

ECO-ETHICS INTERNATIONAL-KENYA HIV AND AIDS WORKPLACE POLICY INDUCTION

Eco-Ethics International-Kenya (EEI-K) staff attended a Workplace HIV and AIDS policy induction on Friday 13th May 2011. The very informative event was held at the EEI-K boardroom in the afternoon. The staff was briefed on the details of the new policy by Mr. Okiya Brian and Mr. Wabuti Gabriel of Measure Consulting, a consultancy company contracted by EEI-K to draft the policy document. The two thanked the EEI-K staff for their input in the all important document. The induction was presided over by Dr. Okeyo Bernard, the Eco-Ethics International-Kenya (EEI-K) director.

It was an interactive event as participants shared views on how the HIV/AIDS pandemic affects the workplace environment. The new policy addresses the various aspects of staff relations, optimization of employee performance in the face of challenges arising from HIV and AIDS. The staff expressed support for the new policy and hailed the organization's top administration for showing concern to employees of EEI-K and the wider community. A three-member HIV/AIDS implementation policy committee was appointed to oversee the implementation of the policy.

The policy ensures compliance with international and national laws and policies as regards to HIV and AIDS at the workplace. Some of these laws and policies include the public sector workplace policy guidelines of 2010, the Occupational Safety and Health Act and the Employment Act both of 2007 and the ILO Code of Practice on HIV/AIDS and the World of Work.

EEI-K deals directly with the community in implementing its programs and projects. There has always been need to address HIV and AIDS as a key issue in all coastal communities and EEI-K has always ensured that the HIV and AIDS issue is mainstreamed in its activities. However the need to have a comprehensive HIV and AIDS framework could not be overemphasized. This was therefore yet another milestone in embracing community needs and empowerment by EEI-K and ensuring sustainable development of our societies.

The policy's main goal is to provide an organizational framework for addressing HIV and AIDS at the workplace and offer guidelines in dealing with the communities that interact with Eco-Ethics International-Kenya employees. The policy is expected to stop stigma and discrimination based on HIV/AIDS as well as provide and safeguard the rights and obligations of all employees and managers regarding HIV/AIDS in working with the general constituency of Eco-Ethics International-Kenya e.g. community members, partners and other stakeholders.