

**HIV/AIDS Lewisham you / Lewisham Council.**

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HIV/AIDS



YOU

# **Lewisham Council has an obligation to YOU**

**As a member of the community  
or as an employee of the Council  
to address the many and varied  
issues raised by  
HIV & AIDS.**

The Council's policy on HIV/AIDS is based on Core Values and principles which guide every aspect of local service provision, including responsibilities for:

## **CARE**

Lewisham Council will strive to provide appropriate and sensitive care to people living in Lewisham with HIV or AIDS as well as employees caring and/or affected by HIV or AIDS.

## **ANTI DISCRIMINATION**

The Council will continue to fight to eliminate discrimination and prejudice wherever it is found, including that faced by people living with HIV & AIDS. We recognise that HIV infection also raises issues for many people who already experience disadvantage as a result of Disability, Gender, Racial Origin or Sexuality. The Council will strive to respond to the challenge of HIV & AIDS in ways which are sensitive to the specific needs of different groups and cultures within the community and the Council's workforce.

## **PREVENTION**

We will continue to Educate people who live in Lewisham or work for the Council to understand how to reduce the risks of HIV infection.

## **CONFIDENTIALITY**

The HIV status of an employee or anyone using Council services will not be disclosed to anyone without that person's express consent. The highest standards of confidentiality will be applied to people with HIV or AIDS which ever side of the counter they sit.



# **IF YOU USE LEWISHAM COUNCIL SERVICES - THIS MEANS:**

## **CONFIDENTIAL**

The strictest standards of confidentiality will be maintained at all times.

## **ACCESSIBLE**

Council Services will not be refused to anyone on the sole basis of their HIV status.

## **DISCLOSURE**

Information about your HIV status can only be given to other organisations, departments or agencies when it is in your interest and then only with your consent.

## **APPROPRIATE**

A range of services are provided specifically to meet the needs of people facing the challenge of HIV or AIDS. You can find out more about these by reading the Council's Handbook 'Living with HIV & AIDS' in Lewisham (available from local offices, libraries or the HIV/AIDS Unit).

## **CARING**

The Council provides a variety of care and other services to the community and recognises that people affected by HIV or AIDS will make increasing demands on these in the future.

## **BREACHES OF POLICY**

The Council views all of its policy commitments seriously. Breaches of this policy should, in the first instance, be reported to the Chief Officer of the Department concerned who will take appropriate action.

The Council's complaints procedure may be used if you wish to take the matter further.

The HIV/AIDS Unit will be continually monitoring the quality of service provision to people living with HIV & AIDS in Lewisham to ensure it is of the highest possible standard.

# **IF YOU ARE A LEWISHAM COUNCIL EMPLOYEE THIS MEANS:**

## **PROTECTION AT WORK**

You have the right to protection from the risk of HIV infection at work, however slight this may be, as well as protection from anxiety caused by the lack of proper information. All employees are entitled to appropriate safety guidance and equipment to minimise the risk of HIV or any other infection at work.

## **ANTI DISCRIMINATION**

Your employment rights will not be affected by any known or suspected HIV status. Nor will your HIV status require you to undertake redeployment. However, if you choose to change jobs within the Council for reasons of health, every effort will be made to find suitable work for you.

## **TESTING AND DISCLOSURE**

Employees will not be required by the Council to take an HIV anti-body test or any other AIDS related test. You do not have to inform anyone of your HIV status. If you do choose to tell someone they must take account of their responsibilities outlined in the above sections (especially with regard to Confidentiality and Anti Discrimination).

## **SUPPORT**

Support and Counselling will be available to help you remain at work if you choose. You may wish to use your line manager or departmental personnel section as a first point of contact.

## **BREACHES OF POLICY**

The Council views all of its policy commitments seriously. Breaches of this policy by employees will be taken up and may result in disciplinary action.



## **WE WANT YOUR VIEWS**

If you have any experience of the way in which the Council's HIV/AIDS Policy has affected your access to services or your rights as an employee you can help the Council to improve its practice by contacting the HIV/AIDS Unit.

A Handbook of services available to people Living with HIV or AIDS in Lewisham is also available from the HIV/AIDS Unit.

### **EQUALITY FOR COUNCIL EMPLOYEES AND USERS OF COUNCIL SERVICES**

This leaflet is a brief summary of a longer Policy document. If you wish to receive a full copy of the Council's HIV/AIDS Policy please contact the HIV/AIDS Unit at the address below.

## **HIV/AIDS UNIT**

**1ST FLOOR  
LAURENCE HOUSE  
CATFORD SE6 4RU**

**081 695 6000  
extns 8606 - 8609**

**24 hour direct line:  
081 690 4397**

## **LEWISHAM COUNCIL'S CORE VALUES**

Lewisham Council is committed to ensuring that the services provided for local people are of the highest possible quality. In order that everyone can be aware of what we aim to achieve, the Council has agreed seven values which lie at the core of every activity. These are:

**\* PUTTING SERVICES TO THE PUBLIC FIRST**

**\* LOCAL GOVERNMENT SERVING LOCAL COMMUNITIES**

**\* EQUAL OPPORTUNITIES FOR THE PEOPLE OF LEWISHAM**

**\* BEING MORE EFFICIENT AND MORE EFFECTIVE**

**\* VALUING EMPLOYEES**

**\* AIMING FOR QUALITY**

**\* PROTECTING THE ENVIRONMENT**