



## **A GUIDE TO HIV PREVENTION SENSITISATION PACKAGE FOR WORKPLACES IN KENYA**

### **1. Introduction**

Prevention of HIV and AIDS has been incorporated as a dynamic indicator in the public sector performance contract mechanism. Implementation of this indicator is based on coverage of at least 80% of all staff and family members under Maisha 1. The target groups expand to include clients and key stakeholders under Maisha 2. This package is designed to support workplace HIV focal points to carrying out comprehensive HIV sensitization sessions. Before a sensitization session or facilitating a group discussion, one should read and review the components of this guide to be familiar with the key areas to be addressed during HIV sensitization sessions.

### **2. COMPONENTS OF THE BASIC COMPREHENSIVE HIV SENSITIZATION PACKAGE FOR WORKPLACES**

#### **2.1. Introduction**

The Basic Comprehensive HIV Sensitization Package for Workplaces comprises of the following key areas

1. HIV Situation in Kenya
2. Basic Facts on HIV and AIDS
3. Linkages between sexual and gender based violence and HIV.
4. Adherence to HIV treatment and care literacy;
5. Linkages between HIV, TB and Human rights
6. Reduction of stigma and discrimination toward people living with HIV;

#### **2.2 Current situation of HIV Situation**

Data on the current HIV Situation is available at the NACC website

#### **2.3 Basic Facts on HIV and AIDS**

The key areas to be addressed are:

- The difference between HIV and AIDS
- How is HIV transmitted?
- HIV is not transmitted?
- Stages of HIV infection
- HIV prevention
- This will include education and training on the modes of HIV transmission, chastity, abstinence and behavior change; safer sex, proper use and disposal of condoms, PEP, PrEP, Prevention of Mother-To-Child and treatment for prevention.
- Importance of HIV testing and where to access testing
- Linkages between STIs and HIV
- Linkages between sexual and gender based violence and HIV.

## **2.4 Adherence to HIV Treatment and Care**

The key areas to be addressed are:

- Positive Living Principles
- Anti-retroviral therapy (ART)
- Common side effects of ARVs
- Positive HIV treatment Outcomes
- Adherence support
- Forms of Non-Adherence
- Negative HIV treatment Outcomes
- Monitoring adherence and treatment outcomes

## **2.5 Linkages between HIV, TB, COVID-19 and Human Rights**

- People living with HIV are more likely than others to become sick with tuberculosis (TB). This is because HIV weakens the immune system, which makes it harder for the body to fight TB germs.
- People with HIV can also be at increased risk of getting very sick with COVID-19 based on their age and other medical conditions.
- International human rights laws and treaties give every person the right to health and to access HIV and other healthcare services.
- Human rights violations in the context of HIV include stigma and discrimination both at the workplace and in healthcare services, gender inequality, and the denial of access to HIV services.
- Disclosure and confidentiality rights.
- Maintaining a stigma and discrimination free workplace to and supporting a culture of HIV prevention.
- Actions for reduction of stigma and discrimination toward people living with HIV.

## **3.0 Monitoring and Evaluation**

All sensitization sessions should be properly documented, reports generated, participants lists prepared and signed. Key action points to be identified for implementation and follow-up and proper storage of all evidence maintained for easy retrieval for use.