

LAS VEGAS COMMUNITY

HEALTHCARE

DECEMBER 2023



L A S V E G A S
HEALS

HEALTH • EDUCATION • ADVOCACY • LEADERSHIP
of SOUTHERN NEVADA

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SUBSCRIPTIONS

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MEMBERS

By Joining Las Vegas Heals, You Are Joining Other Organizations That Employ Over 34,000 Healthcare Professionals. There Are Varying Levels Of Membership From Individual To Large Company. Membership Level Is Based Upon The Number Of Employees Working In Nevada. All Employees Have Access To Member Benefits.

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WELCOME

Dear Readers,

While choosing themes for our monthly issues, our team constantly debates the direction we would like for the magazine. While it would be great always to highlight the beautiful accomplishments we have achieved in the city, we would do a disservice to our community by not also highlighting areas where we can grow. As I once read, people need a heaven to run to and a hell to run from.



Diego Trujillo
CEO of Las Vegas HEALS

Human trafficking has been an increasing problem in our world. Highlighted by stories that break our hearts as we learn the effects and reach it has into our community. In choosing the theme for this month, we wanted to highlight problems in our city, things to look out for, and what you can do. Many times, as medical providers, we are on the front lines to identify whether someone is being trafficked. At the same time, many people might not know its reach within our city; it's alarming to learn the facts.

Nevada has the second-highest rate of sex trafficking nationwide, trailing just behind Mississippi, with approximately six in every 100,000 people being victims of sex trafficking. This data comes from a study by the Bedbible Research Center and statistics from a trafficking hotline. However, the actual numbers might be higher due to underreporting, as victims often do not report cases because of factors like language barriers or fear of legal trouble.

As you read through the magazine this month, we want you to be aware of ways that your paths may cross and how you can act when you recognize someone going through this. As a community, we have an obligation to each other.

I look forward to another year where we can work to bring together Healthcare in our city to help shape the future of healthcare in Southern Nevada.

Wishing you and your family a Happy Holiday.

Gratefully,

Diego A. Trujillo
CEO - Las Vegas HEALS

PHYSICIAN SPOTLIGHT & INTERVIEW

Aury Nagy

Neurosurgeon



"Come back home (las Vegas) to try to improve healthcare here."

What is your job title and what do you do?

Neurosurgeon. I get to help people walk again.

What brought you to start practicing medicine in Las Vegas?

I always planned to come back home to try to improve healthcare here.

What is your perspective on the future of medicine in Southern Nevada?

I am optimistic that significant improvements can be made. There are many very talented healthcare workers and researchers here. With support, they can transform medicine in Southern Nevada for the better.

How did you first get involved with Clark County Medical Society?

I joined CCMS when I first came to town, but I didn't start to get more involved until I joined the Board of Medical Examiners and was asked to be the board's liaison with CCMS.

What are the benefits of participating in CCMS? Why did you become a member?

Many of the members of CCMS are genuinely interested in improving healthcare in Nevada and advancing the science of medicine. It has been a pleasure and honor to get to know them.

"Interested in improving healthcare in Nevada and advancing the science of medicine"

What might someone be surprised to know about you?

My indoor soccer team placed first in our league the last year I played while I was team captain.

Who would play you in a movie about your life?

Diego Luna

Last Book you read: For Blood and Money by Nathan Vardi about cancer drug development
The last book I read was "Quiet: The Power of Introverts in a World That Can't Stop Talking" by Susan Cain. Would recommend it to introverts (like myself) struggling to muster up energy for everything and anything. Extroverts to learn more about why we are the way we are sometimes.

"I am optimistic that significant improvements can be made. There are many very talented healthcare workers and researchers here. With support, they can transform medicine in Southern Nevada for the better."



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MEMBER SPOTLIGHT

Holly Silvestri

The Ferraro Group



"There have been numerous accomplishments over the years, but I find that the work we do with nonprofits has been the most self-gratifying."

Tell us a little about your business and your role within that business?

Holly Silvestri is co-owner/partner of The Ferraro Group – Public Relations & Public Affairs. Founded in 2004, The Ferraro Group provides strategic external and internal communications to businesses, corporations, industry associations, governments, and nonprofit organizations. With 22 team members in offices in Las Vegas, Reno, Carson City, Phoenix, and Washington, D.C., The Ferraro Group becomes a part of each client's team to build reputation and name recognition, enhance exposure, promote positive key messages, and effectively position clients as experts in their industries. PR clients include: Cleveland Clinic NV, Nathan Adelson Hospice, Nevada Supreme Court, Special Olympics Nevada, Nevada Donor Network, Dunkin' Donuts - Las Vegas/Phoenix/New Mexico, SilverSummit Healthplan, Jewish Nevada, Grand Canyon Development Partners, Las Vegas Rescue Mission, Palm Mortuaries & Cemeteries, and Nevada State Contractors Board. Public Affairs clients include: Nevada Resort Association, Raiders, Cox Communications, Sirius XM, SilverSummit Healthplan and NV Energy.

What products or services do you offer companies or individuals here in Southern Nevada?

The Ferraro Group's services include strategic communications and PR planning, media relations, media and message training, comprehensive PR campaigns, grassroots strategies, e-newsletters, special event planning, community outreach and relations, promotional campaigns, social media content creation and strategy, crisis communications, government relations and public affairs services.

Why is PR/communications important for the healthcare industry?

No matter what industry you're in, people will forget about you unless you promote your services and products to the right audiences for your business. This goes for healthcare organizations too. "Out of sight, out of mind" is definitely true. Like any industry, healthcare businesses need to develop strategies and plans to reach their current and future clients and patients with the right content and messages. PR tactics could range from e-newsletters sharing healthy tidbits, customer testimonials and new programs at the company, to community health fairs in the neighborhoods where your potential

customers live, to kicking off a brand voice and strong content on social media. No matter what it is, being in front of the right people and building up your credibility and name recognition is very important for businesses to thrive.

How long have you been in business and what accomplishments are you most proud of?

I merged my former Las Vegas-based PR firm with The Ferraro Group in 2008, and it has been a remarkable experience having a statewide firm and then expanding into two other markets (Phoenix and Washington, D.C.). We have a stellar team of professionals on both the PR and public affairs side of our company, and we consistently bring skill, dedication and dependability to our clients. There have been numerous accomplishments over the years, but I find that the work we do with nonprofits has been the most self-gratifying. Developing cause marketing and community outreach campaigns for clients to help numerous community members is so rewarding. Whether it's handling media relations to help increase organ donation registrations with Nevada Donor Network or promoting an important capital campaign to renovate the Las Vegas Rescue Mission campus, when our PR work makes an impact, our Ferraro team is always thrilled. I also like when our PR educates the public about pertinent services our clients offer, such as the importance of palliative care and the hospice philosophy with Nathan Adelson Hospice and the incredible health-centric and give-back programs by SilverSummit Healthplan.

How long have you been a member of HEALS? For about 8 years.

Why did you first join HEALS? We have a lot of clients in the healthcare space, and I wanted to stay in the loop on the happenings within the industry.

What is your favorite part about being a HEALS member?

It's always nice to turn to Diego Trujillo of Las Vegas HEALS for local healthcare industry knowledge. I also like to read up on all the current happenings in the industry via the articles and other news that is submitted and distributed to the membership base. I think it's important to have an organization like Las Vegas HEALS to help share the voice of the industry.



CLARK COUNTY MEDICAL SOCIETY VIRTUAL RESEARCH SYMPOSIUM

The CCMS Virtual Research Symposium is February 3rd, 2024

To Enter, the presenter must be a CCMS Fellow, Resident, or Medical Student member.
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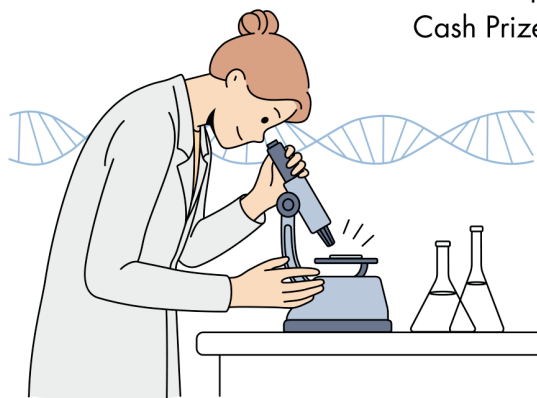
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Controlled Substances

DECEMBER 20TH - 4:00P - 6:00P

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Changes to Tort Reform and Why Your Insurance Rates May Be on the Rise

By Gina Harris - ProAssurance



Your next medical malpractice claim is likely going to cost more. You might be saying to yourself, "This isn't my problem because I practice good medicine and my patients love me!" That may be true but, in Las Vegas—like many other places where seemingly every other commercial, billboard, and bus bench has a plaintiff attorney advertising how easy it is to get money for their clients—your good record may be under attack. In the span of a healthcare provider's career, the question seems not to be if you will be sued, but when.

In June of 2023, the Nevada legislature made it easier for healthcare providers to be sued. They also made it more profitable. The protections that existed since 2004 and were put in place to keep trauma centers open and healthcare providers practicing in Nevada have now been eroded.

What Happened?

Assembly Bill 404 was introduced in the 2023 session. We knew it was coming (see my article in the January 2023 issue), and the original versions of both AB 209 and AB 404 would have been a devastating blow to healthcare providers, medical facilities, and the citizens of Nevada. Although a group of lobbyists, medical societies, and organizations fought hard keep the original protections in place, it was not enough. A compromise was reached and the bill was signed into law by Governor Lombardo.

New Provisions Under the Law

The bill extended the existing statute of limitations from one year to two years. This means that when a patient knows or reasonably suspects malpractice, they now have two years in which to file a claim.

Next, while there remains no limit on economic damages — including past and future medical expenses along with wage loss and other tangible losses — the cap on pain and suffering (non-economic damages) is on the rise. Since 2004, the cap on these damages has been \$350,000. As of January 1, 2024, that number will increase to \$430,000 and will rise at a rate of \$80,000 each year until it reaches \$750,000. Subsequently, the cap will increase 2.1% each year in perpetuity.

Lastly, the amount a plaintiff attorney can recover for their clients' case has also risen. In the past, attorneys

recovered their fees on a sliding scale. Now, attorneys will receive a flat 35% of the amount recovered.

For example, a \$3,000,000 settlement in 2022 would have paid the attorney approximately \$521,650 in fees. Now, a \$3,000,000 settlement would garner the attorney approximately \$1,050,000 in fees.

What Does This Mean for Me?

Common sense suggests that the increased length of time to determine whether or not there has been a legal cause of medical malpractice, and the potential for greater monetary recovery if a claim is filed, will result in more lawsuits. Further, since damage caps will rise each year in perpetuity, the value of each claim, meritorious or not, automatically increases. These factors may affect your insurance now and in the future.

There are numerous ways to protect and defend yourself and your group if faced with a claim or suit. Many professional liability carriers have risk management departments that give pointers and provide continuing education on numerous topics. Others even offer on-site visits to spot potential weaknesses. Generally, these services are included in your premium at no additional cost. In this increasingly litigious city, the time is right to protect yourself and your patients so you can continue to provide good healthcare to people who need and deserve it.

2024	\$430,000	2029	\$765,750
2025	\$510,000	2030	\$781,831
2026	\$590,000	2031	\$798,249
2027	\$670,000	2032	\$815,012
2028	\$750,000	2033	\$832,127

Is Human Trafficking a Public Health Issue?



Yes, human trafficking is widely recognized as a significant public health issue. The impact of human trafficking extends beyond its immediate legal and criminal aspects; it has profound consequences on the health and well-being of individuals, communities, and societies. Here are several reasons why human trafficking is considered a public health concern:

Health Consequences for Victims:

Trafficking victims often face severe physical and mental health consequences resulting from exploitation, violence, and abuse. These health issues can include injuries, sexually transmitted infections (STIs), mental health disorders, malnutrition, and chronic illnesses.

Infectious Disease Transmission:

Trafficking can contribute to the spread of infectious diseases. Victims may be subjected to unsafe living conditions, lack access to healthcare, or be forced into high-risk activities, increasing their susceptibility to infectious diseases.

Access to Healthcare:

Trafficked individuals may have limited or no access to healthcare services, exacerbating existing health conditions and preventing timely medical intervention. Barriers to healthcare can include fear of retribution, lack of documentation, and the coercive control exerted by traffickers.

Mental Health Impact:

The psychological trauma experienced by trafficking survivors can lead to mental health disorders such as post-traumatic stress disorder (PTSD), depression, anxiety, and substance abuse. The mental health impact extends beyond the individual to affect families and communities.

Maternal and Child Health:

Pregnant women who are victims of trafficking face unique health risks, including inadequate prenatal care, complications during childbirth, and potential harm to the newborn. The health and development of trafficked children are also at risk.

Social Determinants of Health:

Trafficking is often linked to social determinants of health such as poverty, inequality, and lack of education. Addressing human trafficking involves addressing these root causes to improve overall community health.

Community Impact:

Human trafficking can undermine the social fabric of communities by perpetuating cycles of violence, exploitation, and vulnerability. This, in turn, can impact community well-being and resilience.



"Human trafficking is a violation of human rights, and addressing it aligns with public health principles centered on promoting the well-being and dignity of all individuals."



Public Health Surveillance and Reporting:

Accurate data on the prevalence and impact of human trafficking are essential for public health planning and intervention. Improving surveillance and reporting mechanisms helps identify trends, assess risk factors, and develop targeted strategies.

Human Rights and Dignity:

Human trafficking is a violation of human rights, and addressing it aligns with public health principles centered on promoting the well-being and dignity of all individuals.

Prevention and Global Public Health Challenge:

Intervention:

Public health approaches can contribute to the prevention of human trafficking through awareness campaigns, education, and targeted interventions addressing risk factors. This includes working with vulnerable populations to reduce their susceptibility to exploitation.

Human trafficking is a global issue that requires international collaboration and coordinated public health efforts. Efforts to combat trafficking involve addressing its interconnected social, economic, and health dimensions. Recognizing human trafficking as a public health issue emphasizes the need for a comprehensive, multidisciplinary approach that involves healthcare professionals, law enforcement, social services, policymakers, and communities working together to prevent, identify, and address the health consequences of trafficking.

"Barriers to healthcare can include fear of retribution, lack of documentation, and the coercive control exerted by traffickers."



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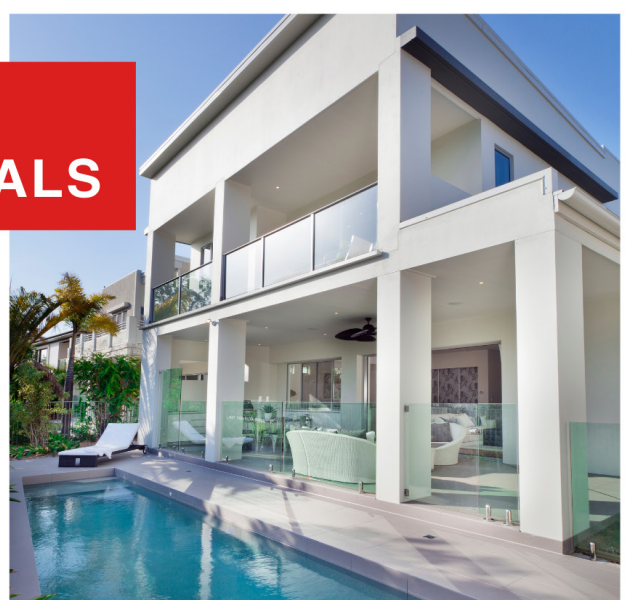
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How Is Human Trafficking Impacting Our Healthcare System?

Access to Healthcare Services: Increased human traffic, such as population growth, migration, or urbanization, can strain healthcare resources and impact access to services. Healthcare facilities may face challenges in meeting the demand for medical care, leading to longer wait times and decreased quality of service.

Disease Spread: Human traffic can contribute to the spread of infectious diseases. Population movement, whether due to travel or migration, can facilitate the transmission of diseases across regions. This has been particularly evident in the context of global health crises, such as the COVID-19 pandemic.

Resource Allocation: Human traffic patterns influence the distribution of healthcare resources. Areas experiencing high population growth may require additional healthcare infrastructure, workforce, and funding to meet the healthcare needs of the growing population.

Cultural and Linguistic Diversity: Increased human traffic often brings cultural and linguistic diversity to healthcare settings. Healthcare providers may need to adapt their services to effectively communicate and provide culturally competent care to a diverse patient population.

Public Health Planning: Understanding and predicting human traffic patterns are crucial for public health planning. This includes preparing for potential disease outbreaks, ensuring adequate healthcare infrastructure, and developing strategies to address the specific healthcare needs of different communities.

In summary, the impact of human traffic on medical healthcare is multifaceted, affecting access to services, disease spread, resource allocation, cultural considerations, and public health planning. Addressing these challenges requires a comprehensive approach that considers the dynamic nature of human movement and its implications for healthcare systems.





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How Can a Victim Recognize the Red Flags?

Recognizing red flags and indicators of human trafficking can empower potential victims to seek help or support. While each situation is unique, and not every indicator may be present, victims can be vigilant about certain warning signs. Here are some red flags that individuals should be aware of:

Recruitment Tactics:

Unusual job offers that seem too good to be true, especially if they involve promises of high pay, travel, or an extravagant lifestyle. Offers of work that involve a significant power imbalance or dependency on the employer.

Control and Monitoring:

Strict control and monitoring by an employer or a third party, including restrictions on movement, communication, or personal relationships. Confiscation of identification documents, such as passports or identification cards.

Living and Working Conditions:

Poor living conditions, including overcrowded or unsafe accommodations. Inadequate access to food, rest, or healthcare. Long hours of work with little or no breaks.

Isolation:

Being isolated from friends, family, or the community. Limited social interaction or communication, especially with individuals outside of the exploitative situation.

Debt Bondage:

Forced to work to pay off debts, and the debt seems to increase rather than decrease. Threats or intimidation related to financial obligations.

Signs of Physical Abuse:

Physical injuries, such as bruises, burns, or signs of restraint. Visible signs of malnutrition, dehydration, or neglect.

Fear and Anxiety:

Expressing fear, anxiety, or reluctance to discuss personal circumstances. Exhibiting signs of heightened distress or emotional trauma.

Lack of Control Over Finances:

Victims may have little or no control over their earnings, and their wages may be withheld or controlled by others. Lack of access to personal bank accounts.

Lack of Personal Belongings:

Victims may have few personal belongings and may not be allowed to keep personal items. Frequent relocation with limited possessions.



Sexual Exploitation:

Forced engagement in commercial sex acts against one's will. Indicators of sex trafficking, such as being controlled by a third party or having a manager or "pimp."

Psychological Manipulation:

Being subjected to psychological manipulation or coercion, including threats to family members or loved ones. Being told that authorities or law enforcement cannot be trusted.

Unusual Behavior:

Signs of extreme fear, depression, anxiety, or submission. Avoiding eye contact or exhibiting unusually submissive behavior.

It's important to note that victims may not always recognize themselves as such or may be unable to seek help due to fear, manipulation, or coercion. In such cases, it becomes crucial for friends, family, co-workers, or bystanders to be aware of these red flags and take appropriate action.

If someone suspects they are a victim of human trafficking or if they believe someone else may be, it's important to reach out to local authorities, helplines, or organizations dedicated to assisting trafficking victims. In many countries, there are helplines and support services available for reporting and seeking help confidentially.

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What Are the Common Ways for Girls and Women to Become Victims of Human Trafficking?

Human trafficking is a severe and pervasive crime that affects individuals worldwide, regardless of gender. However, girls and women are disproportionately represented among the victims. Traffickers exploit vulnerabilities and manipulate victims into various forms of exploitation, including forced labor, sexual exploitation, and forced marriages. Here are some common ways in which girls and women become victims of trafficking:

Poverty and Economic Vulnerability: Economic hardships and lack of opportunities can make individuals, especially women and girls, more susceptible to trafficking. Traffickers often exploit their financial desperation, promising better job opportunities or economic stability.

Deceptive Job Offers: Traffickers may lure women with false promises of legitimate employment, such as domestic work, hospitality, or modeling. Once the victims are in their control, traffickers subject them to exploitation and coercion.

False Marriage Proposals: In some cases, traffickers pose as romantic partners, offering marriage or a better life abroad. After establishing trust, they exploit victims through forced labor, sexual exploitation, or other forms of abuse.

Kidnapping and Abduction: Some victims are forcibly abducted or kidnapped and then coerced into trafficking situations. This can happen in both urban and rural settings.

Social Media and Online Exploitation:

Traffickers use social media platforms to identify and groom potential victims. They may establish fake relationships, gain victims' trust, and then exploit them for forced labor or sexual exploitation.

Runaway and Homeless Youth: Traffickers often target vulnerable individuals, such as runaway or homeless youth, who lack a support system. These individuals may be more willing to trust someone who offers them shelter, food, or protection.

Conflict and Displacement: During times of conflict or crisis, people, especially women and girls, may be displaced from their homes. Traffickers exploit the chaos and vulnerability of displaced populations, subjecting them to various forms of exploitation.

Lack of Education: Limited access to education can contribute to vulnerability. Traffickers may target individuals with low levels of education, as they may have fewer opportunities and be less aware of the risks of trafficking.

Family Pressures and Exploitation: Some victims are trafficked by their own family members or close acquaintances who exploit their trust. This can involve forced labor, sexual exploitation, or other forms of abuse. **Discrimination and Gender-Based Violence:** Gender-based discrimination and violence, including domestic violence, can contribute to the vulnerability of women and girls. Traffickers exploit these vulnerabilities, often perpetuating cycles of abuse.

Efforts to combat human trafficking involve addressing these root causes and vulnerabilities, raising awareness, and implementing protective measures to prevent individuals, especially women and girls, from falling victim to trafficking schemes. Collaboration between governments, law enforcement, non-governmental organizations, and communities is essential to effectively combat human trafficking and support survivors.



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Improving Identification of Patients at Risk of Human Trafficking

Improving the identification of patients at risk of human trafficking is crucial for healthcare professionals to intervene and provide support. Here are some strategies to enhance the identification process:

Education and Training:

Provide comprehensive training to healthcare staff on the signs, indicators, and risk factors of human trafficking. Include case studies, real-life scenarios, and interactive training sessions to enhance understanding.

Incorporate Screening Tools:

Integrate validated screening tools into routine assessments, especially for vulnerable populations, such as immigrants, refugees, and individuals with a history of trauma. Ensure that screening questions are sensitive, non-judgmental, and considerate of cultural differences.

Raise Awareness:

Implement awareness campaigns within healthcare facilities to educate staff about the prevalence of human trafficking and its impact on health. Distribute informational materials and posters to increase awareness among both staff and patients.

Establish Protocols and Procedures:

Develop clear protocols and procedures for healthcare professionals to follow when they suspect a patient may be a victim of trafficking. Include guidelines for documenting findings, reporting cases, and coordinating with law enforcement and support services.

Collaborate with Specialized Services:

Establish partnerships with local social service organizations, NGOs, and law enforcement agencies that specialize in human trafficking issues. Train staff on how to collaborate with these entities to provide support and resources for potential victims.

Create a Safe Environment:

Foster an environment in which patients feel safe and comfortable disclosing sensitive information. Train staff on creating a trauma-informed and non-judgmental atmosphere during patient interactions.

Understand Cultural Sensitivities:

Provide cultural competence training to healthcare professionals to understand and respect diverse cultural backgrounds. Be aware of cultural nuances that may influence a patient's willingness to disclose their situation.

Establish Trusting Relationships:

Prioritize building trusting relationships with patients, especially those who may be reluctant to share their experiences.

Use empathetic and non-threatening communication to create an environment where patients feel supported.

Screen for Social Determinants of Health:

Incorporate questions about social determinants of health, such as housing stability, employment, and access to support networks, into routine assessments. Recognize that these factors may be linked to a patient's vulnerability to trafficking.

Regularly Update Knowledge:

Stay informed about the evolving patterns and trends of human trafficking. Regularly update training materials and provide ongoing education to healthcare professionals to ensure they are equipped with the latest information.

Encourage Peer Support:

Foster a culture of support and open communication among healthcare staff. Encourage peer support and debriefing sessions to help healthcare professionals cope with the emotional challenges of identifying and assisting trafficking victims.

Utilize Technology:

Leverage electronic health records (EHR) to prompt healthcare professionals to ask screening questions or provide relevant information about human trafficking. Implement technology-based training modules for continuous education.

Participate in Community Initiatives:

Engage in community initiatives that focus on preventing human trafficking and supporting victims. Collaborate with local organizations to raise awareness and share resources within the community.

Improving the identification of patients at risk of human trafficking requires a holistic and multidisciplinary approach. By combining education, awareness, collaboration, and sensitivity, healthcare professionals can enhance their ability to identify and support potential victims.

Human Trafficking Awareness Day

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Health Consequences Associated with Human Trafficking

Human trafficking can have severe and wide-ranging health consequences for victims. The physical and psychological toll of trafficking can be extensive, often affecting various aspects of an individual's well-being. Here are some health problems associated with trafficking:

Physical Injuries: Victims of trafficking may suffer physical injuries resulting from violence, physical abuse, or hazardous working conditions. These injuries can range from bruises and fractures to more severe trauma.

Sexual and Reproductive Health Issues: Individuals subjected to sex trafficking may experience a range of sexual and reproductive health problems, including sexually transmitted infections (STIs), unwanted pregnancies, and gynecological issues. Lack of access to healthcare and contraception can exacerbate these concerns.

Malnutrition and Dehydration: Trafficked individuals, particularly those in forced labor situations, may face inadequate access to food and water. Malnutrition and dehydration can lead to a range of health problems, including weakness, fatigue, and compromised immune function.

Infectious Diseases: Living in cramped and unsanitary conditions can increase the risk of infectious diseases. This risk is especially high for individuals in forced labor, migrant workers, or those living in close quarters.

Mental Health Issues: The psychological impact of trafficking is significant. Victims may experience anxiety, depression, post-traumatic stress disorder (PTSD), and other mental health disorders. The trauma associated with trafficking can have long-term effects on a person's well-being.

Substance Abuse: Traffickers may use drugs as a means of control, and victims may be forced into substance abuse. Additionally, individuals may turn to drugs or alcohol as a coping mechanism for the trauma they have experienced.

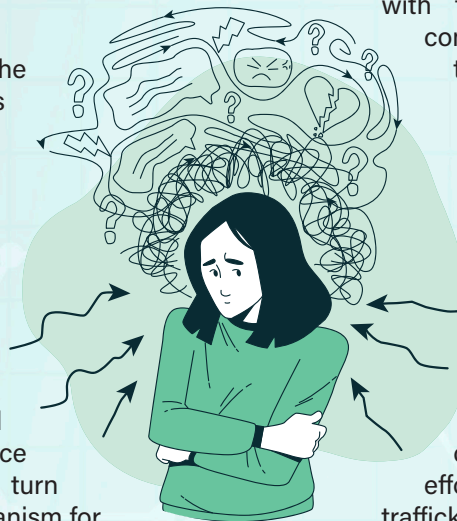
HIV/AIDS: Victims of sex trafficking are at an increased risk of contracting HIV/AIDS due to unprotected sexual encounters, limited access to healthcare, and exposure to high-risk environments.

Chronic Health Conditions: Prolonged exposure to harsh working conditions, physical abuse, and inadequate healthcare can contribute to the development or exacerbation of chronic health conditions, such as cardiovascular disease, respiratory issues, and musculoskeletal problems.

Dental Health Problems: Neglect and abuse may result in poor dental health for trafficked individuals. Lack of access to oral hygiene and dental care can lead to issues such as cavities, gum disease, and tooth loss.

Stigmatization and Social Isolation: The social consequences of trafficking, including stigmatization and isolation, can have a negative impact on mental health and well-being. Reintegration into society may be challenging for survivors due to the stigma associated with their experiences.

Addressing the health problems associated with trafficking requires a comprehensive approach that includes medical care, mental health support, legal assistance, and social services. Advocacy for the rights of trafficking survivors, awareness campaigns, and the implementation of protective measures are crucial components of efforts to combat human trafficking and mitigate its health consequences.



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Clinical Implications: Caring For a Victim of Human Trafficking

Caring for a victim of human trafficking requires a multidisciplinary and trauma-informed approach. Healthcare professionals play a crucial role in identifying, treating, and supporting survivors of trafficking. Here are some clinical implications and considerations when caring for a victim of human trafficking.

Trauma-Informed Care: Recognize the trauma that trafficking survivors may have experienced. Use a trauma-informed approach, which involves creating a safe and supportive environment, respecting the survivor's autonomy, and avoiding traumatization during medical examinations or interviews.

Screening and Identification: Implement routine screening protocols to identify potential victims of trafficking. Be aware of red flags such as signs of physical abuse, malnutrition, inconsistent stories, or a reluctance to engage with authorities.

Cultural Competence: Understand and respect the cultural background of the survivor. Trafficking victims may come from diverse cultural and linguistic backgrounds, and being culturally competent helps in providing more effective and empathetic care.

Forensic Nursing: Consider involving forensic nurses in the care of trafficking survivors, especially in cases of sexual exploitation or physical abuse. Forensic nurses can collect evidence, document injuries, and collaborate with law enforcement while maintaining the survivor's privacy.

Medical Examinations: Conduct thorough medical examinations to address immediate health concerns and document injuries. This may include testing for sexually transmitted infections (STIs), pregnancy, and other health issues resulting from exploitation.

Mental Health Support: Recognize the psychological impact of trafficking and ensure access to mental health services. Collaborate with mental health professionals to address conditions such as PTSD, anxiety, depression, and other trauma-related disorders.

Patient-Centered Care: Prioritize the survivor's preferences and involve them in decision-making about their healthcare. Establish trust

by communicating in a non-judgmental and compassionate manner.

Collaboration with Support Services: Coordinate with social workers, legal advocates, and non-governmental organizations that specialize in trafficking issues. Collaborative efforts can address the complex needs of survivors, including legal assistance, safe housing, and social support.

Confidentiality: Emphasize the importance of confidentiality and privacy. Trafficking survivors may fear retribution or harm, so it's essential to protect their personal information and ensure their safety.

Education and Training: Healthcare professionals should receive training on recognizing the signs of human trafficking and responding appropriately. Training can enhance the ability to identify victims, provide appropriate care, and engage with law enforcement and support services.

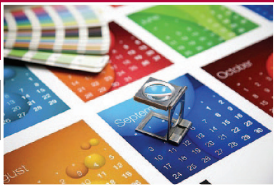
Follow-up Care and Rehabilitation: Develop a plan for ongoing healthcare, rehabilitation, and social support. Trafficking survivors may require long-term care to address physical and mental health needs and facilitate their reintegration into society.

Advocacy: Advocate for policies and practices that address the root causes of human trafficking and support survivors. Collaborate with local, national, and international efforts to combat trafficking and raise awareness.

Caring for victims of human trafficking is complex and requires a compassionate and informed approach. Healthcare professionals, as part of a broader support network, can contribute significantly to the recovery and well-being of survivors.

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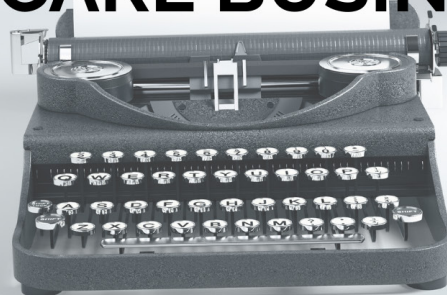


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Human Trafficking in the Cannabis Industry?

By Terri Bruesehoff, RN, BSN

Many marijuana farms (cultivations, grows) are responsible, top notch, state of the art, legal, licensed, compliant operations. Most workers describe good experiences, including excellent pay, food, benefits and shelter. They also welcome the unusual working conditions of an industry, long at odds with mainstream culture and the law.

If you buy weed illegally, you unknowingly could be supporting Mexican, Russian, Asian cartels and other criminal syndicates that lure workers to farms, where they often suffer inhumane conditions and many times, sexual abuse.

Some disappear, presumed murdered, their bodies discarded without a trace. Others are held against their will. Sometimes, workers' passports, visa's or driver's licenses and cell phones are locked away until they finish the harvest season. Illegal cultivators often threaten to harm the worker or their families if they run off or talk to police. They are basically being held prisoner. Many of these folks are victims and not suspects at illegal grow sites. Welcome to the Modern-Day Slavery, or Human Trafficking.



Human trafficking is defined by United States (U.S.) law as a category of criminal offenses that use force, fraud, or coercion to compel an individual to engage in commercial sex acts or labor against their will (U.S. Department of State, 2022). The U.S. largely recognizes two forms of human trafficking: forced labor and sex trafficking. Forced labor or labor trafficking is defined as "the range of activities involved when a person uses force, fraud, or coercion to exploit the labor or services of another person" (U.S. Department of State, 2022). Sex trafficking is defined as "the range of activities involved when a trafficker uses force, fraud, or coercion to compel another person to engage in a commercial sex act or causes a child to engage in a commercial sex act" (U.S. Department of State, 2022).

Labor trafficking in marijuana production remains a concealed epidemic within the expanding cannabis industry. We are starting to bring attention to the systemic exploitation of vulnerable individuals engaged in cultivating, harvesting, and processing cannabis. The internet is the top recruiting location for all forms of trafficking in the US.

For victims who were traveling to a different country without documentation, many were smuggled across international borders and housed by their employers, repayment for which was tallied into victims' work demands in the form of debt bondage (Ramiz et al., 2020; Parfitt, 2022; U.S. Department of State, 2022).

Some victims were not even aware as to which country they had ended up in Parfitt (2022). Therefore, for migrant workers, there were the added challenges of an unfamiliar community, lack of connections, and language barriers (Williams and Yu, 2020; Edward, 2021).

In reality, victims were oftentimes under-compensated if compensated at all [Migrant Rights Centre Ireland (MRCI), 2014; HuffPost, 2016; News, 2017, 2020; Ramiz et al., 2020; Williams and Yu, 2020; Edward, 2021; News, 2022; Parfitt, 2022].

Once at their final destination, survivors of all trafficking types were locked in, not permitted to leave or not able to leave because of geographic isolation in extremely remote settings. Lack of ability to leave was reinforced by threats to the trafficked or their family, physical locks, inaccessible exits, and armed security guards (Tbilisi City Court, 2011; Allain et al., "I've seen open sewer pits, having to go to the bathroom in buckets. Fleas and flies and dogs. Sleeping in tiny shacks. The conditions they live in are almost like a third-world country". - Sgt. Nate Trujillo, a detective with the Trinity County Sheriff's major crimes unit.

Trafficking survivors may exhibit a broad variety of clinical signals including "use or abuse" of recreational drugs or alcohol; impaired judgment; feeling or demonstration of emotional exhaustion; feeling depersonalized or demonstration of lack of self-confidence; a constant feeling of fear; nervousness or anxiety; abdominal pain; back pain, headaches fatigue, dizzy spells, pelvic pain and sexually transmitted diseases.



Terry A Bruesehoff RN BSN

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Victims of sex or labor trafficking can find confidential help by calling the 24-hour National Human Trafficking Hotline at 888-373-7888 with services in Spanish and English. Also, local law enforcement can investigate abuse and connect victims to area services. The Polaris Project non-profit organization offers information about labor and sex trafficking and how citizens and governments can help at www.polarisproject.org. Volunteer at <https://ourrescue.org>



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Silverado Memory Care Experts Share Insights for the Holiday Season

By Irma Pettenhofer, Silverado Red Rock

In this season of togetherness, industry leader provides helpful tips on identifying potential memory loss in loved ones, addressing their needs and ensuring the holidays remain a special time of year for everyone.

December 12, 2023 09:00 AM Eastern Standard Time
LOS ANGELES--(BUSINESS WIRE)--As friends and families prepare to spend time together during the holiday season, Silverado Memory Care, a recognized expert in the memory care field, released tips today for recognizing memory loss in a loved one.

"It's important to recognize potential changes in your loved ones and respond appropriately with support, patience and care."

Spending time together makes it easier to recognize small changes in behavior of loved ones that could signal the early stages of memory impairment. The most common signs that dementia-related changes may be taking place in the brain include:

- Forgetting new information and important dates or events.
- Difficulty concentrating and following familiar multi-step processes like recipes.
- Confusion using appliances (e.g., microwave or TV remote).
- Getting lost or needing directions to a familiar destination.
- Frequently losing track of dates and the passage of time.
- Difficulties during conversations — repetition, losing their thought, not finding the right word or using an incorrect one.
- Misplacing things, losing the ability to retrace steps and placing things in unusual locations.
- Lapses in grooming and personal cleanliness.
- Withdrawal from work or social activities, interests and hobbies.
- Changes in mood and personality. Becoming confused, suspicious, depressed, fearful or anxious.
- Becoming upset easily in places where they are out of their comfort zone.

While noticing these changes in loved ones can be hard, taking the time to understand the situation is the first step in providing them with the care and support they need. If you suspect dementia-related memory loss, consider these helpful tips for making the holidays special for them:

- **Talk about the Past:** People with dementia are more likely to retain long-term memories. Use photos or anecdotes to make connections.
- **Avoid Corrections:** If the wrong name is used or wrong detail provided, avoid correcting them which can cause difficulty refocusing.
- **Don't Overwhelm:** Encourage engagements with fewer people, as more than 10 can seem chaotic.
- **Embrace Normalization:** Involve individuals in the activities and hobbies they know and love, like cooking, puzzles, sports talk, etc.
- **Maintain Routines:** If traveling, try to stay in familiar environments, keep sleep routines and avoid too much anticipatory planning to prevent added confusion.

During the holidays, it is key to help loved ones experiencing memory loss connect to the joy they felt this time of year. Change is hard for everyone, but recognizing these slight shifts in behavior can help minimize issues and provide an appropriate level of support to ensure quality of life.

Since its founding, Silverado has been providing people living with memory impairing diseases with unconditional love, restoration of purpose and a renewed sense of self-worth, enabling them to live to the fullest until the end of life. For information and resources, visit silverado.com or call (866) 522-8125.

About Silverado

Founded in 1996, Silverado is Great Place to Work-certified, with the goal of enriching the lives of those with memory loss by changing how the world cares for people with memory impairing diseases and empowering people to live life to the fullest until the end of life. This foundation allows Silverado – and its associates – to leave behind previous misconceptions and operate in a way that provides residents and patients with the utmost dignity, freedom, respect, and quality of life. Silverado has grown to become a nationally and internationally recognized provider of memory care, assisted living and palliative and hospice services. With locations in California, Illinois, Kansas, Maryland, Missouri, Nevada, Texas, Virginia, Washington, and Wisconsin, the company strives to deliver world-class care and unmatched service. To learn more, visit silverado.com or call (866) 522-8125.



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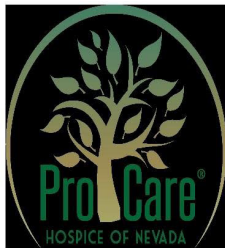
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