

Headline	Firms wont ask if new staff have AIDS-HIV		
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Firms won't ask if new staff have AIDS-HIV

KUALA LUMPUR: Chevron Malaysia Limited, a fully-owned subsidiary of Chevron Corporation continues its endeavours to educate the public on HIV and AIDS issues.

Among the significant efforts by Chevron Malaysia Limited are its collaboration with the Malaysian Aids Council and its active participation in the Malaysian Business Consortium on HIV and AIDS Forums.

In addition to this however, the company's has ensured that efforts in promoting HIV and AIDS awareness also covers all employees – a policy governed by Chevron's global HIVcentric 'Policy 260'.

Founded on a decade of best practice, the policy was developed in conjunction with independent experts and agencies, including the United Nations Development Program, and was awarded the Global Business Coalition's Excellence in the Workplace Award in June 2007. It has since been adapted as a template for other corporate bodies.

The 'Policy 260' aims to reduce the spread of HIV and AIDS and manage its impact among employees. It includes nondiscrimination, confidentiality, accommodation of employees with HIV and AIDS, tuberculosis or malaria, prevention, treatment and care and continuation of treatment coverage.

This workplace policy is monitored and evaluated on an ongoing basis to ensure that the programs are appropriate and effective.

"Chevron is an equal opportunity employer. We are one of the first companies in the world to adopt HIV and AIDS policies to ensure non-discrimination in recruiting staff and the confidentiality of HIV status of employees", said Hyneeis Kamarudin, Human Resources manager, Chevron Malaysia Limited'.

"Chevron will not conduct pre-employment

HIV testing except as required by national and or local laws. If the pre-employment HIV testing is required by the national or local laws, employment decisions will not be based on the results of the HIV testing.

Applicants will not be asked about their HIV status when applying a job with Chevron", she added.

According to Hyneeis, Chevron continues to strive to engage and work with national and local governments, public and non-governmental organizations, and multilateral agencies and business partners to deploy best practices in the pre-

vention, care, treatment, and support of HIV and AIDS in areas where the company operates.

"In partnering with relevant NGO's, Chevron also encourages employees to actively engage as volunteers in field activities. This includes supporting awareness and fund raising campaigns, as well as organizing a day out for those affected by HIV and AIDS," she added.

The 'Policy 260' protects the rights of employees who believe they have been subjected to harassment based on their HIV/AIDS status.

They are encouraged to immediately report the incident to their supervisor, a higher level of management, their designated Human Resources contact, or the company hotline.

"All reports are thoroughly investigated by authorised management and treated as confidential," said Hyneeis.

With the 'Policy 260', Hyneeis believes Chevron has set a benchmark for other companies in the promotion of HIV and AIDS education and awareness at the work place.

"Our approach is about respect, human dignity and recognising employees for their contribution to the organisation without any kind of prejudice or discrimination," she concludes.