



HIV AND AIDS POLICY FOR EMPLOYEES AND STUDENTS

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HIV & AIDS POLICY FOR EMPLOYEES AND STUDENTS

Preamble

Against the background of our vision to discover new frontiers and opportunities that benefit society, thereby advancing our relevance and impact, the Council of the North-West University (“NWU”, “university”) adopted this policy on 19 November 2025.

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); PrEP 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 to ensure a safe and supportive environment for all;
- 2.2 to ensure the equal treatment of 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 addresses the following strategic objectives:
- 2.4 to eradicate unfair discrimination, violence against women and men, sexual harassment, prejudice, and stigma related to HIV and AIDS;
- 2.5 to create a safe and inclusive working and learning environment for employees and students infected or affected by HIV and AIDS;
- 2.6 to protect human rights and ensure fair and just policies and practices for all members of the NWU community;

2.7 to integrate HIV and AIDS awareness into teaching, community engagement, and research activities, and

2.8 to enhance AIDS awareness and knowledge among employees and students.

3 Criteria for HIV & AIDS-related services

When providing services relating to HIV and AIDS, the University must comply with the following considerations:

3.1 Confidentiality

- All documents pertaining to client information must be treated confidentially and 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 from HCT campaigns must be treated confidentially.
- HIV testing must be accompanied by relevant counselling.

3.2 Awareness

The University is committed to educational 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 or taking part in campus activities on account of their HIV status.

3.4 Informed written consent

Informed written consent must be obtained when sharing clinical information about a student or employee for financial or other purposes.

3.5 Universal precautions

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

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