

HIV/AIDS POLICY

TSESEBE ORPHAN PROJECT

A centre of hope and care in the community

We aim to achieve this by;

- Exemplifying responsible sexual behaviour.
- Spreading correct information about HIV/AIDS throughout community.
- Leading discussions among OVCs, employees and the local community.
- Creating an environment, which does not discriminate against those who are infected or affected.
- Supporting those who are ill.

Non-Discrimination

We will observe a strict non-discrimination policy, through which we want to provide a safe and welcoming environment for OVCs in our care & all of our employees. Our environment will be free from harassment and discrimination. All situations related to HIV and AIDS will be governed by the following principles;

- Discrimination against children in care, employees or applicants having (or perceived as having) living with or otherwise affected by HIV / AIDS will not be accepted. HIV / AIDS will be treated the same as other illnesses (in terms of all policies and benefits, including leaves of absence). We recognise that anyone living with HIV/AIDS or other life-threatening illness may wish to continue in as many of their normal pursuits as the illness allows. We will support and make reasonable accommodation for OVCs and employees who are medically able to perform their job. Employees who contract HIV will continue to be employed until they become medically unfit for work. *(When an employee is no longer able to continue in employment due to ill health, the company's rules governing ill-health retirement will apply.)*
- All employees must adhere to our non-discrimination policy. Colleagues who refuse to work with, withhold services from, harass or otherwise discriminate against another colleague or child in care because of his/her having HIV/AIDS, perceived as having, living with HIV/AIDS, or otherwise affected by HIV/AIDS, will be subject to disciplinary actions.

HIV Testing, Confidentiality and Disclosure

We will strongly encourage routine, confidential, voluntary testing and counselling as part of our education and awareness programs.

Employee & OVC's medical information (including HIV status) is personal and will be treated as confidential, in accordance with applicable laws.

We will not require children, employees or job applicants to undergo HIV testing as a condition of admittance to the day care centre or employment. An employee who contracts HIV or is already HIV positive will not be obliged to inform us. Should they choose to do so, we will take all reasonable precaution to ensure confidentiality and the employees' right to disclosure.

Counselling

We will help to facilitate appropriate support and counselling services to children in care & employees affected by the virus.

Promoting a safe environment

We are committed to providing an environment that protects the health and safety of both children in care & employees. This commitment recognises that HIV/ AIDS cannot be transmitted through casual contact. People who know the facts about HIV infection and AIDS are less likely to react negatively or inappropriately to somebody's illness. The risk of HIV infection will be managed through appropriate training, awareness and education on the use of infection control measures in the workplace. The merits of such illustrations as distributing condoms and HIV / AIDS awareness classes are currently being given strong consideration.

Access to Treatment and Care

HIV positive people remain just as productive as their HIV negative brothers and sisters for a considerable time given the proper medical, physical and social support. We will encourage employees to use existing government organisations providing free testing, and free Anti-Retroviral (ARV) drugs. To complement this, we will provide, but not enforce information about Positive Living principles as simple as leading a positive healthy lifestyle. We recognise the importance of a supportive and caring response when rebuilding a nation by increasing the longevity of lives.

Policy review

We will review this policy on a regular basis (no less than yearly) to respond to the progression of the epidemic, developments in medical care and the experiences drawn from our work.