



POLICY ON THE PROTECTION OF VULNERABLE GROUPS

Instruction No : POL.25

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Faik Pasha Hotel is committed to protecting vulnerable groups. This policy outlines the hotel's commitment to safeguarding these groups, ensuring non-discrimination, treating them with respect, and providing them with a safe environment.

Vulnerable groups include the elderly, children, people with disabilities, women, ethnic minorities, and other groups more susceptible to discrimination and violence. Faik Pasha Hotel will fulfill its commitment to protecting these groups through the following measures:

Methods for Protecting Vulnerable Groups:

- Ensuring the rights and safety of vulnerable groups.
- Preventing discrimination and violence against vulnerable groups.
- Providing support and assistance to vulnerable groups.

Goals for Protecting Vulnerable Groups:

- Improving the quality of life for vulnerable groups.
- Enhancing the social and economic participation of vulnerable groups.
- Ensuring protection of vulnerable groups from violence and discrimination.

Principles for Protecting Vulnerable Groups:

- Justice
- Equality
- Human Rights

Action Plan for Protecting Vulnerable Groups:

- Taking necessary measures to safeguard the rights and safety of vulnerable groups.
- Working to prevent discrimination and violence against vulnerable groups.
- Providing support and assistance to vulnerable groups.



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The Following Assessments Will Be Made to Protect Vulnerable Groups:

- Continuously improving the methods implemented to safeguard the rights and security of vulnerable groups.
- Continuously enhancing efforts to prevent discrimination and violence against vulnerable groups.
- Continuously improving efforts to provide support and assistance to vulnerable groups.

It is committed to implementing this policy to protect vulnerable groups and actively works to safeguard their rights and security.

Commitment Against Child Labor:

- Will not employ or hire any child under the age of 18.
- Will verify the legal working age of all employees.
- Believes that child labor is illegal and harmful.
- Will take necessary legal actions if child labor is identified.
- Will organize training and other activities to raise awareness about child labor.

It is committed to refraining from employing child labor and will work to uphold this commitment.

Abuse is the misuse of another person for one's own benefit. Harassment refers to aggressive or malicious behavior directed at another individual.

Abuse and harassment can be physical, emotional, sexual, or financial. Physical abuse means hitting, pushing, kicking, or otherwise causing physical harm to another person. Emotional abuse refers to belittling, threatening, controlling, or intimidating someone. Sexual abuse means forcing someone into sexual activity. Financial abuse refers to taking someone else's money, refusing to provide money, or using money to control them.



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Abuse and harassment can affect people of all ages, genders, and social statuses. They can cause serious physical and emotional harm. Individuals who are subjected to abuse and harassment may experience issues such as depression, anxiety, post-traumatic stress disorder, substance abuse, and even suicide.

Abuse and harassment are crimes. Individuals who are subjected to abuse and harassment can seek help by contacting the police, the prosecutor's office, or a support organization.

Hotel Harassment Complaint Mechanism

It is committed to protecting all employees from harassment. Harassment is defined as any behavior that insults or harms the dignity of an employee. This may include physical, verbal, emotional, or sexual harassment.

A complaint mechanism is provided to address harassment complaints in a confidential and respectful manner. The complainant can file a complaint with the hotel's Human Resources department or any manager. The complaint can be made either in writing or verbally.

The hotel will promptly evaluate the complaint and take the necessary actions. The complaint will be handled in accordance with the hotel's ethical standards and policies. It will be assessed in a fair and objective manner.

The hotel will maintain the confidentiality of harassment-related complaints. The complainant's identity will not be disclosed to any person outside the hotel.

The hotel takes a series of measures to prevent harassment-related complaints. These measures include the publication of the hotel's ethical rules and policies, providing training to employees on sexual harassment, and ensuring a way for employees to report harassment.

The hotel is committed to protecting all employees from harassment. It provides a complaint mechanism to address harassment-related complaints in a confidential and respectful manner. The hotel takes a series of measures to prevent harassment-related complaints.



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The hotel takes the following actions to prevent harassment of the local community:

- Hotel staff receive training on harassment and abuse
- Efforts are made to raise awareness about harassment and abuse within the hotel.
- Complaint mechanisms for harassment and abuse are established within the hotel.
- Harassment and abuse cases are investigated swiftly and effectively
- Support is provided to victims of harassment and abuse.

The hotel aims to prevent the harassment of the local community and create a safe environment within the hotel through these efforts.