
Araminteer's Guidebook



WELCOME

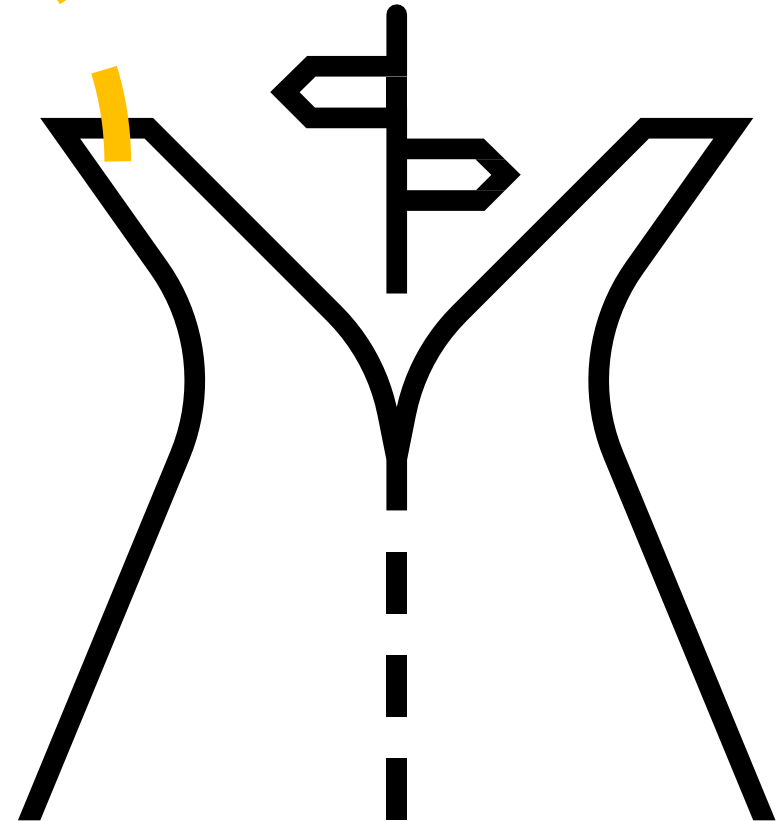
to the community
you are now an Araminteer—awesome!

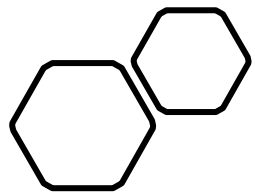
First, we must say thank you for sharing your servant's heart and
lending Araminta your strengths, ideas, and spiritual gifts.

Thank you for being **YOU!**

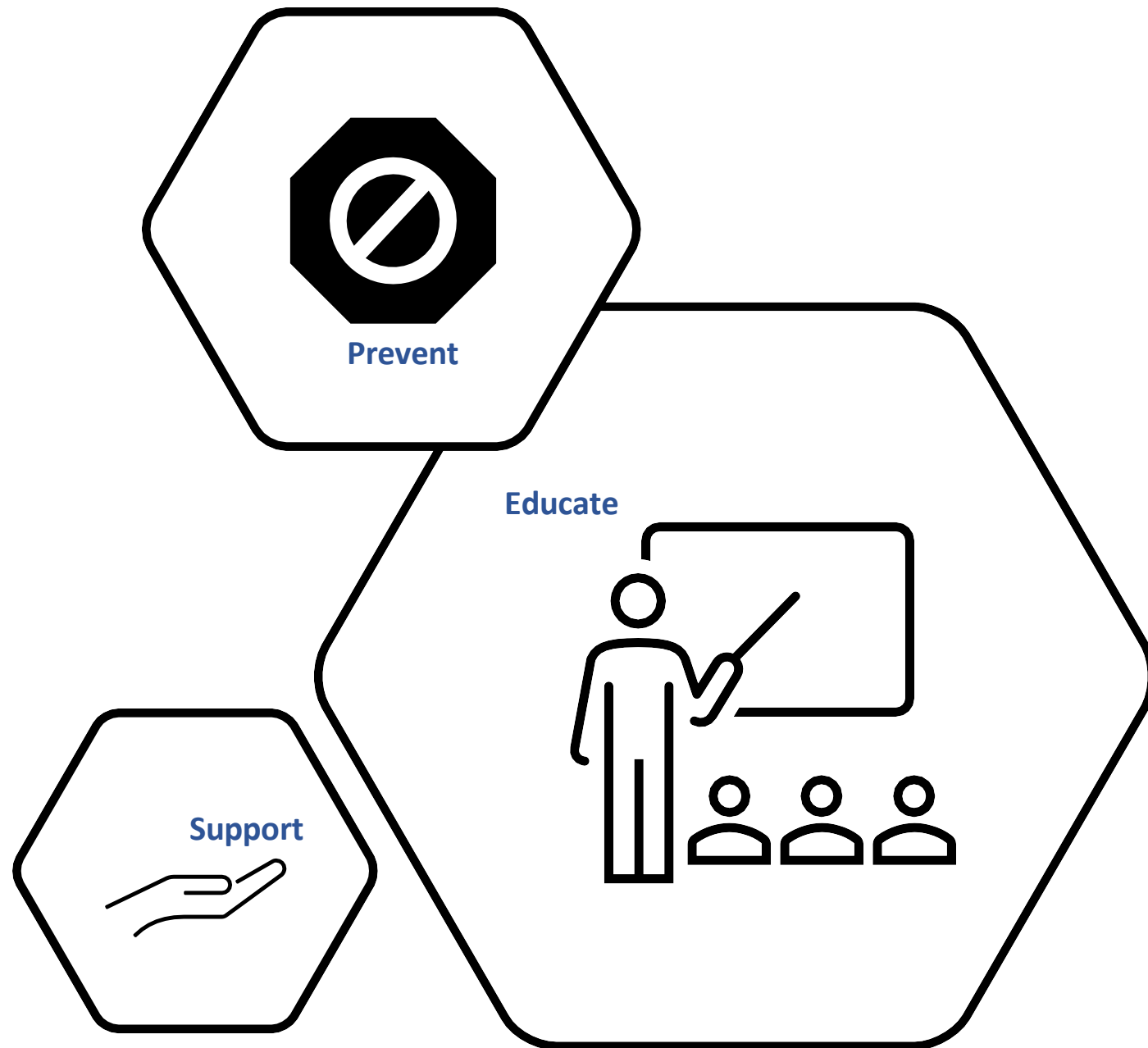
The volunteer journey you are about to embark
on will be life changing. We welcome your
partnership to fulfill an amazing purpose—and
that is reducing the threat and trauma of child
sex trafficking.

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! We encourage youth to volunteer with their parents, school, or church small groups.

Volunteerism is a great way for:
families to spend quality time &
have fun together

youth to have an opportunity to
learn family values

youth to learn empathy

youth to learn about the world
outside of school or church

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



youth(s) eligibility

Youth volunteers must be between the ages of 14 and 17 at the time of volunteering.

All youth volunteers must obtain parental or guardian consent to participate in volunteer activities.

Youth volunteers must comply with Araminta's policies, expectations, and guidelines for safety while volunteering.

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



parent or chaperone responsibility

Parents, guardians, or adult chaperones must actively supervise their child/student or youth throughout the volunteer activity. The parent, guardian, or adult chaperone must ensure the child/student or youth follows all safety protocols, behavioral expectations, and the Araminta volunteer guidelines.

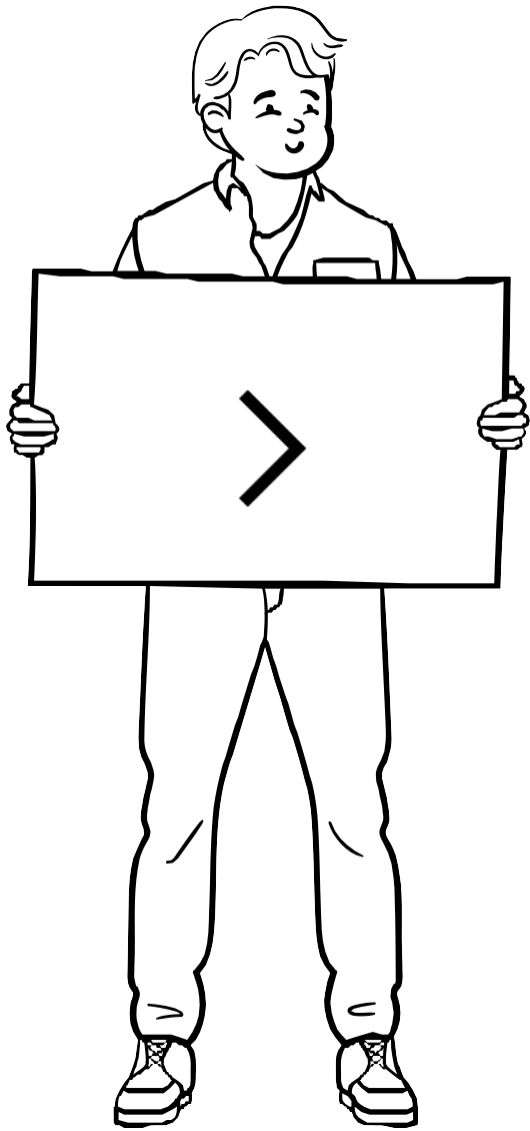
Parents, guardians, or adult chaperones are responsible for their child's/student's youth transportation to and from the volunteer site. >



parent or chaperone responsibility

If any emergency occurs, the parent, guardian, or adult chaperone must be reachable and prepared to take appropriate action as needed.

Please contact the Volunteer Coordinator for more details or 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 strip 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.*



Language Matters

Replace dehumanizing language with person-centered and trauma-informed alternatives to promote respect and dignity.

Avoid saying: “victim”

Instead say: “a person who experienced human trafficking”

Avoid saying: “homeless people”

Instead say: “people experiencing homelessness”

Avoid saying: “runaway”

Instead say: “a youth who has run away” or “a youth missing from care”

* person-centered and trauma-informed messaging was provided by OTIP and ACF.



Language Matters



Avoid using adjectives: “vulnerable group”

Instead use: “groups that have been economically and socially underserved”

Avoid using adjectives: “at-risk groups”

Instead use: “groups with a higher risk of human trafficking”

** person-centered and trauma-informed messaging was provided by OTIP and ACF.*

The Power of Words

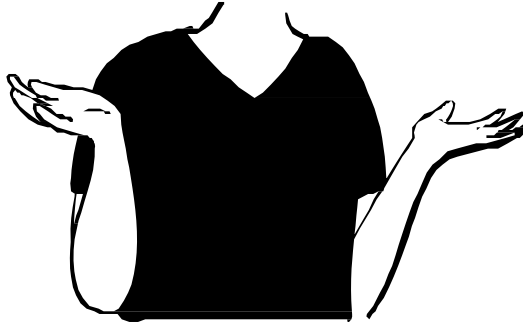
Words **WE** USE

Support

Empower

Survivor or

Thrivers



Words **WE** NOT USE

Rescue

Save

Victim

The Legal Stuff



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

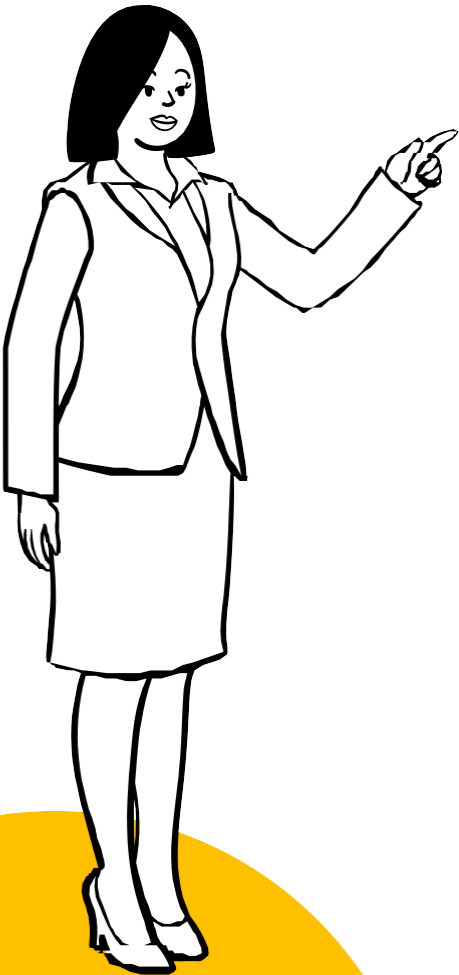
Araminta considers certain information to be confidential and/or proprietary. As an Araminta volunteer, follow these guidelines:

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 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.

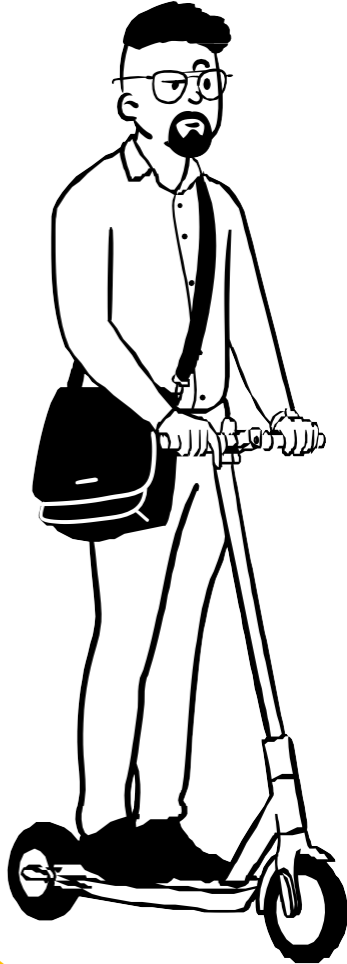
If a partner agency brings to the attention of the volunteer coordinator any discord with an Araminta volunteer, I understand the volunteer coordinator will address the issue with the volunteer directly, to resolve the conflict or end the volunteer agreement.

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 participant, 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



ROUTINE FINGERPRINTING CHECKS

Fingerprinting is a standard procedure in Maryland for volunteers who may come into contact with children or youth. By completing this process, you will be helping us uphold the highest standards of protection for the youth in our community. Fingerprinting is required every five years to help ensure the safety of volunteers, staff, and the community we serve.

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

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 members.

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



VOLUNTEER CODE OF CONDUCT

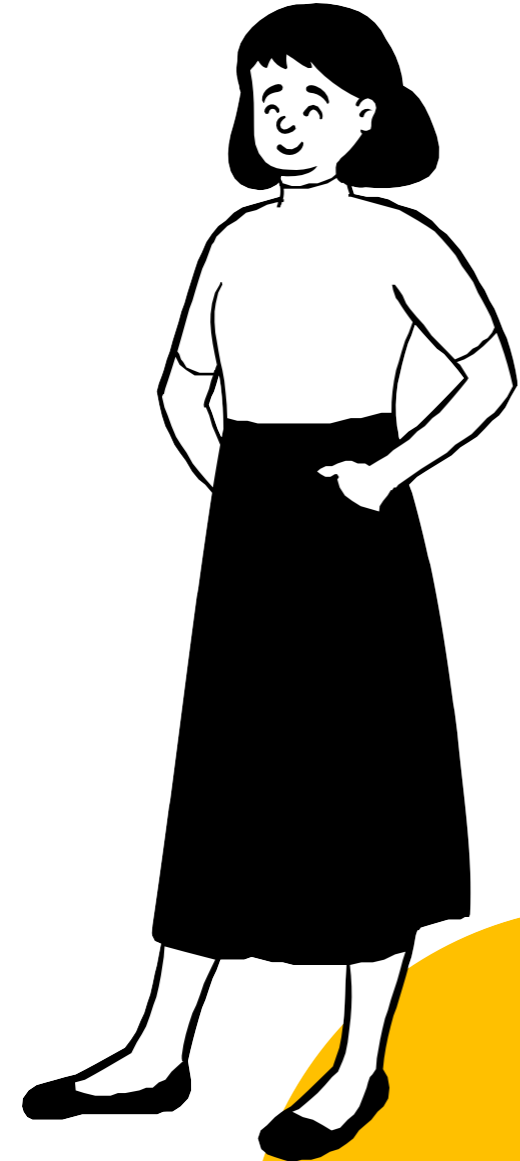
As an Araminta volunteer, I cannot:

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!

