



HIV/AIDS Policy

CEDAR INTERNATIONAL ACADEMY NPC

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Preamble

- 1) Cedar International Academy NPC (hereafter called Cedar) recognises the seriousness of the Human Immunodeficiency Virus (HIV) and Acquired Immunodeficiency Syndrome (AIDS) epidemic and its implications for employees, students and the broader community. South Africa has the largest number of HIV-infected people in the world. According to Allinder and Fleischman (2019), 20% of all people living with HIV are in South Africa. Cedar aims to raise awareness generally and nurture student teachers with insight, empathy and resilience, to be able to cope with the effect of the HIV/AIDS epidemic within school and community environments.

Purpose

- 2) The purpose of this policy is to create awareness and a safe and supported learning environment through establishing guidelines to foster understanding of the impact and effect of HIV infection and the AIDS epidemic. Cedar seeks to ensure that persons suffering from HIV/AIDS will not be discriminated or victimised but receive relevant support.

Scope

- 3) The provisions of this policy apply to students and staff.

General Principles

- 4) The policy is based on the following guiding principles:
 - a. No student or staff member living with HIV or AIDS shall be discriminated against unfairly on account of HIV or AIDS conditions.
 - b. A culture of fairness, respect and dignity for all people shall be enforced by maintaining the principle of confidentiality according to the Protection of Personal Information Act, 2013.
 - c. All staff are responsible for promoting the concepts of respect and dignity for people throughout their time at Cedar.
 - d. Moral and sexual purity involves viewing sexuality not as a means for exploiting others, but through honouring God's design for sex, celebrating and practicing it only within the marriage relationship between one man and one woman for a lifetime. Thus, Cedar promotes behaviours that prevent the risk of HIV infection.

Goals and Objectives

Education and prevention

- 5) Cedar promotes abstinence and purity as the ultimate prevention in line with the age-old principle 'prevention is better than cure'.
- 6) Cedar supports and endorses the work of Concerned Young People of South Africa (CYPSA) and the HIV infection and AIDS education programmes that they offer within Cedar and broader communities. Such programmes provide information and teach skills and attitudes necessary to

prevent the spread of HIV infection. Information and universal safety precautions provide guidance on how to live and maintain a healthy and safe lifestyle. The CYPISA website provides a range of effective materials <https://www.cypsa.org.za/>

- 7) Attention is paid to related issues such as rape, sexual abuse, pornography, addictive substances and alcohol.
- 8) Cedar strives to equip staff and students to be able to live and work in communities where high rates of HIV infection and AIDS-related illnesses and deaths occur.

Care and Support

- 9) Cedar ensures that support in the form of free and confidential counselling for affected employees and students is available.
- 10) Where necessary, Cedar may make referral recommendations to support organisations such as CYPISA for affected persons requiring extra support.
- 11) Staff with HIV/AIDS may have their workload considered for adjustment.
- 12) In cases of bleeding and potential contact with body fluids, first aid staff will take all necessary precautions to minimise exposure to infection risks.
- 13) Cedar ensures that all relevant Personal Protective Equipment (PPE) is readily available according to safe first aid practices (see First Aid Policy for more details).

Equity

- 14) Cedar will not discriminate against a potential candidate (student or staff) on the basis of HIV/AIDS status.
- 15) Cedar strives to promote equal opportunity by sustaining an environment that permits staff and students to attain their full potential without fear of prejudice or bias.

Reference Materials

Allinder, S. M., & Fleischman, J. (2019). The world's largest HIV epidemic in crisis: HIV in South Africa. Retrieved from <https://www.csis.org>

Concerned Young People of South Africa [CYP SA]. (2020). CYP SA: "Caring for our future". Retrieved from <https://www.cypsa.org.za/>

Government of South Africa. (2002). Promotion of equality and prevention of unfair discrimination Act. Retrieved from <https://www.justice.gov.za>

South African Government. (1996). Constitution of the Republic of South Africa, 1996 - Chapter 2: Bill of rights. Retrieved from <https://www.justice.gov.za/legislation/constitution/SAConstitution-web-eng-02.pdf>

Related Internal Documents:

First Aid Policy

Admission and Registration Policy

Equity Policy

Staff Recruitment and Appointment Policy