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## 1. POLICY GUIDELINES

CTCFD – Cape Town College of Fashion Design (henceforth referred to as The Institution) has decided to adopt the National Policy on HIV and Aids for Learners in Public Institutions, Notice no 1926 of 1999, as follows:

### 1.1. RECOGNITION

HIV and AIDS is a major challenge to all South Africans. In all instances this policy should be interpreted to ensure the respect for the rights of people living with HIV / AIDS, other learners, educators and members of the College and institutional committees.

In South Africa HIV is spread mainly through:

- Sexual contact
- Breast feeding
- Mother to child

In keeping with International standards and in accordance with education law and the constitutional guarantees of the right to basic education, right not to be unfairly discriminated against, the right to life and bodily integrity, right to privacy, the right to safe environment and the best interests of the child.

### 1.2. PURPOSE

It is the explicit purpose of this policy to:

- Prevent the spread of HIV infection.
- Demystify HIV and AIDS by -
  - Allaying fears
  - Reducing stigma
  - Instil non-discriminatory attitudes
- Develop knowledge, skills, values and attitudes in order that they may adopt and maintain behaviour that will protect them from HIV infection and to support infected and affected persons.
- Provide a framework for implementation by recommending the establishment of health advisory committees.

### 1.3. SCOPE

Due to the increase of infection rates, students and educators with HIV and AIDS will increasingly form part of the population of institutions. Non-discrimination and equality must be applied with regard to:

- Admission of students and appointment of educators
- Attendance by students and educators
- Disclosure of HIV and AIDS status – students and educators are not compelled to disclose their status and in cases where voluntary disclosure has taken place it should be treated confidentially.

- Provision must be made to implement universal precautions to eliminate risk of transmission.
- Refusal to study with or teach a student with HIV and AIDS or to be taught by and educator with HIV and AIDS

## **2. DISCLOSURE**

Compulsory disclosure of a student's or staff member's HIV/AIDS status to The Institution authorities is not advocated as this would serve no meaningful purpose. In the case of disclosure, staff members should be prepared to handle such disclosures and be given support to handle confidentiality issues.

## **3. CONSTITUTIONAL RIGHTS**

Protection of the rights of students and staff members within The Institution's environment is important to Cape Town College of Fashion Design.

- Students with HIV/AIDS should lead as full a life as possible and should not be denied the opportunity to receive an education to the maximum of their ability.
- Likewise, staff members with HIV/AIDS should lead as full a professional life as possible, with the same rights and opportunities as other staff members and with no unfair discrimination being practised against them.

## **4. MINIMISING RISK OF INFECTION**

The following procedures are in place:

- The risk of transmission of HIV in the day-to-day institution environment in the context of physical injuries, can be effectively eliminated by following standard infection-control procedures or precautionary measures (also known as universal precautions) and good hygiene practices under all circumstances. This would imply that in situations of potential exposure, such as in dealing with accidental or other physical injuries, or medical intervention on institution premises in case of illness, all persons should be considered as potentially infected and their blood and body fluids treated as such.
- Strict adherence to universal precautions under all circumstances in the school or institution is advised.
- Current scientific evidence suggests that the risk of HIV transmission during teaching, activities is insignificant. There is no risk of transmission from saliva, sweat, tears, urine, respiratory droplets, handshaking, toilets, food or drinking water. The statement about the insignificant risk of transmission during teaching activities, however, holds true only if universal precautions are adhered to. Adequate wound management has to take place in the classroom when a student sustains an open bleeding wound.
- Students with infectious illnesses such as measles, German measles, chicken pox, whooping cough and mumps are kept away from the institution to protect all other members of the institution, especially those whose immune systems may be impaired by HIV/AIDS. Refer to Health & Safety Policy.

## 5. UNIVERSAL PRECAUTIONS

The following universal precautions will be acknowledged and adhered to:

- The requirement to ensure a reasonably safe working/learning environment and the liability for injuries that result from their failure to do so. Current statutory provisions do not explicitly require the implementation of universal precautions to prevent the transmission of blood-borne pathogens during, or due to, work place accidents.
- The requirement to furnish and maintain the prescribed equipment and services for first aid to employees.
- The requirement to provide access to prompt first aid, to train personnel on its appropriate use, and to promote a safe working environment

## 6. HIV/AIDS AWARENESS AND EDUCATION

The Institution will:

- Provide information on HIV/AIDS and the development of the life skills necessary for the prevention of HIV transmission.
- Emphasise the role of drugs, sexual abuse and violence, and sexually transmitted diseases (STDs) in the transmission of HIV.
- Encourage students to make use of health care, counselling and support services (including services related to reproductive health care and the prevention and treatment of sexually transmitted diseases) offered by community service organisations and other disciplines.
- Cultivate an enabling environment and a culture of non-discrimination towards persons with HIV/AIDS.
- If students or staff members are infected with HIV, they will be informed that they can still lead normal, healthy lives for many years by taking care of their health.

## 7. POLICY REVIEW

This policy will be reviewed regularly and adapted to changed circumstances.