



# Moments Beyond Borders' Child Protection Policy

## Purpose of this Policy

As a Ugandan-based tour operator engaging with travellers worldwide, Moments Beyond Borders is fully committed to safeguarding children from all forms of exploitation, abuse, and harm.

Children are the future of Uganda and the global community. Protecting them is not only a legal responsibility but also a moral duty in line with international conventions such as the United Nations Convention on the Rights of the Child (UNCRC) and the International Labour Organization (ILO) Conventions on Child Labour.

This policy aligns Ugandan child protection laws with global tourism standards, ensuring that our operations, staff, and partners uphold the highest ethical practices. By integrating child protection into our business, we also contribute to sustainable tourism that respects human dignity and strengthens Uganda's role as a safe and responsible travel destination.

## Ugandan Law Regarding Employment of Children

Uganda's Employment Act (2006) and the Children (Amendment) Act (2016) provide a framework to protect children from exploitative labour. Key provisions include:

- Under 12 years – children cannot be employed in any workplace.
- 12–14 years – may only do light work under adult supervision, provided it is safe, non-hazardous, and does not interfere with education.
- 15–17 years – may be employed in light, non-hazardous work for no more than 7 hours per day and 35 hours per week. They may not work at night or perform overtime.
- Under 18 years – may not be employed in hazardous work (e.g., dangerous machinery, underground work, toxic substances, or carrying heavy loads).

Additionally, children aged 12–17 years may take part in apprenticeships, advertising, cultural, or artistic activities only with:

- prior approval from the Labour Commissioner,
- consent from a parent or guardian,
- a medical examination before and during the activity, and
- the employer's maintenance of a formal register of details.

Violations of these laws are criminal offenses and may lead to prosecution, fines, or imprisonment.

### **Moments Beyond Borders' Policy on the Employment of Children**

In line with Ugandan law and international standards:

- We do not employ children under 12 years under any circumstances.
- We do not engage children in cultural performances, entertainment, or activities that may exploit them.
- If we provide practical tourism training for young people aged 15–17 years, it will only occur with:
  - written consent from a parent or guardian,
  - scheduling during school holidays to protect education,
  - adult supervision at all times, and
  - light, non-hazardous, age-appropriate work that enhances learning.

### **Protecting Children from Sexual Exploitation**

Child sexual exploitation remains a global concern in the tourism industry. Moments Beyond Borders strictly prohibits and actively works against any form of child sexual abuse.

Our approach includes:

- **International Alignment:** We endorse and align with The Code of Conduct for the Protection of Children from Sexual Exploitation in Travel and Tourism (The Code – [www.thecode.org](http://www.thecode.org)).
- **Staff Training:** All employees, guides, and drivers are trained to identify, prevent, and report cases of child sexual exploitation.
- **Supplier Responsibility:** We only engage suppliers, lodges, and partners who uphold strict child protection policies.
- **Traveller Awareness:** Guests are sensitized about child protection risks, including discouraging any form of child exploitation, such as child sex tourism, “voluntourism” involving children, or purchasing goods/services produced through child labour.
- **Reporting:** Any suspected child exploitation cases are reported immediately to the Uganda Police Child and Family Protection Unit or other relevant authorities.

### **Zero Tolerance for Sexual Harassment**

Moments Beyond Borders enforces a strict zero-tolerance policy for sexual harassment and abuse, with a particular emphasis on protecting children, who are among the most vulnerable in our communities and within the tourism sector.

This policy applies to staff, partners, travellers, and suppliers and covers all interactions where children may be present—whether in schools, communities, cultural encounters, or tourism-related activities.

Prohibited behaviours include but are not limited to:

- making sexual jokes, comments, or advances toward children,
- asking children inappropriate questions about their bodies or sexuality,
- engaging in any form of touching, gestures, or behaviours of a sexual nature toward a child,
- creating an unsafe or intimidating environment for children through language, imagery, or conduct,
- exploiting children in exchange for favours, gifts, or promises.

Any breach of this policy will be treated as a serious violation of Ugandan law, the Children (Amendment) Act, 2016, and international child protection standards. Suspected cases will be reported immediately to the Uganda Police Child and Family Protection Unit, relevant child protection authorities, and international partners where necessary.

By enforcing this policy, we affirm that children have the right to safety, dignity, and protection from all forms of sexual harassment and exploitation within tourism settings and beyond.

### **Traveller Awareness Statement**

At Moments Beyond Borders, we uphold a zero-tolerance policy toward child exploitation, abuse, and sexual harassment.

We remind all our travellers that:

- Any form of sexual exploitation or harassment of children is a serious crime under Ugandan law and will be reported immediately to the authorities.
- This includes inappropriate comments, advances, physical contact, or any behaviour of a sexual nature toward children.
- We do not allow travellers to engage in exploitative activities such as child sex tourism, child labour, “voluntourism” involving children, or offering gifts or money in exchange for inappropriate interactions.

By choosing to travel with us, you agree to uphold these standards and contribute to making Uganda a safe and responsible tourism destination. Together, we protect children, respect their rights, and support a culture of dignity and safety in international travel.