



**VICTORIA INTERNATIONAL DEVELOPMENT EDUCATION ASSOCIATION
(VIDEA)**

POLICY ON KIDNAPPING AND HOSTAGE TAKING

VIDEA takes all reasonable precautions, based on the knowledge available of the risks in a country or region of operation, to protect the well-being and lives of VIDEA employees, interns, consultants or associates travelling on VIDEA business, and from being kidnapped or taken hostage.

VIDEA shall not make concessions to those who use violence for political or other purposes and shall not negotiate for, or pay ransom in exchange for, the release of hostages or prisoners.

VIDEA will cooperate with legitimate governmental and non-governmental agencies to ensure that perpetrators of violent acts or other criminal acts against its employees, interns, consultants or associates, are brought to justice in accordance with principles of customary and conventional international law and international human rights.

All persons traveling on behalf of VIDEA who are, or who potentially will be, in areas of the world where hostage taking or kidnapping is a risk, shall be required to sign and provide to VIDEA an acknowledgment form in the form below affirming that they have read, understood and accept this policy.

KIDNAPPING AND HOSTAGE TAKING AGREEMENT

I, _____, have read the VIDEA policy on Kidnapping and Hostage Taking, and I understand and accept all risks of being a victim of kidnapping or held hostage while travelling on VIDEA business.

I also understand that in the event I am held as a hostage or a victim of kidnapping, VIDEA will use every legitimate means available to secure my release, but will not make any concession or negotiate or make any payment for my release.



I hereby acknowledge and agree that I have been informed of and understand the risks in undertaking work, including voluntary work, on behalf of VIDEA, and I hereby release and discharge VIDEA and its owners, partners and staff from all actions, causes of action, liabilities, claims and demands whatsoever which I may have hereafter from or by reason of or in any way arising out of any kidnapping or hostage taking as a result of or during such travel.

I understand and accept that this Kidnapping and Hostage Taking policy and agreement is consistent with and will be governed and construed in accordance with laws of Canada.

(date)

(name - please print)

(signature)