

#workingpositively

Respect and non-judgement: Discrimination-free treatment of people living with HIV in the workplace

*Matthias Kuske, Deutsche Aidshilfe
eastmeetswest, 12.06.2020*



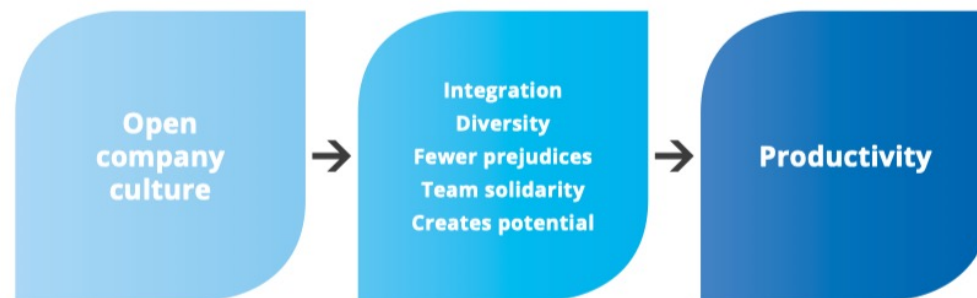


Video 1

HIV in the workplace today

- People living with HIV (PLHIV) are colleagues like everybody else.
- But: Fear of disadvantages in the workplace, stigma and discrimination are still the biggest obstacles people living with HIV (PLHIV) face.
- Showing respect and support for PLHIV not only helps them, but also helps creating an open and tolerant working environment.

Set a signal! Take action!



Declaration of commitment

- Started in Germany in June 2019
- Main partners: IBM, SAP
- Signed by more than 70 companies and organisations
- More than just a lip service: concrete internal interventions & external signals



Europe & International

- Starting June 2020
- Under the lead of IBM and SAP now extended throughout Europe, North America (USA/CAN) and internationally
- Always in co-operation with national NGOs / self-representation organisations of PLHIV
- adaptable, the core idea must be guaranteed



Setting the right example

- We support active, respectful cooperation in the workplace. We stand up for people with HIV and other chronic illnesses. We absolutely reject discrimination.
- In our company we make clear that employees with HIV are welcome and can be open about the fact if they choose to be.



- In cases of discrimination, our employees may turn to complaint centers or trained advisers.
- We will ensure that our personnel managers and employee representative organizations acquire up-to-date knowledge about living with HIV.



- We will not demand an HIV test either on recruitment or during company medical examinations, and will not ask whether an employee has HIV.
- We will publicly declare that we have addressed the issue of HIV and will publish this declaration and other material on dealing with HIV, including within our company.



We are committed to active diversity and inclusion.

Our company signs this declaration in full
acknowledgement of our responsibility to the
dignity of our employees.

Marginalization makes people sick.

Respect contributes to quality of life and a
productive working environment.



#workingpositively

5 steps for implementation





1

inform, decide, sign

Inform yourself about the declaration, decide if you want to participate, sign it.

In case you need any help or have any questions, we are happy to support you.



2

Find allies and inform internally

Get your employees on board

Offer information material and organize meetings



3

Promote it to the outside world

For example on your website, in social media, on image flyers, in your mission statement, at the doors ...

Show that people with HIV are welcome in your company or organisation!



4

'keep the pot boiling'

Put the topic regularly on the agenda at appropriate occasions



5

Inspire others

Spread the knowledge and motivate others to sign the declaration!



Video 2



Contact

For Europe:

IBM

Axel Wedler

axel.wedler@de.ibm.com

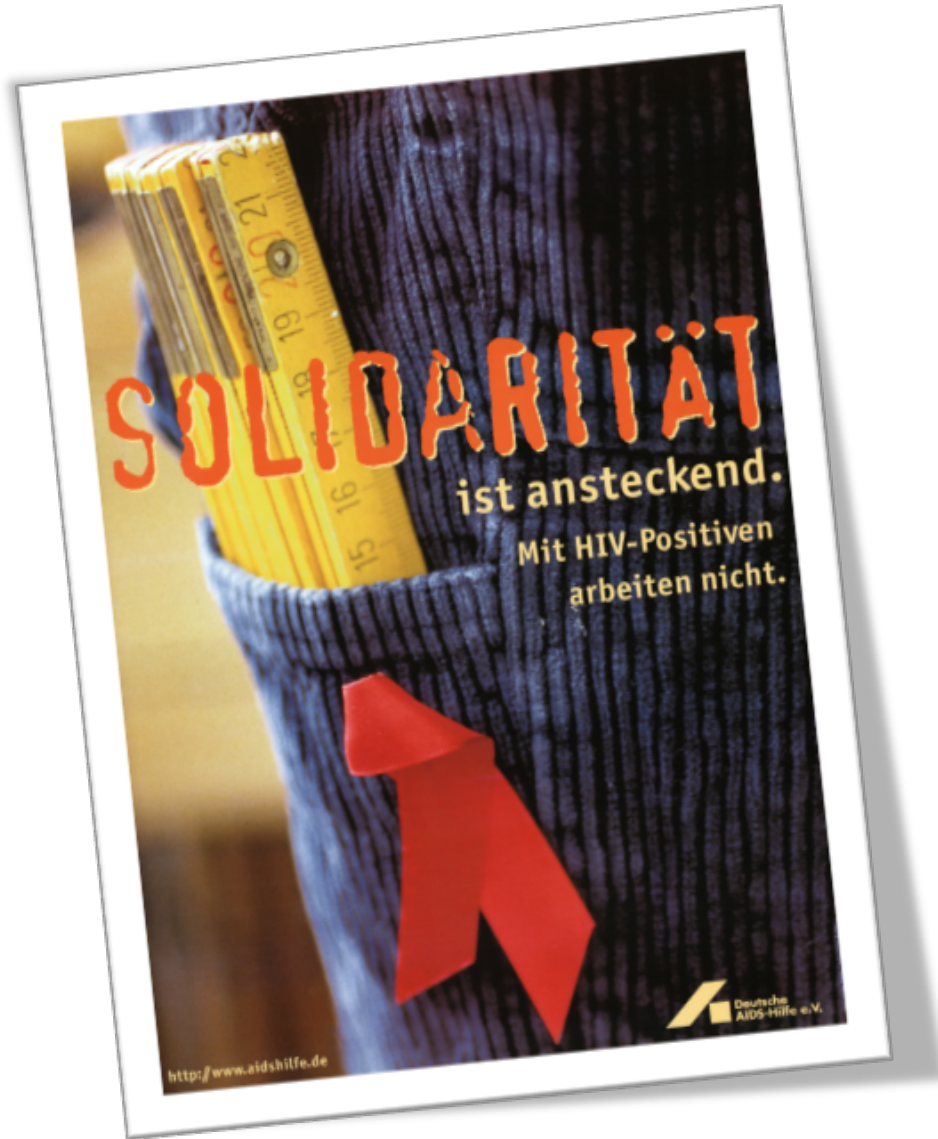
For Germany and NGO contact:

Deutsche Aidshilfe

Silke Eggers

silke.eggert@dah.aidshilfe.de

www.positiv-arbeiten.de



Solidarity is contagious.

Working with HIV-positive people not.

Matthias Kuske

matthias.kuske@dah.aidshilfe.de

matthias.kuske@dialogwerk.eu