



MICHAELIS PRIVATE SCHOOL

"Moving Forward Courageously" with a proud German Heritage

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POLICY ON HIV INFECTION AND AIDS

Policy Statement

The SCHOOL recognizes the extreme seriousness of HIV infection and AIDS, and in view of the implications of the disease, both at the workplace and wider society, it is committed to formulating a policy to deal with the problem.

Acquired Immunodeficiency Syndrome (AIDS) is a disease caused by infection with the Human Immunodeficiency Virus (HIV). The HIV is spread only when contaminated body fluid (effectively blood, semen or vaginal fluid) enters the bloodstream of a non-infected person.

The dominant modes of transmission of the HIV are:

- unprotected sexual intercourse
- through the accidental or deliberate shared use of HIV contaminated needles or skin cutting instruments (in and out of health care settings),
- from infected mothers to infants,
- through transfusion of infected blood or blood products.

Since the HIV cannot be contracted through most usual work-place or study contact the School will view a person infected with HIV as it does any well person and it will view a person with AIDS as it does a person with any other chronic illness or disability.

Given the nature of the disease and the devastating effect it is already having in our society, the school affirms the need to make its position clear on the following key questions related to HIV infection and AIDS, in the interests of those infected as well as of those who are not currently infected.

1. Confidentiality

Within the limits of the law the school will respect the right of staff and learners to confidentiality of their HIV status.

2. Screening

Potential staff and learners will not be refused employment or entry to the school on the grounds that they test positive for HIV. The school will not therefore, introduce compulsory screening procedures to test for HIV (either prior to employment/admission or during employment/study).

3. Testing

The school endorses informed consent for individual testing, accompanied by appropriate counseling,

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and encourages both employees and students to be aware of their HIV status so that they can make appropriate health decisions for themselves.

4. Employment Contracts

- 4.1 No employment contract will be terminated on account of HIV positivity or AIDS alone.
 - 4.2 Affected staff are encouraged to advise the school where there are job performance implications.
 - 4.3 Provided the staff member is able to work effectively, the school will make every reasonable effort to accommodate the member of staff but, if the person is no longer able to work, and/or no suitable position can be found after the school has attempted to identify such a position, the appropriate retirement policies or other Labour Relations rules will apply.
5. Issues of discrimination and victimisation still surround HIV infection and AIDS. These arise from misconceptions regarding the origins of the virus, misinformation about promiscuity and sexuality, and inaccuracy concerning the infectiousness of people who carry the virus.

Most people are potentially susceptible to HIV infection. With no cure in sight, prevention through education is the only means available to us. The school therefore commits itself to running education programs which will address these issues.

5.1 Individual Awareness

The school will inform staff and learners about the nature and transmission of the virus, and precautions that can be taken to reduce the risk of infection.

5.2 Social Awareness

The school is opposed to any form of discrimination against HIV positive people or AIDS sufferers and their partners, family and friends on the basis of their HIV infection or AIDS. The school therefore commits itself to programs which address these issues and which foster a compassion for the sufferers.

5.3 Awareness of the Policy

The school will ensure that all staff members and students are aware of this policy and its implications as it affects them, and the people for whom they are responsible as teachers.

6. Emergency or First-Aid Situations

The school believes that universal precautions should be adopted by all individuals likely to be involved in administering first aid. The school undertakes to educate all first aid officials in universal precaution techniques and to require that all first-aid kits (including those of sports clubs and appropriate departments/divisions) be equipped with the necessary equipment. These first-aid kits will be inspected regularly by the responsible person.

7. High Risk Areas

Whenever members of staff or learners are likely to experience a risk of exposure to HIV infection in the course of their duties or studies, the school undertakes to set in place additional procedures for prevention of infection.

8. Staff and learner Interactions

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- 8.1** Because of the modes of transmission of infection, the HIV status of an individual should not become a reason for staff or learners refusing to work with, study with or be taught by such an individual. Consequently, such refusal will, in general, not be considered a valid reason for non-compliance with academic work or other school requirements.

Learners and staff will not be barred from attending lectures, being on school grounds or being involved in school activities on account of their HIV positivity or AIDS alone.

- 8.2** In the case of sports that may carry a higher than normal risk of HIV infection, it is the responsibility of that club/school to adhere to its own code of practice or to put into place appropriate procedures for the minimization of risk, consistent with this policy.

9. HIV/AIDS Task Group

9.1 Composition

The Implementation of the school's HIV/AIDS policy will be the responsibility of the Governing Body which will be constituted as follows:

Head: The principal of the school

One representative from the Governing body of the school

One member of the teaching staff

The Pastor of the Michaelis congregation

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