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# HIV/AIDS policy

## BACKGROUND

In July 2009 Dudubrook Quilting Loft (Pty) Ltd developed their HIV/AIDS Programme.

## MOTIVATION

We made the decision to implement this programme as part of our ongoing investment in our most important asset, our staff. We are aware of the massive task that faces the Ministry of Health in its attempt to reduce and manage HIV infection. It is with this in mind that we decided to play a proactive role in society and ensure that all our staff is well educated in matters pertaining to HIV and AIDS

## OBJECTIVES

The objective is to warn about the dangers of HIV/AIDS and to put in place sensible planning to try to prevent the spread of this disease

## THE PROGRAMME

The Dudubrook Quilting Loft (Pty) Ltd HIV/ AIDS programme rolled out in 2009. Comprises staff engagement on

- HIV and AIDS World Statistics
- What is HIV / AIDS
- How the disease affects people
- The risk of infection

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*Director : Agnes Duduzile Brook (Motswana)*

- How the disease is not transmitted
- The progression of the disease
- The immune system and its function
- Symptoms of the HIV infection
- The window period
- Reasons why people should test
- How HIV can be treated and managed
- The HIV voluntary counselling and testing process
- The HIV disease management programme
- Post exposure prophylaxis and 24 hour call centre

## **APPROACH**

- Sensitization of the staff about HIV/AIDS and its likely impact on the community
- Ensure consistent availability of Condoms for access by all workers and locally recruited temporary workers
- During the human resource mobilization (day 1 of the project) stage, have 3-hour discussions on HIV/AIDS sensitizing workers of their vulnerability and susceptibility as a result of the project as well as, sharing information.
- Follow up: 1-hour fortnightly sessions with workers including issues of Alcohol abuse and other substances abuse that may inhibit good decision making prior to sexual intercourse.
- Distribute Information, Education and Communication materials to workers giving particular attention to those written in Setswana.

## **SPREAD OF HIV / AIDS**

Dudubrook Quilting Loft acknowledges the impact that HIV/AIDS is having on the Botswana labour force and are aware that our employees are not immune to HIV infection. It is therefore our corporate responsibility in line with the Botswana National Strategic Framework for HIV/AIDS 2003-2009, to protect our employees from HIV/AIDS infection and to mitigate the impact of the epidemic.

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Agnes Dudu Brook

January 2009

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