

**Practical support on HIV / AIDS for all employers : subscribe to our new HIV advisory service today / aNational AIDS Trust, employers initiative.**

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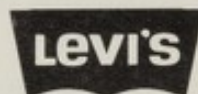
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**Subscribe to our new HIV  
Advisory Service *today***

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Glaxo Wellcome  
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HIV/AIDS Communities



with support  
and enthusiasm

# **AIDS and employment**

## ***– surely we don't have to worry about that?***

The chances are that you *will* have to deal with HIV or AIDS as workplace issues: many employers have already faced cases of HIV infection or AIDS, or they have had to deal with workers' concerns about AIDS.

Good practice, government guidance and now legislation like the Disability Discrimination Act all insist that discrimination on the grounds of HIV or AIDS is unfair and should be avoided.

### **HIV and AIDS raise difficult issues for everyone**

- your workers may have concerns about their own exposure to the virus
- these and other obstacles can disrupt an employer's good practice in areas like confidentiality, recruitment and selection, and health and safety
- you need to overcome a lack of information about HIV as well as the prejudices it often arouses

### **The benefits of being prepared**

If you take some time now to develop your own ethical response to HIV, you can reap tangible benefits:

- minimise disruption to your production or services
- avoid unnecessary and costly loss of workers
- improve the health, well being and commitment of your workforce

# Two ways to demonstrate good practice

The National AIDS Trust (NAT) has been helping employers to meet these challenges for over four years. Our supporters include employers acknowledged to be examples of the very best in employment practice on HIV.

Now NAT has devised two new ways for employers to promote good practice:

## Sign up to the Statement of Principles

Employers of all sizes and from all sectors are invited to publicly support the *Statement of Employment Principles on HIV and AIDS*. This demonstrates to everyone your commitment to combating HIV discrimination at work.

The Statement has four main themes:

- 1 Promoting non-discrimination
- 2 Respecting confidentiality
- 3 Creating a supportive environment
- 4 Ensuring an informed response to the needs of people affected by HIV

Over 50 employers have already embraced these principles including:

- Barclays Bank • Barnados • Body Shop
- The Gap • GEC • Glasgow City Council
- Glaxo Wellcome • IBM • Levi Strauss UK
- London Weekend Television • Marks & Spencer
- National Association of Citizens Advice Bureaux
- Midland Bank • Nationwide Building Society
- London Borough of Richmond on Thames • J Sainsbury
- TUC • W H Smith • Virgin Atlantic Airways

## Subscribe to the HIV Advisory Service

- confidentiality • practicality
- authority • ease of access

### • **A responsive service for only £100 a year**

The National AIDS Trust Employers' Initiative is really several approaches rolled into one.

We aim to help all employers, big or small, and regardless of the sector or community they serve. Our priority is to help you find an appropriate response, one that is practical and will deliver results like those listed above.

### • **We will be keeping you in touch**

Any employer can contact the Trust's Initiative to discuss their needs around HIV in complete confidence. We will provide advice in response to these initial enquiries. Employers can also access our full range of services for a modest subscription:

- quarterly news sheets on the epidemic and the latest in good practice
- briefing notes on key aspects of HIV and employment
- continuing telephone and postal access to NAT's advice
- help with policy development
- advice on training
- details of events and resources
- access, for a fee, to detailed consultancy

This service is available to employers for an annual subscription of £100. If you want to give us more, you can become a corporate sponsor and help to secure this service for other employers.

*To subscribe simply return this form today*

## Subscribe today for peace of mind

√  
 Yes, we would like to **sign up to the  
Statement of Principles**. Please send us more  
information

Yes, we would like to **subscribe to the  
Employers' Initiative HIV Advisory Service**,  
and:

- enclose a cheque for £100
- please invoice us at the address below
- please charge £100 to my credit card:

No \_\_\_\_\_ Exp \_\_\_\_\_

Signature \_\_\_\_\_

Contact name: \_\_\_\_\_

Position: \_\_\_\_\_

Organisation: \_\_\_\_\_

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**The NAT Employers' Initiative will support your organisation by:**

- offering the opportunity for you to **talk through your concerns** and needs, in confidence, over the phone
- providing regular **reviews of policies** for employers of all kinds, and **sharing examples of current good practice** collected from all over the UK
- offering **resources produced for employers** by the government and voluntary sector and commercially developed products. We can also share models developed in-house by the employers we have worked with
- supplying you with the **latest information on HIV** and how it can affect employers. If you want to take action on HIV and AIDS we can help with practical strategies and support



The National AIDS Trust (NAT) is an independent UK-wide charity that campaigns to promote effective prevention, quality care, the development of a vaccine, and an end to discrimination against people with HIV and AIDS.

Patron: Diana, Princess of Wales