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**UNDERSTANDING HIV
RELATED STIGMA AND
DISCRIMINATION AMONG
HEALTH FACILITY STAFF**

ENGLISH VERSION

August 5, 2017

QUESTIONNAIRE NUMBER

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SECTION 1: BACKGROUND INFORMATION

First we would like to ask about your background.

1. Please tell me what year you were born?
2. What is your sex?
☐ Female ☐ Male
3. What is the highest level of school you completed?
☐ I have not had any school ☐ Primary/Basic/Middle School ☐ technical/vocational
☐ Secondary School ☐ College ☐ University
Other:
4. What is your current job in this facility (**the job you spend the majority of your time on**)?
☐ Medical (treatment) staff: (nurse, nurse assistant, lab technician, doctors, x-ray technician, pharmacists, counselor)

Accountant/ Cashier/Revenue Collector ☐ Doctor/clinican ☐ Administrator ☐ Health attendant

☐ Administration (Administrator, cashier, record keeper, secretaries, accountant, receptionists, information)

☐ Support/Auxilliary staff (includes: ward assistants , Driver, Security Staff , cleaners, cooks, mortuary attendant)

☐ Other work:
5. How many years have you been working at this facility? Years Months (***only fill if you have been working at this facility for less than one year***)
6. Have you ever worked in a department that specializes in offering services in HIV care and treatment (CTC)?
☐ Yes ☐ No
7. Have you ever worked in a department that provided sexual and reproductive health (SRH), family planning, condoms, STI or other services to young people (ages 15-24).
☐ Yes ☐ No
8. ***In the past three months***, approximately how many HIV-positive clients have you personally provided with care or services?
8a. Of those clients, about how many were young people (ages 15-24)?

9. Did you ever receive training (either formal or in workshops) in the following subjects? (Check all that apply.)

	Yes	No
a. Infection prevention and control	<input type="checkbox"/>	<input type="checkbox"/>
b. Patients' informed consent, privacy, and confidentiality	<input type="checkbox"/>	<input type="checkbox"/>
c. HIV stigma and discrimination	<input type="checkbox"/>	<input type="checkbox"/>
d. Care for vulnerable populations who are often stigmatized	<input type="checkbox"/>	<input type="checkbox"/>
e. Care for youth	<input type="checkbox"/>	<input type="checkbox"/>
f. Gender Based Violence	<input type="checkbox"/>	<input type="checkbox"/>

SECTION 2: INFECTION PREVENTION AND CONTROL

Now we will ask you about HIV infection concerns in your health facility.

10. How worried would you be about getting HIV if you did the following?

- i. Touched the clothing or bedding of a people living with HIV
☐ Not worried ☐ A little worried ☐ Worried ☐ Very worried ☐ Not applicable

If any of the following is not one of your job responsibilities, please select "Not applicable."

- ii. Dressed the wounds of a person living with HIV
☐ Not worried ☐ A little worried ☐ Worried ☐ Very worried ☐ Not applicable
- iii. Drew blood from a person living with HIV
☐ Not worried ☐ A little worried ☐ Worried ☐ Very worried ☐ Not applicable
- iv. Took the temperature, blood pressure or pulse of a person living with HIV
☐ Not worried ☐ A little worried ☐ Worried ☐ Very worried ☐ Not applicable

11. Do you usually use any of the following practices/measures when providing care or services for a person living with HIV? *If any of the following is not one of your job responsibilities, please select "Not applicable."*

- a. Avoid physical contact
☐ Yes ☐ No ☐ Not applicable
- b. Wear double gloves
☐ Yes ☐ No ☐ Not applicable
- c. Wear gloves during all aspects of the care of persons who are living with HIV
☐ Yes ☐ No ☐ Not applicable

- d. Use any extra precautionary measures with persons living with HIV that you do not use with other people
☐ Yes ☐ No ☐ Not applicable
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SECTION 3: HEALTH FACILITY ENVIRONMENT

Now we will ask about practices/measures in your health facility and your experiences working in a facility that provides care people living with HIV and other vulnerable populations.

- 12.** In the past 3 months, how often have you observed healthcare workers unwilling to care for:
- a. People living with or thought to be living with HIV?
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
 - b. A sexually active adolescent or thought to be sexually active adolescent
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
 - c. A young person living with HIV who did not acquire HIV from their mothers but got it later in adolescence
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
 - d. Pregnant adolescent who is unmarried
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
 - e. A young person living with HIV who acquired HIV from their mothers (perinatally)
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- 13.** In the past 3 months, how often have you observed healthcare workers providing poorer quality of care for:
- a. People living with HIV or thought to be living with HIV?
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
 - b. A sexually active adolescent or thought to be sexually active adolescent?
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
 - c. A young person living with HIV who did not acquire HIV from their mothers but got it later in adolescence?
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
 - d. Pregnant adolescent who is unmarried?
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
 - e. A young person living with HIV who acquired HIV from their mothers (perinatally)?

☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time

14. In the past 3 months, how often have you observed healthcare workers talking badly about:

a. Clients living with or thought to be living with HIV?

☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time

b. A sexually active adolescent or thought to be sexually active adolescent

☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time

c. A young person living with HIV who did not acquire HIV from their mothers but got it later in adolescence

☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time

d. Pregnant adolescent who is unmarried

☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time

e. A young person living with HIV who acquired HIV from their mothers (perinatally)

☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time

15. In the past 3 months, how often have you observed healthcare workers disclosing a patient's HIV or other status without their consent, in a situation that was not medically required?

☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time

16. How worried are you about:

a. Family treating you differently because you care for people living with HIV?

☐ Never worried ☐ Worried ☐ Sometimes worried ☐ Always worried ☐ Not applicable

b. Your Partner treating you differently because you care for people living with HIV?

☐ Never worried ☐ Worried ☐ Sometimes worried ☐ Always worried ☐ Not applicable

c. Co-workers treating you differently because you care for people living with HIV?

☐ Never worried ☐ Worried ☐ Sometimes worried ☐ Always worried ☐ Not applicable

17. How worried are you about:

a. Family treating you differently because you care for pregnant adolescents living with HIV?

☐ Never worried ☐ Worried ☐ Sometimes worried ☐ Always worried ☐ Not applicable

b. Partner treating you differently because you care for pregnant adolescents living with HIV?

☐ Never worried ☐ Worried ☐ Sometimes worried ☐ Always worried ☐ Not applicable

c. Co-workers treating you differently because you care for pregnant adolescents living with HIV?

☐ Never worried ☐ Worried ☐ Sometimes worried ☐ Always worried ☐ Not applicable

18. In your opinion, how hesitant are healthcare workers to take an HIV test, in this facility, due to fear of other people's reactions if the test is positive?

☐ Not hesitant ☐ A little hesitant ☐ Somewhat hesitant ☐ Very hesitant

19. How hesitant are you to take an HIV test, in this facility, due to fear of other people's reactions if the test is positive?

☐ Not hesitant ☐ A little hesitant ☐ Somewhat hesitant ☐ Very hesitant

- 20.** In your opinion, how hesitant are healthcare workers in this facility to work alongside a co-worker living with HIV, regardless of their duties?
☐ Not hesitant ☐ A little hesitant ☐ Somewhat hesitant ☐ Very hesitant
- 21.** In your opinion, how hesitant are healthcare workers in this facility living with HIV to access care and treatment in this facility?
☐ Not hesitant ☐ A little hesitant ☐ Somewhat hesitant ☐ Very hesitant
- 22.** How confident are you that when you take an HIV test in this facility the results will be confidential?
☐ Not confident ☐ A little confident ☐ Somewhat confident ☐ Very Confident
- 23.** In your opinion, how hesitant are your co-worker(s) to care for:
- a. People living with or thought to be living with HIV?
☐ Not hesitant ☐ A little hesitant ☐ Somewhat hesitant ☐ Very hesitant
 - b. Sexually active adolescents/youth or thought to be sexually active adolescents/youth?
☐ Not hesitant ☐ A little hesitant ☐ Somewhat hesitant ☐ Very hesitant
 - c. A young person living with HIV who did not acquire HIV from their mothers but got it later in adolescence
☐ Not hesitant ☐ A little hesitant ☐ Somewhat hesitant ☐ Very hesitant
 - d. Pregnant adolescent who is unmarried
☐ Not hesitant ☐ A little hesitant ☐ Somewhat hesitant ☐ Very hesitant
 - e. A young person living with HIV who acquired HIV from their mothers (perinatally)
☐ Not hesitant ☐ A little hesitant ☐ Somewhat hesitant ☐ Very hesitant
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SECTION 4: HEALTH FACILITY POLICIES

What follows are questions about the institutional policy and work environment in your facility.

- 24.** In my facility you are not allowed to test a client for HIV without their consent
☐ Yes ☐ No ☐ Don't Know
- 25.** I will get into trouble at work if I discriminate against persons living with HIV.
☐ Yes ☐ No ☐ Don't Know
- 26.** I will get into trouble at work if I offer family planning to unmarried young adults ages 18-24.
☐ Yes ☐ No ☐ Don't Know
- 27.** I will get into trouble at work if I offer family planning to young people ages 15-17.
☐ Yes ☐ No ☐ Don't Know
- 28.** Do you strongly agree, agree, disagree, or strongly disagree with the following statements?

- a. There are adequate supplies (personal protective equipment (PPE)) in my health facility that reduce my risk of becoming infected with HIV.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- b. There are standardized procedures/protocols in my health facility that reduce my risk of becoming infected with HIV.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- 29.** My health facility has written guidelines to protect people living with HIV from stigma and discrimination.
☐ Yes ☐ No ☐ Don't Know
- 30.** My health facility has written guidelines on how to provide appropriate services to sexually active adolescents.
☐ Yes ☐ No ☐ Don't Know
- 31.** Do you have access to post-exposure prophylactic medications (PEP) in your health facility if you think you have been exposed to HIV?
☐ Yes ☐ No ☐ Don't Know

SECTION 5: OPINIONS ABOUT PEOPLE LIVING WITH HIV AND OTHER VULNERABLE POPULATIONS

Now we are going to ask about opinions related to people living with HIV and other vulnerable populations.

- 32.** Do you strongly agree, agree, disagree, or strongly disagree with the following statements?
- a. Most people living with HIV do not care if they infect other people.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- b. People living with HIV who are not virally suppressed do not take their medication.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- c. Adolescent girls who are sexually active are promiscuous.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- d. Someone who has been virally suppressed for more than 6 months is still at a high risk of passing the virus to an HIV negative person.
- e. People living with HIV should feel ashamed of themselves.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- f. Most people living with HIV have had many sexual partners
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree

- g. Adolescent boys engaging in sexual activity is normal.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- h. People get infected with HIV because they engage in irresponsible behaviors.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- i. Women living with HIV should be allowed to have babies if they wish.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- j. I would be ashamed if I had HIV.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- k. Adolescents living with HIV should not have sex.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- l. Young people living with HIV should receive counseling and support to make informed decisions on having pregnancy.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- m. A woman living with HIV should be provided ART only if she is using family planning methods.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree

33. Do you strongly agree, agree, disagree, or strongly disagree with the following statements?

- a. If I had a choice, I would prefer not to provide sexual and reproductive health services to sexually active adolescents (ages 15-17)
☐ Strongly Agree
☐ Agree
☐ Disagree
☐ Strongly Disagree
- b. Nurses living with HIV should not be allowed to provide direct patient care.
☐ Strongly Agree
☐ Agree
☐ Disagree
☐ Strongly Disagree
- c. Doctors living with HIV should not be allowed to provide direct patient care.
☐ Strongly Agree
☐ Agree
☐ Disagree
☐ Strongly Disagree
- d. If I had a choice, I would prefer not to provide sexual and reproductive health services to unmarried sexually active adolescents (ages 18-24)

- ☐ Strongly Agree
- ☐ Agree
- ☐ Disagree
- ☐ Strongly Disagree

34. Do you strongly agree, agree, disagree, or strongly disagree with the following statements?

- a) If a pregnant woman is living with HIV, her partner or the child's father has a right to know.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- b) Pregnant women who refuse HIV testing are irresponsible and don't care about their own or their child's health.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- c) Women living with HIV should not get pregnant if they already have children.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree
- d) It can be appropriate to sterilize a woman living with HIV, even if this is not her choice.
☐ Strongly Agree ☐ Agree ☐ Disagree ☐ Strongly Disagree

35. Do you provide any services (medical or non - medical) to pregnant women or adolescent girls, or do any work in the following departments: antenatal care, prevention of mother to child transmission, labor or delivery wards, or postpartum care?

☐ Yes **CONTINUE ON TO SECTION 6, Q. 36 (next page).**

☐ No **YOU HAVE COMPLETED THE QUESTIONNAIRE. THANK YOU FOR SHARING YOUR VALUABLE TIME AND INSIGHTS WITH US.**

SECTION 6: ANTENATAL CARE, POSTNATAL CARE, PREVENTION OF MOTHER-TO-CHILD TRANSMISSION, LABOR AND DELIVERY WARDS

The following section is to be completed by any staff who works in the following departments: antenatal care, postnatal care, prevention of mother-to-child transmission of HIV, and in labor and delivery rooms.

36. How worried are you about assisting in labor and delivery

- a. If the pregnant woman is living with HIV?
☐ Not worried ☐ A little worried ☐ Worried ☐ Very worried ☐ Not applicable
- b. If the pregnant woman had been on anti-retroviral (ARV) treatment for 6 months or more
☐ Not worried ☐ A little worried ☐ Worried ☐ Very worried ☐ Not applicable
- c. If the pregnant woman has been on anti-retroviral (ARV) treatment for less than 6 months or not at all

☐ Not worried ☐ A little worried ☐ Worried ☐ Very worried ☐ Not applicable

37. In the past 3 months, how often have you observed other healthcare providers:

- a) Performing an HIV test on a pregnant woman without her informed consent during ANC?
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- b) Performing an HIV test on a pregnant woman without her informed consent during labor and delivery?
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- c) Neglecting a woman living with HIV during labor and delivery because of her HIV status?
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- d) Using additional infection-control procedures (e.g., double gloves) when providing care to a pregnant woman living with HIV or infant exposed to HIV during labor and delivery because of her HIV status?
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- e) Disclosing the status of a pregnant woman living with HIV to others outside the health facility without her consent?
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time
- f) Disclosing the status of a pregnant women living with HIV to people who are not health workers without her consent.
☐ Never ☐ Once or twice ☐ Several times ☐ Most of the time

THANK YOU