

**SAPO 013 - HIV/AIDS POLICY**

- The facility will provide a safe and healthy work environment for employees.
- The facility will educate its employees and the family on prevention, care and counselling of HIV / AIDS.
- The facility will educate its employees on safe blood donation and transfusion.
- If an employee has been infected, the facility would keep information about the illness confidential. Only the immediate head would be kept advised to prevent any medical eventually.
- A HIV positive employee will be allowed to continue to work in his / her job unless medical conditions interfere with the specific job he / she is doing. On account of health conditions, the employee may be shifts to another comfortable position.
  
- The employer should ensure that the co-employees cannot or should not shun their HIV positive peer or refuse to work alongside them. In fact, the facility will assure his / her comfort level in the work place.
- The facility will, as a policy, not discriminate against any employee infected by HIV / AIDS with regard to promotions, training and any other privileges, applicable to all employees of the organization.
- The facility will educate its employees and encourage them to participate in voluntary counselling and testing. However, HIV / AIDS tests will not be a part of any annual or time-to-time health checkups, without the employee's informed consent and pre-test counselling.

It is hoped that this policy will help, build positive and supportive attitudes towards those infected and promote health and safety amongst the employees.

  
Director & COO  
