



POLICY ON HIV/AIDS

This policy on HIV/Aids applies to staff employed by the University and to students during their period of study at the University of Pretoria.

GENERAL PRINCIPLES

No staff member or student living with HIV or Aids shall suffer from any form of unfair discrimination by the University on account of his/her HIV or Aids status.

Members of staff and students living with HIV and Aids, their partners, families and friends shall be accorded the same respect as persons diagnosed with other chronic, terminal or life-threatening conditions.

Members of staff and students living with HIV and Aids shall have the same rights and duties as other members of staff and students.

Where appropriate, people from all sectors of the University, including those with HIV and Aids, should be involved in the development of all prevention, intervention and care programmes.

The principle of confidentiality applies to the HIV/Aids status of any member of staff or student and breach of confidentiality shall be regarded as a serious offence.

All conditions of employment and benefits shall accord with these principles and shall be aligned with the provisions of the Employment Equity Act 55 of 1998, as well as all other legislation that governs HIV/Aids in South Africa.

GOALS AND OBJECTIVES

Education and prevention

The University ensures that a sustained HIV/Aids education and prevention programme is presented in all faculties across the campus. This programme reaches all academic and non-academic staff, and students in their undergraduate and postgraduate years of study.

The University strives to raise the level of understanding of HIV/Aids in all aspects of the work of the institution. This includes budget and executive management decisions, curriculum innovation, staff and student education and counselling, and community-based programmes.

The University identifies and disseminates the available resources to be used across the campus in HIV/Aids education, prevention and care programmes.

The University supports the development of volunteer-based counselling and support programmes and ensures that staff and students are able to access these services during normal working hours. Provision is also made for support and counselling after working hours.

The University ensures an adequate supply of condoms and addresses the need for testing on an individual basis.

The University strives to create a safe environment on campus and challenges the racial, cultural and patriarchal attitudes and behaviours that contribute to inequality, vulnerability and the risk of HIV infection.

Care and support

By providing education, counselling and support, the University strives to ensure that those who are not infected with HIV can remain so.

The University creates an environment in which members of staff and students who are living with HIV and Aids, or who have family members that have HIV and Aids, feel confident to reveal their status and receive appropriate support and counselling.

The University facilitates the provision of care for members of staff and students who are living with HIV and Aids by appointing specialised staff in the Campus Health Clinic, as well as through counselling and support groups. Where appropriate, the University facilitates access to HIV/Aids treatment and managed health care.

The University strives to equip staff and students to be able to live and work in communities where increasing rates of HIV infection and Aids-related illnesses and deaths occur. In the event of the death of a colleague or peer, the University provides support and bereavement counselling to staff and students.

Research

The University fosters a research ethos with regard to HIV/Aids and the social, economic, political and human rights issues that affect the development of the epidemic, as well as an effective response to it.

The University strives to stimulate critical debate on HIV/Aids issues through national and international exchanges, collaboration and research, and academic seminars.

Members of staff and students are encouraged to undertake research in HIV/Aids and, where appropriate, apply for support for their research.

The University strives to develop a strong publication record on the topic of HIV/Aids.

Management

The University ensures that all members of staff are familiar with the HIV/Aids policy and the legislation that governs HIV/Aids in the workplace.

The University is proactive in determining any changes that might be required in terms of student admission, staff recruitment and the structure of the teaching terms, examinations and other activities as a result of the impact of this epidemic.

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