

Bring The Elephant Home Community Safeguarding Policy



Introduction and Purpose

Bring The Elephant Home (BTEH) is committed to fostering a culture of respect, integrity, and security within all aspects of its operations worldwide. This policy serves as a guiding framework for ensuring the safety and security of our team members, volunteers, and the communities we work with. It underscores the collective responsibility towards creating a secure, respectful, and inclusive environment that aligns with our core mission and values. BTEH is dedicated to promoting collaboration in an environment that is pleasant, healthy, safe, and free from discrimination.

Through our conservation events, BTEH aims to empower local communities for a harmonious human-elephant coexistence, providing essential support and tools. Our initiatives place communities at the forefront and foster shared decision-making, ownership, equality, and sustainability, aiming to redefine the relationship between humans and elephants towards mutual respect and benefit.

Core Principles

BTEH operates on the foundation of mutual respect and understanding, actively opposing any form of exploitation or disrespect towards the communities we engage with. This includes:

- Committing to equal employment of local individuals across all age, gender, race, religion and socio-economic groups, ensuring equitable engagement and payment.
- Upholding the integrity of community relations by ensuring all interactions remain respectful, professional, and conducive to building mutual trust and understanding. Contract-related topics must remain confidential between the event partners and BTEH. Discussions of pricing, logistics and event management should not be conducted with local providers so as not to undermine BTEH's relationship with the community or event partner. Compliance with this principle is essential to maintain a positive and constructive presence within the communities we serve.
- Committing to a discrimination-free, healthy, and safe environment for all individuals associated with BTEH, regardless of gender, skin color, sexual orientation, age, and nationality, and firmly rejecting all forms of unacceptable behavior (eg. aggression, discrimination, harassment of any kind).
- Prohibiting the taking of photographs of community members without their explicit consent.

- Avoiding physical contact with community members to respect personal boundaries.
- Opposing "poverty tourism" and any related behavior that undermines the dignity of the communities at our project sites.
- Rejecting the use of child labor, with all paid staff being over 18 years old. Engagement of local youth in conservation efforts is encouraged, provided it is accompanied by parental consent and does not conflict with their education.
- Discouraging brief, unstructured school visits. Engagements with educational institutions are carefully planned in collaboration with local educators to ensure they are constructive and non-disruptive.
- Enforcing a no-alcohol policy during program hours in public spaces. Any alcohol consumption in private accommodations must be moderate and considerate of local norms.
- Advocating for environmental stewardship, we employ practices such as using reusable bottles, minimizing waste and plastic usage, and providing vegetarian meals for all participants at BTEH events. As a conservation organization that prioritizes animal welfare, we exclusively serve vegetarian food to reduce the negative effects of the meat industry on the environment and animal welfare. This choice enables us to showcase delicious and healthy local plant-based food options, aligning with our vision of a thriving world for people, animals, and the environment.

Compliance and Implementation

All individuals associated with BTEH are required to adhere to this policy from the commencement of their involvement. This includes understanding and upholding the principles outlined above, which are integral to our operations and relationships. Compliance is mandatory, and any actions contrary to these principles may result in disciplinary measures. Compliance with these principles is mandatory, and any actions contrary to them may result in disciplinary measures, such as the requirement to leave the site.

Roles and Responsibilities

Everyone within the BTEH community, from leadership to volunteers, bears the responsibility for implementing and maintaining the standards set forth in this policy. Through collective vigilance and adherence to these guidelines, we strive to uphold the highest standards of safety, respect, and integrity in all our endeavors.

This Community Safeguarding Policy was last reviewed in May 2024.