



DECEMBER 1

WORLD AIDS DAY

Toolkit For Employers



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About World AIDS Day

Each year on **World AIDS Day**, millions of people across the globe join together to show support for the more than 39 million people with HIV living today, honor the more than 32 million people who have died due to AIDS-related conditions, and reflect on what more we can do to end this epidemic.

While great strides have been made over the four decades since the first known reported cases of AIDS in June 1981, regrettably, stigma, homophobia and discrimination persist, and other structural factors enable HIV to spread.

Launched in 1988 and commemorated annually on December 1, World AIDS Day offers an opportunity for people across the world to unite, share experiences, remember those lost, and commit to meaningful actions that accelerate progress toward an end of HIV.

Ending HIV requires a concentrated and vigorous effort by many sectors across the United States, including government, education, healthcare, and business, among others. Employers can do their part by supporting healthcare access, promoting inclusive policies, combating stigma and discrimination, and reflecting on the impact HIV has had in our communities - efforts that can accelerate America's efforts to end HIV, and efforts that will make a difference to employees and the communities they serve.

Please use this toolkit to take meaningful action against HIV in your workplace this World AIDS Day.



6 ACTIONS EMPLOYERS CAN TAKE ON WORLD AIDS DAY

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Educate your workforce about HIV

- Use World AIDS Day as an opportunity to incorporate HIV into employee education and programming.
- Connect members with [reliable information about HIV](#), testing, prevention and treatment, and share resources and videos through your internal communication platforms.
- Check out these free resources:
 - [Let's Stop HIV Together](#) is a campaign developed by the CDC that offers HIV resources in [English](#) and [Spanish](#), as well as free graphics and suggested [social media posts about World AIDS Day](#).
 - [Greater Than HIV](#) is a public information campaign from KFF that provides comprehensive information about HIV, free [downloadable videos, banners and graphics](#), including the new informational [Ask Me Anything About HIV series](#), produced in partnership with the CDC.
- This year's theme is "[World AIDS Day 35: Remember and Commit](#)." Share the importance of World AIDS Day through your social platforms using these suggested posts:
 - December 1 is #WorldAIDSDay, a day to remember those we've lost and commit to meaningful actions to help end HIV. As an employer, we have a role to play. <https://hlthact.org/WorldAidsDay2023>
 - Today is #WorldAIDSDay, a day to unite with others around the world to prevent HIV, support people with HIV, and remember those who have lost their lives to an HIV-related illness. Let's #StopHIVTogether. <https://bit.ly/3DhBLWl>



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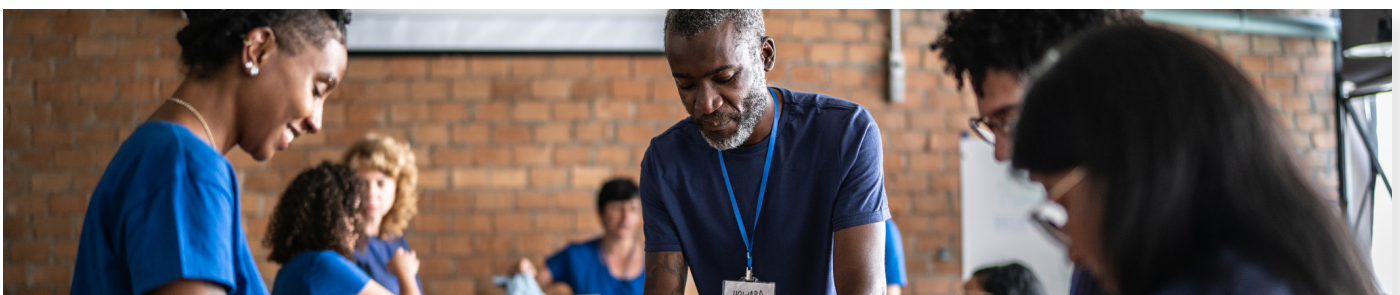
Provide comprehensive health insurance and benefits for your employees

- Provide access to comprehensive health insurance coverage and benefits for employees, including [essential health benefits](#) that support HIV detection, prevention, treatment, and care.
- Confirm your insurance plans are compliant with the [Affordable Care Act](#) (ACA), offering HIV and STI screening at least quarterly, [pre-exposure prophylaxis](#) (PrEP), and necessary clinic visits and lab testing without cost-sharing.

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Establish an HIV Workplace Policy

- A comprehensive workplace HIV policy articulates your company's commitment to:
 - Improving access to HIV testing, prevention, treatment and care
 - A no-tolerance policy for discrimination
 - Engaging your workforce in HIV education and outreach
- It's an important way to communicate your values, establish company norms, break stigma and prioritize transparency in benefits, care and support options.
- Be sure to consult legal counsel before finalizing any policy, and remember that your policy must comply with all local, state and federal guidelines including the Americans with Disabilities Act, Section 504 of the Rehabilitation Act of 1973, Occupational Safety and Health Administration's (OSHA) guidelines, and the Affordable Care Act. Under the ADA, employers [cannot discriminate](#) based on a person's HIV status or perceived or assumed HIV status at any point, including in hiring, firing, promoting, and assigning work.
- Employers can use our [Sample Workplace HIV Policy](#) as a template.



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Encourage your employees to get tested

- There are more options than ever to [get tested for HIV](#). Rapid, nonintrusive HIV tests are widely available and can provide results within 20 minutes or less. HIV self-tests are also available for purchase, are eligible for HSA, HRA, and FSA reimbursement, and can be done in the privacy of your home.
- Share the CDC's [national HIV testing directory](#) and [Together TakeMeHome](#) partnership that offers free at-home HIV tests.
- Cover non-copay out-of-pocket expenses associated with testing through your wellness incentive programs, such as a gift card for transportation. Small prizes, rewards or other modest incentives can also help encourage employees to get tested. Just make sure incentives are aligned with your employee confidentiality policies.
- Plan an off-site and get tested as a group. Making it a group activity can foster support and create community around the experience.

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Create brave spaces where people can speak openly about HIV

- Help foster a safe, understanding, and empathetic work environment by openly discussing HIV in the workplace and ways to encourage inclusion and acceptance.
- Openly engage in discussions on the myths, racism, and anti-LGBTQ+ attitudes that lead to HIV stigma and consider how to apply these learnings to your company's policies and practices.
- World AIDS Day and, more broadly, HIV and AIDS-themed discussions and programming can present valuable opportunities for intergenerational dialogue on how HIV and AIDS have affected individuals at your organization, and their relationship to the broader community.



Partner with a local public health organization

- Invite a local HIV organization to come to your office and participate in an employee town hall or “lunch and learn.” Employees will likely have questions, and an informed expert can help deliver facts and root out myths and misconceptions.
- Consider partnering with a local public health department or other community-based organizations to offer on-site HIV testing as part of routine health screenings.
- Donate to a local community-based organization or organize a volunteer service day - supporting HIV testing events or fundraisers, and report back on your experiences.
- Take part in community and national events that bring communities together in the fight against HIV/AIDS and memorialize the lives lost to the epidemic.
 - The [National AIDS Memorial](#) houses the [AIDS Memorial Quilt](#), which is the largest community arts project in history with roughly 50,000 panels dedicated to more than 110,000 individuals lost to HIV/AIDS. Companies can request to [display panels of the quilt](#) to raise awareness about the impact of HIV or [organize a panel-making workshop](#) to remember the unique lives and stories of those we’ve lost.
 - The red ribbon is the universal symbol of support for people with HIV and remembrance of those who have lost their lives to AIDS-related conditions. Wearing a ribbon is a great way to raise awareness about HIV and the impact it continues to have in communities across the country. Consider sharing red ribbons with employees and encourage them to wear them in the lead up to December 1 and throughout the year.



10 THINGS TO KNOW ABOUT HIV IN THE UNITED STATES TODAY

- 1 Today there are more than 1.2 million people with HIV in the U.S. and about 35,000 new infections each year. Ninety-one percent of people with HIV are of working age.
- 2 People with HIV in ongoing care and [treatment](#) can live long, healthy lives and [prevent the spread of the virus to others](#).
- 3 Getting tested for HIV and making it part of your healthcare routine is an important step in protecting yourself and others. Testing is quick, easy and confidential. There are [many resources available](#) for people who need support with HIV testing and care.
- 4 One in eight people with HIV in the U.S. are unaware they are infected, and 80% of new infections are transmitted by people who are not aware they have HIV or are not receiving any HIV care.
- 5 Medicines for people without HIV, called [PrEP](#) and [PEP](#), can reduce a person's chance of getting HIV when taken as prescribed, and can reduce long-term health costs. Yet, only 36% of the people who could benefit from taking PrEP are actually using it.
- 6 HIV can impact anyone, regardless of sexual orientation, race, ethnicity, gender or age. Racism, HIV stigma, homophobia, poverty and barriers to health care continue to drive disparities among some groups more than others – including Black and Hispanic communities; gay, bisexual and other men who have sex with men; and transgender women.
- 7 Fear and misinformation about HIV contributes to stigma, affecting the mental and physical well-being of people with HIV, and prevents some people from getting tested and accessing PrEP and other prevention services.
- 8 HIV has been diagnosed in all 50 U.S. states, D.C. and Puerto Rico. Nine of the 10 U.S. states with the highest rates of HIV infection are located in the South.
- 9 Teens and young adults continue to be at risk, with those under 35 accounting for more than half of new HIV diagnoses.
- 10 Workers with HIV are protected by the Americans with Disabilities Act (ADA) in the United States. The ADA prohibits discrimination against individuals with disabilities, including HIV, in all aspects of employment, including hiring, firing, promotion and compensation.

U.S. BUSINESS ACTION TO END HIV

a Health Action Alliance initiative

[U.S. Business Action to End HIV](#) was founded in 2022 by the Health Action Alliance, with support from ViiV Healthcare, to mobilize a growing coalition of private sector partners committed to filling gaps and accelerating progress to help end HIV in the U.S. by 2030.

The Health Action Alliance is a unique collaboration between leading business, communications and public health organizations to help employers navigate evolving health challenges, improve the health of workers and engage with public health partners to build stronger, healthier communities.

Learn more at healthaction.org.

HAA ORGANIZING PARTNERS



THIS GUIDE WAS DEVELOPED IN PARTNERSHIP WITH



The National LGBT Chamber of Commerce (NGLCC) is the largest advocacy organization dedicated to expanding economic opportunities and advancements for LGBTQ people, and the exclusive certifying body for LGBTQ-owned businesses.

Learn more at nglcc.org.

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