

Second Chance Residential Program Proposal

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Abstract

This proposal is to develop a comprehensive residential treatment program for human trafficking survivors in Hamilton county. After conducting literature reviews and a community needs assessment it is clear that human trafficking survivors are a population of clients whose needs are often misunderstood and neglected. Many who find themselves free from trafficking have nowhere to turn and very little community support to assist them with reintegrating back into society. Hamilton county currently has one agency that advocates for and assists the survivors of human trafficking. However, there is no residential program to help those that are victims and who have nowhere to turn. The program proposed would encompass a variety of services to meet the needs of survivors. It would include everything from individual and group therapy to case management, skills training, and legal assistance. Another key component of the program will be that these services will be provided in a safe, secure, and homelike environment. The goal of the program is that the clients that attend the treatment will be able to reintegrate back into their communities and live happy, healthy lives. It is also the programs goal to help inspire other communities to assist human trafficking survivors in a similar way and to advocate for community support and positive policy changes for those who have experienced human trafficking.

Background of the Problem

The group was able to identify a problem in the community, when the group member reached out to Second Life organization which helps survivors of sex trafficking, it was discovered that there was a gap in service that needed to be addressed. It was identified that there is a need for residential housing and services for men and woman who are sex trafficking survivors in the Hamilton County. The Tennessee Bureau of Investigation (TBI) conducted a study in 2011 to see how various counties are impacted by sex trafficking and they found the following, since July 2013 twelve (12) laws have been created to address this problem. When a survey was conducted law enforcement reported the need for more training. Also, Davidson County has the highest percentage of minor and adult sex trafficking cases reported in the 2011 study. Before the era of internet people conducted business in the alley or behind buildings but now people interact via media and computers. Minor sex trafficking occurs in both rural and urban counties, wealthy and poor families, and racially diverse communities, but minors who come from impoverished households may be especially vulnerable to victimization (Gwyn, 2011).

“Victims of trafficking often endure brutal conditions that result in physical, sexual, and psychological trauma. (Sadrudin, Walter, & Hidalgo, 2005) Many come away with sexually transmitted infections and HIV/AIDS due to forced prostitution. Many victims have psychological manifestations such as anxiety, insomnia, depression, and post-traumatic stress disorder. Living conditions can be horrendous including unsanitary and crowded living spaces, these mixed with poor nutrition can cause a variety of health conditions. According to a study done 2011 in San Bernardino County, California, sent questionnaires to five “Southern California” counties. A non-probability convenience sample of 35 agencies known to address

human trafficking were given a self-reporting survey consisting of 15 questions including both quantitative and qualitative information. Conclusion from this study showed that housing was number one need of victims and was one of the top needs not addressed by the agencies.

The target population is individuals who are survivors of sex trafficking male and female, then addressing their individual needs. According to the National Human Trafficking Hotline, 110 cases of human trafficking were reported in Tennessee in 2017 alone. Of those reports 86 were for sex trafficking and the others were for labor trafficking or unspecified. The report also stated that 87 of the cases were female and 13 were men and that only 3 were gender minorities. Of those that reported where they were from, 34 were United States citizen and 13 were from other countries (Tennessee). The specific country that they were from and language that they spoke were not reported. Given the statics for the target area it will be important for this residential program to address the needs of both men and woman. It will also be important that the program is able to meet the needs of survivors that are from other cultures and who may speak a variety of other languages.

There are a few human trafficking and sex trafficking outpatient organizations that service areas throughout Tennessee. The Tennessee Anti-Slavery Alliance also known as TASA recognize the following organizations: Restore Corps, End Slavery, Second Life of Tennessee and Grow Free Tennessee which together cover all of Tennessee. Through research, a residential program that is called Magdalene at Thistle Farms in Nashville, Tennessee which is for adult woman only and it is a two-year residential program that is free of charge for up to 32 women who are survivors of human trafficking, prostitution, drug addiction and homelessness. There is a second residential program in Nashville called Mercy and this program is free of charge to women as well. The targeted population for that program is for women only between 13-28 years

old. That program is also based on Christian principles and teachings and is a nonprofit program. Overall, these are the only two identified residential programs and they are both in Nashville.

Uniqueness of the Program

The uniqueness to this residential program is that the program is geared toward men and women who are sex trafficking survivors in the Hamilton County area. There are currently no male and female residential programs in this county. The residential program will provide all-inclusive services for survivors of sex trafficking. For example, on site individual and group therapy, legal assistance, transportation to medical or job appointments to name a few unique services. There is a couple of residential services that are in Nashville, TN however there is a 2-year waitlist to get into those residential housing and they are for women only. Literature has a lot to say about this topic.

Literature Review and Evidence based Practices

The goal is to create a comprehensive residential treatment program for survivors of sex trafficking. This program will provide them first and foremost with safety. Much like a domestic abuse shelter, precautions will be made to ensure secrecy of the location and that safety measures are taken to protect victims from their perpetrators. The program will also provide the clients with appropriate mental health and case management services. It would provide both individual and group trauma therapy. It would also assist clients with job skills and life skills training as needed. Another important part of the program will be that we would ensure that there were bilingual staff available to provide services that are accessible to more people.

The distinguishing factors about the program are: that the program would be in Hamilton County, men and women survivors, bilingual staff and free transportation. There is currently no known residential program in Hamilton County area that offers residential services to sex

trafficking survivors. The two residential programs are called, Thistle Farms and Mercy Multiplied. Thistle farms provides a 24 month, rent-free, home environment based on a community living model; helping residents live honest, sober, and self-sufficient lives; Connecting residents with the specific services that will help them heal, including alcohol and drug treatment programs, mental health services and physical healthcare (including prescriptions, dental, and vision care).Provides educational opportunities; Fostering self-understanding through personal and spiritual growth; Offering the time and support needed to recover from childhood abuse and to fully understand the role it plays in trafficking, prostitution and addiction; Providing a matched savings program for residents; and Offering opportunities to work towards financial self-sufficiency at Thistle Farms. It is a two-year program that the client must commit too, and it is for women only. The other program called Mercy Multiplied is for young women and it is free of charge. The program is based upon the Bible and biblical teachings. Those two programs are both based out of Nashville, Tennessee. There is also no residential program that provides services to both adult men and adult women. The program will also staff people who speak bilingual on all shifts to make sure language is not a barrier for coming to the program. The program will offer free legal aid, job training, individual and group counseling and mental health services.

The project is unique because not only will it be providing services to the victims but in addition it will be filling a need shown to be a missing component locally as well as internationally; and that need is residential housing. Assisting our programs clients with housing will further enable them to integrate back into society and live independently. As we continue to research effective methods to bring awareness about trafficking and how to best serve our clients, we'll be able to find a way to facilitate housing in a beneficial way. An article was

written in 2013 titled, *Responding to Victims of Human Trafficking: Interagency Awareness, Housing Services, and Spiritual Care* that talked about how in California there are several agencies serving those that have been exploited sexually; they are all doing great work, but how much more effective they could be if they collaborated. This article quoted a line from another author's book who had also been conducting research on sex trafficking that affirms the importance of housing. "In Bales' (2007) book, *Ending Slavery*, he discusses the many alternate routes to rescuing an individual from human trafficking. His research found that individual action on a grassroots level and an understanding that an ex-slave needs support in the transition to a life in freedom was more effective than federal legislation. This research identified a need for victim housing when the victim emerges out of a trapped life and into a new life. A place to live safely and start anew becomes an important support. Social Workers need to continue to advocate and collaborate with community agencies in the creative design of safe and sensible housing options" (Baker & Grover, 2013, p. 317)

Throughout the literature review several issues have been identified as an effect of human trafficking and how it has impacted the survivors. The identified issues are mental health issues, substance abuse, and the need of more programs and services. A challenge that was identified is, "Although research has demonstrated a high prevalence of mental disorder among trafficked people and that trafficked people are in contact with mental services, little is known about mental health professional's' experiences of identifying and providing care for trafficked people" (Domoney, Howard, Abas, Broadbeat & Oram, 2015). Challenges that mental health professionals encounter are: "It is difficult to follow survivors for a long period of time, Traumatic experiences affect client's memory, Clients are afraid to say anything or come forward, Barriers obtaining information, Clients fear of safety/risks, Staffing availability to

conduct assessments, Lack of/Limited trainings available” (Domoney, Howard, Abas, Broadbent & Oram, 2015). There was little to no articles found on programs for human trafficking survivors to be a part of. There were several articles found on human trafficking as a social and global issue that is rapidly growing. Trauma, abuse, exposure, loss of identity, mental health, suicide risk are common themes found throughout the articles. To assist victims with these various challenges are to increase training and awareness for health professionals so that they can adequately treat and care for clients. Research indicates that even though women and children are trafficked more frequently, young men are also trafficked but there is little information about this from their perspective. In Israel for example, they have established a shelter that houses both men and women that have been trafficked for slavery, prostitution, and forced labor. An issue identified is the lack of or little funding available as well as the ineffectiveness of the therapeutic groups for the men. Certain services were geared towards the men such as employment; for the women such as emotional support and life skills. Advocacy is needed to make a change with this social problem, “Advocating to influence public policy is a critical component in increasing policymakers’ awareness of mental health needs and, consequently, increasing the availability of psychological services” (Lyons, et al.,2015).

According to the literature, most residential programs for human trafficking victims provide similar services. The themes that are common among these programs include: mental health treatment, case management, skills training, and providing a safe environment. An example of this can be found in a qualitative research study found in the Journal of Nursing Scholarship. Twigg conducted in-depth semi-structured interviews with the directors of five different residential programs for human trafficking victims across the United States. All reported that crisis shelter, emergency medical care, and having their basic needs meet is the

greatest need to victims in the initial 24 hours of services. Additionally, all five agencies reported case management and mental health treatment as services that they provided. The most common type of therapy used in the interviewed agencies is trauma informed cognitive behavioral therapy. Of the five agencies interviewed, four reported that they provided legal advocacy to help expunge criminal records and to help them through the process of having their perpetrator convicted. All 5 agencies also reported that they aided with family reunification and that it was an important part of ongoing care (Twiggs, 2017). Another example of a qualitative study using in depth interviews was conducted by Ternes, he used a sample size of three residential programs. Of the three agencies two were Christian based facilities that receive much of their funding through local churches. The other agency received its funding through government grants. All three agencies provided mental health services and skills training. Two of the three agencies provided all therapy and services on site, while the third used community referrals for all services in an effort to make the residents a more relaxed and home like environment (Ternes, 2016).

One agency that conducted outcome studies used 97 case files and compared initial intake assessment with assessment completed toward the end of care. The study reported that all most all the clients showed improvement, such as expressing a lessening of symptoms of emotional distress. The services provided by this treatment facility include trauma informed individual and group therapy, assistance with life skills training, and meeting the client's basic needs (Sutherland, 2015).

Throughout the literature there were many authors that noted a lack of research as a concern in this field. Even in the studies listed above none of the agencies interviewed were conducting their own outcome studies to determine the effectiveness of their program. For

example, one article discussed how the use of trauma informed cognitive behavioral therapy has become very popular in this field even though there has not been enough research to ensure that this is an evidenced based method for working with human trafficking survivors (Levine, 2017).

According to an article published about the process of trafficking from beginning to end (Hammond and McGlone, 2014), the needs of sex trafficking survivors are trauma-based services, advocates for re-entry into the community, and working collaboratively with other agencies to protect the survivors. Organizations that can provide secure housing have been at the forefront of needs.

Another important factor for treatment of human trafficking victims is the use of trauma sensitive care. According to Johnson it is necessary for all staff that are involved in the client's care are trained to be "trauma sensitive" regardless of what role they play in the agency. He also stated the staff members should be educated on understand the concept of "complex trauma" and how victims of complex trauma are more likely to be revictimized, especially if they do not receive the appropriate therapy (Johnson, 2012).

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An article on responding to victims of human trafficking (Baker & Grover, 2013) finds that spiritual based services are what is available and the benefits of having a spiritual based program benefits survivor in finding hope and beliefs again after the trauma experienced. Using housing based spiritual care can rebuild bonds of survivors with themselves and a high power.

Agencies have tried to address trafficking through technology and the boom of the internet. A study done from September 2011 through April 2012, conducted semi-structured phone interviews with 12 advocates. After speaking with advocates and working to close sites on craigslist and other classified ads for trafficking. Although the internet has been a way for traffickers to boost their presents, having advocates take down one helps potential traffickers work harder to find victims (Thakor & Boyd, 2013).

Research from an article in Global Social Welfare by (Hodge, 2014) informs first responding professions such as law enforcement, medical staff, teachers, etc. are the pivotal members in our communities that can help identify persons that are being trafficked. Education for these professions is crucial in helping to identify victims as early as possible. Trafficker persons are not going to come out and tell you, instead learning what to look for and social cues can be the determining factor in helping someone to escape with their life.

A look into the past efforts to supplies a way to find higher trafficking areas by identifying area that crime and corruption are high. In cities that have high corruption increase crimes, increase prostitution, and increase trafficking rings. Being able to identify this underground trade will be how law enforcement and community leader shut down trafficking according to (Martin & Smith, 2015).

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become very popular in this field even though there has not been enough research to ensure that this is an evidenced based method for working with human trafficking survivors (Levine, 2017).

Becoming familiar with literature about human trafficking and all aspects of it (not just our specific focus) allow us to compare as well as weigh the pros and cons to create a program that doesn't mimic another agency. Doing this will help victims in our community but also spread awareness about this issue from a federal and international perspective. The literature will enable us to be better equipped on how to conduct our services, how to engage the surrounding community and across state lines, bring awareness to common barriers agencies face, more helpful and frequent trainings on how to help victims and survivors, etc. Research is essential because it will indicate on what's already been effective and we'll be creative in how to adapt them to today's society. The programs' goal is to not just be another agency helping to combat this epidemic but an agency that brings about positive change on all levels (local, federal, international) as well as bring healing to survivors.

Problem Statement

There is a need for a residential facility and a need for comprehensive services for survivors from the literature. However, what is not known is why there are so few services offered, and that is the reason why it is important to explore the needs of the area and create a program to benefit these survivors.

Need Assessment Research Plan and Need for the Program

To ensure that the needs assessment reflects necessary information to move forward with the program it will be important to collect data. There are various sources already in place that we can utilize to collect data such as: existing agencies, agency records and documents, research on evidence-based practices, and reviews. When someone is aware of other agencies you can

compare and contrast with each of them on what they have to offer. By doing this the group will not duplicate services already being offered and ensure gaps are being filled. Also, agency records and documents are helpful because it can help with evaluating the internal networking of the program and its efficiency. Documentation provides specific details, numbers, and any additional information about how the program operates. Utilizing evidence-based practices provided through research ensures that our therapeutic methods are current, effective, and bring about change. A goal is for clients to receive the best treatment possible to address identified issues. Another source of data we can use are program reviews. Reviews are personal opinions, feedback and insight directly from the clients. This can be used to gain a better understanding of what clients felt was beneficial to them or could have been better. Then with this knowledge then serve the clients in a way that works for them. There are other sources of information to be used but these are the ones that will be most useful for group.

An identified gap in service in Hamilton County, Chattanooga, Tennessee is residential programs specific to sex trafficking survivors. There are several complementary programs and resources that work with human trafficking survivors: Second Life, Restore Corps, End Slavery, CAHT /Grow Free Tennessee, Magdalene House and Thistle Farms residential program. There is no identified competing program in Hamilton County that is a residential program for human sex trafficking survivors that service both males and females. The program will fill the gap in Hamilton County by developing a residential program that will service male and female sex trafficking survivors, at no cost and offering several services to the survivors within the residential program.

Statement of Purpose

The statement of purpose for this study, is to determine the most effective way to meet the needs of sex trafficking survivors in a residential setting in Hamilton county.

Research Question/s

What are the needs of sex trafficking survivors in Hamilton County, TN?

Research Hypothesis/es

The theory is that a residential treatment program that provides comprehensive services will benefit human trafficking survivors. According to the literature, services should include safety assistance, therapy, case management, life skills training, and legal assistance. Therapy would be individual and trauma-informed Cognitive Behavior Therapy.

Research Variables

Due to the type of care sex trafficking survivors need to address their trauma several variables have been identified that would be most beneficial. Services offered will be comprehensive to help the survivors holistically such as: therapy, case management, legal assistance, and housing.

Methodology

Both qualitative and quantitative research is appropriate for this topic, so the mixed methods approach will be chosen. Rationale for mixed methodology is that it combines statistical facts with first hand experiences to best understand needs of sex trafficking survivors. It is important to use quantitative research to obtain data from current programming, and qualitative research to provide insight from survivors' experiences.

Population and Sampling

The population to be researched is current and former clients of the Second life program in Tennessee. The sample of participants will be those that volunteer to participate. The clients will be asked by second life staff members if they would like to participate and those who chose to do so will make up the population of the study. The goal is to have 60 participants. Participants will be excluded if they are under 18 years of age or if they are not able to read and comprehend the consent form and the survey. To recruit participants the researcher will request a list of interested participants from the Second Life staff. All those clients will be contacted via a phone call to determine if they would like to be a part of the study and to ensure that they don't meet the exclusion criteria. This sampling plan was chosen as it is the best way ensuring that only clients that are interested in the study are contacted by researchers.

An identified individual who will provide permission to use the Second Life site would be the Director Frances Warner and Jerry Redman the CEO/Co founder of Second Life in Chattanooga, Tennessee. It is important to obtain permission to access the population and use their location for this study. First, the way this will be done would be scheduling a meeting with the CEO and the director to discuss the intent and importance of the program proposal. Collaboration and professional relationship development are important to success of the development of the program.

Data Collection and Analysis

The site location will be at Second Life organization in Chattanooga, Tennessee that specializes in working towards ending human trafficking and sex trafficking in the United States. The participants will be volunteers that are survivors of human trafficking/sex trafficking that have utilized services at Second Life organization. There will be twenty participants total that

will meet with a researcher individually to review a consent form and sign it. The participants will then be given a survey and allowed to complete it on their own and a researcher will be available to answer any questions. Once the survey is complete, the participant can then leave. The forms will remain in a locked cabinet throughout the research study period and will then be destroyed. The participant will be meeting in a private conference room where it is secluded and confidential. The locked cabinet will be at Second Life and the head researchers will have the key. The research study would consist of fifteen participants every Saturday for one month, totaling sixty people. The fifteen people that are scheduled each Saturday will have the private conference room with the researcher for a total of twenty minutes at most, scheduled at different intervals of time until all fifteen participants each Saturday have completed the survey for one month.

Mixed methods data is a combination of qualitative and quantitative methods to collect data. Quantitative data analysis includes data editing and checking, frequencies, univariate analyses, as well as an examination of two or more variables. Qualitative data analysis takes words, phrases, or sections of text and coding data into constructs or categories, then to be analyzed for themes and patterns to describe the primary needs of the population. Surveys are going to be used to obtain information from demographics and if client has received services before and what has and has not be useful or available. The use of open and closed questions helps to retrieve specific answers for demographics and informational answers of services and needs of the population. Surveys have advantages and disadvantages such as obtaining specific examples and finding a balance of specific and general questions where issues can be missed.

The hope for the results is that they will show that the clients confirm that a comprehensive residential treatment facility for human trafficking survivors would be beneficial

in our area. The researchers hope that confirming this will be beneficial in helping create such a program.

Ethical Considerations

For this project there will not be collection of any personal information from the participants, but general demographics such as age range, and gender. Privacy and confidentiality will be protected by scheduling each participant an appointment so that they have adequate time to take the survey. A researcher will always be present throughout the process. Only the researcher will have access to the data collected and will ensure that it is properly stored and locked away. Trafficking affects various ethnic groups so it's important to ensure that the researcher is culturally aware, sensitive, competent and makes necessary accommodations when needed. The program will have translators if there is a language barrier and this will be utilized when appropriate. The plan is to use a moderate sample size to be able to correctly calculate the data.

Evaluation Plan

When planning for evaluation it is critical to first identify the target population. The direct recipients of the program are survivors of sex trafficking, ages 18-55, male and female that live in Hamilton County, Tennessee. It is also critical that each aspect of the program has a designated purpose that is objective and measurable. Each aspect of the program proposed has been listed below with a detailed description of what the activity is and what the outcome of the activity should be. Doing this will allow the program to evaluate whether each activity is meeting its intended purpose.

Field Days

There will be assigned days where the residential program will have activity days also known as field days. This activity addresses the need for self-care amongst all the survivors in the program. Self-care is very important because everyone deserves to smile, to laugh, to relax and to create positive memories. This population has been through trauma, loss, abuse, neglect and so many terrible things have happened to them. This activity will happen once a month, where the clients along with staff will be able to go off site for a fun appropriate activity for two hours. The desired result would be that the clients will have time away from the program in a safe environment to relax and give each of them something to look forward too. The milestone would be that each client will learn self-care and different ways to bring peace in their life. This will directly help the clients, who are the goal target, but also will help the staff as well.

Benchmarks that can be achieved would be ways for the clients to calm their anxiety and stress by learning self-care techniques.

Onsite staff training

The onsite staff training will be conducted one time each month. It will include all of the staff members, the supervisors, and outside teachers as needed. The desired result of this activity is that the staff will be extremely knowledgeable about the special needs and challenges of working with human trafficking survivors. They will also be knowledgeable in evidence-based interventions and culturally competent. This will result in the clients receiving the best care possible and the staff members feel adequately prepared to meet the clients' needs. Because the clients are receiving knowledgeable care from staff their intermediate and long-term outcomes will be improved as they will be more likely to complete the program and to benefit from the services if the staff is knowledgeable about their challenges and how to best meet their needs.

Staff care team meetings

The staff care team meetings will be completed one time per week and will include the staff that works directly with clients and the supervisors. The activities of the meetings will include discussing self-care topics such as how to recognize compassion fatigue and teaching ways to cope with stress. The meetings will also be a good time for staff to discuss difficult cases and receive consultation from each other. The supervisors will be responsible for organizing and overseeing the meetings. The main desired result is to reduce staff burnout and turnover. If the staff is encouraged to engage in self-care and to take care of each other they are going to be more likely to have higher job satisfaction which should keep staff turnover low. The intermediate outcome for the participants is that they will be provided care by a staff that is experienced and well equipped to manage this emotionally challenging job. The end outcome for the clients will be better long-term result as a result of receiving services from an experienced staff.

Monthly meetings for residents

Community meetings will be held each month for residents to address concerns or issues they are experiencing in the residence. The house manager will oversee conducting this forum. This meeting will be a maximum of 1 hour if the whole time is needed to discuss issues. Issues that may arise in the residence can include arguments, relationships, individuals feeling that they are being disrespectful. The result desired is to give residents a voice in their community and be able to address issues that arise. As residents progress and use these meetings monthly to resolve issues, it will build their confidence in sharing their voice again. The goal is to see the residents empowered to speak up and be able to communicate in an assertive, but respectful manner. At the end of the program, residents should feel comfortable to be in public and stand up for

themselves. Long term goals are for residents to reintegrate into society without fear or risk of recidivism.

Case Management

Each week residents will meet with a case manager who will help them address the areas of their life that need rebuilding. Case managers will be asked to provide referral services for individuals looking for resources in their community. Housing, employment, medical, and behavioral assistance will be examined for any individuals needing services. Having a case manager available to address needs will help residents to address their needs effectively and in a timely manner. Residents will be able to process and complete treatment successfully within the 12-18 months. For case managers and individuals, we hope that the community comes together to help build the individuals and the program to its best.

Individual and group Therapy

Clients will meet with their assigned therapist and group once a week for an hour. These sessions will be conducted from a trauma-based focus to better address their immediate need. The purpose of these sessions is to help the client speak more openly about their experiences in a safe environment not only with the therapist but with others who have similar experiences, which affirms that they are not alone in the process. Client will recognize triggers and learn coping techniques to use in their daily life that works best for them. Through the use of the trauma based cognitive behavioral therapy model clients will hopefully have healthier thinking patterns and recognize themselves as survivors not victims so that they can have productive lives moving forward. Overcoming trauma that sex-trafficked victims experience is a long and challenging process but given the tools, support, time, and commitment to lifelong transformation provided by the staff and having other residents as accountability partners, these client's outlook on life

will be more realistically optimistic than they believed. The long-term goal is to empower the survivors to take back control of their life and embrace their story as something that shaped them not destroyed them.

Data collection Plan

The most direct possible data source to measure the outputs would be sign in sheets. The instrument used will be a typed sign in sheet at check in. When a survivor enters the office to complete the survey, they will be asked to sign in. This is connected to the overall evaluation plan because the survey is anonymous so there must be a way to keep track of how many survivors and which survivors participated in completing the survey. The survey will be given once a week for a month, a total of four times for the survey to be completed. The group will be able to collect four signs in sheets total, it be collected at the end of each day that the surveys are given out.

The data source to evaluate the intermediate outcomes will be current clients of the program and clients that completed the program in the last three years. The instrument that the program could implement would be surveys. Since one of the intermediate outcome goals for the clients is that they maintain stable employment one section of the survey would be to ask them about their current work status. It would also question how long they have been with the same company and how satisfied they were with their employment. Another aspect of the client's intermediate outcome the program would need to measure is the clients report less symptoms of emotional distress and increased health relationships. These outcomes could also be measured using a survey with clients. The best way to gage this outcome would be to conduct both a pretest and post-test with the clients. That would ensure that the best way to gage whether the client's symptoms of emotional distress has decreased since being in the program. A pretest and

post-test would also be an effective way to gage any improvements in the level of confidence that the clients felt since being in the program. This is a critical step in the evaluation plan as it is of the utmost importance the client's direct thoughts regarding their outcome as a result of participating in the program are considered. It is also critical for funding and research to conduct this step as a part of the evaluation plan.

Objective Statement

While developing this programs evaluation plan an objective statement was utilized to ensure that all aspects of the program was considered. The objective statement is helpful to concisely show target population, outputs, intermediate outcomes, and long-term outcomes. The objective statement for this program is that, among the residents of Hamilton county who have experienced human trafficking, 10 survivors will enroll in a residential program and 90% will complete the program. It will lead to the increase of social skills, employment skills, and emotional stability to reintegrate into society.

Limitations

There are some limitations to the program proposal is stigma surrounding the social issue, community acceptance and support, and providing sustainable services to the clients with a limited budget. Human trafficking is a large social issue and it can affect anyone. However, there are many people who believe that Human trafficking does not happen in Hamilton county or that it is rare or that it will never happen to them. Stigma on this issue can be a limitation because those who believe this may not support the program which can negatively affect it. The other limitation is community support and acceptance, this can be a limitation because if people feel there is not a need for the program or that the program will bring negative views unto the community because of the clientele that would be served- this would be less support to the

program and can have a negative impact on the program is perceived. The last limitation is that due to the program not charging the clients any fees because it is a free program for them, this can have an effect on the budget. There is a strong need to pull financial support from other areas, so the program can maintain the free services to the survivors identified in the program.

Conclusion

In conclusion, Hamilton county is in need of a residential treatment program for the survivors of human trafficking. There are currently services in place in this county to assist human trafficking survivors that could be great allies to this residential program. Throughout the literature and research on the needs of human trafficking survivors benefit most from residential programs. They are able to reintegrate back into their communities when given the services and assistance they need in a safe and home like environment. This residential program plan was designed by utilizing research on how residential programs in other community's work, what the best practices are with this population, and what the needs are specifically in Hamilton county. Sex trafficking survivors deserve to be given a second chance. They deserve to have a safe place to live and all their basic needs met while they work through the emotional trauma and the life altering consequences that they faced at the hands of their perpetrators. It is the goal of this program to provide the survivors of human trafficking in Hamilton county that second chance. It is also the goal of this program to be an agency that encourages positive change in this community and others through advocacy, awareness raising, and education about the needs and prevalence of human trafficking survivors.

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Appendices

a. Stakeholder Analysis Table

Project Title: Human Trafficking Advocates Date: 11/03/18
 Group Members: Breanna Gould, Jamie Sherlock, Mariah Sharp, Marissa Norman

| Stakeholder | Characteristics | Main Interest | Fears and expectations | Potential impact | Priority | Recommendations | Responsibility |
|---|--|---|---|---|---|--|---|
| <i>Identity of individual or group/s.</i> | <i>What sort of person or group are they?</i> | <i>What are their main interests and/or motivations?</i> | <i>What is their potential reaction to the project? What do they expect from the project?</i> | <i>How important is their impact on the project? (low, med, high, critical)</i> | <i>Rank the importance of the stakeholder to the success of the project (critical, high, med, low).</i> | <i>Implications for your project planning. (e.g. keep informed, involve in planning, etc.)</i> | <i>Who in your cohort will implement the recommendations?</i> |
| Second Life of Tennessee | Organization working with victims of human trafficking. | They work with human trafficking survivors, their goal is to end human trafficking. | Potential reaction towards the project would be positive. They can expect a partnership with us, since we are working with the same population. | | | | |
| Church & Non-profit Agencies | They do work for the community, they know other external resources and have connections we can reach out to for additional support | They are able to bring awareness to the public and people they serve to help get involved in our initiative | The length of the process, time and commitment, not enough interest or support, benefit for them | High | High | Involve in planning | All parties |
| Press/Media | News, radio and social media outlets | Publicity, widespread awareness and impact | The importance of making this issue national news or why it should be | Medium - High | High | Keep informed | All parties |

| | | | | | | | |
|----------------------------|--------------------------------------|---|---|------|------|--|-------------|
| | | | broadcasted, good cause to get involved in, grand scheme impact it will make on the community | | | | |
| State Government Officials | Review and approve of grants/funding | Our services are free so this is a way for the Government to know their community is being helped without being directly involved | They'll want to know the long-term benefit and make sure the money being given is making a difference and change is happening | High | High | Keep informed and involved in planning | All parties |

b. Stakeholder Power-Interest Grid



c. SWOT Analysis Matrix

d. Logic Model

Project Planning Form / Logic Model

Program Title: Human Trafficking Advocates

Team Members: Breanna Gould, Jamie Sherlock, Marissa Norman, Mariah Sharp

Statement of Problem: Among the residents of Hamilton county who have experienced human trafficking, 10 survivors will enroll in a residential program and 90% will complete the program. It will lead to the increase of social skills, employment skills, and emotional stability to reintegrate into society.

| Inputs | Outputs | | Outcomes (Impact) | | |
|--|---|-----------------------|---|---|--|
| | Activities → | Participants | Short Term → | Medium Term → | Long Term |
| Staff- Supervisors, House parent | Monthly Meetings with Participants (Mariah) | clients | Address concerns that impact client progress. | Increase client's ability to speak up for themselves. | Clients will feel comfortable speaking out, addressing others, and become active in their communities. |
| Volunteers- Cook, transport, Maintenance, Landscaping | Field Days (Breanna) | clients and staff | Skills: Improved life skills, communication skills, building healthy relationships. | Behaviors: clients will be able to learn new and healthy ways to manage self care. | Clients would be able to incorporate self care strategies even after they graduate from the residential program into |
| education material for staff and guest trainers as needed | Monthly on-site staff training (Jamie) | staff and supervisors | There will be an Increase in staffs knowledge and skills. | The program will provide services that are evidenced-based and culturally competent. | The program will be a example for other programs on how to provide quality services to human trafficking survivors. |
| Facilities- Individual offices, office equipment, security system, meeting rooms | Weekly Staff Care teams (Jamie) | staff and supervisors | The staff will communicate effectively with each other and support each other in providing care to clients | The staff will develop healthy working relationships with each other which and feeling supported. | The staff turn over will remain low which will result in providing better quality of care to clients. |
| residential housing, furniture, appliances, bedding, ect. | Case management:one per week for 1 hour (Mariah) | client and therapist | Allows the client to be connected with resources. | Clients to learn to be proactive in finding resources. | Clients becoming independent and able to help others. |
| Conference Room - Chairs, white board, large table, | Group Therapy (trauma-focused CBT model) : one time per week for 1 hour. (Marissa) | clients and therapist | Client will embrace all parts of themself as they become more real and share their experience with others knowing there is no judgement | Client will have at least one person from the group they trust to help keep them accountable | Client will have healthier thinking patterns, |

| | | | | | |
|---|---|---|---|---|--|
| <p>Identification Boxes/Private Office - Key/fobbe automatic entry doors, accessible, investment, coffee table, neutral paint color.</p> <p>Money for ad campaign, flyers, ect. and a staff member to conduct interviews and manage social media accounts</p> | <p>Individual therapy- Trauma-focused CBT model) one time per week for 1 hour</p> <p>Community social media, commercial, and news campaigns (Marissa)</p> | <p>client and therapist</p> <p>Staff and volunteers</p> | <p>Client will independently seek assistance from the community business sector upon identified business sector upon needs, etc.</p> <p>Advocates: The community will be more aware of the issue of human trafficking and what services our program offers.</p> | <p>Client will recognize their progress and have at least a coping techniques</p> <p>Participation: The community will support the human trafficking issue by funding this program and additional programs to improve outcomes for human trafficking survivors.</p> | <p>Client will have more knowledge of resources and services available to them to plan a better life</p> <p>The participants will be successfully integrated within their community and be able to live a successful life.</p> |
|---|---|---|---|---|--|

e. Survey/Interview guide (if applicable)

f. Team CITI Training Certificate

Mariah Sharp

**COLLABORATIVE INSTITUTIONAL TRAINING INITIATIVE (CITI PROGRAM)
COMPLETION REPORT - PART 1 OF 2
COURSEWORK REQUIREMENTS***

* NOTE: Scores on this Requirements Report reflect quiz completions at the time all requirements for the course were met. See list below for details. See separate Transcript Report for more recent quiz scores, including those on optional (supplemental) course elements.

- **Name:** Mariah Sharp (ID: 4988613)
- **Institution Affiliation:** Southern Adventist University (ID: 2706)
- **Institution Email:** msharp@southern.edu
- **Institution Unit:** Social Work

- **Curriculum Group:** Responsible Conduct of Research
- **Course Learner Group:** Same as Curriculum Group
- **Stage:** Stage 1 - RCR
- **Description:** This course is for investigators, staff and students with an interest or focus in **Biomedical Research**. This course contains text, embedded case studies AND quizzes.

- **Record ID:** 28316168
- **Completion Date:** 04-Oct-2018
- **Expiration Date:** N/A
- **Minimum Passing:** 80
- **Reported Score*:** 87

| REQUIRED AND ELECTIVE MODULES ONLY | DATE COMPLETED | SCORE |
|---|----------------|------------|
| Plagiarism (RCR-Basic) (ID: 15156) | 04-Oct-2018 | 4/5 (80%) |
| Research Misconduct (RCR-Basic) (ID: 16604) | 04-Oct-2018 | 5/5 (100%) |
| Research Involving Human Subjects (RCR-Basic) (ID: 13566) | 04-Oct-2018 | 4/5 (80%) |

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**COLLABORATIVE INSTITUTIONAL TRAINING INITIATIVE (CITI PROGRAM)
COMPLETION REPORT - PART 2 OF 2
COURSEWORK TRANSCRIPT****

** NOTE: Scores on this Transcript Report reflect the most current quiz completions, including quizzes on optional (supplemental) elements of the course. See list below for details. See separate Requirements Report for the reported scores at the time all requirements for the course were met.

- **Name:** Mariah Sharp (ID: 4988613)
- **Institution Affiliation:** Southern Adventist University (ID: 2706)
- **Institution Email:** msharp@southern.edu
- **Institution Unit:** Social Work

- **Curriculum Group:** Responsible Conduct of Research
- **Course Learner Group:** Same as Curriculum Group
- **Stage:** Stage 1 - RCR
- **Description:** This course is for investigators, staff and students with an interest or focus in **Biomedical Research**. This course contains text, embedded case studies AND quizzes.

- **Record ID:** 28316168
- **Report Date:** 18-Nov-2018
- **Current Score**:** 96

| REQUIRED, ELECTIVE, AND SUPPLEMENTAL MODULES | MOST RECENT | SCORE |
|---|-------------|------------|
| Using Animal Subjects in Research (RCR-Basic) (ID: 13301) | 27-Aug-2015 | 5/5 (100%) |
| Research Involving Human Subjects (RCR-Basic) (ID: 13566) | 04-Oct-2018 | 4/5 (80%) |
| Plagiarism (RCR-Basic) (ID: 15156) | 04-Oct-2018 | 4/5 (80%) |
| Authorship (RCR-Basic) (ID: 16597) | 25-Aug-2015 | 5/5 (100%) |
| Collaborative Research (RCR-Basic) (ID: 16598) | 27-Aug-2015 | 5/5 (100%) |
| Conflicts of Interest (RCR-Basic) (ID: 16599) | 27-Aug-2015 | 5/5 (100%) |
| Data Management (RCR-Basic) (ID: 16600) | 21-Aug-2015 | 5/5 (100%) |
| Mentoring (RCR-Basic) (ID: 16602) | 27-Aug-2015 | 5/5 (100%) |
| Peer Review (RCR-Basic) (ID: 16603) | 27-Aug-2015 | 5/5 (100%) |
| Research Misconduct (RCR-Basic) (ID: 16604) | 04-Oct-2018 | 5/5 (100%) |

For this Report to be valid, the learner identified above must have had a valid affiliation with the CITI Program subscribing institution identified above or have been a paid Independent Learner.

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Jamie Sherlock

**COLLABORATIVE INSTITUTIONAL TRAINING INITIATIVE (CITI PROGRAM)
COMPLETION REPORT - PART 1 OF 2
COURSEWORK REQUIREMENTS***

* NOTE: Scores on this Requirements Report reflect quiz completions at the time all requirements for the course were met. See list below for details. See separate Transcript Report for more recent quiz scores, including those on optional (supplemental) course elements.

- **Name:** Jamie Sherlock (ID: 7515276)
- **Institution Affiliation:** Southern Adventist University (ID: 2706)
- **Institution Email:** jamiesherlock@southern.edu
- **Institution Unit:** masters of social work
- **Phone:** 7062600891

- **Curriculum Group:** Responsible Conduct of Research
- **Course Learner Group:** Same as Curriculum Group
- **Stage:** Stage 1 - RCR
- **Description:** This course is for investigators, staff and students with an interest or focus in **Biomedical Research**. This course contains text, embedded case studies AND quizzes.

- **Record ID:** 28833310
- **Completion Date:** 24-Sep-2018
- **Expiration Date:** N/A
- **Minimum Passing:** 80
- **Reported Score*:** 80

mailto:jamiesherlock@southern.edu

| REQUIRED AND ELECTIVE MODULES ONLY | DATE COMPLETED | SCORE |
|---|----------------|-----------|
| Plagiarism (RCR-Basic) (ID: 15156) | 24-Sep-2018 | 4/5 (80%) |
| Research Misconduct (RCR-Basic) (ID: 16604) | 24-Sep-2018 | 4/5 (80%) |
| Research Involving Human Subjects (RCR-Basic) (ID: 13566) | 24-Sep-2018 | 4/5 (80%) |

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COLLABORATIVE INSTITUTIONAL TRAINING INITIATIVE (CITI PROGRAM)
COMPLETION REPORT - PART 2 OF 2
COURSEWORK TRANSCRIPT**

** NOTE: Scores on this [Transcript Report](#) reflect the most current quiz completions, including quizzes on optional (supplemental) elements of the course. See list below for details. See separate Requirements Report for the reported scores at the time all requirements for the course were met.

- **Name:** Jamie Sherlock (ID: 7515276)
- **Institution Affiliation:** Southern Adventist University (ID: 2706)
- **Institution Email:** jamiasherlock@southern.edu
- **Institution Unit:** masters of social work
- **Phone:** 7062600891

- **Curriculum Group:** Responsible Conduct of Research
- **Course Learner Group:** Same as Curriculum Group
- **Stage:** Stage 1 - RCR
- **Description:** This course is for investigators, staff and students with an interest or focus in **Biomedical Research**. This course contains text, embedded case studies AND quizzes.

- **Record ID:** 28833310
- **Report Date:** 25-Sep-2018
- **Current Score**:** 100

| REQUIRED, ELECTIVE, AND SUPPLEMENTAL MODULES | MOST RECENT | SCORE |
|---|-------------|------------|
| Research Involving Human Subjects (RCR-Basic) (ID: 13566) | 25-Sep-2018 | 5/5 (100%) |
| Plagiarism (RCR-Basic) (ID: 15156) | 25-Sep-2018 | 5/5 (100%) |
| Authorship (RCR-Basic) (ID: 16597) | 25-Sep-2018 | 5/5 (100%) |
| Collaborative Research (RCR-Basic) (ID: 16598) | 25-Sep-2018 | 5/5 (100%) |
| Conflicts of Interest (RCR-Basic) (ID: 16599) | 25-Sep-2018 | 5/5 (100%) |
| Data Management (RCR-Basic) (ID: 16600) | 25-Sep-2018 | 5/5 (100%) |
| Peer Review (RCR-Basic) (ID: 16603) | 25-Sep-2018 | 5/5 (100%) |
| Research Misconduct (RCR-Basic) (ID: 16604) | 25-Sep-2018 | 5/5 (100%) |

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Breanna Gould

**COLLABORATIVE INSTITUTIONAL TRAINING INITIATIVE (CITI PROGRAM)
COMPLETION REPORT - PART 1 OF 2
COURSEWORK REQUIREMENTS***

*NOTE: Scores on this Requirements Report reflect quiz completions at the time all requirements for the course were met. See list below for details. See separate Transcript Report for more recent quiz scores, including those on optional (supplemental) course elements.

- **Name:** Breanna Gould (ID: 7482962)
- **Institution Affiliation:** Southern Adventist University (ID: 2706)
- **Institution Email:** breanna@southern.edu
- **Institution Unit:** Social Work

- **Curriculum Group:** Responsible Conduct of Research
- **Course Learner Group:** Same as Curriculum Group
- **Stage:** Stage 1 - RCR
- **Description:** This course is for investigators, staff and students with an interest or focus in **Biomedical Research**. This course contains text, embedded case studies AND quizzes.

- **Record ID:** 28725258
- **Completion Date:** 16-Sep-2018
- **Expiration Date:** N/A
- **Minimum Passing:** 80
- **Reported Score*:** 87

| REQUIRED AND ELECTIVE MODULES ONLY | DATE COMPLETED | SCORE |
|---|----------------|------------|
| Plagiarism (RCR-Basic) (ID: 15156) | 16-Sep-2018 | 4/5 (80%) |
| Research Misconduct (RCR-Basic) (ID: 16604) | 16-Sep-2018 | 5/5 (100%) |
| Research Involving Human Subjects (RCR-Basic) (ID: 13566) | 16-Sep-2018 | 4/5 (80%) |

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COMPLETION REPORT - PART 2 OF 2
COURSEWORK TRANSCRIPT****

** NOTE: Scores on this Transcript Report reflect the most current quiz completions, including quizzes on optional (supplemental) elements of the course. See list below for details. See separate Requirements Report for the reported scores at the time all requirements for the course were met.

- **Name:** Breanna Gould (ID: 7482962)
- **Institution Affiliation:** Southern Adventist University (ID: 2706)
- **Institution Email:** breanna@southern.edu
- **Institution Unit:** Social Work

- **Curriculum Group:** Responsible Conduct of Research
- **Course Learner Group:** Same as Curriculum Group
- **Stage:** Stage 1 - RCR
- **Description:** This course is for investigators, staff and students with an interest or focus in **Biomedical Research**. This course contains text, embedded case studies AND quizzes.

- **Record ID:** 28725258
- **Report Date:** 17-Nov-2018
- **Current Score**:** 88

| REQUIRED, ELECTIVE, AND SUPPLEMENTAL MODULES | MOST RECENT | SCORE |
|---|-------------|------------|
| Research Involving Human Subjects (RCR-Basic) (ID: 13566) | 16-Sep-2018 | 4/5 (80%) |
| Plagiarism (RCR-Basic) (ID: 15156) | 16-Sep-2018 | 4/5 (80%) |
| Authorship (RCR-Basic) (ID: 16597) | 25-Sep-2018 | 4/5 (80%) |
| Collaborative Research (RCR-Basic) (ID: 16598) | 25-Sep-2018 | 5/5 (100%) |
| Conflicts of Interest (RCR-Basic) (ID: 16599) | 25-Sep-2018 | 4/5 (80%) |
| Data Management (RCR-Basic) (ID: 16600) | 25-Sep-2018 | 5/5 (100%) |
| Peer Review (RCR-Basic) (ID: 16603) | 25-Sep-2018 | 4/5 (80%) |
| Research Misconduct (RCR-Basic) (ID: 16604) | 16-Sep-2018 | 5/5 (100%) |

For this Report to be valid, the learner identified above must have had a valid affiliation with the CITI Program subscribing institution identified above or have been a paid Independent Learner.

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Marissa Norman - Not completed