PANSA
PERFORMING ARTS NETWORK OF SOUTH AFRICA

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HIV/AIDS POLICY

This document contains the policies and procedures governing HIV/AIDS for the Performing Arts Network South Africa (PANSA).

PURPOSE

The objective of the HIV/AIDS policy is to minimise, monitor and manage the impact, spread and consequences of the HIV/AIDS as far as it affects the employees, contract employees, and operations of PANSA

The key elements of the policy are:
a) Provide health information to all employees on HIV/AIDS, its magnitude, impact and preventative measures
b) Implement non-discriminatory policies, procedures and practices in managing individuals who have HIV/AIDS
c) Approach individuals who have AIDS in the same manner as those with any other progressive or debilitating illness and with all the support that this entails
d) Clearly define HIV/AIDS policies and procedures taking into account local practices, culture and legislation

SCOPE

The policy applies to all employees of PANSA, and the principles of it shall be extended to all project employees, committee members, and members

The need for an HIV/AIDS policy

The HIV/AIDS policy has been developed for the following reasons:

a) Social Responsibility
The actual and potential growth and impact of the HIV/AIDS disease on people of productive and economically active age poses an enormous challenge. PANSA considers that it has a corporate social responsibility to support HIV/AIDS preventative efforts and to protect the basic human rights of those in the workplace who are HIV positive. We will also contribute to reducing the spread of HIV/AIDS with an awareness-raising programme aimed at educating and protecting our employees, associates and hopefully their families.

b) Employee and Associate Health and Well-being
Employees and associates are critical to the success of our business. The loss of such a person is not only a personal tragedy to the family, but also results in direct and indirect loss to PANSA in terms of

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retraining, recruitment and productivity. PANSA is committed to the protection and maintenance of its employees' health and well-being within reasonable limits.

c) Non- discriminatory Policies, Procedures and Practices
Misconceptions and misinformation regarding HIV/AIDS can contribute to discriminatory management policies, practices and behaviour. This can result in panic, poor employee morale and disturbed working relationships between employees and those infected with HIV/AIDS. PANSA therefore recognises a need to disseminate standard, consistent and factual information on the HIV/AIDS disease and to educate our employees to minimise and manage the HIV/AIDS infection.

PANSA will also try to adjust workload to allow for the physical ability of the employee or associate.

PANSA will not terminate prematurely the employment of an infected staff member or associate who has HIV/AIDS. In the event that the health status of an infected employee would warrant termination, this shall be treated like any other terminal illness and the procedure stipulated in the employment act will apply. HIV/AIDS status will also not be used by PANSA to discriminate against people in job application, hiring, advancement or otherwise.

d) Minimising HIV/AIDS spread; Education programme and Dissemination of information
PANSA will regularly disseminate information on the magnitude of the disease and developments in scientific research, especially those related to prevention.

In Addition:

a) Confidentiality
PANSA will protect the employees' right to privacy, including confidentiality of medical conditions

b) HIV/AIDS Testing and Counselling
PANSA shall not in any way oblige any employee to do an HIV test but shall otherwise encourage the employees to know their status on a voluntary basis. Allowance of time off work for voluntary testing with pre- and post-counselling and assured confidentiality will be made available for all PANSA staff and associates

c) Joint Responsibility
Through the HIV and AIDS workplace policy and program, PANSA seeks to foster a work environment that promotes prevention, care and support for people living with HIV. The company encourages employees and their dependants to maintain a personal lifestyle in which they will not put themselves or others at the risk of HIV infection.

d) Peer Educator
Should PANSA's staff exceed 20 people, PANSA will identify a lead person amongst its staff and associates to act as a Peer Educator within the HIV/AIDS workplace policy. This person will have the responsibility of ensuring the policy is being implemented and having the desired impact.

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