

## HIV and AIDS in the workplace



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***(Dr. Porter Mitchell)***

## HIV AND AIDS IN THE WORKPLACE



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GRIN Verlag. Paperback. Book Condition: New. This item is printed on demand. Paperback. 36 pages. Seminar paper from the year 2003 in the subject Business economics - Personnel and Organisation, printed single-sided, grade: 1. 0 (A), Hawaii Pacific University (-), course: Lecture MBA Program, 12 entries in the bibliography, language: English, abstract: In the business environment HIV and AIDS has become both a health and an economic problem. As the epidemic spreads throughout the workforce, Human resources personnel and managers in general must be prepared to deal effectively with the challenge of having employees who are affected by HIV and AIDS. The majority of large U. S. corporations already employ a substantial number of people who have AIDS or are infected with HIV. Integration of HIV and AIDS programs into human resources management systems should be viewed as a means to achieve overall effective human resource management and to reduce costs. Currently, only 16 of U. S. businesses offer AIDSHIV workplace education programs to their employees. In order to deal with this issue effectively, managers need to know how HIV is transmitted, the stages of the disease, how to prevent discrimination against employees who have AIDS or are infected with HIV, and what accommodations must be provided for such workers under the ADA and other laws. They also need to learn how to manage the psychological climate of work groups that have employees with HIV or AIDS to prevent workplace disruptions. Statement of the problem HIV and AIDS have become a serious problem in all five continents. HIV continues to spread around the world and global statistics show that 34. 3 million people are living with HIV in 2003, in comparison to 5. 4 million in 1999. The virus impacts not only the internal system of an individuals body, but...



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