



**Model HIV&AIDS SportsPlace Policy
For PNG Sports Organisations**

Adopted by

Hereinafter referred to as the “**Sport Organisation**”

1. HIV AND AIDS IN PAPUA NEW GUINEA

The prevalence of HIV infection in Papua New Guinea is now over one percent (1%) of the adult population. This is a generalised epidemic, which means that those infected or affected by HIV and AIDS are not just members of marginal or high-risk groups: everyone is at risk.

Everyone who lives, works or plays sport in Papua New Guinea is at some risk of HIV infection. It is estimated that there are more than 69,000 people are currently living with HIV in the country. Equal numbers of men and women have become infected and the age group most affected are people between the ages of 15 and 49. This means that active people who play sport are within the most affected age group.

Sports activity itself can present high risk situations: players may attend competition events and travel in teams away from home, they may experience highs and lows of competition, and celebrations and social activities may present risks.

The sports community has a duty to look after its people, to educate them about the risks of HIV and AIDS, and to reduce the risks to the greatest extent possible. Sportsmen and sportswomen may also be role models in their community, and have a responsibility to lead by example. Sports activity attracts all age groups in PNG, and the sports community has an opportunity to play its part in the nationwide effort.

2. INTRODUCTION AND KEY PRINCIPLES

The **Sport Organisation** recognises the seriousness of the HIV epidemic and its significant impact on the sporting environment, its administrators, players, volunteers and supporters. The **Sport Organisation** supports national efforts to reduce risky behaviour related to the spread of HIV, and to reduce stigma and discrimination and maximise participation of those infected or affected by HIV.

The purpose of this policy is to ensure a consistent and equitable approach by the **Sport Organisation** to the prevention of HIV and AIDS amongst its employees, managers, administrators, officials, coaches, volunteers and players, and their

partners and dependents; and to the management of the consequences of HIV and AIDS, including the care and support of those infected or affected by HIV.

The policy has been developed with the assistance of the National AIDS Council Secretariat (NACS), the Business Coalition Against HIV and AIDS (BAHA), and the Australian Government's Agency for International Development (AusAID)'s Sport For Development Initiative. It complies with PNG law and international principles, including:

- *HIV & AIDS Management and Prevention Act 2003;*
- *The 12 Principles of Workplace Policy for HIV & AIDS, PNG National AIDS Council, 2004;*
- the UN's *HIV & AIDS and Human Rights: International Guidelines* (1996);
- *ILO Code of Practice on HIV & AIDS and the world of work* (2001).

In addition, this policy implements a vision that everyone in PNG has certain basic human rights, including:

- The right to non-discrimination
- The right to privacy and confidentiality
- The right to gender equality
- The right to a life free from violence
- The right to a protective environment
- The right to information and education about HIV
- The right to access to counselling and testing for HIV
- The right to care and support for HIV

3. AIM OF THIS POLICY

This policy is intended to:

- minimize the possibility of HIV infection for employees, managers, administrators, officials, coaches, volunteers and players, and their partners and dependents;
- ensure a supportive sport environment for employees, managers, administrators, officials, coaches, volunteers and players infected or affected by HIV or AIDS;
- manage and mitigate the impact of HIV and AIDS on the **Sport Organisation's** sporting performance;
- eliminate stigma and discrimination in the sport whether in relation to actual or perceived HIV status;
- enable the **Sport Organisation** to play a role in actively using sport to spread awareness and education and to promote behaviour change amongst its employees, managers, administrators, officials, coaches, volunteers and players, their partners and dependents, and the wider community across PNG.

The policy covers situations in the "SportsPlace", defined as being all places in which activities of the **Sport Organisation** take place, including competition activities, training, coaching, changing and dressing rooms, medical treatment, public relations, transport and travel to sport events, accommodation, and office administration.

4. CHOOSING SAFE AND HEALTHY BEHAVIOUR IN SPORT

The **Sport Organisation** is committed to maintaining a safe and healthy sport environment for all its employees, managers, administrators, officials, coaches, volunteers, players and supporters.

Safe sport is about obeying the rules when playing. That means obeying the rules of the sports code, and the referee or umpire. It means obeying the sport anti-doping laws and avoiding cheating. These rules help keep sport safe and sportsmen and sportswomen healthy. This policy is also about keeping sportsmen and sportswomen safe and healthy, by promoting safer sexual behaviour and providing a safe and supportive Sports Place environment.

5. NON-DISCRIMINATION

- 5.1 It is against the law in PNG to treat a person infected or affected by HIV or AIDS differently from other people in a way that disadvantages or harms them.
- 5.2 The **Sport Organisation**'s policy is to provide a non-discriminatory environment that positively addresses the needs of its employees, managers, administrators, officials, coaches, volunteers and players living with HIV, whilst taking steps to reduce the spread of HIV and ensure a safe sporting environment for those who play, manage, officiate, coach, or compete with participants living with or affected by HIV or AIDS.
- 5.3 The **Sport Organisation** will not discriminate against participants or potential players and managers living with or affected by HIV or AIDS. The **Sport Organisation** recognises that HIV and AIDS-related ailments pose significant and sensitive issues for the Sports Place. Accordingly, the **Sport Organisation** has adopted this policy to serve as the basis for handling sport situations and concerns related to HIV and AIDS.
- 5.4 The **Sport Organisation** will treat HIV infection and AIDS the same as other illnesses in terms of all of its existing benefits for its employees, managers, administrators, officials, coaches, volunteers and players, including any health and life insurance and policies for sick leave and leave of absence.
- 5.5 The **Sport Organisation**'s employees, managers, administrators, officials, coaches, volunteers and players living with or affected by HIV will be treated in the same way as participants with other disabling conditions.
- 5.6 The **Sport Organisation** does not discriminate or tolerate discrimination against staff, coaches, managers, players, or volunteers on any grounds, including HIV status. This policy rests on the principle that HIV infection should be treated like any other disabling condition. It takes into account the fact that people with HIV may live full and active lives for many years.
- 5.7 The **Sport Organisation** will not discriminate against people with HIV & AIDS in any aspect of its activities, and will not tolerate stigmatisation, vilification, victimisation or harassment on the basis of a person being HIV positive or affected by it.

6. GENDER

- 6.1 The **Sport Organisation** recognises that there is a high degree of gender discrimination and gender-based violence in PNG society. The **Sport Organisation** further recognises the particular vulnerability of women and girls.
- 6.2 The **Sport Organisation** will promote gender equity and non-discrimination and a Sports Place environment free from violence.

7. VOLUNTARY COUNSELLING AND TESTING

- 7.1 It is against the law in PNG to require a person to take an HIV test, provide proof of their HIV status, or answer any questions about whether they are infected or affected by HIV or AIDS. Testing must always be voluntary.
- 7.2 The **Sport Organisation** will not require HIV testing as a condition for playing, access to training or competition. Pre-competition medical examination, or any other test required for participation purposes, will not include an HIV test. The **Sport Organisation** recognises that HIV Testing shall always be voluntary.
- 7.3 The **Sport Organisation** will encourage all its employees, managers, administrators, officials, coaches, volunteers and players to be informed about HIV and to attend voluntary counselling and testing in order to know their status.

8. CONFIDENTIALITY

- 8.1 It is against the law in PNG to disclose a person's HIV status without their consent. The **Sport Organisation** recognises its obligation to maintain absolute confidentiality about all aspects of a person's health. Breach of confidentiality in relation to HIV status will be considered a serious disciplinary offence.
- 8.2 An employee, manager, administrator, official, coach, volunteer or player has no obligation to inform the **Sport Organisation** or other colleagues, officials, coaches or players of their HIV status. Where a person chooses to inform another member that he/she has HIV, this information will not be disclosed to any other person, including managers and medical personnel, without the consent of the person who has given the information.
- 8.3 In line with the **Sport Organisation's** philosophy of openness and care, the **Sport Organisation** will provide encouragement and full support to members who choose to be open about their HIV status.

9. TREATMENT

- 9.1 The **Sport Organisation** will use its best endeavours to encourage employees, managers, administrators, officials, coaches, volunteers or players to seek treatment for HIV, including for opportunistic infections such as Tuberculosis.

- 9.2 The **Sport Organisation** will encourage its employees, managers, administrators, officials, coaches, volunteers or players to seek information on HIV and AIDS related treatments (including antiretroviral treatments) and related monitoring tests, counselling and healthy living and positive living education and training.
- 9.3 The **Sport Organisation** shall provide information to all its employees, managers, administrators, officials, coaches, volunteers and players about access to local health and care-giving facilities for treatment and care.
- 9.4 To the extent only that the **Sport Organisation** normally provides health benefits to its employees, managers, administrators, officials, coaches, volunteers and/or players, it will use its best endeavours to ensure that such health benefits also cover the needs of people infected or affected by HIV or AIDS. Accordingly, health cover will be selected in accordance with the following criteria:
- no exclusion for HIV or AIDS;
 - no exclusion or waiting period for pre-existing conditions or chronic conditions;
 - no exclusion for sexually transmitted infections;
 - no individual screening by insurance providers;
 - include inpatient and outpatient treatment for HIV & AIDS related conditions, counselling, nutrition, treatments (including antiretroviral treatments) and related monitoring tests.
- 9.5 Where health insurance for HIV & AIDS is not available, the **Sport Organisation** will take reasonable steps to establish a fund to ensure that its employees, managers, administrators, officials, coaches, volunteers and players are assisted in accessing HIV-related treatment, care and support.

10. CARE AND SUPPORTIVE ENVIRONMENT

- 10.1 The **Sport Organisation** will show empathy and care to employees, managers, administrators, officials, coaches, volunteers or players who are infected or affected by HIV or AIDS. Consequently, the **Sport Organisation** will provide all reasonable assistance, which may include counselling, time away, sick leave, and information regarding the virus and its effects.
- 10.2 It is the policy of the **Sport Organisation** to respond to the changing health status of all employees, managers, administrators, officials, coaches, volunteers and players, by making reasonable efforts to include them in activities. Employees, managers, administrators, officials, coaches, volunteers and players may continue to participate or play as long as they are able to participate or play safely and in accordance with performance standards. If a member with HIV is unable to perform adequately, the coach or manager must resolve the problem according to the **Sport Organisation's** normal procedure on poor performance and/or ill-health.
- 10.3 The **Sport Organisation** will develop links with local support organisations, such as local NGOs or church organisations, who can assist with providing care and support for persons affected by HIV, and will provide contact information displayed in the Sports Place for such organisations.

11. EDUCATION AND AWARENESS

- 11.1 The **Sport Organisation** recognises that the nationwide response to the HIV epidemic requires awareness and education that leads to behaviour change. Sports teams provide a very good natural environment for group discussion, health promotion, education and information-sharing.
- 11.2 The **Sport Organisation** shall display and distribute in all its offices, training facilities and at its competition events, approved information materials from the National AIDS Council on the following topics:
- sexually transmitted infections (STIs), including HIV and AIDS
 - violence against women
 - voluntary counselling and testing (VCT) and the location and contact details of local VCT centre
 - treatment and the location and contact details of local treatment centre
 - post-exposure prophylaxis (PEP) and the location and contact details of local PEP centre
 - use of condoms and availability of condoms
 - First Aid, use of Universal Blood Precautions, and the location of First Aid Kit
- 11.3 The **Sport Organisation** will regularly refer to the list of contact HIV organisations provided by the PNGOC Sports HIV Committee, and will invite national and local HIV organisations to facilitate awareness and education programs to be conducted to inform employees, managers, administrators, officials, coaches, volunteers and players about HIV, AIDS and other sexually transmitted infections, and help them to protect themselves and others against infection. Awareness and education programs will integrate gender considerations and hence will take into account the different needs of male and female employees, managers, administrators, officials, coaches, volunteers and players and those of different languages and cultures, and, where appropriate, will also be provided to family members and surrounding communities.
- 11.4 The **Sport Organisation** will promote the use of HIV Toolkits provided by the PNGOC Sports HIV Committee, and introduce activities for HIV awareness, education, and inclusiveness for participants and players at its training and competition events.
- 11.5 Awareness and education programs should inform employees, managers, administrators, officials, coaches, volunteers and players about specific risk factors which may be related to their engagement with the **Sport Organisation**, such as travelling, being away from home, having access to money, and having access to alcohol.
- 11.6 The **Sport Organisation** shall display at all its facilities and training and competition events information on Universal Blood Precautions. The **Sport Organisation** shall ensure that all its managers, officials (referees/umpires) and coaches are trained in application of the Universal Blood Precautions and the treatment of blood injuries.
- 11.7 The **Sport Organisation** will maintain regular contact with the PNGOC Sports HIV Committee in regard to its annual Action Plan and opportunities for support and training.

- 11.8 The **Sport Organisation** will inform its sponsoring organisations/businesses of its HIV Sports Place Policy and will coordinate its HIV training activities with them.

12. PREVENTION

- 12.1 The **Sport Organisation** recognises the importance of educating its employees, managers, administrators, officials, coaches, volunteers and players about the importance of safer sexual behaviour. This includes promoting an environment where people can choose not to have sex, or can choose to have safer sex, including through correct and consistent use of condoms.
- 12.2 The **Sport Organisation** shall work with national and local HIV organisations to ensure that condoms and lubricant will be made available and freely accessible and distributed free in all its sport places, facilities, training and competition events, and for all its teams travelling to sports events.
- 12.3 The **Sport Organisation** shall ensure that fully stocked First Aid Kits are available at all training and competition events. First Aid Kits will at all times have adequate quantities of personal protective equipment including disposable gloves to follow Universal Blood Precautions. All blood injuries will be treated following the Universal Blood Precautions.
- 12.4 The **Sport Organisation** shall ensure that all its teams travelling to events shall be provided with an "HIV Team Travel Kit" to be obtained from the PNGOC Sports HIV Committee.
- 12.5 No employees, managers, administrators, officials, coaches, volunteers or players should be given any injection with non-disposable needles or syringes.
- 12.6 The **Sport Organisation** will carry out hazard identification and risk assessment in consultation with its employees, managers, administrators, officials, coaches, volunteers and players, and will implement risk control measures to prevent exposure to HIV and other blood-borne viruses in the Sports Place. These processes will be reviewed annually.
- 12.7 Post Exposure Prophylaxis (PEP) treatment is immediate treatment that can be sought after a suspected exposure to HIV infection, which can greatly reduce the risk of actual infection. The **Sport Organisation** shall ensure that all employees, managers, administrators, officials, coaches, volunteers and players will be informed about availability of PEP Treatment. The **Sport Organisation** shall ensure that PEP Treatment will be sought for employees, managers, administrators, officials, coaches, volunteers and players:
- who have accidentally become exposed to HIV in the course of their sporting activity (e.g. exposed to the blood of another person); or
 - who have been sexually assaulted.

13. RESPONSIBILITY OF ALL

- 13.1 The prevention of HIV infection is the responsibility of all employees, managers, administrators, officials, coaches, volunteers and players, and their partners and dependents, including the **Sport Organisation's** management.
- 13.2 The **Sport Organisation** recognises the importance of involving players in awareness, education, counselling programs and other prevention activities. It is therefore expected that all employees, managers, administrators, officials, coaches, volunteers and players, and their partners and dependents shall feel a responsibility to adhere to this policy and show responsible social behaviour to minimise the infection rate of HIV.
- 13.3 HIV prevention is the responsibility of all employees, managers, administrators, officials, coaches, volunteers and players. The **Sport Organisation** recognises the importance of involving employees, managers, administrators, officials, coaches, volunteers and players in the planning and implementation of awareness, education and counselling programs.

14. PARTNERSHIPS WITH HIV ORGANISATIONS

The **Sports Association** recognises that its core business is sport development and that it does not have the capacity or expertise to deliver expert HIV education, counselling, or treatment. It will therefore seek to engage with appropriate national and local HIV organisations as partners, and will invite them to attend its sports training and competition events to:

- display HIV information materials at its sports facilities and events;
- provide condoms and lubricants at its sports facilities and events;
- carry out HIV awareness through education, theatre group events, and peer group activities and discussions;
- provide training to its employees, managers, administrators, officials, coaches, volunteers and/or players.

15. POLICY IMPLEMENTATION AND MONITORING

- 15.1 The **Sport Organisation** will appoint an HIV Coordinator to lead implementation and monitoring of this policy.
- 15.2 The PNG Olympic Committee (PNGOC) has established a Sports HIV Committee which shall support the **Sport Organisation** in its efforts to implement and monitor this policy. The **Sport Organisation's** HIV Coordinator shall remain in close communication with the PNGOC Sports HIV Committee. The **Sport Organisation** will use the PNGOC Sports HIV Committee as its first point of contact on all issues related to contact with the National AIDS Council and the implementation of this policy.
- 15.3 The **Sport Organisation** shall ensure that this policy, and related information on HIV and AIDS, will be included in training materials, and communicated to all employees, managers, administrators, officials, coaches, volunteers and players associated organisations and sponsoring business and the wider

public, using the full range of communication methods available to the **Sport Organisation** and its network of contacts and sponsors.

- 15.4 In consultation with and with assistance from the PNGOC Sports HIV Committee, the **Sport Organisation** shall review this policy and revise it as necessary in the light of changing conditions.
- 15.5 The **Sport Organisation** and PNGOC Sports HIV Committee shall jointly assess the progress of Sport Organisation's implementation of this policy, at least annually. Both recognise that progress towards implementation is limited by the human and financial resource capacity of the **Sport Organisation**, and recognise also that implementation should not compromise the priority core business of the **Sport Organisation**, which is the development of its sport. The **Sport Organisation** acknowledges that support and incentives will be provided by the PNGOC Sports HIV Committee, based upon an assessment of the **Sports Organisation's** progress towards implementing this policy.