

30 November 2023

# World AIDS Day - Know Your Rights at Work

1 December is World AIDS Day and highlights HIV and AIDS globally, showing solidarity with people living with HIV and remembering lives lost.

People with HIV regularly encounter discrimination, both in and outside of work. The perception that HIV is connected only with the LGBT+ community, that you can catch HIV by being near someone with the condition or that there should be a stigma attached to HIV is wrong and must be challenged.

HIV is considered a disability under equality law, and people with HIV are entitled to the same legal protections as people with any other disability.

If you've been diagnosed with HIV, you're entitled to reasonable adjustments at work to help you manage your condition. This includes time off to attend medical appointments, and facilities in the workplace to store and take any medication you may be using.

You're also entitled to dignity in the workplace, and you shouldn't suffer any discrimination, harassment or poor treatment because of your HIV status. Equality law is meant to protect you at work but unfortunately incidents of discrimination, bullying, harassment and exclusion do still occur.

If you encounter any problems in or outside the workplace related to your HIV status, your PCS representative will be happy to help as best they can. They will also keep any conversations you have with them completely confidential. Find your rep by logging into [PCS Digital](#).

Read our guide to [HIV at Work](#)

## Breaking the stigma

Unfortunately, there's still a stigma attached to HIV, which acts as a barrier to prevention, testing and treatment. We can break the stigma around HIV by talking openly about it, challenging stereotypes and misconceptions and

supporting people living with HIV.

### **Worried about HIV?**

These organisations can help people living with HIV, or anyone who has concerns about the condition:

[National AIDS Trust](#)

[Terrence Higgins Trust](#)

[NAM aidsmap](#)

[NHS](#)