



HO POLYTECHNIC

Ho, Ghana



**HIV / AIDS
POLICY**

September 2005

HO POLYTECHNIC

DRAFT POLICY ON HIV/AIDS

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List of Abbreviations

AIDS:	Acquired Immune Deficiency Syndrome
CBOs:	Community Based Organisations
CHACC:	Central HIV/AIDS Coordinating Committee
GMA:	Ghana Medical Association
HIV:	Human Immunodeficiency Virus
HND:	Higher National Diploma
MDAs:	Ministries, Departments and Agencies
MOH:	Ministry of Health
NACP:	National AIDS/STD Control Programme
NGOs:	Non-Governmental Organisations
PLWHAs:	People Living With HIV/AIDS
PNDCL:	Provisional National Defence Council Law
SRC:	Students' Representative Council
STDs/STIs:	Sexually Transmitted Diseases/Infections
UNAIDS:	United Nations Programme on AIDS

1. PREAMBLE

In pursuit of its vision and mission, Ho Polytechnic has crafted for itself an institutional policy in order to manage the threat and repercussions of HIV/AIDS.

- 1.1. *HIV/AIDS has become a development issue, not just a health issue.* It affects the social, economic and psychological well-being of individuals and communities. It conditions national capacities for economic and political development.
- 1.2. *HIV/AIDS affects not just individuals, but institutions including Ho Polytechnic.* Tertiary institutions are vulnerable to the negative impact of HIV/AIDS on their core operations of management, teaching, research and community service.
- 1.3. *HIV/AIDS directly conditions the possibilities for human resource development.* Tertiary level educators are among the most skilled individuals in most economies and tertiary students are particularly vulnerable to infection. There is therefore the risk and threat of losing the most valuable and productive citizens in the economy.
- 1.4. *The struggle against HIV/AIDS requires new knowledge.* Tertiary institutions are charged with the mission of generating new technologies, practices and understanding through research. These contributions are to help African countries prevent and cope with HIV/AIDS.
- 1.5. *The fight against HIV/AIDS requires leadership.* Staff and students of tertiary institutions are among the leaders of their communities and their active commitment is crucial in confronting and preventing the spread of HIV/AIDS. Africa Region Human Development Working Paper Series, No. 64, (May 2004)

The Polytechnic, therefore, adopts and gives to itself this policy as a framework for managing the disease.

2. OVERVIEW OF HIV/AIDS SITUATION IN GHANA

AIDS stands for Acquired Immune Deficiency Syndrome. It is a disease caused by the Human Immunodeficiency Virus (HIV). The disease acts by weakening the immune system, making the body susceptible and unable to recover from other diseases (MOH, Ghana, 1999).

HIV/AIDS epidemic has become a serious health and developmental problem in many countries around the world. Report from the Joint United Nations Programme on AIDS (UNAIDS) indicated that, by 1998, 33.4 million people were infected with HIV worldwide. Out of this figure, 22.5 million people were infected in Sub-Saharan Africa. The Report also indicated that 13.9 million people most of whom came from Africa have already died from the disease (MOH, Ghana, 1999).

By June 2004, it was estimated that about 720,000 adults were infected with the virus in Ghana. Out of this figure, 455,000 (63%) were women and girls. Ninety percent (90%) of the people infected were between the ages of 15-49 (Ghana AIDS Commission). According to the Ghana Medical Association (GMA), AIDS is an epidemic and if serious intervention measures are not taken, the situation might get out of hand.

Current research reveals that between three and four per cent of the entire adult population of Ghana is believed to be HIV infected. What is more alarming is that most of these infected people do not even know that they are carriers of the disease. As a public tertiary institution, Ho Polytechnic believes that all is not yet lost. Vigorous education on HIV/AIDS as done in countries such as Uganda might stem the tide. Ho Polytechnic is therefore of the view that crafting an institutional policy on HIV/AIDS and its subsequent implementation would reduce the infection rate and thereby make the management of HIV/AIDS possible.

What is, therefore, needed is the sustainable involvement of all Ghanaians and other stakeholders to promote interventions to:

- reduce high risk sexual behaviours
- treat and control other sexually transmitted diseases

- maintain a safe blood supply system
- ensure safe use of needles and blades
- mitigate the problems of those already living with HIV/AIDS

2.1. Main Mechanisms for HIV Transmission in Ghana

- ?? Heterosexual contact about 80%
- ?? Mother-to-child transmission either through pregnancy or through breastfeeding about 15%
- ?? Transfusion of contaminated blood and sharing of blades and needles about 5% (MOH, 1999).

2.2. Intervention to Limit Transmission through Heterosexual Contact

- ?? Promoting abstinence from sex on the part of those not married and faithfulness on the part of those married.
- ?? Reducing the overall number of sexual partners
- ?? Delaying the onset of sexual activity among adolescents through Family Life and Reproductive Health Education.
- ?? Promoting the use and availability of condoms.
- ?? Controlling other sexually transmitted diseases.
- ?? Encouraging voluntary counselling and testing.

2.3. Intervention to Limit Mother-to-Child Transmission and Contaminated Blood

- ?? Providing voluntary counselling and testing and access to family planning services
- ?? Reducing transmission during breastfeeding
- ?? Using anti-retroviral therapy
- ?? Ensuring the transfusion of only safe blood
- ?? Ensuring safe use of needles, blades and other piercing instruments.

2.4. National Policy and Programmes

The Government of Ghana responded to emerging HIV/AIDS epidemic by establishing the National AIDS/STD Control Programme (NACP) in 1987 to co-ordinate the National response to the epidemic.

In 1997, NACP led the drafting of Policy Document on HIV/AIDS. The purpose of the Policy is to create a favourable environment for all HIV/AIDS control and prevention programmes, and to mitigate the social and personal consequences of HIV infection on those living with the virus and AIDS (MOH, 1999).

In 2002, Act 613 was passed to establish the Ghana AIDS Commission as a supra-ministerial multi-sectoral body under the chairmanship of the President of the Republic of Ghana. The Commission supports and co-ordinates implementation of the national response designed to address the HIV/AIDS pandemic more as a development issue rather than a health issue. Its specific functions include:

- ?? Formulation of national policies and strategies;
- ?? Establishing programme priorities relating to HIV/AIDS;
- ?? Provision of high level advocacy for HIV/AIDS prevention and control;
- ?? Mobilisation and management of resources for HIV/AIDS programmes;
- ?? Fostering linkages among all stakeholders;
- ?? Promoting research, information and documentation on HIV/AIDS activities in the country; and
- ?? Monitoring and evaluation of all on-going HIV/AIDS activities in the country (Ghana AIDS Commission, 2004).

The Ghana AIDS Commission, among other things, is working with Non-Governmental Organisations (NGOs), Ministries, Departments and Agencies (MDAs) and Community Based Organisations (CBOs) to implement the following objectives:

- ?? Reduce the impact of morbidity and mortality as a result of HIV/AIDS.
- ?? Ensure that the basic human rights of persons infected with HIV/AIDS are protected and upheld.
- ?? Ensure that HIV/AIDS infected persons are provided with adequate medical and social care.
- ?? Ensure that access to social and economic opportunities remain open to HIV/AIDS infected persons.
- ?? Ensure adequate attention is paid to groups such as women who are found to be vulnerable to HIV/AIDS.

?? Ensure that there is a consistent and sustainable programme of information and education on HIV/AIDS among the general population especially among the youth and that this increased knowledge is translated into an increase in attitudinal and behavioural change.

?? Decrease vulnerability to infection, reduce stigmatisation and discrimination and minimise the socio-economic impact of the epidemic (MOH, Ghana, 1999).

Ho Polytechnic as a public tertiary institution, therefore, owes it a duty to be part of the collective effort of the government of Ghana and other stakeholders in confronting the HIV/AIDS pandemic.

3. BACKGROUND TO HO POLYTECHNIC HIV/AIDS POLICY

Ho Polytechnic has its origin in the Technical Institute that was established in Ho in 1968 with the primary objective of providing pre-technical education. The Institute became a Polytechnic in 1986, but it remained a second cycle institution. It was upgraded to a tertiary institution in 1993 and charged with the responsibility of training students in technical and vocational disciplines up to the Higher National Diploma (HND) level. The purpose of the institution is captured in its vision and mission statements as stated below.

3.1. Vision of Ho Polytechnic

“A reputable technological institution contributing actively to national development by providing career focused education and skills training to the highest level possible and exploiting opportunities for conducting practical research in close collaboration with business and industry” (Ho Polytechnic, 2003).

3.2. Mission Statement of Ho Polytechnic

The mission of Ho Polytechnic is to:

- i) Maintain a conducive teaching and learning environment to promote the training of highly skilled and competent manpower imbued with entrepreneurial skills in partnership with other institutions and industry;
- ii) Provide opportunities for and conduct practical research to advance economic growth;

- iii) Provide expert service to satisfy societal needs;
- iv) Pursue the diversification of funding sources to support institutional activities.

While carrying out this mission, due regard will be paid to gender sensitivity, the needs of the physically challenged and respect for the environment.(Ho Polytechnic, 2003).

3.3. Governance Structure of the Polytechnic

The Polytechnic is governed by the Polytechnic Council, which comprises a Chairman, the Principal and representatives of the Ministry of Education, Alumni Association, Convocation, Students' Representative Council (SRC), Industry and Professional Bodies (PNDCL, 321).

The Principal is the Chief Executive of the Polytechnic in charge of Academic, Administrative and Disciplinary issues. He is the Chairman of the Academic Board and assisted by a Vice Principal in the execution of his duties. There is a Polytechnic Secretary who is in charge of the Registry and a Finance Officer who advises the Principal on financial issues. This hierarchy is followed by the Deans of Schools and Heads of Departments, academic and non-academic staff and students (Ho Polytechnic, 1995).

3.4. Staffing Position and Enrolment of the Polytechnic

Ho Polytechnic has 270 staff comprising 106 academic and 164 non-academic staff. It has a student population of about 2,550, an annual student enrolment capacity of about 900 and has an annual graduate output of 820.

3.5. Academic Programmes

The Polytechnic offers tertiary and non-tertiary programmes. At the tertiary level, Higher National Diploma (HND) is offered in the following:

- ?? Automobile Engineering,
- ?? Agricultural Engineering,
- ?? Electrical Engineering,
- ?? Building Technology,
- ?? Statistics,
- ?? Hotel Catering and Institutional Management,
- ?? Accountancy,

- ?? Marketing,
- ?? Secretaryship and Management Studies, and
- ?? Fashion Design and Modelling.

The non-tertiary programmes include:

- ?? Motor Vehicle Technician (MVT) Parts I & II,
- ?? Electrical Engineering Technician (EET) Parts 1 & II,
- ?? Agricultural Engineering Technician Parts 1 & II,
- ?? Construction Technician Parts 1 & II,
- ?? Advanced Fashion,
- ?? Cookery Parts 1 & II, and
- ?? Ghana Accounting Technician (GAT) I & II.

3.6. Implications of HIV/AIDS on the Polytechnic

As stated earlier, about 720,000 adults were infected by the virus in Ghana. Out of this figure, 455,000 (63%) were women and girls. Ninety per cent (90%) of the people infected were between the ages of 15-49 (Ghana AIDS Commission, 2004). However, most AIDS cases in Ghana are not reported for reasons including the following:

- ?? Hospital attendance rate in Ghana is generally low.
- ?? Some people have poor access to health services.
- ?? Some physicians or nurses may not want to record a diagnosis of AIDS because of the stigma attached to the disease.
- ?? Recording and reporting of AIDS cases is inadequate at all levels.
- ?? Private laboratories do not report all their figures and are not required to do so (MOH, 1999).

The cumulative effect of all these problems is that the true level of spread of the disease is not known.

Even though, there is no known case of HIV/AIDS at Ho Polytechnic, the general scare of the disease and the fact that most of its nation-wide victims are between the ages of 15 and 49, makes it a matter of great concern to the Polytechnic. This is because majority of staff and students are within this age group. In the face of this threat, the very purpose of establishing the Polytechnic could be defeated if efforts are

not made to prevent the spread. Hence the need for an institutional policy on HIV/AIDS for Ho Polytechnic.

4 OBJECTIVES OF HO POLYTECHNIC HIV/AIDS POLICY

The objectives of the Policy are:

- 4.1 To ensure that the basic human rights of persons infected with HIV/AIDS are protected and upheld.
- 4.2 To ensure that HIV/AIDS infected persons are provided with adequate social care and referred to the appropriate health centre for medical care.
- 4.3 To ensure that there is a consistent and sustainable programme of information and education on HIV/AIDS within the Polytechnic community.
- 4.4 To encourage attitudinal and behavioural change.
- 4.5 To reduce stigmatisation and discrimination.
- 4.6 To encourage voluntary counselling and testing among staff and students.
- 4.7 To support the Polytechnic to conduct research into HIV/AIDS issues.
- 4.8 To collaborate with other stakeholders in the fight against HIV/AIDS.

5 FUNDAMENTAL PRINCIPLES OF THE POLICY

The following principles will guide the policy:

- 5.1 *Non-discrimination*: People living with HIV/AIDS (PLWHA) should not be discriminated against in obtaining access to education or employment or both at the Polytechnic;
- 5.2 *Guarantee of Personal Freedom*: Anybody living with HIV/AIDS, just like anyone else, has the right to dignity, respect, autonomy and privacy concerning their HIV/AIDS status, the stigma and prejudice associated with the disease will be actively countered;
- 5.3 *Universality of HIV/AIDS*: HIV/AIDS can affect anyone; the policy should in no way perpetuate stereotypes of HIV/AIDS as belonging to gay or straight, white or black, young or old, men or women; it should, however, be recognised that specific vulnerabilities and risk factors arising from physiology or social power relations;

- 5.4 *Collective Responsibility:* HIV/AIDS concerns everybody; an appropriate response to HIV/AIDS can be achieved only by ensuring that consideration of HIV/AIDS is a part of every activity at the Polytechnic;
- 5.5 *HIV/AIDS has to be Understood and Addressed in its Social Context:*
This includes power relations between men and women and sexual violence, changing values and meanings around sexuality;
- 5.6 *The Need for Combative Strategies:* Appropriate strategies for caring for and the treatment of persons living with HIV/AIDS are essential. Africa Region Human Development Working Paper Series, No. 64 (May 2004)

6 RIGHTS AND RESPONSIBILITIES OF STAFF AND STUDENTS

Article 17 (2) of the 1992 Constitution of the Republic of Ghana provides that a person shall not be discriminated against on grounds of gender, race, colour, ethnic origin, creed, social or economic status. In other words the Constitution abhors discrimination of all kinds.

The Labour Law, 2003 (Act 651) also reiterates the position taken by the 1992 Constitution by stating that no person shall be discriminated against with respect to employment or conditions of employment. The same Act provides in section 63 (h) that the employer shall not terminate a worker's employment even when a medical practitioner certifies that the worker is temporarily ill.

In the light of the provisions on discrimination by the 1992 Republican Constitution and the Labour Law, (2003), HIV/AIDS patients are protected against discrimination of all kinds. The fact that they are HIV positive or AIDS patients does not take away their rights as human beings.

Ho Polytechnic as a public institution is under obligation to respect the rights of its workers, students and the general public irrespective of their status.

6.1 Rights of Staff

In line with the provisions of the Constitution and the Labour Law, 2003 (Act 651), therefore,

- 6.1.1 No employee or applicant for employment shall be required by the Polytechnic to undergo an HIV test or disclose their HIV status.
- 6.1.2 If a person's HIV status becomes known to the Polytechnic, it shall not be the basis for refusing to enter or renew an employment contract;
- 6.1.3 HIV status shall not be a criterion for refusing to promote, train and develop a staff member;
- 6.1.4 An employee shall not be dismissed because he or she is living with HIV/AIDS;
- 6.1.5 No employee shall have his/her employment terminated on the basis of HIV status alone, nor shall HIV status alone influence decisions on retrenchment or retirement on the grounds of ill-health;
- 6.1.6 With regard to sick leave and continued employment, HIV/AIDS related illness will be treated no differently from other comparable chronic or life threatening conditions; if an employee, in the opinion of the Head of School/Department, is unable to continue working because of ill-health, the usual conditions pertaining to disability or ill-health retirement shall apply;
- 6.1.7 HIV status shall not be reflected on any personnel files and the HIV status of any employee shall not be disclosed by another member of staff without the express consent of the employee;
- 6.1.8 The Polytechnic requires that the trustees and administrators of retirement, provident and medical scheme funds may not disclose the identity of an employee living with HIV/AIDS to the Polytechnic without the member's written consent;
- 6.1.9 The Polytechnic believes that it is in the interest of all parties to prevent unfair discrimination against employees with HIV/AIDS with regard to access to employment benefits such as medical schemes, provident and pension funds. However, the Polytechnic recognises that the governance and rules of these funds are not entirely within its control;
- 6.1.10 The Polytechnic will endeavour to provide a working environment in which employees with HIV/AIDS are accepted and are free from prejudice and stigma;
- 6.1.11 Staff have a right to know of possible risks of occupational exposure to HIV in their working environments;

6.1.12 The Polytechnic will endeavour to provide a working environment in which occupational exposure to HIV is minimised and will provide the necessary protective equipment. Africa Region Human Development Working Paper Series, No. 64 (May 2004)

6.2 Rights of Students

6.2.1 No applicant shall be required to have an HIV test before admission to the Polytechnic;

6.2.2 No student or applicant shall be required to reveal his or her HIV status before admission or during the course of study;

6.2.3 HIV status shall not be a ground for refusing to grant loans, bursaries and scholarships to students;

6.2.4 No student shall be required to have an HIV test before field trips or other activities of the Polytechnic unless there are special circumstances which warrant it;

6.2.5 No student shall be refused admission to Polytechnic residences because of his/her HIV status, nor shall an HIV test be required prior to admission to residence;

6.2.6 Unless medically indicated, HIV/AIDS shall not be a reason for the termination of a student's registration;

6.2.7 No member of staff or student shall disclose the HIV status of a student without their express consent, which should preferably be in writing;

6.2.8 The Polytechnic will endeavour to provide a learning environment in which students with HIV/AIDS are fully accepted and safe from prejudice and stigma,

6.2.9 The Polytechnic will endeavour to create an educational environment in which accidental exposure to HIV is minimised and will provide the necessary protective equipment. Africa Region Human Development Working Paper Series, No. 64 (May 2004)

6.3 Responsibilities of Staff and Students

6.3.1 Staff and students have a responsibility to become informed about HIV/AIDS and to develop a lifestyle in which they will not put themselves or others at risk of infection;

- 6.3.2 Staff and students who may be living with HIV/AIDS have a special obligation to ensure that they behave in such a way as to pose no threat of infection to any other person;
- 6.3.3 Staff and students must respect the rights of other staff and students at all times. No prejudicial or discriminatory attitudes or behaviour towards people living with HIV/AIDS will be tolerated;
- 6.3.4 No employee or student can refuse to work, study with or be housed with other employees or students who may be living with HIV/AIDS;
- 6.3.5 Staff and students who display discriminatory attitudes to colleagues who may be living with HIV/AIDS will be counselled in the first instance, but if the discriminatory behaviour persists, formal disciplinary procedures will be instituted;
- 6.3.6 Unless medically justified, staff and students shall not use HIV/AIDS as a reason for failing to perform work, complete assignments, attend lectures or field trips or write examinations;
- 6.3.7 Expected behaviour with regard to HIV/AIDS will be incorporated into the Polytechnic code of conduct when registering for study and signing a contract of employment respectively;
- 6.3.8 Students and staff will be encouraged to develop and implement their own initiatives to respond to HIV/AIDS. Africa Region Human Development Working Paper Series, No. 64 (May 2004)

7 INTEGRATION OF HIV/AIDS INTO TEACHING, RESEARCH AND SERVICE ACTIVITIES

7.1 Teaching

HIV/AIDS education will be incorporated into the curriculum and will be taught across all tertiary and non-tertiary programmes of all schools and departments. The teaching could take the form of debate, drama, video documentaries, etc. Emphasis will be placed, *inter alia*, on the legal, social and professional implications of HIV/AIDS on their future lives. In addition, students will have training in relation to HIV/AIDS in the workplace. They will be expected to enter the workforce fully equipped to manage HIV/AIDS programmes, deal with colleagues and staff who may be infected, and to monitor and sustain workplace initiatives.

- 7.1.1 The Department of General and Liberal Studies will be responsible for the teaching of HIV/AIDS as required by the curriculum.
- 7.1.2 All Schools and Departments will be required to provide support and plans to integrate HIV/AIDS into the curriculum.
- 7.1.3 The Academic Board will be required to provide support and plans to integrate HIV/AIDS into the curriculum.

7.2 Research

Polytechnics have the obligation to provide manpower for industry and are therefore strategically placed to formulate programmes and disseminate information on HIV/AIDS. Since research is one of the core businesses of the Polytechnic, it is well placed to give leadership and inspiration in finding new and creative ways to solving problems associated with HIV/AIDS. Therefore:

- 7.2.1 Mechanisms will be established to support and encourage HIV/AIDS research activities that are innovative and address strategic priorities;

7.3 Service

All departments will be required to consider, develop and implement annual plans to ensure their contribution to the prevention, care and support needs of staff and students.

8 PROVISION OF PREVENTION, CARE AND SUPPORT SERVICES ON CAMPUS

8.1 Information and Prevention

- 8.1.1 Appropriate information on all aspects of preventing and coping with HIV/AIDS will be made widely accessible to staff and students. This information will address HIV/AIDS related issues and be directly relevant to the day to day realities of staff and students;
- 8.1.2 Students and staff will be encouraged to develop caring and non-discriminatory attitudes towards people living with HIV/AIDS.
- 8.1.3 STD care will be provided through the Polytechnic Health Facility/Clinic;
- 8.1.4 Efforts will be made to provide affordable confidential and voluntary HIV testing through collaboration with officials of the Ministry of Health and other agencies;

- 8.1.5 Peer education programmes will be developed and implemented on campus and in students hostels;
- 8.1.6 Adequate measures to prevent the spread of HIV in contact sports will be instituted;
- 8.1.7 Universal precautions will be implemented whenever the potential for exposure to blood or other high risk body fluids exists;
- 8.1.8 Staff will receive training in all aspects of this policy and how to implement it.
- 8.1.9 Condoms will be made available and widely distributed through multiple channels within the Polytechnic community. Africa Region Human Development Working Paper Series, No. 64 (May 2004)

8.2 Care

- 8.2.1 Staff of the Polytechnic Health Facility/Clinic will be trained in the management of HIV/AIDS.
- 8.2.2 Information on HIV/AIDS service in and around campus will be made available to all staff and students.
- 8.2.3 The Polytechnic believes that it is not appropriate for students with any terminal illness, including end-stage AIDS, to be in residence. The necessary care and support cannot be provided in such an environment. Every attempt will be made to relocate the student to an appropriate environment e.g. hospital, home, etc.

8.3 Counselling and Support

- 8.3.1 All staff and students will have access to confidential counselling on campus;
- 8.3.2 Counselling services on campus will be coordinated and promoted;
- 8.3.3 Referral channels for other forms of social support for both students and staff will be identified.

9 IMPLEMENTATION: STRUCTURES, PROCESSES, MONITORING AND EVALUATION

- 9.1 The HIV/AIDS policy will be supported and championed by the senior executive officers of the Polytechnic. This includes the Principal, the Vice-Principal, the Polytechnic Secretary, the Finance Officer, Deans, and Heads of Departments and of Units.

- 9.1.1 All Heads of Schools, Departments and Units will be briefed on the content and implementation of the Policy;
- 9.1.2 HIV/AIDS will be discussed whenever necessary at meetings of the Polytechnic Council, Academic Board, and all other Boards and Committees of the Polytechnic.
- 9.1.3 Departmental HIV/AIDS committees will be established comprising:
- ?? HOD or his/her representative as chairperson;
 - ?? Two members of staff;
 - ?? Two student representatives;
- 9.1.4 The role of departmental committees would be:
- ?? To coordinate and act as departmental secretariat for the implementation of the policy in the departments.
 - ?? To serve as a taskforce to support the implementation of specific aspects of the policy in the departments.
- 9.2 There shall be a Central HIV/AIDS Coordinating Committee (CHACC) comprising:
- ?? The HIV/AIDS Co-ordinator as chairperson;
 - ?? All Chairpersons of departmental HIV/AIDS committees;
 - ?? Two student representatives.
- 9.3 The Central HIV/AIDS Coordinating Committee (CHACC) shall:
- ?? Be responsible for the implementation of the policy,
 - ?? Report to the Academic Board through the Coordinator,
 - ?? Support HIV/AIDS activities in line with the policy
- 9.4 An HIV/AIDS office, will be established and headed by a Coordinator who shall:
- ?? Be a senior member to be appointed by the Principal in consultation with Academic Board;
 - ?? Chair the deliberations of the CHACC.
- 9.5 The functions of HIV/AIDS office are to:
- ?? Coordinate and act as a secretariat for the implementation of specific aspects of the policy;

- ?? Access outside expertise and material which can assist Schools and Departments in integrating HIV/AIDS into teaching, research and service;
- ?? Convene periodic meetings of the CHACC to assess and support implementation of the policy;
- ?? Access outside expertise and material which can assist the Central Committee and the Departments in implementing programmes and projects on HIV/AIDS.
- ?? Establish and implement a monitoring and evaluation process which can track the impact of HIV/AIDS on campus as well as the impact of interventions;
- ?? Present quarterly report to the Academic Board.

In the implementation of the HIV/AIDS Policy, the Polytechnic will seek to collaborate with all stakeholders in the fight against the HIV/AIDS pandemic.

10 POLICY REVIEW

HIV/AIDS is not static and policies addressing aspects of the pandemic as they affect the institution should be revised from time to time. The Polytechnic will thus review this policy on a regular basis to:

- ?? Evaluate its effectiveness;
- ?? Take cognizance of fresh initiatives about HIV/AIDS, whether these be from government, within the tertiary educational sector or elsewhere;
- ?? Consider appropriate amendments to the policy in light of the above.

References

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