



HIV Policy for Dadaab Water and Sanitation Company Limited

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Introduction

Dadaab Water and Sanitation Company Limited (DAWASCO) is committed to promoting a healthy, inclusive, and supportive working environment. This HIV Policy aims to address issues related to HIV and AIDS in the workplace, ensuring that employees living with HIV are treated with dignity and respect while fostering awareness, prevention, and support for all staff.

Objectives

1. **Non-Discrimination:** Ensure that employees living with HIV are not subjected to stigma, discrimination, or unfair treatment.
2. **Awareness and Education:** Promote knowledge about HIV and AIDS to reduce misconceptions and encourage preventive measures.
3. **Confidentiality:** Protect the privacy of employees living with HIV.
4. **Support and Care:** Provide a supportive environment for employees living with or affected by HIV.
5. **Legal Compliance:** Align company practices with national and international laws, including Kenya's HIV Prevention and Control Act, 2006.

Guiding Principles

1. **Equality:** Employees living with HIV will have equal opportunities in recruitment, promotion, training, and other aspects of employment.
2. **Confidentiality:** Disclosure of an employee's HIV status is voluntary, and no employee will be required to undergo mandatory testing. Any disclosed information will be treated with utmost confidentiality.
3. **Zero Tolerance for Stigma:** Any form of stigma or discrimination against employees living with HIV will not be tolerated.

Policy Provisions

1. HIV Awareness and Prevention:

Regular awareness campaigns and training sessions for employees on HIV prevention, treatment, and support.

Distribution of informational materials, including brochures and posters, in the workplace.

Access to preventive tools, such as condoms, in workplace facilities.

2. Confidentiality and Privacy

No employee will be required to disclose their HIV status.

Any information voluntarily shared will only be accessible to authorized personnel and treated with strict confidentiality.

3. Access to Treatment and Care

Employees living with HIV will be referred to appropriate healthcare providers and community support services.

Time off will be granted for medical appointments or treatment as needed.

4. Non-Discrimination in Employment

HIV status will not affect an employee's recruitment, retention, promotion, or access to training.

Employees living with HIV will be treated equally in terms of salary, benefits, and workplace responsibilities.

5. Workplace Support

Employees living with HIV will have access to counseling services.

Peer support groups may be established to provide emotional and social support.

6. Monitoring and Review

The policy will be reviewed periodically to ensure effectiveness and alignment with evolving legal and healthcare standards.

Feedback from employees will be incorporated into updates of the policy.

Responsibilities

1. Management: Ensure the implementation of the policy and provide resources for awareness and support programs.
2. Human Resources Department: Enforce non-discrimination, maintain confidentiality, and handle any related grievances.
3. Employees: Foster a workplace culture of respect, inclusion, and support.

Grievance Redress Mechanism

Employees experiencing discrimination or breaches of confidentiality can report their concerns to the Human Resources Department or a designated officer for prompt action.

Conclusion

This HIV Policy underscores DAWASCO's commitment to creating a safe, inclusive, and equitable workplace for all employees, regardless of their HIV status. By implementing this policy, the company aims to promote health, dignity, and mutual respect among its workforce.