

THE EASTERN ARCH-DIOCESAN DEVELOPMENT NETWORK FOR CARITAS (EADEN)



IN TRUTH WE SERVE GOD AND
MANKIND

HIV/AIDS POLICY

DRAFTED: AUGUST 2016

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Forward

I am happy to be associated with this HIV/AIDS Policy, which outlines strategies and guidelines, which EADEN will pursue in its effort to manage and finally combat HIV/AIDS.

This policy is relevant to EADEN as an organisation. The church has many areas and levels of interaction with communities in our evangelization and pastoral duties. Indeed HIV/AIDS poses a big cross cutting challenge to our community as it cripples states at all levels, attacks people at their most productive years, tearing apart foundations of everything from public administration and health-care to family structures. These are the structures on which the church rests and unless they are nurtured and protected our foundation is threatened.

As a church we cannot afford to ignore this challenge. We have to put in place strategies to deal with it head-on. As an organisation, my EADEN has personnel at all its levels and institutions. It is therefore imperative that these guidelines are put in place to manage the crisis by not only reducing the associated stigma but also by providing care and support for the infected and affected persons.

I recognize the input of many personalities, communities and organisations of various cadres, governmental and non-governmental at national and international levels, all working diligently towards combating the evils of this scourge. By consenting to the contents of this document, I enjoin myself in solidarity with them and most particularly women, men and children infected and affected by this plague of our times. I declare that this policy truly applies to EADEN .

His Grace Dr. Emmanuel Obbo
Arch-Bishop of Tororo Ecclesiastical Province

Preface

The endorsement of the contents of HIV/AIDS policy by His Grace Dr. Emmanuel Obbo in the forward is indeed gratifying.

It is a fact that HIV/AIDS has affected many of our communities in all aspects of life, at our homes, in our churches and farmers alike all have been affected in one way or another.

In realisation of the unique position the church has to play in this pertinent issue in Eastern region, it is only prudent to give our personnel, the clergy, the religious and the laity an envisioned EADEN commitment and guideline to the management of the same. It is hoped that this policy will offer the said guideline and commitment and help secure the expected EADEN's impact in the management of HIV/AIDS. We believe it is the right way of harmonizing our efforts as EADEN by enjoining ourselves in the efforts of the Universal Church and the World in the fight against HIV/AIDS. It is therefore our trust that it will offer the necessary contribution to our people directly involved in these efforts and a call to our partner communities to double the efforts in commitment to combating the scourge.

Rev.Fr. Silver Opio
Chairperson -EADEN Board of Directors

Acknowledgements

The contents of this policy have benefited greatly from the contributions of a wide range of people basically derived from EADEN staff, Community Associations and Staff of EADEN member organisation.

The gender policy development process, which was participatory in implementation, was made possible through the financial support to four partners. We specifically note the contribution of Caritas Denmark.

Finally, we thank His Grace Dr. Emmanuel Obbo for consenting to the contents of this policy. His Grace's support was extremely valuable in attaining the publication of this document. His Grace's support remains critical towards the actual implementation of the contents of this policy.

Mr. Olweny John Fabian
Executive Director-EADEN

Acronyms and Abbreviation

ASAL	Arid and Semi Arid areas
AIDS	Acquired Immune Deficiency Syndrome
ART	Anti-retroviral therapy
CBO	Community Based Organisation
CSO	Civil Society Organisation
EADEN	The Eastern Archdiocesan Development Network for Caritas
FBO	Faith Based Organisation
HBC	Home Based Care
HIV	Human Immuno -deficiency Virus
HR	Human Resource
HRP	Human Resource Policy
HRM	Human Resource Management
ILO	International Labour Organization
M&E	Monitoring and Evaluation
NGO	Non-Governmental Organisation
OVC	Orphans and Vulnerable Children
PLWAs	People Living with HIV/AIDS
PRSP	Poverty Reduction Strategy Paper
PLWHA	People living with HIV/AIDS
PMTCT	Prevention of Mother to Child (transmission of HIV)
STD	Sexually Transmitted Diseases
STI	Sexually Transmitted Infections
TOR	Terms of Reference
VCT	Voluntary Counseling and Testing

1 Section One

1.1 The Context

The HIV/AIDS epidemic is a National crisis and is one of the formidable challenges to social and economic progress and it constitutes one of the formidable challenges to social and economic progress in Eastern region of Uganda .HIV/AIDS is largely a hidden burden in the communities that strikes at the heart of many families and communities hence devastating the lives of individuals, affecting all levels of the society both for young and old people. It strikes hardest at the most productive segments of the labour force and reduces earnings, and imposes huge costs on households through declining productivity and loss of experiences and skills.

HIV/AIDS awareness among the local communities, school children in the whole of eastern region is still very low the fact attributed to low level of awareness and sensitization campaigns by the stake holder and development partners especially in the field of health this has led to increased vulnerability and the spread of HIV/AIDS. This is thus attributed to many outlets such as; unsafe and high risk sex, extra marital sex, Mother to Child Transmission, wife inheritance, scarification etc.

The biggest burden of HIV/AIDS in terms of its spread is exacerbated by the social and economic strives which results into poverty and is the leading driver of HIV transmission in most poor societies. It's an influence in engaging in commercial, transactional and intergenerational sex etc, many women and young girls especially may be forced into difficult economic situations and may thus engage in sexual activities for survival.

It is worth noting however that the lack of HIV/AIDS information and constant sensitization causes a big danger and total imbalances in community responsiveness in the fight against the disease, People hide and deny AIDS, if it hits them or a relative. Misconceptions about HIV/AIDS are still very common which results into many not knowing the drivers and its routes? These facts also lead to high cases of stigmatization of most of the people living and those affected by HIV/AIDS making the situation worst. Therefore, the scarcity of HIV/AIDS information for older men and women and school children limits their ability to protect themselves. The roles of older men and women, church teachers as counselors and educators need to be sufficiently recognized in the community-based health activities

1.2 Evolution of the EADEN HIV/AIDS Policy

- (a) EADEN recognizes that droughts tend to follow a predictable cycle with four major phases: the 'normal' stage with good rain; conditions gradually deteriorate in 'alert' stage, when water, pasture and other resources become harder to find to an emergency stage, when they are very scarce and there is widespread famine, disease and death. When the rain eventually falls, water supply and vegetation recover, and people begin to rebuild their livelihoods in the 'reconstruction' stage. Each of the four stages has implications on the ability of women and men, boys and girls to withstand the HIV/AIDS onslaught.
- (b) The need to formulate an HIV/AIDS policy for EADEN was identified in 2014 during the organizational self-assessment, which established the agenda for the capacity building partnership.

- (c) The EADEN HIV/AIDS policy is based on the findings and recommendations of stakeholders generated during a participatory Gender and HIV/AIDS audit conducted between March-August 2016.
- (d) The audit process brought forth main findings which indicated that EADEN had some good practices for HIV/AIDS mainstreaming in place that needed to be nurtured, deepened and made more practical and applicable to its core business of addressing social injustice. Partners of EADEN were of the view that EADEN needs to do a lot to 'walk the talk'. They argued that it is not enough to develop a policy to mainstream HIV/AIDS in EADEN, there must be equal commitment in implementing the same through optimum resource allocation both financial and human.
- (e) Through a series of skills-building and problem-identification workshops and interviews, the target groups prioritized HIV/AIDS issues they faced regularly. Their problems and concerns were expressed as issues, making them more adaptable to policy responses. For example, a concern about individual rights to privacy of the results of HIV tests was expressed as a policy issue that included options for shared confidentiality.

1.3 Problem Statement

- (a) A programmatic response to HIV and AIDS is not new to EADEN. The organization recognizes that the pandemic has jeopardized poverty reduction efforts and is impacting negatively on human development, evangelization and the EADEN interventions.. Based on the outcome of the external evaluation, the new strategic direction for EADEN is capacity building for the personnel and integrating and mainstreaming HIV/AIDS interventions and initiatives. At the same time, the EADEN does not have a focal point to coordinate HIV/AIDS activities within the diocese. This policy illuminates the gaps and proposes the requisite interventions.

1.4 Justification

- (a) In all the districts that EADEN operates, HIV/AIDS was cited as a major challenge to economic independence by participants.
- (b) The policy mainstreams HIV/AIDS within EADEN to reduce vulnerability of women and men and ensure that when droughts occur, communities are prepared to deal with the pandemic to minimize the negative impacts.
- (c) Existing HIV/AIDS activities are not properly planned, implemented, coordinated, monitored and evaluated to fit within the overall design of EADEN interventions.
- (d) There is need to train diocesan commission staff HIV/AIDS to ensure integration of HIV/AIDS awareness creation in operational plans and to clarify program focus areas which are awareness creation, counseling and testing, training community groups in HBC, formation of support groups of PLWAs and provision of PMTC services.
- (e) The policy provides some targets and indicators against which progress made in terms of HIV/AIDS interventions within the EADEN can be measured.

- (f) A gender responsive HIV/AIDS policy to guide the implementation and management of these programs while mainstreaming HIV/AIDS within the EADEN is thus necessary.

1.5 The Structure of the Document

- (a) The policy has three sections. Section one addresses the situation of HIV/AIDS globally, regionally and locally, the evolution of the policy based on broad stakeholders consultations, problem statement, justification and the structure of the document. Section two explores EADEN's vision, mission, core values and the scope of the policy. The last section deals with the preamble, commitments, guiding principles, policy goals, specific goals and strategies, implementation framework, institutionalization of the policy and monitoring and evaluation.

2 Section Two

2.1 EADEN Mission, Vision and Core Values

(a) **Vision:** EADEN envisions a peaceful and prosperous community of Eastern Uganda

EADEN aspires to be a leading national centre of excellence in the gender responsive prevention, control and management of HIV and AIDS in the work sphere.

(b) **Mission:** The mission of EADEN is to promote socio-economic development and prosperity amongst communities in Eastern Uganda

(c) **Core Values:** The EADEN mission is founded on the following core Christian values that are of primary importance in formulating the EADEN HIV/AIDS Policy:-

- (a) EADEN acknowledges HIV/AIDS as a reality in EADEN and the universal church community which should be treated like any other chronic illness or condition in the work sphere. This is necessary not only because it affects EADEN personnel, but also because EADEN as part of the Church community has an obligation in the wider struggles to limit the spread and impact of the epidemic
- (b) EADEN will not compel any employee to undergo HIV/AIDS screening as a requirement in recruitment or redundancy from employment or work processes. In EADEN's spirit of love, respect for the human rights and dignity of all persons infected or affected by HIV/AIDS, there will be no discrimination against workers on the basis of HIV status. Discrimination and stigmatization of people living with HIV/AIDS is recognized as a key hindrance to efforts aimed at promoting HIV/AIDS prevention.
- (c) EADEN recognizes the gender dimensions of HIV/AIDS both internally to its staff and externally to the communities it serves. Women are more likely to become infected and are more often adversely affected by the HIV/AIDS epidemic than men. Therefore, in line with our Human Resource Policy (HRP) and the pledge to ensure gender equality in all programs and projects, EADEN will seek to ensure equal gender relations and the empowerment of women as vital ingredients to effective prevention of the spread of HIV infection
- (d) EADEN will ensure a healthy and safe work environment, in accordance with the provisions of the International Labour Organization's Occupational Safety and Health Convention, 1981 (No. 155)³, so far as is practicable, for all concerned parties in order to prevent transmission of HIV within all church owned hospitals, health centres and dispensaries under its charge.
- (e) EADEN recognizes that successful implementation of the HIV/AIDS policy and program will require ongoing cooperation and trust between EADEN and all employees, together with the active involvement of those infected and affected by HIV/AIDS.
- (f) EADEN will ensure strict confidentiality in matters relating to HIV status of staff and partners it is working with. Access to personal data relating to an employee's HIV status

shall be bound by the rules of confidentiality consistent with the EADEN Human Resource Policy and the ILO's code of practice on the protection of workers' personal data, 1997.

- (g) EADEN will not terminate engagement of an employee due to his/her HIV status. As with many other conditions, persons with HIV-related illnesses should be able to work for as long as they are medically fit in the appropriate work.
- (h) EADEN will address the vulnerability to and impact of HIV/AIDS on its employees and community to ensure sustainable prevention of all means of transmission. This will be achieved through appropriate targeting and the use of culturally sensitive interventions such as fostering changes in behaviour, knowledge, treatment and the creation of a non-discriminatory environment.
- (i) EADEN shall demonstrate solidarity, care and support in responding to HIV/AIDS. All workers shall be entitled to accessible and affordable health services. There shall be no discrimination against workers with HIV.
- (j) EADEN recognizes that it is the primary responsibility of every person to maintain a safe lifestyle and protect their families and other people from HIV infection. In addition, unless medically justified, no staff may use HIV/AIDS as a reason for failing to perform official duties.

2.2 Scope

- (a) Taking into account the unique nature of EADEN's operational context, it is imperative that the HIV/AIDS policy covers the entire staff of EADEN.

3 Section Three

3.1 Preamble

- (a) This policy document supports the development of strategies on HIV/AIDS targeting the EADEN personnel and partners in the field. Targets that are partial policy shift from awareness campaigns to prevention, early diagnosis, treatment, coordination, support for those infected and affected, and monitoring and evaluation are necessary to forestall momentous losses.
- (b) There is neither a cure nor a preventive vaccine for HIV and AIDS. The only available means of curbing the epidemic is through information, education, and behaviour change. If ignored, HIV and AIDS will wreak havoc on EADEN staff productivity and sustainability of projects at the community level.
- (c) EADEN as a faith based organisation is strategically placed to add momentum to the fight against HIV/AIDS because those who are infected and affected by the scourge come to church for acceptance and support. The church has the capacity to give them faith and hope in life.
- (d) Drought, which is prevalent most especially in Karamoja region complicate the challenge of HIV/AIDS as it contributes immensely to the risk of infection among women and men as they strive to adopt alternative livelihoods in a hostile environment. This calls for interventions that take on board the linkages between EADEN, gender and HIV/AIDS.
- (e) The scourge will not only result in increased disability and deaths among workers, but also workers' families, field partners and members of the church.
- (f) It is the call of the church to care for men and women spiritually, physically and materially.

3.2 Commitments:

In line with its core values and principles, EADEN, hereby declares its overall commitment and support for the implementation of the HIV/AIDS policy.

- (a) EADEN will mandate senior and sufficiently skilled individuals and/or bodies to lead the response.
- (b) EADEN will ensure that HIV/AIDS interventions are integrated across all projects and programs currently being implemented by EADEN within the EADEN
- (c) EADEN will dedicate sufficient resources to fulfill this important mandate internally among its staff and externally in the community within its service area.

3.3 Guiding Principles

- (a) Enhance the capacity of EADEN in initiating and managing effective, culturally appropriate and locally sustainable HIV/AIDS interventions among staff and target communities.
- (b) Provide an institutional framework for addressing HIV/AIDS within the EADEN.
- (c) Adopt and implement effective awareness strategies for prevention and control, care and support of the infected.

(d) Build institutional capacity to develop, implement, monitor and evaluate HIV/AIDS programs within EADEN community.

(e) Promote voluntary counseling and testing.

3.4 Broad Policy Goals:

- Prevention and control of the spread of HIV/AIDS
- Protection of workers' rights and dignity of persons living with HIV and AIDS
- Mainstreaming HIV/AIDS in the EADEN

4 Specific Goals and Strategies

4.1 Prevention and control of the spread of HIV/AIDS

4.1.1 Elimination of stigma and discrimination:

EADEN will actively seek to eliminate the stigma associated with HIV/AIDS by addressing knowledge and attitude levels among its personnel and partners. This will be done through:

- (a) Workplace education addressing prevention, care and support for HIV infected and affected persons.
- (b) Trainings on universal precautions as detailed by the World Health Organization
- (c) Guarantee that job access, status, promotion, security and training will not be influenced by the HIV status of an employee.
- (d) Zero tolerance for any form of unfair discrimination against those infected with HIV or affected by HIV/AIDS.
- (e) Encouraging employees to be open about their HIV or AIDS status if they so wish.

4.1.2 Voluntary Counseling and Testing (VCT)

- (a) EADEN believes that voluntary counseling and testing for HIV is a critical intervention that will help to link care and support for those with HIV infection to prevention programs.
- (b) EADEN will encourage and facilitate the use of voluntary HIV/AIDS testing and counseling services for all its employees including field personnel.
- (c) EADEN will provide access to counseling for people infected or affected by HIV/AIDS. This access will be provided internally and where necessary or required they will be referred to recognized centres for counseling support and advice.
- (d) Provide care and support to those who are infected and affected.

4.1.3 Treatment

- (a) Medical assistance will be provided for HIV positive personnel in accordance with HR medical benefit arrangements pertaining from time to time. EADEN must ensure that the personnel are aware of any limitation of benefits imposed in terms of these arrangements.
- (b) Subject to financial and medical feasibility, EADEN will seek to provide access to treatment, care and support services for personnel and their families. This support will include STIs and opportunistic diseases. The option for employees to join a EADEN's subsidized medical aid will be considered.

4.1.4 Prevention of new infections and education

- (a) EADEN recognizes and appreciates that workplace information and education programs are essential to combat the spread of the epidemic and to foster greater tolerance for workers with HIV/AIDS.

- (b) EADEN will make education and awareness programs on HIV/AIDS available to all EADEN employees, including field personnel. This will be done through training seminars, at the orientation of new staff and promotion of staff to enhance dissemination of information and knowledge on HIV/AIDS to those outside the organization. The major objective will be to ensure that all personnel are aware of and understand the risks associated with HIV infection. The programme will be conducted in a manner that takes into account levels of education/literacy that are appropriate for the workforce.
- (c) EADEN will establish a programme on HIV/AIDS ‘ education and prevention program which, will include formal and informal prevention education and training activities for all employees; the provision of information to ensure access to diagnostic and treatment services for sexually transmitted infections; and referral to appropriate counseling and support services for employees and their household dependants.
- (d) EADEN will provide practical guidelines for management and employees to meet the challenges HIV/AIDS presents and address attitudes towards employees with HIV/AIDS and towards the pandemic itself.
- (e) EADEN will ensure that literature on the subject of HIV/AIDS is made available on site for employees to share with families and friends.
- (f) EADEN will ensure adequate precautionary measures are put in place to reduce staff predisposition to HIV in the working environment especially with regards to EADEN health programs.
- (g) EADEN will ensure that members of staff are encouraged to know their sero status for early treatment to prolong productive life through responsive medical policy that covers all opportunistic infections and help infected staff to access anti-retroviral.

4.1.5 Community outreach: EADEN will ensure that HIV/AIDS is integrated in the design and implementation of all EADEN projects and programs. In this regard EADEN commits to ensure that:-

- (a) HIV/AIDS is considered in all our poverty eradication strategies and endeavor to document links between poverty and HIV/AIDS and share our experiences with other partners
- (b) HIV/AIDS is considered in our response strategies to emergencies triggered by natural calamities more so the drought cycle. EADEN will strive to adapt strategies commensurate to the varying needs of our vulnerable groups during different phases of drought cycle.
- (c) Greater prominence is given to HIV/AIDS in our dialogue with current and potential partners especially in relation to the ongoing and future projects and programs on new initiatives involving community based approaches to awareness raising, prevention, care, campaign, research and advocacy.
- (d) Ensure that the human rights of those infected and affected by HIV/AIDS are upheld. Encourage greater involvement of people living with HIV/AIDS in HIV/AIDS related work. In this regard, EADEN will give particular attention to rights of women and direct support for vulnerable groups like the elderly, orphans and people living in drought prone areas.

- (e) Stimulate dialogue on the role of the church in dealing with challenges of HIV/AIDS more so it's role in combating stigma and discrimination, its influence over national government policies and its role in preserving life and dignity through HIV/AIDS prevention, care and support.
- (f) Create sustainable partnerships with other leading stakeholders to fight the HIV/AIDS epidemic collectively in dry lands where we work with communities.
- (g) Ensure staff capacities are built and systems and policy guidelines are developed to enable our staff managing programs and partnerships with target groups address HIV/AIDS issues effectively in their work, more so in assessing ways in which the spread and impact of HIV/AIDS is likely to influence or be influenced by our work.

4.2 Protection of the rights and dignity of persons living with HIV and AIDS

4.2.1 Gender equality as a strategic response to HIV/AIDS: EADEN recognizes the gender dimensions of HIV/AIDS and will strive to equalize gender relations. This is guided by the recognition that empowerment of women is vital for any successful prevention of the spread of HIV.infection because it enables infected and affected women to cope with the pandemic. This will be achieved through gender mainstreaming in HIV/AIDS programs.

4.2.2 Upholding the principles of privacy and confidentiality: EADEN will respect and protect the dignity and privacy of the personnel together with all partners at the community level by ensuring that:

- (a) ConfidentialityandprivacyofallstaffwithrespecttoHIV/AIDSisprotectedatalltimes.
- (b) No employee is required to disclose his or her HIV status to the employer or to other employees
- (c) An employee's medical information is personal and is treated confidentially.
- (d) Where an employee chooses to voluntarily disclose his or her HIV status to the employer, this information is never disclosed to others without the employee's express written consent. Where written consent is not possible, steps must be taken to confirm that the employee wishes to disclose his or her status. The decision on whether to disclose an employee's HIV status to family members shall rest only with the employee.
- (e) All employees, supervisors, managers, and medical staff who are aware (or think they are aware) of an individual's HIV status should be made aware of the requirements and responsibilities of disclosing this information to a third party, and the consequences that could arise if this responsibility is disregarded.
- (f) In the event of disclosure of confidential information obtained in the course of employment, appropriate disciplinary action guided by the HRM guidelines will be taken. If the offence is proved, the culprit will be dismissed.

4.2.3 Prohibition of mandatory HIV/AIDS testing

- (a) EADEN will not conduct HIV pre-employment testing.

(b) HIV testing is not a prerequisite for recruitment, training, promotion, or career development.

4.2.4 Reasonable accommodation

(a) EADEN recognizes that employees with HIV/AIDS or any other life-threatening illness may wish to continue in as many of their normal pursuits as their illnesses allow, including work.

(b) EADEN will be supportive of and make reasonable alternative working arrangements for the employees who are not medically able to perform their jobs.

(c) This goal can be achieved by re-arrangement of working time, special equipment, opportunities for rest breaks, time off for medical appointments, flexible sick leave, part-time work and return to work arrangements.

4.2.5 Recognition of individual responsibility

(a) HIV-infected individuals should act responsibly to avoid exposing others to HIV infection.

(b) It is the responsibility of persons infected with HIV to know the possible consequences of HIV transmission.

(c) Uninfected personnel have a responsibility to try and obtain timely, accurate, adequate, appropriate, and relevant information about HIV/AIDS and how to prevent the spread.

(d) Unless medically justified, no staff may use HIV/AIDS as a reason for failing to perform official duties.

5 Institutionalization of the Policy

5.2

The EADEN management committee comprising will have final responsibility for the setting up and implementing the HIV/AIDS policy. The committee will supervise operations to ensure that mechanisms to further policy are actively in use. It will also ensure parity between men and women in its membership and sub-committees by adopting anti-discrimination measures in recruitment to membership.

5.3

The Executive Director who is the Head of the Secretariat is accountable for the implementation of the HIV/AIDS policy. The Executive Director will ensure that adequate intellectual leadership and technical support are available to personnel within or supported if appropriate by external consultants.

5.4

EADEN shall appoint HIV/AIDS Focal point person to operationalize the implementation of the HIV/AIDS workplace policy. The HIV/AIDS focal person will be mandated to:

- Develop an action plan to disseminate the policy to all the staff and partners
- Spearhead fund raising to facilitate implementation of the policy and track progress of achievement annually.
- Guide planning and implementation of HIV/AIDS projects and programs within the diocese
- Advise the management regarding program implementation and progress
- Liaise with local HIV/AIDS service organizations and other stakeholders as well as promote mobilisation of other resources in the community
- Create a supportive and non-discriminatory working environment
- Provide counseling and support to personnel in confidence
- Coordinate support and care for infected and affected personnel.
- Develop a capacity building plan for all EADEN and partners' personnel on HIV/AIDS factual knowledge, care and support for infected and affected, counseling skills and HIV/AIDS responsive planning.

6. Implementation Framework (This shall be developed after approval of this draft policy document)

7 Monitoring and Evaluation Framework:

7.1

HIV/AIDS working group will spearhead the process and ensure feedback to both staff and management. Monitoring and evaluation will be conducted for the following primary purposes:

- (a) To ensure that activities are completed and targets are met.
- (b) To create accountability by making sure that program activities take place as planned, and reach their targets.
- (c) Ensure that HIV/AIDS interventions in field programmes are gender responsive and compliment initiatives
- (d) Examine which program components are most successful and which ones need improvement in order to adapt and strengthen strategies that effectively achieve the set goals.
- (e) To track progress of the policy implementation, EADEN commits to undertake participatory monitoring on quarterly basis and evaluation annually. At policy level, the EADEN Board will take specific interest in the manner in which this policy is interpreted and implemented.

Glossary

Acquired Immuno deficiency Syndrome (AIDS): It is the latest stage of HIV multiplication in the body. It involves the loss of function of the immune system after CD4 cells are infected and destroyed, allowing the body to succumb to opportunistic infections.

AIDS Service organization: an organization that provides care, education and/ or other services to people living with HIV/AIDS

Anti Retroviral Drugs (ARVs): Drugs that kill or suppress HIV

Discrimination: Denial of opportunities or benefits (otherwise available to everyone) to a person or group because of real or assumed features or conditions of that person

Epidemic: A sudden, unusual increase in an illness that exceeds the number expected on the basis of experience

HBC: Home based care services for people living with HIV/AIDS

HIV/AIDS policy: A framework for expected actions on HIV/AIDS by an organization

Human Immuno deficiency Syndrome (HIV): The virus that causes AIDS. The virus is acquired through sexual activity, sharing of infected needles and cutting instruments, contaminated blood supplies and mother-to-foetus/infant transmission.

Opportunistic diseases: illnesses that afflict people with weak immune systems, as occurs with HIV. Common opportunistic infections in people with HIV/AIDS include tuberculosis (TB) certain kinds of pneumonia, fungal infections, viral infections and lymphoma.

Orphans and vulnerable children (OVCs): Children made vulnerable by HIV/AIDS either through the loss of their parents or through the increased burden as a result of HIV/AIDS.

Sero status: The HIV status of a person that is determined during diagnosis. One is either HIV-negative or HIV-positive

Sexually transmitted diseases (STDs)/ sexually transmitted infections (STIs): A virus or bacteria transmitted between sexual partners.

Stigma: Negatively perceived characteristic (s) of a person or group. Stigmatization is the labeling of persons with such feature(s); for example persons that are HIV positive.

Syndrome: A set of symptoms that occur together

Treatment: While there is no cure for HIV/AIDS, Anti-Retroviral (ARVs) drugs can significantly extend the life of an HIV+ person.

