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MACHAKOS UNIVERSITY

HIV & AIDS POLICY

2019



ISO 9001:2015 Certified.....*Soaring Heights in Transforming Industry and Economy*



VISION STATEMENT

A Preferred University of Excellence in Scholarship and
Service Delivery.

MISSION STATEMENT

Provide Scholarly Education through Training, Research
and Innovation for Industrial and Socio-economic
Transformation of our Communities.



ISO 9001:2015 Certified.....*Soaring Heights in Transforming Industry and Economy*

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FOREWORD

HIV / AIDS is destroying the lives of individuals, families and communities in Kenya and all over the world. Over 66% of cases of HIV infection in the world are found in the Sub-Saharan Africa. For this reason, many concerned individuals have urged Africa to take serious steps to stop this pandemic. The Government of Kenya declared the HIV and AIDS pandemic a national disaster on 25th November 1999. Through the Legal Notice number 170 of November 1999, the National AIDS Control Council (NACC) was formed and mandated to provide policy and strategic framework for mobilizing and coordinating resources towards prevention and control of transmission of HIV, and provision of care and support to infected and affected persons in Kenya. On 30th January 2003, the Commission for Higher Education (CHE) mandated universities to coordinate HIV prevention activities in the higher education sector. Buttressing efforts to stop HIV and AIDS was millennium development goal number six whose aim was to combat diseases such as HIV and AIDS, tuberculosis, and malaria.

Machakos University recognizes the seriousness of the HIV and AIDS pandemic for the students, staff and the wider community. Therefore, as an Institution of higher learning, it has a critical role to play in supporting the Kenyan Government's war on HIV / AIDS pandemic and mitigating its impacts on the country social economic development in line with its development agenda. As the University community responds to this national disaster, it must ensure that its response is not only all-inclusive, effective and well-coordinated but also anchored on a sound policy. This Policy document therefore forms the foundation on which the University bases its HIV and AIDS activities and programmes.

The University, however, is fully aware of the dynamic nature of the HIV and AIDS with all its ever-changing multi-sectoral and multidisciplinary ramifications and implications. This Policy

is therefore amenable to appropriate review to respond to developments on HIV and AIDS. I therefore call upon all the units in the university to ensure that activities and programmes in their mandate embrace the guidelines of the Policy for the sake of both the present and future generation and for posterity.

I wish to thank the HIV / AIDS Control Unit Committee for their effort and commitment in the review of this Policy. I also wish to thank all the stakeholders who participated in one way or another in the review process.

SIGNED _____



PROF. LUCY W. IRUNGU, PhD
VICE CHANCELLOR
&
PROFESSOR OF ENTOMOLOGY

DATE 24.10.19



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ABBREVIATIONS AND ACRONYMS

AIDS -	Acquired Immune Deficiency Syndrome
HIV -	Human Immune Deficiency Virus
PEP -	Post Exposure Prophylaxis
PLWHA -	People Living with HIV/AIDS

FUNDAMENTAL STATEMENTS

VISION STATEMENT

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MISSION STATEMENT

Provide Scholarly Education through Training, Research and Innovation for Industrial and Socio-economic Transformation of our Communities

CORE VALUES

Integrity

Accountability

Professionalism

Inclusivity

Creativity

Teamwork

Equity

IDENTITY STATEMENT

Machakos University is an academic institution committed in generating and transmitting knowledge, skills and attitude through Science, Technology and Innovation for the benefit of humanity.

PHILOSOPHY STATEMENT

The Philosophy of Machakos University is: “Education for Industrial and Economic Transformation.”

DEFINATION OF TERMS

Affected: A person who is experiencing the impact of HIV and AIDS through sickness or a loss of relatives, friends or colleagues or a person whose life has changed in any way by HIV and AIDS due to the broader impact of the epidemic

AIDS: The advanced phase of HIV infection characterized by a combination of signs and symptoms caused by HIV, which attacks and weakens the body's immune system making the infected person susceptible to opportunistic infections and cancers.

Comprehensive Care: A range of services offered to People Living with HIV including treatment, clinical, physical, nutritional and psychosocial support

Counselling: A skilled helping relationship in which a counsellor assists client(s) to resolve their issues and/or cope with situations

Discrimination: Treating others differently or denying them their rights based on their HIV status
Employer: Machakos University

HAART: Medical drugs, accompanied by support services, prescribed to persons living with HIV / AIDS for their lifetime to improve health and reduce chances of opportunistic infections.

HIV: The virus that causes AIDS

Infected: A person living with HIV

Maisha: A slogan used to refer to the prevention and management of HIV and AIDS in Kenya.

PEP: Medication given to persons who have been exposed to the HIV infection through rape, injury or any other accidental exposure within 72 hours to prevent them from contracting the virus

SERO-STATUS: The presence or absence of HIV in the body

Workplace: Occupational settings, stations and places where workers spend time for gainful employment .

1.0 INTRODUCTION

Machakos University spells out mechanisms for implementing its activities and programmes relating to HIV/ AIDS in this Policy, which covers these seven areas:

1. Education and prevention,
2. Peer counselling, blood safety, occupational health and safety,
3. Impact and incidence of HIV/ AIDS on the future,
4. Medical coverage,
5. Cost and benefits impact,
6. Mechanisms of HIV/ AIDS prevalence and scientific risk assessment, and
7. Confidentiality management and post exposure prophylaxis (PEP).

Since the onset of the HIV / AIDS pandemic, around 78 million people have been infected with HIV and 39 million people have died of AIDS-related illnesses in the world. HIV continues to be a major global public health issue. In 2017, an estimated 36.9 million people were living with HIV/AIDS, of which 1.8 million are children with HIV global prevalence of 0.8% among adults. Around 25% of the infected people do not know they have the virus. In 2017, 940,000 people died of AIDS related illnesses. This number has reduced by more than 51% (1.9 million people) since the peak in 2014 and 1.4 million people in 2010. The vast majority of people living with HIV/AIDS are located in low and middle-income countries, with an estimated 66% living in Sub-Saharan Africa. Among this group, 19.6 million are living within East and Southern Africa, which recorded 800,000 new HIV infections in 2017.

In Kenya the HIV pandemic is primarily driven by heterosexual transmission. According to Kenya AIDS Indicator Survey, Kenya has the joint fourth largest epidemic in the world (alongside

Mozambique and Uganda. Kenya's HIV epidemic is driven by sexual transmission, and is generalized, meaning it affects all sections of the population including children, young people, adults, women and men.

In the education sector, evidence shows that alcohol and substance abuse among learners is on the rise posing a great danger to the health of, and increased risk of HIV infection to young people. Over 50% of alcohol and substance abusers in Kenya are aged between 10 to 19 years, representing the age group with the highest new HIV rates in Kenya. Overall, the educational sector is in a unique position to provide learners of all ages with comprehensive sexuality life skills education that imparts knowledge on HIV and AIDS, along with alcohol and substance abuse, and enhance a positive attitude towards sex and in desired behavior.

1.1 Objectives

The overall goal of this HIV/AIDS Policy is to reduce incidences and prevalence of HIV and AIDS and effectively mitigate against its impacts on University students and staff at individual, family and community levels.

1.1.1 Specific Objective

1. provide an institutional framework for addressing HIV/AIDS,
2. adopt and implement effective awareness strategies for the prevention and the control of the infection as well as the treatment and care for and the support of the infected,
3. mobilize the university community to participate in HIV/AIDS prevention, care and support at all levels in Kenya
4. identify and mobilize resources and distribute all necessary resources to be used to combat the HIV/AIDS epidemic
5. create an effective strategy for the de-stigmatization of HIV/AIDS by creating an environment where non-discriminatory practices, terms and conditions are in place with zero tolerance to any discriminatory practices of the basis of HIV/AIDS towards staff, students and their families.

6. regularly update HIV/ AIDS policies for the prevention of the infection and the control of and the care for the infected and the affected and mitigate the impact of HIV/AIDS within the University;
7. encourage and facilitate fundamental and applied research on effective interventions against the HIV/ AIDS pandemic in the university, and
8. build institutional capacity to develop, implement, monitor and evaluate HIV/ AIDS programmes,

2.0 SCOPE OF THE POLICY

The scope of Policy is to provides guidelines and sets standards for the prevention, care, treatment and support, and the management of HIV/ AIDS in the university. It applies to staff, their dependents, and students.

2.1 Prevention

1. To reduce the transmission of HIV /AIDS by providing appropriate information and education.
2. To raise level of awareness and understanding on HIV / AIDS in the University.
3. To identify, mobilize and distribute resources to be used to fight HIV / AIDS.
4. To create an environment in which staff and students through their involvement in teaching, research, service and socio-cultural interaction are free from HIV infection.

2.2 Care, Treatment and Support

1. To create an environment where People Living with HIV-AIDS (PLWHA) feel safe to reveal their status and seek treatment, support and counseling.
2. To provide the necessary skills for the prevention and care
3. To facilitate access to care and treatment to the infected and affected through:
 - 1) provision of access to early diagnosis and comprehensive care for the infected
 - 2) provision of HIV/ AIDS counseling and psycho-social support.
4. To equip students and staff with positive attitudes, knowledge, skills and information to be able to live and work with PLWHA within the University.
5. To create a University environment where non- discriminatory labour practices, terms and conditions of service are in place and with zero tolerance to any discriminatory practice on the basis of HIV and AIDS.
6. To establish structures and programs at all levels within the University that promote quality practices and provision of quality services to both HIV infected and affected individuals and families

3.0 LEGAL AND REGULATORY FRAMEWORK

The university recognizes that the application of the Policy must be in the context of the University Statutes and the existing Kenya HIV/ AIDS legislation and relevant laws such as

1. The Constitution of Kenya,
2. Counselors and Psychologists Act, 2014
3. Public Service Commission Regulations, 2005
4. The HIV/ AIDS Prevention and Control Act, No. 14 of 2006,
5. The Sexual Offences Act, No. 3 of 2006,
6. Persons with Disability Act, 2003
7. The Employment Act, 2007,
8. Labour Relations Act No. 14, 2007
9. Labour Institutions Act No. 12, 2007
10. Work Injury Benefits Act, No. 13, 2007
11. The Occupational Safety and Health Act, 2007,
12. Alcoholic Drink Control Act, 2010
13. The Sessional Paper No.4 of 1997 on HIV, and
14. The Education Sector Policy on HIV and AIDS, 2013

4.0 GUIDING PRINCIPLES

The guiding principles are drawn from the University Statutes, Constitution of Kenya and other national Statutes. The following guiding principle will form the basis for specific provisions in this Policy:

4.1 Employment Rights and HIV/AIDS

4.1.1 Fair Labour Practices

In line with the International Labour Organization and the Federation of Kenya Employers workplace guidelines, the university will ensure that every employee, whether HIV infected or affected, will have the right to fair labour practices of recruitment, appointment and promotion.

4.1.2 Equality

HIV infected persons will have equal rights, opportunities and responsibilities and will be protected from all forms of stigma and discrimination. No employee or applicant for employment at the University shall be discriminated against whatsoever on the basis of his or her HIV and AIDS status.

4.1.3 Privacy and Confidentiality

Every employee will have the right to privacy and confidentiality in relation to one's HIV status, and no employee will be required to undergo a mandatory HIV test. A disclosure of one's status is encouraged within a safe, supportive and acceptable environment, but it will not be mandatory, and no person may disclose information related to HIV status of another person without one's consent. In the case of a minor, the best interest of the child will be guided by decisions concerning disclosure as required by AIDS Act 2006 and Article 53 of the Constitution of Kenya.

4.1.4 Access to Treatment, Care and Support

Infected and affected persons will have the right to access holistic treatment care and support in line with available resources.

4.1.5 Safety at Work Place

The university will have a responsibility to minimize the risk of HIV infection by taking appropriate first aid and universal infection control precautions. There will be zero tolerance to sexual harassment, abuse and exploitation at the workplace.

4.1.6 Involvement of People Living with HIV

The university will promote the involvement of people living with HIV in all activities.

4.1.7 Gender Responsiveness

The application of is Policy will be in response to the needs of male and female employees in relation to how HIV and AIDS affects and impacts them.

4.2 Students Rights and HIV/AIDS

4.2.1 Access to Education

No student shall be denied access to education on the basis of one's actual or perceived HIV status.

4.2.2 Access to Information

Every student has the right to relevant information, knowledge and skills about HIV and AIDS.

4.2.3 Equality

Every HIV infected student will have equal rights, opportunities and responsibilities and will be protected from all forms of stigma and discrimination.

4.2.4 Privacy and Confidentiality

Every student will have the right to privacy and confidentiality in relation to one's HIV status, and no student will be required to undergo a mandatory HIV test. A disclosure of one's status is encouraged within a safe, supportive and acceptable environment but will not be mandatory. In the case of a minor, the best interest of the child will be guided by decisions concerning disclosure as required by AIDS Act 2006 and Article 53 of the Constitution of Kenya, 2010.

4.2.5 Access to Treatment, Care and Support

Infected and affected students will have the right to access holistic treatment, care and support in line with available resources.

4.2.6 Safety in the Learning Environment

There will be zero tolerance to sexual harassment, abuse and exploitation in the university.

4.2.7 Gender Responsiveness

The application of the Policy will be responsive to the needs of male and female students in relation to how HIV and AIDS affects and impacts on them differently.

5.0 COMMITMENT

The university commits itself to:

1. Avail adequate information on HIV and AIDS control to students and staff,
2. Consult with its staff and students on matters relating to HIV and AIDS,
3. Ensure adequate training on HIV and AIDS, and

4. Prevent the spread of HIV and AIDS among students and staff.

6.0 ACCOUNTABILITY

In partnership with government departments, agencies and stakeholders, the Vice Chancellor will be responsible for the implementation of the Policy.

7.0 FUNDING

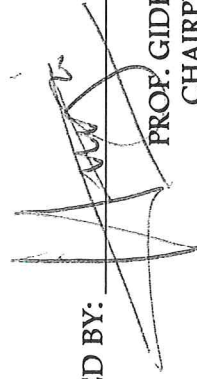
The university will ensure the sustainability of essential HIV and AIDS programmers by procuring local and external resources for funding their core aspects.

8.0 REVIEW OF POLICY

In view of the dynamic nature of the epidemic, this Policy shall be reviewed every three years to reflect emerging issues in the response to HIV and AIDS. The review will ensure the Policy remains relevant to the needs of the students and staff, and in line with the Kenya AIDS Strategic Framework, Sector HIV Plans and County AIDS Strategic Plans.

9.0 POLICY APPROVAL

SIGNED BY: _____



PROF. GIDEON M. HANJARI, Ph.D.
CHAIRPERSON OF COUNCIL

DATE: 30th OCT 2019.