



កម្ពុជាកណ្តាលសិទ្ធិមនុស្ស
Cambodian Center for Human Rights

CAMBODIAN CENTER FOR HUMAN RIGHTS HIV/AIDS POLICY



Revised on (date): 03 November 2020

1. INTRODUCTION

The Cambodian Center for Human Rights (“CCHR”) recognizes the magnitude and severity of the HIV/AIDS epidemic in Cambodia and worldwide, and supports national and international efforts to reduce and ultimately eliminate transmission of the virus and increase awareness, testing and treatment. CCHR prohibits discrimination on the basis of HIV/AIDS and is committed to the implementation of measures in the workplace to prevent such discrimination. CCHR is also committed to raising awareness of HIV/AIDS among staff and beneficiaries to help individuals avoid infection. These measures are set out in this HIV/AIDS Policy (the “Policy”).

2. NON-DISCRIMINATION

2.1. General Provisions on Non-Discrimination

Consistent with the provisions on non-discrimination in CCHR's Employment Policy, Equality and Diversity Policy, and Gender Policy, it is the policy of CCHR to provide a work environment for its employees that is free from discrimination.

2.2. Non-Discrimination on the Basis of HIV/AIDS

- a) CCHR does not tolerate discrimination against employees, applicants, contractors or beneficiaries having, perceived as having, or otherwise affected by, HIV/AIDS.
- b) CCHR treats HIV/AIDS the same as other illnesses in terms of our employee policies and benefits, including sick leave in accordance with CCHR’s Employment Policy.
- c) Employees who refuse to work with, withhold services from, harass or otherwise discriminate against another employee or a beneficiary of CCHR because they have, are perceived to have, or are otherwise affected by, HIV/AIDS, will be subject to disciplinary action that may include termination of employment, in accordance with CCHR’s Employment Policy.
- d) Employees who feel that they have been discriminated against as a result of having, being perceived to have, or being otherwise affected by HIV/AIDS, and those who have any other related concerns, are encouraged to speak to their Supervisor if they feel comfortable, or a member of the Management Committee, following the Grievance Procedure as set out in CCHR’s Employment Policy. The Grievance Procedure is the formal mechanism to make discrimination complaints, and all complaints received through this will be handled swiftly and confidentially by Management Committee.

3. HIV TESTING AND CONFIDENTIALITY

3.1. Voluntary Testing

CCHR encourages voluntary, confidential routine testing for HIV/AIDS amongst employees and beneficiaries. CCHR also encourages confidential counselling for those living with HIV/AIDS. CCHR does not require colleagues, their dependents, job applicants, beneficiaries or others to undergo HIV testing as a condition of employment, receipt of benefits or to access CCHR's services.

3.2. Confidentiality

HIV/AIDS is treated confidentially, as with all medical conditions. If an employee, job applicant, or beneficiary discloses their HIV/AIDS status to CCHR, this will be treated as fully confidential. The inappropriate use of confidential information is subject to disciplinary action, that may include termination of employment, in accordance with CCHR's Employment Policy.

4. EDUCATION AND AWARENESS

CCHR is concerned about the health and safety of our employees and their families as well as our beneficiaries. CCHR will provide, either directly or through third parties, awareness materials and training focusing on HIV/AIDS, and methods of prevention. Employees and beneficiaries who would like to obtain information on HIV/AIDs are encouraged to see online resources from United Nations AIDs and the World Health Organization. Any requests for further information made to Management Committee on HIV/AIDs will be kept confidential.