



## HIV & AIDS POLICY

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

## **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.

Original details: (20821352) H:\2. Management\2.1.3 Policy management\Beleide\Raad Junie 2019\2P-2.18\_HIV&AIDS Policy\_e.docm  
18 July 2019

File reference: 2P/2.18