**HIV & AIDS POLICY**

<table>
<thead>
<tr>
<th><strong>Reference number</strong></th>
<th>2P/2.18</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Accountable executive manager</strong></td>
<td>Executive Director: People and Culture</td>
</tr>
<tr>
<td><strong>Policy owner</strong></td>
<td>Executive Director: People &amp; Culture and Executive Director: Student Life</td>
</tr>
<tr>
<td><strong>Responsible division</strong></td>
<td>Director: Employee Relations and Wellness</td>
</tr>
<tr>
<td><strong>Status</strong></td>
<td>Approved</td>
</tr>
<tr>
<td><strong>Approved by</strong></td>
<td>Council</td>
</tr>
<tr>
<td><strong>Date of approval</strong></td>
<td>20 June 2019</td>
</tr>
<tr>
<td><strong>Amendments</strong></td>
<td>22 September 2006, 23 November 2012, 20 June 2019</td>
</tr>
<tr>
<td><strong>Date of amendments</strong></td>
<td>June 2019</td>
</tr>
<tr>
<td><strong>Review date</strong></td>
<td>November 2023</td>
</tr>
<tr>
<td><strong>Web address of this policy</strong></td>
<td><a href="http://www.nwu.ac.za/content/policy_rules">http://www.nwu.ac.za/content/policy_rules</a></td>
</tr>
<tr>
<td><strong>Address on the policy data base</strong></td>
<td>(20821352) H:\2. Management\2.1.3 Policy management\Beleidel\Raad Junie 2019\2P-2.18_HIV&amp;AIDS Policy_e.docm</td>
</tr>
</tbody>
</table>
HIV and AIDS Policy for Employees and Students

Preamble
Against the background of the dream to be an internationally recognised university in Africa, distinguished for engaged scholarship, social responsiveness and an ethic of care, the council of the North-West University adopts the HIV and AIDS policy on 20 June 2019 for the purpose of creating a healthy and safe environment that is free of unfair discrimination.

1 Interpretation and application
This policy must be interpreted and applied in manner that is consistent with the:

1.1 Constitution of the Republic of South Africa, 1996;
1.2 Employment Equity Act, 55 of 1998;
1.3 Basic Conditions of Employment Act, 75 of 1997;
1.4 Code of Good Practice on HIV and AIDS and the World of Work (15 June 2012)
1.5 Compensation for Occupational injuries and Diseases Act, 130 of 1993
1.6 Criminal law (Sexual offences and Related Matters) Amendment Act, 32 of 2007;
1.7 Labour Relations Act, 66 of 1995;
1.8 Occupational Health and Safety Act. 85 of 1993;
1.9 The Promotion of Equality and Prevention of Unfair Discrimination Act, 4 of 2000;
1.10 Current government policy documents relating to HIV and AIDS
1.11 Injury on duty procedure (focusing on HIV and AIDS specifically), PEP procedure and Student Judicial Services procedures and the Behavioural Manual.

2 Policy statement
It is the policy of the NWU –

2.1 to promote effective ways of managing HIV in the workplace and learning environment resulting in the creation of a safe work and learning environment;
2.2 to deal equally with all employees and students, irrespective of their HIV status in line with the Higher Education AIDS programme.

2.3 to implement a coherent HIV and AIDS Policy and programme for employees and students, which will address the following strategic objectives:

2.3.1. the prevention of unfair discrimination, violence against women and men, sexual harassment, prejudice and stigma;
2.3.2 the creation of a safe working and learning environment for employees and students infected or affected by HIV and AIDS;
2.3.3. the protection of human rights and assurance of human justice for all those based at NWU through the formulation and implementation of HIV and AIDS-related policies and practices;
2.3.4. the integration of HIV and AIDS awareness in teaching, community engagement and research activities, and
2.3.5. the enhancement of AIDS awareness and knowledge among employees and students.

3 Criteria for HIV & AIDS related services
When services relating to HIV & AIDS are rendered by the university, the following considerations must be complied with:

3.1 Confidentiality
- All documents pertaining client information must be treated in a confidential manner and be stored accordingly.
- The health status of employees and students must be treated as confidential at all times and may not be disclosed without the prior written consent of the student or employee.
- All results during HCT campaigns must be treated confidentially.
- HIV testing must be accompanied by relevant counselling.

3.2 Awareness
The University is committed to education programmes that address HIV & AIDS and the issues associated with the pandemic.

3.3 Living with HIV & AIDS
Students and employees living with HIV & AIDS are not barred from attending lectures, living in residences, being on campus or involved in any campus activities on account of their HIV status.

3.4 Informed written consent
Informed written consent must be obtained where clinical information regarding a student or employee needs to be shared for financial or other purposes.

3.5 Universal precautions
- Universal precautionary principles must be adhered to when an individual comes into contact with body fluids of others.
- All first aid officials must be trained in the universal precautionary measures and first aid kits must be equipped with the appropriate equipment.