

Rak Unity HIV/AIDS and Other Life Threatening Diseases Policy

1. Definition

HIV/AIDS is a life-threatening disease which is chronic, incurable, and has the effect of considerably limiting a person's life expectancy

1. Scope

This policy only applies to Rak Unity employees.

2. Non-discrimination

In accordance with legislation, HIV positive employees will not be discriminated against, and such employees should follow the normal grievance procedure should they feel that this has occurred. HIV/AIDS will be treated in the same way as other life-threatening diseases. However, the stigma, magnitude and growing incidence of the HIV/AIDS epidemic means that it is necessary to focus more awareness, at this time, on HIV/AIDS than other life-threatening diseases.

3. Right to withhold information

- No employee is obliged to reveal his/her HIV status
- Employees should inform the company once they can no longer perform their duties as a result of their medical condition in order to avoid possible inappropriate disciplinary action.

4. Confidentiality

Any person who is informed, or becomes aware, that an employee is HIV positive must treat this information as confidential. Failure to do so will be regarded as a serious offence and will result in disciplinary action as contained in the staff code of conduct.

5. Benefits

- Employees who become HIV positive, or contract a life-threatening disease whilst already employed will retain their existing benefits, as per benefit rules
- Medical scheme rules regarding covers and benefits will apply. All medicinal treatment for HIV/AIDS, including anti-retroviral therapy (ART), will only be provided for via the medical scheme, according to its rules.

6. HIV testing

Potential employees will not be tested for HIV/AIDS as a condition of employment or be refused employment on account of their HIV status.

7. Refusal to work with HIV positive employees or employees with any other life-threatening diseases

No employee may refuse to work with a colleague who is HIV positive or suffering from any other life threatening medical condition if the affected employee is deemed to the Human Resources Department to pose no risk to the health of the objecting employee.

8. Education and counselling

Employees will be given access to appropriate education or counselling on the prevention and management of HIV/AIDS and other life-threatening diseases.

9. Occupational Health and Safety policy

Health and safety regulations concerning HIV/AIDS are included in the Rak Unity's Occupational Health and Safety Policy. Employees will be compensated by the Compensation Manager if it is proved that they contracted HIV due to work related injuries.

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