



SAT

Southern African AIDS Trust
Supporting Community Responses to HIV and AIDS in Southern Africa

SAT HIV and AIDS Workplace Policy

Policies	SAT will provide clear policies and procedures to create a supportive environment
Information	SAT will provide information to employees on HIV and AIDS, its impact, preventive measures and living positively with HIV and AIDS
Non-Discrimination	<p>SAT will implement non-discriminatory policies, procedures and practices in managing individuals with HIV and AIDS</p> <ul style="list-style-type: none">• SAT will approach individuals with HIV and AIDS in the same manner as those with any other progressive or debilitating illness• SAT will not discriminate against applicants or employees who are HIV positive• SAT will not consider HIV status when deciding if someone is suitable for a posting or promotion• Discrimination or harassment because of someone's HIV status will be considered a disciplinary offence• SAT will make every reasonable effort to accommodate the needs of people with HIV and AIDS within the limits of what is practical in any given situation
Confidentiality	<p>SAT will protect the right to confidentiality on medical status of all employees</p> <ul style="list-style-type: none">• SAT will prohibit the compulsory testing or screening for HIV pre-employment or at any other time• Employees will be under no obligation to inform the organisation about their HIV status unless they wish to• Information on the HIV status of an employee will not be shared without the employee's prior written consent
Support	<p>SAT will provide or facilitate access to support services wherever possible:</p> <ul style="list-style-type: none">• Male and female condoms will be made available free to all employees.• SAT will facilitate access to confidential voluntary counselling and testing and HIV and AIDS support services wherever possible• SAT will cover the cost of post-exposure prophylaxis (PEP) for staff and/or registered dependant in cases where such treatment has been medically determined if they have no alternative source of treatment provision• SAT will, wherever possible, ensure that access to medical treatment for HIV and AIDS-related conditions including Antiretroviral Therapy (ART) for all employees and close dependants as included in the medical aid package.
External Support	SAT will in its work with partner organisations encourage and support their development of HIV and AIDS workplace policies.
Programme	SAT should develop annual HIV and AIDS workplace programmes.

NB: This policy has been developed based on Oxfam GB's HIV and AIDS Workplace Policy