

GAME RANGERS

INTERNATIONAL

VOLUNTEER PROGRAMME

RULES AND REGULATIONS

ZAMBIA GENERAL

1. You must respect and abide by the law of the Republic of Zambia.
2. Please adhere to advice given by your Host in terms of the respect given to the many customs and rites of local Zambian communities.
3. It is important that you respect the nation of Zambia and not disrespect any of the various tribes, people, cultures, or rituals.
4. Respect the flag, the President, and all other national symbols.
5. Dress respectfully - wear shorts and skirts at knee length or below.
6. Avoid giving handouts to street children and other vagrants.
7. Do not attempt to bribe officials for any purpose.
8. If confronted by any irate or difficult person/s or officials, remain calm and courteous and request your Host or Driver to intervene.
9. Avoid getting involved in physical confrontation with any person.
10. Be aware at all times of your surroundings and use common sense.
11. Keep your belongings with you at all times – do not leave anything unattended.
12. Try not to carry valuables in your hand when in the city and keep my money and gadgets out of sight.
13. Be aware of your surroundings when drawing cash from an ATM or when exiting a bank.
14. Be aware of stray cats and dogs; they may be rabid or carrying fleas.
15. Smile, it is worth a million kwacha in Zambia and will go a long way towards helping you in any situation.

TRAVEL AND TRANSPORT

1. Pay full attention to the roads, understand they can be very dangerous.
2. Do not take minibuses – always take a taxi if you need to use public transport.
3. Do not hitch hike at any time.
4. When travelling in the project vehicle keep your doors locked and pay attention so you're safe within the vehicle - journeys can be rather bumpy.
5. Always wear a seatbelt where available.
6. Avoid travelling on the roads after dark.
7. Driving in the bush inevitably has risks. Always be mindful that you are in a National Park and wildlife is prevalent. Your Driver is experienced in bush roads and will know what to do in an emergency.
8. When out in the communities, a your Host or accompanying team member will have a Sat Phone and Radio with them at all times.

GENERAL HEALTH AND SAFETY

1. There are several hospitals in Lusaka. However, outside of Lusaka the healthcare standards are below most international standards.

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2. Malaria is widespread in most parts of Zambia, especially in the rainy season. Taking anti-malarial medication is advised and this is your own responsibility. Please take the medication as prescribed by your doctor. Always cover up at dusk and dawn to avoid being bitten by mosquitoes and use insect repellent.
3. HIV/AIDs are unfortunately present in Zambia so always take appropriate precautions. Always ensure you have a barrier (like rubber gloves) if administering first aid due to the prevalence of HIV/AIDs.
4. Always wear a hat and use sunblock (minimum factor 30) during the day.
5. You should drink 2-3 litres of water per day to keep hydrated, ensure you are carrying a full water bottle when out in the bush. We have boreholes at each of our camps which provide safe drinking water. If the tanks run out, please ask a member of staff to refill them.
6. There are basic first aid boxes located around our camps. Please also bring your own first aid kit. All members of management are first aid trained, as are your Host and the majority of staff at our camps. Should you need first aid, always seek help from one of the above.
7. If you are bitten by a snake, keep calm and immediately seek help from a member of the team. Tell your First Aider what the snake looked like if you can, and when you were bitten.

WILDLIFE

1. Our camps are located in and around National Parks and Game Reserves. Be mindful that wildlife may enter the camp area. Do not approach any animal under any circumstance.
2. In Kafue National Park, immediately call for a member of staff or beat the red lion beaters if you see lions in camp. Do not approach under any circumstance.
3. Fire ants can often be found in and around our camps – take care to avoid them as they will bite.
4. Be aware of ticks when out in the bush, specifically if walking in long grass. If you notice a tick, remove it immediately. If you have any concerns about ticks, please speak to your Volunteer Host.
5. There are plenty of tsetse flies, mosquitoes and other insects that may cause you irritation. Always protect yourself with insect repellent. If you are bitten, use bite and sting relief creams and/or take antihistamine. If you are concerned about a bite, please speak to your Volunteer Host.
6. Snakes can be found in and around our camps. A snake bite can be fatal so do not attempt to touch or pick up a snake at any point, even if it appears to be dead. If you see a snake, stay still, and wait for it to move on.
7. Spiders are found in and around our camps, do not attempt to touch or pick up a spider at any point.

VOLUNTEER AREAS

1. Be mindful of your kit, please keep it inside your tent at all times. Shoes and clothes left outside should be checked thoroughly before putting them on.
2. Please keep the Volunteer areas, especially kitchen and bathroom, and your personal area neat & tidy at all times. This is your responsibility, not the responsibility of the camp attendants.

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3. Be gentle with the tent zips - due to the environmental conditions, they are prone to breaking. Keep your tent zipped up at all times to keep insects, snakes, and wildlife out.
4. The bathrooms are home to frogs, spiders, and insects. Do not be alarmed but be mindful of them.
5. Always check the toilet seat and bowl before using as there may be frogs or insects within. Please keep the toilet lid down at all times to prevent animals climbing in!
6. Always empty the wash basin to prevent insects spawning in the water.
7. Be aware that the bathroom floor may become slippery when wet so take caution. Wear flipflops in the shower for hygiene.
8. You should be dressed in earthy colours on our camps and have sturdy footwear. Shorts should be to the knee for cultural sensitivity.
9. Ladies, should you need to dispose of sanitary items – there are bins in the bathroom. When the shower boiler fire has been lit you can burn any sanitary items within this fire. Please do not leave them in the general bin or in an unlit fire as they will attract wildlife.

GENERAL CAMP SAFETY

1. Please be aware of our camp limits (both day and night) which will be explained by your Volunteer Host upon arrival.
2. Training will be given before use of any equipment on our camps. If you are not sure, please do not use the equipment, ask your Volunteer Host to prevent any risk of injury to any person or wildlife.
3. We encourage friendships between Volunteers and the GRI Team, but our team are not permitted to engage in relationships with Volunteers and this may result in their termination.
4. Should you require a safe for your passport or money please speak to your Volunteer Host.
5. Both Lusaka National Park Camp and Kafue National Park Camps are near Elephant Bomas. You are not permitted to visit the bomas unless under the supervision of the Volunteer Host or individual circumstances agreed with the Camp Manager.
6. NEVER use your phone or headphones when in areas out with the safety of the camp.
7. In the event a fire develops whilst cooking, immediately put a metal lid on the pan and inform your Volunteer Host. Do not attempt to move the pan outside or cover with any other item.
8. When a campfire is lit, please ensure it is fully extinguished before going to bed.
9. If you see a fire/smoke in and around camp, immediately notify your Volunteer Host. Do not investigate the fire yourself. Only trained fire personnel should assist in monitoring and putting out fires that are a threat to the reserve and camp area. Please follow instructions from your Volunteer Host. You will be instructed to assemble in designated spots where the Volunteer Host will carry out a head count.
10. Bush fires are prominent throughout Kafue National Park particularly in the dry season.

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11. Please be aware that poaching is still a prevalent issue within Kafue National Park. DNPW scouts and GRI's Special Anti-Poaching Unit work hard to prevent such incidents however poaching activity still remains a major threat to wildlife in the area. In the event of a poaching incident, where poachers or animal carcasses are found in the proximity of camp, Volunteers will not be permitted to accompany scouts on their investigation and must remain within camp.
12. Any strangers in camp should be reported to the Volunteer Host/camp staff immediately.
13. In the rare event that poachers are found in camp, return to your tent and await further instructions from your Volunteer Host.
14. We have armed DNPW scouts on site in our camps at all times. Do not ask to touch or hold their guns.

ELEPHANT SAFETY

1. Only enter the restricted elephant areas (stables and boma) when accompanied by a GRI staff member.
2. Always wear closed footwear and a green dustcoat inside the restricted areas and while wading in the bush.
3. Volunteers must be aware that they may spend up to 2 hours per day walking in the Game Reserve to observe the elephants.
4. When walking with the elephants you will always be accompanied by the Elephant Keepers and in the case of Kafue Release Facility, armed Scouts.
5. In the restricted areas and on walks stay within 2 meters of your Volunteer Host or the team member assigned to you.
6. Volunteers are not permitted to have any physical contact with the elephants and are requested to maintain a 10-metre distance from them at all times. This is to ensure your safety and to minimise human sensitisation for the elephant.
7. In the bush, always be aware of your surroundings, elephants can move very quietly so ensure your eyes are on them at all times. The Keepers and your Host will be vigilant in ensuring that they do not approach you.
8. Should an elephant orphan approach you, do not make any attempt to engage or contact it; step behind the Keeper and he will act as necessary.
9. If an elephant is within 10 meters of you and a Keeper is not aware, alert him to the position of that elephant.
10. Volunteers must demonstrate common sense and behave appropriately whenever they are walking in the bush with the orphan herds.
11. Use of mobile devices other than photography is strictly forbidden when walking with the elephants. All phones must be silenced prior to leaving for the walk.
12. Avoid making any sudden movements or loud noises around the orphaned elephants. They startle easily.
13. Never carry any food with you to the boma or on walks with the elephants.
14. Behavioural Observations may only be conducted off the camp in the designated 'Observation Areas', which are considered safe areas for observations to be conducted.
15. At any time in or around camp you may encounter one or more stage 4 elephants (an orphaned elephant that is no longer under control of the keepers and can move freely around the outskirts of the camp and boma). You must always be

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accompanied by a Keeper or Camp Manager while you are walking to/from the viewing area. If a stage 4 elephant comes into the area you must slowly back away and follow the directions of the GRI Team.

16. Never approach an elephant, and never try to touch an elephant.
17. Do not throw anything to or at an elephant.
18. Do not stop to take photos of any stage 4 or wild elephants unless you are told it is safe to do so by a Keeper, your Host or Camp

MOVING AROUND AT NIGHT

1. After sunset you must have your head torch on you at all times – please check your battery is charged.
2. Your feet must be in closed shoes after dark in case there are animals/insects on the ground that you may not see.
3. Depending on the time of year, it can become rather cold at night - ensure you have suitable clothing and protect yourself from mosquitoes.
4. You must not leave the Volunteer camp area at night-time – there is no need for you to do so. If a case arises where you do need to leave the Volunteer area after dark, please consult your Volunteer Host first.
5. If you need the bathroom in the night, ensure you are properly awake before unzipping your tent. Use your head torch to check the area around your tent for wildlife.
6. The safest place for you to be at night is in your tent. You will hear many noises throughout the nights – do not be alarmed. If there is a problem a member of management will come to you.

LUSAKA NATIONAL PARK CAMP

1. Generally, phone signal is available at Lusaka National Park camp.
2. There is internet during the day (dependent on power) for work emails and research. For personal internet use, purchase a sim card and buy airtime/ data, your Volunteer Host will advise you on this.
3. If you wish to exercise while in Lusaka National Park, please seek advice from your Volunteer Host. They must be informed if you intend to leave camp for exercise. Exercise in Lusaka National Park should not be carried out after dusk. You must ensure that you are back in camp before nightfall.

MUSA CAMP

1. Musa Camp and the Kafue Release Facility are about 450km from Lusaka, which has the nearest hospital. Safety is therefore paramount.
2. Be aware of the camp boundaries - remember that it is illegal to walk in a National Park without permission.
3. We have armed DNPW scouts on site at all times. Do not ask to touch or hold their guns.
4. You will travel with an armed DNPW scout on work assignments in the National Park.

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5. In camp, phone signal is fairly good, and you should be able to use your phone for personal internet use. Outside the camp and within the communities, internet connectivity and phone reception are very limited.
6. When out in the communities, a member of management will have a Sat Phone and Radio with them at all times.
7. There is Wi-Fi during the day (dependent on power) for work emails and research. This can be used during lunch time for personal use but at management's discretion if power is low. Please ask.
8. Bush fires are prominent throughout Kafue National Park, particularly in the dry season.

KAFUE RELEASE FACILITY – CAMP PHOENIX

1. The Kafue Release Facility is located next to the Nkala River. The Volunteer tents are on the riverbank therefore please be extra mindful of your belongings - keep all kit inside your tent.
2. The Nkala River is home to crocodiles – never go down to the water's edge.
3. Be aware of the camp boundaries - remember that it is illegal to walk in a National Park without permission.
4. Walking to the elephant boma unattended is strictly prohibited, you must be escorted by a scout or member of staff.
5. We have armed two DNPW scouts on site at all times. Please do not ask to touch or hold their guns.
6. You will always travel with an armed DNPW scout on work assignments.
7. Please note that phone signal is very limited on camp.
8. When out in the communities, a member of management will have a Sat Phone and Radio with them at all times.
9. There is internet during the day (dependent on power) for work emails and research. This can be used during lunch time for personal use but at management's discretion if power is low. Please just ask.
10. Exercise is only permitted inside the main camp area (within the fence boundaries). There is a small football pitch where the staff play football.
11. Exercise in the morning is not permitted and should be completed before dusk.

CODE OF CONDUCT

Game Rangers International will not tolerate any of the following. Any breach of these regulations may result in the early termination of your programme without refund.

1. Laziness, poor punctuality, general behaviour disruptive to GRI staff and daily running of the organisation.
2. Being absent without good reason and without informing your Volunteer Host.
3. Excessive profanity or any religious criticism.
4. Not listening to or heeding instructions from your Volunteer Host, representatives of GRI or associated staff.
5. Non- adherence to the dress code regulations listed above.
6. Non-professional relationships between GRI Staff and volunteers.
7. Showing disrespect or being rude to:
 - a. Local people, customs or traditions.

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- b. Staff of GRI.
 - c. Donors or visitors to the project.
8. Any breaking of Zambian law, including but not limited to theft, assault, malicious damage to property or belongings.
 9. Disturbing the peace, disorderly conduct, excessive alcohol intake while representing GRI.
 10. Consumption of any alcohol and/or drug use while on GRI property unless as part of an agreed organisational event.
 11. Discrimination in any form.
 12. Negligent performance of duties that may affect the collection, collation or dissemination of data or the progress of any GRI and/or community-based work.
 13. Behaviour that may call into question the motive of GRI or any associated projects.
 14. Serious breach of Safety Rules & Regulations as listed above.