

HIV AND THE WORKPLACE



SEPARATING FACTS
FROM FICTION!



LE GOUVERNEMENT
DU GRAND-DUCHÉ DE LUXEMBOURG
Ministère de la Santé

Direction de la santé

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luxembourgeoise



HIV Berodung



1st December
WORLD
AIDS
DAY



**THERE ARE
NO WORK RES-
TRICTIONS FOR
HIV-POSITIVE
PEOPLE!**

TRUE

There is no reason why a person living with HIV cannot have access to work. Current treatment allows HIV-positive people to enjoy a good quality of life. Living with HIV does not mean being unwell and incapable of working.

**AN HIV-POSITIVE
PERSON CAN DO
ANY JOB!**



TRUE

Living with the HIV virus does not in any way prevent those infected from having any job they choose or from studying whatever course they choose! However, there are two professions which are still subject to restrictions: that of orthopaedic surgeons, who carry out operations where there is a risk of injury; and that of airline pilots¹, which is subject to international regulation JAR-FCL 3.190, which states that HIV testing is obligatory and that HIV infection must be declared.

**A PERSON LIVING
WITH HIV MUST
TELL HIS/HER
COLLEAGUES AND
HIS/HER EMPLOYER!**

FALSE

There is no legal obligation to reveal the fact that one is HIV-positive to one's colleagues or employer. Announcing that one is HIV-positive is a personal decision. No matter what one's job, there is no legal obligation to declare that one is HIV-positive. HIV is only transmitted through contact between the blood of an HIV-positive person with an opening (a ruptured membrane or an open wound) on another person's body, or during unprotected sexual activity. There is therefore no risk of being infected with HIV in the workplace during the course of one's professional activities.

¹ International Civil Aviation Organization (2012): Manual of Civil Aviation Medicine, Doc 8984, 3rd edition - 2012, Chapter 13: Human Immunodeficiency Virus (HIV).
<http://www.icao.int/publications/pages/publication.aspx?docnum=8984>



FALSE

If a person reveals that s/he is HIV-positive, they are revealing something about their health. They do this in total confidence and because they feel that it is important to do so. Sharing this information with other people without the consent of the person concerned could be interpreted as defamation and this could lead to criminal proceedings.

IF A COLLEAGUE OR STUDENT IS HIV-POSITIVE, THEIR ENTOURAGE AT WORK OR AT SCHOOL MUST BE INFORMED!

FALSE

There is no obligation to inform the company medical officer. The company medical officer checks whether a person is physically able to do the job that s/he has been employed to do. The company medical officer is forbidden by law from demanding that anyone undergoes screening for HIV. S/he may suggest that a staff member undergoes a test, but will need to have his or her consent before carrying it out.

A PERSON LIVING WITH HIV MUST TELL THE COMPANY MEDICAL OFFICER!



AN EMPLOYER CAN DEMAND THAT HIS/HER EMPLOYEE TAKES AN HIV TEST!



FALSE

Anti-discrimination legislation absolutely forbids an employer or any other person from insisting that an employee takes an HIV test.

THERE IS NO RISK OF BECOMING INFECTED WITH HIV IN THE WORKPLACE WHEN ONE HAS A CLIENT OR COLLEAGUE LIVING WITH HIV.

TRUE

HIV is transmitted through unprotected sexual activity or by direct contact with a ruptured membrane or open bleeding wound! So unless one is having unprotected sex in the workplace, there is in theory no risk of infection.



AN HIV-POSITIVE PERSON IS MORE LIKELY TO BE ABSENT DUE TO SICKNESS THAN HIS/HER COLLEAGUES!

FALSE

These days, HIV is treated as a chronic infection. A person living with HIV usually takes medication to keep his/her immune system running correctly. This usually means that s/he is not any more likely to fall ill than anyone else.

GIVING FIRST AID TO A PERSON LIVING WITH HIV DOES NOT CARRY ANY RISK OF INFECTION!

TRUE

When administering first aid, basic hygiene and safety recommendations (such as wearing gloves) should be respected, and when this is done there is no risk of infection.





USEFUL INFORMATION

EMERGENCY TREATMENT: POST EXPOSITION PROPHYLAXIS (PEP)

The only risk of contamination that may exist in the workplace is direct contact with contaminated blood via an open wound or a ruptured membrane (for example a health worker getting pricked by a contaminated syringe or getting blood in their eyes and/or mouth).

**72H
MAX**

If this happens to you, you should go as quickly as possible and within 72 hours of the accident occurring to the Centre Hospitalier in Luxembourg (CHL) or to any other emergency department in order to receive emergency treatment (PEP).

An initial HIV test will be carried out, and emergency treatment, which consists of taking 3 pills twice a day for a month, will be prescribed. Please bear in mind that the sooner this treatment is administered following an accident the more effective it will be!

If you are unable to get to CHL or another emergency department within 72 hours, you should take a test after 12 weeks to find out whether or not you have been infected.



WORKING WITH AN HIV-POSITIVE COLLEAGUE

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If you find yourself in a situation where one of your colleagues has announced to you that s/he is HIV-positive and you would like more information on this, the Red Cross HIVberodung service is available to answer all your questions. They also organise prevention and awareness sessions.

Announcing that one is HIV-positive to people who are not well informed can in many cases lead to those people being afraid or keeping their distance from the HIV-positive person. It is the ignorance of others that discriminates against HIV-positive people.

In order to restore a pleasant working atmosphere, you can organise an information session for your team, providing information on how HIV is transmitted and what the consequences are, with the support of professionals from the HIVberodung service.

REFERENCES

European Directive 2000/78/CE on equal treatment in employment and education:
www.eur-lex.europa.eu

International Labour Organization (2010): Recommendation concerning HIV and AIDS and the World of Work (No. 200):
www.ilo.org

Departments for Health in the Workplace in Luxembourg:
www.sante.lu/travail

The Global Database on HIV-specific travel and residence restrictions:
(certain countries still refuse access to people living with HIV):
www.hivtravel.org

Act of 28 November 2006 regulating equal treatment:
www.legilux.public.lu/leg/a/archives/2006/0207/a207.pdf

USEFUL ADDRESSES

CENTRE HOSPITALIER DE LUXEMBOURG UNITÉ DES MALADIES INFECTIEUSES

4, rue Barblé
L- 1210 Luxembourg
Tel. : (+352) 4411 3091
www.chl.lu

HIVBERODUNG CROIX-ROUGE

94, boulevard du Général Patton
L- 2316 Luxembourg
Tel. : (+352) 2755-4500
hivberodung@croix-rouge.lu
www.aids.lu

DIVISION DE LA MÉDECINE PRÉVENTIVE

Villa Louvigny - Allée Marconi
L-2120 Luxembourg
Tel. : (+352) 247-85560
(+352) 247-85562
(order information material)
www.sante.lu

DIVISION DE LA SANTÉ AU TRAVAIL

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