



## **#workingpositively is a program that invites employers to be visible role models in their support for people living with HIV**

Creating an environment where employees, suppliers, customers, and partners can be confident that their integrity, dignity, rights, health, safety, and well-being are valued and respected.

### **Signatories to this pledge commit to:**

- **Provide a safe, supportive and inclusive workplace**, welcoming employees regardless of their HIV-status
- **Fight stigma** of people living with HIV by educating employees and broadening their perspectives on this topic
- **Promote respectful behavior** towards people living with HIV and other medical conditions or disabilities
- **Build an inclusion mindset** through the deployment of the #workingpositively program
- **Provide a support framework** including a confidential advisor familiar with HIV
- **Ensure employees can be open** about their HIV status without fear of reprisal
- **Honor privacy and legislation** and never ask an employee to disclose their HIV status
- **Promote personal commitment** of employees to #workingpositively internally and throughout the business ecosystem
- **Create opportunities** for employees to engage with HIV/AIDS initiatives and community-organizations
- **Advocate** for fully equal policies and legislation