

HIV and AIDS work place policy

Effective 01 Apr 2014



New Delhi

(Adopted from: “The ILO code of practice on HIV/AIDS and the world of work”)

1. Recognition of HIV/AIDS as a workplace issue affecting our own organization:

CBRF is aware that infectious and chronically diseases, including HIV/AIDS, can have a serious effect on the functionality and efficiency of its office and that an employer’s help and protection for HIV infected and affected employees is both a legal responsibility and a humanitarian obligation. In addition, CBRF wants to do its part to curtail the HIV epidemic and it views its staff members not as isolated individuals but as members of families.

All staff are encouraged to undergo voluntary testing and counseling to know their status.

2. Non-discrimination

No applicant will be refused a job solely because she/he is HIV infected. There should be no discrimination against employees on the basis of real or perceived HIV status.

3. Gender equality

CBRF promotes gender equality and works towards strengthening the position of women in the hope that this will help reduce the spread of HIV infections and enable women to cope with HIV/AIDS.

4. A healthy work environment

CBRF tries to maintain a healthy work environment for all its employees.

5. Dialogue between the employer and the staff

CBRF is aware that regulations pertaining to HIV/AIDS can only be laid down and carried through as the fruit of consultations between social partners, i.e. employer and employees.



6. Confidentiality

If CBRF as an employer, should learn anything about the health or illness of its employees, it is required to treat such information as absolutely confidential. This naturally applies to their HIV status as well. CBRF also urges and expects its staff members to apply the same rules of confidentiality with regard to their fellow employees.

7. Continuation of the employment relationship

CBRF strives to make it possible for the employment relationship to continue in the case of an employee's infection with HIV or related illness or other chronically diseases. Together with the employee a viable solution is sought.

8. Prevention

Information and education on HIV/AIDS, its transmission and prevention, and related issues are included in training programmes for the staff of the CBRF.

9. Facilitating to work

CBRF will facilitate the person to work in jobs he/she is skilled in till the time the person is able to deliver the job requirements. Thereafter, in consultation with the employee, CBRF will reach an agreement on leave without pay or voluntary retirement.

10. Care and support

Staff shall be linked with care centres and other service providers in case of special requirements for counseling, medication, etc.

Two extra days leave per month shall be allowed where the person has to go and get medication and services. This facility will be extended to staff whose immediate family members are notified to the organisation as being HIV positive.

