



TANZANIA

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Tanzania

Tanzania and its spice islands are increasing in popularity with visitors wanting to discover and experience some of Africa's most infamous treasures.

In this small country on Africa's East Coast, you can find Mount Kilimanjaro, the Serengeti, Ngorongoro, Zanzibar and the mountain rock art sites of Kolo-Kondoa - all of which shape Tanzania into an unbelievable landscape of snow peaked mountains, flat open grassland where the 'big 5' roam and the sandy, turquoise waters of the Indian Ocean.

The island of Zanzibar, just off the coast, is where some of our projects are based. This archipelago is famous for powder white beaches with crystal clear water and a lush tropical island, as well as its spice plantations. On the mainland, the project location is in Moshi, situated at the base of the stunning Mount Kilimanjaro, with access to the wonderful Serengeti.

Although rich in beauty, Tanzania is a poor country, with 90% of the population living on less than \$2 per day. Much of their income comes from fruit and timber crops but they are sold to wholesalers at low prices and therefore not realising their real potential. Over recent years, a number of initiatives have been developed to economically take advantage of their agricultural industry.

Life outside of the project

Evenings are very sociable affairs, with volunteers discussing their days over supper, after spending time socialising with the locals. Many volunteers enjoy sundowners at one of the many beachside cafés or hotels. You will have Saturdays and Sundays off to discover the many wonders of Zanzibar and Tanzania.

Zanzibar and the Tanzanian mainland offer a variety of things to do from taking a safari to swimming with dolphins. Many volunteers choose to extend their stay to make the most of the exciting opportunities on offer in this beautiful country.



Weather

Average temperature: 25°C in Zanzibar, 22°C in Moshi.

Wet season: March - May (long rains) / October - December (short rains)

Dry season: June - October

Dolphin and Marine Conservation in Zanzibar

TANZANIA

The project

Volunteer in Tanzania on a fabulous Dolphin and Marine Conservation project based on the island of Zanzibar and help to preserve the habitats of amazing species by monitoring tourist and human interaction. Located in Menai Bay, home to numerous sea creatures, including bottlenose and humpback dolphins and whales, the area is popular with tourists from all over the world. However, tourists go out in fishing boats to see these dolphins and often jump into the water to swim with them and although friendly, the dolphins can sometimes be surrounded by up to 20 boats chasing after them, and this can cause them stress, particularly when they are feeding or nursing. The main aim of the project involves working with the local community to promote marine conservation and the protection of the dolphins and their habitat. Dolphin tourism in the area is booming as it brings a good source of income to the local inhabitants. However, there are no tourism regulations and therefore, it is essential to ensure that the sea life in the area is not put at risk. The project scope includes working with the local community, run ethical dolphin tour workshops educating boat drivers on dolphins and monitor human-dolphin interaction and how it may affect their behaviours. The project also runs a resource centre which aims to educate locals and tourists about marine life. The data collected is fed into research studies which will help the government to determine how to regulate dolphin and tourist interaction in the long term, ultimately protecting this amazing species.

Role of the volunteer

As a volunteer you may be involved in the following activities:

- Monitoring dolphin behaviour: feeding, daily habits, reaction to humans, taking photos etc.
- Monitoring tourist numbers and tourist-dolphin interaction.
- Researching and monitoring fish and other species including whales (June to September).
- Researching coastal activities such as bivalve collection, coconut husk burying, rope making and seaweed farming.
- Assisting research students with their research.
- Helping a marine conservation club for youths.
- Helping develop and maintain the local resource centre
- Advocating for responsible dolphin interaction with local businesses and boat operators.

The project needs vary from time to time and volunteers' tasks and activities will change accordingly, giving you the opportunity to gain insight into several aspects of marine conservation.

Skills required

All volunteers are welcome on this project as long as they can swim as this is an important factor for the research element of this project. You do not need any specific technical skills to participate in the project, although an interest in marine wildlife would be useful. You must love the outdoors. Cultural sensitivity is essential both at your placement and in your spare time. If you are a student and have specific course requirements, please speak to a Kaya Placement Advisor.

Why choose this project

- ✓ Provide more manpower and ensure the future protection of dolphins by getting involved with this local Tanzanian community and research experts.
- ✓ Learn about marine conservation and threats to wildlife including the impact of tourism and human interactions on the underwater world.
- ✓ Add the experience to your CV/Resume if you are studying or are already a marine conservation/tourism student

Project location

The island of Zanzibar, just off the Tanzanian coast, is where this project is based. This archipelago is famous for amazing powder white beaches with crystal clear waters and a lush tropical island. At the heart of Zanzibar Town is the old Stone Town, with its labyrinthine alleyways and fascinating architecture. This project is located about 30 minutes away from Jambiani. You will find a laid back community set amongst the beautiful scenery. You will be able to soak up the local life and enjoy your free time on the beach or venturing further afield.

Project facts

Duration: 2 - 12 weeks

Requirements: age 18+

Location: Zanzibar, Tanzania

Project activities: Beach conservation, collecting data, monitoring dolphin behaviour, monitoring tourist numbers, advocacy activities

Working hours: Monday - Friday, 6 am - 4.00 pm with a 2 hour lunch break

Project availability: Project start every second Monday of each month. Project closes over the Christmas period and activities may stop during Ramadan.

RECRUITING FOR SPRING 2022

Arrival day: Monday

What's included

Accommodation: Shared same sex rooms in a beach bungalow.

Meals: 3 per day except for weekends lunches and dinners (only breakfast is provided on weekends)

Airport pick up: Airport/ferry pick up and drop off

Training: Pre-departure information pack, on-site orientation & project induction provided

Support: 24-hour support from on-site coordinator

Excursion Planning: Staff help organise weekend activities (extra fee may apply)

What's not

Flights

Insurance

Visas - please note that a volunteer visa for Tanzania costs approximately \$30 on top of the entry visa (\$50 to \$100 depending on your nationality)

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Police/Government Background Check; US and U

All excursions

Entrepreneurship for International Development Internship in Tanzania

TANZANIA

Project Summary

Entrepreneurship for International Development Internship in Tanzania is the perfect placement for anyone interested in inspiring grassroots level organizations in responsible practices.

Moshi in Tanzania is well known for being a tourism hub as it sits at the feet of the famous dormant volcano, Mount Kilimanjaro. Yet, the region suffers from a high unemployment rate. That's why, the project works with the local community to create entrepreneurial opportunities and tackle related issues to unemployment including education, gender gap and language barriers. The objective is to create long-lasting sustainable business models that can grow into successful international business enterprises while taking into consideration the African business landscape.

Leading the community to economic change is driven by teaching local individuals all aspects of entrepreneurial development. Business concept development sessions are hosted to identify existing community assets, helping them create sustainable solutions, expanding on existing entrepreneurial groups and business models, and working with aspiring entrepreneurs to help them develop their ideas and the skills they need to succeed.

All of the project's initiatives are centered around emphasis on language and education, the gender income gap, and enhancing cultural contributions to businesses. During the Entrepreneurship for International Development Internship in Tanzania, positive cultural exchanges, acquisition of skills skills and growth in personal development are at the core of the success of both the community and the intern.

Why Choose this project?



Make a lasting impact while learning about a new culture in an African context.



Get first-hand experience in international development and add a unique experience to your CV / Resume.



Learn about the local community assets and assist them by sharing your ideas on how they can experience growth.

Requirements

As an intern, you will need to have a passion for innovation, a positive attitude and be willing to learn and adapt to the local culture. Also, being a natural team player will help you grow your leadership skills while on the placement. Obviously, some business knowledge will be helpful whether you have studied a related field of business or entrepreneurship or worked in a field-related area. Also, being flexible and adaptable will be essential for your success as you will be living in a rural Tanzanian setting.

Role of the Intern

During your internship, you will be exposed to different business concept and development and participate in a variety of activities with the local community. Indeed, you will assist the community in identifying their current assets, expanding existing business ideas, empower existing entrepreneurs and even assist with skills sharing. You will also get the opportunity to develop your project management and business analysis skills as you take on a leadership role in developing some of the business concepts. Your role will be very hands on including creating new targets and goals, developing curriculums and strategic plans, and creating awareness around the project through PR and the media.

Project location

Moshi is not only the gateway to Mount Kilimanjaro but also to the legendary national parks including Serengeti National Park and Ngorongoro Crater. During your internship, you will have the chance to experience unique tribes of Tanzania and their culture.

All interns stay in a volunteer house a few kilometers away from the town of Moshi. The house is safe and comfortable with westernized facilities. You will be sharing your bedroom with 1 to 3 other interns depending on the time of your placement.

During your free time, you will have the option to explore coffee and banana plantations in the area, taste the many restaurants in Moshi, or explore waterfalls nearby.

Project facts

Duration: 8+ weeks

Requirements: 18+

Location: Moshi, Tanzania

Working hours: Monday to Friday - 6 hours per day

Project availability: All year round.

RECRUITING FOR 2022

Arrival day: Saturday

What's included

Accommodation: shared en-suite bedroom in a volunteer house

Food: 3 meals per day (weekdays only)

Airport: pick-up and drop-off from/to Kilimanjaro International Airport

Training: Pre-departure manual, learning reflection manual, orientation and project induction provided

Support: 24-hour support from local team

Excursion Planning: assistance with planning your weekend excursions from local staff (activity prices may be extra).

Certificate on completion of your internship placement diary and presentation to the local team

Supervision from qualified professional

What's not

Flights

Insurance

Visas

Food: weekend meals

Police/Government Background Check: US and UK citizens will be processed through Kaya (admin fee applies); all other nationalities must provide local police check.

Teaching and Community Volunteer Work in Zanzibar

TANZANIA

The project

Join us for teaching and community volunteer work in Zanzibar, located just off eastern Africa's coast. The project works with a number of different institutions where you will be volunteering on a combination of different activities. Work with pre-schools, primary and secondary schools supporting local teachers in educating and playing with children as there are often too many children to accommodate at one time, and shortages of staff and facilities. You can also get involved with teaching not only English but also computer and life skills to adults at the local tourism training institute, helping them get work. You may also have the chance to get involved with the local beach and marine conservation program. The focus of your project will depend on the time of year you visit and the school holidays, but there is plenty of work all year round.

Role of the volunteer

As a volunteer, you will assist teachers in providing better education to children, especially in improving their English language. You will teach English, singing and dancing, develop creative skills such as painting and drawing, and get involved with after-school sports for preschool children. There will be some special refurbishment days scheduled at the schools too as they are quite run down.

For adults, training in all areas of language, computing, administration and hospitality skills helps locals to get work within the growing tourism industry. Any specific skills brought by volunteers are valuable. You will also be involved in a community marine project in the town. This entails keeping the beach clean and planting local trees.

There may also be an opportunity for you to get involved at the local Primary School, depending on needs at the time and your skills if you have prior teaching experience. Should you have teaching experience and/or skills and wish to get involved in teaching at the local Primary School, please let us have your Department of Education Certificates, CV and any other relevant Certificates or qualifications before you arrive so that we can put this in place for you if possible.

Skills required

Volunteers with a keen interest in education and who work well with children are sought for this project. For those wishing to lead lessons, a teaching qualification will be needed. We do recommend carrying out your TEFL/TESOL before your arrival, as this will greatly improve your ability to teach English. Volunteers are asked to respect local culture, religious celebrations and dress appropriately. If you have good English skills and a passion to teach then this project is for you. You will be asked to send your CV/resume before being accepted onto this project.

Why choose this project

- ✓ Get involved in the local nursery, primary and secondary schools, tourism training schools and local environmental programmes to aid community development.
- ✓ Assist teachers and contribute to the local effort of providing children and adults with better education, especially by helping them improve their English language.
- ✓ Add the experience to your CV/Resume and stand out from the crowd when applying for jobs.

Project location

The island of Zanzibar, just off the Tanzanian coast, is where our projects are based. This archipelago is famous for amazing powder white beaches with crystal clear waters and a lush tropical island. Zanzibar is famous for its spice plantations, with which it was a hub of trade between Asia, Africa and the West. At the heart of Zanzibar Town is the old Stone Town, with its labyrinthine alleyways and fascinating architecture. Jambiani, where you will spend most of your time as a volunteer, is a village located on the southern part of Zanzibar's beautiful and quiet east coast. About an hour's drive from Stone Town of Zanzibar, Jambiani is a long village stretched along the coastline, with stunning and long white-sand beaches where it will seem like you can walk forever. Here you will find a community operating at a leisurely pace amidst the sunny, tropical climate. You will witness incredible sunrises and enjoy the warm waters, but more importantly, gain a deep insight into life on the island and an array of experiences you will treasure for a long time.

Project facts

Duration: 2 - 12 weeks

Requirements: age 17+

Location: Zanzibar, Tanzania

Project activities: Teaching in preschool, primary, secondary schools and tourism institute, Beach conservation

Working hours: 08:30 - 18:00, Monday Friday

Project availability: Project start every 2nd Monday of each month. Activities alter in school holidays when schools close. The project closed over the Christmas period. RECRUITING FOR SPRING 2022

Arrival day: Monday

What's included

Accommodation: Shared room in a volunteer house.

Meals: 3 per day except for weekends lunches and dinners (only breakfast is provided on weekends)

Airport pick up: Airport pick up and drop off

Training: Pre-departure information pack, on-site orientation & project induction provided

Support: 24-hour support from on-site coordinator

Use of a bicycle for your stay

Excursion Planning: Staff help organise weekend activities. (extra fees may apply)

What's not

Flights

Insurance

Visas - please note that a volunteer visa for Tanzania costs approximately \$30 on top of the entry visa (\$50 to \$100 depending on your nationality)

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Police/Government Background Check; US and U

Rural Volunteer Teaching in Moshi, Tanzania

TANZANIA

The project

Join us for rural volunteer teaching in Moshi, Tanzania and spend time helping to improve educational access and facilities within a community just north of Arusha. This project does not just focus on the children, but also teachers and community leaders so your work here is of a capacity building nature. Education is very much viewed as a requirement for future generations and the means to escaping absolute poverty for those struggling at the present time. The project works with local nurseries, schools, adult training centres and an HIV/AIDS organisation providing classroom assistance and after-school club activities for its members. In addition, the project supports a women's group who find themselves marginalised from the community due to their HIV status. Through providing educational support and a range of additional activities, the project is trying to improve the lives of those from disadvantaged backgrounds on this community-based initiative.

Role of the volunteer

As a volunteer in rural Tanzania you may be asked to help in the following activities:

- Teaching English to children, teachers and local leaders in the community
- Singing, dancing and developing creative skills through art, craft and imaginative play activities at nursery school
- Teach English lessons at local Tourism College
- General upkeep of the school and its environment to keep it a nice place to learn
- Assisting with after-school clubs
- HIV/AIDS education at a youth centre
- Help with the elderly, participating in conversations and activities.

Volunteers will be asked to work on a number of different areas within this community which will give you an amazing insight into the lives of the Tanzanian people. Following your working day, you will have plenty of time to relax and socialise with your local counterparts and other volunteers.

Skills required

While a teaching qualification and experience is preferred, especially for those wishing to lead lessons, all volunteers can add value and have an impact on this project. Experience of working with children or community projects or holding a TEFL qualification would be an advantage. As long as you have good English communication skills and are passionate about teaching and working with members of the community, then this project is for you. All volunteers are asked to be culturally respectful in the way they dress and act during their stay. You will be asked to send your CV/resume before being accepted.

Why choose this project

- ✓ Help to continue the good work that has already taken place in the community by bringing new energy and ideas to classes providing eager students with the opportunity to practice with a native English speaker, a well-thought after skill to gain employment in the tourism industry.
- ✓ Share your passion for arts and crafts, sports, songs and help make a difference in a community that needs to create opportunities for themselves in the tourism sector.
- ✓ Stand out from the crowd by adding this experience your CV / Resume

Project location

Located on mainland Tanzania, Moshi is a vibrant town where you will be based for your volunteer placement. It is located approximately an hour and a half drive from Arusha and is nestled at the foot of Mount Kilimanjaro. The town is a dynamic centre with a multi-tribal feel which is welcoming to volunteers. Moshi is a great location and it is easy to fill your spare time exploring the surrounding area. Why not join a safari in the Serengeti or explore Ngorongoro Crater on your weekends. For those of you who are extremely fit, add on an extra week to the end of your placement and climb Mount Kilimanjaro or even take a boat to the fabulous Zanzibar.

Project facts

Duration: 2 - 12 weeks

Requirements: age 17+

Location: Zanzibar, Tanzania

Project activities: play games with primary school children. run sports sessions, teach at a tourism college, improve educational facilities in the community

Working hours: 09:00 – 17:30, Monday – Friday

Project availability: Project start every 2nd Monday of each month. Schools close during April, June and for most of December. RECRUITING FOR 2022

Arrival day: Monday

What's included

Accommodation: Shared room in a volunteer house.

Meals: 3 per day seven days a week

Airport pick up: Airport pick up and drop off

Training: Pre-departure information pack, on-site orientation & project induction provided

Support: 24-hour support from on-site coordinator

Use of a bicycle for your stay

Excursion Planning: Staff help organise weekend activities. (extra fees may apply)

What's not

Flights

Insurance

Visas - please note that a volunteer visa for Tanzania costs approximately \$30 on top of the entry visa (\$50 to \$100 depending on your nationality)

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Police/Government Background Check; US and U

Project Costs for Tanzania

COUNTRY	PROJECT	2 WEEKS PRICING		4 WEEKS PRICING		EXTRA WEEKLY PRICING	
		Price GBP (£)	Price USD (\$)	Price GBP (£)	Price USD (\$)	Price GBP (£)	Price USD (\$)
Tanzania	Dolphin and Marine Conservation in Zanzibar	£1586	\$2475	£2026	\$3163	£220	\$344
Tanzania	Entrepreneurship for International Development Internship in Tanzania	N/A	N/A	£1749	\$2730	£249	\$389
Tanzania	Teaching and Community Volunteer Work in Zanzibar	£1370	\$2139	£1739	\$2715	£185	\$288
Tanzania	Rural Volunteer Teaching in Moshi, Tanzania	£1131	\$1765	£1618	\$2526	£244	\$381

Program Agreement, Terms and Conditions

Thank you for choosing to apply for placement on a Kaya programme. We are committed to providing you the best support as you prepare for the experience of a lifetime, which is why we have laid down the following terms and conditions. By checking the agreement of these terms and conditions you have accepted to abide by the rules laid down in this agreement, and we suggest that you read the details carefully and speak to us if you require any further clarification. Please note there may be additional conditions that apply to individual placements.

Program Agreement Terms and Conditions

NOTE: The current terms outlined include temporary accommodations made to address the current Covid-19 global pandemic. We have called these Kaya Amended Coronavirus Terms – Kaya ACT. These temporary terms are outlined alongside Kaya regular terms and conditions and may be amended at any time. These are all shown in red for easy identification.

Deadlines, Dates and Prices

Applications are accepted throughout the year and are subject to limited space availability. Programs are priced individually and displayed on the Kaya website alongside each project. Deadlines are based on the dates of the desired placement. Some programs and project placements fill up prior to their published application deadlines. Apply early to secure your space. Important deadlines for the Kaya Programs are:

Early Application

Application can be made up to 1 year in advance, however, arrangement and communication of the program specifics will commence 2-3 months prior to program start.

Application Deadline

Programs have varying deadlines. Most are around 3 months prior to the program start. Last-minute bookings will be considered on an individual basis. Last-minute bookings are advised that their placement arrangements may require more flexibility to accommodate.

Total Fee Due

60 days prior to program start – unless specified for a particular project

Late Payment

Payment deadlines are displayed on the invoices provided. It is important to meet these deadlines to secure your placement, and missing these deadlines may result in the cancellation of your placement. Where a payment extension is requested, this will be considered on a case-by-case basis and will incur a late payment fee of £35/\$60 basis.

Program Start and Finish Dates, Current Prices, and “What’s Included” are displayed on the Kaya website alongside each project. Details shown on printed materials are subject to change. Projects prices are reviewed annually and bookings for the following year may differ from those listed. Payments may be made in GBP or US\$.

Application Instructions

Apply online: <https://www.kayavolunteer.com/book-now>

At the time of initial application, an application fee of GBP£75/ US\$95 is requested. This fee will be deducted from your total program fees. This is a non-refundable fee that enables us to process your application and ensures we work to match you with the best possible placement for your skills, interest, and needs. In the event that the application is rejected by Kaya, this payment will be returned in full. You will be provided the option to “speak to an advisor before submitting your fee”, but please note that your application may not be completed until payment of this fee is received.

Upon receipt of the application form and fee, we will contact you to arrange an online interview, work with our in-country teams to review your information, and offer you a placement in line with your request. Kaya will contact all applicants within 2 weeks of receipt of the application.

Confirming your placement: Once a placement is offered, you will have the option to confirm your placement and dates, and reserve your space with a confirmation fee of GBP£150/ US\$250. This fee will be deducted from your total program fees.

Kaya ACT: During the Covid pandemic, this payment will not be requested until travel to that country is possible (the host country borders open to you, and your home country is allowing travel to the host country). These will be deferred until confirmation of travel dates can be provided, at which time applicants may decide whether to proceed with, or cancel their application.

Until your confirmation fee is received we cannot guarantee your space on the program. See Trip Cancellation & Refund Policy below for further details.

Additional deposit fees: A small number of our programs have an additional deposit applied by our in-country project partners. You will be notified of this on initial inquiry if this exists for your program. Any payments made will be applied toward the total program fee. These additional deposits are non-refundable in all cases but can be applied to future participation for that specific placement if your placement dates need to be moved.

Trip Cancellation & Refund Policy

Kaya reserves the right to cancel any program if there are insufficient registrants (where minimum numbers apply) or if Kaya determines it is in the best interest of the applicant's safety and quality of programming to cancel the program. Kaya is not responsible for other costs incurred by applicants preparing for the trip. Should a program be canceled by Kaya, for any reason, applicants will be offered the option of positions in other Kaya Programs or a full refund on all fees paid, minus application fees and bank charges.

For participants wishing to cancel or shorten their program, the following terms apply:

- Application fees are non-refundable in all instances for successful applicants. Unsuccessful applicants will be fully refunded.
- Additional deposits, where applicable, are also non-refundable in all instances.
- Confirmation fees: If you decide to cancel, for any reason, any time up to 61 days before travel, we will provide a 50% refund, less application fee, and bank fees.

If the travel status of your program changes prior to your travel dates, and those are likely to interrupt your travel at your booked program time, we will provide a full refund, less application fee, and bank fees. Cancellations made within 60 days before departure will make confirmation fees non-refundable.

- Program fee balance – Payment of all remaining program fees are due 60 days prior to your program start date. Payment of program balance fees prior to this deadline are fully refundable up to 61 days before departure (minus any bank fees incurred). Payments not received by this deadline may result in the cancellation of your program or a late payment surcharge of £35/\$60.

If the travel status of your program changes prior to your travel dates, and those are likely to interrupt your travel at the booked program time, we will provide a full refund, less application fee, and bank fees.

- Under our standard terms, if you decide to cancel or shorten your program within 60 days of your program start, no refunds will be provided.

Individuals who cancel or shorten their program, for any reason (including health, bereavement, and visa issues) less than 60 days prior to the program start or during the program will not receive any refund, and we encourage you to approach your travel insurance to seek compensation in this instance. We are happy to provide proof of payment and cancellation if required. Travel insurance with trip cancellation coverage is strongly encouraged for this reason.

- **Kaya ACT:** Due to the impacts of Covid-19, for programs planned for 2021 we will be providing a more flexible cancellation policy. For programs with start dates in 2021, if you decide to cancel between 60-31 days prior to travel, a 50% refund less application fee and bank fees will be provided. Some programs are exempt from this flexible arrangement and you will be notified of this upon booking. After 30 days, no refunds will be provided.
- **Date Flexibility** – Participants will be permitted to change program dates any time until 2 weeks prior to departure, for any reason, for no additional fees. Last-minute changes will be considered on a case-by-case basis. New dates will be subject to availability. Programs being delayed to a future year may incur program fee increases. Dates must be changed prior to payment deadlines for “payment due” dates to be amended.

Program Agreement, Terms and Conditions

- If the Participant cancels for any reason, the Participant must notify Kaya in writing. The cancellation will be effective upon receipt of the written notification by Kaya to info@kayavolunteer.com. Careful planning goes into developing volunteer and intern programs for every individual applicant. As a result, Kaya and our host communities and partners incur substantial administrative and planning costs, including accommodation reservation fees, prior to the start of each program.
- Kaya strives to ensure sustainable projects and quality programs for Participants. The Refund Policy is defined in an effort to protect and accomplish these goals. Kaya deals with each situation fairly, in consideration of well-established policies, and with the best interests of community members and Participants in mind.

Date and Project Changes

Upon application, you will receive an interview in which your placement and program dates will be discussed. When you confirm your placement and pay your confirmation fees, we will agree program dates against which your placement will be held. We encourage you to stick to these as the projects plan around your participation. Under standard terms, one (1) date or program change made prior to 60 days before departure will be accommodated for, at no charge, subject to availability. Placements moved to the following year may be subject to price increases. After 1 change has been accommodated for, any future changes made will be subject to an administration charge of GBP£40 / USD\$70 – payable at the time of change. For project changes where the original project incurred an additional deposit, the additional deposit amount will NOT be transferable to your new project.

Date changes requested within 60 days prior to departure will be considered on an individual basis, the original payment deadlines will apply and changes will be subject to an administration charge of GBP£40 / USD\$70 – payable at the time of change. Placement changes within 60 days prior to departure are typically not accommodated for, due to project commitments made at that time.

Under Kaya ACT, the 60-day deadline outlined for changing program dates without a fee has been reduced to 14 days, with further flexibility considered as a result of travel bans and advisories in place at the time of your placement.

Age

Participants must be aged 18 years over at the time of pick up, unless expressly agreed in advance by Kaya. Kaya reserves the right to cancel any application or terminate any placement, without refund, if false proof of age is found to have been supplied.

For participants under 18yrs, who have been accepted onto a Kaya program, parental consent is required and participants agree to our Code of Conduct, which includes strict policies about alcohol consumption. Where accepted, participants under 18yrs will not be offered any different or additional service or treatment to other participants. All participants under 18yrs must participate in an interview and require a reference from a professional person who has known them for over 2 years.

Program Flexibility

Kaya programs are different from travel or adventure programs. Each development project and work experience placement is unique and often cannot be implemented exactly as planned for a variety of reasons. Itineraries shown are a guide and the order of activities may be shifted in line with factors, including, but not limited to the weather, changing project needs, local regulations and individual situations. Project activities shown cover most areas that you may be asked to get involved, but additional activities may arise that require your assistance and not all activities shown may be carried out in the period of your stay. Applicants are advised that these variables may require changes before or during a program. Part of the challenge and growth opportunity is in adapting to changing conditions and overcoming the obstacles they may present.

Legal Jurisdiction, Release of Liability and Assumption of Risks

UK and European Participants:

Participants from the UK and European countries booking their placements on kayavolunteer.com enter a contract with Kaya Responsible Travel Ltd., of The Arches, North Campus, Sackville St, Manchester, a company registered in England and Wales (company number 6885700). This contract is governed by English law under the exclusive jurisdiction of English courts.

Participants from North America and other Non-European countries:

Participants from North America and other Non-European countries booking their placements on kayavolunteer.com enter a contract with Kaya Responsible Travel Ltd, part of the Global Educators Inc consortium of 3 Ferry Street, Studio 3-West, Easthampton, MA, a company registered in the state of Massachusetts, USA. This contract is governed by the laws of the State of Massachusetts, U.S.A., excluding Massachusetts's conflict of laws rules, regardless of your location. You hereby expressly consent to exclusive jurisdiction and venue in the federal and state courts located in Massachusetts U.S.A., for all matters or disputes arising out of or relating to these Terms and Conditions or your access or use of the Website.

All Participants:

In organising and managing volunteer projects, work experience placements, group programs, and courses, Kaya, its agents, employees, and staff give notice that they act solely on behalf of and for the benefit of the participants, on the express agreement that Kaya shall not be liable, financially or otherwise, for non-performance or unsatisfactory service; for the injury to persons including death, for loss of or damage to property, for accident or delay, and/or for expenses arising from strikes, weather, quarantine, sickness, government regulation, civil unrest or war, or from any act or omission of Kaya agents or employees, and/or airline, mail services, rail, bus company, vehicle rental entity, hotel, restaurant, or other suppliers of service.

By submitting this application form the participant assumes all of these risks and agrees to indemnify Kaya, its officers, directors, and employees harmless for any and all liability that may arise in connection with participation in the Kaya Programs. Kaya reserves the right to refuse any applicant admission to any program if he or she is deemed ill-suited for the program. Important program information will be sent to the email address provided on the application. Photographs, videotapes, and/or statements of participants may be used in promoting Kaya. Kaya publishes program and project photos on a regular basis on the Kaya website. These photos and videos are available for participants, friends, family, and interested individuals to download, email, or print for personal use. Photography usage for distribution purposes will be considered on an individual basis on application to Kaya.

Participants accept that they will be subjected to various physical and emotional demands and accept that the standard of living, including food, hygiene and accommodation in the relevant country may be below the general standards of their own country. The Participant also understands that certain risks may arise, including, but not limited to, hazards of traveling in remote areas; travel by automobile, van, bus, airplane, boat, train or any other means of conveyance; the forces of nature; civil disturbances; national or international conflicts; terrorism; arbitrary itinerary changes made by foreign governments or vendors; dive related accidents, boat accidents; interacting with dangerous wildlife; personal injury or illness from the local environment; accident or illness in remote locations without immediate evacuation or medical facilities; or negligent acts of third parties. The Participant asserts that they know, understands and appreciate these and other risks inherent in the program, agrees that participation is completely voluntary and assumes all risk associated with the program.

Kaya shall have no responsibility for any activities undertaken by the Participant outside the scope of those directly relating to the program, including activities that may have been recommended by Kaya staff, or it's partners, within the location. For all excursion activities, Kaya acts as an agent, not a principle of the activity. Any information provided by Kaya, including but not limited to information about visas, vaccinations, healthcare, climate, group sizes and packing requirements is given in good faith for information and educational purposes only but without responsibility on the part of Kaya or it's partners.

Travel Documents and Insurance

All participants must possess a valid passport for their Kaya trip. Participants are responsible for any costs associated with visas, airport taxes, obtaining the proper travel documents for their trip, and changes to flight itineraries. All participants must have valid, comprehensive health and travel insurance during the time of their program covering risks associated with a 'Force Majeur' event, medical emergencies and repatriation. Details of insurance must be supplied to Kaya prior to commencement of any program. Kaya reserves the right to refuse entry to programs if insurance details are not supplied.

Program Agreement, Terms and Conditions

Behavioural Expectations

By joining a Kaya Program, the participant assumes certain obligations to Kaya, its community, and other program participants. If on-site program directors determine a participant fails to meet the behavioural expectations set out in this contract and within Kaya's Code of Conduct document, that participant will be asked to leave the program. Participants asked to leave under these circumstances will not receive a refund. In addition to other program responsibilities, as a program participant you are responsible for:

- Being in sufficient good health to undertake the program.
- Acting in an appropriate and respectful manner towards the local people, fellow travellers, program participants, and staff in accordance with the customs, laws, regulations, and ordinances of the country of placement.
- Following all health and safety protocols and precautions outlined by ground-team members.
- Communicating effectively your interests, skills, limitations, and needs to home community members and program staff members.

Disclosure

All participants must disclose at the time of application any pre-existing or existing medical conditions (including depression and eating disorders) and disabilities. Some placements may require doctor's notes as a requirement for participation – some of which may be dictated by legal requirements or liability purposes. Any medical conditions arising after Application and prior to Placement must be disclosed to Kaya prior to placement commencement. Kaya reserve the right to refuse applications based on these disclosures, if deemed necessary for the safety of the participant and the project. Kaya operates a policy of non-discrimination and any information provided that may impact an application will be discussed with the applicant prior to any decisions being implemented to establish the basis for any concerns. Kaya reserve the right to cancel any application, or terminate a placement without refund if false information or lack of disclosure is found to have been supplied. Kaya is not held responsible for the administration or monitoring of any medication. While Kaya makes every effort to establish safety conditions and risk assessment, Participants are warned that the general standards of health, safety and hygiene in many countries visited may not be of comparable standard to Western countries and hence a risk of injury and illness is inherent to this venture.

Some placements may require a police criminal background check, conducted by the government. This check shall be carried out at the applicant's expense with guidance from Kaya. Some placements require proof that volunteers are clear of certain medical conditions, through the provision of a health certificate. This check shall be carried out at the applicant's expense.

Complaints

If a Participant wishes to lodge a complaint in relation to their program, they shall first bring the complaint to the attention of the in-country coordinator, who will make reasonable efforts to deal with and, where possible, resolve the complaint within a reasonable time. If a Participant feels that a complaint is not being dealt with adequately by their in-country coordinator they should then contact the Kaya placement advice team to escalate the issue. If the coordinator is unable to resolve any serious complaint, and the participant chooses to terminate their placement early and depart the project, they shall provide the coordinator with a written version of events leading to their early termination, prior to departure. Refunds cannot be provided for early departure unless extreme circumstances are found, which will be determined at the sole discretion of Kaya. Issues reported after the end of a program that were not reported during the program, giving the site team an opportunity to address the issue in country, will not be considered for any compensation. Participants agree that Kaya shall not be liable for damages or compensation relating to any claim regarding inconvenience, disappointment, discomfort or loss of enjoyment.