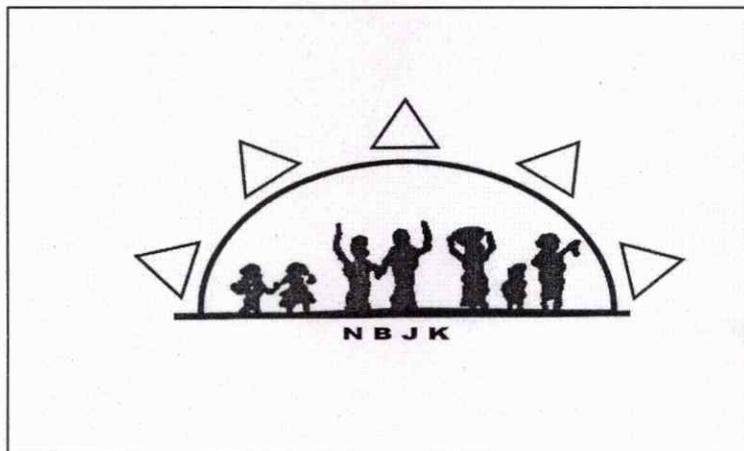


# NAV BHARAT JAGRITI KENDRA

Putting the last first .....

## NBJK POLICY ON HIV AIDS

(PERSPECTIVE, CONCEPT & ACTION)



## Nav Bharat Jagriti Kendra

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The **Nav Bharat Jagriti Kendra (NBJK)**, organization, acknowledge the seriousness of the pandemic of HIV& AIDS in India and its significant impact on the workplace. It shares the understanding of HIV as a chronic, manageable disease with socio-economic and human rights implications. The organization moreover seeks to minimize these implications through comprehensive proactive HIV&AIDS workplace programmes; and commits itself towards providing leadership in implementing such programmes by developing a uniform policy at the workplace to combat HIV&AIDS following the **ILO Code of Practice on HIV and AIDS and the World of Work**.

This section includes the core elements that should be included in any workplace policy dealing with HIV related issues.

#### **Prevention, Knowledge and Training**

- The organisation will strive to protect the rights of non-infected employees to remain safe from infection for the same it would try to extend educational and training programs to raise awareness and knowledge about HIV for the benefit of its employees,
- All information and training provided at the workplace will be gender sensitive, as well as sensitive to disability and sexual health.
- Staff training on HIV related issues will take place during paid working hours and attendance by all staff including management will be considered as part of work obligations.
- Information would also include the availability of local support organizations for people living with HIV.

#### **Testing and Counseling:**

- Employees will be encouraged to utilize ICTC services at their discretion, so that they can know their HIV status and continue to protect themselves and their partners if negative, or stay healthy and plan appropriately if they are positive.
- Mandatory HIV testing will not be required either as a condition of recruitment or for continuation of employment.
- HIV testing will not be part of any regular physical examination, unless specifically asked for by an employee.

**HIV Related Issues and Employment:** In respect of the human rights and dignity of persons infected and/or affected by HIV, there shall be no discrimination among employees on the basis of real or perceived HIV status, and thus:

- Employees living with HIV will be entitled to same benefits, including the same sick leave, as other employees.
- The organization may reasonably accommodate the special needs of staff living with HIV on a case-by-case basis, including flexible scheduling, transfer to lighter duties, and time off for counseling and medical appointment.



- HIV infection will not be a cause for termination of employment. An employee who is living with the virus will continue working provided that he/she meets the organization's acceptable work performance standards, and medical authorities (as advised by the individual's physician which would be verified by the organization's medical team) indicate that his/her condition and presence at work pose no risks to himself/herself or other employees. The supervisor will have the decision to make necessary accommodation<sup>1</sup>.

**Stigma and Discrimination:** No potential or existing employee shall be discriminated on the basis of his/her HIV-positive status with regards to job application, hiring, advancement, compensation, training or other terms, conditions or privileges of employment.

- The organization will strive to reduce the stigma associated with HIV and will encourage a supportive work environment in which staff can discuss issues of HIV openly.
- No employee can refuse to work along side or with employee living with the virus. The organization will expect all employees to ensure that the person living with HIV in a supportive work environment.

**Confidentiality:** All employees living with HIV have the legal right to privacy, therefore:

- Employees are not required to disclose their HIV status to each and every body at the organization level
- Should an employee choose to disclose his/her HIV status, the confidentiality will be fully and carefully respected.
- All medical and relevant personal information will be kept confidential, and may only be disclosed if legally required or with prior written consent of the employee concerned.
- The respect of confidentiality will also apply to information about persons who no longer work for the organization
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**Occupational Health and Safety:**

The organization is committed to providing a safe and healthy work environment for employees, and thus:



- Access to needed care and support services will be facilitated to the employees living with the virus.
- Counseling, assessment and medical treatment including PEP will be provided for employees exposed to the risk of HIV infection (through accidents, sexual assault or while administering first aid performance), in the workplace or while on work assignment.

**Gender Equality:**

- The organization acknowledges that impacts HIV& AIDS on men and women differently. **This includes the recognition that women especially** pregnant women living with HIV have additional special needs (procurement of ART at the right time to prevent vertical transmission<sup>2</sup>) for which referral to be done to government hospitals.

**Care & Support:**

- The organisation will assist its employees living with the virus in obtaining care and support facilities any benefit, related to health, provided to all staff will also be accessible to the staffs living with HIV.

**Employee Benefits:**

- The organisation will treat employees, who are living with the virus or suffering from HIV related illness, the same way as other employees with potentially life-threatening illnesses.
- An ongoing social dialogue will be there with socio-legal AIDS services and PLWH networks to safeguard the rights of the employees living with the virus.



(GIRIJA NANDAN "GIRIJA SATISH")

President

NAV BHARAT JAGRITI KENDRA



(SATISH KUMAR "SATISH GIRIJA")

SECRETARY

Secretary

NAV BHARAT JAGRITI KENDRA

Resolution passed by NBJK Executive Committee on 22<sup>nd</sup> September, 2010, Resolution No. 3

Adopted by NBJK as per its General Body decision of 14<sup>th</sup> December, 2023 and accordingly Executive Committee resolution no. 8 as on 14<sup>th</sup> December, 2023.

