

Loremi Tours Child Protection Policy

1. Policy Statement

Loremi Tours upholds the highest standards of integrity, ethics, and responsibility in all its operations. We are firmly committed to protecting children from all forms of abuse, exploitation, and neglect. We recognize that tourism can directly or indirectly affect children's safety and wellbeing, and therefore we take proactive measures to ensure that all our activities, staff, suppliers, and guests respect and protect children's rights.

This policy aligns with:

- The UN Convention on the Rights of the Child (1989)
- The Uganda Children's Act (2016)
- The Global Code of Ethics for Tourism
- ChildSafe Movement and The Code (Child Protection in Travel and Tourism)

2. Purpose

The purpose of this policy is to:

- Safeguard all children (under 18 years) who come into contact with Loremi Tours' operations.
- Provide clear guidelines for staff, guides, suppliers, and travelers on appropriate conduct.
- Prevent the exploitation of children through tourism activities.
- Ensure compliance with national and international child protection standards.

3. Scope

This policy applies to:

- All Loremi Tours staff, guides, drivers, and contractors.
- Partner agencies, suppliers, and accommodations we work with.
- Travelers, volunteers, and visitors participating in Loremi Tours programs.
- All destinations, communities, and experiences facilitated by Loremi Tours.

4. Guiding Principles

1. Zero Tolerance: Loremi Tours maintains a zero-tolerance policy toward child abuse, exploitation, or trafficking in any form.
2. Shared Responsibility: Protecting children is everyone's responsibility: from management and staff to suppliers and guests.
3. Do No Harm: All interactions with children must be respectful, appropriate, and free from exploitation.
4. Empowerment: Children's rights, dignity, and voices must be respected at all times.
5. Accountability: Violations of this policy will result in disciplinary action and possible legal consequences.

5. Definitions

- Child: Any person under the age of 18 years.
- Child Abuse: All forms of physical, emotional, or sexual abuse, neglect, exploitation, or harmful practices.
- Child Exploitation in Tourism: Any act of involving children in sexual activities, forced labor, or exposure for financial or personal gain within the tourism industry.

6. Code of Conduct for Staff, Guides, and Travelers

All Loremi Tours staff, guides, and travelers are required to:

- Treat children with respect and dignity at all times.
- Avoid physical contact or behavior that could be misinterpreted as inappropriate.
- Never be alone with a child in a secluded area.
- Refrain from giving money, gifts, or promises directly to children; all donations must go through community representatives or approved channels.
- Not take photos or videos of children without prior consent from parents, guardians, or responsible community leaders.
- Never engage in or tolerate sexual relations with children, even if local laws appear to permit it.
- Report any suspected case of child abuse or exploitation immediately to management or relevant authorities.
- Promote awareness among guests and partners about child protection and responsible behavior.

7. Responsibilities

Management:

- Ensure the implementation of this policy across all departments.
- Provide regular child protection training to staff and guides.
- Establish reporting and response procedures for suspected violations.
- Screen all employees and contractors through reference checks and, where possible, background verification.

Staff, Guides, and Drivers:

- Follow this policy and report any suspicions or incidents.
- Participate in mandatory child protection training.
- Act as role models for responsible behavior around children.

Partners and Suppliers:

- Sign the Loremi Tours Supplier Code of Conduct, which includes child protection clauses.
- Demonstrate compliance through audits, training, or contractual agreements.

Guests:

- Receive information during pre-trip briefings about child protection.
- Are encouraged to support child rights through responsible travel practices.

8. Child Protection in Tour Operations

Loremi Tours ensures that:

- No tours or activities exploit children or put them at risk.
- No visits are made to orphanages, schools, or child institutions unless vetted and conducted under strict ethical guidelines.
- Partnerships are only formed with organizations that comply with child protection laws.
- Marketing materials do not use children's images without consent and context.
- Any child involved in cultural performances or tourism experiences participates voluntarily, is fairly compensated, and performs under safe conditions.

9. Reporting and Response Mechanism

Loremi Tours encourages prompt and confidential reporting of any suspected or confirmed child protection incidents.

Reporting Channels:

- Directly to the Sustainability Coordinator (Child Protection Focal Person)
- Through email or phone reporting system (to be listed on internal documents)
- In urgent cases, to the Uganda Police Child and Family Protection Unit or Probation and Social Welfare Officer

Procedure:

- Receive and document the report.
- Ensure the child's immediate safety.
- Refer the case to relevant authorities.
- Conduct internal review and cooperate with official investigations.
- Implement corrective measures and staff retraining as necessary.

10. Training and Awareness

- All staff and guides undergo child protection induction upon employment.
- Regular refresher courses are provided annually.
- Travelers receive pre-trip briefings and printed guidelines on ethical interactions with children.
- Awareness materials are displayed in offices, vehicles, and partner accommodations.

11. Monitoring and Review

- The Child Protection Policy is reviewed annually as part of the overall sustainability monitoring framework.
- Indicators such as number of staff trained, reported incidents, and compliance of partners are tracked through the sustainability monitoring matrix.
- Continuous improvements are made based on feedback and new global child protection developments.

12. Commitment

Loremi Tours is dedicated to safeguarding the rights and wellbeing of all children. Through responsible tourism, community collaboration, and ethical practices, we aim to create travel experiences that protect and empower the next generation while contributing to a safer and more inclusive tourism industry.