?

Module 5: Closing

Opening Dialogue:

We've just had a rich discussion about what it's like to be someone who's experienced trafficking. What you've shared has been invaluable and we are so grateful for your time. We're starting to wind down the conversation now and just have a few final questions before we close.

1. We were just talking about special skills that some people who've experienced trafficking have. What's one special skill or unique gift that you have that you want to share with the group? Let's go around the room.
2. Is there any remaining comment you wanted to add to the conversation we've had today that you didn't have a chance to share?
3. Do you have any questions for me at this time?

Closing Dialogue:

Again, we want to thank you so much for your time and for sharing your wisdom with us - it's going to help us improve this project greatly. A few reminders before we close -- Please remember to respect everyone's confidentiality and what was shared here today. You should be receiving the [fill in compensation specifics including what and when]. Finally, if you'd like, you can stay on the call with [insert survivor advocate name] to chat about the discussion and any final thoughts or concerns you might have. Thanks, have a great day.

Appendix C - Formative Study: Cognitive Interview Guide

A. Purpose of Instrument

The purpose of cognitive interviewing is to determine how respondents are processing questions we have outlined in the survey. More specifically we want to know:

1. How does the respondent understand the question or certain terms? Any misunderstandings? Is there a problem with the assumptions made in the question?
2. What/How/ does the respondent recall the information needed to answer the question? How easy was it to recall this information? Example: for a question that asks about the length of time in the US, what did they try to think of to answer the question?
3. What types of decisions did the respondent make to come up with the final answer? How much effort did the respondent put into answering the questions? Were any sensitivities involved in the final answer given (was there a possible under- or over-reporting)?
4. Do the response categories match what the respondent initially thought of for an answer?

This tool is a guide, highlighting a range of topics that will be covered. In line with most qualitative methods, the questions are just guides for interviewers rather than scripts for them to read. We will examine a subset of questions from the survey with different participants.

B. Participant Type

Survivors who meet the general study criteria.

C. Format

Individual interviews will be conducted over the phone or through a secure digital communication platform, such as Zoom or Skype. Interviewers will use a semi-structured interview guide and the interviews are anticipated to take approximately one and a half hours to complete.

D. Pre-Interview Guidelines

The following are key guidelines to follow before the interview:

- ❖ Ensure Comfort

- ❑ Establish rapport with the participant.
- ❑ The interview should be conducted in private – other people should not be listening or be able to overhear the conversation.
- ❑ Check-in with the participant to make sure they feel comfortable, both physically and otherwise.

❖ Obtain Informed Consent

- ❑ Explain the purpose of the study.
- ❑ Explain all elements of the informed consent process.
- ❑ Ask for permission to record the discussion and explain that the purpose of recording the conversation is to ensure we do not miss anything and represent their words exactly as they have said them. Explain that no names will be revealed and transferred.
- ❑ Obtain informed consent.
- ❑ Start recording the interview (if permission is given).

E. Interview Guidelines

The following are key guidelines for the interviewer to follow during the interview

1. Read the introduction – convey that the main purpose of the interview is to test the questions.
2. Ask the respondent a specific survey question VERBATIM following the instructions given for each question.
3. Note the spontaneous answer the respondent gives on the questionnaire.
4. If there is more than one question, get spontaneous responses for each question.
5. Then, if the question has closed answers, read the answers (or give a showcard for them to select) and ask which answer they would choose from the list.
6. If the respondent reacted in a certain way to warrant probing, use one of the probes in Table 1 to get to the bottom of the issue.
7. Then ask the respondent the series of standard probes specified for each question (Table 2). You can paraphrase the probes to the situation.
8. Note the answers given and follow up on any misunderstandings or unexpected answers. If there are any other probes that you think of, please feel free to probe.

9. If the answer they gave when you asked the question open-ended is not consistent with the answer they selected when given the responses, probe on why that is and how they selected the answer they did.
 10. Note that we have only about an hour to get this done – so try not to spend too much time on just one question (average of 4 minutes – sometimes more, sometimes less). If a question is too difficult to administer and the respondent does not even seem to get started, make a note of the difficulties and move on.
 11. At the conclusion of the probing section, make any other notes on your observations.
 12. Go on the next survey question and repeat the steps above.
 13. At the end of the questioning, write down general comments about the survey or the respondents' reactions in general.
- ❖ During the interview, watch for signs of distress and remind participants that they can take a break whenever needed or stop the interview.

Table 1: Conditional Probing	
If the respondent...	Ask...
Did not know how to answer or stated "do not know"	What were you thinking about as you were trying to answer the question?
Answers after a long period of silence	It took you a long time to answer. What were you thinking about?
Seems to hesitate on the answer	You seemed unsure. Can you tell me what made you hesitate?
Changes their answers	What made you change your answer?
Answers conditionally (e.g. "if you mean this..." or "if you don't count this...")	What else would you have thought I meant?
Asks for more information instead of answering	How would you answer it if I were not able to give you more information?
Gives a wrong or an inappropriate answer that shows some type of misunderstanding	Try to get at the root of the misunderstanding – is it a particular terms use, etc.

F. Post Interview Guidelines

At the end of the interview:

- Ask if there is anything else the participant would like to add to the topics discussed.
- Ask if the participant has any questions.
- Thank the participant and assure them of study confidentiality.
- Check in with the participant to see how they're feeling and help problem-solve if they need a debrief or further support post-interview.
- Collect contact information for how they would like to receive payment (check, Venmo, Paypal, giftcard, etc.)
- Label and upload the digital files as indicated in the operational manual.

G. Cognitive Tool

❖ Opening Dialogue

Ask the participant to tell you a little about who they are and their life right now.

Thank you for consenting to talk with me. Today we are testing a new questionnaire that we will be using to ask survivors of trafficking about their experiences in accessing services and other things as they try to make a living. We are talking to people like you to help us determine the best ways to ask people questions about these topics.

So, the purpose of the interview today is for you to help us figure out what is wrong with specific questions in the questionnaire and what should be changed. Therefore, here is what I would like you to do:

- *I will be asking you these questions one by one and I would like you to answer them to the best of your ability.*
- *Please do not hesitate to tell me if there are questions that do not make sense or are confusing in some ways. This is the main reason we are here today – to change those questions.*
- *Periodically, I will ask you some questions about what the question means or what some of the words used in the question mean. Please tell me all that is on your mind.*
- *I will be recording and taking notes as we go along.*

- *Do you have any questions for me?*

Okay – before we get started, I would like us to practice one of the things that we will be doing. I will ask you a question, and after you answer, I will ask you to ask me the same question I asked you, as if you are going to interview me. For instance, I will ask you the following question:

- *What is the date today?*

After I listen to your answer, I would like you to ask me the same question and listen to my answer. So please go ahead...ask me what the date is in your own words....

What we are trying to do here is to see if there is a better way to say it. Now, let's practice again with one more question and I will answer them:

- *What is your marital status? (Wait for the answer from the respondent)*
- *Now please ask me the question in your own words?*

Do you have any questions before we start?

So let's get started?

Specific questions in different sections of the main survey will be selected and tested in the cognitive interview. These questions will change depending on the interviewee as well as which question the research team still have outstanding questions on. Below we list two example questions to illustrate how the cognitive interviews will be structured.

❖ Example: Trafficking Experiences

Now we want to understand the different experiences of trafficking survivors. Remember that your answers are confidential and anonymous.

Please let us know which of the following describe your trafficking experience. The following statements refer to forced labor experiences NOT associated with sex trade (check all that apply).

- *I had to work for little or no pay until a debt was repaid.*
- *I was required to work for little or no pay in exchange for things like a safe place to stay, legal documents, and/or basic necessities.*
- *I was threatened, harmed, or intimidated at work or feared leaving.*
- *I had wages withheld by an employer to pay for my transportation, food, or rent.*

- *I was held in a location in order to work even when I wanted to leave.*
- *I was forced to work extremely long hours in very poor conditions for little or no pay.*
- *I was tricked into doing work that was different from what I was told*
- *None of the above*

Table 1: Conditional Probing	
Respondent's reaction (Did s/he hesitate, changed answers, etc...?)	
Interviewer's Question:	
Respondent's Answer:	

Table 2: Standard Probes	
Probe	Response
1. Now your turn - can you ask me the last question I just asked in your own words?	
2. Was there anything confusing about the question? What?	
3. How did you feel being asked this question?	

Roughly, how old were you at the *start of your exploitation*?

- 0-5
- 6-10
- 11-14
- 15-17
- 18-21
- 22-25
- 26-35
- 36-45
- 46-55
- Older than 55
- Don't know
- Prefer not to say
- Refuse to answer

Table 1: Conditional Probing	
Respondent's reaction (Did s/he hesitate, changed answers, etc...?)	
Interviewer's Question:	
Respondent's Answer:	

Table 2: Standard Probes	
Probe	Response
1. Now your turn - can you ask me the last question I just asked in your own words?	

2. Was there anything confusing about the question? What?	
3. Did you have a hard time deciding on an answer? What made it hard?	

The prior example should then be repeated for all items and sections of the instrument.

Appendix D - Cross-Sectional Survey: Outreach and Screening

Safety

SAFE To start, we want to make sure you are in a safe place. Are you currently in a safe place where you can answer some questions?

- Yes (1)
- No (2)
- Not sure (3)

END1 *[If SAFE = 2,3]* Thank you for your interest in this study, but we don't want you to risk your safety to determine if you can participate. If you still want to participate, please come back to this form when you are in a safe place. This survey will be open at least through May. If you need to speak to someone about finding a safe place, please call the Hotline at 888-373-7888 or text BEFREE. If you have any other questions about this study, please contact [phone number].

Outreach

HEAR How did you hear about the National Survivor Study? *Please check all that apply.*

- From an organization (1)
- From someone I know well, like a friend or family member (2)
- From an acquaintance (3)
- From a listserv or email list (4)
- From Polaris directly (5)
- From a social media post (6)
- Not sure (7)
- Other (8) _____

LISTORG Can you tell us which organization or listserv you heard about the study from? *This will help us improve our outreach efforts in the future.*

REFERSURVIVOR Do you know if the person who told you about the study was someone who had already participated?

- Yes (4)
- No (5)
- Not sure (6)

UNIQUE Did you receive a three word code from someone you know to participate in this survey? *If you did not receive one or don't remember it, that's ok. We are using these codes to understand how people are referred to the survey by other participants, but it is not necessary to have one to participate.*

If YES, enter it here (1) _____

No, I did not receive a code (2)

I received a code, but I don't remember it (3)

Screening

INTSCREEN Thank you for your interest in the National Survivor Study. The purpose of this study is to better understand the situations of people who have experienced sexual exploitation or forced labor at some point in the past in order to improve policies and programs that can help.

The first section is a screening questionnaire which determines whether your experiences meet the criteria to participate in the study.

Any information you share in this survey is confidential and anonymous. This means your information you share will NOT be shared with law enforcement, immigration, other authority or institutions under any circumstances.

SCREENED Did you fill out the screening questionnaire at another time, either by phone or in an online survey like this one? *The questionnaire asked about your exploitation experiences and which of the National Survivor Study activities you would be interested in participating in, as well as asking for your contact information.*

Yes (1)

No (2)

I don't know (3)

If you filled out the questionnaire in the past and were determined to be eligible, you would have received a link from Polaris at the contact information you provided. If you have that link, please exit this survey and click on it; this will save you time by not asking you questions you may have already answered. If you think you should have received the link, you can contact someone at [email address] or leave a message at [phone number] for someone to get back to you with the correct link.

NOLINK If you prefer, you can just answer the screener questions again. Would you like to answer the questions again?

Yes, go to the screening questions. (1)

No, I will find the link or call or email the NSS team. (2)

SCREENFIRST Thank you for your willingness to participate. First, we will ask you some questions to make sure you are eligible.

AGE1 Are you 18 years old or older?

Yes (1)

No (2)

Prefer not to say (3)

END2 *[If AGE1 = 2,3]* Thank you for your interest in this study. We are only approved to collect data from people who are currently 18 years old or older. If you have any questions, please contact [*phone number*].

USALOCATION Are you currently living in the United States, Washington DC, Puerto Rico, US Virgin Islands, Guam, American Samoa, or the Commonwealth of the Northern Mariana Islands?

Yes (1)

No (2)

END3 *[If USALOCATION = 2]* Sorry, for this study we are only able to collect data from participants residing in the United States, Washington DC, Puerto Rico, US Virgin Islands, Guam, American Samoa, or the Commonwealth of the Northern Mariana Islands. If you have any questions, please contact [*phone number*].

FACILITY Are you currently living in a supervised facility, such as a treatment facility, jail, correctional facility, or assisted living?

Yes (1)

No (2)

Not sure (3)

END4 *[If FACILITY = 2,3]* Sorry, for ethical reasons we are only able to collect data from participants who do not live in a supervised facility. If you have any questions, please contact [*phone number*].

SEXINTRO The next few questions will ask about things that might have happened to you that would fall into the definition of human trafficking we are using for this study, first related to sexual exploitation and then related to forced labor. Because during this part we just want to determine whether your experiences fit into our definition, we will not ask you about every possible situation if we determine you have already met the definition. Later in the main survey, we will ask for more information regarding your experience.

SEX1 When you were under the age of 18, did you ever perform a sex act for things like money, drugs, a safe place to stay and/or basic necessities?

Yes (1)

No (2)

Prefer not to say (3)

SEX2 As an adult, have you been pressured, threatened, harmed, or intimidated to perform a sex act in exchange for things like money, drugs, a safe place to stay and/or basic necessities?

Yes (1)

No (2)

Don't know (3)

Prefer not to say (4)

SEX3 In the past, have you been required to give what you earned from performing sex acts to someone else?

Yes (1)

No (2)

Don't know (3)

Prefer not to say (4)

SEX4 In the past, have you had to stay somewhere you didn't want to stay (like a hotel or someone's home) in order to perform sex acts for money, drugs, a safe place, or basic necessities?

Yes (1)

No (2)

Don't know (3)

Prefer not to say (4)

LABOR In the next question(s), the word "work" means any other type of work (formal or informal) that you may have performed (i.e., agriculture, construction, domestic work, manufacturing, manual labor, cleaning staff, etc.).

LABOR1 In the past, have you been required to perform work for little or no pay until a debt was repaid?

- Yes (1)
- No (2)
- Don't know (3)
- Prefer not to say (4)

LABOR2 In the past, have you been required to perform work for little or no pay in exchange for things like a safe place to stay, legal documents and/or basic necessities?

- Yes (1)
- No (2)
- Don't know (3)
- Prefer not to say (4)

LABOR3 In the past, have you been threatened, harmed, or intimidated at work or feared retaliation if you left?

- Yes (1)
- No (2)
- Don't know (3)
- Prefer not to say (4)

LABOR4 In the past, have you had wages withheld by an employer to pay for your transportation, food, or rent?

- Yes (1)
- No (2)
- Don't know (3)
- Prefer not to say (4)

LABOR5 In the past, have you been held in a location even when you wanted to leave in order to perform some type of work?

- Yes (1)
- No (2)
- Don't know (3)
- Prefer not to say (4)

LABOR6 In the past, have you been forced to work extremely long hours in very poor conditions for little or no pay?

- Yes (1)
- No (2)
- Don't know (3)
- Prefer not to say (4)

LABOR7 In the past, have you been tricked into doing work that was different from what you were told?

Yes (1)

No (2)

Don't know (3)

Prefer not to say (4)

END5 *[If SEX1-4 AND LABOR1-7 = 2,3,4]* Sorry, we are currently only collecting data from individuals who have experienced one of the experiences just asked about. If you have any questions, please contact *[phone number]*.

USA Did any part of these experiences or other types of exploitation you experienced at work or in the commercial sex trade take place in the United States, Washington DC, Puerto Rico, US Virgin Islands, Guam, American Samoa, or the Commonwealth of the Northern Mariana Islands?

Yes (1)

No (2)

END6 *[If USA = 2]* Thank you for your interest in this study. Currently, we are only collecting data from people who have experienced exploitation at work or in the commercial sex trade in the United States, Washington DC, Puerto Rico, US Virgin Islands, Guam, American Samoa, or the Commonwealth of the Northern Mariana Islands. If you have any questions, please contact *[phone number]*.

ELIGIBLE Thank you for your responses to these questions. We have determined you are eligible for this study. Please move on to the next section to learn about and complete the rest of the survey.

Appendix E - Cross-Sectional Survey: Informed Consent

Consent

FULLCONSENT Below you will find the formal consent form for the survey in a PDF. Please read it through and if you would like, download it for your records. We will ask you to provide your consent to continue and ask for your compensation preferences in the next section. If you would like us to keep your contact information on file for future studies or program opportunities, you will be able to let us know at the end of the survey.

BACKGD Thank you for agreeing to participate in the National Survivor Study.

This survey focuses on the needs and experiences of individuals who have experienced forced labor and/or sexual exploitation. The questions in this survey were developed in partnership with survivors.

Any information you share in this survey is confidential and anonymous. This means that your information will NOT be shared with law enforcement, immigration or any other authority or institution *under any circumstances*. You are welcome to skip any questions you do not wish to answer.

There are approximately 10-11 sections in the survey. Some of the sections will apply to you and others will not and therefore will be skipped.

You will be able to stop, and come back to the survey at any time; so please take care of yourself and take breaks throughout the process should you need to do so.

You can also choose to end your participation any time you want. You will be compensated \$40 for your time even if you choose not to finish the survey.

If you have any questions, you can always stop the survey and reach out to [Organization Name] (email) for explanation before continuing the survey.

If you have any other questions or complaints, you may contact a person not on the research team at the [Name of Institutional Review Board] at (XXX) XXX-XXXX or at [IRB email].

Giving consent here means that you have heard or read information about this study and agree to participate at this time.

BACKGD Do you agree to begin the survey?

Yes (1)

No (2)

CONSENTTEXTBOX Please write in that you consent in the box below.

ENDNOCONSENT *[If BACKGD =2]* Thank you for your interest in the National Survivor Study. If you decide later that you would like to participate, you can always come back to the survey another time.

Compensation

COMPENSTYPE Before we get started, we would like to make sure we record the way you would like to receive compensation for participation. You will receive compensation up to 3-4 weeks after completing the survey, depending on the method of payment you choose.

COMPENSTYPE How would you like to receive your compensation?

A prepaid debit card sent to you where funds can be loaded by [organization name] (requires a name and physical address) (1)

An online payment through PayPal (requires username, phone, or email) (2)

A prepaid online gift card that does not require a physical address (3)

Another method - someone from [organization name] will contact you to make sure you get payment in another way (4)

I do not want to be compensated or provide [organization name] with my contact information or payment details. (5)

STRNAME *[If COMPENSTYPE = 1]* What is the name that you would like on the physical debit card (may need to match your ID for verification)?

STRADDRESS *[If COMPENSTYPE = 1]* What is the address where we should send the card?

PAYPAL *[if COMPENSTYPE = 2]* What is your PayPal username, phone, or email?

GIFTLY *[if COMPENSTYPE = 3]* What email address should we send your online gift card to?

OTHERPAY *[if COMPENSTYPE = 4]* Please tell us how you would like to be reached by a member of the [organization name] team to arrange payment. If you give us your telephone number, please let us know who we should ask for.

Appendix F - Cross-Sectional Survey: Demographics

DEMOINTRO This section will ask questions about your background information such as your gender, race and ethnicity, sexual orientation, marital status, and other demographic questions. We are collecting this information to explore differences in experience between different communities.

COUNTRY_EN In which country were you born?

▼ Afghanistan (1) ... Zimbabwe (1357)

COUNTRY_ES In which country were you born?

▼ Afghanistan (1) ... Zimbabwe (1357)

COUNTRY_ZH In which country were you born?

▼ Afghanistan (1) ... Zimbabwe (1357)

LANGUAGE What language do you speak most often with friends and family?

▼ English (1) ... Other, please include (72)

OTHERLANG If you selected "Other, please include" for the last question, please enter the language here:

AGE How old are you?

18-25 (1)

26-35 (2)

36-45 (3)

46-55 (4)

Older than 55 (5)

GENSEXINTRO In the next few questions, we ask about your gender identity and sexual orientation because we want to be sure to speak with people with different backgrounds and experiences. This information will be kept confidential and you can skip any question you don't feel comfortable answering.

GENDER What is your gender?

Female (1)

Male (2)

Non-binary/gender fluid (3)

Other, please include: (4) _____

Prefer not to say (5)

TRANS Are you transgender?

Yes (1)

No (2)

Prefer not to say (3)

SEXUALITY What is your sexual orientation? *Select all that apply.*

Asexual (1)

Bisexual (2)

Fluid (3)

Gay (4)

Lesbian (5)

Pansexual (6)

Queer (7)

Questioning (8)

Straight (heterosexual) (9)

Other, please include: (10) _____

Prefer not to say (11)

ETHNICITY How do you classify your ethnicity? *Select all that apply.*

American Indian or Alaskan Native (1)

Black or African American (2)

Hispanic or Latinx (3)

East or Southeast Asian (4)

Middle Eastern, North African, or Arab (5)

Native Hawaiian or Other Pacific Islander (6)

South Asian (7)

White (8)

Biracial or multiracial (9)

Prefer not to say (10)

Not listed, please include (11) _____

STATE In which state or territory do you currently reside?

▼ Alabama (1) ... I do not reside in the United States (57)

RURAL Do you currently live in a rural, suburban, or urban area?

Rural (1)

Suburban (2)

Urban (3)

Don't know (4)

Prefer not to say (5)

DEPENDENTS Are you financially responsible for supporting other people?

Yes (1)

No (2)

Don't know (3)

Prefer not to say (4)

PHYSDIS Do you have any of the following disabilities? *Select all that apply.*

Physical disability (1)

Mental health disability (2)

Developmental or learning disability (3)

No (4)

Don't know (5)

Prefer not to say (6)

POPUPS Throughout the rest of the survey, some words in questions or answer choices will be underlined to indicate that there is a pop-up definition or explanation for that word or phrase. To see how it works, put your mouse cursor (or finger on mobile) over the underlined word below.

This is a pop-up.

Appendix G - Cross-Sectional Survey: Forced Labor or Sexual Exploitation Experiences

TRAFFINTRO In this section, we will first ask about sexual exploitation. We will then ask about exploitation involving forced labor that is not related to sexual exploitation. This information will help us understand the different experiences survivors may have.

Any information you share in this survey is confidential and anonymous. This means that your information will NOT be shared with law enforcement, immigration or any other authority or institutions under any circumstances.

SEXTRAFF1 Please select all the sexual exploitation-related situations that describe your experience. *Check all that apply.*

When I was under the age of 18, I had to engage in a sex act for things like money, drugs, a safe place to stay and/or basic necessities. (1)

When I was under the age of 18 I was forced, manipulated or pressured to sell sex. (2)

When I was under the age of 18, a family member forced, manipulated, or pressured me to engage in sex. (3)

As an adult, I was forced, pressured, threatened, harmed, or intimidated to engage in a sex act in exchange for things like money, drugs, a safe place to stay, legal documents and/or basic necessities. (4)

I was required to give what I earned from engaging in sex acts to someone else. (5)

I stayed somewhere I didn't want to be while engaging in sex acts for money, drugs, a safe place, or basic necessities. (6)

My experience is not reflected in any of the above. (7)

SEXTRAFF2 *[If SEXTRAFF1 = 1,2,3,4,5,6]* Did any of the sexual exploitation you experienced involve the following? *Check all that apply.*

I was not able to keep any or a lot of the money I made from engaging in sex acts. (1)

I had to engage in sex acts to pay back money I owed. (2)

I was threatened, harmed, intimidated or afraid to leave the place or situation I was forced to engage in sex acts. (3)

I was forced to engage in sex acts for extremely long hours. (4)

I was tricked into engaging in sex acts instead of the job I was promised. (5)

My experience is not reflected in any of the above (6)

LABTRAFF1 The following statements refer to *forced labor experiences NOT associated with sexual exploitation*. Please let us know which of the following describe your forced labor or labor exploitation experience not associated with the sex trade. *Check all that apply.*

- I had to work for no pay or almost no pay. (1)
- I had to work until a debt was repaid. (2)
- I was required to work for little or no pay in exchange for things like a safe place to stay, legal documents and/or basic necessities. (3)
- I was threatened, harmed, or intimidated at work or afraid to leave the place where I was forced to work. (4)
- I had wages or money withheld to pay for my transportation, food, or rent or for the tools I needed to do the work. (5)
- I was not allowed to leave my workplace, even when I wanted to. (6)
- I was forced to work extremely long hours for little or no pay. (7)
- I was forced to work for little or no pay in an unsafe environment and was denied protective equipment or clothes to keep myself safe. (8)
- The well-being of my family was threatened to keep me from leaving my workplace. (9)
- I was tricked into doing work that was different from what I was told for little or no pay. (10)
- My experience is not reflected in any of the above. (11)

LABTRAFF2 *[If LABTRAFF1 = 1,2,3,4,5,6,7,8,9,10]* Please answer the following set of questions about your ability to get help during your *forced labor situation*. *If some of these questions do not apply to your situation, please select not applicable.*

	Yes (1)	No (2)	Not Sure (3)	Not applicable (4)	Prefer not to say (5)
Did you know who to contact to make a complaint about your working conditions? (1)					
Did you have someone you could go to at your workplace other than your supervisor if you had a work-related issue? (2)					
Did you have a way you could complain without your employer knowing it was you? (3)					
Did an inspector or outreach worker from the government ever come to your workplace? (4)					

NOTESURVIV For consistency and clarity, for the rest of this survey will refer to individuals who have experienced forced labor and/or sexual exploitation, as *survivors*. However, we recognize that individuals use many different terms to describe themselves and their experiences.

LASTEXP What would you consider to be *the year you last experienced the exploitation* you just described?

- 2005 or earlier (1)
- 2006 - 2010 (2)
- 2011 - 2015 (3)
- 2016 - 2020 (4)
- 2021 - 2022 (5)
- I do not remember (not sure) (6)
- Prefer not to say (7)

HOWOLD Roughly, how old were you at the *start of your exploitation*?

- 0-5 (1)
- 6-10 (2)
- 11-14 (3)
- 15-17 (4)
- 18-21 (5)
- 22-25 (6)
- 26-35 (7)
- 36-45 (8)
- 46-55 (9)
- Older than 55 (10)
- Not sure (11)
- Prefer not to say (12)

LOCATIONEXPLOITATION In what types of locations or industries did you experience exploitation? *Check all that apply.*

- Jail, prison, work release site, immigration detention (1)
- Farm or ranch (2)
- Domestic work at a private home (3)
- Traveling sales crew (4)
- Restaurant or another type of food service (5)
- Health and beauty industry (for example, nail salon, hair salon, massage venue) (6)
- Construction (for example, painting, roofing) (7)
- Hotel or resort (8)
- Landscaping (9)
- Cleaning service that went to different locations to clean (10)
- Factory (11)
- Carnival (12)
- Forestry or logging (13)
- Health care (14)
- Recreational facility (for example, amusement park, ski resort, pool) (15)
- Retail (for example, gas station, grocery store, kiosk) (16)

- Illegal activity (for example, drug cultivation, drug distribution, drug smuggling, financial scams, robbery) (17)
- Begging or selling items outside (18)
- Street prostitution (19)
- Pornography production (20)
- Sexual exploitation at motels or hotels (21)
- Web-based interactive sexual exploitation (22)
- Violent crime (23)
- Bar or cantina (24)
- Strip club (25)
- Other (26) _____
- None of the above (27)
- Prefer not to say (28)

HELPDURING Please answer the following set of questions about your ability to get help during your exploitation.

	Yes (1)	No (2)	Not sure (3)	Not applicable (4)	Prefer not to say (5)
Did you know of any community groups (including religious) that you could ask for help? (1)					
Did you ever have access to a phone that you could use to make calls in private? (2)					
Did you ever have access to a phone that you could use to text in private? (3)					
Were you ever able to access the internet in private? (4)					

Appendix H - Cross-Sectional Survey: Childhood Experiences

CHILDHOOD In this section, we will ask about experiences you may have had when you were under the age of 18. This information will help us understand what makes some people vulnerable to exploitation so we can better address these vulnerabilities.

Please feel free to skip any questions that you are not comfortable answering. Also, if you need to take a break now, please feel free to stop and come back to the survey later.

CHILDHOODEXP The statements below refer to your life experiences prior to the age of 18. Please tell us how often you experienced the following when you were under 18 years old.

	Always (1)	Most of the time (2)	Sometimes (3)	Never (4)	Prefer not to say (5)
I had enough to eat. (1)					
I had clean clothes to wear. (2)					
I had someone who protected and cared for me. (3)					
The loss of a parent or guardian through divorce, abandonment, or death affected me. (4)					
I lived with someone who struggled with depression and/or other mental illness. (5)					
I lived with or spent time with someone who had a problem with drinking or abusing illicit or prescription drugs. (6)					
I lived with or spent time with people who were physically abusive to each other. (7)					
I lived with or spent time with people who were physically abusive to me. (8)					
I lived with or spent time with someone who went to jail/prison. (9)					
The adults responsible for caring for me treated me with dignity and respect. (10)					
I experienced homelessness, houselessness, or housing insecurity. (11)					
I ran away from home or the place I was living in. (12)					
I experienced sexual abuse. (13)					
I lived with or spent a lot of time with someone involved in prostitution. (14)					
I struggled with substance abuse including alcohol, illicit or prescription drugs. (15)					
I struggled with depression and/or other mental illness. (16)					

Appendix I - Cross-Sectional Survey: Needs, Challenges, and Strategies

NEEDS In this section, we will ask about the needs you had both *shortly after leaving your exploitation* as well as the needs you have now. We will also ask about the services and strategies you used to help yourself.

This information will guide our work in advocating for services and resources that will be helpful to survivors like yourself and others.

EXITINGNEEDS *Shortly after leaving your exploitation, did you need help with... (check all that apply) If there are items listed that you do not recognize, please feel free to skip them.*

- Getting a driver's license (1)
- Changing my name/identity (2)
- Getting language/interpretation support (3)
- Accessing services that were sensitive to my culture or important part of my identity (4)
- Finding affordable English classes (5)
- Getting a stable, living wage job (6)
- Finding a safe place to stay (7)
- Getting healthy food (8)
- Understanding my legal rights (9)
- Removing criminal records (10)
- Filing for/getting a divorce (11)
- Getting restitution (compensation from trafficker) (12)
- Dealing with others who stigmatized or shamed me for being exploited or abused (13)
- Repairing relationships with safe friends or family members (14)
- Establishing or repairing credit (15)
- Paying off debt (16)
- Managing chronic or long-lasting health issues (17)
- Accessing drug/alcohol recovery programs/a place to detox from drugs and or alcohol (18)
- Accessing government assistance for healthcare (For example, Medicaid) (19)
- Accessing quality, trauma-informed medical services (20)
- Finding parenting classes or resources on parenting (21)
- Other (22) _____
- Getting a social security card/number (23)
- Removing information about me on the internet and social media (24)
- Accessing familiar food and clothes from my country/culture (25)
- Getting education or job training (26)
- Getting help with learning basic life skills as I adjusted (27)
- Getting a job that is a good fit for me (28)
- Accessing transportation (e.g. bus, train ticket, car, etc.) (29)
- Accessing or learning to use technology (e.g., internet, cell phone, etc.) (30)
- Reporting my trafficker/the people who exploited me (31)
- Gaining or regaining custody of children (32)
- Filing for restraining orders (33)
- Dealing with my immigration status (such as applying for a visa, work authorization or citizenship) (34)
- Accessing a healthy, supportive community (35)
- Finding people I trust that care about me and could help me (36)
- Opening a bank account (37)

Obtaining a loan (38)

Accessing behavioral or mental health services with providers that understand my trauma (39)

Accessing alternative therapies (art, music, acupuncture, animal therapy, etc.) (40)

Accessing dental care/repair (41)

Getting affordable childcare (42)

None of the above (43)

CURRENTNEEDS *Currently, do you need help with... (check all that apply) If there are items listed that you do not recognize, please feel free to skip them.*

- Getting a driver's license (1)
- Changing my name/identity (2)
- Getting language/interpretation support (3)
- Accessing services that were sensitive to my culture or important part of my identity (4)
- Finding affordable English classes (5)
- Getting a stable, living wage job (6)
- Finding a safe place to stay (7)
- Getting healthy food (8)
- Understanding my legal rights (9)
- Removing criminal records (10)
- Filing for/getting a divorce (11)
- Getting restitution (compensation from trafficker) (12)
- Dealing with others who stigmatized or shamed me for being exploited or abused (13)
- Repairing relationships with safe friends or family members (14)
- Establishing or repairing credit (15)
- Paying off debt (16)
- Managing chronic or long-lasting health issues (17)
- Accessing drug/alcohol recovery programs/a place to detox from drugs and or alcohol (18)
- Accessing government assistance for healthcare (For example, Medicaid) (19)
- Accessing quality, trauma-informed medical services (20)
- Finding parenting classes or resources on parenting (21)
- Other (22) _____
- Getting a social security card/number (23)
- Removing information about me on the internet and social media (24)
- Accessing familiar food and clothes from my country/culture (25)
- Getting education or job training (26)
- Getting help with learning basic life skills as I adjusted (27)
- Getting a job that is a good fit for me (28)
- Accessing transportation (e.g. bus, train ticket, car, etc.) (29)
- Accessing or learning to use technology (e.g., internet, cell phone, etc.) (30)
- Reporting my trafficker/the people who exploited me (31)
- Gaining or regaining custody of children (32)
- Filing for restraining orders (33)
- Dealing with my immigration status (such as applying for a visa, work authorization or citizenship) (34)
- Accessing a healthy, supportive community (35)
- Finding people I trust that care about me and could help me (36)
- Opening a bank account (37)
- Obtaining a loan (38)

Accessing behavioral or mental health services with providers that understand my trauma (39)

Accessing alternative therapies (art, music, acupuncture, animal therapy, etc.) (40)

Accessing dental care/repair (41)

Getting affordable childcare (42)

None of the above (43)

OTHERNEEDS Please share what you most wished you had when you left your exploitation.

HELPFUL We are interested in learning more about how you got the things you needed. After exiting your forced labor or sexual exploitative situation, how helpful (or harmful) were the following in getting the things you needed? *If there are items listed that you do not recognize, please feel free to say "not applicable".*

	Extremely helpful (1)	Somewhat helpful (2)	Neither helpful nor harmful (3)	Somewhat harmful (4)	Extremely harmful (5)	Not applicable to my situation (6)
Other survivors who experienced similar exploitation and understand what I was going through (1)						
A faith community (for example, church, mosque, temple, synagogue, etc.) (2)						
Family (3)						
Intimate partner(s) (4)						
Friends (including chosen family) (5)						
Support groups (6)						
Counseling/therapy (7)						
Support from an advocate (8)						
Help from service provider/non-profit organization that is faith-based (9)						
Help from service provider/non-profit organization that is not explicitly faith-based (10)						
Money pools (community saving clubs) (11)						
Worker Co-Ops (12)						
Cash assistance support from government or nonprofits (13)						
Internet, social media, listservs (14)						
Hobbies (music, art, etc.) (15)						
My employer/my job (16)						
Support from a government agency (17)						
My own resourcefulness (18)						
Other (19)						

STRESS Below are several statements about how you *currently* handle stress, pressure, or change. Please read each statement and tell us how true it is for you.

	True nearly all the time (1)	Often true (2)	Sometimes true (3)	Rarely true (4)	Not true at all (5)	Prefer not to say (6)
I am able to adapt when changes occur. (1)						
I can deal with whatever comes my way. (2)						
I try to see the humorous side of things when I am faced with problems. (3)						
Having to cope with stress can make me stronger. (4)						
I tend to bounce back after illness, injury or other hardships. (5)						
I believe I can achieve my goals, even if there are obstacles. (6)						
Under pressure, I stay focused and think clearly. (7)						
I am not easily discouraged by failure. (8)						
I think of myself as a strong person when dealing with life's challenges and difficulties. (9)						
I am able to handle unpleasant or painful feelings like sadness, fear, and anger. (10)						

Appendix J - Cross-Sectional Survey: Experiences with the Child Welfare System

CHILDWELFAREINTRO In this section, we will ask about experiences you may have had when under the age of 18 with the child welfare system in the United States. We will also ask about experiences you may have as a parent. The information you provide will guide Polaris and our partners in understanding how child welfare services affect survivors of exploitation.

Please feel free to skip any questions that you are not comfortable answering. Also, if you need to take a break now, please feel free to stop and come back to the survey later.

Child Welfare System

BEENCPS When you were under the age of 18, did anyone one from the child welfare system ever contact any of your primary guardians with concerns about your wellbeing?

- Yes (1)
- No (2)
- No, but child welfare should have been involved (5)
- Not sure (3)
- Prefer not to say (4)

WHENCPS *[If BEENCPS = 1]* When did the child welfare system contact any of your guardians? Before, during, or after your exploitative situation? *Check all that apply.*

- Before* I was exploited (1)
- While* I was being exploited (2)
- After* leaving my exploitation situation (3)
- Not sure (4)
- Prefer not to say (5)

CPSEXP *[If BEENCPS = 1]* Please tell us how strongly you agree or disagree with each of the following statements about the child welfare system based on your experience when you were under the age of 18.

	Strongly agree (1)	Agree (2)	Neither disagree nor agree (3)	Disagree (4)	Strongly disagree (5)	Prefer not to say (6)
I believe the child welfare system protected me. (1)						
I experienced or know people who experienced physical and/or sexual abuse while in the child welfare system. (2)						
The child welfare system was at least partially to blame for my exploitation. (3)						

I do not trust the child welfare system. (4)
The case workers in child welfare cared about me and had my best interest in mind. (5)

OPTIONALCW *[If BEENCPS = 1]* (Optional) Please use this space if you want to tell us additional information about your experiences with the child welfare system.

Child Custody

CHILDREN Do you, or have you ever had, any children?

- Yes (1)
- No (2)
- Not sure (4)
- Prefer not to say (3)

WHENCHILDREN *[If CHILDREN = 1]* Did you have children before, during, or after your exploitation? *Check all that apply.*

- Before* I was exploited (1)
- While* I was being exploited (2)
- After* leaving my exploitation situation (3)
- Not sure (4)
- Prefer not to say (5)

CHILDRENWEXPLOITER *[If CHILDREN = 1]* Did you have any children with the person(s) who exploited you?

- Yes (1)
- No (2)
- Not sure (3)
- Prefer not to say (4)

CHILDRENREMOVED *[If CHILDREN = 1]* Has the state ever removed (or threatened to remove) any of your children from your custody?

- Yes (1)
- No (2)
- Not sure (4)
- Prefer not to say (3)

CUSTODYNONSTATE *[If CHILDREN = 1]* Have you ever been involved in a custody dispute over any of your children with someone other than the state?

- Yes (1)
- No (2)
- Not sure (3)
- Prefer not to say (4)

LOSECUSTODYNONSTATE *[If CUSTODYNONSTATE = 1]* Did you ever lose custody of your children at any point to someone other than the state?

- Yes (1)
- No (2)
- Prefer not to say (3)

CUSTODYEXPLOITER *[If CUSTODYNONSTATE= 1]* Were any of your custody disputes with the person who exploited you?

- Yes (1)
- No (2)
- Prefer not to say (3)

LOSECUSTODYEXPLOITER *[If CUSTODYEXPLOITER = 1]* Did you lose custody to the person who exploited you at any point?

- Yes (1)
- No (2)
- Prefer not to say (3)

OPTIONALCUSTODY *[If CHILDREN = 1]* (Optional) Please use this space if you want to tell us additional information about your child custody experiences.

Appendix K - Cross-Sectional Survey: Experiences with Law Enforcement

LEINTRO In this section, we will ask about interactions you may have had with law enforcement in the United States. Later, we will also ask about experiences you have had with the juvenile justice system. The information will help us understand the impact of law enforcement actions on the lives of survivors.

Any information you share in this survey is confidential and anonymous. This means your information you share will NOT be shared with law enforcement, immigration, other authority or institutions under any circumstances.

Please feel free to skip any questions that you are not comfortable answering.

Criminal Records

ARRESTED Have you ever been cited, detained, or arrested by law enforcement in the U.S.?

- Yes (1)
- No (2)
- Not sure (4)
- Prefer not to say (3)

WHENARRESTED *[If ARRESTED = 1]* When were you cited, detained or arrested? *Check all that apply.*

- Before* I was exploited (1)
- While* I was being trafficked (2)
- After* I was trafficked (3)
- Not sure (4)
- Prefer not to say (5)

LAWENFORCEMENTEXP *[If ARRESTED = 1]* How strongly do you agree or disagree with the following statements?

	Strongly agree (1)	Agree (2)	Neither agree nor disagree (3)	Disagree (4)	Strongly disagree (5)	Prefer not to say (6)
Overall, I trust law enforcement officers.	(1)					
Law enforcement helped me get out of my trafficking situation.	(2)					
Being arrested was the best option for me at the time.	(3)					

The government system is focused too much on punishment and not enough on helping me move forward. (4)
Being arrested made my situation worse than it was before. (5)
Law enforcement helped connect me to services/resources to help me get out of my exploitative situation. (6)
I experienced or know people who experienced physical and/or sexual abuse by law enforcement. (7)

ARRESTRECORD *[If ARRESTED = 1]* Did your citation, detention, or arrest result in criminal record(s)?

- Yes (1)
- No (2)
- Not sure (3)
- Prefer not to say (4)

ARRESTRELATED *[If ARRESTRECORD = 1]* How much of your criminal records were directly or indirectly related to your exploitation situation?

- All* of my arrests were related to my exploitation (1)
- Some* of my arrests were related to my exploitation (2)
- None* of my arrests were related to my exploitation (3)
- Not sure (4)
- Prefer not to say (5)

CRIMINALRECORD *[If ARRESTRECORD = 1]* How strongly do you agree or disagree with the following statements?

	Strongly agree (1)	Agree (2)	Neither disagree nor agree (3)	Disagree (4)	Strongly disagree (5)	Prefer not to say (6)	Not applicable (7)
My criminal record has prevented me from being able to get or keep a job. (1)							
My criminal record has prevented me from being able to get training, education, or a professional license. (2)							
My criminal record has prevented me from being able to get good housing. (3)							
I lost or almost lost my children due to my criminal record. (4)							

OPTIONALLE *[If ARRESTED = 1]* (Optional) Please use this space if you want to tell us additional information about your experiences with law enforcement.

Juvenile Justice System

JUVENILEJUSTICE Were you ever in the juvenile justice system in the United States?

- Yes (1)
- No (2)
- Not sure (3)
- Prefer not to say (4)

WHENJUVENILE *[If JUVENILEJUSTICE = 1]* When were you in the juvenile justice system? *Check all that apply.*

- Before* I was exploited (1)
- While* I was being exploited (2)
- After* leaving my exploitation experience (3)
- Not sure (4)
- Prefer not to say (5)

JUVENILEEXP *[If JUVENILEJUSTICE = 1]* Now we want to ask you about your perceptions of the juvenile justice system based on your experience. Please tell us how strongly you agree or disagree with the following statements.

	Strongly agree (1)	Agree (2)	Neither agree nor disagree (3)	Disagree (4)	Strongly disagree (5)	Prefer not to say (6)	Not applicable (7)
Overall, I was treated fairly by the juvenile justice system. (1)							
I trust the juvenile justice system. (2)							
The juvenile justice system made my situation worse than it was before. (3)							
I experienced or know people who experienced physical and/or sexual abuse while in the juvenile justice system. (4)							
The juvenile justice system was at least partially to blame for my exploitation. (5)							

OPTIONALJUVJUSTIC *[If JUVENILEJUSTICE = 1]* (Optional) Please use this space if you want to tell us additional information about your experiences with the juvenile justice system.

Appendix L - Cross-Sectional Survey: Immigrant Worker Protections

ORIGINNOTUS Are you originally from a country other than the U.S.?

- Yes (1)
- No (2)
- Not sure (3)
- Prefer not to say (4)

IMMSTATINTRO In this section, we will ask about your immigration status at the start of your exploitation. We are asking you for this information to understand how immigration status impacts a person's vulnerability to exploitation.

Any information you share in this survey is confidential and anonymous. This means your information you share will NOT be shared with law enforcement, immigration, other authority or institutions under any circumstances.

Please feel free to skip any questions that you are not comfortable answering.

COERCEDUS [*If ORIGINNOTUS = 1*] Were you coerced, tricked, or forced by someone else to come to the United States?

- Yes (1)
- No (2)
- Not sure (3)
- Prefer not to say (4)

TIMEUS [*If ORIGINNOTUS = 1*] In what year did you arrive to the United States for the first time?

- 2005 or earlier (1)
- 2006 - 2010 (2)
- 2011 - 2015 (3)
- 2016 - 2020 (4)
- 2021 - 2022 (5)
- Not sure (6)
- Prefer not to say (7)

IMMSTATUS [If **ORIGINNOTUS** = 1] At the start of your exploitation in the United States, what was your immigration status? Please remember that we do not report to any government agency. ALL answers are anonymous and confidential.

- Legal permanent resident/Green Card holder (1)
- Refugee or asylee (2)
- A temporary visa holder (3)
- No official status/undocumented/forged document (4)
- None of the above (5)
- Not sure (6)
- Prefer not to say (7)

VISATYPE [If **IMMSTATUS** = 3] At the start of your exploitation in the United States, what type of visa did you have?

- B-1/B-2/Border Crossing Card: Temporarily for business and/or tourism (1)
- J: Exchange visitor programs (2)
- H-1B: Person in specialty occupation (3)
- H-2A: Temporary agricultural worker (5)
- H-2B: Temporary non-agricultural worker (6)
- F or M: Student visas (7)
- A-3/G-5: Personal employees, or, domestic workers of diplomats and other government and international organizations (8)
- Other (9)
- Don't know (10)

WORKERPROTECTIONS [If **VISATYPE** = 1,2,3,5,6,8] Please let us know whether you had the following worker protections during your temporary work situation in the United States.

	Yes (1)	No (2)	Not sure (3)	Not applicable (4)	Prefer not to say (5)
Did you receive accurate information about your job and pay in your native language? (1)					
Did you have a contract with your employer? (2)					
Was your contract provided in your native language? (3)					
Were you given information about your rights as a worker? (4)					
Did you know of any organizations in your area that help immigrant workers? (5)					
Did you know people from your home country or community that you could ask for help? (6)					

OPTIMM [If **ORIGINNOTUS** = 1] (Optional) Please use this space if you want to tell us additional information about your experiences as an immigrant or with the immigration system.

Appendix M - Cross-Sectional Survey: Financial Experiences

FINANINTRO For this section, we will be asking you questions about your marital status, income, work, and financial situation. This information will help us understand the financial needs of survivors.

Household Profile

MARRIED What is your marital status? *Select all that apply.*

Married (1)

Divorced (2)

Widowed (3)

Never married (4)

Other (5) _____

Prefer not to say (6)

AGEX What is your age?

18-25 (1)

26-35 (2)

36-45 (3)

46-55 (4)

Older than 55 (5)

HOUSEHOLDNUM Including yourself, currently how many people are in your household?

Household Finance

HOUSEHOLDINCOME In the past year, approximately what was your total yearly income for your household?

- \$0 (1)
- \$1 to - \$9,999 (2)
- \$10,000 to \$24,999 (3)
- \$25,000 to \$34,999 (4)
- \$35,000 to \$49,999 (5)
- \$50,000 to \$74,999 (6)
- \$75,000 to \$99,999 (7)
- \$100,000 or more (8)
- Not sure (9)
- Prefer not to say (10)

TYPEDEBT What types of debts does your household currently have? *Check all that apply.*

- Credit card (1)
- Student loans (2)
- Medical debt (3)
- Back rent or utilities (4)
- Car loans (5)
- Vehicle title loans (6)
- Payday loans (7)
- Personal loans from banks (8)
- Loans from friends, family, and other people I know (9)
- IRS debt (10)
- Court or other criminal justice debt like fees, fines, or restitution (11)
- Money owed to collections (including for rent, utilities, medical, etc.) (12)
- Other (13) _____
- None of the above (14)
- Not sure (15)
- Prefer not to say (16)

DEBT Right now, approximately how much debt does your household have (not including a home mortgage)?

- \$0 (1)
- \$1 to \$999 (2)
- \$1,000 to \$4,999 (3)
- \$5,000 to \$9,999 (4)
- \$10,000 to \$24,999 (5)
- \$25,000 to \$49,999 (6)
- \$50,000 to \$74,999 (7)
- \$75,000 to \$99,999 (8)
- \$100,000 or more (9)
- Not sure (10)
- Prefer not to say (11)

SAVINGS How many months would you/your household be able to live off of *your savings* for *basic monthly expenses* (not including emergencies but paying for necessities like housing, food, etc.)?

- Less than one month (1)
- 1-3 months (2)
- 4-6 months (3)
- 7-12 months (4)
- More than 12 months (5)
- Not sure (6)
- Prefer not to say (7)

BANK Did you have a bank account *in your name* before, during, and/or after your forced labor or sexual exploitation experience? *Check all that apply.*

- Before* I was exploited (1)
- While* I was being exploited (2)
- After* leaving my exploitation situation (3)
- Not sure (4)
- Prefer not to say (5)

NAMEONBANK Do you currently have a bank account *in your name*?

- Yes (1)
- No (2)
- Not sure (4)
- Prefer not to say (3)

NOBANKBECAUSE *[If NAMEONBANK = 2]* What are some of the reasons that you do not have a bank account? *Check all that apply.*

- Bank account fees are too high. (1)
- I don't trust banks. (2)
- I don't have enough money to meet minimum balance requirements. (3)
- Avoiding a bank gives more privacy. (4)
- I cannot open an account due to personal identification, credit, or former bank account problems. (5)
- I'm worried about financial control or abuse. (6)
- There isn't a bank that I can easily get to in my neighborhood. (7)
- Other (please specify) (8) _____
- None of the above (9)
- Not sure (10)
- Prefer not to say (11)

FINACTIVITY In the last 12 months, how often have you done the following things?

	Often (1)	Sometimes (2)	Never (3)	Prefer not to say (4)
Sent money to family or friends through a service that is not a bank (for example, Western Union, MoneyGram, PayPal, Venmo, Cash App) (1)				
Gone to some place other than a bank or credit union to cash a check (2)				
Took out a payday loan or payday loan advance from a provider other than a bank (3)				
Overdrafted your bank account, had a check bounce, or had a transaction declined due to insufficient funds (4)				
Bought, sent, sold, or used cryptocurrency such as Bitcoin, Litecoin, or Ethereum (5)				

Work Situation

REGULARWORK Do you currently have stable work or a source of income that allows you to predict when and how much income you get?

- Yes (1)
- No (2)
- Not sure (4)
- Prefer not to say (3)

WORKBENEFITS Do you currently have stable work that provides you with benefits (health care, basic disability insurance, retirement etc.)?

- Yes (1)
- No (2)
- This does not apply to my situation (3)
- Not sure (4)
- Prefer not to say (5)

TEMPWORK Do you currently have a form of work or other source that provides you income that is variable, irregular, temporary, occasional, or seasonal?

Yes (1)

No (2)

Not sure (3)

Prefer not to say (4)

SATISFIEDWORK How satisfied are you with your current work situation?

Extremely satisfied (1)

Satisfied (2)

Neither satisfied nor dissatisfied (3)

Dissatisfied (4)

Extremely dissatisfied (5)

OPTFIN (Optional) Please use this space if you want to tell us additional information about your current financial situation.

Appendix N - Cross-Sectional Survey: Financial Control and Identity

FINANCECONTROL In this section, we will ask about interactions you may have had with financial institutions and services during your exploitation. This information will help us understand how financial institutions and other financial services are used while a person is being exploited.

Please feel free to skip any questions that you are not comfortable answering. Also, if you need to take a break now, please feel free to stop and come back to the survey later.

FINANCIALABUSE Did anyone involved in your exploitation ever steal your identity to (or ask, encourage or pressure you to) do any of the following *in your name*? *Check all that apply.*

- Apply for government assistance (1)
- Take out a loan (2)
- Apply for a credit card (3)
- Open a bank account (4)
- Sign up for another type of financial service or product (5)
- Register a business (6)
- Other (7) _____
- None of the above (8)
- Not sure (9)
- Prefer not to say (10)

SENDMONEYMETHOD Did anyone involved in your exploitation (including others exploited with you) ever *send or give you* money in any of the following ways? *Check all that apply.*

- With a paycheck (1)
- With cash (2)
- By depositing/transferring to a bank account (3)
- Using a peer to peer payment app (like PayPal, Venmo, or CashApp) (4)
- Using a money remittance service (like Western Union or Money Gram) (5)
- Using a gift card or other prepaid card or product (like Vanilla Visa Card, Netspend, or Greendot) (6)
- Through a transfer of cryptocurrency (for example, Bitcoin, Litecoin, Ethereum, etc.) (7)
- Other (8) _____
- None of the above (9)
- Not sure (10)
- Prefer not to say (11)

RECEIVEMONEYMETHOD Did anyone involved in your exploitation (including those exploited with you) ever receive or take money from you in any of the following ways? *Check all that apply.*

- With a paycheck (1)
- With cash (2)
- By depositing/transferring to a bank account (3)
- Using a peer to peer payment app (like PayPal, Venmo, or CashApp) (4)
- Using a money remittance service (like Western Union or Money Gram) (5)
- Using a gift card or other prepaid card or product (like Vanilla Visa Card, Netspend, or Greendot) (6)
- Through a transfer of cryptocurrency (for example, Bitcoin, Litecoin, Ethereum, etc.) (7)
- Other (8) _____
- None of the above (9)
- Not sure (10)
- Prefer not to say (11)

FINANCETRAFFICKING How often were expenses directly related to your exploitation paid using a financial account *in your name* (this includes hotel fees, transportation, advertising, legal fees, bail bonds, safety equipment, etc.)?

- Often (1)
- Sometimes (2)
- Never (3)
- Not sure (4)
- Prefer not to say (5)

TRFCKRFINACCESS Did anyone involved in your exploitation have access to your financial accounts (for example, bank account, credit card, peer-to-peer payment account, etc.)?

- Yes (1)
- No (2)
- This is not applicable to me because I did not have financial accounts (3)
- Not sure (4)
- Prefer not to say (5)

OPTIONALTRANSACT (Optional) Please use this space if you want to tell us additional information about your experiences with financial transactions while you were being exploited.

Appendix O - Cross-Sectional Survey: Current Policies

POLICYINTRO In this final section, we will ask for your opinions on some policies and laws related to exploitation.

The policies and laws listed in these questions were selected after conversations with diverse groups of survivors. We will also provide space at the end of the section if you want to expand any of your answers or want to propose new policies that you think are important for us to consider.

Please feel free to skip any questions that you are not comfortable answering.

POLICYADVERSEHARM Have you ever experienced harm from policies or laws that are intended to address sexual exploitation or labor exploitation?

- Yes (1)
- No (2)
- Not sure (3)
- Prefer not to say (4)

STATEX Can you tell us which state or territory you currently live in?

▼ Alabama (1) ... I do not reside in the United States (57)

POLICIES Please tell us how helpful or harmful each of these policies would be *to you or others in similar situations*. If there are policies listed that you do not recognize, please feel free to say “not applicable”.

	Extremely helpful (1)	Somewhat helpful (2)	Neither helpful nor harmful (3)	Somewhat harmful (4)	Extremely harmful (5)	Not sure (6)	Not applicable (7)
Provide direct cash support to survivors (1)							
Allow temporary visa holders to move freely between employers (2)							
Holding companies responsible for the exploitative actions of their labor contractors (recruiters, employment agencies, etc.) (3)							
Making the selling of sex for adults NOT a crime (4)							
Making the purchase of sex from adults NOT a crime (5)							
Making brothel-keeping or third-party management of adults who sell sex NOT a crime (6)							

OPTPOLICIES (Optional) Please use this space if you want to tell us additional information about the policies above or any other policies you think are important.

Appendix P - Cross-Sectional Survey: End and Next Steps

Raffle

RAFFLESURVEY We'd like to ask you to participate in a RAFFLE for your support in reaching individuals who are commonly left out of research on forced labor or trafficking. By sharing the following codes with three people you believe may be eligible for the study, we'll be able to track important information about how certain individuals and communities can be reached for future studies, without revealing any information about you.

For each person who uses one of your codes and is determined to be eligible to participate in the study (maximum 3 people), you will be entered into a raffle for one of fifteen prizes (each prize is for \$125 cash). Your participation in referring others will not affect your ability to participate in the study or be compensated for participation.

RAFFLESURVEY Would you like to enter into a raffle for a chance to win a \$125 prize by referring people who you think might be eligible to participate using the referral codes?

Yes, I will share the codes with other people I think might be eligible. (1)

No, I do not want to refer other people. (2)

CODEINTRO Here are the three codes to share with people in your network you think might be eligible. Please only share one three word code (row) with one person. Please write them down somewhere you will be able to access them. If you previously gave us your email, we will send you the codes to that email upon submitting the form at the end of this questionnaire. You can also print this page by clicking on the right mouse button (Ctrl + Click on Mac) and selecting "Print..." to Print or Save to your computer or take a screenshot if you are using mobile.

[If RAFFLESURVEY = 1]

CODE1SURV Code 1: CODE2SURV Code 2: CODE3SURV Code 3:

Actor (501)

END12 Thank you for your help in reaching out to other potential participants. Please click the arrow for next steps.

Feedback

ENDFINAL Thank you for participating in the First National Survivor Study. We will be analyzing the results and releasing the findings in the next few months. Findings will be shared via our webpage and we will be sending them out to various listservs, including our survivor database.

You should expect your compensation (if you requested it) in the next week or two. If you don't receive it, please reach out to [email].

If you need any resources and would like to discuss any issues that emerged after taking this survey, you can find our resource guide here. Thank you again for your participation and assistance in expanding Polaris and the anti-trafficking field's knowledge and understanding on these important issues.

OPTIONALCOMMENTS (Optional) Please use this space if you want to tell us about your experience with taking this survey, participating in any other part of the study, or anything else that is on your mind.

Index: Key Terms

Below we have included descriptions of the key terms used throughout the report.

- A. Language Usage
- B. Open-Ended Questions
- C. Pop-Ups

Language Usage

Here, we also included clarification around the terminology used to refer to individuals who have experienced forced labor and/or sexual exploitation in the remainder of the survey. Based on our prior discussions with participants in the formative study stages, we know that not everyone identifies with the term “survivor”. However, many individuals indicated that this term is appropriate and validates their experiences. We, therefore, decided to use the term, “survivor”, while providing this context for respondents.

NOTESURVIV For consistency and clarity, for the rest of this survey will refer to individuals who have experienced forced labor and/or sexual exploitation, as *survivors*. However, we recognize that individuals use many different terms to describe themselves and their experiences.

Open-Ended Questions

Next, we provided respondents with an open-ended question, giving them the opportunity to share more about what they wished they had had when they left exploitation. In the initial version of the instrument, the research team chose to only include close-ended items in an effort to reduce respondent burden. However, during the cognitive interviewing process, participants emphasized the importance of having space to share their own nuanced stories in their own words. For this reason, we modified the final instrument to include open-ended questions throughout the assessment.

OTHERNEEDS Please share what you most wished you had when you left your exploitation.

Pop-Ups

Finally, the survey instrument was designed in Qualtrics to provide pop-up definitions or explanations. Respondents were provided with the following message explaining the function and purpose of these pop-ups at the end of this section.

POPUPS Throughout the rest of the survey, some words in questions or answer choices will be underlined to indicate that there is a pop-up definition or explanation for that word or phrase. To see how it works, put your mouse cursor (or finger on mobile) over the underlined word below.

This is a pop-up.



 **Polaris** Freedom happens now.



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