



HIV & AIDS IN THE WORKPLACE

Overview: Skills Program

The human immunodeficiency virus (HIV), which causes acquired immunodeficiency syndrome (AIDS), has led to great concern in the workplace in recent years. HIV/AIDS threatens productivity, profitability and the welfare of employees and their families. Workplace HIV/AIDS policies and programmes can play a vital role in raising awareness around HIV, preventing HIV infection and caring for people living with HIV.

This course will deal with the definition and scope of dreaded diseases, how to handle stigma and discrimination, HIV attitudes, awareness and testing, the rights of people living with the disease, managing workplace issues with dreaded diseases, goals and objectives to mitigate HIV/AIDS impacts, gender dimensions, counseling and testing, Workplace Policy, guiding principles, legislation, treatment, care and support options. Recognition of HIV/AIDS as a workplace issue threatens productivity, profitability and the welfare of employees and their families. The workplace, as an integral part of the community, has vital role to play in terms of

prevention. Promotion of equality and non-discrimination between individuals with HIV infections and those without, and between HIV/AIDS and other comparable health/medical conditions, is imperative. Creation of a supportive environment so that employees living with HIV are able to continue working under normal conditions in their current employment for as long as they are medically fit to do so is also very important. The protection of the human rights and dignity of people living with HIV or AIDS ensures essential components to prevent and control HIV/AIDS. Recognition of the fact that HIV/AIDS has a disproportionate impact on women should be taken into account in the development of workplace policies and programmes. Recognition of consultation, inclusivity, and encouraging full participation of all stakeholders as key principles, which should underpin every HIV/AIDS policy and programme, must be in place. Workplaces must also recognize that HIV is preventable and that the workplace needs to promote effective prevention efforts.

Please Note

The impact of HIV and AIDS and other chronic diseases is being felt worldwide, and the workplace is no exception. With infection rates still on the increase, each workplace must be prepared to deal effectively with HIV and AIDS so as to maintain high productivity and service delivery levels whilst avoiding discrimination of those infected or affected.

Specification and Duration:

Credits: 3 - 4 | Duration: 2 Days

Entry Requirements:

No formal experience required; and
Competence in communication and mathematical literacy NQF level 1

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EXCEL!