



TUMAINI UNIVERSITY

**KILIMANJARO CHRISTIAN MEDICAL
UNIVERSITY COLLEGE (KCMU-COLLEGE)**

HIV/AIDS POLICY

ABBREVIATIONS

AIDS	Acquired Immune Deficiency Syndrome
ARV	Antiretroviral
BCC	Behavior Change Communication
CBO	Community Based Organization
HCT	HIV Counseling and Testing
HIV	Human Immunodeficiency Virus
KCMC	Kilimanjaro Christian Medical Centre
KCMUCo	Kilimanjaro Christian Medical University College
M&E	Monitoring and Evaluation
NACP	National AIDS Control Program
NATF	National AIDS Task Force
NGO	Non Governmental Organization
NMSF	National Multi-Sectoral Strategic Framework
PLHIV	People Living with HIV
STI	Sexually Transmitted Infections

TAC	Technical AIDS Committee
TACAIDS	Tanzania Commission for AIDS
TAYOA	Tanzania Youth Alliance
UNAIDS	United Nations Programme on AIDS

FOREWORD

HIV and AIDS pose challenges to all institutions, including Kilimanjaro Christian Medical College. College therefore, resolved to adopt this Policy and believe that, through its implementation, College Community will be free from HIV & AIDS threat.

As College we cannot ignore the threat of HIV&AIDS. Our students fall in an age group which is particularly vulnerable to HIV infection. We also deal with staff and we therefore need to ensure that our policy protect all categories at the College.

KCMUCo is committed to be an institution in Tanzania and Africa known for breakthrough initiatives regarding HIV & AIDS prevention. Our policy therefore seeks to put in place strategies that will, among other things, address discrimination, encourage voluntary counseling and testing, and integrate HIV & AIDS issues into the curriculum and community outreach programmes.

I wish to express a special thanks to KCMUCo- TAC which developed this policy. The important work of implementation now lies ahead. I therefore call on members of College community to support the efforts of KCMUCo-TAC and eventually ensure HIV / AIDS free Community.

Prof. Egbert Kessi

Provost

Kilimanjaro Christian Medical University College.

PREAMBLE

WHEREAS, College recognizes the extreme seriousness of HIV and AIDS and views the potential impact this disease can cause to both College and wider society.

AND WHEREAS, College is committed in addressing HIV and AIDS in a positive, supportive and non-discriminatory approach by providing resources and leadership to KCMUCo-TAC initiatives and enhancement of community outreach programmes.

AND WHEREAS, College accepts that HIV infection and AIDS can happen in College Campus and therefore accountable to its community to do everything possible to prevent. As such this policy framework commits KCMUCo to mitigate the impact of disease to College community and their dependants, as well as on the wider community through its community service programmes.

AND WHEREAS, College understands that objectives enshrined under this Policy shall be fulfilled through interaction with Government and non-government institutions/bodies tasked with HIV and AIDS prevention, treatment and care.

AND WHEREAS, College further reiterate that, it is important that this policy to be read together with other related policies. It should also be read in conjunction with the Constitution of the United Republic of Tanzania, all other relevant Legislations and Tumaini University-Kilimanjaro Christian Medical University College Charter of 2010.

AND WHEREAS, College commit itself that this policy shall be published as widely as possible and copies shall be made available in offices of Deputy Provost Academic Affairs (DPAA), Deputy Provost Administration (DPA) through Human Resource Office, Dean of Students, Admission, Deans of Faculties.

NOW, THEREFORE, THIS POLICY IS ADOPTED BY COLLEGE GOVERNING BOARD which is highest statutory Authority for purpose and objectives set forth in this Policy and to that end make HIV&AIDS free community.

INTERPRETATION

In this Policy, unless the context requires otherwise:-

“AIDS (Acquired Immune Deficiency Syndrome)” means a deficiency of the human immune system caused by infection with HIV, as may be redefined periodically by the United Nations Programme on AIDS, the World Health Organization (WHO) and Tanzania Commission for AIDS (TACAIDS).

“Capacity to Consent” means an individual's ability, determined without regard to the individual's age, to make an informed decision about the nature and consequences of a proposed health care service, treatment, procedure, or disclosure of confidential HIV-related information.

“Disability” means a physical or mental impairment that substantially limits a major life activity. A person with a disability is one with such impairment; with a record of such impairment; or regarded as having such impairment.

“Discrimination” Negative and/or different treatment of a person based solely on actual or perceived health or disability status.

“HIV” Human Immunodeficiency Virus: any of a group of retroviruses that causes AIDS.

“HIV Infection” Infection with the human immunodeficiency virus (HIV) or any other related virus identified as a probable causative agent of AIDS.

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1.0 INTRODUCTION

1.1 Background

Epidemiological data of HIV&AIDS according to UNAIDS shows that 35.3 million people were living with HIV worldwide in 2013. In the Sub-Saharan Africa, it is reported that 25 million people are living with HIV. On new infections; in 2012 alone 2.3 million people were newly infected with HIV and in the same year, there were 1.6 deaths of AIDS (UNAIDS Global Report, 2013).

In Tanzania, about 5.7% of adults aged 15-49 years (6.6% of women and 4.6% of men) or approximately 1.5 million of the 38 million people are HIV-infected, approximately 10 % of the infected are, children. HIV surveillance reports indicate that in 2011-2012 there were 217,704 new HIV infections in the country where as 77,734 are in rural and 139,970 are in urban areas.

Thus, urban areas have a higher HIV prevalence rate of 9% as compared to 5% of rural areas (National Multi-sectoral HIV Prevention Strategy 2009-2012). The HIV prevalence rate in Tanzania by regions shows that the leading region is Iringa with 15.7% and the lowest is Kigoma with 1.2%. Kilimanjaro region where KCMC is situated has an HIV prevalence rate of 3.8% (Tanzania HIV and Malaria indicator survey, 2011-2012).

HIV and AIDS is a major threat to the world of work. It is affecting the most productive segment of the labour force and reducing earnings. It is imposing huge costs on enterprises in all sectors through declining productivity, increasing labour costs and loss of skills and experience. In addition, HIV and AIDS is affecting fundamental rights at work and elsewhere, particularly with respect to discrimination and stigmatization aimed at workers and people living with and affected by HIV

and AIDS (National

Guidelines for the Clinical Management of HIV and AIDS, 2005)

1.2 National Response Overview

As a response to the pandemic, in 1985 the Government established the National AIDS Task Force (NATF) under the Ministry responsible for health. NATF formulated a short-term plan for AIDS 1987/88. In 1988 the National AIDS Control Programme (NACP) was established also under the Ministry responsible for health. Subsequently three 5-year medium term plans for AIDS, the last of which was completed in 2002 were developed and implemented. Initially, HIV and AIDS was perceived purely as a health problem and the campaign to deal with it was left to the health sector alone. This was a major weakness in the approach to combating the pandemic.

In realizing this drawback, the Government established the Tanzania Commission for AIDS (TACAIDS) in the Prime Minister's office and therefore cutting across all sectors in 2001 as a statutory organ. TACAIDS was entrusted with the overall task to coordinate the multi-sectoral approach in response to HIV and AIDS in November 2001 the Government through TACAIDS and other stakeholders developed the National Policy on HIV and AIDS in November 2001.

The overall goal of the National Policy "is to provide for a framework for leadership and coordination of the national multi-sectoral response to the HIV and AIDS epidemic. This includes formulation, by all sectors, of appropriate interventions that will be effective in preventing transmission of HIV and other sexually transmitted infections, protecting and supporting vulnerable groups, mitigating the social and economic impact of HIV and AIDS. It also provides for the

framework for strengthening the capacity of institutions, communities and individuals in all sectors to arrest the spread of the epidemic”.

In 2003, TACAIDS developed the National Multi-Sectoral Strategic Framework (NMSF) on HIV and AIDS 2003-2007. The mission of the Strategic Framework was to guide and safeguard the intensification and expansion of HIV and AIDS prevention, care and support, impact mitigation programmes and interventions within a framework of coordinated national multi-sectoral response programme led by the National Government, anchored at the Local Government Councils, rooted in communities and actively supported by partnerships with all concerned stakeholders.

2.0 HIV AND AIDS SITUATION AT KCMU COLLEGE

2.1 Introduction

At KCMU College, we have a technical AIDS committee which became functional from March, 2013. Before this committee, there existed another committee which mainly worked on HIV&AIDS situational analysis that was done in 2009.

This baseline study was a response to the HIV&AIDS prevention strategy that was launched by TACAIDS and the Ministry of Education and Vocational Training in 2008/2009. The findings from the assessment showed that there is presence of risk and unsafe sexual practices. It was also learned that there is risky environment with regard to accommodation particularly to female students (KCMUCo HIV Situational Analysis, 2009).

KCMUCo as an employer and trainer guided by the National HIV and AIDS Policy and the employment laws does not allow for compulsory HIV infection screening prior to enrollment and

employment of students and staff, respectively. The Charter that established KCMUCo has no provision for compulsory HIV screening as part of the required medical examination amongst its students and staff before enrollment and employment, respectively. At present, our population has grown to over 1350 students and 148 staff members both academic and administrative. Our students are originating from different nationalities; East, Central, South and West Africa. We also have students from Indonesia and Pakistan.

2.2 HIV and AIDS Curriculum

At KCMUCo aspects of HIV and AIDS are taught in different courses of some of the undergraduate and postgraduate programmes. Given the foregoing and the seriousness of HIV and AIDS pandemic it is pertinent that HIV be systematically mainstreamed and integrated into the KCMUCO curricula so that knowledge on HIV is impacted to both students and staff.

The college runs a diploma in HIV & AIDS Care and management which is modular structured. The development of this programme is a response to the HIV & AIDS pandemic in Tanzania aimed at providing a comprehensive response through home and community based care to people living with HIV & AIDS. The programme is designed for qualified health care professionals and other cadres working in local communities, to build and develop capacity for local management in meeting the challenges of HIV & AIDS (KMUCo Prospectus 2013/14).

The approach to this programme uses the principles of adult learning using innovative learning approaches that encourages lifelong learning in the students that leads to improvement and development of local and holistic health care services. The work based nature of this programme utilizes and analyzes the students' everyday working experiences; thus facilitating their

ability to build on this knowledge and develop the services that meet the individual needs of clients their families and communities.

2.3 RATIONALE FOR A KCMUCo HIV AND AIDS POLICY GUIDELINES

The HIV and AIDS pandemic is a national disaster, and the prevention of its spread is among the top priorities of the government in collaboration with her development partners. It was observed in the Essential HIV and AIDS Planning Package for Higher Learning Institutions that, most universities in Tanzania do not have policies that would guide the interventions including actions plans and strategies. This state of affairs necessitated the need for KCMUCo to have her own policy on HIV&AIDS. Therefore, the rationale for the KCMUCo HIV and AIDS Policy is among others, to:

- 2.3.1 Locate, place or enhance the KCMUCo response to the threat of HIV and AIDS as part of its mission and core business,
- 2.3.2 Provide an explicit framework within which actions can be taken, and coordinated.
- 2.3.3 Confirm the rights, roles and responsibilities of all KCMUCo's stakeholders, the infected and non-infected.
- 2.3.4 Demonstrate KCMUCo's commitment and concern in taking positive steps in planning for the response through prevention, management and mitigation.
- 2.3.5 Build capacity enhancement and mobilize resources to support a strategic response to HIV.

- 2.3.6 Provide partner organizations and agencies with a framework within which to engage with the KCMUCo.

3.0 VISION, MISSION, AND GOAL AND OBJECTIVES OF THE POLICY

3.1 Policy Vision

The vision of this policy is to improve the health and well being of all members of the KCMUCo community against HIV&AIDS and to encourage an HIV free community.

3.2 Policy Mission

To facilitate the provision of equitable, quality, accessible and affordable HIV&AIDS preventive, care and treatment and social support services which are gender sensitive and sustainable to all members of KCMUCo community.

3.3 Policy Goal

The KCMUCo HIV and AIDS Policy guidelines aim at preventing the spread of HIV infection, providing equal access to treatment, care and support services to people living with or affected by HIV and AIDS, generating and disseminating HIV and AIDS knowledge, and providing a strong and committed leadership in response to the pandemic at the KCMUCo and the wider society.

3.4 Policy Objectives

- 3.4.1 To promote a sustained programme on HIV and AIDS and other STIs that provides current and accurate information to the KCMUCo community which is defined as students and staff (including their spouses and children) who are legally bound to get benefits from the College.

3.4.2 To clarify and promote behaviors that reduce/minimize the risk of acquiring HIV infection and generally create a health promoting environment for the KCMUCo community and its neighborhood.

3.5 Strategies

3.5.1 Health education and promotion through Behavioral Change and Communication (BCC).

3.5.2 The KCMUCo shall ensure the provision of a comprehensive and coordinated HIV and AIDS/STIs programme that provides current and accurate information on all aspects of transmission and prevention to the KCMUCo community and its neighborhood.

3.5.3 The KCMUCo shall provide to its community an environment in which accidental exposure to HIV is minimized. It shall also provide the necessary protective gear and post exposure prophylaxis.

3.5.4 Promote HTC services uptake to members of the KCMUCo community and its neighborhood.

3.5.5 The College in collaboration with KCMC shall promote and encourage informed consent for individual testing, accompanied by confidential and voluntary counseling so that members of KCMUCo community become aware of their HIV zero status to enable them make informed decisions.

3.5.6 To provide care, antiretroviral treatment and psychosocial support to KCMUCo community members living with HIV and partners / dependants.

3.5.7 The KCMUCo shall strengthen treatment and prevention services for HIV&AIDS to the KCMUCo community and its neighborhood.

- 3.5.8 The University college shall strengthen provision of treatment for HIV and AIDS associated opportunistic diseases and promote access to ARV drugs to members of KCMUCo community living with HIV and AIDS according to existing national treatment guidelines
- 3.5.9 The University college shall establish referral systems and linkages with appropriate health care institutions, NGOs and community-based organizations (CBOs) dealing with HIV and AIDS to facilitate further care of People Living with HIV (PLHIV), orphans and widows.
- 3.5.10 The University College shall strengthen palliative care and home-based care programme for the KCMUCo community with HIV and AIDS.
- 3.5.11 KCMUCo will make reasonable accommodation for academic or non-academic employees and students with HIV infection or AIDS, as set forth in applicable non-discrimination and equal opportunity laws that protect persons with disabilities. College's administrative units will make reasonable modifications or adjustments to the work or academic environment used by employees and students with HIV infection or AIDS. Such modifications or adjustments must also ensure equal access to benefits and privileges afforded those without disabilities.
- 3.5.12 Combat discrimination and stigma against those who are or thought to be HIV positive within the KCMUCo community and the neighborhood.
- 3.5.13 Provide anti-stigma knowledge to the entire

community of KCMUCo and protection of the rights of PLHIV.

- 3.5.14 KCMUCo shall take measures to ensure that there is no stigma and discrimination in the provision of treatment, care and support for people living with HIV and AIDS.
- 3.5.15 The University College shall not require applicants for admission to undergo HIV testing or reveal their HIV status before admission. During the course of study and unless medically indicated, HIV and AIDS is not a reason to terminate student registration. Equal opportunity will be provided to all. No person will be denied admission to any educational program or activity or be denied employment based on HIV infection.
- 3.5.16 KCMUCo shall ensure that confidentiality is maintained where KCMUCo community member has undergone an HIV testing and disclosure to a third person may be made upon written informed consent of the respective member.
- 3.5.17 The University College shall ensure that members of KCMUCo community who are living with HIV and AIDS have an obligation to ensure that they behave and act in such a way as to pose no threat of infection to other persons.
- 3.5.18 KCMUCo shall ensure that no KCMUCo employee or applicant for employment shall be required by the University College to undergo an HIV test or disclose his/her HIV status.
- 3.5.19 KCMUCo shall ensure that HIV and AIDS status

shall not be used as criteria in human resource management including training, promotion, benefits, termination, retrenchment, retirement, and renewal of employment contract.

- 3.5.20 KCMUCo shall ensure that in terms of sick leave and continued employment, an employee with HIV and AIDS associated diseases shall not be treated differently from other comparable chronic or life threatening conditions. Where an employee is unable to continue with employment the usual conditions pertaining to disability or ill health will apply.
- 3.5.21 The KCMUCo shall provide learning and working environment in which students and employees living with or affected by HIV and AIDS are free from any prejudice, discrimination and stigma.
- 3.5.22 KCMUCo shall promote multi-disciplinary research on biomedical, social-behavioral, and social service delivery aspects of HIV and AIDS.
- 3.5.23 The KCMUCo shall promote, support and coordinate innovative and multi disciplinary research on HIV and AIDS.
- 3.5.24 The KCMUCo shall provide leadership on HIV and AIDS issues through research and it shall use the research findings to inform its policy and teaching. The University College shall further influence developments related to the cure of HIV and AIDS.
- 3.5.25 The KCMUCo shall encourage research on HIV and AIDS focused on the KCMUCo community and the wider society.

- 3.5.26 KCMUCo shall encourage all faculties and Directorates to publish books, newsletters and other educational materials on HIV and AIDS.
- 3.5.27 KCMUCo shall through the Research and Publication Directorate maintain an inventory of all on-going and completed research on HIV and AIDS compile and disseminate them to members of the KCMUCo community and the wider society.
- 3.5.28 KCMUCo shall strengthen and develop HIV and AIDS research facilities and capacity, and continue to look for funding from national sources and partners involved in the response to HIV and AIDS.
- 3.5.29 To mainstream HIV&AIDS issues into the KCMUCo curricula in order to produce graduates who are adequately qualified to address HIV issues in the society at large
- 3.5.30 The KCMUCo shall develop relevant HIV and AIDS curricula, programmes or courses geared at integrating themes addressing various dimensions of HIV and AIDS into existing subjects and, where appropriate, add HIV and AIDS as an examinable subject.
- 3.5.31 The KCMUCo shall offer courses and continuing education programmes on HIV and AIDS to KCMUCo community and the wider society.
- 3.5.32 The KCMUCo shall encourage faculties, directorates and Departments to involve students in HIV and AIDS community outreach programmes

POLICY IMPLEMENTATION GUIDELINES

4.1 Implementation Structure

The overall responsibility for implementing this HIV and AIDS Policy lies with a Committee comprising the Chairman, Medical specialist, a legal advisor, Human Resource Officer, Dean of Students, Palliative care nurse, administrative staff, two Students' Government representatives and any other member(s) appointed by the Provost, where need arises.

KCMUCo-Technical AIDS Committee will strengthen structures that will facilitate efficient implementation of HIV and AIDS activities at KCMUCo. The committee will continue to encourage and support partners involved in the fight against HIV and AIDS as well as initiatives by organized groups to develop and implement their own responses to HIV and AIDS.

HIV and AIDS shall be a standing agenda item at the meetings of all University college governance structures.

4.2 Stakeholders: Roles and Responsibilities

KCMUCo will collaborate with all organizations which will assist in the promotion and provision of HIV&AIDS related services. The major stakeholders of this policy include Ministry of Education and Vocational Training and the Ministry of Health and Social Welfare. Others are students, staff, surrounding communities, NGOs, CBOs and other partners in the fight against HIV & AIDS such as TACAIDS, NACP, and TAYOA (Tanzania Youth Alliance). Among other roles and responsibilities, our major stakeholders as mentioned above will be involved in the following:

- 4.2.1 To create enabling environment towards policy implementation

- 4.2.2 To work jointly in maximizing HIV prevention strategies so as to reduce further spread of the virus
- 4.2.3 To collaboratively work to provide care and treatment so as to reduce morbidity and mortality due to HIV and AIDS.
- 4.2.4 To strive towards impact mitigation aiming at improving the quality of life of PLHIV and those affected by HIV and AIDS, including orphans and other vulnerable children.
- 4.2.5 Stakeholders shall execute monitoring and evaluation through the relevant and comprehensive evidence provided in a timely approach so as to guide HIV-related planning and decision-making.

4.3 Ministry of Education and Vocational Training:

- 4.3.1 To provide strategic guidance to the planning of programmes, projects and interventions by various stakeholders in the fight against HIV and AIDS;
- 4.3.2 Monitoring and supervision of activities of TAC
- 4.3.3 Fund raising and mobilization of material and human resources for HIV and AIDS prevention and control activities.

4.4 Students

- 4.4.1 In collaboration with KCMUCo – TAC to identify the priority needs of students with regard to HIV and AIDS prevention and control.
- 4.4.2 In collaboration with KCMUCo - TAC, to participate in awareness creation and sensitization on HIV and AIDS issues in target groups within the respective student communities.
- 4.4.3 In collaboration with KCMUCo - TAC, to implement proven interventions and best practices in the student communities.
- 4.4.4 In collaboration with KCMUCo - TAC, to identify and use influential individuals and groups in the student communities, build their capacity and mobilize them to develop and implement HIV and AIDS responses.
- 4.4.5 Involvement in HIV&AIDS related issues.

4.5 Staff

- 4.5.1 To contribute to the national HIV and AIDS response through active participation in educational activities, innovative research, advocacy, training and service provision.
- 4.5.2 In collaboration with KCMUCo - TAC, to identify the priority needs of staff with regard to HIV and AIDS prevention and

control.

- 4.5.3 In collaboration with KCMUCo - TAC, to participate in awareness creation and sensitization on HIV and AIDS issues among staff members.
- 4.5.4 In collaboration with KCMUCo - TAC, to implement proven interventions and best practices in the staff community.
- 4.5.5 Complement efforts by KCMUCo in the fight against HIV and AIDS pandemic in the University College community and its neighborhood.
- 4.5.6 In collaboration with KCMUCo - TAC, to participate in awareness creation and sensitization on HIV and AIDS issues in target groups within the respective communities.
- 4.5.7 In collaboration with KCMUCo - TAC, to implement proven interventions and best practices in the communities.

4.6 Neighborhood Communities

- 4.6.1 KCMUCo-TAC in collaboration with surrounding communities will work to identify the priority needs of those communities with regard to HIV and AIDS prevention and control.
- 4.6.2 KCMUCo-TAC in collaboration with community, to participate in awareness creation and sensitization on HIV and

AIDS issues in target groups within the respective communities.

4.6.3 KCMUCo-TAC in collaboration with community, to implement proven interventions and best practices.

4.6.4 KCMUCo -TAC in collaboration with community, to identify and use influential individuals and groups in the communities, build their capacity and mobilize them to implement HIV and AIDS interventions.

5.0 MONITORING AND EVALUATION

KCMUCo - TAC will develop an Annual Action Plan containing activities to be implemented as well as processes and monitoring indicators. In order to track the impact of HIV and AIDS as well as the impact of interventions, each respective implementer shall submit quarterly HIV and AIDS progress reports of implementation to the KCMUCo - TAC.

5.1 Monitoring and Evaluation Framework for HIV&AIDS

KCMUCo/TAC will develop a Monitoring and Evaluation framework to assist in the implementation of the policy. The purpose of the M&E framework will be to:

5.1.1 Guide data collection through a defined set of indicators for different HIV interventions at KCMUCo;

5.1.2 Ensure consistency in the use of indicators and linkages between the different HIV interventions at KCMUCo;

5.1.3 Provide TAC with a practical framework that will be used to monitor and coordinate HIV&AIDS interventions at KCMUCo.

6.0 MISCELLANEOUS

6.1 Review of the Policy

The KCMUCo HIV and AIDS Policy will be reviewed after every three years to evaluate its effectiveness, take cognizance of development / information fresh initiatives around HIV and AIDS, and consider appropriate amendments.

6.2 Access Points for Support

Every member of the KCMUCo community should have access to up-to-date, accurate, and understandable information about HIV transmission and prevention.

- 6.2.1 For answers to questions about confidentiality, reasonable accommodation, or equal opportunity, contact the office of the Dean of Students
- 6.2.2 For answers to questions about safety precautions in the workplace, classroom, residence hall, or any other public facility, contact TAC member(s).
- 6.2.3 For educational brochures, posters, books, videotapes, individual consultations, group workshops, or referrals, contact TAC member(s)
- 6.2.4 For redress of alleged discrimination or harassment, contact the KCMUCo Legal Officer for legal support

6.2.5 For redress of an alleged breach of confidentiality, contact TAC member(s).

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AUTHENTICATION

This Policy was adopted by KCMUCo TAC meeting held on
.....

TITLE	NAME	SIGNATURE
Chairperson	Dr. Bernadi Njau	-----
Secretary	Rev. D. Msanya	-----

This Policy was approved by College Governing Board this
.....day of.....2015.

TITLE	NAME	SIGNATURE
Chairman	Hon. Bishop Dr. Fredrick O. Shoo	-----
Secretary	Professor Egbert Kessi	-----