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| http://www.fasticon.com/icomic_lnx.zip Icon "icomic_lnx/icons/128X128/folder red.png" 128x128 PNG  http://www.fasticon.com | ***Class Activity 4: Know what guidelines and assistance are available to support workers with HIV/AIDS*** | 13915.4.1-9 |
| 1. Summarise the National Department of Health’s document "Guidelines for developing a workplace policy and programme" in your Learner guide in a bulleted list:

**The following guidelines regarding employees’ rights and workplace practices have been drawn up by the Department of Health:** |
| 1. List the possible problems that a worker with HIV/AIDS could encounter and make suggestions as to what you could do to create a caring situation in the workplace
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| 1. Explain the importance of employers playing a proactive role in addressing the AIDS pandemic and suggest ways in which your company can/does create a caring environment for workers with HIV/AIDS
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| 1. What kind of HIV/AIDS prevention and wellness programmes are available in your area and explain how to access them
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| 1. Complete the following table showing the treatment options available to a person with HIV/AIDS. Indicate which treatment is available locally

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| --- | --- |
| **Treatment** | **Available locally** |
| Nucleoside reverse transcriptase inhibitors (NRTIs) such as zidovudine (AZT) and lamivudine (3TC)  |  |
| Non-nucleoside reverse transcriptase inhibitors (NNRTIs) such as nevirapine  |  |
| Protease inhibitors (PIs) such as indinavir  |  |

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| 1. Explain the responsibilities of all workers in respect of HIV/AIDS in dealing with the pandemic, by describing the responsibilities of workers with HIV as they correspond to the Rights:

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| **Rights of workers with HIV** | **Responsibilities of workers with HIV** |
| preventing unfair discrimination and stigmatisation of people living with HIV or AIDS through the development of HIV/AIDS policies and programmes for the workplace; | To  |
| awareness, education and training on the rights of all persons with regard to HIV and AIDS; | To |
| mechanisms to promote acceptance and openness around HIV/AIDS in the workplace; | To |
| providing support for all employees infected or affected by HIV and AIDS; and | To |
| grievance procedures and disciplinary measures to deal with HIV-related complaints in the workplace. | To |

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| 1. List the Universal Precautions in the work environment
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| 1. In your group draft a code of behaviour for your workplace:
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| 1. Create a group presentation to help address the stigma surrounding HIV/AIDS and the importance of employers playing a proactive role in dealing with HIV/AIDS
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