Mitigation of HIV and AIDS related stigma & discrimination in the workplace – Training Module.

Target market:

Corporate wellness consultants, EAP managers, HIV/AIDS Managers/consultants, HR Managers, HR Directors, Medical practitioners, Clinical psychologists / counsellors, Employee wellness managers and practitioners, EAP consultants, Occupational health practitioners, Registered nurses, Peer Educators.

8 CPD Points Total

- PSB002/012/05/2013 for 4 general ceu's in Level 1 for attendance. The presenter may claim double general ceu's in the same level.
- PSB002/013/05/2013 (The Bill of Rights…) for 1 ethical ceu in Level 2 for attendance. The presenter may claim double general ceu's in the same level.
- PSB002/014/05/2014 (HIV/AIDS Rights at Work……) for 3 ethical ceu in Level 2 for attendance. The presenter may claim double general ceu's in the same level.

Unit Standard Accreditation:

- SAQA US ID 114941 NQF Level 3 (Credits 4) Apply knowledge of HIV/AIDS to a specific business sector and a workplace
- SAQA US ID 13169 NQF Level 1 (Credits 4) Describe and discuss issues related to HIV/AIDS, TB and sexually transmitted illnesses and their impact on the workplace.
- SAQA US ID 114491 – NQF Level 4: (Credits 10) Educate and work closely with the community with regards to sexually transmitted infections (STI's) including Human Immune Virus/Acquired Immune Deficiency Syndrome (HIV/AIDS).

Course Duration:

(2) Two full days.

Training Objectives:

The aim of this training program is:
- To identify and eliminate stigma and discrimination in workplace programmes against people living with and affected by HIV through promotion of laws and policies that ensure the full realisation of all human rights and fundamental freedoms.
- To build an understanding and commitment to stigma and discrimination reduction by using existing tools to measure stigma and discrimination to "know your epidemic" in terms of the prevalence of stigma and discrimination and their impact on the response to HIV
- To inspire leadership, understanding, and high-level commitment regarding the need to seriously expand efforts addressing stigma and discrimination in workplace HIV/AIDS Programmes.
- To ensure that planning, development and programming efforts include attention to stigma and discrimination and support the implementation of promising programmes to address stigma and discrimination.
- To highlight how the lack of awareness of stigma and discrimination and their negative consequences hinder the effectiveness of HIV/AIDS workplace interventions.
- Understanding that for HIV/AIDS education and prevention to be successful in Africa, it is important to understand and appreciate traditional African world views

Course Content:

- A brief history of HIV and AIDS in Africa and the world – Outline
- HIV and AIDS prevalence – in brief
- Discrimination is prejudice in action
- Stigma and discrimination the obstacles to an effective HIV and AIDS workplace response.
- Self-assessment and self-evaluation – personal responses to an HIV/AIDS affected employee at work.
- Assessment of individual motives
- The bill of rights and the constitution
- Ill health and disability,
- Laws on equality,
- Fundamental human rights of people with HIV.
- HIV and AIDS and rights at work
- Employment equity acts
- Labour relations acts (No 66 of 1995)
- International laws and South African law
- SAA vs. Hoffman
- Confidentiality and the rights to privacy
- Reasonable accommodation
- HIV testing and screening and requirements of the law
- Positive messages verses fear-based awareness and intervention modules
- The HR practitioner, manager and supervisors' values when address HIV infected employees.
- Measuring for success – Evaluation tools, key to an effective and sustainable workplace response to HIV and AIDS.
- Managing diversity at work – Creating an environment that supports and benefits bottom line and strategic objectives in addressing HIV and AIDS at work.
- An African world views
- Perceptions of illness in traditional African context
- Witches and sorcerers as casual agents of illness
- Personal immortality through children
- Traditional African perceptions to condom use
- Adherence to treatment, Treatment failure and side effects.
- UNAIDS 90-90-90 Campaign
- Disclosure (Partner, children, colleagues and public) .
- Motivating people living with HIV to have a productive life. (What does it mean to live with HIV)