

University of Zambia HIV and AIDS policy



Compiled by:
Sub-Committee on HIV and AIDS Policy
Vice-Chancellor's Standing Committee on HIV and AIDS, University of Zambia

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TABLE OF CONTENTS

| | |
|---|-----|
| Foreword | iv |
| Acknowledgements | v |
| Preamble | vii |
| Introduction | 1 |
| HIV and AIDS at the University Of Zambia | 2 |
| UNZA's response to HIV and AIDS pandemic | 3 |
| Values underlying the formulation of UNZA HIV and AIDS Policy | 3 |
| Policy on HIV and AIDS | 4 |
| Objectives of the Policy | 4 |
| Policy components | 5 |
| Obligations of the University Council | 5 |
| Responsibility of UNZA Central Administration | 5 |
| Rights of members of staff | 6 |
| Rights of students | 8 |
| Responsibilities of members of staff and students | 10 |
| Teaching and research | 10 |
| Information, education and communication | 11 |
| Prevention, counseling and supportive care | 12 |
| Community engagement | 13 |
| Implementation | 13 |
| Evaluation and review | 14 |

Appendices:

| | |
|--|----|
| Appendix 1. Abbreviations, acronyms and definitions | 15 |
| Appendix 2. Sexual harassment | 16 |
| Appendix 3. Support services at the University of Zambia | 17 |
| Appendix 4. Policy development process | 18 |
| Appendix 5. Code on HIV/AIDS and Employment in SADC | 20 |
| Appendix 6. Vice-Chancellor's Standing Committee on AIDS | 24 |
| Appendix 7. References | 25 |

FOREWORD

The HIV and AIDS pandemic has brought terrible sufferings to many thousands of families and communities around the world, especially in Zambia and other countries of the African region. Young women and men in vast numbers have fallen sick and died in the prime of their lives, depriving spouses of their partners, children of their parents, and elders of their cherished offspring, just when they were most needed, just when the family was expecting to rely on them for leadership, for protection and for income generation. Communities such as the University of Zambia have lost many of their members to debilitating illness or death, depriving them of staff on whom they expected to rely for continuity and leadership and of students in whose development the institution's hopes were vested. The University of Zambia is committed to producing students who are competent, reflective, concerned and able to make useful contributions to the society in which they live. The HIV and AIDS pandemic directly impacts on the University's most valuable resource, that is, the human beings responsible for realizing our mission of "Service and Excellence". Stigmatization and discrimination of Persons Living with HIV and AIDS is a serious threat to the war against the epidemic. We, therefore, have a challenge to create learning and working environment that is supportive, sensitive and responsive to students, members of staff and their dependents. This calls for unity of purpose and commitment among all stakeholders to confront the problem of HIV and AIDS at the University. The University Administration has a special responsibility for oversight, support and resource mobilization to ensure effective implementation of this policy and various initiatives informed by it, directed at mitigating the pandemic. The HIV and AIDS Office and other structures in the University are mandated to implement that process. The University Council is committed to protecting the rights and privileges of all members of the University communi

PREAMBLE

Human Immunodeficiency Virus (HIV) and Acquired Immuno-Deficiency Syndrome (AIDS) is not only a health issue, but also one that concerns the entire University community and society in many aspects. The University of Zambia (UNZA) recognises the psychosocial and economic impact of HIV and AIDS. As an institution that strives to engage with society and be responsible to it, the University of Zambia is committed to playing an active role in mitigating the impact of HIV and AIDS, both on to its internal constituency of staff and students, and on to society as a whole. The growing problem of HIV and AIDS thus demands a response from the University of Zambia, which is one of the highest learning institutions in the country. The University of Zambia is in a unique position to shape debate, action, policy and practice in the fight against the HIV and AIDS pandemic. A sound policy regarding HIV and AIDS is a vital step in formulating an educated response to the disease.

INTRODUCTION

HIV and AIDS in Zambia

HIV was first diagnosed in Zambia in 1984 and currently presents a major public health and developmental challenge. Zambia is one of the countries worst affected by the HIV infection in the sub-Saharan region. According to 2004 estimates by the Ministry of Health, the HIV adult prevalence rate in Zambia stood at 19.9%. The most affected are the reproductive age group, 15 to 49 years. In Lusaka, where the University of Zambia is located, the prevalence rate of HIV among females stood at 25% and that of males at 19%. The pandemic, therefore, poses a threat to both health and socio-economic development and has a devastating effect on the economically active and productive members of the society (Ndubani, 2001).

National response to the HIV and AIDS pandemic

The effects of HIV and AIDS on employees and organizations come in various forms such as increased sick leave and absenteeism, high medical expenses, low productivity, high employee turnover, loss of employees, increased expenditure on health and death benefits (Malungo, 2000; Kamwanga, 2001). There have been various national responses to combat the effects of the pandemic.

Zambian National Strategic Plan on HIV and AIDS

The National HIV/AIDS/STI/TB Council developed an intervention strategic plan for the period 2002-2005 in order to reduce the HIV prevalence rate in the 15-19 age groups. To achieve this, four broad objectives were identified:

- (1) To reduce HIV/STI transmission mainly focusing on children, youth, women and situations providing risk for HIV/STI transmission;
- (2) To reduce the socioeconomic impact of HIV and AIDS on individuals and families, at the workplace, in homes and on Zambian society as a whole;
- (3) To maintain and improve operational and implementation procedures and processes to ensure timely and effective management decision-making; and
- (4) To ensure that result oriented coordination of activities takes place at different levels of implementation.

Ministry of Labour and Social Security

The Ministry of Labour and Social Security has been proactive in combating the HIV and AIDS at workplace. Through partnership with the International Labour Organization (ILO) and other international bodies, researches have been conducted and programmes implemented. The Ministry recommends that all organizations in Zambia adopt 'The Code on HIV/AIDS and Employment in the Southern African Development Community' (Appendix 5).

The code balances individual rights and social needs, and provides a base on which to build strategies for prevention and management of the pandemic.

HIV AND AIDS AT THE UNIVERSITY OF ZAMBIA

University is a central part of life to students, members of staff and their dependents. For this reason, it becomes crucial that members of staff and students have safe, healthy working and learning environments. Members of staff and students are becoming more aware that they can be affected by HIV and AIDS, whether by being infected or not, irrespective of their behavioral choices. The number of AIDS cases continues to escalate and this will undoubtedly impact on the University. This calls for a serious and dedicated fight against the pandemic on University campuses. There is lack of information on the prevalence of HIV infection within the UNZA community. However, there is some information on the knowledge, attitudes and practices concerning HIV and AIDS among UNZA students. A survey conducted in Lusaka on 1 228 students, aged 16 to 24 years, from 12 institutions of higher learning, including UNZA, showed high levels of awareness and knowledge on the mode of transmission of HIV (SHARES 2003). Among those who were sexually active, three quarters of the students knew about condoms preventing infection, and despite that, only about a third reported always using condoms. Not only was condom use among the respondents low but its use also was inconsistent. A 2004 survey of knowledge, attitudes and practices among first year students at UNZA showed that half of the respondents had had sex at least once, whilst the remaining half had not been sexually active (ZAWECA 2005).

UNZA'S RESPONSE TO THE HIV AND AIDS PANDEMIC

Standing Committee on HIV and AIDS

The University of Zambia recognizes the impact of HIV and AIDS on the UNZA community, and the need to

dignity, respect, autonomy and privacy concerning their HIV and AIDS status; HIV and AIDS can affect anyone; the policy should in no way perpetuate stereotypes of HIV and AIDS as belonging to any sex, age, ethnic group, sexual preference, student or member of staff, but it should recognize specific vulnerabilities and risk factors such as cases of sexual harassment; Appropriate strategies for prevention, health promotion and caring for and the treatment of students, members of staff and their dependents living with HIV and AIDS are essential.

POLICY ON HIV AND AIDS

The University of Zambia is committed to maintainin

OBLIGATIONS OF THE UNZA COUNCIL

The University Council is obliged to support the activities related to combating HIV and AIDS on campuses and in the community, as well as to ensuring that the rights of students, staff and their dependents are protected and respected. The Council shall have the obligation to support HIV and AIDS-related activities by:

- Facilitating collaboration with public and private sector in relation to promotion of HIV and AIDS-related activities at the institution and in the community.
- Ensuring that HIV and AIDS is mainstreamed in all UNZA activities.
- Sourcing funds for HIV and AIDS-related activities and research.
- Ensuring that no applicant for admission or employment shall be forced to undergo HIV testing.
- Ensuring that outcome evaluation is carried out.

RESPONSIBILITY OF UNZA CENTRAL ADMINISTRATION

UNZA Central Administration has the responsibility of coordinating the activities related to HIV and AIDS on campuses and in the community, as well as ensuring that the rights of students, members of staff and their dependents are protected. UNZA Central Administration shall bear the responsibility to coordinate and support HIV and AIDS-related activities by:

- Promoting awareness and prevention of HIV and AIDS.
- Training staff at clinical, managerial or supervisory positions and student leaders in all aspects of this policy and its implementation
- Encouraging formation of support groups.
- Providing resources to carry out awareness, preventive and supportive activities at the institution.
- Promoting HIV and AIDS research.
- Providing training for capacity building in HIV and AIDS programming
- Articulating HIV and AIDS policy guidelines by defining what areas need to be attended to in order to curb the inequalities and discrimination that contribute to the spread of HIV and AIDS.
- Protecting the rights of students and members of staff.
- Providing a physical environment with systems that ensure privacy in the provision of health care and counselling services.
- Ensuring that those employed to provide Counselling, Testing and Care (CTC) services and health care are qualified to do so.
- Incorporating the guidelines on expected behaviour with regard to HIV and AIDS into the University's Code of Conduct.
- Providing students and members of staff with an enabling learning and working environment.
- Dealing with complaints of sexual harassment as specified in the Code of Conduct.
- Ensuring process evaluation.

RIGHTS OF MEMBERS OF STAFF

The rights of members of staff and their dependents in terms of HIV testing and disclosure of their HIV status within their work environment shall be as follows:

HIV testing and disclosure

- No member of staff shall be forced to undergo HIV testing.
- Members of staff and their dependents have the right to confidentiality of their HIV and AIDS status and records.

- The results of the HIV tests conducted at UNZA Clinic or CTC Centre shall remain confidential, and cannot be given or publicized to a third party without any written informed consent from the person concerned.
- HIV status shall not be used as a criterion for decisions by the UNZA administration regarding:

Employment of permanent and contract members of staff.

Promotion, training and career development of members of staff.

Employment termination.

Retrenchment.

Retirement.

Sick leave.

Access to employee benefits, privileges and rights to health care.

Allocation of housing and accommodation.

- HIV-related illness will not be treated differently from other comparable chronic or life threatening conditions with respect to the rights of members of staff.

Work environment:

All members of staff have the right to:

- Be accepted, regardless of their status, in an environment free of prejudice, stigma and discrimination.
- Be made aware of the risks of exposure to HIV and AIDS.

Work in an environment in which occupational exposure to HIV is minimized by providing appropriate protective methods and post-exposure counselling, diagnosis, prophylaxis and treatment, where applicable.

- Be made aware of and have access to preventive and supportive care services available at the institution.
- Continue to work if they are deemed medically fit and can meet performance standards for the job they are expected to perform.
- Be granted a change in the job or modification thereof or retirement on medical grounds, when performance standards of work are not met, or the continued performance of the job by a member of staff who has HIV and AIDS, affects their health or work output.
- Be made aware that sexual harassment is unacceptable behaviour and is prohibited in the University's Code of Conduct.
- Be accorded a confidential channel through which to complain when subjected to harassment or stigmatization by virtue of their HIV status.

RIGHTS OF STUDENTS

The rights of all categories of students during and after admission with respect to HIV testing and disclosure of HIV status and within the campus and

Campus and study environment

All students have the right to:

- Be accepted, regardless of their status, in an environment free of prejudice, stigma and discrimination.
- Be made aware of the risks of exposure to HIV and AIDS.
- Study, work and live in an environment in which occupational exposure to HIV is minimized.
- Be provided with appropriate protective methods and post-exposure counselling, diagnosis, prophylaxis and treatment, where applicable.
- Be made aware and given access to preventive, supportive care services available at the institution.
- Continue to study if they are deemed medically able and can meet the expected performance standards.
- Be granted leave of absence from the University when the performance of the student, living with HIV and AIDS, affects their health or study output until deemed medically fit to continue their studies.
- Be made aware that sexual harassment is unacceptable behaviour and is prohibited in the University's Code of Conduct.
- Be accorded a confidential channel through which to complain when subjected to harassment and stigmatization by virtue of HIV status.

RESPONSIBILITIES OF MEMBERS OF STAFF AND STUDENTS

- Students and members of staff have responsibilities towards themselves and to others with respect to HIV and AIDS prevention and care.
- Members of the University community have the responsibility to:

Respect each other's rights.

Protect themselves from acquiring HIV infection.

Be aware of and participate in prevention and supportive care services.

Advocate for HIV and AIDS prevention, care and mitigation.

Avoid using their HIV and AIDS status as an excuse for poor performance, or missing work/class.

Avoid prejudice, discriminatory attitudes or behaviour towards others with respect to their HIV and AIDS status.

Reduce the risk of HIV transmission to themselves and to other people.

Avoid any form of harassment or stigmatization.

TEACHING AND RESEARCH

UNZA Senate has the responsibility to integrate HIV and AIDS in research and teaching curricula at the various levels of contact.

Teaching

Teaching should ensure that the students have a theoretical and practical understanding of the pandemic, appropriate to their programme of study, and its implications for their future career. Teaching should ensure that students are given the opportunity to:

- Benefit from intellectual debate about the medical, social, demographic and economic issues relating to HIV and AIDS.
- Acquire an informed understanding of how HIV and AIDS will affect their future professional careers.
- Learn about the implications of managing HIV and AIDS in the learning and work places.
- Understand the potential impact of HIV and AIDS on the economic and social development of their country and worldwide.
- Develop a caring, tolerant and non-discriminatory approach to persons living with HIV and AIDS.

Research

- Ensuring confidentiality of records and any other information on counselling and supportive care services.
- Encouraging the establishment of support groups for students and members of staff whose dependents and/or communities are affected by HIV and AIDS.
- Developing referral networks with community health service providers.
- Providing a clinic-oriented HIV and AIDS service to students, members of staff and their dependents, that shall include:

Prophylactic therapies

Blood tests

Contraception

Nutritional intervention

Early treatment of opportunistic infections

ARVs

Other support services

COMMUNITY ENGAGEMENT

UNZA Central Administration, along with students and other members of staff have the responsibility to contribute to the community efforts to mitigate the impact and spread of HIV and AIDS by:

- Collaborating and networking with various public and private sector organizations involved in HIV and AIDS activities.
- Conducting training programmes related to HIV and AIDS for the stakeholders in the community.
- Conducting interdisciplinary research in collaboration with other organisations.
- Disseminating research findings through appropriate channels.
- Incorporating HIV and AIDS-related activities with the community into student programme requirements and in-service training for members of staff.
- Involving PLWHA in the community engagement programmes.
- Mobilizing resources for HIV and AIDS-related activities.
- Contributing to the national efforts to mitigate the spread of HIV.

IMPLEMENTATION

The Vice-Chancellor's Standing Committee on HIV and AIDS shall have the overall responsibility to support and lead the implementation of the HIV and AIDS policy for UNZA.

This process shall be achieved by:

- Establishing a strategic work plan to guide the implementation.
- Establishing a budget line for implementation.
- Making available the policy to all the stakeholders in the institution.
- Briefing Deans of Schools, Heads of Academic and Non-Academic Departments, and other Units, Student Clubs and Associations as well as Unions on the contents of the policy.

EVALUATION AND REVIEW

Evaluation and review will ensure the successful achievement of the policy objectives. This process will be carried out on a regular basis by a team as agreed by the UNZA Council, the Senate and the Vice-Chancellor's Standing Committee on HIV and AIDS. The evaluation component will entail:

Outcome Evaluation:

To determine the effectiveness of the HIV and AIDS policy.
To provide suggestions for enhancing the efficacy of the policy.

Process Evaluation:

To monitor the progress of the policy implementation.
To indicate if revisions are necessary in the policy or programme in order to meet stated objectives.
To update policy in accordance with relevant national and global trends and guidelines on HIV and AIDS.

APPENDIX 1

Abbreviations, acronyms and definitions

AIDS: Acquired Immuno-Deficiency Syndrome
ARV: Anti-Retroviral (drug)
Community: The UNZA community and the adjacent areas
Contraception: The practice of preventing a woman becoming pregnant
CTC: Counselling, Testing and Care (service)
Discrimination: The practice of treating somebody or a particular group in society less fairly than others
Epidemiology: The scientific study of the spread and control of diseases
HBC: Home Based Care
HIV: Human Immunodeficiency Virus
Mitigate: To make something less harmful or serious
Opportunistic infections: Diseases or infections that occur because the immune system of the human body is weakened
PLWHA: Persons Living With HIV and AIDS
Pandemic: A disease that spreads over a whole country or the whole world
Prejudice: An opinion about someone that is not based on reason or experience
Prophylaxis: Prevention of disease or preventive treatment
Post-Exposure Prophylaxis: Preventive treatment given after exposure to an infectious agent
SHARES: Stop HIV and AIDS Reach Every Student (Project)
STI: Sexually Transmitted Infection
Stigmatise: To regard or treat as shameful
Therapy: The treatment of an illness
UNZA: University of Zambia
UNZA community: UNZA students, members of staff and their dependents
ZAWECA: University Of Zambia /University Of Western Cape Peer Educator Programme

APPENDIX 2

Sexual Harassment*

Sexual harassment is unwelcome sexual advances, requests for sexual favours, and other verbal or physical conducts of a sexual nature, when submission to or rejection of this conduct explicitly or implicitly affects a person's employment or education, unreasonably interferes with a person's work or educational performance, or creates an intimidating, hostile or offensive working or learning environment.

Sexual harassment may involve individuals of either sex, and be between members of the same or opposite sex. Sexual harassment typically involves a person in a position of power as the initiator. However, it may occur in a number of ways, e.g. harassment of student by student, staff member by staff member, staff member by student or student by staff member, where there is an element of threat or coercion in the behaviour.

Sexual harassment may be, but is not limited to:

- Explicit or implicit propositions to engage in sexual activity;
- Gratuitous comments of a sexual nature such as explicit statements, questions, jokes, or anecdotes, remarks of a sexual nature about a person's clothing or body whether made orally, in writing, or through electronic media;
- Deliberate, repeated humiliation or intimidation based upon the sex of the individual;
- Remarks about sexual activities or speculation about sexual experiences;

- Exposure to gratuitous sexually suggestive visual displays such as photographs, graffiti, posters, calendars, or other materials;
 - Persistent, unwanted sexual or romantic attention;
- Deliberate physical interference with or restriction of an individual's movements;
- Subtle or overt pressure for sexual favours;
 - Intentional touching and physical assault.

Complaints Regarding Sexual Harassment:

Any member of the University who believes that he or she has been subjected to sexual harassment has the right to report the incident to the designated personnel. Any such complaints shall be dealt with as specified in the Code of Conduct of students and members of staff.

APPENDIX 3

Support Services Available on main campus:

Counselling Centre – Psychosocial Counselling

UNZA Clinic – Medical Care

Post-Test Club – Post VCT/Peer support

VCT Centre at UNZA Clinic and ARVs

Student involvement and associations e.g. SHARES, ZAWECA, UNZA

POPSA, Anti-AIDS, Post-Test Club

Support services in form of social services (normally provided by UNZA):

Accommodation

Food

Health

Recreation

Meeting needs of students and members of staff in problems e.g. funerals

Security needs - Physical

Sanitation and environmental issues

Laundry

Maintenance of hostels etc.

APPENDIX 4

Policy development process

The Vice-Chancellor's Standing Committee on HIV and AIDS initiated the policy development process by forming a Sub-Committee on HIV and AIDS Policy.

Terms of reference:

The terms of reference of the Sub-Committee were:

(i) Producing a University of Zambia Policy document on HIV and AIDS which should contain the following:

Policy objectives.

Policy guidelines/guiding principles.

Policy targets: Students, members of staff and their dependents.

Policy implementation.

Policy monitoring, evaluation and review.

(ii) Examining the relevant documents on HIV and AIDS of the other universities and similar organizations to ensure that the policy content and recommendations are in line with the latest knowledge on HIV and AIDS.

(iii) Undertaking wide consultations with all University stakeholders: Central Administration, students and other members of staff.

- (iv) Examining documents on staff recruitment and conditions of service, student admissions, examinations and withdrawals, student's code of discipline and regulations for living on campus etc. and making recommendations for amendments wherever necessary so that the documents are in line with the aspirations of the policy.
- (v) Organizing the launch of the policy.

Methodology

The Sub-Committee adopted the following methodology:

Reviewing literature on HIV/AIDS in Zambia and in the region.

Reviewing the HIV/AIDS policies of other Institutions of Higher Learning in the region.

Formulating first draft policy based on the reviews.

Circulating first draft policy to the UNZA community for comments and suggestions.

Revising the first draft policy based on comments and suggestions received

(Second Draft).

Holding a consultative meeting with the stakeholders at UNZA, Ministry of Education, Ministry of Health and National HIV/AIDS/STI/TB Council.

Revising the second draft policy based on the comments received at the consultative meeting (Third Draft).

Editing the third draft of the policy (Fourth Draft).

Submitting the fourth draft policy to the Legal Counsel, University of Zambia

(Fifth Draft).

Submitting the fifth draft to the Vice-Chancellor's Standing Committee on HIV and AIDS.

Recommending to the UNZA Council the adoption and launch of the HIV and AIDS policy of the University of Zambia.

APPENDIX 5

The Code on HIV/AIDS and Employment in the Southern African Development Community (SADC)

GENERAL STATEMENT

Human Immuno-deficiency Virus (HIV) infection and the Acquired Immune Deficiency Syndrome (AIDS) in the countries of the Southern African Development Community (SADC) (and globally) is a major health problem with employment, economic and human rights implications. As one response to the problem the SADC Employment and Labour Sector has established this code on the industrial relations standards on HIV/AIDS, the "Code on AIDS and Employment". (Termed after this 'the code'). It should be noted that the provisions of this code apply only to workplaces and cannot and should not be construed as applying to other areas of law such as national immigration laws, policies and related administrative procedures.

POLICY PRINCIPLES

The same ethical principles that govern all health/medical conditions in the employment context apply equally to HIV/AIDS. However, the gravity and impact of the HIV/AIDS epidemic and the potential for discrimination create the need for a specific code on HIV/AIDS and employment. At the same time, given the increased risk of spread of the disease under conditions of economic insecurity, non-discriminatory approaches enable economic and public health management. The code will aim to ensure non-discrimination between individuals with HIV infection and those without and between HIV/AIDS and other comparable health-medical conditions.

The regional nature and implications of the epidemic and the desire to harmonise national standards in dealing with HIV/AIDS motivate this regional code. This code aims to ensure that SADC member states develop tripartite national codes on AIDS and Employment that shall be reflected in law. It presents guiding principles for and components of these national codes.

The code on AIDS and Employment is based on the fundamental principles of human rights and patients' rights, WHO/ILO and regional standards and guidelines, medical and/or occupational health ethical principles, sound epidemiological data, prudent business practice and a humane and compassionate attitude to individuals. The approach aims to achieve a balance in protecting the rights of all parties, including those with and without HIV, employers, employees, state and others. This will include obtaining a balance between rights and responsibilities, and between individual protection and cooperation between parties. Employees with HIV should be treated the same as any other employee. Employees with HIV related illnesses, including AIDS, should be treated the same as any other employee with a life-threatening illness.

In its scope, the code should:

Cover all employees and prospective employees;

Cover all workplaces and contracts of employment;

Cover the specific policy components detailed below, viz: job access, workplace testing, confidentiality, job placement, job status, job security, occupational benefits, training, risk reduction, first aid, workers' compensation, education and awareness, prevention programmes, managing illness, protection against victimization, grievance handling, information, monitoring and review.

SADC member states should ensure that interactions between them are consistent with the principles and policy components of this code and that they share and disseminate information to enable an effective and planned response to the epidemic.

Policy development and implementation is a dynamic process so that the code on AIDS and employment should be:

communicated to all concerned; routinely reviewed in the light of epidemiological and scientific information; monitored for its successful implementation and evaluated for its effectiveness.

POLICY COMPONENTS

Education, awareness and prevention programmes

Information, education and prevention programmes should be developed jointly by employers and employees and should be accessible to all at the workplace. Education on HIV/AIDS should where possible incorporate employer's families.

Essential components of prevention programmes are information provision, education, prevention and management of STDs, condom promotion and distribution and counseling on high risk behaviour. Workplace AIDS programmes should cooperate with and have access to resources of National AIDS Programmes.

Job access

There should be no direct or indirect pre-employment test for HIV. Employees should be given the normal medical tests of current fitness for work and these tests should not include testing for HIV. Indirect screening methods such as questions in verbal or written form inquiring about previous HIV tests and/or questions related to the assessment of risk behaviour should not be permitted.

Workplace testing and confidentiality

There should be no compulsory workplace testing for HIV. Voluntary testing for HIV on the request of the employee should be done by a suitably qualified person in a health facility with informed consent of the employee in accordance with normal medical ethical rules and with pre- and post-test counselling. Persons with HIV and AIDS should have the legal right to confidentiality about their HIV status in any aspect of their employment. An employee is under no obligation to inform an employer of her/his HIV/AIDS status. Information regarding the HIV status of an employee should not be disclosed without the employee's written consent.

Confidentiality regarding all medical information of an employee or prospective employee should be maintained, unless disclosure is legally required. This applies also to health professionals under contract to the employer, pension fund trustees and any other personnel who obtain such information in ways permitted by the law, ethics, the code or from the employee concerned.

Job status

HIV status should not be a factor in job access, promotion or transfer. Any changes in job status should be based on existing criteria of equality of opportunity, merit and capacity to perform the work to a satisfactory standard.

HIV testing and training

In general, there should be no compulsory HIV testing for training. HIV testing for training should be governed by the principle of non-discrimination between individuals with HIV infection and those without and between HIV/AIDS and other comparable health/medical condition.

Managing illness and job security

No employee should be dismissed merely on the basis of HIV status, nor should HIV status influence retrenchment procedures. Employees with HIV related illness should have access to medical treatment and should be entitled, without discrimination, to agreed existing sick leave provision. HIV infected employees should continue to work under normal conditions in their current employment for as long as they are medically fit to do so. When on medical grounds they cannot continue with normal employment, efforts should be made to offer them alternative employment without prejudice to their benefits. When the employee becomes too ill to perform their agreed functions the standard benefits and conditions and standard procedures for termination of service for comparable life-threatening conditions should apply without discrimination.

Occupational benefits

Government, employers and employee representatives should ensure that occupational benefits are non-discriminatory and sustainable and provide support to all employees including those with HIV infection. Such occupational benefit schemes should make efforts to protect the rights and benefits of the dependents of deceased and retired employees. Information from benefit schemes on the medical status of an employee should be kept confidential and should not be used by the employer or any other party to affect any other aspect of the employment contract or relationship. Medical schemes and health benefits linked to employment should non-discriminatory. Private and public health financing mechanisms should provide standard benefits to all employees regardless of their HIV status. Counselling and advisory services should be made available to inform all employees on their rights and benefits from medical aid, life insurance, pension and social security funds. This should include information on intended changes to the structure, benefits and premiums to these funds.

APPENDIX 6

Vice-Chancellor's Standing Committee on HIV and AIDS, UNZA

Prof. Robert Serpell Vice-Chancellor
Dr Mary Ngoma Chairperson
Mr Hector Chiboola Dean Of Students
Mr Sandson Tembo Vice-Secretary
Mr Roman Mukendi Programme Manager
Mr Mulenga Musepa Member
Dr Phillimon Ndubani Member
Mr Davis Kabwe Member
Ms Patricia Mate Member
Mr Robert Siwale Member
Prof. Peter Siziya Member

APPENDIX 7

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