



Kirinyaga University



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TABLE OF CONTENTS

FOREWORD	4
1.0 INTRODUCTION	6
2.0 OBJECTIVES	7
2.1 Main Objective	7
2.2 Specific Objectives.....	7
3.0 SITUATIONAL ANALYSIS	8
3.1 HIV/AIDs Global Situation	8
3.2 HIV/AIDS Situation in Kenya and Government Response	9
3.3 HIV/AIDS Situation at Kirinyaga University.....	9
4.0 PURPOSE OF THE POLICY	10
5.0 POLICY PRINCIPLES	10
5.1 Stigma and Non-Discrimination	10
5.2 Confidentiality.....	11
5.3 Environment.....	12
6.0 RIGHTS	12
6.1 Rights of Employees	12
6.2 Rights of Students	12
7.0 KYU OBLIGATIONS	13
7.1 Awareness and Sensitization	13
7.2 HIV/AIDS Prevention and Education.....	13
7.3 VCT/PITC and Other Services.....	14
7.4 Care and Support.....	14

8.0 HIV/AIDS MAINSTREAMING	15
8.1 Mainstreaming HIV/AIDS in Teaching	15
8.2 HIV/AIDS Resources.....	15
8.3 Financial and Material Resources	15
8.4 Human Resources.....	15
8.5 HIV/AIDS Research	15
8.6 KyU HIV/AIDS Committee.....	16
9.0 IMPLEMENTATION OF POLICY.....	17
10.0 INSTITUTIONAL FRAMEWORK.....	17
10.1 Functional, Roles and Responsibilities	17
10.1.1 University Management shall:	17
10.1.2 Employees will:	18
10.1.3 NATIONAL AIDS CONTROL COUNCIL shall.....	18
11.0 MONITORING, EVALUATION, ACCOUNTABILITY AND COMPLIANCE	19
12.0 REVIEW.....	20

FOREWORD

HIV/AIDS is destroying the lives of individuals, families and communities in this nation, and all over the world. The Kenyan government declared it as a national disaster in 1999 in recognition of the adverse social, economic and health burdens it poses to the country. Effective response to the challenge of HIV/AIDS pandemic depends majorly on coordination of all efforts aimed at prevention, care as well as providing critical information to the society.

Kirinyaga University (KyU) must play its rightful role. This is because the Institution is an integral part of the Kenyan nation tasked with training highly skilled human resources which must be protected. A suitable environment to develop best practices for prevention, control, care and support should be provided.

As the University community responds to this national disaster, it must ensure that this response is all-inclusive, effective and well-coordinated. This response must be safely anchored in a policy to guide all its HIV/AIDS activities and programs. This HIV/AIDS workplace policy is therefore a major step that KyU has taken to mitigate the effects of HIV/AIDS.



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8.0 HIV/AIDS MAINSTREAMING	15
8.1 Mainstreaming HIV/AIDS in Teaching	15
8.2 HIV/AIDS Resources.....	15
8.3 Financial and Material Resources	15
8.4 Human Resources	15
8.5 HIV/AIDS Research	15
8.6 KyU HIV/AIDS Committee.....	16
9.0 IMPLEMENTATION OF POLICY.....	17
10.0 INSTITUTIONAL FRAMEWORK.....	17
10.1 Functional, Roles and Responsibilities	17
10.1.1 University Management shall:	17
10.1.2 Employees will:	18
10.1.3 NATIONAL AIDS CONTROL COUNCIL shall.....	18
11.0 MONITORING, EVALUATION, ACCOUNTABILITY AND COMPLIANCE	19
12.0 REVIEW.....	20

Acronyms and Abbreviations

AIDS	Acquired Immuno-Deficiency Syndrome
ART	Antiretroviral Therapy
HIV	Human Immunodeficiency Virus
KHPRRM	Kenya HIV Prevention Roadmap
KyU	Kirinyaga University
MoH	Ministry of Health
NAAC	National Aids Control Council
NASCOP	National Aids and STI Control Programme
PITC	Provider Initiated HIV Testing and Counselling
PMTCT	Prevention of Mother to Child Transmission
UNAIDS	United Nations AIDS
WHO	World Health Organisation

1.0 INTRODUCTION

HIV/AIDS is decimating communities. Sub-Saharan Africa accounts for Over 70% of all HIV infection cases in the world with those aged between 19 and 45 years being the hardest hit segment of the society. This age bracket also forms the most productive group in Kenya, more so populations in majority of Kenyan universities. Concerned parties' world over have urged Africa to take serious steps to stop this epidemic. Kenya declared HIV/AIDS a national disaster in 1999. Subsequently a total war on HIV/AIDS was declared in 2003. Statistics show the national infection rate is around 5.6% with the most affected age group being between 25 and 39 years. Females peak at between 18 and 25 years and they are twice as likely to have HIV infection when compared to their male counterparts in the same age group.

Norms and practices pertaining to social and sexual life on Kenyan universities is that of ambivalence in relation to sexual experimentation, unprotected casual sex, multiple sexual partners and other high risk sexual activities. These activities increase the risk of contracting Sexually Transmitted Infections (STIs), and HIV/AIDS.

The vulnerability of the 'most 'productive population segment requires an institutionalized policy on preventive mechanisms and interventions for those already affected.

This policy seeks to contribute to the prevention of HIV/AIDS transmission through sensitization, education and mainstreaming it into KyU curriculum while mitigating against the socio- economic and health impact of AIDS on society through advocacy and participation in its prevention and control.

2.0 OBJECTIVES

2.1 Main Objective

To provide guidelines for addressing HIV/AIDS issues in the University and surrounding community to mitigate against its social economic and health impact.

2.2 Specific Objectives

- i. Provide mechanisms to Mainstream HIV/ AIDS education in the university
- ii. Ensure proper coordination of HIV/ AIDS related activities in KyU
- iii. Establish KyU framework for addressing HIV/ AIDS.
- iv. Provide access to HIV/ AIDS prevention and care services
- v. Promote Voluntary Counseling and Testing (VCT), PMTCT, PEP services
- vi. Develop a database on HIV/ AIDS for KyU community
- vii. Demystification and de-stigmatization of HIV/ AIDS.
- viii. Create and implement awareness strategies for prevention and control, care and support of the infected.
- ix. Mobilize KyU community to participate in HIV/ AIDS prevention, care and support activities
- x. Provide a mechanism for regular updating of HIV/ AIDS policy as per emerging trends in combating the scourge
- xi. Encourage and facilitate research on effective interventions against the HIV/ AIDS
- xii. Improve KyU medical facility to effectively provide leadership in combating the scourge.
- xiii. Ensure KyU Formulate policies which progressively address HIV/ AIDS related issues in respect to admissions, employment and related benefits.
- xiv. Build capacity to develop, implement, monitor and evaluate HIV/ AIDS programmes.

3.0 SITUATIONAL ANALYSIS

3.1 HIV/AIDS Global Situation

HIV/AIDS continue to ravage communities' world over. According to statistics from Avert.org (Global information and education on HIV and AIDS.) East and Southern Africa is the region hardest hit by HIV. It is home to around 6.2% of the world's population but over half (54%) of the total number of people living with HIV in the world (20.6 million people) reside there. In 2018, there were 800,000 new HIV infections, just under half of the global total.

South Africa accounted for more than a quarter (240,000) of the region's new infections in 2018. Seven other countries accounted for more than 50% of new infections: Mozambique (150,000), Tanzania (72,000), Uganda (53,000), Zambia (48,000), Kenya (46,000), Malawi (38,000), and Zimbabwe (38,000). Overall, new infections in the region have declined by 28% since 2010. Around 310,000 people died of AIDS-related illnesses in the region in 2018, although the number of deaths has fallen by 44% since 2010.

Asian countries continue to register the fastest infection rates. The situation is becoming the focus of equally dire predictions. Thailand has HIV/AIDS prevalence rates of about 2% while China's infected population looks set to hit the 10 million mark by 2020. Female population is more affected by the pandemic than their male counter parts with those aged between 19-45 years bearing the greatest infection burden.

HIV in Africa is primarily heterosexually transmitted with a few cases resulting from same sex populations, injectable drug use, and medical mis-adventures. Sexual behavior is affected by multiple factors including, social-economic circumstances, cultural beliefs and practices and political instability which leads to war and associated evils.

However, research has dramatically altered the global HIV/AIDS outlook. The advent of anti-retroviral drugs (ARVs) has led to improved life expectancy including in reducing PMTCT. The availability of voluntary counselling and testing centers (VCT) centers, post-exposure prophylaxis (PEP) and Pre-exposure prophylaxis (PREP) therapies have had a positive impact in HIV/AIDS prevention and treatment.

Development agencies have invested substantial funds in surveillance and interventions systems in Asian sub-continent to curb the spread of the disease before it reaches the disastrous levels being witnessed in Africa. Research into a HIV/ AIDS vaccine continues.

3.2 HIV/AIDS Situation in Kenya and Government Response

Kenya declared HIV/AIDS a national disaster in December 1999. Around 1.6 million Kenyans are infected. The estimated national prevalence rate is 5.6 %. Approximately seven hundred people die daily due to HIV/AIDS related illnesses. Over 1.3 million children have been orphaned as a result of HIV/AIDS. The most productive segment of the society is the most affected resulting in economic hardships, increased health expenditure and adversely affecting the country's development. HIV/AIDS is among the factors that pose greatest challenge to Kenya's development since independence.

The Kenyan government has put in place mechanisms to counter the pandemic. The formation of NACC and the Kenya Aids Strategic Framework were timely response to coordinate matters HIV/AIDS. The war against HIV/AIDS is gradually becoming successful. Infection rates have decreased from 13% in 1987 to 5.6% in 2015. World Bank's financed STI Project has seen HIV prevalence among people with STIs reduced by 50%. In collaboration with development partners Presidential Emergency plan for AIDs relief (PEPFAR) more resources have been allocated for sensitization and provision of ARVs. In line with Kenya's Vision 2030, WHO & UNAIDS- Kenya HIV prevention Revolution Roadmap (KHPRRM) sets out to have a HIV free society by 2030. Through the Medium Term Plan (Kenya AIDS Strategic Framework, 2014 - 2019) MoH via NASCOP aims at achieving 90-90-90 Strategy by: identifying 90% of People Living with HIV (PLWHIV), putting 90% of HIV-infected individuals on lifesaving ART and achieve 90% viral suppression for those on therapy.

3.3 HIV/AIDS Situation at Kirinyaga University

University populations remain at great risk of HIV infections. KyU has a population that is growing at an average rate of more than 25% per annum. The bulk of this population is composed of young people aged between 19 and 25 years. The average age for the staff is 35 years. According to National Aids Control Council (NACC) those aged between

15 – 49 years are the most affected by the pandemic. This has the potential of distorting national statistics on HIV/ AIDS. Females and males have been found to peak at between 20 – 24 years and 25 – 30 years respectively. Females between 15 – 24 years are twice as likely to have HIV infection when compared to males in the same age group. The 20-49 years' age bracket comprise majority of students, lecturers and support staff. Adult learning environment, freedom from parental control, alcohol and substance abuse and environmental influences (urban life style, low social economic status) are among the factors that affect HIV infection rates among KyU students.

Mechanisms for ascertaining HIV/AIDS prevalence are primarily based on records maintained by the committee. Accurate data is crucial for the purposes of crafting strategies for appropriate response to HIV/ AIDS issues. Implementation of programmes based on workplace policies and national guidelines are meant to present KyU as an important link to the fight against the scourge with both national and global entities.

4.0 PURPOSE OF THE POLICY

Universities are highly regarded as centers of academic excellence charged with responsibility of producing skilled manpower to drive world's economic development. However, HIV/ AIDS has the potential to erode the universities' special status if the best of Kenyan minds are decimated by the scourge. KyU is not an exception. HIV/ AIDS impacts negatively on human resources planning and development.

An enlightened KyU community will act as a catalyst for positive change from within. It will also act as an agent providing national leadership through offering technical support to NACC. The need to anchor research on HIV/ AIDS in the university's long term plan is a statement of intent to fight the scourge. This policy will go a long way in providing guidance on the appropriate approach to the fight against HIV/ AIDS.

5.0 POLICY PRINCIPLES

5.1 Stigma and Non-Discrimination

- i) KyU shall fight discrimination and stigmatization of infected and affected population.
- ii) A person who will discriminate on the basis of HIV/ AIDS shall have disciplinary action taken against them as per University rules and regulations/ code of conduct.

- iii) Provision of civic education, training, information and sensitization on HIV/ AIDS shall be encouraged to counter stigma and discrimination.
- iv) KyU employees and students shall not be discriminated against or denied employment or admission on the basis of known or perceived HIV status.
- v) A member of staff or student found to be HIV positive shall not be terminated from service/studies at the University due to his/her status.
- vi) HIV testing shall be voluntary unless a person is charged with a sexual offence under the Sexual Offences Act of 2006
- vii) KyU employee/student's HIV/ AIDS status shall not be disclosed to a third party without a written consent
- viii) Staff recruitment, renewal of contracts, appraisal and promotion shall be done without reference to their HIV/ AIDS status.
- ix) Student's admissions and normal progress shall be done without reference to their HIV/ AIDS status.
- x) KyU shall endeavour through training, sensitization and policies to create an environment that discourages discrimination and stigmatization of staff and students with HIV/ AIDS

5.2 Confidentiality

- i) The University medical services department, HIV/ AIDS committee, or any other person/body shall handle information about HIV/ AIDS positive students and staff in utmost confidentiality.
- ii) Access to personal data related to staff and student medical records shall be bound by the rules of confidentiality as per Professional Ethics and Standards.
- iii) Breach of confidentiality bestowed upon a respective officer shall be handled as a violation of the policy regulations.
- iv) Employees and students shall not be under any obligation to inform KyU administration of their HIV/ AIDS status.
- v) Encouragement to disclose status shall only be for purposes of strengthening prevention efforts to curb further spread and increase access to care and support.

5.3 Environment

- i) KyU shall endeavor to make work and study environment safe and healthy for employees and students to minimize the risk of HIV infection.
- ii) Universal counter-infection precautionary measures shall be enhanced to reduce risks and ensure protection of the university population.

6.0 RIGHTS

6.1 Rights of Employees

- i) Staff shall not use HIV/ AIDS status as a justification for failing to perform their responsibilities unless they are medically justified.
- ii) KyU shall create awareness, training of staff and initiate appropriate HIV/ AIDS control and prevention measures.
- iii) HIV/ AIDS status shall not be criteria for dismissal of an employee.
- iv) HIV/ AIDS status of an employee shall not be discussed unless it poses risk to other persons.
- v) Inability to perform duties due to HIV/ AIDS related ailments shall be regarded like inability caused by any other illness and the person allowed to work until a certification of inability is obtained from a medical practitioner.
- vi) HIV/ AIDS infected employees shall not be discriminated against in relation to; grading and job assignment, remuneration, employment benefits, terms and conditions of service, training and development, performance and evaluation and promotion / transfer.

6.2 Rights of Students

- i) KyU shall facilitate students to form HIV/ AIDS peer support groups, post-test clubs and other HIV/ AIDS associated groups.
- ii) KyU shall endeavor to provide a learning environment in which the occupational exposure to HIV/ AIDS infection is minimized.
- iii) Unless medically justified, a student may not use HIV/ AIDS status as a reason for failure to perform/complete assignments, undertake internship, dissertation/research report, write examinations or any other academic work as expected.

- iv) Students shall have a right to a supportive safe learning environment in which those living with HIV/ AIDS are not stigmatized
- v) Student's HIV/ AIDS status shall not be discussed openly.
- vi) Students living with HIV/ AIDS shall be provided with counseling services to eliminate stigmatization.
- vii) Students shall be encouraged to exercise personal responsibility to protect themselves from HIV/ AIDS infection.
- viii) Students shall be encouraged to go for VCT and report their status to KyU Medical Officer for care and support.

7.0 KyU OBLIGATIONS

7.1 Awareness and Sensitization

- i) HIV/AIDS awareness activities shall be a continuous undertaking. Various stakeholders shall be involved in organizing such activities, the aim being to create awareness and sensitize the KyU population.
- ii) KyU shall design various intervention programmes to encourage behavioural change among its staff and students to prevent/reduce HIV infection
- iii) University Counseling Services shall be continually provided to support a sustained effort to defeat the scourge.
- iv) Formation of Peer Educators groups in the University to provide information about HIV/ AIDS to peers.

7.2 HIV/AIDS Prevention and Education

KyU shall organize seminars, workshops and other informal awareness sessions to reduce and prevent HIV infections among staff and students. The University shall provide peer educators for both staff and Students and Counseling activities to strengthen HIV prevention strategies. The Peer Educators and Counselors shall be trained to improve their confidence and efficiency in performing their roles. The university shall develop capacity of its employees and students towards prevention of HIV and AIDS through mainstreaming it in the teaching curricula and co-curricular activities.

7.3 VCT/PITC and Other Services

- i) KyU shall provide VCT/PITC and related services to its population. VCT and PITC is key in the prevention of further transmission of HIV. It provides newly detected cases with an avenue to access treatment, Care and Support based on various parameters of their status.
- ii) KyU in collaboration with HIV/AIDS care service providers shall make arrangements and encourage staff and their families and also students living with HIV/AIDS to access treatment
- iii) Screening for HIV within KyU shall not be mandatory for admission/ recruitment
- iv) KyU shall provide access (including referrals) to pre- and post-exposure prophylaxis to its population.
- v) KyU shall offer routine services and specialized services to the extent possible to pregnant employees and students for prevention of mother-to-child transmission of HIV (PMTCT) services,

7.4 Care and Support

KyU shall:

- i) Ensure whenever possible that HIV/AIDS treatment drugs are available at the clinic
- ii) Endeavour to support persons living with HIV/AIDS. They shall be allowed to continue offering services to the University as long as they are physically able.
- iii) Ensure Support in form of reduced workload or change of roles as the situation may demand.
- iv) Provide information on the available HIV/AIDS Care and Support services in the University
- v) Ensure Care to infected population is guaranteed by training medical Staff in provision of HIV/AIDS related services.
- vi) Encourage the affected population to adhere to taking HIV/AIDS drugs as directed.
- vii) Promote the formation of support groups for PHAs within the University.

viii) Liaise with other service providers for HIV/AIDS related support to the University community.

ix) Ensure that infected members of staff are entitled to terminal benefits accorded to those who retire on medical grounds as defined in the University terms and conditions of service.

8.0 HIV/AIDS MAINSTREAMING

This is the process of identifying, addressing and coring HIV/AIDS issues in teaching, research and other structural arrangement of the University.

8.1 Mainstreaming HIV/AIDS in Teaching

KyU shall endeavour whenever possible to develop and review its curricula to include HIV/AIDS education. Training of academic staff to create requisite human resource capital shall be undertaken. HIV/AIDS shall be a common examinable undergraduate course as per other government regulations and guidelines. KyU shall also develop short courses on HIV/AIDS for both the University and surrounding population.

8.2 HIV/AIDS Resources

HIV/AIDS counter measure is a capital intensive undertaking. Resources mobilization is vital if the envisioned success is to be achieved.

8.3 Financial and Material Resources

KyU shall strive to ensure sustainability of all critical HIV/AIDS programs through budgetary allocations and external resource mobilization. The University shall prioritize utilization of existing resources to address the HIV/AIDS epidemic.

8.4 Human Resources

KyU shall endeavor to train, empower and mobilize qualified staff for Prevention, Control and Management of HIV/AIDS.

8.5 HIV/AIDS Research

KyU shall promote research to enhance practical approaches to HIV/AIDS related issues. To achieve quality research, priority shall be given to establishment of appropriate and

adequate research facilities. Resource mobilization shall be encouraged to initiate, implement and sustain HIV/ AIDS research. KyU shall therefore;

- i) Provide support and coordinate innovative and multi-disciplinary research on HIV/ AIDS focused on its community and the wider society.
- ii) Initiate and facilitate Fundamental and Applied research on HIV/ AIDS for advancement and replication of knowledge on prevention, management and care, based on international code of ethics in research on human subjects
- iii) Encourage its departments, schools and Campuses to publish books, newsletters and other educational materials on HIV/ AIDS and avail them for public use while considering protection of intellectual property rights.
- iv) Advocate for and facilitate research on contemporary therapies in management of HIV/ AIDS.
- v) Allocate an annual budget for HIV/ AIDS research.
- vi) Support and encourage research collaboration with individuals, institutions/ organizations in areas of strategic focus based on best practice models for HIV/ AIDS research.

8.6 KyU HIV/AIDS Committee

KyU shall appoint members of staff with requisite knowledge and experience to the HIV/ AIDS committee. Their responsibility shall include but not limited to the following:

- i) Developing, implementation and reviewing of HIV/ AIDS workplace policy
- ii) Coordinating advocacy and dissemination of HIV/ AIDS related information within/ without the university.
- iii) Preparing annual budget plans for HIV/ AIDS related activities.
- iv) Creating awareness/sensitization and educating KyU community on matters HIV/ AIDS.
- v) Mobilizing support from KyU population on matters related to HIV/ AIDS
- vi) Organizing regular consultative meetings with the University community about matters related to HIV/ AIDS.
- vii) Creating linkages and Collaborations with various stakeholders involved in HIV/ AIDS related activities.

- viii) Preparing quarterly progress reports on targets achievements.
- ix) Monitoring and evaluating HIV/ AIDS workplace policy implementation.
- x) Maintaining a database on HIV/ AIDS related issues.
- xi) Providing condoms and other protective mechanisms to KyU population.
- xii) Coordinating provision of VCT, PREP, PEP, PMTCT activities including provision of ARVs.

9.0 IMPLEMENTATION OF POLICY

The overall responsibility for implementation of this Policy lies with the Vice Chancellor KyU; however, KyU HIV/ AIDS committee in collaboration with KyU clinic shall be responsible for the day to day running of HIV/ AIDS related activities.

10.0 INSTITUTIONAL FRAMEWORK

An institutional framework is necessary for the implementation of the workplace policy particularly in respect to human and financial resource management. This calls for high level commitment by KyU in term of adequate resources for HIV and AIDS programmes in annual budgets.

All authorized officers at KyU are responsible and accountable for the implementation of this policy. The overall responsibility for the implementation of this policy lies with the Vice Chancellor KyU; however, KyU HIV/ AIDS committee in collaboration with KyU clinic shall be responsible for the day to day running of HIV/ AIDS related activities.

10.1 Functional, Roles and Responsibilities

The institutions and officers responsible for implementing this policy are: NACC, principal HIV and AIDS committee and clinical as detailed in the sections below. Successful implementation of this policy highly depends on high level support and adherence to the functions, roles and responsibility below.

10.1.1 University Management shall:

- i) Facilitate the development, implementation and review of HIV and AIDS policy;
- ii) Ensure the HIV and AIDS committee is re-constituted and strengthened to support the implementation of this policy;

- iii) Advise HIV and AIDS committee on human resource aspects required to implement this policy;
- iv) Provide leadership and advocacy for mainstreaming HIV and AIDS into the core function of the institution;
- v) Mobilize resources, provide the HIV and AIDS committee the budget and ring - fence the funds allocated for HIV activities;
- vi) Build high level strategic alliances and partnerships with key stakeholders to promote the implementation of mainstreaming programmes.

10.1.2 Employees will:

- i) Protect themselves, their families and others from HIV infections and impact of HIV and AIDS
- ii) Actively participate and support all workplace HIV and AIDS activities'
- iii) Know their HIV status and act responsibly;
- iv) Maintain their preferred level of disclosure when HIV positive; and
- v) Consider voluntary confidential disclosure of his or her HIV status in the context of a request for a workplace reasonable accommodation.

10.1.3 NATIONAL AIDS CONTROL COUNCIL shall

- i) Effective strategy and policy leadership for the response
- ii) Development and review of standards, strategies, regulations and policy guidelines on HIV and AIDS response at the national level and assist county governments domesticate the same, in collaboration with partners.
- iii) Provide technical support and enhance the capacities of the two levels of governance to effectively deliver HIV and AIDS response services in accordance with their respective mandates.
- iv) Mobilize resources from both external and internal sources for effective facilitation of the response, develop mechanisms for M&E, MIS and facilitate access to strategic information for the HIV response

- v) Evaluate and certify KyU in line with *Maisha* Certification Guidelines for the public sector
- vi) Receive annual work plans, quarterly reports from KyU and provide timely feedback

11.0 MONITORING, EVALUATION, ACCOUNTABILITY AND COMPLIANCE

Monitoring of the implementation of this Policy shall be performed on quarterly basis using both primary and secondary data collection and record keeping tools. KyU shall generate and maintain a database of information on the implementation of this policy including undertaking knowledge, attitudes, and behaviour and practices baseline surveys to establish data, regular risks, vulnerabilities and impact for evidence-based programming. All surveys will be carried out in line with prevailing research regulations provisions on research methodologies and ethical considerations.

Manual or online quarterly reports shall be submitted to NACC using the public sector *Maisha* reporting Tool. Accountability shall be ensured through the performance contracting mechanism and the public sector *Maisha* Certification system.

KyU shall design and implement a monitoring, evaluation and review framework to ensure efficient, effective and sustainable management of HIV/AIDS related programmes.

This shall include;

- i) Setting up a Management Information System (MIS) that will ensure integrity/confidentiality of data on HIV/AIDS in collection, storage, retrieval and analysis.
- ii) Provision of a logical framework with indicators for inputs, outputs, processes, outcomes and impact.
- iii) Strive to ensure information flows within the University while establishing linkages with other institutions of higher learning and NACC.
- iv) Monitoring the implementation of budget to ensure achievement of policy objectives.