

SHI'S RESPONSE TO HIV / AIDS IN THE WORKPLACE *

1. BASIC PRINCIPLES

- 1.1. The following outlines the Association policy and procedures for interacting with employees who have been medically diagnosed with or who are suspected of being HIV positive or having developed AIDS (Acquired Immune Deficiency Syndrome).
- 1.2. The HIV / AIDS policy has several objectives:
 - To reassure employees that HIV and AIDS are not spread through casual contact during normal work practices and to reduce unrealistic fears about contracting HIV at work;
 - To protect an employee's legal right to work if s / he is diagnosed with HIV or AIDS;
 - To provide guidelines for situations where HIV / AIDS infection is suspected.
- 1.3. In general, our policy is to encourage sensitivity to and understanding for employees affected or infected with HIV or AIDS. We are committed to maintaining a healthy work environment by protecting the physical and emotional health and well-being of all employees. We are committed to providing employment for people with physical disabilities who are able to work. Thus HIV / AIDS policy is a direct outgrowth of these commitments. It provides guidelines for situations when questions about HIV and AIDS arise.

2. RECRUITMENT AND EDUCATION

- 2.1. When recruiting and hiring new employees, the SHI will not require applicants to be tested for HIV or any other life-threatening condition. The only criterion to use is "suitability to fulfil the job requirements".
- 2.2. The SHI will provide HIV / AIDS education materials and training sessions to all employees, which will include communicating the contents of this policy and its general principles of fairness, sensitivity, and non-discrimination. Training sessions will also provide a forum for employees to have their questions and concerns answered in a safe environment.
- 2.3. Condoms and printed information about the importance of using them will be provided in all washrooms. Every First Aid Box will contain disposable gloves for use by the First Aider when dealing with cuts and abrasions so that they cannot be infected. Employees providing assistance should wash their hands thoroughly with disinfectant, soap and water afterwards and destroy the gloves.
- 2.4. The SHI will encourage Voluntary Counselling and testing (VCT). Employees are under no obligation to disclose their HIV status to the SHI.

RESPONSE TO DISCLOSURE

- 3.1. If and when an employee discloses her / his HIV positive status or illness as a result of

* Note that the SHI should also develop an HIV / AIDS policy about how it deals with its residents.

Hiv Aids Client Crisis Employee Policy Manual

PT Brinkman



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