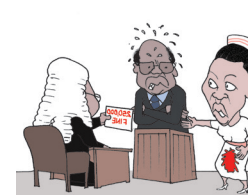
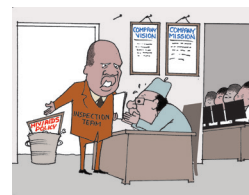
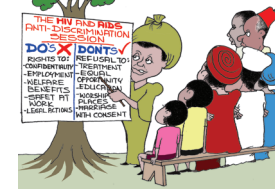
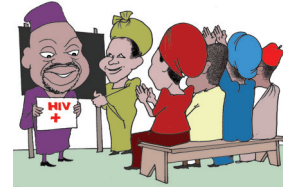
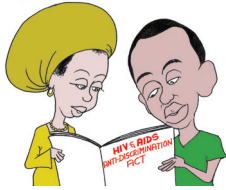




A Popular Version of Nigeria's HIV and AIDS Anti-Discrimination Act, 2014

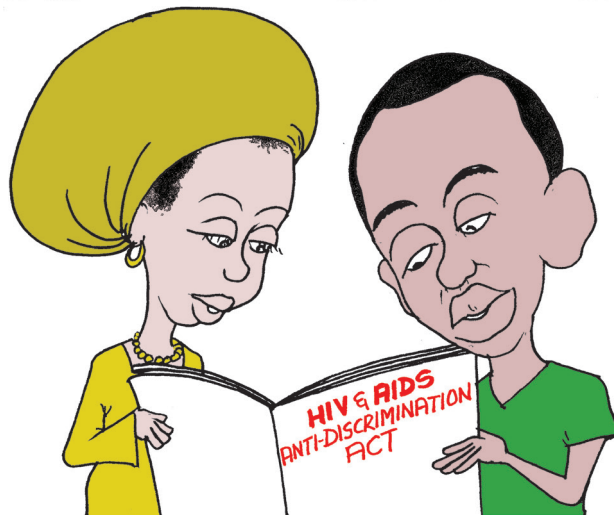
Individual Rights and Responsibilities!
Institutional Obligations! And Penalties!

A Popular Version of Nigeria's HIV and AIDS Anti-Discrimination Act, 2014



Introduction

This Popular Version of Nigeria's HIV and AIDS Anti-Discrimination Act, 2014 has been prepared for sections of the population that cannot easily read and write. The main purpose is to ensure that the target group understand not just their rights but also responsibilities.



The HIV and AIDS Anti-Discrimination Act, 2011 focuses on four critical elements of the Act namely:

- a) Rights of Individuals;
- b) Their Responsibilities;
- c) Institutional Obligations; and finally,
- d) Penalties for violations.



Privacy - It is your right as a person living with HIV to confidentiality about your status at all times, including when accessing services or employment opportunities.



Right to employment - it is your right as a person living with HIV to access and keep in employment with decent working conditions.

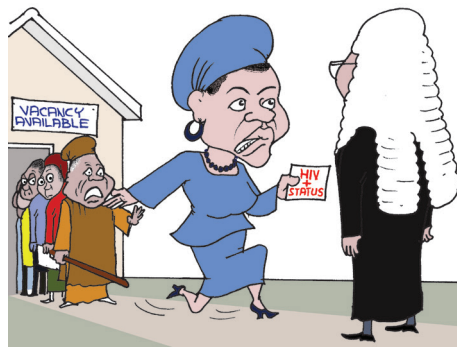


Welfare Benefits - it is your right as a person living with HIV to access all benefits accruing to employees

Right to Compensation - if you get infected with HIV in the course of your work, you are entitled to compensation.



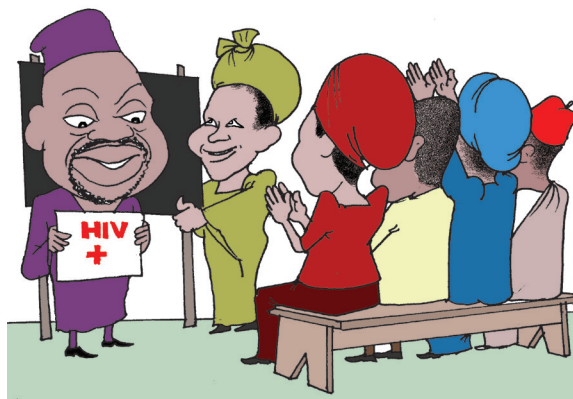
Right to Appeal and Recourse to Courts - any person whose rights are violated can appeal to the Minister of Justice or Courts of law for redress.



Occupational Safety - it is your right as an employee living with HIV and AIDS to a safe work environment in which risks of HIV infection is mitigated.

Prevention of Stigma and Discrimination -

all Nigerians have a mutual responsibility to prevent HIV discrimination in society. Discrimination includes: denying treatment to people living with HIV, refusal to admit to school, denial of access to places of worship, denial of access to credit or marriage.



Disclosure to a partner -

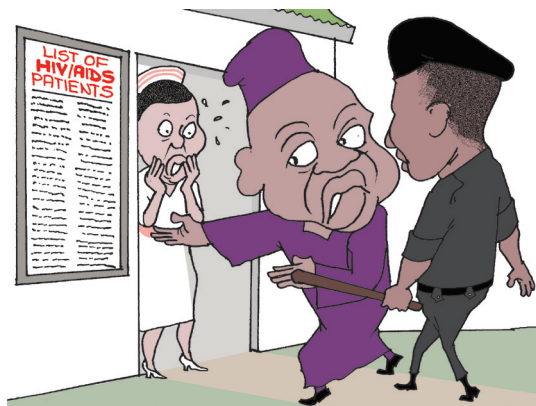
it is your responsibility as a person living with HIV to inform your partner in marriage or cohabiting when you know that he/she can be at risk of being infected.



Demand for your rights - it is the responsibility of every person living with HIV and AIDS to demand for their rights and ensure they are observed.

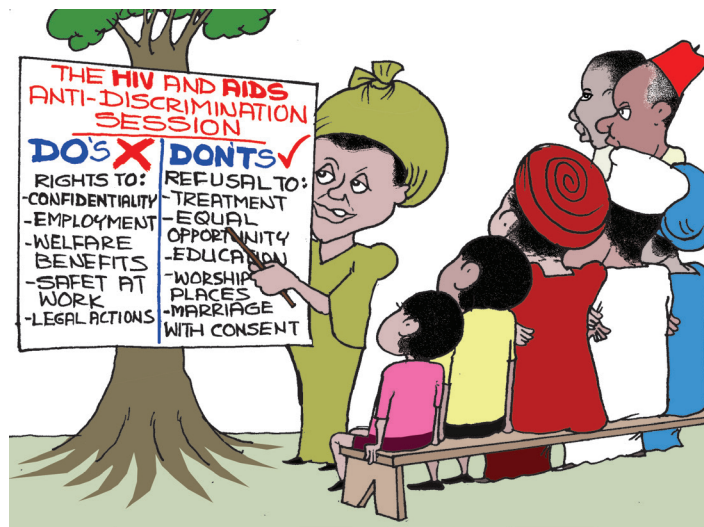


Report cases of violations - it is your responsibility to inform the necessary authorities in cases of violations of the HIV and AIDS Anti-Discrimination Act



Protect rights of people living with HIV - all institutions, employers and community shall take steps to eliminate HIV related discrimination at all times and in all settings.

all institutions, employers and community shall take steps to eliminate HIV related discrimination at all times and in all settings.



Affirmative Action -

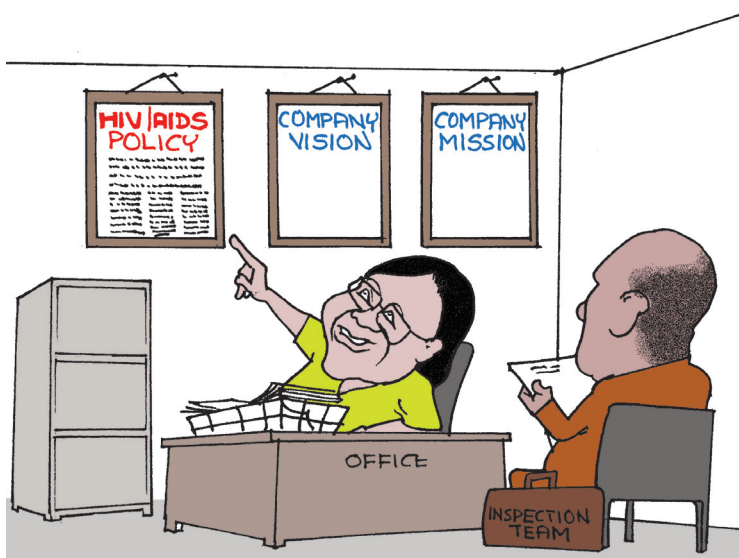
employers and institutions shall take measures to ensure that people living with HIV enjoy equal opportunity and eliminate barriers which adversely affect them.

Confidentiality of information -

it is the obligation of institutions to respect and protect the confidentiality of people living with HIV and never unlawfully share information about their status.

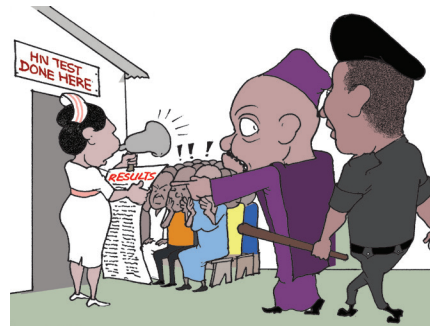
HIV and AIDS Work Place Policy

- it is an obligation of institutions employing more than 5 people to develop and implement an HIV and AIDS work place policy.

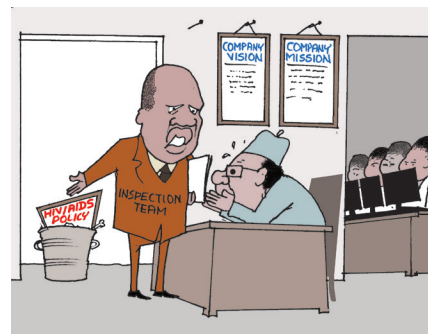


Compensation - it is the obligation of an employer or institution to compensate employees who get infected with HIV in the course of carrying out their defined duties.

Unlawful disclosure of the status of people living with HIV and AIDS will attract a penalty of 500,000 Naira in the case of individuals and 1,000,000 Naira in the case of institutions, imprisonment of 2 years or both.

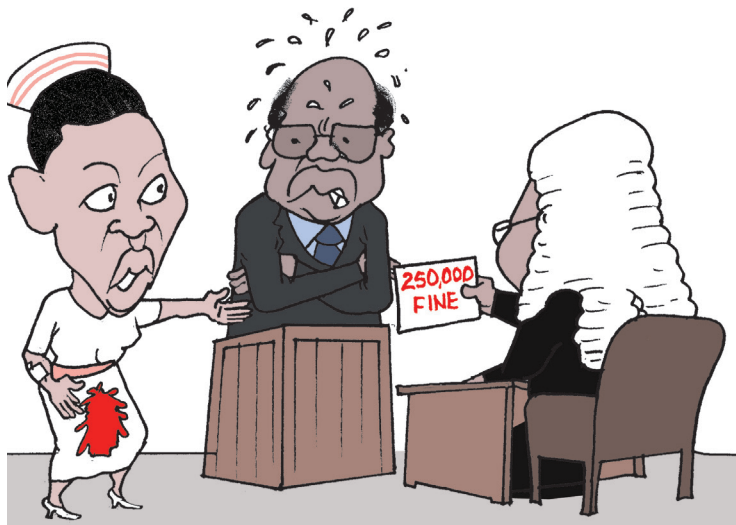


Providing false information about HIV Work Place Policies attracts a penalty of 500,000 Naira upon conviction. **Violating the HIV Act is an offence:** Persons who violate any part of the HIV Act is liable to other forms of punishment.



Employers who have more than five staff and don't develop **HIV Work Place Policies** will be fined 250,000 Naira and accumulated penalties for every passing day without such a policy.

The Directors of organisations who fail to report about HIV **infections acquired in the course of an occupation** will be fined 250,000 naira or one year imprisonment or both.



Contravention - any person or institution that contravenes any of the provisions of the HIV and AIDS Anti-Discrimination Act commits an offence and is liable to a fine of 500,000 Naira in the case of individuals and 2,000,000 Naira in case of organisations or imprisonment of more than a year.

For more Information and (or) Complaints:



AHF Nigeria
09050837511



NACA Helpline
6222