

## POLICY FOR HIV/AIDS AT THE WORKPLACE

### Principles

The employer is concerned about HIV and AIDS situation and this policy in line with the main objectives of the health, safety and environment policy aims to ensure that employees have sufficient awareness of the causes, prevention and consequences of the disease in order to adequately protect themselves, their family members and others. Employees affected with the disease will not be discriminated against, will be given support, and will be assisted to seek treatment.

### Policy Statement

#### 1. Awareness

The employer shall offer regular programmes of awareness about HIV and AIDS, its prevention, its modes of transmission and its treatment. Collaboration with the AIDS Unit of the Ministry of Health and Quality of Life, Non-Governmental Organisations, employers' and employees' associations will be sought in that respect.

#### 2. Support

The employer shall offer counseling and support services to help affected employees with the help of the AIDS Unit of the Ministry of Health and Quality of Life and Non-Governmental Organisations and other international organisations.

#### 3. Non-discrimination

3.1. The employer shall not discriminate against an employee with HIV and AIDS with regard to job employment including training and promotion, in line with existing legislation.

3.2. The employer shall accommodate employees with HIV and AIDS as with any other illness as long as they meet acceptable standards of work performance and attendance.

#### 4. Confidentiality

Strict confidentiality shall be maintained regarding employees' HIV status.

#### 5. Testing

5.1. Mandatory testing for HIV shall not be conducted routinely while in employment.

5.2. Testing will be voluntary with individual consent for employees wishing to know their HIV status.

5.3. Adequate pre and post-test counselling shall be provided when tests are carried out.

5.4. Tests are to be carried out by persons authorized to do so under the HIV and AIDS Act, 2006.

5.5. Test results shall remain confidential and shall not be disclosed to a third party without prior informed written consent of the employee.

**6. Migrant workers**

Testing of migrant workers should be in line with existing legislation.

**7. Policy review**

The policy shall be reviewed in the light of new knowledge about the disease and also when existing legislations are amended.

**05 April 2011**