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# Araminteer's Guidebook



# WELCOME

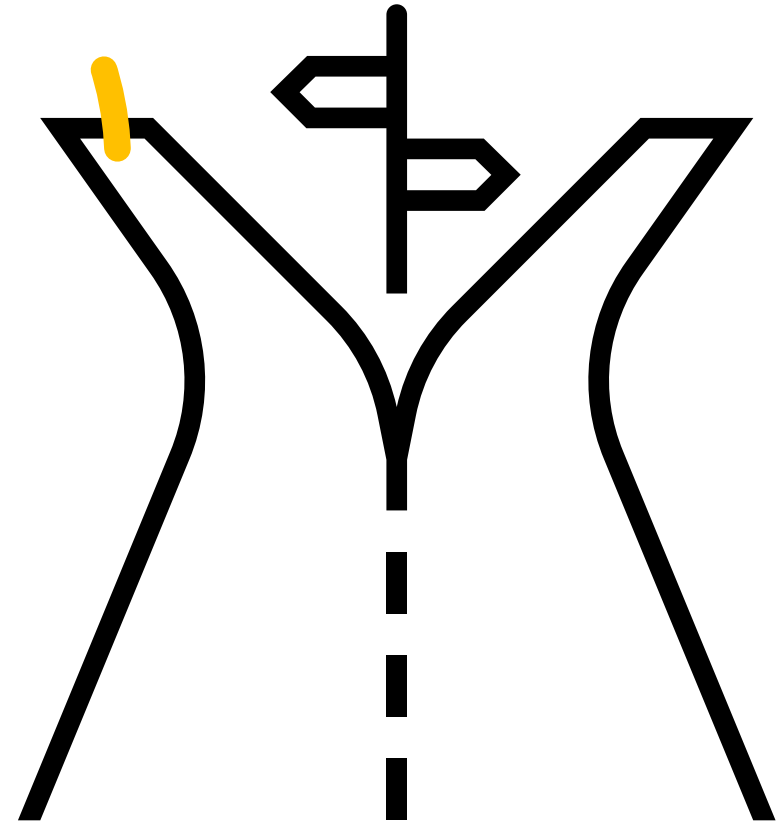
to the community  
you are now an Araminteer—awesome!

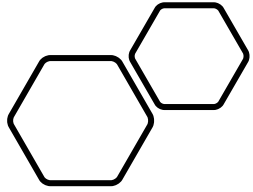
First, I must say thank you for sharing your servant's heart and  
lending Araminta your strengths, ideas, and spiritual gifts.

Thank you for being **YOU!**

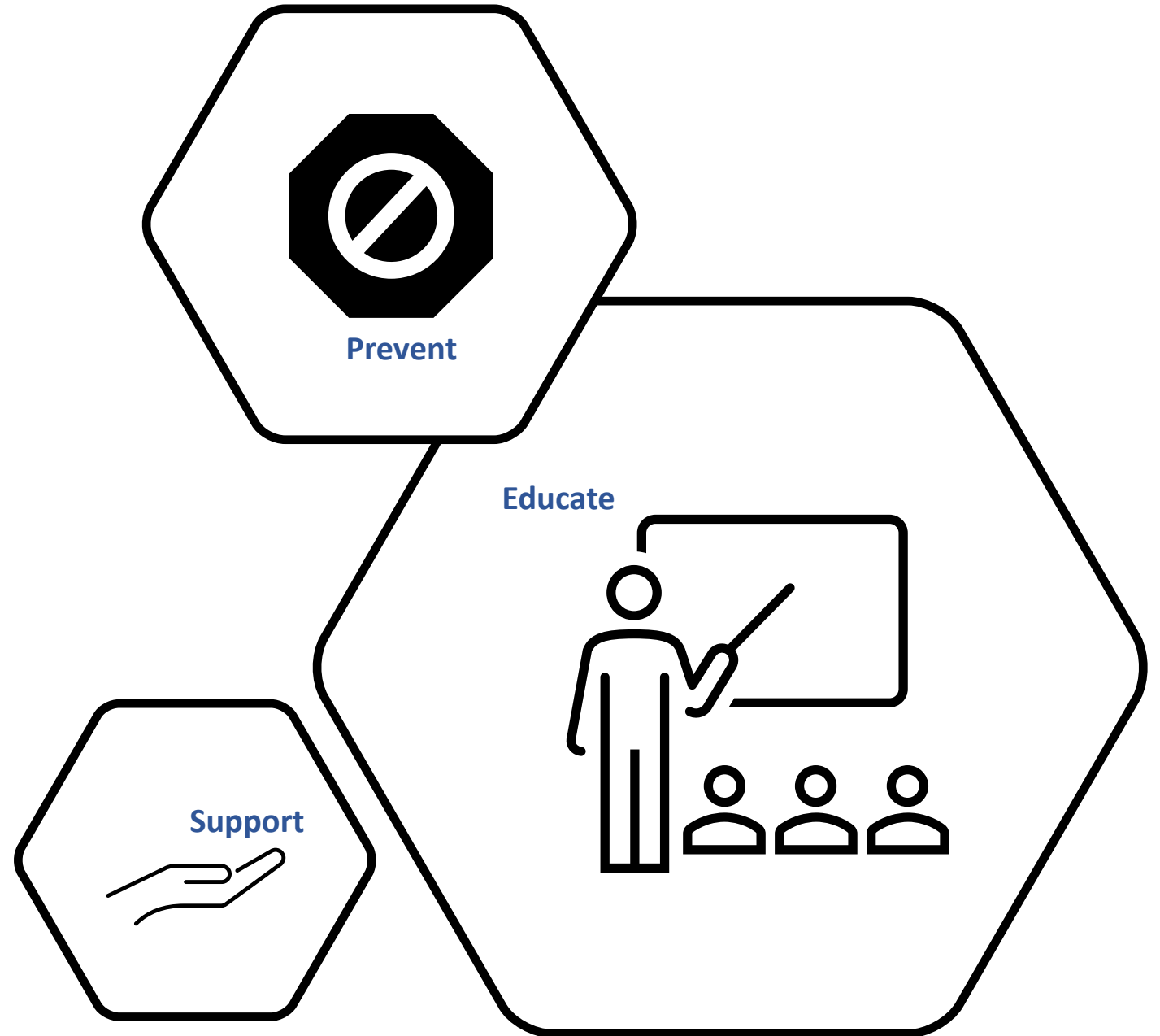
The volunteer journey you are about to embark on will  
be life changing. We welcome your partnership to  
fulfill an amazing purpose—and that is reducing the  
threat and trauma of child sex trafficking.

Ready? Set? Let's go!





what's  
**MY**  
mission?





# how did this **Org.** get its name?

We're glad you asked!

"Araminta" was inspired by the true story of a young girl from Eastern Shores of Maryland born into slavery. She was told her worth was found in what exploiters could take from her. That young girl, Araminta Ross and better known as Harriet Tubman, later became an active "conductor" on the Underground Railroad. Araminta led others to freedom, by helping folks find food, refuge and employment.

# how can I help?

Awesome question!

The volunteer program is only as successful as **YOU**, the volunteer.

Log onto our website to find opportunities according to your strengths, interests, availability, and level of commitment.

The Volunteer Coordinator will communicate opportunities, requirements, organizational changes, address concerns and provide support whenever and wherever needed.

Collectively, we push the mission forward.





## can my Kid(s) volunteer?

**Sure! Family Volunteering is a great way to preserve the family unit since...**

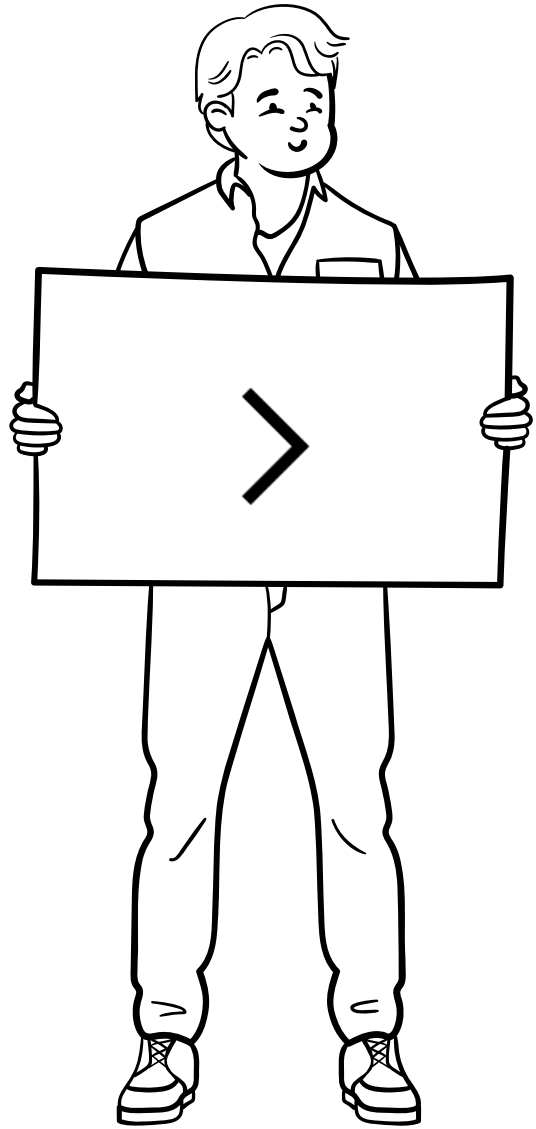
families spend quality time & have fun together

youth have an opportunity to learn family values

youth learn empathy

youth learn about the world outside of school

Please contact the Volunteer Coordinator for more details & refer to "The **Legal Stuff**"



Knowledge Share



# Glossary/Code Words

**John (Buyer or Trick)** An individual who pays for, or trades something of value, for sex.

**Kiddie Stroll** An area known for prostitution that features younger victims.

**Lot Lizard** Derogatory term for a victim who is being trafficked at truck stops.

**Madam** An older woman who manages a brothel, escort service or other prostitution establishment. She may work alone or in collaboration with other traffickers.

**Out of Pocket** The phrase describing when a victim is not under control of a trafficker/pimp but is working on a trafficker/pimp-controlled track. This leaves that person vulnerable to threats, harassment, and violence in order to force that person to “choose” a trafficker/pimp. This may also refer to a victim who is disobeying the trafficker’s/pimp’s rules.

**Pimp Circle** When several traffickers/pimps encircle a victim to intimidate them through verbal and physical threats, in order to discipline the victim or force that person to choose up.





# Glossary/Code Words

**Quota** A set amount of money that a victim must make each night before they can go “home.” Quotas could be set between \$300 to \$10,000, and varies based on geographical region, local events, etc. If the victim returns without meeting their quota, they are typically beaten and/or sent back out to earn the rest.

**Reckless Eyeballing** A term that refers to the act of looking around instead of keeping your eyes on the ground. Reckless eyeballing is against the rules and could lead an untrained victim to “choose up” by mistake.

**Renegade** A person involved in prostitution without a trafficker/pimp.

**Seasoning** A combination of psychological manipulation, intimidation, gang rape, sodomy, beating, deprivation of food or sleep, isolation from friends or family and other sources of support and threatening or holding hostage of a victim’s children. Seasoning is designed to break down a victim’s resistance and ensure compliance.

**Squaring Up** Attempting to exit or escape victimization through trafficking.

**Stable** A group of victims who are under the control of a single trafficker/pimp.



# Glossary//Code Words



**The Game/The Life** The subculture of prostitution, complete with rules, hierarchy of authority, and language. Referring to the act of trafficking/pimping as “the game” gives the illusion that it can be a fun and easy way to make money, when the reality is much harsher. Individuals will say they’ve been “in the life” if they’ve been victimized through trafficking for a while.

**Track (Stroll or Blade)** An area of town known for trafficking activity. This can be the area around a group of strips clubs, pornography stores, or a particular stretch of street.

**Trade Up/Trade Down** To move a victim, like merchandise, between traffickers/pimps. A trafficker/pimp may trade one victim for another, or trade with some exchange of money.

**Trick** Committing an act of trafficking (*verb*), or the person buying it (*noun*). A victim is said to be “turning a trick” or “with a trick.”

**Turn Out** To be forced into trafficking (*verb*) or a person newly involved in trafficking (*noun*).

**Wifey (Wife-in-Law, Sister Wife)** What women and girls, under the control of the same trafficker/pimp, call each other. (See Family/Folks)

\*The list of key terms used in sex trafficking was comprised from multiple sources; *Renting Lacy: A Story of America's Prostituted Children*, by Linda Smith; Shared Hope International, The BUDDY House, Center for Hope and Araminta.

# The Power of Words

Words **WE** USE

Support

Words **WE** ~~DO~~ NOT USE

Rescue



# The Legal Stuff

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The following are snapshots. Please visit our website for fully detailed documents to complete & sign

# REQUIREMENTS



**ALL volunteers are required to complete and sign a:**

**Waiver & Release Form** (parent/legal guardian signature is required if volunteer is underage) and

**Volunteer Memorandum of Understanding** (*Certified Volunteers*)

Please visit our website for fully detailed documents to complete & sign.

# CONFIDENTIALITY

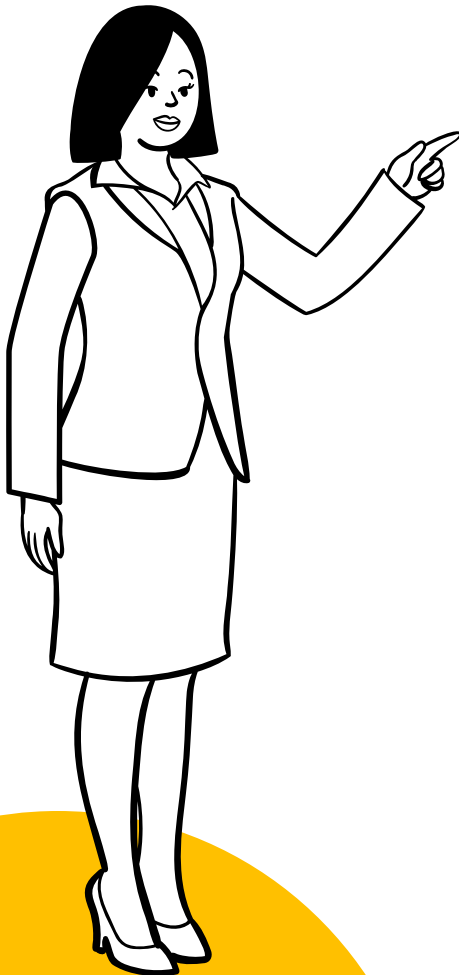
Araminta considers certain information to be confidential and/or proprietary. As an Araminta volunteer, follow these guidelines:

I will not remove any confidential information from the organization's office without specific authorization to do so.

I will not reveal any confidential information except under the direction and with the approval of Araminta staff.

I will immediately inform Araminta staff of the loss of any confidential data.

I will not divulge any client or case information to any person, that is obtained during my volunteer engagement, in accordance with the policies of Araminta, its partner agencies, and any federal, state, or local regulations.



# CONFIDENTIALITY

I will not disclose my contact or volunteer activity with survivors of trafficking. I will protect the delicate and sensitive nature of this issue and to maintain a survivor centered approach which is in their best interest and is always a priority.

I will not post any photos or videos on social media outlets that include any survivor/at-risk youth or child served by Araminta. Furthermore, Araminta staff, volunteers serving on behalf of the organization or proprietary material are not to be shown on live or pre-recorded videos without prior written consent. If I am asked to take photos or videos as a volunteer, I understand that all photos become property of Araminta.

Please visit our website for fully detailed documents to complete & sign



# PUBLICITY

As an Araminta volunteer, Araminta will use, publish, broadcast and/or use Volunteer's name, address, voice, photograph and/or likeness, and caricature in its current form or as retouched, digitized, cropped, altered, distorted or modified in any way, in any and all advertising, promotional, or other materials based the Volunteer Activities

Please visit our website for fully detailed documents to complete & sign





# CONFLICT RESOLUTION AND RESIGNATION



If at any time I have concerns or disagreements regarding the mission of Araminta or find the conduct of one of its leaders, staff, or volunteers to be contrary to the mission, vision or values, I understand that I am to discuss it directly with the volunteer coordinator or Araminta leadership.

If the conflict cannot be resolved at this level, or is regarding these staff persons, I may contact the executive director or a member of the Araminta board of directors to mediate reconciliation. If an agreement cannot be established, I understand that Araminta leadership or myself can initiate dissolution of my volunteer agreement.



# CONFLICT RESOLUTION AND RESIGNATION

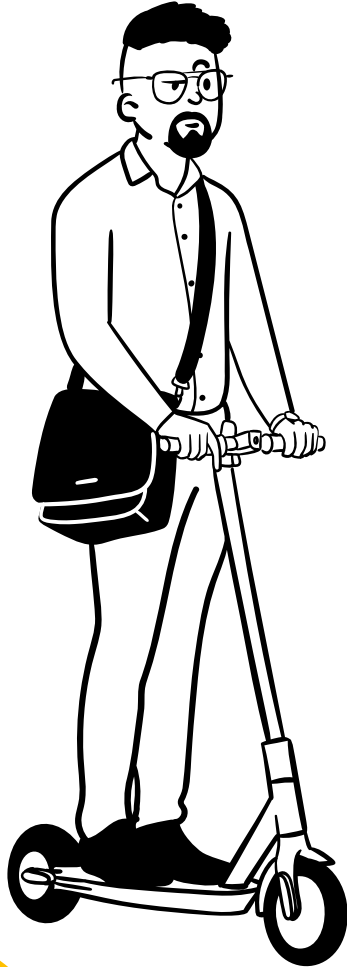
If the conflict is one that leads to the dissolution of my volunteer engagement, I understand that I am not to divulge my concerns or disagreements with other volunteers or persons outside of Araminta, including any information regarding the dissolution of my volunteer engagement or the partnership.

If a partner agency brings to the attention of volunteer coordinator any discord with an Araminta volunteer, I understand the volunteer coordinator will address the issue with the volunteer directly, to resolve the conflict or end the volunteer agreement. This will be handled in confidentiality between the partner agency, Araminta leadership and the volunteer.

Please visit our website for fully detailed documents to complete & sign



# SAFETY



Araminta volunteers who intersect with any direct survivor services will receive additional training and safety protocols. If at any time my safety is at risk, I am to contact the appropriate law enforcement, as well as inform Araminta leadership.

In my role as an Araminta volunteer, I am never to intervene in a criminal situation, and must always contact the appropriate law enforcement agency or national trafficking hotline 1(888) 373-7888.

Please visit our website for fully detailed documents to complete & sign

# ROUTINE BACKGROUND CHECKS

Araminta runs a national and state criminal history report, sex offender registry report, and child abuse registry report annually for volunteers who work within our Survivor Services program, and biennially or triennially for all other volunteers. Reports will be kept confidential, known only to Araminta staff and appropriate volunteer leadership.

**The Volunteer Coordinator will alert volunteers in advance when it is time to renew their annual background check.**

If the volunteer is working directly with a vulnerable population, their volunteer engagement may be temporarily paused if they have not completed their annual background check. Once they have completed their background check, volunteer engagement will be reinstated.

Please visit our website for fully detailed documents to complete & sign





# VOLUNTEER CODE OF CONDUCT

Araminta volunteers will avoid any dual relationship with a participant, except as part of authorized Araminta activities.

**Volunteers will report to the volunteer coordinator when they identify any participant with whom they have a pre-existing relationship.**

Volunteers are expected to be non-discriminatory, reliable, courteous, considerate, efficient, and prompt in their interactions and relationships with participants.



# VOLUNTEER **CODE** OF CONDUCT

**As an Araminta volunteer I cannot:**

Accept gifts, gratuities, monies, services, purchases at a discount, entertainment, or other favors from participants. **Appropriate exceptions include but are not limited to greeting cards or an occasional food item (i.e. cookies, a cake, homegrown vegetables, handmade gift with a nominal value).** When accepting something of nominal value, it must be reported to the volunteer coordinator.

Have personal financial dealings or economic relationships with participants.



# VOLUNTEER CODE OF CONDUCT



As an Araminta volunteer I cannot:

Accept social media “friend” or connection requests (including but not limited to Instagram, Facebook, WhatsApp, TikTok, Twitter, SnapChat, LinkedIn, etc.) from current or former participants.

**Aid participants in cashing negotiable financial instruments or handling their personal benefits, without appropriate oversight of Araminta Survivor Services team member.**

Procure, sell, give, or attempt to procure, sell, or give alcoholic beverages, controlled substances, or illicit substances to participants.



# VOLUNTEER **CODE** OF CONDUCT

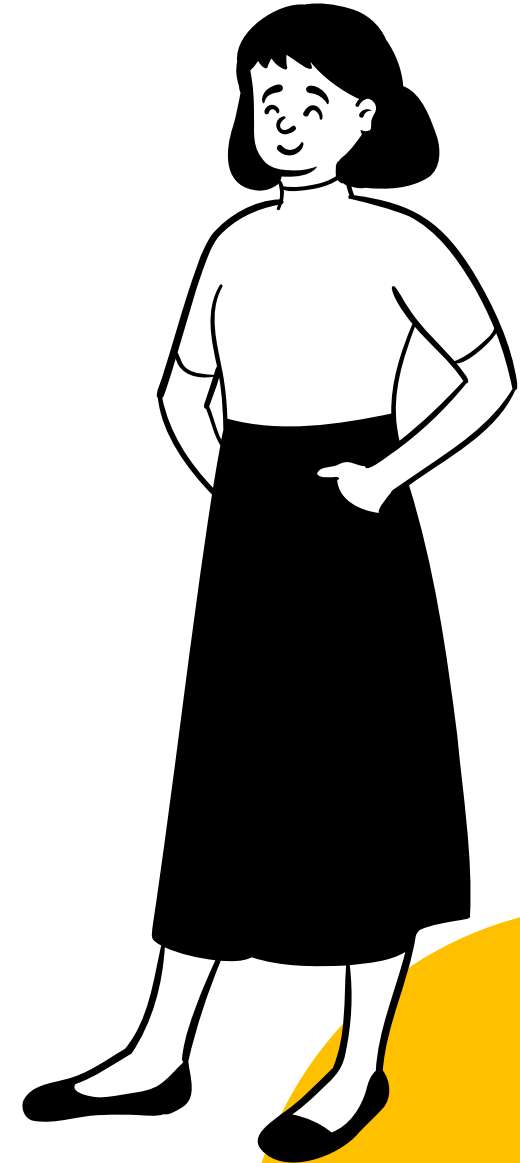
As an Araminta volunteer I cannot:

Provide transportation to participants, except as part of authorized Araminta activities.

Provide housing or accommodations to participants, except as part of authorized Araminta activities.

**Provide food or other consumable items to participants, except as part of authorized Araminta activities. Tangible needs (physical objects) requests are made to the participant's Care Coordinator to protect volunteer relationships from becoming monetized.**

Advise participants about Araminta matters outside of their official duties, but instead refer them to the Araminta Team.





# VOLUNTEER CODE OF CONDUCT

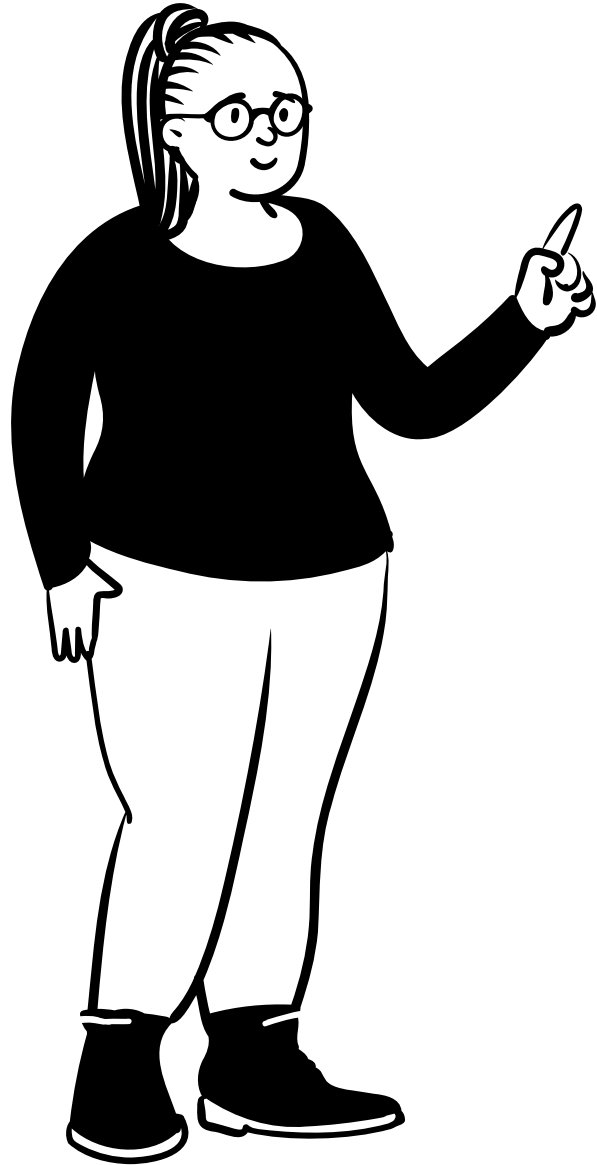


As an Araminta volunteer I cannot:

Engage in any form of sexual or romantic relationship with participants.

Abuse participants in any way, whether provoked. Abuse includes but is not limited to mistreatment or coercion of a physical, psychological, verbal, sexual, emotional, or financial nature. Instances of this will be reported and investigated. While Araminta appreciates and recognizes the efforts of the volunteers, it is of the utmost importance to put the survivor first. Therefore, if a volunteer is found to be negligent, or in violation of this policy, Araminta reserves the right to retire my volunteer engagement and partnership with the organization.

Please visit our website for fully detailed documents to complete & sign



Simply put, be

the best

version of

YOU!

# Meet **The** Team



**Administrative Manager-Susan Haggis/Susan@aramintausa.org**

**Care Coordinator-Benuuas Pope/Benuuas@aramintausa.org**

**Care Coordinator-Sonia Perrier, MSW/Sonia@aramintausa.org**

**Director of Community Engagement-Dr. Renee Murrell, LMSW/Renee@aramintausa.org**

**Director of Communications-Anna McLawhorn/Anna@aramintausa.org**



# Meet **The** Team

**Director of Survivor Services-** Iona Rudisill,  
LMSW/Iona@aramintausa.org

**Executive Director & CEO-** Rhonda Sanco, MA,  
MBA/Rhonda@aramintausa.org

**Human Resources Consultant-** Candace  
Parrot/cspcon@rcn.com

**Volunteer Coordinator-** Pascale Lebrun-Gay,  
MSW/Pascale@aramintausa.org



