

HIV/AIDS Policy

July 2013

MOI UNIVERSITY
≡≡≡ PRESS 

HIV/AIDS Policy



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Moi University

MU/OP/DVC (A, R&E)/055–Procedure for Developing of Quality University Policies

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Foreword

This second edition of the HIV/AIDS Policy document is the result of intensive consultations and teamwork involving students, staff and other stake holders. A subcommittee was set up with the terms of reference to review and update the Policy's facts and figures. According to Moi University Strategic Plan (2009/10-2014/15), individual policies should be reviewed every 4-5 years. The review seeks to consider the new Constitution legal framework, the Kenya Vision 2030, including national and international emerging issues and trends in the HIV/AIDS epidemic and the impact it has on Moi University students, staff and the surrounding community.

We are grateful for the support accorded to the MUHACU Committee by the University Council, Senate, University Management and the Vice Chancellor. The contribution of the Commission for University Education in spearheading and guiding the University in the development of the first draft of this policy and in providing financial support is acknowledged.

We continue to recognize the Ministry of Higher Education Science and Technology for providing policy guidelines. The input and active participation by all stakeholders and members of the University community is highly appreciated. Finally, we thank members of the Moi University and HIV and AIDS Control Units Board for their contributions and production of this reviewed policy in 2013.



PROF. B. E. L. WISHITEMI
DEPUTY VICE CHANCELLOR
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Definition of Terms

Care	-	The provision of what is necessary for the health, welfare, maintenance protection of HIV/Aids persons and/or affected health status
Collaborate	-	To work with one other party or more to achieve a common goal
Community	-	A group of people living in one place and sharing common interests
Dependant	-	A person who relies on another for care and support
Discrimination	-	Prejudicial treatment of person on the grounds of race, sex, age and/or health status
Evaluation	-	The assessment of the Moi University HIV/ AIDs policy
Mainstreaming	-	Integrating HIV/Aids activities into core University functions
Monitor	-	To observe and check the progress and quality of the of Moi University Act 1984
Private Sector	-	An organization in Kenya that is not controlled by government.
Resource Person	-	An individual whose experiences, knowledge, attitudes and skills are of value in helping plan, operate efficiently, provide specific instruction or solve a particular problem in the implementation of the policy

Responsibilities	-	Duties or obligations
Rights	-	An entitlement
Treatment	-	A session or sessions of medical care or administration of a dose of medication
University	-	Shall refer to Moi University
University Staff	-	Persons employed by Moi University as defined in statutes
University Student	-	A person who is registered during a current academic period for a degree, diploma, certificate or such other qualification or course of the University

List of Abbreviations and Acronyms

ACU	-	AIDS Control Unit
AIDS	-	Acquired Immune Deficiency Syndrome
AMPATH	-	Academic Model Providing Access to Healthcare
ANC	-	Antenatal Care
ART	-	Anti Retroviral Treatment
ARV	-	Anti Retroviral
CACC	-	Constituency AIDS Control Council
CHE	-	Commission for Higher Education
CUE	-	Commission for University Education
CMO	-	Chief Medical Officer
COBES	-	Community Based Education and Service
COTU	-	Central Organization of Trade Unions
DACC	-	District AIDS Control Council
DVC (A, R&E)	-	Deputy Vice Chancellor – Academics, Research and Extension
GDP	-	Gross Domestic Product
HAART	-	Highly Active Antiretroviral Therapy
HBC	-	Home Based Care

HBCT	- Home Based Counselling & Testing
HIV	- Human Immune Deficiency Virus
ICL	- I Choose Life
KAIS	- Kenya AIDS Indicator Survey
KDHS	- Kenya Demographic Health Survey
KUDHEIHA	- Kenya Union of Domestic, Hotels, Educational Institutions, Hospitals and Allied Workers Union
MDG	- Millennium Development Goals
MIS	- Management Information System.
MSAASA	- Medical Students Against AIDS Association
MTRH	- Moi Teaching and Referral Hospital
MUHAACU	- Moi University HIV/AIDS Awareness Control Unit
MUHACU	- Moi University HIV/AIDS Control Unit
MUKAS	- Moi University Know AIDS Society
MUSO	- Moi University Students Organization
NACC	- National AIDS Control Council
NASCOP	- National AIDS and STD Control Programme
NYGCA	- National Youth Guidance and Counselling Association

CACC	-	County AIDS Control Council
PAO	-	Principal Administrative Officer
SAO	-	Senior Administrative Officer
SAA	-	Senior Administrative Assistant
PEP	-	Post Exposure Prophylaxis
PLWHA	-	People Living With HIV & AIDS
PMTCT	-	Prevention of Mother to Child Transmission
STD	-	Sexually Transmitted Diseases
STI	-	Sexually Transmitted Infections
UASU	-	University Academic Staff Union
UNAIDS	-	United Nations Programme HIV/AIDS
UNTESU	-	University Non-Teaching Staff Union
VCT	-	Voluntary Counselling and Testing

Executive Summary

This revised HIV/AIDS policy underscores the role of Moi University in supporting Government efforts to address the HIV/AIDS pandemic and outlines preventive, treatment, care and support strategies. There are anecdotal reports that PLWHA in the University may face discrimination and stigmatization and may have limited access to appropriate care. However, The increased awareness of HIV & AIDS related issues among the university Community has resulted in a substantial increase in the demand for services in the health units.

Globally, since the beginning of the pandemic, more than 60 million people have contracted HIV. Further, over 33.4 million people are currently estimated to be living with HIV and nearly 30 million have died of HIV-related causes (UNAIDS, 2011). The statistics are grim when disaggregated by world regions, sex and age, with sub-Saharan Africa bearing the brunt of the burden, especially among women and young adults. Kenya has a severe generated HIV epidemic, but recent years the country recorded notable decline in HIV prevalence, attributed in part to significant behavioural change and increased access to National adult HIV prevalence is estimated to have fallen from 10 percent in the 1990s about 6.1 percent in 2010 (KDHS, 2010).

This revised policy outlines two broad objectives that Moi University shall pursue in addressing HIV/AIDS: To ensure prevention for the uninfected and to provide treatment, care and support to the infected and affected. The main policy components include: rights and responsibilities of staff and students; mainstreaming HIV/AIDS in teaching, administrative and support services, research and extension services; mainstreaming prevention, care, support, treatment and counselling; and establishment of a rape crisis centre. The University shall apply innovative approaches including institutionalizing community-based surveillance and referral system, mainstreaming HIV/AIDS in curricula, research and extension services; strengthening partnerships with the media, law enforcement groups; broadening the continuum of care and treatment services to all staff, students and community. MUHACU Board operating under the chairmanship of Deputy Vice Chancellor (A, R&E) is being strengthened to guide the implementation of this revised policy.

1.0 Introduction

Moi University is a public institution of higher learning established by an Act of Parliament of 1984. It is governed by the University Council, which is responsible for the overall policy, human and financial resources and physical establishment. The Moi University Management Board manages daily operations at the University. Many decisions at the University emanate from committees and boards that are established by the statutes, or on ad hoc basis, but always by the Moi University Act, the statutes and the various rules and regulations governing the establishment of such committees or boards, and their operations.

The Moi University Vision and Mission recognize the national development goals, especially the Millennium Development Goals, and Vision 2030, and are committed to contributing to their achievement. They shall do so by running high quality academic programmes leading to highly qualified, innovative graduates; recruiting and retaining quality staff, collaborating with stakeholders, such as the government and the private sector, and quality research, extension and community service programmes.

1.1 Vision

To be the University of choice in nurturing innovation and talent in science, technology and development.

1.2 Mission

To preserve, create and disseminate knowledge, conserve and develop scientific, technological and cultural heritage through quality teaching and research; to create conducive work and learning environment, and to work with stakeholders for the betterment of society.

1.3 Core Values

Promoting and defending intellectual and academic freedom, scholarship and relentless search for truth.

- i. Fostering teamwork, innovation, networking, tolerance, perseverance, and a culture of peace.

- ii. Embracing excellence, transparency and accountability.
- iii. Practicing professionalism, meritocracy, equality, integrity and social justice.
- iv. Maintaining self-respect, discipline, responsibility, institutional loyalty, national patriotism & international competitiveness.
- v. Continuous improvement of services in order to remain competitive and relevant.

1.4 Objectives

- i. To be an innovative, competitive and world class entrepreneurial University.
- ii. To pursue excellence in teaching, research, outreach and extension.
- iii. To produce internationally recognized informed, practical, and self-reliant graduates capable of contributing to knowledge and development in a variety of settings.
- iv. To offer expertise in national and international development in a globalized world.
- v. To promote science and technology for development.
- vi. To promote a culture of social and corporate responsibility.
- vii. To offer opportunities for training through Open and Distance Learning and continuing education.
- viii. To secure and manage resources in order to achieve the set goals effectively.

1.5 Quality Policy Statement

Moi University is committed to providing quality education and services that meet the needs of its customers and stakeholders through quality and relevant teaching, research and community service and outreach. The University is committed to a quality work and learning environment that is grounded in intellectual and academic freedom, teamwork, quest for excellence, professionalism, discipline and continuous improvement of its programmes, activities and services so as to achieve client/customer satisfaction. To be able to realize this

commitment, the University will continually review its programmes, activities, and services to conform to the Quality Management Systems based on the ISO 9001 - 2008 Standards.

1.6.0 Response by the Government

On 25th November 1999, HIV/ AIDS was declared a national disaster and through Legal Notice Number 170 of November 26, 1999, the National AIDS Control Council (NACC) was formed. This national organ was given the mandate to provide policy and strategic framework for mobilizing and coordinating resources towards prevention of transmission of HIV, and provision of care and support to infected and affected persons in Kenya. Since then NACC has created functional structures from national to constituency levels for effective coordination of activities at the grassroots level. These structures include NACC secretariat, AIDS Control Units (ACUs), Provincial AIDS Control Councils (PACCs), District AIDS Control Council (DACCs) and Constituency AIDS Control Councils (CACCs). Since this declaration the government has made budgetary allocation every financial year. The National AIDS & Sexually Transmitted Diseases Control Program (NAS COP) has ramped up guidelines, curricula and treatment infrastructure in line with WHO guidelines since the early 2000. Currently over 450,000 adults and children are accessing Highly Active Antiretroviral Therapy (HAART) from government and non-governmental health facilities, AMPATH contributing close to 80,000 of those on treatment. In addition, efforts to prevent new infections have been escalated and include PMTCT, medical male circumcision, condom provision, education on behaviour change targeting the high risk populations among others.

1.6.1 Response by the Commission for University Education (CUE)

In response to the HIV/ AIDS challenge, the Commission for University Education (CHE) held a consultative meeting on HIV/ AIDS Control in Higher Education on 30th January 2003. Commissioners, Vice Chancellors of local universities and the Chief Executive of Higher Education Loans Board also attended this meeting. In this meeting,

the ACUS for universities and the commission was mandated to coordinate HIV prevention activities in the higher education sector. In November 2003, the Ministry of Education held a consultative meeting on the HIV/AIDS policy in the Education sector. This meeting resulted in CUE convening a workshop for all coordinators of Universities ACU to deliberate on drafting of policies on HIV/AIDS in line with the millennium development goals.

1.6.2 Response by Moi University

The national requirement that all educational institutions set up sub-ACUs falls within the Moi University mission. In response to this requirement, Moi University in the year 2000 established Moi University HIV/AIDS Awareness Control Unit (MUHAACU). MUHAACU together with HIV/AIDS related students clubs, for example; Moi University Know AIDS Society (MUKAS), Medical Students against AIDS Association (MSAASA) and peer Counselling groups have since been actively involved in the fight against the spread of HIV/AIDS through awareness campaigns. Additionally the “I Choose Life” (ICL) Moi University Chapter has been launched with the objective of enhancing awareness amongst students through peer training.

The institution has also mandated Health Units to intervene by providing Voluntary Counselling and Testing (VCT), Provider Initiated Counselling Testing (PICT), Home Based Counselling & Testing (HBCT) services and treatment of HIV/AIDS related illnesses. The Moi Teaching and Referral Hospital (MTRH) which houses the College of Health Sciences (Schools of Dentistry, Medicine, Nursing and Public Health) of Moi University has significantly established centres around the institution that have intervention strategies through comprehensive outreach care services and research activities. As part of its outreach and research activities on HIV/AIDS, the School of Medicine has also established Voluntary Counselling and Testing centres (VCTs) outreach programs and Antiretroviral Treatment (ART) clinics at Community Based Education and Service (COBES) training sites in Western and North Rift Regions of Kenya, under the Academic Model Providing Access To Healthcare (AMPATH) program. Through the program, doctors and outreach

staff have been trained to provide preventive, treatment and support services at 69 clinics and satellites spread across 19 counties with a catchment population of 3 million people. Students and staff are actively involved in establishing, monitoring and evaluating activities at these sites. Currently, there are more than 150,000 HIV clients in their care and more than 88,800 clients receiving Highly Active Antiretroviral Therapy (HAART) at all Academic Model Providing Access to Healthcare (AMPATH) clinics.

Although the strategies for prevention and treatment are in place, Moi University continues to experience the toll of HIV/AIDS on its community. The effect of this scourge on individuals (students and staff) and the Institution as an employer demands that policy be formulated to stem the spread of this epidemic.

Moi University, with a student population of over thirty one thousand (31,000), and four thousand three hundred and seventy (4,370) teaching and non-teaching staff, therefore needs a revised policy on HIV/AIDS. The revised policy will continue to provide guidelines that will address the new challenges of and responses to this pandemic.

1.7.0 HIV/AIDS Vision and Mission

HIV/AIDS has been a major health problem globally since early 1980's. It is estimated that about 33.44 million people are infected worldwide (UN AIDS 2010) and 70 % of these are found in sub-Saharan Africa. Kenya is home to one of the world's harshest HIV/AIDS epidemics. An estimated 1.5 million people are living with HIV; around 1.2 million children have been orphaned by AIDS; and in 2009 80,000 people died from AIDS-related illnesses and the cumulative number of deaths was 1.8 million in 2010. The social and economic impact of HIV/AIDS is being felt in every sector and region of Kenya. The dependable people (between 15-49 years) who sustain the economy get sick and die leaving the households that they support impoverished. Costs for treatment and hospitalization of employees have become a burden for many employers. The impact in general, may reduce the country's GDP in the next five years if nothing is done to abate it.

1.7.1 MUHACU Vision on HIV/AIDS

To be recognized as an individual-centred and community-oriented University committed to bettering the livelihoods of students, staff and the Kenyan community by promoting and providing appropriate and effective HIV/AIDS intervention measures and practices which enhance healthy learning and working environment.

1.7.2 MUHACU Mission on HIV/AIDS

To provide a healthy learning and working environment by actively promoting and implementing sustainable initiatives for the prevention of HIV transmission and providing quality care, treatment and support for infected and affected University students, staff and the surrounding community through teaching, research and extension and outreach services.

1.7.3 Moi University HIV/AIDS Control Unit Activities

- i. Create awareness and prevention of HIV & AIDS to staff and students through workshops and seminars.
- ii. Coordinate HIV/AIDS related clubs and groups in outreach activities within the University and its environs.
- iii. Encourage and coordinate voluntary Counselling and testing (VCT) services for students and staff.
- iv. Promote main streaming of HIV/AIDS in teaching, research, and other programmes.
- v. Work in liaison with the Health Units to provide condoms, and treatment of Sexually Transmitted Infections (STIs).
- vi. Encourage responsible sexual behaviour by emphasizing on abstinence before marriage and fidelity by all staff and students. If an employee is no longer able to work due to HIV/AIDS related ailments, the appropriate terms and conditions of service will apply.
- vii. Collaborate with the ministry of Health to provide antiretroviral (ARVS) drugs for people living with HIV.

2.0 Institutional Principles and Values

This revised policy document continues to guide Moi University in protecting the uninfected and also creating and maintaining an environment in which care and support is provided to those infected and/or affected by HIV/AIDS. These efforts will complement the national programmes aimed at and “working toward an HIV free society” curbing the spread of HIV/AIDS by providing treatment for infected persons.

2.1 Principles

HIV/AIDS is a threat to human survival and a challenge to development and protection of individual and community rights. The University will be guided by the following principles in addressing the problem:

- i. Equal access to information;
- ii. Equal access to education;
- iii. Sanctity of privacy and confidentiality;
- iv. Equal access to care, treatment, and support;
- v. Safety in the workplace and learning institutions;
- vi. Fair labour practices;
- vii. Gender responsiveness;
- viii. Involvement of People Living with HIV/AIDS;
- ix. Partnerships and networking
- x. Individual and collective responsibilities.

3.0 Policy Goal and Objectives

3.1 Goal

To reduce incidence, prevalence, and morbidity associated with HIV/AIDS and effectively mitigate against its impacts on University students and staff at individual, family and community levels.

3.2 Objectives

The objectives of this policy are:

3.2.1 Prevention

- i. To reduce the transmission of HIV by providing appropriate information and education.
- ii. To raise level of understanding on HIV/ AIDS in the University and its environs.
- iii. To identify, mobilize and distribute resources to be used to fight HIV/ AIDS.
- iv. To create an environment in which staff and students through their involvement in teaching, research, service and socio-cultural interaction are free from HIV infection.
- v. To provide the necessary skills for the prevention and care of HIV/ AIDS.
- vi. To facilitate early diagnosis including recognizing networks and emerging modes of transmission including intravenous drug users.
- vii. To encourage early voluntary medical male circumcision.

3.2.2 Care, Treatment and Support

- i. To create an environment where People Living with HIV/ AIDS feel safe to reveal their status and seek treatment, support and counselling;
- ii. To facilitate access to care and treatment;
- iii. To provide HIV/ AIDS counselling and psycho-social support;
- iv. To equip students and staff with positive attitudes, knowledge, skills and information to be able to live and work with PLWHA within Moi University and its environs;
- v. To create a University environment where non-discriminatory labour practices, terms and conditions of service are in place and with zero tolerance to any discriminatory practices on the basis of HIV/ AIDS; and
- vi. To establish structures and programs at all levels within the University that promote quality practices and provision of quality services to both HIV infected and affected individuals and families.

4.0 Policy Components

This policy has four components:

- i. Rights and responsibilities of staff and students;
- ii. Mainstreaming of HIV/AIDS into teaching, research and service activities;
- iii. Provision of prevention, care and support service in the University, and
- iv. Structures and processes for implementation, monitoring and evaluation.

4.1 Rights and Responsibilities of Staff and Students

The overall objective of the laid down rights and responsibilities of staff and students is to foster a non-discriminatory environment for all employees and students, treatment and support to those who are infected, uninfected and/or affected by HIV/AIDS.

4.1.1 Rights of Staff

- i. No employee and applicant for employment at the University shall be discriminated on the basis of his or her HIV status;
- ii. HIV status shall not be used as a criterion in human resource development including promotion, training or any other decision thereof pertaining to the member of staff;
- iii. If an employee is no longer physically or mentally fit to continue with his/her work due to HIV/AIDS or related illnesses, the existing conditions and terms pertaining to disability or ill health shall apply;
- iv. HIV status shall not be reflected in non-confidential personal files of employees;
- v. Personal information on HIV/AIDS like any other medical information shall be handled according to medical ethics;
- vi. The University shall provide a working environment in which employees with HIV are accepted and are free from prejudice and stigma;

- vii. A member of staff has a right to know of possible risks of occupational exposure to HIV in their working environments;
- viii. The University shall provide a working environment in which occupational exposure to HIV is minimized and will provide the necessary protective equipment, follow safety procedures and provide access to Post Exposure Prophylaxis (PEP) for work conducted in a University environment or in the course of university duty; and
- ix. Persons living with HIV shall have the right to appropriate treatment and medication as per the University's medical scheme.

4.1.2 Rights of Students:

- i. No student shall be discriminated against on the basis of his or her HIV/AIDS status;
- ii. The University shall not use HIV/AIDS status as a basis in granting loans, bursaries, scholarships or in making any decision regarding a student;
- iii. No student may be required to take HIV tests before field trips or other activities of the University unless a special circumstance warrants it;
- iv. The University shall not use a student's HIV/AIDS status in determining admission to residence on campus;
- v. Students' registration shall not be terminated on the grounds of their HIV/AIDS status unless the student is no longer physically or mentally fit to continue his/her studies;
- vi. The results of HIV tests conducted at University medical facilities shall remain confidential according to the rules of medical ethics;
- vii. The HIV/AIDS status of a student shall not be reflected in the non-confidential personal files;
- viii. Students have a right to a supportive and safe learning and working environment in which persons with HIV/AIDS are accepted and not stigmatized;

- ix. The University shall provide a learning environment in which the occupational exposure to HIV is minimized, and will provide the necessary protective equipment and safety procedures which include PEP; and
- x. Persons with HIV/AIDS shall have rights to appropriate treatment and medication as per the student's medical scheme laid down by the University.

4.1.3 Responsibilities of Staff and Students

- i. Staff and students have a responsibility to be informed about HIV/AIDS, and to develop a lifestyle in which they will not put themselves or others at risk of infection;
- ii. Staff and students who are 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;
- iii. Health professionals in the University and trainees who are living with HIV/AIDS have an obligation to choose professional paths that minimize risks of transmission to their patients or any other person;
- iv. Staff and students must respect the right of the others as outlined in this policy;
- v. No employee or student shall refuse to work with or study with or be housed with other employees or students living with HIV/AIDS;
- vi. Staff and students who do display discriminatory attitudes to colleagues living with HIV/AIDS will be counselled in the first instance, but if the discriminatory behaviour persists, formal disciplinary procedures will be instituted against the staff and student engaging in discriminatory behaviour;
- vii. Unless medically justified, no staff and student may use HIV/AIDS as a reason for failing to perform work, complete assignments, attend lectures, field trips, write examinations or any other task required of him or her;
- viii. All Students and staff will be required to sign the code of conduct when registering for studies or when signing a contract of employment respectively;

- ix. Staff and students willfully undermining the privacy and dignity of a member of staff or student living with HIV will be in breach of University rules, and appropriate disciplinary action will be taken against them; and
- x. Students shall develop and implement their own student-led responses to HIV/AIDS. The University will support these initiatives whenever possible.

4.2 Mainstreaming HIV/AIDS in Teaching, Research and Extension and Outreach Services

Moi University provides teaching, research and extension/outreach services as its contribution to national development. Its obligation to create a conducive learning and working environment is being emphasized in all areas for effective prevention and control of HIV/AIDS. The key element of any successful HIV program includes but is not limited to the following:

- i. Risk Assessment;
- ii. Information, Education and Communication;
- iii. Prevention and Control;
- iv. Voluntary Counselling and Testing;
- v. Care, Support and Treatment;
- vi. Evaluation and Monitoring;
- vii. Community mobilization and participation;
- viii. Sustainability;
- ix. Gender equity and equality; and
- x. Cultural and traditional values.

4.2.1 Mainstreaming HIV/AIDS in Teaching

All teaching departments have developed and reviewed their curricula to include HIV/AIDS education as it relates to all disciplines. Since there has been training for academic staff to create the initial human resource base, the University continues to facilitate Training of Trainers programme for key staff drawn from all departments who can then train their colleagues. This has become a common examinable undergraduate course offered at all schools. The University has

developed short courses on HIV/AIDS for students, staff and the surrounding community. AMPATH is in the process of developing a diploma course on HIV that will be available to staff, students and other Kenyans.

4.2.2 Mainstreaming HIV/AIDS in Research

To continue encouraging research on HIV/AIDS, the Graduate Studies, Research & Extension (GSREC) of Senate Committee has a special category of research grants for HIV related interdisciplinary research and the Moi University Research Policy is clearly articulating this concern. The mode of care, psychosocial support and community involvement in HIV/AIDS research is being emphasized. The University has supported the best practice model for use and established laboratory ethics to evaluate and package new products.

4.2.3 Mainstreaming HIV/AIDS in Extension

Extension service continues to take prominence with the facilitation of the Office of Research and Extension and with the support of AMPATH. HIV/AIDS issues should be included in all extension and outreach services. The University has developed best practice models and use them in extension and outreach services as evidenced by the services provided in North Rift, Western and Nyanza and in particular Moi University Campuses.

4.2.4 Mainstreaming of HIV/AIDS in Moi University policies and programmes

HIV/AIDS is being mainstreamed in all Moi University policies and programmes. The University is reviewing its current staff and student's policies and programmes to ensure HIV/AIDS activities are mainstreamed. These include human resource development and management, gender and admission policies as well as code of conduct which applies to new policies such as the sexual harassment and Discrimination policy.

4.2.5 Mainstreaming HIV/AIDS in Counselling

- i. The University counsellors are being trained to provide pre- and post- test Counselling to staff and students;
- ii. The University Health Units staff are being trained to provide pre and post test Counselling and treatment to staff and students;
- iii. The University counselors and Health units staff, students' clubs and staff unions are involved in outreach activities around the University; and
- iv. The University maintains continuous Counselling to those who are HIV/AIDS infected and affected.

4.3 Provision of Prevention, Care, Support and Treatment

4.3.1 Prevention

- i. Eliminate negative gender stereotypes, attitudes and gender inequalities by encouraging involvement of both males and females in the prevention, care, support and treatment of those living with HIV;
- ii. Address factors leading to the spread of epidemic and increased vulnerability in order to reduce HIV incidence among students and staff;
- iii. Develop and provide appropriate information on health and Counselling services to all students and staff including peer education;
- iv. Encourage responsible sexual behaviour and emphasize abstinence before marriage and fidelity by all staff and students;
- v. Provide access to essential commodities for prevention of HIV for example condoms, sterile equipment at the University health and recreational facilities;
- vi. Develop and provide confidential Voluntary Counselling and Testing (VCT), Provider Initiated Testing and Counselling (PITC), Home based Counselling and Testing (HBCT);

- vii. Provide early and effective treatment of Sexually Transmitted Infections (STIs);
- viii. Provide Prevention of Mother to Child Transmission (PMTCT) as part of Antenatal Care (ANC) services at the University Health Clinics as we work towards the new strategy of Elimination of Mother To Child Transmission (EMTCT) (WHO 2011, NASCOP 2012);
- ix. Enhance community sensitization and mobilization on prevention of HIV and AIDS including increased testing, behaviour change and healthy living;
- x. Provide adequate and appropriate recreational facilities for infected and affected students and staff.

4.3.2 Care, Support and Treatment

The University continues to:

- i. Ensure that strategies are developed in collaboration with Ministry of Health to strengthen the health care system and appropriate nutritional supplements;
- ii. Provide HIV/ AIDS related drugs including antiretroviral drugs to prevent opportunistic infections;
- iii. Support individual staff, students and families affected by HIV/ AIDS;
- iv. Improve conditions of health care personnel for instance, training and provision of necessary safety equipment;
- v. Facilitate provision of social care for example Home Based Care (HBC) of infected persons;
- vi. Facilitate support for orphaned students and vulnerable children of staff and surrounding community;
- vii. Enhance community mobilization and sustainability of care, support and treatment through Extension and Outreach programmes; and
- viii. Develop, package and market appropriate nutritional information and packages.

4.4 Maintain Rape Crises Centre and Post Exposure Prophylaxis

The University continues to:

- i. Encourage research on gender problems and develop effective programmes to support those affected by gender violence;
- ii. Implement the sexual harassment and discrimination policy for staff and students;
- iii. Establish a Sexual Harassment and Rape Crisis Centre with on-campus offices and hotline numbers;
- iv. Provide information and skills for the prevention of rape and other sexual abuse;
- v. Provide Counselling for rape and sexually abused staff and students;
- vi. Provide training of Counsellors to deal with rape and sexual abuse cases expediently;
- vii. Continue to issue guidelines for treatment of occupational or accidental exposure of HIV;
- viii. Provide life and social skills that promote healthy gender relationships; and
- ix. Reach out to primary and secondary school-going and out-of-school youth through extension and outreach activities.

5.0 MUHACU Office

The HIV/AIDS Office is established under the Deputy Vice Chancellor (Academics, Research and Extension) and headed by a person appointed at the level of Senior Lecturer and above. The Director shall have relevant knowledge of HIV/AIDS.

The functions of the office are as follows:

- i. Coordinate operationalization of the HIV/AIDS policy;
- ii. Coordinate all HIV/AIDS activities and act as the secretariat for the implementation of the policy across the University;
- iii. Continue to establish task teams to support implementation of specific aspects of policy within Schools/departments;

- iv. Source external collaboration and materials that will continue to assist schools in integrating HIV/AIDS into teaching, Academic Affairs, research and extension services;
- v. Convene regular meetings of school representatives to assess and support implementation of the policy;
- vi. Establish and implement a monitoring and evaluation process for all HIV/AIDS activities;
- vii. Be in charge of the implementation committee, comprising staff and students and report to the Deputy Vice Chancellor (Academics, Research and Extension); and
- viii. To engage in any other activities assigned, from time to time by the University Management which may enhance the well-being of the University's staff, students and the community.

5.1 The Board of MUHACU

There shall be a Board of MUHACU which shall superintend over the functions of the Directorate. The membership of the Board shall be constituted according to the provisions in the Moi University Statutes.

- i. The Board shall be answerable to the Vice-Chancellor through the Deputy Vice Chancellor (Academics, Research & Extension).
- ii. The Director shall be appointed from amongst academic staff holding the rank of the Senior Lecturer or above for a period of 3 years and shall serve on such terms as determined by the Council from time to time provided that the Directorship shall be renewable only once.
- iii. There shall be support staff of various cadres under the general supervision of the Director to service the Board.

5.1.2 The Board of MUHACU Functions

The following are MUHACU Board functions:

- i. Developing a strategic plan to operationalize HIV/AIDS policy;
- ii. Coordinating activities of HIV/AIDS policy throughout the University;

- iii. Organizing regular consultative meetings with the University community regarding matters related to HIV/AIDS;
- iv. Establishing and implementing a system of policy monitoring and evaluation; and
- v. Collaborating and networking with the community and other educational institutions among other stakeholders.

5.1.3 MUHACU Core Values

As a Unit we are committed to and bound by:

- i. Observing community values and human dignity;
- ii. Ensuring autonomy and privacy of individuals;
- iii. Promoting respect for human life;
- iv. Providing care for all;
- v. Ensuring equality and equity.

5.2 Committees of MUHACU

5.2.1. Clinical Committee

Membership will be as follows:

- i. Chief Medical Officer - Convener
- ii. Staff in-charge of VCT
- iii. Dean of Student's office - Counsellor
- iv. Representative from School of Medicine
- v. Representative from School of Public Health
- vi. Nursing Officer

Roles (i) to provide guidelines and curricula on HIV AIDS care and prevention, (ii) to oversee the implementation of care and preventive services in the University.

5.2.2. Guidance and Counselling Committee

Membership will be as follows:

- i. Staff Counsellor

- ii. Student's Counsellor
- iii. Extension and Outreach officer
- iv. MUSO representative
- v. MUGSA representative
- vi. MUKAS representative
- vii. UASU
- viii UNTESU
- ix. KUDHEIHA

Role is to create awareness and sensitization among students and the community around the University.

5.2.3. Legal & Ethics committee

- i. University Legal Officer;
- ii. Representative School of Law;
- iii. Administrative Officer – HR
- iv. Deans of students representative
- v. MUSO representative
- vi. Dean of students Representative
- vii. MUSO representative
- viii. Administrator – Human Resource

Role is to sensitize students, staff and community on legal issues as pertains to the Moi University HIV AIDS Policy.

5.2.4. Academic Committee

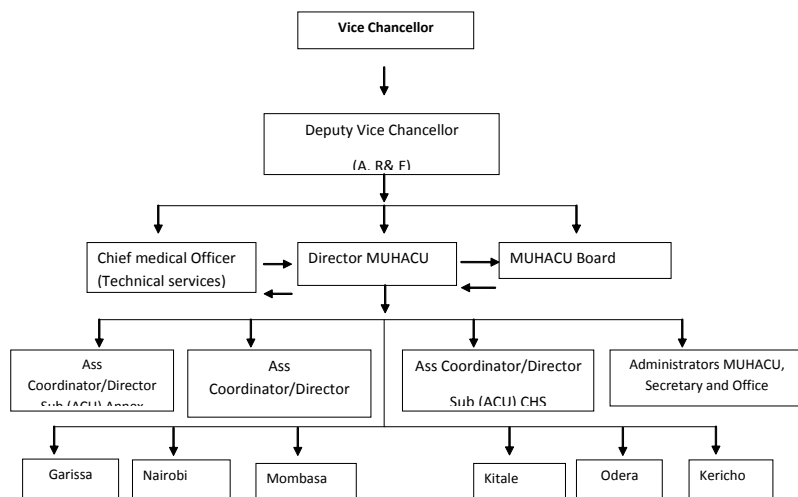
Membership will be as follows:

- i. School of Business
- ii. Schools Representatives (College based)
- iii. Library representative
- iv. UASU – representative

Roles are:

- i. To facilitate training of teaching staff and any other members of staff to teach HIV-AIDS in schools at the University.
- ii. Spearhead mainstreaming, teaching and research on HIV/AIDS in the University.
- iii. Monitoring and evaluating HIV/AIDS curriculum.

5.3.1 MUHACU Organizational Structure



5.4 The Policy Processes

The HIV/AIDS policy shall be supported and championed by the Management of the University: the Vice Chancellor, Deputy Vice Chancellors, Senate, Deans of Schools, Heads of Departments and Sections, Students Governing Council and Staff Union representatives.

The Office of the Deputy Vice Chancellor (A, R&E) ensures that Principals, Deans, Heads of Departments and Sections are briefed on the policy, its content and its implementation. It will further guarantee that HIV/AIDS will be a standing item in meetings of the University Management, School Boards and other University governance structures.

The HIV/ AIDS policy process is as follows:

Development and Implementation of a Moi University HIV/ AIDS Policy;

- i. Dissemination of HIV/ AIDS Policy to stake holders;
- ii. Development and/or review of complementary policies;
- iii. Development of a five-year strategic plan;
- iv. Implementation of the strategic plan;
- v. Mainstreaming HIV/ AIDS in curriculum development;
- vi. Mainstreaming HIV/ AIDS through Research committee and
- vii. Mainstreaming HIV/ AIDS through Extension and Outreach services

5.5 Legal Framework

The University has adopted a legal framework on key aspects of HIV/ AIDS and employment provided by the Ministry of Labour, Central Organization of Trade Unions (COTU) and National AIDS Control Council (NACC) in Kenya. The employment conditions are as follows:

- i. Employees living with HIV/ AIDS will be governed by the same contractual obligations as all other employees according to the University's Terms and Conditions of Service, including appropriate promotion, work alternatives and training opportunities;
- ii. Employees with HIV will not be prevented from attending any University activities;
- iii. No employee will be dismissed or have their employment terminated merely on the basis of HIV/ AIDS status nor will it influence retrenchment procedures;
- iv. HIV/ AIDS will not in itself be a reason for unilateral medical "boarding" of an employee;
- v. HIV/ AIDS will not be used as a justification for the non-performance of duties in terms of the employment contract;

- vi. In case an employee is no longer able to work due to HIV/AIDS related ailments, the appropriate terms and conditions of service will apply;
- vii. Leave for employees living with HIV/AIDS will be governed without discrimination by agreed existing sick leave procedures; and
- viii. The laws of the land regarding HIV/AIDS shall be applied when necessary.

Similarly, Moi University commits itself to scrutinizing Provident Fund, Pension, Group and Spouse Life Insurance cover for restriction of benefits which specifically discriminate against those living with the HIV/AIDS and to reconsider its contract with the insurers. Moi University shall inform all employees of any limitations of medical or insurance benefits, as well as changes to medical or insurance benefits with regard to HIV/AIDS.

5.6 Resources

Sources of financial support include:

The University

The University shall ensure the establishment of an appropriate budget for the implementation of this policy in accordance with the Moi University Strategic Plan. In order to sustain the funding of HIV/AIDS activities in the University,

- a) Each School and department shall make a contribution towards the running of MUHACU office; and
- b) All research proposals shall be forwarded to MUHACU through the Ethics Committee.

External sources

MUHACU Board will raise funds through:

- a) Writing proposals;
- b) Community-based initiatives; and
- c) Other donors.

5.7. Monitoring and Evaluation

MUHACU designs and institutionalizes a monitoring and evaluation framework to ensure efficient, effective and sustainable management of the HIV/AIDS. The components include:

- i. A Management and Information System (MIS) for all activities in programming and service sectors of the policy components;
- ii. A logical framework with clear indicators for inputs, process, outputs, outcomes and impact;
- iii. The MIS system ensures linkages in information flow within the University, network with other institutions of higher learning and with the Ministry of Education and the Commission for Higher Education;
- iv. The MIS system ensures that the ethical principle of confidentiality is adhered to when information is collected, stored, retrieved, analyzed and used;
- v. A financial management system and budgetary process subjected to regular review and audit to ensure policy objectives are met; and
- vi. There will be a library for Research being conducted on HIV/AIDS in MUHACU office.

Appendix

Appendix 1:

Membership to the Board

The membership of the Board shall be:

Deputy Vice Chancellor, Academics, Research and Extension as the chairperson.

Representative from each School at the rank of Lecturer and above nominated by the Respective Dean of the School, including:

Director of MUHACU

- i. Chief Medical Officer or representative.
- ii. Dean of students or representative.
- iii. University Counsellor.
- iv. Representative from UASU.
- v. Representative from MUGSA.
- vi. Representative from MUSO.
- vii. Representative from MUKAS.
- viii. Representative from UNTESU.
- ix. Representative from KUDHEIHA.
- x. Administrator from Deputy Vice Chancellor (Academics, Research and Extension) office.
- xi. Representatives from all Colleges and Campuses of the university.
- xii. University Librarian or Representative.

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