



UNIVERSITY POLICY
ON
HIV AND AIDS

October 2007

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Acknowledgement

The AIDS & Drug Control Unit committee would like to acknowledge the Association of African Universities (AAU) for the financial and moral support towards the development of this policy. Their financial assistance enabled the University to make the development of this policy a participatory process that involved all stakeholders. We further wish to acknowledge the Ecumenical HIV/AIDS Initiative in Africa program of the Eastern Africa Regional Office World Council of Churches and the Commission for Higher Education (CHE) for their financial and support.. We also wish to acknowledge the support from all other institutions and individuals who contributed in one way or another to the development of this policy.

Finally we acknowledge the support, leadership, and guidance of the Rev. Prof. Godfrey Nguru, Vice Chancellor, and of the University Senate. The editorial work done by Dr. Chip Kingsbury of the Centre for Excellence in Teaching and Learning, and the design work provided by the Corporate Affairs department of the University, are also acknowledged with gratitude.

The ADCU committee
October 2007

FOREWORD

It is my pleasant duty to write a foreword for this important document of the University, the HIV and AIDS policy. HIV and AIDS has become one of the most destructive plagues in history. Global statistics indicate that around half of the people who acquire HIV become infected before they turn 25 and typically die before their 35th birthday. Unfortunately, this age group constitutes the majority of members of our University community. Therefore, Daystar University has a responsibility to provide its community with an enabling environment to develop best practices for prevention, control, care, and support concerning HIV and AIDS.

This policy is the foundation upon which the university's responses to HIV and AIDS are based. It is in line with the action framework provided in the Kenya national HIV and AIDS strategic plan 2005/2006 – 2009/2010 that provides for the national response and the context within which all stakeholders can develop their strategies.

In line with our mission and vision, Daystar plans to use a two-pronged strategy in shaping its responses to HIV and AIDS. The two thrusts reflect the inward looking and outward-looking dimensions of the traditional university mandate and mission. The inward-looking dimension will pursue the concern that the University should have to sustain itself as a functioning institution and keep itself in good working order. To this end, this policy details the framework for actions and strategies that are needed. This ranges from mainstreaming of HIV and AIDS in all stations of work and classes within the University, to provision of prevention, care and support services on the campuses and the neighboring community.

The outward-looking dimension relates to the university's core functions of teaching, research, and community service. Daystar University will strive to produce AIDS competent graduates who recognize the reality of HIV and AIDS; act from strengths to build capacity to respond to HIV and AIDS; reduce vulnerability and risks; learn and share with others and live out their full potential. This will be accomplished through the integration of Christian faith with HIV and AIDS education and research. The AIDS Control Unit Committee is currently spearheading the University curriculum review with an ultimate aim of mainstreaming HIV and AIDS. It is our coveted ambition to produce quality graduates equipped with the skills and flexibility needed to understand and manage the HIV and AIDS crisis in their country.

Daystar has fully come out of the denial stage and has gone flat out to fight HIV and AIDS. I sincerely call upon the entire University community to support this policy as we join the national and international community in the war against HIV and AIDS.

Rev. Prof. Godfrey M. Nguru
Vice Chancellor
Daystar University
October 2007

Introduction

Daystar is a Christian interdenominational university with a rich cross-cultural mix of students, faculty, and staff from more than 20 African countries and the rest of the world. It exists to equip Christian servant leaders to serve in the church and society in Africa and the whole world. The University's mission is to provide education, training and research for the expansion of God's kingdom. Its philosophy embodies a concern for justice and righteousness, socio-economic involvement and love for our neighbors. Daystar University's high quality programs integrate faith and learning to produce competent leaders of integrity and moral uprightness.

The two greatest commandments that our Lord gives us are love for God himself and love for our neighbors as ourselves. This call from God gives us a deep desire to get involved in the campaign against HIV and AIDS that has become a multidimensional crisis in our society. Among our tenets of faith and practice is a commitment to abstinence from sex outside marriage and faithfulness to one's partner in marriage. While we uphold the values of sexual purity, we also see our role as a prophetic voice as well as the Lord's hand that feeds the hungry and cares for the sick as commanded by our Lord Jesus Christ in Matthew 25: 31 – 36. For this reason, since we also know that HIV and AIDS are primarily transmitted through sexual intercourse, we will seek to uphold abstinence and faithfulness and provide informed knowledge on the use of condoms.

While teaching morality and upright living for our staff and students, we are also acutely aware that we live in a fallen world. As agents of God's grace, we must reach out to those who find themselves infected by HIV and AIDS, even as our Lord touched and healed the lepers in his time. This show of concern will not only mark us as a community of grace, but will also reflect a community that is committed to living out our faith in a dark and fallen world, being beacons of light and hope. This is to help the rest of Kenyans find a lasting solution to the HIV and AIDS pandemic. This policy, therefore, seeks to guide and regulate our actions and involvement in respect to the pandemic.

Definitions and Abbreviations

ACU – Aids Control Unit

ADCU – Aids and Drugs Control Unit

Affected – A person who experiences the impact of HIV and AIDS through loss or sickness of family members, friends or colleagues.

AIDS – Acquired Immune Deficiency Syndrome is the final phase of HIV infection and is a condition characterized by a combination of signs and symptoms caused by HIV, which attacks and weakens the body's immune system making the affected person susceptible to other life-threatening diseases.

Discordant couples – Where one spouse is HIV positive and the other is HIV negative.

Employee – Any person engaged by Daystar University to perform a certain task for the purpose of earning a salary or wage.

Employer – Daystar University

HIV – Human Immunodeficiency Virus, the virus that causes AIDS.

Infected – A person living with the human immunodeficiency virus that causes AIDS.

Learners with special needs – Any student in Daystar University who is challenged by virtue of diversity.

Lecturer – A person who is employed to teach at Daystar University.

Orphan – A person under the age of 18 years who has lost one or both parents.

OVC – Orphans and vulnerable children.

PLHIV – People Living with HIV.

Sero-status – The presence (HIV-positive) or absence (HIV-negative) of HIV in the body.

Student – A person receiving education and training from Daystar University.

VCT – Voluntary Counseling and Testing is voluntary HIV testing that involves a process of pre- and post-test counseling, that helps people to know their sero-status and make informed decisions.

Vulnerable learner – Any person receiving education and training from a learning institution, who is susceptible to circumstances that infringe upon the fulfillment of their fundamental human rights.

Workplace – Refers to occupational settings, stations and places where workers spend time for gainful employment (e.g. Daystar University).

Background

Global and Regional Impact of HIV & AIDS

By the end of 2001, two decades after AIDS was first identified, there were 40 million people living with HIV worldwide. Of the 40 million 28.1 million were in sub-Saharan Africa that is over 70% of total number of people infected.

Worldwide, by the end of 2001, there were an estimated 2.7 million children under the age of 15, living with HIV, of whom 2.4 million were in sub-Saharan Africa. In 2001, 3.4 million of the 5 million infections and 2.3 million of the 3 million AIDS related deaths were in sub-Saharan Africa. It is worth noting that due to biological, cultural, and economic reasons, girls are especially vulnerable to infection. Young women aged 15-24 are 2 to 6 times more likely to be infected than young men of their age. The *Final report on assessment of the socio-economic impact of HIV and AIDS on key sectors in Kenya*, (Kenya National AIDS Control Council, 2006, p. 1) stating:

“The impact of HIV/AIDS has been particularly devastating in sub-Saharan Africa where some countries are witnessing declines in life expectancy in the magnitude of 20 years as a result of the disease. Globally, AIDS is now the leading cause of adult mortality. . . . In 2004 alone an estimated 4.9 million people succumbed to AIDS. . . .”

There are more than 13 million children worldwide who have lost one or both parents to AIDS, 11 million of them in sub-Saharan Africa (Department of Children’s Services, Ministry of Home Affairs, & National AIDS Control Council, 2003, p. 2). The impact of HIV & AIDS has been felt not only in terms of increased mortality and morbidity but also in the socio-economic sphere since the disease disproportionately strikes young adults and those in productive age groups. Despite the fact that the impacts of the pandemic are experienced broadly and indiscriminately, the knowledge base regarding the implications of HIV & AIDS is surprisingly thin, not only in Kenya, but also in many other countries of the world.

HIV & AIDS in Kenya

In Recognition of the challenges posed by the AIDS epidemic, the Government of Kenya established policy guidelines in the Sessional paper No. 4. of 1997 on AIDS (Ministry of Health, 1997). In Kenya and in 1999, AIDS was declared a national disaster (Baltzar et al., 2001, p. vii). Nevertheless, HIV & AIDS continues to ravage every sector of Kenyan economy. The pandemic has left behind millions of orphans and created widespread poverty and helplessness among the population. Today HIV & AIDS is being recognized as a threat to human development requiring concerted efforts from all stakeholders.

Since 1984 when the first case was identified, by the end of 2000 about 2 million people were HIV positive with an alarming adult prevalence rate of 13.5% in the rural areas and 17-18% in the urban areas. In the year 2001, the prevalence rate rose to 14%. Life expectancy has declined in Kenya from 65 years to 46 years because of AIDS. 75% of AIDS cases occur in adults aged 20-45 years with peak ages being 25-29 for women and 30-34 for men. Women aged 15-24 are more than twice likely to be infected. In the year 2001, the prevalence rate rose to 14%.

The *Kenya demographic and health survey* (Central Bureau of Statistics, et al., 2003) indicates that currently 7% of Kenyan adults age 15-49 are HIV infected. Nearly 2/3 of the infections are in women. It is estimated that about 1.2 million people are infected and about 1.5 million people have died so far leaving behind over 1.2 million orphans and more than

100,000 infected children (Kenya National AIDS Control Council, 2006). With the prevalence rate of 14% in 2001 (Baltzar et al., 2001), the country is currently producing orphans at an alarming rate. The prevalence rate among women aged 15-24 is 6% compared with slightly over 1% in men of the same age group (van Houten, 2005, p. 9).

There are many challenges posed by the impacts of HIV & AIDS such as the need for resource mobilization, the ever increasing numbers of infected in need of care and support, slow change of sexual behaviour patterns as a result of deep rooted cultural practices and beliefs as well as high levels of poverty.

DAYSTAR'S RESPONSE TO HIV & AIDS

Daystar University, like other African universities, is increasingly aware that its community, by reason of the age group (19-45 years) of the majority of the members and their dominant lifestyles, is especially vulnerable to HIV infection.

Daystar recognizes HIV & AIDS not only as a national disaster but also as a global threat to the very existence of humanity. Daystar, responding to God's calling to be the light of the world and a source of healing to a hurting world, has responded to the pandemic by intensifying HIV & AIDS awareness campaigns among its community members. Daystar has been integrating HIV & AIDS education into some courses. Specifically, the University in its efforts to combat the impacts of HIV & AIDS has achieved the following:

- a. Set up an AIDS & Drug Control Unit, which is a coordinating body that ensures programs in the prevention, control, and management of HIV & AIDS and drug abuse are implemented in the University. Two reports released in 2004 highlight the abuse of drugs and alcohol in Kenya and the links between drug abuse and HIV & AIDS. The first study of substance abuse among youth conducted by the National Agency for the Campaign against Drug Abuse points to a high prevalence in the abuse of alcohol, cannabis, miraa and inhalants, and a lower prevalence of other narcotic drugs and psychotropic substances among youth. The second study, was funded by the United Nations Office on Drugs and Crime, was conducted by Nairobi University. This study investigated the links between the use and abuse of drugs and HIV & AIDS in Kenya. The report indicated that 68%-88% of intravenous drug users are HIV positive. Persons under the influence of drugs and alcohol lose their inhibitions and are more likely to engage in risky sexual behaviour (as cited in van Houten, 2005, p. 26). This group is emerging as a major avenue in Kenya for transmitting HIV. Hence, the need for Daystar to be proactive in prevention of these vices.
- b. Established an HIV & AIDS strategic plan for 2006-2010, that spells out the dealing with HIV & AIDS in the University and its community.
- c. In 2006, the University Senate approved mainstreaming of HIV & AIDS into the University curricula. The ongoing curricula review is mainstreaming HIV & AIDS into our academic programs. This is does not only meet the expectations of the Commission for Higher Education and the Ministry of Education, but also ensures that Daystar University produces graduates who are AIDS competent and able to serve societies devastated by the pandemic.
- d. The University has been involved in HIV & AIDS related research. Dissemination of the findings has greatly helped in designing appropriate interventions.
- e. The University launched an annual HIV & AIDS Voluntary, Counselling and Testing (VCT) day. This is a big milestone towards stigma reduction and entry into the care and support programs.
- f. Establishment of an HIV & AIDS and Drug Resource Center where materials are put together for study and reference by the community.
- g. Declaration of Daystar University Campuses as drug, alcohol and tobacco free zones in an effort to prevent substance use and abuse.

- h. Collaborations and partnerships with other institutions involved in the prevention, control, and management of drug abuse and HIV & AIDS.
- i. Membership in National and International HIV & AIDS bodies.
- j. Conducting several awareness campaigns targeting students, staff, and, faculty, as well as establishing outreach programs for the neighboring communities.

One of the goals of *The education sector policy, on HIV and AIDS* (Ministry of Education, 2004) is to seek care and support to orphans and vulnerable children (OVC) and those with special needs. Specifically, it requires heads of educational institutions to mobilize communities for material and moral support and to seek funds and technical assistance from development partners, civil society and the private sector for the management of HIV and AIDS for the infected and affected. In addition, such institutions should identify and assess learners with special needs and to identify resources that can help them and develop mechanisms to address those needs.

This policy, therefore, has given an outline of how Daystar University, as a community, will relate to persons infected and affected with HIV and AIDS. To remove stigmatization, the requirement for students seeking admission and individuals seeking employment to undergo mandatory HIV testing, will be rescinded and that anyone found to be positive would not be fired or victimized.

Objectives

General Objective:

The objective of this policy is to contribute to the prevention of HIV transmission and to mitigate the socio-economic and health impacts of AIDS. It will guide our involvement as a community in our response to HIV and AIDS in and around the University. This is in line with our philosophy of life and conduct, teaching, training and research founded on Christian principles and values.

Specific Objectives:

- (a) To sensitize the University community to provide for procedures and practices in regard to admissions, recruitment in the University service, health care for HIV and AIDS infected and affected members of the University, and also to provide voluntary counseling and sero-status testing and promotion of safer sexual life.
- (b) To enhance the University's capacity to develop and communicate advocacy messages for facilitating desired behavior change among staff, students and neighboring communities.
- (c) To harness all the resources within the University community to develop a reasoned and well-planned response to the AIDS pandemic including VCT.
- (d) To help develop a collaborative relationship between the University and the existing frameworks of government, non-governmental organizations and community based organizations.
- (e) To support the national capacity to develop and communicate advocacy messages on HIV prevention, AIDS care and advocacy among the youth in the formal education system and in the neighboring communities.

- (f) To enhance the University's capacity for research and publications on HIV and AIDS.

Scope of Application

This policy will apply to students, administrative staff, faculty, the University Senate and Council of Daystar University and their families. It will guide our outreach services to the community around Daystar's Campuses. Specifically, the components of the policy are:

- (a) The rights and responsibilities of students, staff and other workers who may be affected or infected with HIV and AIDS.
- (b) Integration of faith with HIV and AIDS education, research, teaching and service activities of all departments and sectors of the University.
- (c) Mainstream HIV and AIDS in all stations of work and classes within the University.
- (d) Advocacy, networking and collaboration with organizations and the community. The University shall continue to recognize all those members of the community working in the area of HIV and AIDS and efforts in line with the community covenant that promote the prevention of the spread of HIV and AIDS.
- (e) Provision of preventive, care and support services on the campuses of the University and the communities around.
- (f) Implementation structures, processes, monitoring and evaluation.
- (g) A provision for policy review.

Legal Framework

Kenya has a number of statutes for responding to HIV and AIDS related issues in the workplace. The government is committed to continue with legislative reforms that are responsive to the needs of HIV and AIDS infected and affected persons. This is in line with international obligations including the International Labour Organization (ILO) Code of Practice on HIV and AIDS and World of Work. This policy shall be implemented within the framework of the Constitution of Kenya and other related legislation which include:

The Constitution of Kenya

The Constitution of Kenya is the supreme law of Kenya and all other laws must comply with it. The fundamental rights in the constitution provide every person with the right to equality and non-discrimination.

The Employment Act Cap. 226

The Employment Act sets out the minimum standards applicable for conditions of employment. This relates to wages, leave, health and contracts of service including termination of contracts.

Under the Act, the employer shall provide proper healthcare for his or her employees during serious illness. The employer can only discharge this function if the employee notifies the employer of the illness. The Act implies that there should be no discrimination on the grounds of HIV and AIDS status (Government of Kenya, 1977).

HIV and AIDS Prevention and Control Bill (2004)

The HIV & AIDS Prevention and Control Bill of 2004 (Government of Kenya, 2004) makes specific reference to HIV and AIDS in relation to discrimination, privacy, confidentiality and personal rights. Specifically the Bill provides:

- Under Section 13, no person shall compel another to undergo an HIV test save where a person is charged with an offence of a sexual nature under Chapter XV of the Penal Code.
- Section 22 prohibits the disclosure of an HIV test result of another person without his written consent.
- In Part VIII, the Bill makes it an offence for any person to be discriminated against on the grounds of actual, perceived or suspected HIV status, in relation to employment, access to education, credit, insurance, healthcare, travel, habitation or seeking public office.

Factories and Other Places of Work Act Cap. 514

The Government is in the process of repealing the Factories and Other Places of Work Act Cap. 514 with a view to enact a new law which will provide for safety, health and welfare of persons employed and all persons lawfully present at workplaces and for matters incidental thereto and connected therewith purposes.

The Act requires of the employer, as far as it is reasonably practicable, to create a safe working environment for the employees. The implication of the Act regarding HIV is that the employer needs to ensure that the risk of possible infection in the workplace is minimized. All regulations governing public service organizations will be amended in line with this policy. (Government of Kenya, 1977)

Guiding Principles

Daystar University has a crucial leadership role to play in ensuring that the societies in which it operates recognize the human rights of its population and honor its obligations to act in such a way as not to infringe those rights. The principles that guide this policy are, therefore, in accordance with international conventions, national laws, policies, guidelines and regulations. These principles are:

Recognition of HIV and AIDS as a Workplace Issue

HIV and AIDS is a workplace issue and should be treated like any other serious illness or condition in the workplace. This is necessary not only because it affects the workplace but also the workforce, being part of the local community, has a role to play in the wider struggle to limit effects of the pandemic.

Non-Discrimination

There should be no discrimination and/or stigmatization of workers on the basis of real or perceived HIV status. Discrimination and stigmatization of the infected and affected inhibit efforts aimed at promoting HIV prevention.

Gender Responsiveness

HIV and AIDS affect and have impact on women and men differently due to their biological, socio-cultural and economic circumstances. Application of all aspects of this policy should be responsive to the different needs of men and women, boys and girls.

Screening for Admission and Employment

The University will not discriminate against any student being admitted, person recruited or participation in University activities on the grounds of his or her sero-status. However, special consideration shall be made in a transparent and consultative manner with the infected or affected person.

Confidentiality

The University will observe strict confidentiality about the HIV status of an employee or student; voluntary disclosure by the employee or student will be encouraged within a supportive environment in which the confidentiality of this information is protected and unfair discrimination is not tolerated. It will be unacceptable to disclose someone's medical condition unless consent is given in writing by the infected person, or by members of his or her immediate family.

Prevention

The University is committed to play an active role of preventing and mitigating the impact of HIV and AIDS among its community. Education, prevention and counseling will be part of the University's health care service.

Care and Support

The University will address the psychosocial, physical, emotional, educational and spiritual needs of the affected and infected individuals especially OVC and students with special needs.

Workplace Ethics

There will be zero tolerance to sexual harassment, abuse and exploitation. Every person, whether infected or affected, has the right to fair labor practices in terms of recruitment, appointment, continued enjoyment of employment, and promotion

Involvement with People Living with HIV (PLHIV)

The involvement of PLHIV in educating and informing other workers shall be promoted at all levels of the University.

Partnerships

The University will seek collaboration with the government and non-governmental organizations, Churches and FBOs, CBOs, businesses and the private sector. The fight can be effective if these sectors combine their efforts and resources.

Access to Information

Every person has a right to relevant and factual HIV and AIDS information, knowledge and skills that are appropriate to their age, gender, culture, language and context.

Safety in the University

The University has a responsibility to minimize the risk of HIV transmission by taking the appropriate first aid and universal infection control precautions.

Leadership in Research

Daystar University has an obligation to provide leadership in the battle to combat HIV and AIDS and drug abuse. HIV and AIDS related research would be encouraged that

- (i) Better informs the University's and society's efforts to reduce/mitigate the impacts of the disease.
- (ii) Generate debate and stimulate creative responses to the epidemic within the University, the state and civil society.

Student and Staff Associations

All student and staff associations will be encouraged to make themselves aware of the implications of HIV and AIDS and drug abuse and put in place policies for their members who are infected with HIV and AIDS. These policies should not be in conflict with the policy of the University and should be based on principles of non-discrimination and support.

Guiding Values

Daystar University advocates abstinence outside marriage, faithfulness within marriage and appreciates the role of the condom particularly among discordant couples. The University will, therefore, give information regarding the use and misuse of the condom to empower people to make informed decisions.

Faithfulness

As a university, Daystar values faithfulness in marriage as emphasized in Hebrews 13: 4 "Marriage should be honored by all, and the marriage bed be kept pure, for God will judge the adulterer and all the sexually immoral"

Sexual Purity

Daystar University values sexual purity and recommends abstinence for the unmarried as emphasized in Exodus 20: 14, "You shall not commit adultery." And in 1 Corinthians 6:13, "The body is not meant for sexual immorality, but for the Lord, and the Lord for the body."

Sacredness of Sex

Daystar University upholds the sacredness of sex as a gift from God. Our body is the temple of the Holy Spirit who is in us. Hence, we must honor God with our bodies. 1 Corinthians 6: 19, “Do you not know that your body is the temple of the Holy Spirit, who is in you, whom you have received from God? You are not your own.”

Love of God

Daystar University values the love of God. This love compels us to be the keepers of our brothers whether infected or affected. This policy upholds that love as emphasized in 1 John 4: 7, “Let us love one another, for love comes from God.”

Hope

As a community of believers we see our role as that of giving hope to those affected and infected. Their lives in whatever circumstances they find themselves in are very precious and we believe God loves them. We shall endeavor to point them to the living hope in Christ Who is able keep them in this life and in the life to come. We are aware that many people give die as a result of desperation due to HIV/AIDS. Our is to encourage people and to be there for them to walk alongside them.

Compassion

The University Community by virtue of their faith in God has a mandate to be compassionate. This mandate compels us to show mercy and to express the Compassion of Christ to those affected and infected in kind and deed. This act of mercy shall extent to all members of the University community and to the external community through our outreach programs.

Prevention of HIV and AIDS

The University will promote abstinence, faithfulness in marriage and moral education, which discourages irresponsible sexual behavior in line with the University’s Community Covenant. Specifically:

1. The University will incorporate HIV and AIDS teaching in the curriculum and co-curricular activities. It will develop relevant and suitable learning and teaching materials for HIV preventions for use in the University.
2. The local communities, churches, family members and guardians will be sensitized to support and ensure success of the HIV and AIDS prevention and control programs within the University and at home.
3. The staff and students will be encouraged to build positive attitudes and skills for HIV and AIDS prevention and control among them. Every member of the community has the unavoidable obligation to protect himself/herself against infection. Students and staff living with HIV and AIDS have to ensure that they behave in ways that do not pose a threat of infection to any other person. Where necessary, the legal framework will be used to deal with the case on its own merit.
4. The University will create awareness among students and staff against rape and sexual harassment to enhance safety, protection and prompt action against these evils.

5. The University will make available appropriate Information, Education and Communication (IEC) materials and programs in HIV and AIDS to students, staff and the neighboring community. Hence, seek and disseminate up-to-date, accurate knowledge and skills on HIV and AIDS.
6. The University will encourage support and recognize the role of peer education and counseling among students and staff.

We believe that our bodies are the temples of the Holy Spirit and that we have a duty to God and to ourselves to care for it. The University shall therefore encourage members of staff and students to undergo voluntary counseling and testing to establish their sero-status. Thereafter it shall, within its means, provide initial counseling and support to infected and affected persons and their families to enable them to cope with the challenges of the disease.

7. We will provide education on the use of condoms to empower people to make informed choices on its use.
8. Create a pool of resource persons on HIV and AIDS intervention programs.
9. Enhance more effective, targeted behavior change communication by providing information on how to reduce the demand for unnecessary infections among students and staff and the need for safe sexual habits.
10. Empower communities around the two campuses, students and staff to utilize and strengthen existing systems to cope with the impact of HIV and AIDS, with particular reference to caring and providing information on access to education for the orphans.

Care and Support

The provision of care and support seeks to:

1. Establish partnerships with the government and private organizations to facilitate access to treatment and related services for students and staff.
2. Facilitate access to information on health and health delivery services, sexually transmitted infections, tuberculosis and other opportunistic infections.
3. Provide adequate first aid kits and train staff and students for safety management of bleeding or injuries and apply the universal infection control precautions.
4. Create an environment free of stigma and discriminations through counseling for the Daystar University community members.
5. Mobilize communities for material and moral support, and seek funds and technical support from development partners, civil society and private sector for the management of HIV and AIDS.
6. Assist orphans and vulnerable students (OVS) who are affected or infected so that they are able to continue with education subject to availability of resources.
7. Establish support groups for the infected and affected.

8. Ensure prevention and treatment efforts are mutually supporting through partnership with health centers and hospitals that provide ART.

HIV and AIDS and the Work Place

Students and staff living with HIV and AIDS have equal rights and obligations as all other non-infected persons. This policy will:

1. Encourage formation of People Living With HIV (PLHIV) clubs and post-test clubs as support groups for affected and infected.
2. Provide appropriate HIV and AIDS education and prevention programs to staff, students and the rest of the neighborhood through workshops.
3. Prepare University publications and relevant materials and other information on HIV and AIDS and post them at the various places on the campuses. These programs will include:
 - (a) Basic information about HIV and AIDS.
 - (b) Promotion of positive living by people with HIV.
 - (c) Promotion of non-discriminatory, supportive and sensitive attitudes towards people living with HIV.
 - (d) Information on sexuality and safer sexual practices.
 - (e) Information on rights and services available in the University to employees.
 - (f) Adequate information and contacts with HIV and AIDS services and organizations that can provide further support to the affected and infected staff and students.
 - (g) Provision of materials and information on universal infection control precautions to prevent accidental HIV infection.
4. Establish and maintain communication channels to enable students and staff to access support concerning HIV and AIDS.
5. Ensure that employees continue to work as long as they are medically fit to perform their duties. Where necessary the affected persons will be consulted, counseled and helped accordingly. To reduce the effect of incapacity on service delivery, the University will:
 - (a) take steps to improve access of staff to medical care.
 - (b) develop efficient systems for relief staff.
6. Take into account different demands on women affected by HIV and AIDS in management decisions on compassionate leave.

Drug Abuse and Rape

Drug Abuse

The University is aware of the relationship between drug use and abuse and the spread of HIV and AIDS and the University shall:

1. Ensure that the campuses are drug free areas.
2. Set up rehabilitation centre to help its members against drug use and/or abuse.
3. Organize seminars and conferences on a regular basis to sensitize students and staff against drug abuse.
4. Integrate drug abuse in the curriculum.

Rape and Sexual Assault

The University recognizes that rape is a crime of violence and aggression and that it has devastating effects on the survivor. Most survivors of rape will suffer from rape trauma and will require counseling and support. Hence the University shall:

1. Set up a crisis centre and a 24-hour telephone line to assist rape survivors, by encouraging them to seek medical attention.
2. Hand over the suspected rapists to the police.
3. Provide advice related to sexual harassment, sexually transmitted diseases, pregnancy and HIV infection and medication to all students and staff.

Violence

1. The University is committed to act against all forms of violence by punishing the offenders.
2. The University shall support services such as guidance and counseling to persons who have been abused (Owino, 2005, p. 16).

Managing the Response

The University management will:

1. Be capable of planning, developing and co-coordinating partnerships and interventions within and outside of government.
2. Ensure adequate structures, staffing and continuity of staffing for HIV and AIDS related functions.
3. Strive towards creating an environment and working practices that are transparent, accountable and efficient in the handling of partnership agreements.
4. Give special attention to research on levels of HIV prevalence, levels of orphanhood and vulnerability, access to education, the quality of education, the effectiveness of prevention programs, and impact on the work place and differential impact on gender.

5. Integrate strategies and mechanisms for monitoring and evaluating the quality of programs, the response to interventions and the efficiency of resource utilization as well as using this information for planning and management. Special attention will be given to basic, preventive and curative research, to enter into local, international consortiums and partnerships for this purpose, or both.
6. Monitor impacts such as illness, absenteeism and deaths (of learners and staff) and effects in quality of learning and teacher balance.
7. Establish a Resource Center where information on HIV and AIDS will be kept and of which the members of the community will be encouraged to use. All students and staff will be offered education that examines the relevance of HIV and AIDS to their own lives and areas of study. Peer education programs on our campuses will be strengthened and supported.
8. Interact closely with our neighborhood. Students and members of staff shall be encouraged to exchange information with the members of our surrounding communities to promote desired behavioral changes. The people in the surrounding areas will also be called upon to work together with the University to fight the HIV and AIDS scourge. Daystar University shall have an ongoing campaign against HIV and AIDS.
9. Daystar University will hire full time staff to coordinate the day-to-day activities of the ACU.

Policy Implementation

Through the mainstreaming of HIV and AIDS into the University curricula, all students, staff and faculty, will be offered education that examines the relevance of HIV and AIDS to their own lives and areas of study. The ultimate goal of this policy is to ensure that the University is able to sustain the provision of quality education and services in spite of the challenges posed by HIV and AIDS. The success of this policy will therefore depend on its effective implementation and coordinated effort of stakeholders. The following components will form the implementation modalities:

1. An institutional framework is necessary for the implementation of this policy particularly with respect to human and financial resource management. This calls for a high level commitment by the University Council and the Management in terms of allocation of adequate resources for HIV and AIDS under the annual budget to facilitate its effective implementation. The management will oversee and coordinate HIV and AIDS and drug activities and policy implementation while designating officers on full time basis will strengthen the ACU by establishing an HIV and AIDS and drug abuse committee.
2. The ACU will be responsible for the coordination, planning, management and implementation of this policy and programs in the University. Specifically, the role of the ACU will be to:
 - (a) Ensure that HIV and AIDS are mainstreamed into the core business of the University.
 - (b) Provide information necessary for planning and budgeting for HIV and AIDS programs.

- (c) Ensure that the HIV and AIDS policy is implemented.
 - (d) Develop and adopt guidelines for the use of allocated resources for HIV and AIDS activities.
 - (e) Make proposals for enhancing the HIV and AIDS policy.
 - (f) Develop a plan of action for the fight against HIV and AIDS in the University.
 - (g) Liaise with other ACUs for best practices, sharing and implementation.
 - (h) Develop and distribute information, education, and communication materials.
 - (i) Introduce appropriate methods of service delivery to deal with the dynamics of HIV and AIDS and drug abuse.
3. The ACU committee will be accountable to the Management Board and responsible for all activities pertaining to HIV and AIDS in the University Senate. The committee will report to the Management Board who will then be accountable to the University Council.

Policy Development and Review

The University Council and Management Board of Daystar University will support and champion this policy. The ACU committee will submit periodic reports to the University Management Board on the HIV and AIDS multi-disciplinary programs, teaching, and research.

HIV and AIDS are dynamic and policies addressing aspects of the scourge must be revised from time to time with contributions from all stakeholders. Hence, this policy will be reviewed when necessary to ensure that it remains relevant to the needs of Daystar University.

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Appendix:

Policy Development Committee

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Structural Framework

