



Policy:
HIV INFECTION AND AIDS



UNIVERSITY
OF
JOHANNESBURG



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POLICY: HIV INFECTION AND AIDS

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<p>Website address of this document:</p>	

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1. ABBREVIATIONS AND ACRONYMS

AIDS	Acquired Immunodeficiency Syndrome
ART	Antiretroviral Treatment
ARV	Antiretroviral
CD4	Immune Helper T cells that have CD4 on their membranes
CHE	Council for Higher Education
DOE	Department of Education
DOH	Department of Health
EAP	Employee Assistance Programme
HAART	Highly Active Antiretroviral Therapy
HE	Higher Education
HEAIDS	Higher Education HIV/AIDS Programme
HEIs	Higher Education Institutions
HESA	Higher Education South Africa
HIV	Human Immunodeficiency Virus
HR	Human Resources
ILO	International Labour Organization
IOHA	Institutional Office for HIV & AIDS
LRA	Labour Relations Act
M&E	Monitoring and Evaluation
MEC	Management Executive Committee
NGO	Non-governmental organisation
NSP	National Strategic Plan

OIs	Opportunistic Infections
PEP	Post-Exposure Prophylaxis
PLWHA	People living with HIV and AIDS
PSYCAD	Psychological Services and Career Development
SABCOHA	South African Business Coalition on HIV/AIDS
SADC	Southern African Development Community
STDs	Sexually Transmitted Diseases
STIs	Sexually Transmitted Infections
TB	Tuberculosis
UJ	University of Johannesburg
VCT	Voluntary Counselling and Testing

2. PREAMBLE

POLICY ON HIV INFECTION AND AIDS

The University of Johannesburg acknowledges the seriousness of the Human Immunodeficiency Virus (HIV) infection and Acquired Immunodeficiency Syndrome (AIDS) pandemic and its implications for employees, students and patients attending the UJ clinics as well as for the broader community. The University is classified as a comprehensive university and offers both academic and vocational programmes. The University of Johannesburg has four campuses, namely: the Auckland Park Kingsway Campus (APK), the Soweto Campus (SWC), the Bunting Road Campus (APB) and the Doornfontein Campus (DFC). All four campuses are located in the Gauteng Province and more specifically in the urban surroundings of Johannesburg.

The University's profile poses specific challenges to its HIV & AIDS programme and therefore the University's commitment to pro-actively formulate and implement strategies that maintain a work, learning and clinic environment that contain the spread and impact of the disease and contribute towards minimizing the social, economic and human consequences of the pandemic. Furthermore, in keeping with its vision of putting intellectual capital to work, the University recognizes its role in developing students and academic employees who, through their respective disciplines and research, can make meaningful contributions to addressing the issues pertaining to HIV Infection and AIDS at all levels of society.

3. DEFINITIONS OF KEY CONCEPTS

- 3.1 HIV stands for the human immunodeficiency virus that causes the immune system (the body's defense against infections and diseases) to weaken and leads to AIDS related infections.
- 3.2 AIDS refers to the acquired immunodeficiency syndrome. HIV severely damages a person's immune system so that the body can no longer fight off infections and diseases. This result in a group of particular medical conditions called "AIDS defining conditions or illnesses" and Acquired Immune Deficiency Syndrome (AIDS) has developed.
- 3.3 HIV is only passed on by the following body fluids: blood, semen, vaginal and cervical fluids and breast milk. HIV is usually transmitted from one person to another when one or more of these fluids enter into another person's body.
- 3.4 The main types of HIV transmission in South Africa is through unprotected sexual intercourse, from an infected mother to her child during birth, breast-feeding, through contaminated (infected) needles shared by drug users or through contaminated blood products (now rare because of blood screening).
- 3.5 In some settings there is a minimal risk of being infected with HIV-infected blood, like in a hospital, laboratory, dangerous work environment etc. These risks can be eliminated by using universal precautions

like: everyone should wear rubber gloves when dealing with blood and all blood spills should be cleaned up immediately.

- 3.6 Comprehensive response to HIV & AIDS refers to the recognition that HIV & AIDS is a biological, social, psychological, developmental and economic pandemic that requires a comprehensive approach. Furthermore, this response must take cognizance of global developments on HIV & AIDS and align interventions to these “best practices” in measurable terms. Thus the importance of an effective monitoring and evaluation system to support such a response.

4. PURPOSE OF THE POLICY

The purpose of this policy is to:

- 4.1 Establish a clear set of directives, guidelines, processes and procedures that ensure all members of the University community have a broad understanding of:
- (a) The comprehensive response that will reduce the negative impact of HIV & AIDS.
 - (b) The comprehensive monitoring of UJ leadership response within the institution, including staff and student structures.
 - (c) The curriculum response in terms of teaching and learning, research and community engagement, as well as an integrated approach to curriculum within and among departments and/or faculties.

- (d) The HIV & AIDS Prevention, Prophylactic and Control Programme to ensure the occupational risks of transmitting or contracting the disease is held in check and as a result minimize long- and short-term risk for the University.
- 4.2 Make provision for programmes and services which incorporate:
 - (a) Sustained programmes and services for the prevention of HIV infection and AIDS, sexually transmitted infections and other related opportunistic infections such as Tuberculosis;
 - (b) Management of and support services for employees and students who are living with HIV & AIDS;
 - (c) Engagement with external organizations at regional, and national levels and participation in community outreach projects where appropriate;
 - (d) Strategies to deal with the direct and indirect costs of HIV infection and AIDS at the University with due regards to affordability.
 - (e) Human rights by promoting the constitutional rights of every person at UJ. In this regard, the UJ will not allow discrimination against students or staff, as well as vulnerable and marginalized groups.
- 4.3 Establish an HIV and Aids Committee with a clearly defined charter.
- 4.4 Make provision for subcommittees/working groups, as and when necessary, to engage representatives from all sectors (employees and students) within

the University as full partners in the development and implementation of comprehensive academic, research, prevention and care strategies.

5. INSTITUTIONAL POLICY OBJECTIVES

- 5.1 To provide strong, committed, institutional and societal leadership through the institution's role of producing graduates, stimulating academic discourse and disseminating new knowledge through:
- (a) Ensuring the use of corporate governance by reporting to institutional corporate governance structures including executive management, Senate and Council;
 - (b) Ensuring active involvement by student leaderships through participation of the SRC and House Committees;
 - (c) Developing relevant personal and professional skills on HIV and AIDS within an integrated comprehensive curricula within all faculties;
 - (d) Identifying and appropriately supporting strong and relevant institutional research entities and individual researchers and
 - (e) Providing open debate on HIV and AIDS issues to add to and influence discussions in relevant structures in society.
- 5.2 To create a healthy and safe environment within the university that is based on ethical principles, legal norms and human rights through:

- (a) Addressing the issues of stigma and discrimination through institutional policies;
 - (b) Providing comprehensive support services to staff and students through a combination of in-house and referral systems;
 - (c) Developing an effective workplace programme for UJ employees;
 - (d) Prioritizing prevention interventions and programmes, including peer education, VCT, programmes to address gender-based violence and promote gender equity, alcohol and substance abuse prevention training, education and behaviour change programmes informed by research and good practice.
- 5.3 To establish an institutional response to the impact of HIV & AIDS that is co-ordinated, comprehensive and integrated through:
- (a) Establishing platforms that allow for collaboration and the exchange and dissemination of innovative ideas and findings between institutions and other communities at local, national and international levels;
 - (b) Establishing clear strategies referring explicitly to responding to HIV and AIDS through research, teaching and learning and community engagement;
 - (c) Developing proposals for promoting active involvement and participation of students and student leadership organizations in HIV and AIDS activities and
 - (d) Benchmarking good practices around interventions for staff, students and community engagement among institutions and against other national and

international HIV and AIDS policies, programmes and protocols on a continuous basis.

6. SCOPE OF POLICY

This policy applies to all University employees whether on medical aid or not and includes: academic, administrative and support staff on all campuses in all occupational categories and persons being considered for employment as well as prospective and registered students (undergraduate, postgraduate and part-time students) of the University. Referrals to the external EAP services are available to immediate family members of permanent and contract UJ employees.

7. PROGRAMME OF ACTIVITIES TO ACHIEVE POLICY OBJECTIVES

7.1 POINT OF DEPARTURE

The University's Policy on HIV Infection and AIDS has been formulated within the context of the Constitution of South Africa and Bill of Human Rights, the Labour Relations Act, Basic Conditions of Employment Act, Promotion of Equality and Prevention of Unfair Discrimination Act, Compensation for Occupational Injuries and Diseases Act, Occupational Health and Safety Act, Policy Framework on HIV & AIDS for Higher Education

in South Africa and the National Policy on HIV/AIDS for Learners and Educators in Public Schools and Students and Educators in Further Education and Training Institutions as well as the Department of Education's National HIV/AIDS Plan and the Department of Health's HIV/AIDS and Sexually Transmitted Infections (STI) Strategic Plan.

- (a) By establishing partnerships with relevant external agencies and between employees and students internally, the University commits itself to engaging actively with comprehensive HIV & AIDS programmes in efforts to combat the disease.
- (b) All members of the University community are responsible for their own health, for avoiding harming the health of others, where at all possible, and for contributing to the eradication of the disease.
- (c) The principle of sound corporate management with regard to financial management is applied.

7.2 PRINCIPLES

The fundamental principle is that HIV infection and AIDS compromised persons are treated in all relevant respects like other persons with comparable life-threatening conditions in accordance with the Life-Threatening Diseases Policy of the University as contained in Appendix A.

7.2.1 Human Dignity

All persons have the right to have their dignity respected and protected.

7.2.2 **Equity, Rights and Responsibilities**

- (a) All employees and/or students have a right to a safe working/learning environment and to be protected from infection, but also have the coexisting responsibility for maintaining this environment.
- (b) Employees/students living with HIV Infection and Aids have the same rights as all employees/students to lead as full a professional and/or educational life as possible and carry the obligation not to deliberately spread the infection.

7.2.3 **Non-discrimination**

- (a) Employees/students are protected against discrimination, stigmatization and victimization.
- (b) A supportive and non-discriminatory environment should be created for members of the University Community infected with or affected by HIV and AIDS in order to counteract prejudice and discrimination.

7.2.4 **Informed Consent**

- (a) No staff member/student/patient at the clinic shall be required to undergo HIV testing without informed consent.
- (b) Testing is accompanied by appropriate counselling.
- (c) Disclosure to third parties may only be made if informed written consent is obtained from the person concerned.

7.2.5 **Confidentiality**

- (a) The University respects the right of individuals to

confidentiality about their HIV & AIDS status unless legally otherwise indicated.

- (b) and counselling on the campus is voluntary and confidential.
- (c) Any person to whom information about an individual's status is disclosed is legally required to keep this information confidential. Any breach of confidentiality may justify legal liability or disciplinary action against the discloser of such information.

7.2.6 **Openness, Acceptance and Support**

- (a) Openness, acceptance and support for employees and students who voluntarily disclose their HIV status is promoted by:
 - (b) Encouraging persons openly living with HIV & AIDS to conduct or participate in education, prevention and awareness programmes;
 - (c) Encouraging the development of support groups for employees and students living with HIV & AIDS and
 - (d) Ensuring that persons who are open about their HIV status are not unfairly discriminated against or victimised/stigmatised.

7.3 **MANAGEMENT OF HIV INFECTION AND AIDS**

7.3.1 **The University HIV and AIDS Committee**

The University HIV and AIDS Committee operates in accordance with the Charter as stipulated in Appendix B.

7.3.2 **HIV Infection and AIDS Strategic Plan**

- (a) A University HIV Infection and AIDS Strategic Plan is based on a comprehensive approach to the management of the HIV infection and AIDS pandemic and is developed in accordance with the provisions of this policy, the Policy framework on HIV and AIDS for Higher Education in South Africa and the South African National AIDS Strategic plan.
- (b) The strategic plan is monitored and updated on an ongoing basis and reviewed annually. See Appendix C.

7.3.3 GENERAL PROGRAMMES AND SERVICES

All HIV Infection and AIDS education, research, prevention, counselling, care and support programmes and services are viewed within the broader social context. In this regard, the University commits itself to forming partnerships with governmental and non-governmental organisations and the private sector for the implementation of practicable, cost-effective and sustainable HIV Infection and AIDS Programmes.

7.3.3.1 Education Programmes

- (a) All employees and students have access to HIV Infection and AIDS education and awareness programmes. Such programmes provide information and teach the skills necessary for the University community to prevent themselves and others from becoming infected and to combat discrimination as well as providing guidance to employees and students on how to live, work and interact with

people living with HIV & AIDS. Information about universal safety precautions in the work and learning environment are also provided.

- (b) appropriate, education about HIV & AIDS forms part of the University's outreach programme.
- (c) Attention is paid to related issues such as gender sensitivity as well as rape, sexual abuse and violence.

7.3.3.2 Research

- (a) The University encourages postgraduate research founded on HIV Infection and AIDS, where appropriate.
- (b) The University encourages research collaboration with internal, external and international partners for the purpose of:
 - (i) Sharing expertise concerning best practice in the management of HIV & AIDS;
 - (ii) Joint and/or disciplinary projects;
 - (iii) Funding opportunities.
- (c) All activities pertaining to the gathering, collation and distribution of information concerning HIV & AIDS are conducted in accordance with the provisions of the University's Code of Academic and Research Ethics.

7.3.3.3 Care and Support Services

- (a) Voluntary HIV testing for employees and students;
- (b) Confidential pre- and post-test HIV counselling;
- (c) Support and counselling to infected and/or affected employees and students;

- (d) Where necessary, referral of employees and students for further management to appropriate divisions within the University and/or appropriate professionals, institutions and/or organisations in the community;
- (e) The establishment of support groups for employees and students infected and/or affected by HIV & AIDS, where feasible;
- (f) Wellness programmes;
- (g) Condoms are available in easily accessible locations.

8. INSTITUTIONAL APPROACH TO MAINTAIN AN HIV & AIDS SAFE ENVIRONMENT THROUGH RISK REDUCTION

- 8.1 In terms of the Compensation for Occupational Injuries and Diseases Act (130 of 1993), HIV infection may be regarded as an accident if such infection is acquired as a result of an incident that arises out of, and in the course of a person's employment, provided that the time, date, place and circumstances of the incident are ascertainable and reported as prescribed by the law.
- 8.2 In respect of employees, students and patients, the University shall, as far as is reasonably practicable, provide a safe working, learning and clinic environment.

- (a) Approved universal infection control measures are in place and implemented in clinics, laboratories, on the sports fields and at first aid stations;
 - (b) Provision is made for appropriate equipment, materials/barrier clothing (e.g. gloves) and disposal measures for potentially contaminated by-products in clinics, laboratories emergency medical care locations and first aid stations/boxes;
 - (c) Approved protocols pertaining to universal precautions in respect of infection control and dealing with bodily fluids/by-products are prominently displayed in all relevant working areas;
 - (d) Education and training of relevant employees and students concerning universal infection control measures, protective clothing, disposal measures for potentially contaminated by-products and the needle-stick policy.
- 8.3 An approved Needle-stick Policy is in place and implemented at all official locations (e.g. clinics and laboratories) and in all officially recognised University situations (e.g. sport and emergency medical care locations and life-support vehicles).
- 8.4 Occupationally acquired HIV exposure is managed in accordance with the dictates of the Occupational Health and Safety Act and Protocols determined by the University's Health and Safety Advisory Committee and approved by the Executive Management Operational Committee.
- (a) All HIV related incidents are reported to the Health and

Safety Division in accordance with official procedures on the prerequisite form as soon as possible.

- (b) Employees, students or patients who have been exposed to infection in the course of their official duties, their studies or as a patient will receive the appropriate assistance from the University in accordance with the relevant protocols. This may include anti-retroviral medication (and associated counselling), under medical advice, in an emergency situation at a public or private hospital dependent on health insurance cover.
- (c) If necessary post-exposure care and support is available in accordance with the provisions of this Policy.

9. ADVOCACY, COMMUNICATION AND MARKETING

9.1 The UJ HIV & AIDS Committee, will ensure that communication and awareness of the HIV policy to the wider UJ Community takes place:

1. **MEC/MECA/ELG**

RESPONSIBLE PERSON:
MEC Representative

2. **ACADEMIC FACULTY BOARD MEETINGS**

RESPONSIBLE PERSON:
Academic representatives

3. **UNIONS**

RESPONSIBLE PERSON: Union Representatives

4. **SRC AND HOUSE COMMITTEES**

RESPONSIBLE PERSON:

Executive Director: Student Affairs

5. **UJ STAFF**

RESPONSIBLE PERSON:

HR Representative(s)

6. **MARKETING AND ADVOCACY**

RESPONSIBLE PERSON:

Corporate Marketing, IOHA, Chairperson

9.2 **DEALING WITH STIGMA, DISCRIMINATION AND VULNERABLE GROUPS**

Stigma, discrimination and vulnerable groups will form part of all education and awareness programmes at the UJ. Special attention will be given to women and young adults to reduce the impact of the HIV virus at the institution.

10. MONITORING AND EVALUATION

The UJ realizes the importance of a monitoring and evaluation process to measure impact and progress. In support of this it has established clear reporting guidelines through the Corporate Governance Department of the University. Specific indicators per key area will be set up by the Monitoring and Evaluation task team that comprise: IOE, Corporate Governance and IOHA.

11. PROCESS OF REVIEWING THE POLICY

- 11.1 Regular review of the Policy is conducted in accordance with the approved University Policy on Policy Development. The process takes place in consultation with the relevant quality assurance structures at faculty and institutional level and under the auspices of the official custodian of this policy namely the Registrar.
- 11.2 Protocols are reviewed on an annual basis in accordance with the latest scientific findings, amendments to national legislation and/or national and regional strategic plans.

12. POLICY AUTHORITY

12.1 **The University HIV and AIDS Committee**

The University HIV and AIDS Committee operates in accordance with the Charter as stipulated in Appendix B.

13. LIST OF SOURCES

- (a) The Universal Declaration of Human Rights, (1948).
- (b) The African Charter of Human and People's rights, (1986).
- (c) The Constitution of South Africa, (No.108 of 1996).

- (d) Presidency. South African Policy Framework for Women Empowerment and Gender Equality, (2000).
- (e) The Higher Education Act (No.18207 of 1997).
- (f) Department of Health: HIV and AIDS/STD Strategic Plan for South Africa 2000 – 2005, (1999).
- (g) Department of Health: HIV & AIDS and STI National Strategic Plan 2007 – 2011, (2006).
- (h) CDC/ATSDR: Protocol for Handling Occupational Exposures to Human Immunodeficiency Virus (HIV) (1192).
- (i) HEAIDS: HEAIDS Strategic Framework 2006 – 2009
- (j) Promotion of Equality and Prevention of Unfair Discrimination Act (No. 4 of 2000).
- (k) Department of Education: National Policy on HIV & AIDS for learners and Educators in Public Schools, and Students and Educators in Further Education and Training Institutions, (1926 of 1999 Government Gazette).
- (l) Department of Health: Management of Occupational Exposure to the Human Immuno-deficiency Virus (HIV), (1999).
- (m) Department of Labour: Code of Good Practice on key aspects of HIV & AIDS and employment, (2000).
- (n) Department of Labour: HIV & AIDS Technical Assistance guidelines (Undated).
- (o) Department of Public Service and Administration: Managing HIV & AIDS in the Workplace: A guide for Government Department (1999).

- (p) Occupational Health and Safety Act 85 (1993).
- (q) Policy Framework on HIV and AIDS for Higher Education in SA (2008).
- (r) The Employment Equity Act 55 (1998).
- (s) The Labour Relations Act (No.66 of 1996).
- (t) The Basic Condition of Employment Act (No.75 of 1997).
- (u) The Medical Schemes Act (No.131 of 1998).
- (v) The Promotion of Equality and Prevention of Unfair Discrimination Act (No. 4 of 2000).
- (w) The Mine Health and Safety Act (No.29 of 1996).
- (x) The Compensation of Occupational injuries and Diseases Act of 130 (1993).
- (y) ILO. Code of Practice on HIV & AIDS and the World of Work (2002).

