



Pholisi:

PHETETŠO YA HIV LE AIDS



UNIVERSITY
OF
JOHANNESBURG



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PHOLISI: PHETETŠO YA HIV LE AIDS

Nomoro ya Sengwalwa	
Mohlokometri/ yo a rwelego maikarabelo	Moretšistra
Karolo ye e rwelego Maikarabelo	
Boemo	Sethalwa sa 1: Ga se sa dirwa diphetošo 17 August 2007
E dumeletšwe ke	MEC
Letšatšikgwedi la tumelelo	Mopitlo 2009
Diphetošo	Sethalwa sa 1: Ga se sa dirwa diphetošo 22 Lewedi 2009
Matšatšikgwedi a diphetošo	
Letšatšikgwedi la tshekatsheko	

Dingwalwa tše di tswalanago

Dingwalwa tša UJ

(Mohl. Dipholisi, Melawana, Ditlhahli, Dikontraka)

- Phihlelelo go Pholisi ya Tshedimošo;
- Molawana wa maitshwaro ka go tša thuto le dinyakišišo
- Dipeelano tša mošomo

Tše dingwe

(mohlala, Melao, DoE le ditšhupetšo tša HEQC le ditlhahli)

- Molaotheo wa Repabliki ya Afrika Borwa Molao (108 wa 1996);
- Molao wa Dipeelano tša Motheo tša Mošomo (75 wa 1997);
- Molao wa Dipušetšo tša dikgobalo tša mošomong le malwetši (130 wa 1993);
- Kgoro ya Thuto: Peakanyo ya Bosetšhaba ya Aids: 2004;
- Kgoro ya Maphelo: HIV/Aids le STI Peakanyo ya Leano ya Afrika Borwa (2007-2011)
- Kgoro ya Mešomo: Molao wa Maitshwaro a botse Tirišo go Dintlha tša motheo tša HIV/Aids
- Molao wa tekatekano mošomong
- Molao wa Dikamano tša Bašomi (66 wa 1995)
- Molao wa Maphelo le Polokego mošomong (85 wa 1993);
- Pholisi ya Bosetšhaba ka ga HIV/Aids ya Barutwana le Barutiši dikolong tša setšhaba le Baithuti le Barutiši diinstitšhušeneng tša thuto le tlhahlo (27 wa 1996);
- Tlhako ya Pholisi ka ga HIV & AIDS go Thuto ya ka Godimo ka mo Afrika Borwa (2008)

Batšeakarolo bao ba angwago ke sengwalwa se (makala le dikarolo tšeo di swanetšego go se tseba):

- Bašomedi ka moka ba Yunibesithi le bašomedi bao ba holofetšwego
- Baithuti ka moka bao ba ingwadišitšego le Yunibesithi le baithuti bao ba holofetšwego

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14. DIKOKETŠO

1. DIKHUTSOFATŠO LE DIAKHRONIMI

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. MATSENO

PHOLISI KA GA PHETETŠO YA HIV LE AIDS

Yunibesithi ya Johannesburg e lemoga bohlokwa bja leuba la phetetšo ya HIV le AIDS le ditlamorago tša yona go bašomedi, baithuti le balwetši bao ba etelago dikliniki, gammogo le go setšhaba ka bophara. Yunibesithi e hlophilwe bjalo ka Yunibesithi ya kakaretšo e bile fana ka mananeo a thuto le a tlhahlo ya mošomo. Yunibesithi ya Johannesburg e na le dikhamphase tše nne , mohlala : khamphase ya Auckland Park Kingsway (APK), khamphase ya SOWETO (SWC), khamphase ya Bunting (APB) le khamphase ya Doornfontein (DFC).Dikhamphase tše nne tše di hwetšwa mo Profenseng ya Gauteng e bile kudu kudu mo ditikologong tša metsetoropong ya Johannesburg

Botšo bja Yunibesithi bo tšweletša ditlhohlo go lenaneo la yona la HIV & AIDS bjale ka gona boikgafu bja Yunibesithi gore e hlame e be e laole le go tsenyatirišong maano ao a tla dirago mošomo, go ithuta le tikologo ya kliniki ao a nago le go phatlalala le kgatelelo ya bolwetši gape ao a nago le seabe go phokotšo ya ditlamorago tša leuba le tša leago, ekonomi le tša bomotho. Go iša pele, ka go tiiseletša pono ya go bea thoto ya monagano go mošomo, Yunibesithi e lemoga tema ya yona ka go tllhabollo ya baithuti le bašomedi ba tša thuto bao, ka mafapha a bona le dinyakišišo, ba ka dirago kabelo ya mohola go bolela ka merero ye e amanago le phetetšo ya HIV le AIDS magatong ka moka a setšhaba.

3. DITLHALOŠO TŠA DIKGOPOLO TŠE BOHLOKWA

- 3.1 HIV e emetše human immunodeficiency virus yeo e hlohalago gore masole a mmele (tšhireletšo ya mmele kgahlanong le diphetetšo le malwetši) gore a kgwahlafale e hlole diphetetšo tšeo di amanago le AIDS.
- 3.2 AIDS e ra gore acquired immunodeficiency syndrome. HIV e gobatša kudu mašole a motho a mmele go fihla mo e lego gore mmele ga o sa kgona go lwantšha diphetetšo le malwetši. Se se tliša sehlopha sa maemo ao a itšeng a maphelo ao a bitšwago "AIDS ao a hlalošago maemo goba malwetši " le Acquired Immune Deficiency Syndrome (AIDS) e šetše e hlologile.
- 3.3 HIV e fetela fela ka diela tše di latelago tša mmele: madi, peu ya monna, diela tša setho sa bosadi le popelo le maswi a letswele. HIV ga ntši e fetela go tšwa go motho o tee go ya go o mongwe ge e tee ya diela tše goba go feta di tsema mmeleng wa motho o mongwe.
- 3.4 Mehuta e bohlokwa ya phetetšo ya HIV ka mo Afrika Borwa ke ka thobalano yeo e sego ya šireletšega, go tšwa go mmago ngwana yo a feteditšwego go ya go ngwana wa gagwe ka nako ya pelego, go nantšha ngwana, ka dinalete tše di

tšhilafaditšwego(feteditšwego) tšeo di šomišwego ka go hlakanela ke bašomi ba diokobatši goba ka ditšweletšwa tša madi ao a tšhilafetšego (ga bjale dikgonagalo ke tše dinnyane kudu ka lebaka la gore madi a lekolwa).

- 3.5 Go maemo a mangwe go na le kotsi e nnyane ya gore o ka fetetšwa ka madi ao a feteditšwego ka HIV, go swana le ka sepetlele, laboratoro, tikologo tše kotsi tša mošomong bj.bj. Dikotsi tše di ka tlošwa ka go šomiša dithibelo tšeo di tlwaelegilego tša go swana le: o mongwe le o mongwe o swanetše go apara diklafo tša rabara ge a šoma ka madi le diela ka moka tša madi di swanetše go hlwekišwa ka yona nako yeo.
- 3.6 Dikgato tša kakaretšo go HIV & AIDS di ra gore temogo ya gore HIV & AIDS ke leuba la bophelo, leago, mogopolo, tlhabollogo le ekonomi leo le nyakago mkgwa wa thibelo wa kakaretšo. Go ya pele, dikgato tše di swanetše go tšea ditemošo tša diphetogo tša bjale tša lefase ka ga HIV & AIDS le go bea ditsenogare go sepelelana le “mekgwa e botse” go maemo ao a lekanetšwego. Ka gona bohlokwa bja tsela ya tlhokomelo le tekolo yeo e šomago gabotse go thekga kgato e bjalo.

4. MORERO WA PHOLISI

Morero wa pholisi ke go:

- 4.1 Hloma sehlopha sa go kwagala sa ditšhupetši, ditlhlali, ditshepetšo le ditshepedišo tšeo di tla kgonthišago gore maloko ka moka a setšhaba sa

Yunibesithi a na le tsebo ye e nabilego ya:

- (a) Kgato ya kakaretšo yeo e tla go fokotša khuetšo e mpe ya HIV le AIDS/AIDS.
 - (b) Tlhokomelo ya kakaretšo ya kgato ya boetapele bja UJ ka mo gare ga institušene, go akaretša bašomi le dibopego tša baithuti.
 - (c) Dikgato ka mananeo a dithuto a go ruta le go ithuta, dinyakišišo le go ama setšhaba, gammogo le mekgwa ye e hlakanetšwago go mananeo a dithuto ka mo gare ga le magareng ga mafapha le/goba difakhalithi.
 - (e) Thibelo ya HIV & AIDS, mananeo a thibelo le taolo go dira bonnete bja gore kotsi ya mošomong ya go fetiša goba go fetetšwa bolwetši e dula e hlokometšwe ka lebaka la seo go tla fokotša kotsi ya nako e telele le ye kopana ya Yunibesithi.
- 4.2 Go dira thušo go mananeo le ditirelo tšeo di akaretšago:
- (a) Mananeo le ditirelo tše di kgotlelelago tša thibelo ya phetetšo ya HIV le Aids, malwetši a thobalano le diphetetšo tše di ka bago gona tše bjalo ka Sehuba se segolo
 - (b) taolo ya, le tirelo ya thekgo ya bašomedi le baithuti bao ba phelago ka HIV/AIDS,
 - (c) tšhomommogo le mekgatlo ya ka ntle maamong a selete, le a bosetšhaba le go kgatha tema ka go diprotšeke tša setšhaba moo go lebanego,
 - (d) maano a go šomana le ditshenyegelo tša thwi

goba tša tharedi tša phetetšo ya HIV le AIDS mo Yunibesithi go ya ka go kgona go lefa;

- (e) Ditokelo tša botho ka go tšwetšapele ditokelo tša malaotheo tša motho yo mongwe le yo mongwe ka mo UJ. Mo tabeng ye, UJ e ka se dumelele kgethollo kgahlanong le baithuti goba bašomi, gammogo le dihlopha tšeo di lego kotsing le tšeo di phaetšwego ka thoko.
- 4.3 Hloma Komiti ya HIV le Aids yeo e nago le lengwalo la tumelelo le le hlalošwego gabotse.
- 4.4 Go dira thušo go dikomiti tša ka tlase/dihlopha tša mošomo, ge go nyakega, go šoma mmogo le baemedi go tšwa mafapheng ka moka (bašomedi le baithuti) ka gare ga Yunibesithi bjalo ka badirišani ka botlalo ka go tlhabollo le tsenyotirišong ya thibelo ka moka, le go tšena ka bogare le maano a tlhokomelo.

5. MAIKEMIŠETŠO A PHOLISI YA INSTITUŠENE

- 5.1 Go fana ka boetapele bja go tia, bjo boikgafilego, bja setheo le bja setšhaba ka mosomo wa setheo wa go tšweletša dialoga, go hlohleletša poledišano ya tša thtuo le go phatlalatša tshedimošo e mpsha ka:
 - (a) Go dira bonnete bja gore go na le tšhomišo ya taolo ya kgwebo ka go bega go dibopego tša taolo tša setheo go akaretša bolaodiphethiši, Senata le Khansele;
 - (b) Go dira bonnete bja gore go na le go kगतatema ka

mafolofolo ke boetapele bja baithuti ka tsela ya SRC le Dikomiti tša Bodulo;

- (c) Go hlabolla bokgoni bja maleba bja motho le bja profeshenale ka ga HIV le AIDS ka gare ga mananeo a dithuto a kakaretšo ao a kopantšwego ka mo gare ga difakhalithi ka moka;
 - (d) Go laetša le go thekgo ga go tia ga maleba le ditheo tša maleba tša dinyakišiso le ba nyakišiši ba nnoši le
 - (e) Go fana ka poledišano ye e lego molaleng ka ga ditaba tša HIV le AIDS go oketša go le go huetša dipolelišano ka go dibopego tša maleba mo setšhabeng.
- 5.2 Go hlola tikologo ye e phetšego gabotse le ye e bolokegilego ka mo Yunibesithing yeo e ithekgilego ka metheo ya maitshwaro a mabotse, ditlwaelo tša semolao le ka ditokelo tša botho ka go:
- (a) Šogana le ditaba tša gore ke bohlola le kgethollo ka dipholisi tša setheo;
 - (b) Go fana ka ditirelo tša thekgo tša kakaretšo go bašomi le baithuti ka kopanelo ya ditsela tša ka gare le tša go romelwa;
 - (c) Go hlama lenaneo leo le šomago gabotse la mošomong la bašomi ba UJ;
 - (d) Go bea pele ditsenogare tša thibelo le mananeo, go akaretša thuto ya bafsa, VCT, mananeo a go šogana le dintwa tša go amana le bong le go tšwetšapele tekatekano ya bong, bjala le tlhahlo ya thibelo ya tšhomišompe ya tagi, mananeo a thuto le phetogo

ya maitshwaro tšeo di hlahlago ke dinyakišišo le ditlwaelo tše botse.

- 5.3 Go hlama kgato ya setheo go khuetšo ya HIV & AIDS yeo e kgohlagantšwego , ya kakaretšo le ye e kopantšwego ka:
- (a) Go hloma ditsela tšeo di dumelelago tšhomišano le kabelano le phatlalatšo ya dikgopolo tše dimpsha le dipoelo tša dinyakišišo magareng ga diinstitušene le metse e mengwe mo maemong a selegae, bosetšhaba le boditšhabatšhaba;
 - (b) Go hlama maanotšhomo ao a kwišišegago ao a bolelago ka dikgato tšeo di lego molaleng go HIV le AIDS ka dinyakišišo, go ruta le go ithuta le go tšeakarolo ga setšhaba;
 - (c) Go hlama dikakanyo tša go tšwetšapele go kgathatema ka mafolofolo le go tšeakarolo ga baithuti le mekgatlo ya boetapele bja baithuti ka go ditiro tša HIV le AIDS le;
 - (d) Go tšea malebiša a ditiro tše di botse mo tabeng ya ditsenogare go bašomi, baithuti le go tšeakarolo ga setšhaba magareng ga diinstitušene le kgahlanong le dipholisi tše dingwe tša bosetšhaba le tša boditšhabatšhaba tša HIV le AIDS, mananeo le diprothokholo nako ye e tšwelago pele.

6. PHOLISI E ŠOMA KAE

Pholisi ye e šoma go bašomi ka moka ba Yunibesithi o mo go thušo ya sekema sa kalafo goba aowa e bile

e akaretša: bafahloši, bašomi ba taolo le ba thekgo mo dikhamphaseng ka moka ka go magoro ka moka a mošomo le batho bao ba tlilego go thwalwa gammogo le baithuti bao ba holofetšwego le bao ba ingwadišitšego (ba tikrii ya mathomo, ba dithuto tša ka godimo ga tikrii ya mathomo le baithuti bao e sego ba nako ka moka) ba Yunibesithi. Go romelwa go ditirelo tša ka ntle tša EAP di gona go maloko a lapa a kgauswi le wena ba bašomi bao ba thwetšwego sa ruri le bao ba lego mo kontrakeng ba UJ.

7. LENANEO LA DITIRO TŠA GO FIHLELELA MERERO YA PHOLISI

7.1 THAKGOGO

Pholisi ya Yunibesithi ya Phetetšo ya HIV le AIDS e hlamilwe go ya ka diteng tša Molaotheo wa Afrika Borwa le Molaokakanywa wa Ditokelo tša Botho, Molao wa Dikamano tša Bašomi, Molao wa Dipeelano tša motheo tša Mošomo, Molao wa Kgodišo ya tekatekano le Thibelo ya Kgethologanyo ye e sa lokago, Molao wa Pušetšo ya dikgobalo motho a le mošomong le malwetši, Molao wa tša maphelo le Polokego le Pholisi ya bosetšhaba ya HIV/AIDS ya Barutwana le Barutiši ka go Dikolo tša setšhaba le Baithuti le Barutiši ka go Diinstitutšhušene tša Thuto le Tlhahlo gammogo le Peakanyo ya Bosetšhaba ya HIV/AIDS ya Kgoro ya Thuto le

Peakanyo ya leano la Phetetšo ya HIV/AIDS le Malwetši a thobalano ya Kgoro ya Maphelo.

- (a) Ka go hloma tirišano le barekišetši ba maleba ba ka ntle, le magareng ga bašomedi le baithuti ka gare, Yunibesithi e itlama go tšhomo ya mafolofolo ka mananeo a kakaretšo a HIV & AIDS ka maitekelo a go lwantšha bolwetši.
- (b) Maloko ka moka a setšhaba sa Yunibesithi a na le maikarabelo godimo ga maphelo a bona, go efoga go bea maphelo a ba bangwe kotsing, moo go kgonegago, le go ba le seabe twantšhong ya bolwetši.
- (c) Kokwane ya taolo ya go kwala ye e tlemanego malebana le taolo ya mašeng e a dirišwa.

7.2 DIKOKWANE

Kokwane ya motheo ke gore batho bao ba angwago ke phetetšo ya HIV le AIDS ba swarwa bjalo ka mang le mang yo a nago le bolwetši bjo bošoro go ya ka Pholisi ya malwetši a mašoro ya Yunibesithi, bjalo ka go e tšwelela ka go Sengwalwa sa tlaleletšo sa A.

7.2.1 Serithi sa Motho

Batho ka moka ba na le tokelo ya gore seriti sa bona se hlompfiwe se be se šireletšwe.

7.2.2 Tekatekano, Ditokelo le Maikarabelo

- (a) Bašomedi ka moka le/goba baithuti ba na le tokelo ya tikologo ye e bolokegilego ya mošomo/go ithuta le go šireletšwa go phetetšo, eupša gape ba na le maikarabelo a go sepelelana le tokelo yeo a go hlokomela tikologo ya.

- (b) Bašomedi/baithuti bao ba phelago ka phetetšo ya HIV le AIDS ba na le ditokelo tša go swana le tša bašomedi/baithuti ka moka go phela bophelo bja seprofešenale le/goba bja tša thuto ka moo go kgonegago, le go rwala maikarabelo a go se phatlatatše phetetšo.

7.2.3 Go se kgetholle

- (a) Bašomedi/baithuti ba šireleditšwe kgahlanong le tlaalo, go gobošwa le go ba sehlabelo.
- (b) Tikologo ye e fanago ka thekgo gape ya go se hlaole e hlolelwa maloko a setšhaba sa Yunibesithi ao a fetetšwego ke goba a angwago ke HIV/AIDS gore go tlošwe kgethollo ye e ka bago gona.

7.2.4 Tumelelo ye e tletšego ka tshedimošo

- (a) Ga go mošomedi/moithuti/molwetši kliniking yo go tla nyakegago gore a dire diteko tša HIV ntle le tumelelo ye e tletšego ka tshedimošo.
- (b) Go dira diteko go latelwa ke go thobja matswalo.
- (c) Go tsebagatša go batho ba bangwe go ka dirwa fela ge go hweditšwe tumelelo ya go ngwalwa ye e tletšego ka tshedimošo go tšwa go motho yo a amegago.

7.2.5 Sephiri

- (a) Yunibesithi e hlompha tokelo ya batho go sephiri ka ga maemo a bona a HIV/AIDS ntle le ge go laeditšwe ka tsela ye nngwe ye molao.
- (b) Go dira diteko le go thobja matswalo khamphaseng go dirwa ka boithaopo gape ke ga sephiri.

- (c) Motho ofe goba ofe yoo a tsebišitšwego tshedimošo ka ga maemo a motho yo mongwe o swanetše go swara tshedimošo ye bjalo ka sephiri go ya ka molao. Go tlola molao go ka tšeelwa magato a semolao goba magato a kgalemo kgahlanong le yo a tsebagaditšego tshedimošo ye bjalo.

7.2.6 **Go bulega, go amogela le thekgo**

Go bulega, go amogela le thekgo go bašomedi le baithuti bao ba ithapago go tsebagatša maemo a bona a HIV go godišwa ka:

- (a) go hlohletša batho bao ba phelago ka HIV/AIDS go sepediša goba go kgatha tema ka go thuto, thibelo le mananeo a temošo;
- (b) go hlohletša tlhabollo ya dihlopha tša thekgo go bašomedi le baithuti bao ba phelago ka HIV/AIDS;
- (c) go kgonthiša gore batho bao ba bulegilego ka ga maemo a bona a HIV ga ba kgethollwe ka moo go sa lokago goba ba dirwa batšwasehlabele/go gobošwa

7.3 **TAOLO YA PHETETŠO YA HIV LE AIDS**

7.3.1 **Komiti ya HIV/AIDS ya Yunibesithi**

Komiti ya HIV/AIDS ya Yunibesithi e šoma go ya ka Lengwalo la tumelelo bjalo ka ge go laeditšwe ka go Mamaretšo B.

7.3.2 **Peakanyo ya leano la phetetšo ya HIV le Aids**

- (a) Peakanyo ya leano la phetetšo ya HIV le AIDS ya Yunibesithi e theilwe godimo ga tebanyo ye e phethegilego ya taolo ya phetetšo ya leuba la HIV le Aids le tlhabollo go ya ka dithušo tša pholisi ye

le Lenaneo la HIV/AIDS la Thuto ya godimo ka mo Afrika Borwa le Peakanyo ya Leanotšhomo la Bosetšhaba la AIDS la Afrika Borwa.

- (b) Peakanyo ya leano e lekolwa le go mpshafatšwa nako le nako gape le sekasekwa ngwaga ka ngwaga. Lebelela Mamaretšo C.

7.3.3 MANANEO LE DITIRELO TŠA KAKARETŠO

Mananeo ka moka a phetetšo ya HIV le Aids a thuto, dinyakišišo, thibelo, go thobja matswalo, tlhokomelo le mananeo a thekgo le ditirelo a sekasekwa ka gare ga diteng tša leago ka bophara. Ka tsela ye, Yunibesithi e itlama go go hlola tirišano le mekgatlo ya mmušo le yeo e sego ya mmušo le mafapha a praebete gore go tsenywe tirišong mananeo ao a ka phethegago, a go se bitše mašeleng gape a go kgotlelela a phetetšo ya HIV le Aids.

7.3.3.1 Mananeo a thuto

- (a) Bašomedi le baithuti ka moka ba na le tumelelo ya go tsenela thuto ka ga phetetšo ya HIV le Aids le mananeo a temošo. Mananeo ao a aba tshedimošo le go ruta mabokgoni ao a nyakegago go setšhaba sa Yunibesithi go itšhireletša le go šireletša ba bangwe go phetetšo le go lwantšha kgethollo gammogo le go aba tlhahlo go bašomedi le baithuti ya gore ba phele bjang, ba šome bjang le gore ba tselane bjang le batho bao ba phelago ka HIV/ AIDS. Tshedimošo ka ga tlhokomelo ya polokego ya ka gohle tikologong ya mošomo le ya go ithuta le yona e a abja.

- (b) Moo go lebanego, thuto ka ga HIV/AIDS e bopa karolo ya lenaneo la Yunibesithi la thušo.
- (c) Šedi e lebišwa go merero ya go tswalana ye bjalo ka temogo ya bong gammogo le go phaya thetho ka kgang, go tlaiša ka tša thobalano le dintwa.

7.3.3.2 Dinyakišišo

- (a) Yunibesithi e hlohleletša dinyakišišo tša dithuto tša ka morago ga tikrii ya mathomo tšeo di hweditšwego ka ga phetetšo ya HIV le Aids, moo go lebanego.
- (b) Yunibesithi e hlohleletša tirišano ya dinyakišišo le badirišani ba ka gare, ba ka ntle le ba boditšhabatšhaba go mabaka a:
 - (i) go abelana ka mabokgoni malebana le mekgwa ye mekaonekaone ka go taolo ya HIV/AIDS;
 - (ii) diprotšeke tša kgomagano le/goba tša kgalemo
 - (iii) dibaka tša thekgo ya mašelang
- (c) Mešongwana ka moka ya malebana le go kgoboketša, go hlakanya le go aba tshedimošo ka ga HIV/AIDS e dirwa go ya ka dithušo tša Molao wa Maitshwaro wa tša thuto le dinyakišišo wa Yunibesithi.

7.3.3.3 Ditirelo tša Tlhokomelo le Thekgo

- (a) diteko tša HIV tša boithaopo go bašomedi le baithuti;
- (b) go thoba matswalo ga sephiri pele le morago ga diteko;
- (c) thekgo le go thoba matswalo go bašomedi le baithuti bao ba fetetšwego le/goba bao ba amegilego;
- (d) moo go nyakegago, thomelo ya bašomedi le baithuti

gore ba hwetše taolo go dikarolo tša maleba ka gare ga Yunibesithi le/goba mekgatlo ya maleba ya seprofešenale, diinstitšhušene tša setšhabeng;

- (e) go hlongwa ga dihlopha tša thekgo tša bašomedi le baithuti bao ba fetetšwego le/goba bao ba amilwego ke HIV/Aids, moo go kgonegago;
- (f) mananeo a bophelo bjo botse;
- (g) Dikhondomo di be gona mafelong ao a tsenegago gabonolo.

8. MOKGWA WA SETHEO WA GO BOLOKA TIKOLOGO YE E BOLOKEGILEGO YA HIV & AIDS KA GO FOKOTŠA KOTSI

- 8.1 Go ya ka Molao wa Dipušetšo tša Malwetši le Dikgobalo tša Mošomong (130 wa 1993), phetetšo ya HIV e ka tšewa go ba kotsi ge phetetšo e diregile ka lebaka la kotsi ye e hlagilego ka nako ya ge motho a le mošomong, ge fela nako, letšatšikgwedi, lefelo le mabaka a tiragalo e nyakišišwa gape a begwa bjalo ka ge a laeditšwe ke molao.
- 8.2 Malebana le bašomedi, baithuti le balwetši, Yunibesithi, ka moo go ka kgonegago, e tla aba polokego tikologong ya mošomo, ya go ithuta le ya kliniki.

- (a) Magato a taolo ya phetetšo ya gohle a beakantšwe gape a tsenywa tirišong ka dikliniking, dilaporatori, mapatlelong a dipapadi gape le ditišing tša go aba thušo ya pele.
- (b) Thušo e direlwa ditlabela tša maleba, mašela a lepheko/dimateriale (mohl. ditlelafo) le magato a ditšweletšo tšeo di nago le kgonagalo ya go ka ba di feteditšwe tšeo di lego ka dikliniking, ka dilaporating, mafelo a tlhokomelo ya kalafo a tšhoganetšo le ditiši/mapokisi a thušo ya pele.
- (c) Diprothokholo tše di dumeletšwego tša malebana le ditlhokomelo tša gohle malebana le taolo ya phetetšo le go šomana le diela tša mmele/ ditšweletšo tšeo di laetšwago mafelong ka moka a mošomong.
- (d) Thuto le tlhahlo ya bašomedi ba maleba le baithuti ka ga 9.2.1 go iša go 9.2.3 tše di boletšwego ka godimo le 9.3 ka fase di abja mabakeng ka go tšwela pele.
- 8.3 Pholisi ye e dumeletšwego ya ntlha ya nalete e beilwe maemong gape e tsenywa tirišong mafelong ka moka a semmušo (mohl. dikliniki le dilaporatori) gape le mabakeng ka moka a semmušo a lemogwago ke Yunibesithi (mohl. mafelong a dipapadi le tlhokomelo ya tša kalafo a tšhoganetšo le dinamelwa tša theqo ya bophelo).
- 8.4 Kgonagalo ya go hwetša phetetšo ya HIV motho a le mošomong e laolwa go ya ka ditaetši tša Molao wa Maphelo le Polokego Mošomong le Diprothokholo tšeo di laetšwago ke Komiti ya Yunibesithi ya Keletšo

go tša Maphelo le Polokego gape e dumeletšwe ke Komiti ya Taolophethiši ya Ditiro.

- (a) Ditiragalo ka moka tša go amana le HIV di begwa go Karolo ya Maphelo le Polokego go ya ka ditshepedišo tša semmušo godimo ga foromo ya dinyakwa ka pela ka moo go ka kgonegago.
- (b) Bašomedi, baithuti goba balwetši bao ba bilego le kgonagalo ya phetetšo nakong ya bona ya mošomo, ya dithuto tša bona goba bjalo ka balwetši ba tla amogela thušo ya maleba go tšwa go Yunibesithi go ya ka prothokholo ye e lebanego. Se se ka akretša kalafo ya anti-retroviral (le go thobja matswalo go go lebanego) ka tlase ga keletšo ya tša kalafo, go mabaka a tšhoganetšo sepetleleng sa setšhaba le sa praebete go ya ka inšorense ya tša maphelo.
- (c) Ge go nyakega, tlhokomelo ya ka morago ga kgonagalo ya phetetšo le thekgo di gona go ya ka dithušo tša pholisi ye.

9. TŠWETŠOPELE, KGOKAGANO LE PAPTŠO

- 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. TLHOKOMELO LE TEKOLO

UJ e lemoga bohlokwa bja tshepetšo ya tlhokomeloo le tekolo go ela khuetšo le tšwelopele. Ka go thekga se e hlomile ditsela tše di lego molaleng tša tlhahlo

tša go bega ka Lefapha la Taolo ya Yunibesithi.
 Ditaetši tše itšeng go ya le ka karolo e nngwe le e
 nngwe e bohlokwa e tla hlongwa ke sehlophatšhomo
 sa Tlhokomlelo le Tekolo yeo bopilwego ke: IOE,
 Taolo ya Setheo le IOHA.

11. TSHEPEDIŠO YA GO SEKASEKA PHOLISI

- 11.1 Tshekatsheko ya ka mehla ya pholisi e a dirwa go
 ya ka Pholisi ya Yunibesithi go Tlhabollo ya Pholisi.
 Tshepedišo e diragala ka therišano le makala a
 a lebanego a tiišetšo ya boleng difakhalithing le
 magatong a institšhušene gape ka tlase ga thekgo
 le tumelelo ya bolaodi bja semmušo bja pholisi ye e
 lego Moretšistra.
- 11.2 Diprothokholo di sekasekwa ngwaga ka ngwaga
 ka mabaka a go ya ka diphihlelelo tša mahlale,
 diphešo go tlhakamolao ya bosetšhaba le/goba
 dipeakanyo tša leano tša bosetšhaba le tša selete.

12. MAATLA A PHOLISI

- 12.1 **Komiti ya HIV le AIDS ya Yunibesithi**
 Komiti ya HIV le AIDS ya Yunibesithi e šoma go
 ya le ka Lengwalo la Ditumelano bjalo ka ge go
 laeditšwe ka go Mamaretšo B.

13. LENANELO LA METHOPO

- (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).

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- (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).

