

## **HIV/AIDS Policy**

### **1.0 Introduction**

Golden Tulip understands that HIV/AIDS (Human Immunodeficiency Virus / Acquired Immune Deficiency Syndrome) is a serious personal and public health problem. HIV is a non-discriminating disease, which affects every aspect of society. The HIV/AIDS pandemic poses a threat to the employees of the hotel, their families and the communities in which the company operates.

Further, Golden Tulip recognizes that HIV/AIDS has potentially serious consequences for the workplace as workers living with HIV/AIDS could experience prolonged illness, be absent from work or die from AIDS related illnesses. HIV/AIDS impacts negatively on productivity, increases costs of care for employees, poses a threat to occupational health and safety and affects employee morale.

The hotel is convinced that its people are the most valuable assets of the Company. The basic foundation of the Company includes a general concern for people, which is reflected in our sense of responsibility towards employees. We have therefore developed a policy, strategy and programme to minimize the impact of HIV/AIDS on employees and the hotel.

The Company believes that People Living with HIV/AIDS (PLWHA) deserve to be treated with the same level of respect as those who are not living with HIV/AIDS. The company also believes PLWHA should be able to live with dignity, be treated justly and humanely, and not be the victims of discrimination, victimization and stigmatization. Nor should PLWHA have their livelihoods unduly or unfairly disrupted because of their HIV/AIDS status.

It is in recognition of these facts that the company has decided to develop and maintain programmes to minimize the impact of HIV/AIDS on all its stakeholders. This policy puts forth the respective rights and obligations of every employee. The company believes that a partnership between the company, employees and their families, and all stakeholders is necessary to combat HIV/AIDS.

This policy should be read together with the Labor Law (Act), 2004), and any government legislation on HIV/AIDS and the rights of citizens against discrimination of any kind.

### **2.0 Purpose and Objectives**

Golden Tulip has developed this strategy to help inform and mitigate the potential impact of HIV/AIDS on the company, its employees and stakeholders. In doing so, the company wants to ensure the existence of a uniform approach to addressing HIV/AIDS, which is to be adhered to by **all employees**.

The aims of the programme and this policy are to:

- Ensure the protection of workers' rights, privacy and confidentiality
- Express the standard of behavior expected of all employees when dealing with known or suspected cases of HIV/AIDS in the workplace
- Communicate the company's commitment to protecting the health and well-being of its workforce

- Foster a compassionate work environment for PLWHA and an environment free of discrimination, stigmatization and victimization
- Address fears regarding HIV/AIDS in the workplace and Occupational Health and Safety
- Communicate the scope of the HIV/AIDS programme and related health services for PLWHA
- Highlight measures being taken to ensure the success and sustainability of the programme over time

### **3.0 Worker Rights and Responsibilities**

#### **3.1 Worker Rights**

- The hotel recognizes and seeks to promote the rights of employees under the constitutional and legislative guidelines as outlined by the Federal Government of Nigeria.
- Employees living with HIV/AIDS shall be treated fairly and be entitled to the same rights and employee benefits as other workers, irrespective of position held within the hotel

#### **3.2 Privacy and Confidentiality**

- Employees have a right to privacy where their HIV/AIDS status is concerned, and are not under any obligation to divulge their status. Disclosure is at the discretion of the employee.
- Where an employee undergoes medical test, which may reveal one's status, the company is not privy to information, as it falls within the doctor-patient relationship.
- Any person who violates confidentiality guidelines and inappropriately discloses a person's HIV status without that person's explicit consent is liable for disciplinary action.
- The hotel will ensure that where the company becomes aware a person is living with HIV/AIDS the company will take steps to create a compassionate work environment for employees who decide to disclose that they are HIV positive.

#### **3.3 Discrimination**

The Company is an equal opportunity employer, and will not discriminate against employees known to be or thought to be living with HIV/AIDS in the areas of:

- Hiring
  - Promotion
  - Dismissal from employment
  - Education and training
  - Benefits offered to employees
- Prospective employees will not undergo HIV/AIDS screening to determine suitability for employment with the hotel. Any medical test performed will be to assess if the worker meets the necessary health criteria based on the physical demands of the position and the statutory requirement.
  - Employees will not be denied access to opportunities because they are known to be or suspected to be living with HIV/AIDS.
  - Employees with HIV/AIDS will not be dismissed on the grounds of their HIV/AIDS status.

- No employee will discriminate against any other employee living with or suspected to be living with HIV/AIDS.
- When an employee living with HIV/AIDS becomes too ill to perform their normal duties, the prevailing guidelines and procedures will be followed as outlined in the Labour Act (Act) 2004). Employee will be entitled to the same benefits as other employees who leave due to illness.

### **3.4 Outside Parties**

- Whereas the scope of this document specifically seeks to address the needs of the workers and the company, the hotel also encourages every worker to respect the rights of others that are not covered under this policy. This includes, but not limited to families, the community, clients, distributors and partners of the company.