

# THE EDUCATION SECTOR HIV AND AIDS WORK PLACE POLICY

## GENERAL PRINCIPLES

### 1. NON DISCRIMINATION

- 1.1. The school will not discriminate or tolerate discrimination against employees or job applicants on grounds of their HIV and AIDS status
- 1.2. This policy observes the principles that HIV infection and AIDS shall be treated like any other serious condition or illness that affect employees.
- 1.3. The school takes into account that employees with HIV and AIDS may live full and active working lives for a number of years.
- 1.4. HIV positive employees shall be protected against discrimination, victimization or harassment through the application of appropriate disciplinary and grievance procedures and the provision of information and education about HIV and AIDS to all employees.

### 2. CONFIDENTIALITY

- 2.1. School management committee recognizes the sensitive issues that surround HIV and AIDS and therefore undertake to handle these matters in a discrete and private manner. Where an employee with HIV and AIDS has revealed his/her status to management, the school shall keep the identity of the person confidential. However, in line with the MoEs philosophy of openness, employees shall be encouraged to be open about their HIV/AIDS status.
- 2.2. All persons, including those living with HIV and AIDS, shall have the legal right to privacy. Therefore;
  - Should an Employee discover that he/she is HIV positive, he/she shall be under no obligation to inform management.

- Should an employee with AIDS choose to inform management, he/she should in the first instance notify a person of choice and trust. The involved person of trust shall under no circumstances inform anyone else unless this is agreed on with the individual prior to doing so. A written consent of the HIV and AIDS positive employee shall be needed before informing any body else.
- All employee medical records and personal files including results of HIV test shall be maintained in the strictest confidence.

### 3. GENDER EQUALITY

- 3.1 HIV and AIDS affects men and women differently. Women and girls are often adversely affected by the epidemic, due to physiological, socio-cultural and economic reasons. Women and girls may also be more vulnerable due to unequal gender relations. In this era of HIV and AIDS, there should be zero tolerance to sexual harassment in the educational settings. Any discrimination and / or action that may put an employee or student of either sex at risk of HIV because of their sex, strictly violate the basic principles of this policy, should be reported and may be sanctioned in accordance with relevant disciplinary policies. Education programmes should address the roles and responsibilities of men and boys in promoting gender equality as well as rights of women and girls. Application of this policy is designed to take account of these unequal gender relations and enable all employees and students to successfully avoid risks, the spread of HIV infection and to cop with the impact of HIV and AIDS.

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