



**AKENTEN  
APPIAH-MENKA  
UNIVERSITY**

*of Skills Training and Entrepreneurial  
Development*

## **AAMUSTED POLICY ON HIV AND AIDS**

**(Draft)**

**DECEMBER 2024**

## FOREWORD

HIV/AIDS negatively affect the development and socioeconomic growth of nations, and the worst affected is the Sub-Saharan Africa including Ghana. Since HIV/AIDS first discovery in the late 1800s and subsequent identification in Ghana in 1986, the number of cases has continued to increase to date affecting all sectors of the economy including education. HIV/AIDS affects the education sector on both demand and supply sides – impacting negatively on individuals, systems and limited resources via illnesses, financial constraints and cost burdens, etc. Although HIV can be treated and prevented with antiretroviral therapy (ART), it remains a major global public health issue receiving much attention such as being part of the global development agenda (SDG target 3.3) of ending HIV/AIDS epidemic by 2030. The role of the education sector especially tertiary institutions like AAMUSTED becomes critical in the fight against HIV/AIDS epidemic. Especially so in achieving the SDG targets and the Government of Ghana’s HIV/AIDS policy that is focused on “universal access to HIV prevention, treatment and care services towards ending AIDS as a public health threat”.

Akenten Appiah-Menka University of Skills Training and Entrepreneurial Development (AAMUSTED) has developed this institutional policy in support of Government’s interventions and the global agenda to fight against HIV/AIDS. The overarching goal of this policy is to provide leadership and coordination of HIV/AIDS prevention and management, and foster knowledge management to support conducive environment for work and education for the University community and the rest of society. AAMUSTED is committed to the success of this HIV/AIDS policy to contribute to minimizing the impacts of HIV/AIDS vulnerabilities, complement national prevention and control interventions/strategies, and support knowledge management through innovative research, teaching, dissemination, and community services.

It is our strong believe that this policy which reflects our vision, mission and core values as an educational institution provides the needed guidelines and framework to promote innovation and teamwork among all partners towards successful policy implementation. By this policy, we demonstrate that we are socially responsible in training and providing relevant professionals within an environment of equity, inclusivity and diversity.

**Professor Frederick Kwaku Sarfo (PhD)**

**Vice-Chancellor  
AAMUSTED**

## EXECUTIVE SUMMARY

Human Immunodeficiency Virus (HIV) and Acquired Immunodeficiency Syndrome (AIDS) as public health concerns in society require attention at the workplace and educational environment. Since HIV/AIDS discovery in Ghana around 1986, its spread has continued to date affecting all sectors of the economy including education. The education sector is affected on both demand and supply sides –impacting negatively on individuals, systems and resources via illnesses, financial constraints, cost burdens, etc. The threat from HIV/AIDS has received national and global attention in joint efforts to end the epidemic through policies and strategies like the global development agenda SDG 3.3 of ending HIV/AIDS epidemic by 2030. AAMUSTED as a stakeholder sees the responsibility to join others in the fight against HIV/AIDS epidemic. This policy demonstrates AAMUSTED’s commitment to her responsibility of subscribing to the Government’s HIV/AIDS policy and strategies towards “universal access to HIV prevention, treatment and care services towards ending AIDS”. The policy is developed in the spirit of the vision, mission and core values of AAMUSTED as a socially responsible educational institution that upholds equity, inclusivity and diversity.

The key components of the policy are:

- Policy framework – shares the legal instruments informing the policy, goals and objectives and the institutional commitment. The overarching goal is to provide leadership and coordination of HIV/AIDS prevention and management, and foster knowledge management for safe environment for all. The main objectives are 1) minimizing or ameliorating impacts of HIV/AIDS vulnerabilities; 2) planning to implement prevention and control interventions; and 3) knowledge management through innovative research, dissemination, and advisory services to all. The guiding principles are centered on human rights to access to education, healthcare delivery, employment opportunities, gender equity, privacy, and others.
- General ethical standards – Looks at the general ethical standards and principles that define rights and responsibilities of all persons in relation HIV/AIDS status (known, unknown or perceived). Considerations are made in terms of entitlement to rights/privileges/benefits, admissions and employability, confidentiality, discrimination and stigmatization, equity and inclusivity, access to information etc.
- Rights and responsibilities of staff, students and others – Based on national and international standards and practices, rights and responsibilities of members of the university community are defined to support comprehensive and inclusive approaches to managing and controlling HIV/AIDS and related issues in the University.
- Policy implementation – Captures the specific interventions (Education and awareness campaigns, Testing, counselling and care services, Integration of HIV/AIDS into research, teaching and community services, and Staff-student assisted programmes) and required resources (human, logistics and budgeting).
- Monitoring and evaluation, and learning – Describes the framework for effective knowledge management activities including evaluation, reporting, feedback for improvement and learning.
- Policy review – Presents the provision for intentional effort and considerations to review the policy from time to time.

## Acknowledgement

The Vice-Chancellor on behalf of the Management of AAMUSTED appreciates the work and support of all stakeholders in our collective bid to fight against HIV/AIDS epidemic through the spirit of commitment and resilience - from staff, students, community members, and partners. Also the work of the Committee that drafted this policy is appreciated especially the core members in the persons of: Prof. Bismark Dwumfour-Asare (Chairperson), Mrs Goddana M. Drako (Member), Dr. George Wireko Brobbey Bonsu (Member), Dr. Afua Ntoaduro (Member), and Ms. Victoria Timah (Member/Secretary).

## Table of Contents

<b>FOREWORD .....</b>	<b><i>i</i></b>
<b>EXECUTIVE SUMMARY.....</b>	<b><i>ii</i></b>
<b>Acknowledgement .....</b>	<b><i>iii</i></b>
<b>1.0 Introduction .....</b>	<b><i>1</i></b>
<b>2.0 Policy Framework: Legal Instrument Sources, Goals and Objectives .....</b>	<b><i>3</i></b>
2.1 Legal Instrument Sources .....	3
2.2 Policy Goals .....	3
2.3 Policy Objectives .....	4
2.4 Guiding Principles.....	5
2.5 Benefits and Scope of the Policy .....	6
2.6 Commitment to the Policy .....	6
<b>3.0 General Ethical Standards .....</b>	<b><i>7</i></b>
<b>4.0 Rights and Responsibilities .....</b>	<b><i>8</i></b>
4.1 Rights and Responsibilities of Staff.....	8
4.2 Rights and Responsibilities of Students .....	9
4.3 Rights and Responsibilities of Auxiliary Community Members .....	10
<b>5.0 Policy Implementation .....</b>	<b><i>12</i></b>
5.1 HIV/AIDS Policy Interventions .....	12
5.1.1 Education and Awareness Campaigns.....	13
5.1.2 Testing, Counselling and Care Services .....	13
5.1.3 Integration of HIV/AIDS into research, teaching and community service.....	14
5.1.4 Staff-Student Assisted Programmes (SSAPs).....	15
5.2.5 Needed Resources.....	16
<b>6.0 Monitoring, Evaluation, and Learning (MEL) .....</b>	<b><i>17</i></b>
7.0 Policy Review .....	18
<b>BIBLIOGRAPHY .....</b>	<b><i>19</i></b>

## 1.0 Introduction

The human immunodeficiency virus (HIV) is a significant human viral disease that attacks the body's immune system. Acquired immunodeficiency syndrome (AIDS) represents the advanced stage of this infection. HIV/AIDS weakens the immune system to increase vulnerability to opportunistic infections and diseases including tuberculosis and cancers. Although HIV can be treated and prevented with antiretroviral therapy (ART), it remains a major global public health issue - 40.4 million claimed lives, 39 million people living with HIV and two-thirds (25.6 million) coming from Africa alone (by 2022). The global attention on HIV/AIDS translates into the Sustainable Development Goal (SDG) target 3.3 of ending AIDS epidemic by 2030. HIV/AIDS continues as a threat to the socio-economic development of every nation.

Historically, HIV infection in humans is traced back to the late 1800s via chimpanzee meat hunting in Africa and subsequent spread across the world. In Ghana, since the first case of HIV/AIDS was identified in 1986, the number of cases has continued to increase to date affecting all regions and sectors of the economy including education. Although Government's efforts over the years on the fight against HIV/AIDs with the support of World Health Organization (WHO) and key partners have yielded significant response, more strategic interventions involving all stakeholders are critical. There has been 38% reduction in new HIV infections since 2010, and the current (2022) infections stand at 16,574. Meanwhile, new infections are increasingly prevalent among active school-going age groups. The situation warrants concern for tertiary educational institutions, where sexually active young adults are predominant.

Although a comprehensive assessment of the impact of HIV and AIDS on Ghana's education sector is lacking, yet both the demand and supply sides of education are affected. The impact of HIV/AIDS extends across individuals, systems, and resources within the university setting. Impacting students, academic staff, support and ancillary staff, as well as processes and operations. Moreover, the strain could be felt on financial and material resources essential for sustaining the educational environment. On the supply side, the impact could encompass low enrollment rates stemming from deaths, illness, financial constraints, the need for home care of the sick, and various family and social circumstances. On the demand side, the impact involves the financial burden of training academic and support staff due to premature deaths, the costs of employee benefits during illnesses or after death, the strain of

HIV/AIDS management competing with educational system improvement projects, and the diminished capacity and quality of the educational system.

As a key player in the education sector, Akenten Appiah-Menka University of Skills Training and Entrepreneurial Development (AAMUSTED) is deeply concerned about HIV/AIDS infections. Recognizing the importance of supporting the Government of Ghana's interventions, AAMUSTED is committed to developing an institutional policy aimed at achieving the following objectives:

- 1) minimizing or ameliorating impacts of vulnerabilities,
- 2) planning to implement prevention and control interventions, and
- 3) knowledge management – innovative research, dissemination, and advisory services to the benefit of society.

This policy is developed in the spirit of the vision, mission and core values of the AAMUSTED by demonstrating that we are socially responsible as an educational institution in training and providing relevant professionals within an environment of equity, inclusivity and diversity.

## **2.0 Policy Framework: Legal Instrument Sources, Goals and Objectives**

### **2.1 Legal Instrument Sources**

This HIV/AIDS policy has been developed based on key national and international laws, regulations, conventions, policies and strategies that provide the legal framework.

The documents consulted include but not limited to the following:

- 1992 Fourth Republican Constitution of Ghana
- National HIV and AIDS Policy: Universal Access to HIV Prevention, Treatment and Care Services towards Ending AIDS as a Public Health Threat. September 2019.
- National HIV and AIDS Strategic Plan (2021- 2025). October 2020.
- National Health Policy: Ensuring healthy lives for all. (Revised Edition). January 2020
- Ministry of Education Policy on HIV & AIDS (2014)
- National Labour Act 2003 (Act 651)
- National HIV and AIDS Strategic Plan 2016-202
- Ghana AIDS Commission Act 2016, (Act 938)
- Sustainable Development Goals (SDGs) 2030
- ILO, Recommendation concerning HIV and AIDS and the World of Work 2010 (No. 200)
- ILO Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

### **2.2 Policy Goals**

The overarching goal of the policy is to provide guidelines for the leadership and coordination of HIV/AIDS prevention and control interventions that prevent new infections and/ or mitigate impact, and foster knowledge management to support the working and learning environment of the University community and society. The strategic goals are founded on the vision, mission and core values of the University.

The strategic policy goals are:

- Promote active involvement and support of stakeholders for effective HIV/AIDS interventions for safe workplace and learning environment for staff, students and general public.



- Promote zero-tolerance to all forms of stigma and discrimination related to HIV/AIDS and ensure equity, fairness, and tenets of human rights including privacy and confidentiality to every member of the university community (staff, students, dependants and public).
- Strengthen integrated approach to research, monitoring, evaluation, learning and knowledge management on HIV/AIDS in society.
- Utilize resources judiciously for sustainable HIV/AIDS interventions that protect the university community (staff, students the general public accessing services).
- Collaborate with all relevant stakeholders in the implementation of interventions targeting the prevention and control of HIV/AIDS in the university community and society.

### **2.3 Policy Objectives**

The specific objectives of this HIV/AIDS policy are to:

- Provide clear guidance and advocacy for the active involvement and support of our partners and stakeholders for effective HIV and AIDS interventions for safe workplace and learning environment.
- Ensure active participation of learners and workforce in HIV and AIDS activities through well-defined roles and responsibilities.
- Promote HIV and AIDS risk-free behaviour among the University community members (learners, workers and families).
- Ensure protection of all members from stigma and discrimination related to HIV and AIDS including on the basis of real or perceived HIV/AIDS status.
- Prevent new HIV infections among university community members.
- Mitigate the impact of HIV and AIDS on learners and the workforce infected and affected.
- Ensure protection and confidentiality of information on HIV and AIDS status of learners and workforce.
- Strengthen research, monitoring, evaluation, learning and knowledge management on HIV/AIDS at all levels in an integrated approach (including within and outside the university community).
- Mobilise adequate resources for sustainable HIV and AIDS interventions.

## 2.4 Guiding Principles

The guiding principles for this policy are adapted from Ghana's Education sector policy on HIV/AIDS. The principles are centred on human rights on access to education, healthcare delivery, employment opportunities, gender equity, privacy, and others which are enshrined in AAMUSTED vision, mission and core values as elaborated below:

- **Access to Education:** Every person has the right to education, and no one shall be denied access to education on the basis of his or her actual or perceived HIV status.
- **Recognising HIV and AIDS as a Workplace Issue:** HIV and AIDS is a workplace issue and should be treated like any other serious illness/condition in the workplace. The rights, safety, security and protection of workers shall be paramount such that persons with HIV-related illnesses should be allowed to work for as long as they are medically fit. Measures should be put in place to redeploy such persons to work that is reasonably adapted to their abilities.
- **Gender Sensitivity, Equality and Equity:** The gender dimensions of HIV and AIDS should be recognised. Education should empower females and promote positive masculinity amongst males. Every person has the same rights, opportunities and responsibilities and shall be protected from all forms of stigmatisation and discrimination based on actual, known or perceived HIV status.
- **Access to Information, Privacy and Confidentiality:** Every person has the right to relevant and factual HIV and AIDS information and skills appropriate to their age, gender, and context. The right to privacy and confidentiality regarding their health including HIV/AIDS status shall be respected. A learner or employee shall not be required to undergo any mandatory HIV testing or status disclosure for admission or employment, and other opportunities for advancement. For a minor, the best interest of the child shall guide decisions concerning disclosure.
- **Access to Care, Treatment and Support:** All infected community members (learners and workers) in the University have the right to access holistic care, treatment, and support in line with available resources. The University will work in partnership with agencies offering support and care to support infected and affected individuals.
- **Safety in Workplace and Learning Environment:** All workplace and learning environment shall require the barest minimum of risk of HIV transmission by taking the appropriate first aid/universal infection prevention precautions.

- **Collaborations and Partnerships:** The University shall be responsible and accountable for successful implementation of this policy through effective collaborations and partnerships with all stakeholders at all levels.

## **2.5 Benefits and Scope of the Policy**

The policy provides an opportunity for AAMUSTED as an academic institution to contribute significantly to the national effort of fighting against the spread of HIV infections and AIDS disease in Ghana and the rest of the world. The policy shows AAMUSTED's commitment to support Government of Ghana to achieve the Sustainable Development Goal 3, and target 3.3 which is focused on ending AIDS epidemic by 2030. This policy provides guidance on the framework for AAMUSTED institutionalised HIV/AIDS prevention and control for safe and sustainable work and learning environment as an institution of higher learning. There is adequate provision for reflection, institutional assessment, knowledge management, monitoring and evaluation, and planned improvement to correspond with national and international policies and best practices for the control and management of HIV/AIDS.

## **2.6 Commitment to the Policy**

The University is committed to the policy and all the tenets of HIV/AIDS control and management as articulated in this policy document to ensure safe and sound environment for work and learning in AAMUSTED. The resolved commitment comes from all partners and stakeholders of the university community – from the top management to the lowest ranking member of the fraternity and allies. AAMUSTED commitment to this policy ratifies the fundamental principles of our vision and mission statements, and core values – as socially responsible educational institution in training and providing relevant professionals within an environment of equity, inclusivity and respect for human rights.

### 3.0 General Ethical Standards

The general ethical standards and principles guiding definition of rights and responsibilities are:

- Rights and responsibilities of university community members are integral part of the university's HIV/AIDS policy.
- Recruitment, promotion, and enrolment shall not be based on HIV/AIDS status.
- All staff irrespective of HIV/AIDS status shall be entitled to sick leave as stipulated in the conditions of service for staff.
- No form of discrimination against any staff and student shall be tolerated irrespective of their HIV/AIDS status (actual or perceived).
- No employee or student shall be dismissed or have employment terminated on account of solely perceived or actual HIV/AIDS status.
- Medical benefits and privileges shall apply to all staff and students irrespective of HIV/AIDS status.
- The University shall endeavour to provide a sound and safe working and learning environment with zero to minimal exposure to HIV/AIDS risk.
- All staff and students shall be educated and trained on HIV/AIDS and related issues.
- HIV/AIDS programs shall be mainstreamed into all workplaces and learning environment to respond to the dynamic issues pertaining to HIV/AIDS.
- The University recognises the sensitive issues that surround HIV/AIDS and shall responsibly handle such matters in a discreet and confidential manner. Where a person has disclosed his or her status to management, the University will keep the identity of such a person confidential.
- The University shall comply with national and international principles as may be declared by relevant institutions and stakeholders including Ghana Health Services, Ghana AIDS Commission and the Joint United Nations Programme on HIV and AIDS (UNAIDS).
- University shall work with the national policy stance on willful transmission of HIV/AIDs which calls for the use of Domestic Violence Act 2007 (Act 732) and Criminal Offences Act 1960 (Act 29).
- This policy, and related information on HIV/AIDS, will be communicated to the University community using the full range of communication methods available to the University and its network of contacts.

## 4.0 Rights and Responsibilities

A comprehensive and inclusive approach to managing and controlling HIV/AIDS and related issues in the University is achievable by well defined rights and responsibilities of members of the university community. These rights and responsibilities are upheld by national and international standards and policies.

### 4.1 Rights and Responsibilities of Staff

The rights and responsibilities of persons in the employ of the university shall include the following:

- AAMUSTED does not discriminate against staff or applicants having, perceived as having, living with, or otherwise affected by HIV or AIDS.
- Staff shall have the right to access healthcare services, including HIV services.
- Staff shall have the right to equal treatment before the law and the right to dignity.
- There should be no stigma against any staff on the basis of real or perceived HIV status.
- No staff of the University shall be required to undergo an HIV test, or disclose his or her HIV and AIDS status.
- The University shall not use HIV and AIDS status to deny an employment contract or refuse a renewal of contract.
- HIV and AIDS status shall not be used as a requirement in human resource development, including promotion and training.
- HIV and AIDS status shall not be reflected on the personal files of employees.
- HIV and AIDS status of staff shall not be disclosed without the expressed consent of the staff concerned.
- No staff should suffer stigmatisation because of their HIV and AIDS status.
- Staff shall respect the rights of other staff living with HIV and AIDS and other form of diseases.
- Staff have the right to supportive and safe working environment without the infected and affected being stigmatised.

- Staff have the right to know of possible occupational hazards associated with working with persons living with HIV and AIDS.
- It shall be a duty of the University to provide a working environment that shall minimize occupational exposure to HIV and AIDS to staff.

## **4.2 Rights and Responsibilities of Students**

The rights and responsibilities of students of the university shall include the following:

- No prospective student of the University shall be required to undergo an HIV test, or disclose his or her HIV and AIDS status as a requirement for admission.
- No student of the University shall be required to undergo an HIV test or disclose his or her HIV/AIDS status for the purposes including enjoying of privileges like hostel allocations, granting of loans, bursaries/ scholarships etc.
- A student's HIV status shall remain confidential and studentship shall not be based on grounds of HIV/AIDS status.
- No students should suffer discrimination and stigmatization of any form because of their HIV/AIDS status.
- Students shall respect the rights of other students, staff and other members of the university community with HIV/AIDS status (actual or perceived) like other forms of diseases.
- The HIV/AIDS status and personal health information of other members of the university community shall be treated confidential and shall only be disclosed when it is required by law and/or with a formal consent.
- Support systems such as medical care, educational resources and counselling shall be available to all students irrespective of the HIV/AIDS status.
- Students, along with staff and other community members, have the right to education and training on HIV/AIDS prevention and management. This includes information on individual rights, respect, equity, and inclusion.
- Students like staff, and other community members are responsible for any disciplinary actions taken by the university authority regarding stigmatization, discrimination, harassment, and abuse related to the HIV/AIDS status of others.

- Individuals are required to report any form of discrimination, harassment and abuses as a result of their HIV/AIDS status to the appropriate university authority.
- Individuals are responsible for their own safety regarding the transmission of HIV/AIDS by practicing safe sexual and other risk behaviours.
- Students shall actively participate in and support all HIV/AIDS education, promotion and awareness programs organized by the university and/or with partners.
- Students are encouraged to participate in voluntary testing and counselling services that may be available through the University health services to be able to enjoy the necessary care and support.
- No students may use HIV/AIDS status as a reason for failing to perform academic tasks and responsibilities as required without any medical justification.
- Students have the right and responsibility to comply with the university's policy and related guidelines on HIV/AIDS.

### **4.3 Rights and Responsibilities of Auxiliary Community Members**

Auxiliary university community members such as suppliers, contractors, vendors, visitors etc who play essential roles including rendering of services in the University have some rights and responsibilities regarding this HIV/AIDS policy.

Some key rights and responsibilities for such category of community members are:

- The HIV/AIDS status like other personal health information of all persons including auxiliary community members shall remain confidential and would only be disclosed when it is required by law or with a formal consent.
- All community members including auxiliary community members have rights against any form of discrimination, harassment, stigmatization and abuse based on their HIV/AIDS status.
- The HIV/AIDS status of persons shall not be the basis for any form of interactions, decisions, and engagements of any interest.
- All community members shall support an all-inclusive working and learning environment in the university community devoid of discrimination, harassment, stigmatization and abuse based on their HIV/AIDS status.
- All community members shall actively participate in and support HIV/AIDS education and awareness programs organized by the university.

- All community members are responsible for any disciplinary actions from the university authority on matters related to stigmatization, discrimination, harassment and abuses due to HIV/AIDS status of others.
- Individuals are required to report any form of discrimination, harassment, abuses and any mistreatment as a result of their HIV/AIDS status to the appropriate university authority.
- Individuals are responsible for their own safety regarding the transmission of HIV/AIDS by ensuring safe work practices, and other risk behaviours.
- Members have the right and responsibility to comply with the university's policy and related guidelines on HIV/AIDS.

#### **4.4 Crime of Willful Transmission of HIV/AIDS**

All community members shall be aware of this provision in the national policy and comply with the applicable laws of Ghana.

Members have the responsibility to:

- Comply with the Domestic Violence Act 2007 (Act 739) which criminalizes willful transmission of HIV/AIDS.
- Observe the provisions of the National HIV and AIDS, STI Policy (2013) that seek to apply the Criminal Offenses Act 1960 (Act 29) to criminalize wilful sexual transmission of HIV.
- Observe that it is an offence for a person living with HIV to commit or threaten to commit particular acts with a partner, including having sexual contact without making the partner aware they have HIV or another sexually transmitted disease.



## **5.0 Policy Implementation**

The overall responsibility for implementing the HIV/AIDS Policy lies with the management of the University. Management would lead the implementation through the University Health Services Committee with its core functions enshrined in the AAMUSTED Statute.

The policy implementation involves spearheading interventions, executing programmes, and undertaking activities on HIV/AIDS prevention, control, treatment and support services in the university.

Effective implementation of the policy shall call for the following:

- i. Disseminating and coordinating the HIV/AIDS policy throughout the University.
- ii. Organizing consultative meetings with the University community and relevant stakeholders on HIV/AIDS.
- iii. Establishing and implementing a system of policy monitoring and evaluation.
- iv. Collaborating with the community and other tertiary institutions and stakeholders.
- v. Developing any relevant guidelines to support HIV/AIDS policy implementation.
- vi. Planning and budgeting for intervention programmes, strategies and activities relating to HIV/AIDS control and management.
- vii. Adopting and adapting (where possible) the HIV/AIDS implementation guidelines from the Ministry of Health (MoH)/Ghana Health Services (GHS) and the World Health Organization (WHO).
- viii. Paying particular attention to roles and responsibilities of key players in the HIV/AIDS policy.
- ix. Periodic appraisal and reviews of the HIV/AIDS policy.

### **5.1 HIV/AIDS Policy Interventions**

In the implementation of the HIV/AIDS policy, comprehensive and multi-faceted intervention approaches have been adopted to help achieve the inspiring goals and objectives defined in the policy document. The intervention approaches include use of communication and behaviour change strategies, testing and counselling, integrated research and teaching, training and capacity building, and others.

### **5.1.1 Education and Awareness Campaigns**

The intervention approach here uses education and awareness campaigns to improve knowledge, positive behaviour and safe practices on HIV/AIDS matters among staff, students and other community members. The approach shall involve the following:

- Promoting outreach programmes to educate staff, students and other community members about HIV/AIDS.
- Frequent training and capacity building sessions to facilitate knowledge sharing on HIV/AIDS topical issues including safe behaviour and lifestyle practices, human rights versus discrimination, stigmatization, and abuses etc.
- Free distribution of information, education and communication (IEC) materials on HIV/AIDS like flyers, posters, banners, booklets etc in the community.
- Using outreach initiatives to encourage voluntary HIV testing, counselling and care services, safe lifestyle practices, human rights against discrimination, stigmatization, and abuses.
- Creating platforms to stimulate open conversations about healthy sexual lifestyles, prevention and control strategies especially for vulnerable populations and minority groups.
- Collaboration with relevant stakeholders especially in health sector to effective HIV/AIDS management services for staff, students and other members of the university community.
- Integrate HIV/AIDS campaigns into students and staff association activities like celebrations, staff games, students' association/hall/faculty and SRC week celebrations etc.
- Free condoms (male and female) distribution as part of HIV/AIDS campaign drives on campus when necessary.

### **5.1.2 Testing, Counselling and Care Services**

The University considers voluntary HIV testing, coupled with counselling and care services, as an effective approach to HIV/AIDS control and management within the university community. HIV testing is the entry point to prevention, treatment, care, and support services. The counselling and care services are essential especially for members who need such support services. This intervention shall include the following:

- Regular provision of available forms of HIV testing and counselling (e.g. differentiated, optimized facility-based, index client, community-based testings etc) as prescribed in the National HIV/AIDS strategic plans on-campus for all members.
- Confidential and nondiscriminatory counselling services will be offered on campus by a dedicated unit/facility with professional practitioners.
- Appropriate personnel will be trained to provide testing and counselling services as much as possible.
- Provide support services such as counselling and connections to healthcare providers to HIV/AIDS affected individuals.
- Consciously increase awareness on HIV testing and counselling for learners and workforce in the university community.
- Promoting the use of PrEP (pre-exposure prophylaxis) among the vulnerable population.
- Collaborating with relevant stakeholders especially healthcare providers and service authorities for effective service delivery on campus.
- Provide the necessary resources to support testing, counselling and care services.

### **5.1.3 Integration of HIV/AIDS into research, teaching and community service**

The University has the mandate to use teaching, research and community service to impact its community positively towards development and socioeconomic wellbeing of people. Integration of HIV/AIDS into core activities of the university shall include the following:

- Provision of appropriate tools, manuals and materials to support integration of HIV/AIDS into teaching, learning and research, curriculum development, and other materials for training/capacity building.
- Development of online modules or webinars on HIV/AIDS related topics to reach a broader audience.
- Utilize the university's learning management system to make HIV/AIDS resources readily accessible to all interest groups.
- Incorporate HIV/AIDS education and awareness programmes into student orientation programmes for students, faculty, and other staff members of the university.

- Organization of seminars, workshops and conferences may include HIV/AIDS related topics as much as possible for the university and communities outside.
- Embarking on community drive projects on sharing research findings and innovations in HIV/AIDS control and management.
- Encourage faculty to include discussions on HIV/AIDS and related issues in relevant coursework.
- Incorporate and strengthen HIV/AIDS course title(s) as part of the university-wide Liberal Studies course for all undergraduate programmes.
- Encourage faculty members to research into HIV/AIDS issues through various means including research grant proposals, students project works, dissertations and thesis.
- Encourage the use of internal and external funding sources to support research and teaching on HIV/AIDS and related issues.
- Collaborate with other public/private teaching, research, consulting and civil society organizations in knowledge sharing, capacity building and education on HIV/AIDS.

#### **5.1.4 Staff-Student Assisted Programmes (SSAPs)**

The University shall provide assisted programmes for HIV/AIDS affected staff and students through the following and other arrangements that will be suitable:

- Offer confidential counseling services for staff and students who are living with HIV/AIDS. Trained counselors can provide emotional support, guidance on managing the condition, and assistance in accessing medical care and social services.
- Establish peer support groups for staff and students living with HIV/AIDS. This can provide safe and supportive environment for such individuals to share their experiences, exchange information, and offer mutual encouragement.
- Continuous assessment and improvement of HIV/AIDS interventions/programmes within the SSAPs through surveys, focus group discussions, and feedback mechanisms.
- Collaborate with local/international organizations, healthcare providers, and community groups involved in HIV/AIDS for effective SSAPs delivery especially for support services outside of the university.

- Capacity building initiatives will be implemented to enhance the skills and knowledge of university members involved in HIV/AIDS management activities.
- Creation of opportunities for professional development and knowledge exchange on HIV/AIDS management to foster the culture of continuous learning and improvement within the university.
- The establishment of an HIV/AIDS Desk (secretariat) under the Guidance and Counselling Centre with the support of the University Health Services.

## 5.2 Needed Resources

Effective implementation of this policy requires the provision of the necessary resources to support the various interventions, strategies and activities anticipated and spelt out in the policy document.

The provisions should include the following as much as possible:

- i. Establishing and furnishing an administrative secretariat/desk (on university campuses) to host programmes and activities related to the HIV/AIDS policy implementation.
- ii. Making available equipment including those for Information, Education and Communication (IEC) e.g. computers, internet facility, printers, audiovisual tools, etc.
- iii. HIV/AIDS testing, counselling, care and research center(s) (including referral facilities) to work with University Health Directorate and faculties.
- iv. Transport logistics for effective mobility.
- v. Established budget line for HIV/AIDS funding to support policy implementation.
- vi. Trained technical and administrative personnel for the various HIV/AIDS services.
- vii. Other relevant resources needed for the work of the secretariat.

## 6.0 Monitoring, Evaluation, and Learning (MEL)

The Monitoring, Evaluation, and Learning (MEL) in HIV/AIDS management at AAMUSTED aim to establish a framework for effective knowledge management activities on AIDS prevention, control, treatment and support services. There shall be quarterly MEL reports focused on:

- Assessing the extent to which set objectives of the policy have been met and the impact of programmes on staff, students and other members.
- Tracking progress on planned programmes, coordinated efforts and implementation strategies for the HIV/AIDS policy.
- Ensuring transparency and accountability in HIV/AIDS service delivery.
- Identifying areas for improvement in the policy implementation.

MEL will involve coordination, monitoring and evaluation of activities including reporting to generate the right knowledge for learning and improvement in HIV/AIDS management. Paramount is narrating the Theory of Change of the HIV/AIDS policy.

The Learning is part of knowledge management and shall comprise database hosting, analyses, regular reporting, and dissemination of relevant information to targeted audience. Information dissemination may involve relevant stakeholders such as funding agencies, community partners, public health authorities, government ministries, departments and agencies, university management and others through several platforms including:

- email updates,
- seminars/workshops/durbars,
- outreach programs
- tv/radio shows
- social media handles,
- published reports/articles, and
- others

MEL activities will adhere to the ethical principles and standards of the HIV/AIDS policy.

## **7.0 Policy Review**

The HIV/AIDs Policy shall be reviewed from time to time up to five (5) years as may be deemed necessary in consultation with the relevant stakeholders. Policy reviews shall take place by the following considerations:

- The need to review effectiveness and relevance of HIV/AIDS management objectives.
- Calls for review from the feedback on MEL reports on the HIV/AIDS policy implementation.
- The need to update with relevant national and international regulations, conventions, protocols, guidelines, and best practices.
- Other relevant considerations that may come up from time to time.

## BIBLIOGRAPHY

- WHO (2023) HIV and AIDS. Factsheets. July 2023. <https://www.who.int/news-room/factsheets/detail/hiv-aids#:~:text=Overview,cells%2C%20weakening%20the%20immune%20system>.
- CDC (2022) HIV Basics: About HIV. <https://www.cdc.gov/hiv/basics/whatishiv.html#:~:text=Studies%20show%20that%20HIV%20may,contact%20with%20their%20infected%20blood> (Accessed: January 2024)
- Anarfi & Awusabo-Asare (nd). HIV/AIDS in Tertiary institutions in Ghana. Draft Report for The National Council for Tertiary Education & World Bank. [https://healtheducationresources.unesco.org/sites/default/files/resources/Tertiary\\_institutions.pdf](https://healtheducationresources.unesco.org/sites/default/files/resources/Tertiary_institutions.pdf) (Accessed: January 2024)
- WHO (2023). Strengthening the fight against HIV in Ghana. Regional Office for Africa. <https://www.afro.who.int/countries/ghana/news/strengthening-fight-against-hiv-ghana#:~:text=In%20Ghana%2C%20there%20are%20currently,new%20HIV%20infections%20in%202022>. (Accessed: January 2024)
- Ghana AIDS Commission, GAC (2020). National and Sub-National HIV and AIDS Estimates and Projections 2020 Report. Ghana AIDS Commission, Accra, Ghana.
- Government of Ghana, GoG (2014). HIV and AIDS Policy. Ministry of Education. August 2014 Edition. Government of Ghana. Accra, Ghana.
- Ghana Health Service, GHS (2022). Consolidated Guidelines for HIV care in Ghana (Test, Treat & Track). National Aids Control Programme. Government of Ghana. October 2022.
- Ministry of Education, MoE (2014). HIV and AIDS Policy. Republic of Ghana/Ministry of Education, Accra. August 2014.
- Kumasi Technical University, KsTU (2020). Kumasi Technical University Workplace HIV/AIDS Policy. KsTU, Kumasi.
- Government of Ghana, GoG (2003). National Labour Act 2003 (Act 651). Assembly Press, Accra.
- International Labour Organisation, ILO (2010). ILO HIV and AIDS Recommendation, 2010 (No. 200). ILO.
- Government of Ghana, GoG (2016). Ghana AIDS Commission 2016 (Act 938). Government of Ghana. Assembly Press, Accra.
- Ghana AIDS Commission, GAC (2020). National HIV & AIDS Strategic Plan 2021-2025. Ghana AIDS Commission, The Office of the President of Ghana, Accra. October 2020.
- Government of Ghana, GoG (2020). National Health Policy: Ensuring healthy lives for all. Revised Edition (January 2020). Ghana Health Service/Ministry of Health. Accra.
- HIV Justice Network (2020). Country: Ghana. Available at: <https://www.hivjustice.net/country/gh/> (Accessed April 5, 2025)