HIV AND AIDS POLICY

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Short description	HIV & AIDS POLICY
Relevant to	Staff and Students
Approved by	University Council
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Responsible office	Office of the Principal
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Key words	HIV, AIDS

SEPTEMBER, 2026

APPROVAL

The Kerio Valley University College having been awarded its Charter on 18th June 2026 set itself on a growth path guided by its vision of "To be a university of excellence in knowledge generation, innovation and environmental sustainability for socio-economic transformation". At its foundation, the University is being guided by the 2024 to 2029 strategic plan. The University has now embarked on the process of developing its policies which will guide decisions of the different organs of the University in order to achieve rational outcomes geared towards the growth of the University. This HIV & AIDS Policy is just one of the many policies that the University is rolling out.

My special thanks go to all those who put in their time, effort and skills to develop this Policy.

By virtue of the authority vested in me as the Chairman of Council of the Kerio Valley University College and in reference to the approval granted by Council in its meeting of……., I hereby sign this HIV & AIDS Policy this ___ day of _____, 2026.

CHAIRMAN OF COUNCIL

LIST OF ACRONYMS AND ABBREVIATIONS

A & F: Administration and Finance

ACU: AIDS Control Unit

ACUs: AIDS Control Units

AIDS: Acquired Immune Deficiency Syndrome

ANC: Antenatal Clinic

ASA: Academic and Students' Affairs

CHE: Commission for Higher Education

COTU: Central Organization of Trade Unions

CUE: Commission for University Education

DPRINCIPAL: Deputy Principal

HAPACUC: HIV and AIDS Prevention and AIDS Control Unit Committee

HBC: Home Based Care

HIV: Human Immunodeficiency Virus

MIS: Management Information System

NACC: National AIDS Control Council

NGOs: Non-Governmental Organizations

PEP: Post Exposure Prophylaxis

PLWHA: People Living With HIV and AIDS

PMTCT: Prevention of Mother To Child Transmission

STI: Sexually Transmitted Infections

KVUCHACU: Kerio Valley University College HIV and AIDS Control Unit

KVUC: Kerio Valley University College

PRINCIPALT: Voluntary Counseling and Testing

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FOREWORD

The Kerio Valley University College is one of the public Universities in Kenya.

The Government of Kenya declared the HIV and AIDS pandemic and a national disaster on 25th November 1999. Through the Legal Notice number 170 of November 1999, the National AIDS Control Council (NACC) was formed and mandated to provide policy and strategic framework for mobilizing and coordinating resources towards prevention and control of transmission of HIV, and provision of care and support to infected and affected persons in Kenya. On 30th January 2003, the Commission for Higher Education (CHE) mandated universities to coordinate HIV prevention activities in the higher education sector.

Therefore, as an institution of higher learning the Kerio Valley University College has an critical role to play in supporting the Kenya Government's efforts in addressing the HIV and AIDS pandemic and mitigating its impacts on the country's socio-economic development in line with Kenya's Vision 2030 and the Millennium Development Goals.

Prof. Paul K. Tarus

Ph.D, M.Sc, B.Ed (Kenyatta)

PRINCIPAL

OVERVIEW OF KERIO VALLEY UNIVERSITY COLLEGE

Vision

To be a university of excellence in knowledge generation, innovation and environmental sustainability for socio-economic transformation.

Mission

To provide quality education, training and research in Education, Science, Agriculture, Arts and Technology and inculcate holistic values for societal development.

Core Values

At Kerio Valley University College, we are committed to:

a) Customer focus

b) Professionalism

c) Innovation

d) Integrity

e) Inclusiveness

f) Accountability

Mandate

The Mandate of Kerio Valley University College is enshrined in its objects and functions. The objects of the University shall be to:

(a) Provide directly, or in collaboration with other institutions of higher learning, facilities for quality University education, including scientific and professional education, and the integration of teaching, research, outreach and effective application of knowledge and skills to the life, work and welfare of the citizens of Kenya;

(b) Provide and advance University education and training to appropriately qualified candidates, leading to the conferment of degrees and award of diplomas and certificates and such other qualifications as the Council and the Senate shall

from time-to-time determine and in so doing, contribute to realization of sustainable national economic and social development;

(c) Provide programmes, products, and services in ways that reflect the principles of equity and social justice.

The function of the University shall be to participate in technological innovation as well as discovery, transmission, preservation and enhancement of knowledge, and stimulate the intellectual participation of students in the economic, social, cultural, scientific and technological development of Kenya.

1. BACKGROUND

HIV and AIDS represent one of the greatest public health challenges confronting the world today. In Kenya the pandemic constitutes a scourge which Kenyans have lived with from the early 1980s. Since then, HIV and AIDS have remained a major health problem globally affecting millions of people in Kenya and other parts of the world. Sub-Saharan Africa of which Kenya is part of remains the most vulnerable. The area has witnessed sharp increases in new infections as well as high mortalities from HIV and AIDS.

The Government of Kenya declared the HIV and AIDS pandemic and a national disaster on 25th November 1999. Through the Legal Notice number 170 of November 1999, the National AIDS Control Council (NACC) was formed and mandated to provide policy and strategic framework for mobilizing and coordinating resources towards prevention and control of transmission of HIV, and provision of care and support to infected and affected persons in Kenya. On 30th January 2003, the Commission for Higher Education (CHE) mandated universities to coordinate HIV prevention activities in the higher education sector.

The Kerio Valley University College's mission is "to provide high quality education in training, Science, Agriculture and Technology that promote networking, partnerships and linkages with other institutions and industry". Towards this end, it is a national requirement that all educational institutions set up AIDS Control Units (ACUs). Therefore, as an institution of higher learning the Kerio Valley University College has an critical role to play in supporting the Kenya Government's efforts in addressing the HIV and AIDS pandemic and mitigating its impacts on the country's socio-economic development in line with Kenya's Vision 2030 and the Millennium Development Goals.

2. POLICY GOAL AND OBJECTIVES

2.1. Goal

To reduce incidences and prevalence of HIV and AIDS and effectively mitigate against its impacts on University students and staff at individual, family and community levels.

2.2. Objectives

The objectives of this policy are:

2.2.1. Prevention

(i) To reduce the transmission of HIV by providing appropriate information and education.

(ii) To raise level of understanding on HIV and AIDS in the University and its environs.

(iii) To identify, mobilize and distribute resources to be used to fight HIV and AIDS.

(iv) To create an environment in which staff and students through their involvement in teaching, research, service and socio-cultural interaction are free from HIV infection.

(v) To provide the necessary skills for the prevention and care.

(vi) To facilitate early diagnosis and provide comprehensive care for the infected.

2.2.2. Care, Treatment and Support

(i) To create an environment where People Living with HIV-AIDS (PLWHA) feel safe to reveal their status and seek treatment, support and counseling.

(ii) To facilitate access to care and treatment.

(iii) To provide HIV and AIDS counseling and psycho-social support.

(iv) To equip students and staff with positive attitudes, knowledge, skills and information to be able to live and work with PLWHA within the University and its environs.

(v) To create a University environment where non-discriminatory labour practices, terms and conditions of service are in place and with zero tolerance to any discriminatory practices on the basis of HIV and AIDS.

(vi) To establish structures and programs at all levels within the University that promote quality practices and provision of quality services to both HIV infected and affected individuals and families.

3. POLICY COMPONENTS

This policy has four components:

- Rights and responsibilities of staff and students.
- Mainstreaming of HIV and AIDS into teaching, research and service activities.
- Provision of prevention, care and support service in the University.
- Structures and processes for implementation, monitoring and evaluation.

3.1. Rights and Responsibilities of Staff and Students

The overall objective of the laid down rights and responsibilities of staff and students is to foster a non-discriminatory environment for all employees and students and to support those who are infected, uninfected and/or affected by HIV and AIDS.

3.1.1. Rights of Staff

(i) No employee or applicant for employment at the University shall be discriminated against whatsoever on the basis of his or her HIV and AIDS status.

(ii) HIV and AIDS status shall not be used as a criterion in human resource development including promotion and training.

(iii) If an employee is no longer physically or mentally fit to continue with his/her work due to HIV and AIDS, and related illnesses, the existing conditions and terms pertaining to disability or ill health shall apply.

(iv) HIV and AIDS status shall not be reflected in non-confidential personal files of employees.

(v) Personal information on HIV and AIDS like any other medical information shall be handled according to the medical ethics.

(vi) The University shall provide a working environment in which employees with HIV and AIDS are accepted and are free from prejudice and stigma.

(vii) Staffs have a right to know of possible risks of occupational exposure to HIV in their working environments.

(viii) The University shall provide a working environment in which occupational exposure to HIV is minimized and will provide the necessary protective equipment, follow safety procedures and provide access to Post-occupational Exposure Prophylaxis (PEP) for work conducted in a university environment and in the course of duty.

(ix) Persons with HIV and AIDS shall have the right to appropriate treatment and medication as per the University medical scheme.

3.1.2. Rights of Students

(i) No student shall be discriminated against whatsoever on the basis of his or her HIV and AIDS status.

(ii) The University shall not use HIV and AIDS status in granting loans, bursaries and scholarships.

(iii) No student may be required to take HIV test before field trips or other activities of the University unless a special circumstance warrants it.

(iv) The University shall not use HIV and/or AIDS status in determining admission to residence on campus.

(v) Students' registration shall not be terminated on the grounds of their HIV and AIDS status unless the student is no longer physically or mentally fit to continue his/her studies.

(v) The results of HIV tests conducted at the University medical facilities shall remain confidential according to the rules of medical ethics.

(vii) The HIV and/or AIDS status of a student shall not be reflected in the non-confidential personal files.

(viii) Students have a right to a supportive and safe learning and working environment in which persons with HIV/AIDS are accepted and not stigmatized.

(ix) The University shall provide a learning environment in which the occupation exposure to HIV is minimized, and will provide the necessary protective equipment and safety procedures which include PEP.

(x) Persons with HIV and/or AIDS shall have rights to appropriate treatment and medication as per the students' medical scheme laid down by the University.

3.1.3. Responsibilities of Staff and Students

(i) Staff and students have a responsibility to be informed about HIV and AIDS, and to develop a lifestyle in which they will not put themselves or others at risk of infection.

(ii) Staff and students who are living with HIV and/or AIDS have a special obligation to ensure that they behave in such a way as to pose no threat of infection to any other person.

(iii) Health professionals in the University and trainees who are living with HIV and/or AIDS have an obligation to choose professional paths that minimize risks of transmission to their patients.

(iv) Staff and students must respect the right of the others.

(v) No employee or student shall refuse to work, study with or be housed with other employees or students living with HIV and /or AIDS.

(vi) Staff and students who display discriminatory attitudes to colleagues living with HIV and/or AIDS will be counseled in the first instance, but if the discriminatory behavior persists, formal disciplinary procedures will be instituted.

(vii) Unless medically justified, no staff and student may use HIV and/or AIDS as a reason for failing to perform work, complete assignments, attend lectures or field trips or write examinations.

(viii) All Students and staff will be required to sign the code of conduct when registering for studies or when signing a contract of employment respectively.

(ix) Staff and students willfully undermining the privacy and dignity of a member of staff or student living with HIV and /or AIDS will be in breach of University rules, and appropriate disciplinary action will be taken against them.

(x) Students shall develop and implement their own student-led responses to HIV and/or AIDS. The University will support these initiatives whenever possible.

3.2. Mainstreaming HIV and AIDS in Teaching, Research and Extension and Outreach Service

The Kerio Valley University College provides teaching, research and extension/outreach services as its input to national development. Its obligation to create a conducive learning and working environment must be emphasized in all areas for effective prevention and control of HIV and AIDS. The key elements of any successful HIV program include but are not limited to the following:

(i) Risk Assessment.

(ii) Information, Education and Communication.

(iii) Prevention and Control.

(iv) Voluntary Counseling and Testing.

(v) Care, Support and Treatment.

(vi) Evaluation and Monitoring.

(vii) Community mobilization and participation.

(viii) Sustainability.

(ix) Gender equity and equality.

(x) Cultural and traditional values.

3.3. Mainstreaming HIV and AIDS in Teaching

All teaching departments in the University shall develop and review their curricula to include HIV and AIDS education as it relates to all Disciplines. Since this shall require training for academic staff to create the initial human resource base, the

University shall develop a Training of Trainers programme for key staff drawn from all departments who can then train their colleagues. This shall become a common examinable undergraduate course offered in all schools within the University. The University shall also develop short courses on HIV and AIDS for students, staff and the surrounding community.

3.3.1. Mainstreaming HIV AND AIDS in Research

To encourage research on HIV and AIDS, the University Research and Innovation Committee will have a special category of research grants for HIV and AIDS related interdisciplinary research and the University Research and Innovation Policy shall clearly articulate this concern. The mode of care, psychosocial support and community involvement in HIV and AIDS research will be emphasized. The University shall support the best practice model for use and establish laboratory ethics to evaluate and package new products.

3.3.2. Mainstreaming HIV and AIDS in Extension

HIV and AIDS shall be included in all extension and outreach services in all University programmes. The University shall develop best practice models and use them in extension and outreach services.

3.3.3. Mainstreaming of HIV and AIDS in University Policies and programmes

HIV and AIDS shall be mainstreamed in all University policies and programmes. The University shall review all its current staff and student policies and programmes to ensure HIV and AIDS activities are mainstreamed. These include human resource development and management, gender and admission policies as well as code of conduct.

3.3.4. Mainstreaming HIV and AIDS in Counseling

(i) The University counselors shall be trained to provide pre and post-test counseling to staff and students.

(ii) The University Health staff shall be trained to provide pre and post test counseling and treatment to staff and students.

(iii) The University counselors and Health staff, students' clubs and staff unions shall be involved in outreach activities around the University.

(iv) The University shall maintain continuous counseling to those who are HIV and AIDS infected and affected.

(v) The university shall employ a counsellor to provide counseling services to staff.

(vi) Rules shall be created to stop persons (staff and students) living with HIV and AIDS from abusing their status.

3.4. Provision of Prevention, Care, Support and Treatment

3.4.1. Prevention

(i) Eliminate negative gender stereotypes, attitudes, gender inequalities by encouraging involvement of both males and females.

(ii) Address factors leading to the spread of epidemic and increase of vulnerability in order to reduce HIV incidence among students and staff.

(iii) Develop and provide appropriate information on health and counseling services to all students and staff including peer education.

(iv) Encourage responsible sexual behavior and emphasize abstinence before marriage and fidelity by all staff and students.

(v) Provide access to essential commodities like condoms, sterile equipment at the University health and recreational facilities.

(vi) Develop and provide confidential Voluntary, Counseling and Testing (PRINCIPALT).

(vii) Provide early and effective treatment of Sexually Transmitted Infections (STIs).

(viii) Provide Prevention of Mother to Child Transmission (PMTCT) as a part of Antenatal Care (ANC) services at the University Health Clinics.

(ix) Enhance community sensitization and mobilization on prevention of HIV/AIDS.

(x) Provide adequate and appropriate recreational facilities for infected students and staff.

3.4.2. Care, Support and Treatment

The University shall:

(i) Ensure that strategies are developed in collaboration with Ministry of Health to strengthen the health care system and appropriate nutritional supplements.

(ii) Provide HIV and AIDS related drugs including antiretroviral.

(iii) Support individual staff, students and families affected by HIV and AIDS.

(iv) Improve conditions of health care personnel like training and provision of necessary safety equipment.

(v) Facilitate provision of palliative and social care for example Home Based Care (HBC) of infected persons.

(vi) Facilitate support for orphaned students and vulnerable children of staff and surrounding community.

(vii) Enhance community mobilization and sustainability of care, support and treatment through extension and outreach programmes.

(viii) Develop, package and market appropriate nutritional information and packages.

3.5. Establish a Centre for Rape Crisis and Post Exposure Prophylaxis

The University shall:

(i) Encourage research on gender problems and develop effective programmes to support those affected by gender violence.

(ii) Develop a sexual harassment policy for staff and students.

(iii) Establish a Sexual Harassment and Rape Crisis Centre with on campus offices and hotline numbers.

(iv) Provide information and skills for the prevention of rape and other sexual abuse.

(v) Provide counseling for rape and sexually abused staff and students.

(vi) Provide training of Counselors to deal with rape and sexual abuse cases expediently.

(vii) Develop and issue guidelines for treatment of occupational or accidental exposure of HIV.

(viii) Provide life and social skills that promote healthy gender relationships.

(ix) Reach out to primary and secondary school-going and out of school youth through extension and outreach activities.

4. IMPLEMENTATION OF HIV AND AIDS POLICY

The overall responsibility for implementing HIV and AIDS Policy lies with all members of university who shall include the:

(i) University Council

(ii) University Management

(iii) Student and staff unions

(iv) University Senate

(v) Staff and students

The Kerio Valley University College HIV and AIDS Control Unit (KVUCHACU), working under the direction of the Principal and the Deputy Principals (Academic and Student Affairs, and Administration and Finance) shall coordinate the implementation, monitoring and evaluation processes of the HIV and AIDS policy.

4.1. Organizational Structure

The University's institutional structure for HIV and AIDS shall consist of the Principal, DPRINCIPAL (ASA), DPRINCIPAL (A&F), Director Strategic planning and Performance Contracting, Coordinator HIV and AIDS Committee/Director KVUCHACU, Chief Medical Officer, Dean of Students, Coordinators of University Campuses, students, staff and community living adjacent the University.

4.1.1. KVUCHACU Office

The KVUCHACU office shall be established under the Deputy Principal (Academic and Student Affairs) and headed by a person appointed at the level of Lecturer and above. The Director shall have relevant knowledge of HIV and AIDS.

The functions of this office shall be to:

(i) Coordinate operationalization of the HIV and AIDS policy.

(ii) Coordinate all HIV and AIDS activities and act as the secretariat for the implementation of the policy across the University.

(iii) Establish task teams to support implementation of specific aspects of policy within Schools.

(iv) Source external expertise and materials that can assist schools in integrating HIV and AIDS into teaching, research and extension services.

(v) Convene regular meetings of school representatives to assess and support implementation of the policy.

(vi) Establish and implement a monitoring and evaluation process for all HIV and AIDS activities.

(vii) Be in charge of the implementation committee, comprising of staff and students and report to the Deputy Principal (Academic and Student Affairs).

4.1.2. HIV and AIDS Prevention and AIDS Control Committee

The HIV and AIDS Prevention and AIDS Control Unit Committee (HAPACUC) shall be a Committee of the University Senate chaired by the DPRINCIPAL (ASA), and membership shall consist of representatives from all academic and non-academic divisions and students in the University. The representation shall be for 3-year tenure except for students who shall have annual appointments to the committee. The committee's function shall include:

(i) Develop a strategic plan to operationalize HIV and AIDS policy.

(ii) Coordinating activities of HIV and AIDS policy throughout the University.

(iii) Organizing regular consultative meetings with the University community regarding matters related to HIV and AIDS.

(iv) Establishing and implementing a system of policy monitoring and evaluation.

(v) Collaborating and networking with the community and other educational institutions among other stakeholders.

4.2. The Policy Processes

The HIV and AIDS policy shall be supported and championed by the entire Management of the University, University Council, Principal, Deputy Principals, Deans of Schools, Heads of Departments and Sections, Student Governing Council and Staff Union representatives.

The Office of the Deputy Principal (ASA) shall ensure that Deans and Heads of Departments and Sections are briefed on the policy, its content and the implementation process. The office shall further guarantee that HIV and AIDS shall be a standing item on meetings of University Management, Senate, School Boards and other University governance structures.

The HIV and AIDS policy formulation and implementation process shall be as follows:

(i) Development and implementation of the University HIV and AIDS policy.

(ii) Dissemination of HIV and AIDS Policy to stakeholders.

(iii) Development and/or review of complementary policies.

(iv) Development of a strategic plan.

(v) Implementation of the strategic plan.

(vi) Mainstreaming HIV and AIDS in curriculum development.

(vii) Mainstreaming HIV and AIDS through the Research and Innovation Committee.

(viii) Mainstreaming HIV and AIDS through Extension and Outreach service.

5. LEGAL FRAMEWORK

The University shall adopt a legal framework on key aspects of HIV and AIDS and employment provided by the Ministry of Labor, Central Organization of Trade Unions (COTU) and National AIDS Control Council (NACC) in Kenya. The employment conditions shall be as follows:-

(i) Employees living with HIV and AIDS shall have the same rights, duties and obligations as any other employee.

(ii) Employees living with HIV and AIDS shall be governed by the same contractual obligations as all other employees according to the University's terms and conditions of service, including appropriate promotion, work alternatives and training opportunities.

(iii) Employees with HIV and AIDS shall not be prevented from attending any campus activities.

(iv) No employee shall be dismissed or have their employment terminated merely on the basis of HIV and AIDS status nor shall it influence retrenchment procedures.

(v) HIV and AIDS shall not be used as a justification for the non-performance of duties in terms of the employment contract.

(vi) If an employee is no longer able to work due to HIV and AIDS related ailments, the appropriate terms and conditions of service shall apply.

(vii) Leave for employees living with HIV and AIDS shall be governed without discrimination by agreed existing sick leave procedures.

(viii) The laws of the land regarding HIV and AIDS shall be applied when necessary.

Similarly, the University commits itself to scrutinizing provident fund, pension, group and spouse life insurance cover for restriction of benefits which specifically discriminate against those living with HIV or AIDS and to reconsider its contract with the insurers.

The University shall inform all employees of any limitations of medical or insurance benefits, as well as changes to medical or insurance benefits with regard to HIV and AIDS.

6. RESOURCES

Sources of financial support shall include:-

(i) Internal Sources (The University)

The university shall ensure the establishment of an appropriate budget for the implementation of this policy in accordance with the University and HIV and AIDS Strategic Plans. In order to sustain the funding of HIV and AIDS activities in the University:

(a) Each school and Department shall make a contribution towards the running of KVUCHACU.

(b) All research proposals shall be forwarded to KVUCHACU through the Ethics Committee.

(ii) External sources

KVUCHACU Committee shall raise funds through:

(a) Committee proposals.

(b) Community-based initiatives.

(c) Donations from government, government affiliate bodies and other well wishers

(d) Partnerships with the private sector and non-governmental organizations (NGOs)

7. MONITORING AND EVALUATION

KVUCHACU Committee shall design and institutionalize a monitoring and evaluation framework to ensure efficient, efficient, effective and sustainable management of the HIV and AIDS. The components shall include:

(i) A Management and Information System (MIS) for all activities in programming and service sectors of the policy components.

(ii) A logical framework with clear indicators for inputs, process, outputs, outcomes and impact.

(iii) The MIS system will ensure linkages in information flow within the University, network with other institutions of higher learning and with the Ministry of Education and the Commission for University Education (CUE).

(iv) The MIS system will ensure that the ethical principle of confidentiality is adhered to when information is collected, stored, retrieved, analyzed and used.

(v) A financial management system and budgetary process subjected to regular review and audit to ensure policy objectives are met.

The Kerio Valley University College HIV and AIDS policy shall be reviewed whenever need arises, and a comprehensive review shall be undertaken every 5 years.

8. EFFECTIVE DATE

This Policy shall be effective from the date of approval by the University Council.

9. REVIEW

This policy shall be reviewed from time to time as need arises.

APPENDIX: ORGANIZATIONAL STRUCTURE HIV AND AIDS COMMITTEE

	Principal	
Deputy Principal	Director - SP &PC	Deputy Principal
	HIV and AIDS Committee	