



## GRINDROD//Policy HIV/AIDS





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### 1 Overview

Grindrod acknowledges the seriousness of the Acquired Immune Deficiency Syndrome (AIDS) and the Human Immune-deficiency Virus (HIV) as a significant public health challenge. Grindrod commits to treating those employees impacted by HIV/AIDS with respect, dignity and the relevant support.

### 2 Policy provisions

#### 2.1 Unfair discrimination

An applicant or employee's HIV or AIDS status will not be used to unfairly discriminate in decisions taken regarding recruitment, selection, appointment, development, job classification, grading, remuneration, performance evaluation and disciplinary processes, or with any other policy, process and procedure guiding the employer and employee relationship.

#### 2.2 Employee rights

- An employee's medical information will be treated by Grindrod with the most strictest confidentiality and will not be reflected in personnel records
- An employee is under no obligation to undergo an HIV/AIDS test or divulge their HIV/AIDS status to Grindrod, organised labour representative or other employees
- In an instance where an employee advises Grindrod of their HIV/AIDS status, an appropriate counselling service will be arranged at the employee's request and/or with their consent
- An employee with HIV/AIDS, as in the case of other life-threatening illnesses, will be allowed to continue their work activity under the condition that they are able to physically and mentally meet the performance standards, and if their continued employment does not pose a safety or health risk to themselves and others
- Those employees refusing to work with employees with HIV/AIDS will be progressively educated and, as necessary, counselled. Continued refusal or failure to positively respond to such interventions will result in disciplinary action
- An employee with HIV/AIDS requesting sick leave shall be treated in accordance with sick-leave guidelines for life-threatening illnesses
- An employee with HIV/AIDS has access to the Grievance Procedure to pursue and escalate any perceived or actual grievance he/she may have, and the Human Resources Department is available for guidance in this regard

