

Avert Society

Workplace Policy on HIV/AIDS

We at the Avert Society, shall

1. Recognize HIV/AIDS as a work place issues and shall endeavor to prevent and control the spread of this epidemic.
2. Discourage any kind of discrimination against employees on the basis of real or perceived HIV status. We shall respect the dignity and human rights of the persons infected or affected by HIV/AIDS. We shall neither promote nor practice the stigmatization of people living with HIV/AIDS
3. Maintain the confidentiality of employees on their status of HIV. We shall not make any efforts, based on any justification, for asking the job applicants or employees to disclose HIV related personal information. We shall keep the information (if disclosed to us by infected person) about the status of employees as confidential.
4. Provide the healthy and safe work environment so far as practicable, in order to prevent HIV transmission through occupational hazards.
5. Not practice or promote HIV/AIDS screening for job applicants or persons in employment. HIV testing as a pre requisite for job and testing of employees for knowing their HIV status shall not be practiced by us
6. Continue to maintain employment relationship with infected person as long as he/she is medically fit in available, appropriate work. No discrimination shall be practiced as to promotion, incentives or increments of employees owing to their HIV status.
7. Work towards prevention of HIV transmission in all possible ways. We shall organize the awareness and education programs for our employees and promote the preventive efforts particularly in relation to changing attitudes and behaviors through the provision of information and education.
8. Ensure that there is gender equality being practiced at all the levels and ensure that all men and women employees are empowered and educated on issues related to HIV/AIDS.
9. Endeavour to provide care and support to all its employees who have been detected to be HIV positive. It shall provide re-imburement of medical expenses for medications and hospitalization to the best extent permissible under current relevant rules. The Society shall review its reimbursement policy periodically to make it more liberal and inclusive in nature. The Society shall make every possible effort to refer its employees for Anti Retroviral Therapy to such recognized centers and help the subject and his family in most the humane and dignified way.

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