SML ISUZU’S POLICY ON HIV/AIDS

The necessity of a workplace HIV/AIDS policy for SML Isuzu was significantly felt because as a Auto Industry the Company is dependent on its huge manpower resources Perceiving the future impact of HIV/AIDS on this valuable and indispensable human resource, SML based its workplace policy on HIV/AIDS on the following needs and principles:

To recognise our responsibility to provide a healthy and equitable work environment for all employees, including those with HIV/AIDS.

To provide equal access to available and accurate information, prevention methods, and treatment and research results on HIV/AIDS to employees.

To ensure all employees the right to keep confidential any information, which is highly personal, about their HIV/AIDS status.

To promote appropriate, comprehensive and sustainable programme development that assures all people and groups be treated fairly and equally and that no groups or individuals should be discriminated against in the context of HIV/AIDS.

Based on this declaration, the following policy of SML ISUZU LIMITED on HIV/AIDS has been drawn up.

1. **Governmental and company laws:** HIV/AIDS and employment policies will comply with the state, company and local laws and agreements.

2. **Pre-employment screening:** SML will not do pre-employment HIV/AIDS screening as part of its fitness to work assessment. Screening of this kind refers to direct methods (HIV testing), indirect methods (assessment of risk behaviours), and questions about HIV tests already taken.

3. **Ordinary workplace contact:** Employment and HIV/AIDS policies will be based on the scientific and epidemiological evidence that people with HIV/AIDS do not pose a risk of transmission of the virus to co-workers through ordinary workplace contact.

4. **Protection of employee:** Persons in the workplace affected by, or perceived to be affected by, HIV/AIDS, will be protected from stigmatization and discrimination by co-workers, unions, employers or clients. To prevent work disruption and rejection by co-workers of an employee with HIV/AIDS, SML will undertake education for all employees before such an incident occurs and as needed thereafter. All efforts to increase awareness of HIV/AIDS among the workforce will therefore be increased.

5. **HIV/AIDS survey:** HIV/AIDS screening, whether direct, indirect or asking questions about tests already taken, will not be done.

6. **Confidentiality:** Confidentiality regarding all medical information including HIV/AIDS status will be maintained, recognising the principle that employers have a duty to protect confidentiality of employees’ medical information.

7. **Benefits:** HIV-infected employees will not be discriminated against and will continue to have access to all standard social security benefits and occupationally related benefits.

8. **Reasonable changes in working arrangements:** HIV infection itself is not associated with any limitation in fitness to work. If fitness to work is impaired by HIV-related illness, reasonable alternative working arrangements will be made.
9. **Continuation of employment**: HIV infection is not a cause for termination of employment. As with many other illnesses, persons with HIV-related illnesses should be able to work as long as medically fit for available appropriate work.

10. **Management**: The highest levels of management unequivocally endorse non-discriminatory employment policies and educational programmes about AIDS and STDs. Support of these programmes will be communicated by the company in simple, clear and unambiguous terms.

11. **Information, education and communication/ behaviour change communication (IEC/BCC)**: SML will provide employees with sensitive, accurate, up-to-date education about risk-reduction in their personal lives, through appropriate IEC/BCC programmes carried out for health education.

12. **Health care worker**: In those special settings where there may be a potential risk of exposure to HIV (for example in health care, where workers may be exposed to blood or blood products), SML will provide specific, ongoing education as well as the necessary equipment, to reinforce appropriate infection-control procedures and ensure that they are implemented.

13. **Care of opportunistic diseases**: In accordance with governmental laws and the National AIDS Control Organisation’s guidelines, SML will continue to treat opportunistic infections of all HIV/AIDS patients as per the best medical advice available maintaining acceptable standards of health care.

14. **Anti-retroviral therapy**: No commitment from SML is being given presently for treatment with the anti-retroviral, or protease inhibitor class of drugs, or for reimbursements of costs incurred by use of the above, or similar classes of anti-viral drugs.

**Employees’ concerns**

1. **Informing the employer**: There will be no obligation for the employee to inform SML regarding his/her HIV/AIDS status.

2. **Access to services**: Employees and their families will have access to information and educational programmes on HIV/AIDS as well as to relevant counselling and appropriate referral.

3. **Rights and opportunities**: People with HIV/AIDS are entitled to the same rights and opportunities as persons with other serious or life-threatening illnesses.

**General issues**

**First aid**: In any situation requiring first aid in the workplace, standard precautions will be taken to minimize the risk of transmitting HIV.

**N.B.**: If anyone needs a copy of this policy, the same can be obtained gratis from HR Department (free of Cost)
1. सदृश पैरेंटल दृष्टिकोण के आधार पर, अनुमति दी जा सकती है।

2. समाधान के तहत, सदृश पैरेंटल दृष्टिकोण के आधार पर, अनुमति दी जा सकती है।

3. केवल वातावरण के बारे में लिखा जाएगा।

4. सामाजिक सुदृश्य - अनुमति होगी।

5. अनुमति होगी।

6. सुदृश्य - अनुमति होगी।

7. अनुमति होगी।

8. सदृश पैरेंटल दृष्टिकोण के आधार पर, अनुमति दी जा सकती है।

9. सदृश पैरेंटल दृष्टिकोण के आधार पर, अनुमति दी जा सकती है।

10. सुदृश्य - पुनःप्रस्तुत करने के लिए, अनुमति होगी।

11. सुदृश्य - पुनःप्रस्तुत करने के लिए, अनुमति होगी।
12. "कैदी बैठने बच्चा-" किसी बच्चे की भेंट आपकी दी दिलीवाली उठा ली देंगे। (सिस्ट्रेट दिलीवाले, किसी कैदी की) हूँ दुख में दुख दें दुख दें। पर यह सब बहुत बड़ा वहाँ के। वो मैं भेंट दुख निर्विनाश नहीं देंगे। कई बच्चे भेंट रहे हैं। "कैदी बैठने बच्चा-" किसी बच्चे की भेंट के वहाँ के। / देखें वो भाग जो कैदी बैठने का दिला नहीं देंगे।

वक्तव्यों- "झोली खोलना-"

उस दिन उसके दिलीवाले। यह मेरे भेंट दुख दें के अपनी अपनी। / देखें वो भाग जो कैदी बैठने लड़के मेरी मुखबनी लड़के इस पर भेंट रहे।

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अभिभावक- अपनी जो। / देखें वो भाग जो कैदी बैठने लड़के मेरी मुखबनी लड़के इस पर भेंट रहे।

इस दिन इस दिन। वो भाग जो कैदी बैठने लड़के मेरी मुखबनी लड़के इस पर भेंट रहे। / देखें वो भाग जो कैदी बैठने लड़के मेरी मुखबनी लड़के इस पर भेंट रहे।

सेवक बिेमे दूः दिम झरिमी दी लगी चारी चेते, खुश हर लिखनटमेंट तूँ भूत ता मने गल।