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FROM THE DIRECTOR'S DESK



Uyapo Ndadi

2010 has come and gone. 2011 promises to be the year to remember in the history of BONELA. Firstly in partnership with LeGaBiBo, we launched a case challenging the sodomy or homosexuality laws in Botswana. This case, if won, will change the landscape of Botswana's response to HIV and AIDS. It will mean sexual minorities will have interventions specific and useful to their context. It will

further mean that human rights for all are entrenched.

Secondly we have engaged with Member of Parliament Honorable Dumelang Saleshando to move a private member bill on HIV and Employment. You might recall that we have been calling for this piece of law for a very long time now, in fact since 2005 to facilitate the protection of employees living with HIV against stigma and discrimination perpetuated by the employer and colleagues and it is our hope that the bill passes through in Parliament.

Internally BONELA has been doing tremendously in a bid to continue to make itself a powerhouse that is well run and coordinated. Our board has adopted our four (4) year Implementation Plan which basically sets out what we intend to achieve by the end of our strategic plan. We have also developed a Monitoring and Evaluation system, and a new organizational structure. (Organogram)

We now have new staff positions as a result.

I however cannot say the journey has been a bed of roses. We obviously encountered teething problems that we have largely overcome. I am fortunate to be leading a team of dedicated staff who are passionate about what we do. They see challenges emanating from change as opportunities for growth. Talking about my team, I welcome new staff additions who are here through the government internship programme, Tshepo Tebogo, Kealeboga Shabane, Seabelo Ketshogile and Tekanyo Mooki. I wish them well in their first taste of the world of work. BONELA presents them with an excellent opportunity for them to build their careers.

I repeat 2011 promises to be a historic year.

Who we are

Established in 2002, the Botswana Network on Ethics, Law and HIV and AIDS (BONELA) has positioned itself as a strong and highly recognized voice in the region on the response to HIV and human rights. BONELA is a network of concerned individuals, groups and organisations passionate in protecting and promoting the rights of a people affected and infected by HIV and AIDS. BONELA embraces the values aspired to by the nation as envisioned in National Vision 2016.

At the center of its work, BONELA advocates for the integration of Botho (human behaviour) – the main pillar of human rights – into all spheres in the response to HIV and AIDS. With integrity and passion we are dedicated to creating a just and enabling environment. To this day BONELA remains the only Botswana based organisation dedicated to exclusively addressing the realization of human rights to curtail vulnerability to HIV and AIDS.

Our vision

Making human rights a reality in the response to HIV and AIDS in Botswana

Our mission

Promote a just and inclusive environment that contributes to the quality of life for people affected by HIV and AIDS through advocacy, capacity building and building a network of individuals and organisations.

Our purpose

BONELA exists to facilitate the realization of human rights for people affected by HIV and AIDS in the national response to HIV in Botswana through monitoring human rights, raising awareness and strengthening partnerships.



Human Rights: Challenges Faced by Youth

Margaret Baffour-Awuah

BONELA reaches out to tertiary students through the youth expo and experience issues beyond simple raising awareness on human rights issues. It was at the Tertiary Education Council (TEC) Youth Expo Fair held from the 23rd to the 26th of March in Gaborone, that a young lady came up to me and looked intently at the information, education and communication (IEC) material spread out on the table. It was like she was searching for something in particular. Then taking up a copy of the BONELA Children's Rights Booklet she asked: "Ma, BONELA works on children's rights?" I said "well...yes we do / did / well sort of do! We have just finished a project that was aimed at raising awareness on children's rights regarding HIV". At that point I took a copy of the booklet: *Student's Perceptions towards HIV and Human Rights: A Compilation of 10 Essays on Human Rights and HIV*; and handed it to her. I added that this publication was the result of the project.

I then also showed her the Children's Rights booklet and leaflet and explained that there had been a previous project that had resulted in those two documents. I said both these projects have ended, but the current BONELA focus on Most At

Risk Populations (MARPs) also embraces orphans and children, but depending on the nature of the human rights violation, that issue could go to Childline or some other organization.

As other students who had congregated now got my attention, she inched her way further and sat on the vacant chair near me. I turned and talked to some more students for a while and then saw them select what IEC they wanted to take away for further reading, and started drifting off. The young lady inched her chair closer and said: "could I ask you something?"

Of course I was willing to listen; sometimes that's all that somebody needs; a listening ear. "Madam," her voice dropped to almost a whisper, "I don't know who my father is. Well didn't until a short while ago; I have wanted to know who he is for more than half of my life. I'm now an undergraduate and would like my father to come to my graduation, and one day to my wedding... when I asked my mother who my father was sometime back, she exploded, saying that it would destroy her marriage. "I don't want to have anything to do with your stubborn questions and searches; please show concern for your (step) father here; he's done all he can for you," she added.

At this point, she was almost in tears "Ma, I tried for a while not to think about the issue, but only for a while. Its like I couldn't stop, I found myself going back to searching and questioning without telling her. My step father is a very good man; and she and my mother have looked after me well, but I wanted to know who I really am. Ma I hated it but I couldn't stop, until a word here, a phrase there helped me and I found him: I found my father ; he was so pleased ; I am so happy, but I only sneak to see him, and feel happy and guilty at the same time. I hate the lies and sneaking. Please advice: what can I do, can you help me?"

I could only speak from my heart, from my position as a mother and grandmother. I couldn't even remember what Children's Rights say about such a situation. Did it say anything? I must confess its something that provoked enquiry within me.

Wikipedia helped confirm my response: it said; "Children's rights are the human rights of children with particular attention to the rights of special protection and care afforded to the young, including their right to association with both biological parents". Of course there is I think also a moral responsibility for parents to be open with their children, especially about what so closely affects them. This young lady indeed has a right to association with both parents! How many parents know that, I wondered? The right to know who one is, is fundamental. But many young people out there according to this young lady are in emotional turmoil seeking who they are.

Unfortunately, apart from trying to ask this young lady to pray (she said she was a Christian), and ask close older family members and pastors for help in broaching her parents and slowly breaking the news of her having found her father to them, I could not do much for her.

My challenge to all readers is: let us not take these children's wishes for granted: they are our future leaders, economists, professionals, even MPs; they are the future citizens. The future of our world rests on them. Let us listen to them in wisdom.

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Building a Human Rights, HIV MARPS Information hub

BONELA has made strides in increasing its resource centre materials. The Prevention and Research initiative for Sexual Minorities (PRISM) project when confronted with the dearth of Lesbian, Gay, Bisexual and Transgender (LGBT) material (then less than one percent) held in the Resource Center, decided to do something about it. Since last year several new titles have been added to the BONELA Resource Centre as a result of this.

Interesting titles which will help readers and/or parents of LGBTs find some answers are now available. In *Straight Parents, Gay Children; Keeping Families Together* (New York: Thunder's Mouth Press, 2003), Robert Bernstein in a very simple straight forward way looks at the very complex issue of how parents of gay/lesbian children relate. Using the term gay to cover both male and female, Bernstein takes an empathetic look at the challenges. This issue is especially more difficult in our African cultural settings where whether we like it or not, gender disparities exists in terms of power in almost every arena of our lives, so male/female distinction is crucial.

Bernstein writes from a personal experience of dealing with a lesbian daughter, who shocked him one fine day with the news: "Dad, I'm gay". Since then, he went all out to find out the challenges his daughter will have to face in life. He travelled extensively in the United States and abroad in his quest. Amongst other things, he goes out of his way to emphasize the fact that it is not a child's fault, although he does not advocate special treatment. The encouragement is for inclusiveness. He argues that parents should be aware of the challenges these children face out in the society; indicating that researchers have attributed a sizeable percentage of teen suicides where attributable, to them not being able to deal with the confusion of their sexuality. Sadly he also discusses American states where bitter battles ensued as they confronted the issue of differing sexualities.

He discusses the spiritual, dimensions

BONELA settles case on unlawful publication of client's photo for P35 000!!

By Dikeledi Phoo Dingake

The Botswana Network on Ethics, Law and HIV/AIDS (BONELA) successfully settled on behalf of its client in a matter in which the client's photo was published without her consent. Botlhe Mazwiwana approached BONELA in 2008, alleging that her photo had been published in a secondary school text book under a topic on HIV counseling and was captioned as "a patient receiving counseling" without her consent.

The publisher of the book, Macmillan Publishers, had intended to communicate, and did communicate that she was HIV positive and was thus receiving treatment and/or counseling, hence BONELA drafted a demand letter to Macmillan for unlawful publication of the photo, which caused suffering on the part of the client. Due to this suffering, damages to the tune of P300 000 were claimed as the photo disclosed private facts about her.

"People were calling me all over Botswana, especially my relatives. I was so embarrassed and the father of my child accused me of going public with my HIV status before we discussed the matter. We now fight all the time", Botlhe said shedding a tear. Macmillan initially denied liability, blaming the photographer, but subsequently offered P35000 as an out of court settlement when summons were issued upon the company. This was the first case of its kind handled by BONELA and it is a clear case of violation of Botlhe's rights to privacy regarding her HIV status. Such conduct violates a person's dignity and exposes them to psychological harm.

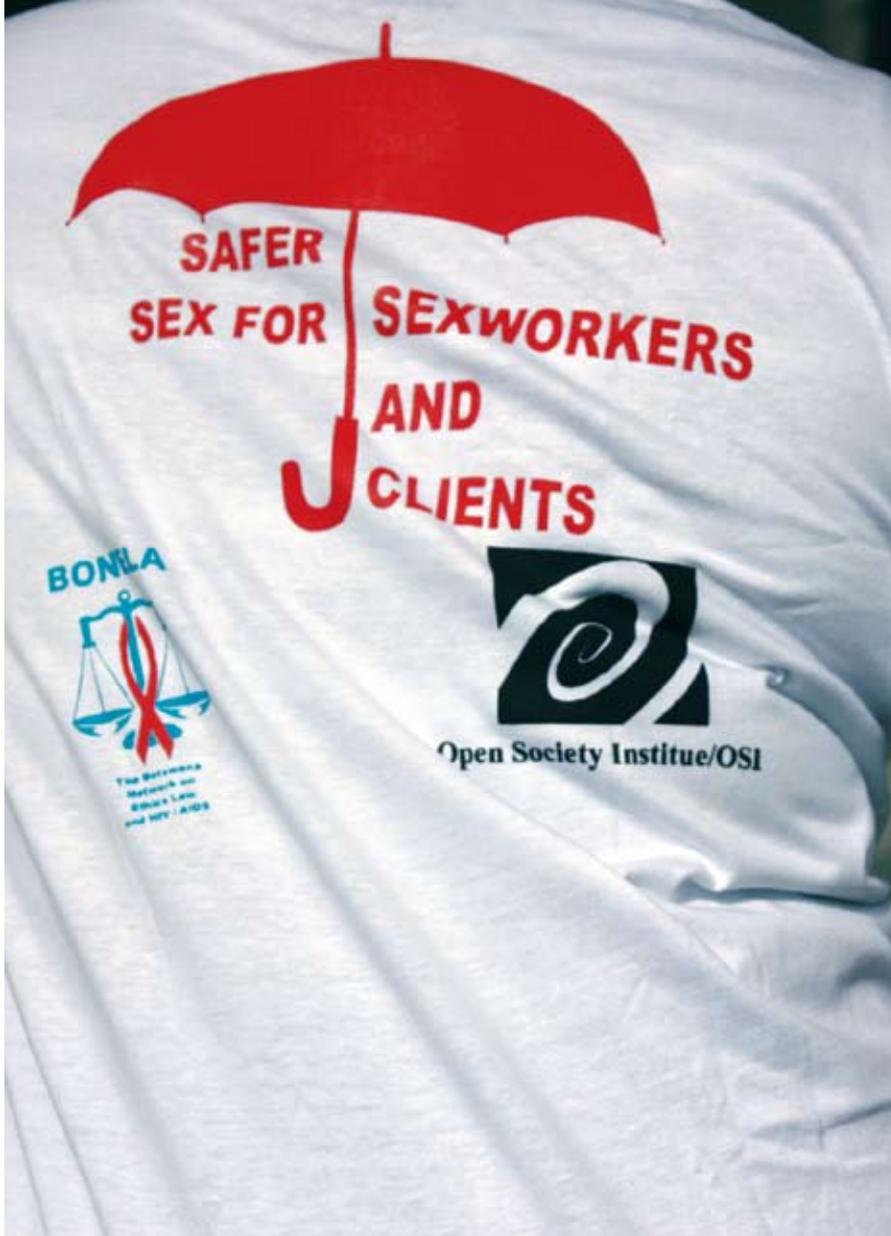
The law is very clear in such cases and in a similar case - namely; N.M and others vs Smith and others - the Johannesburg High Court decided in favour of the applicant for the violation of their rights to privacy, dignity and psychological integrity resulting from the publication of their names and HIV status without their consent. They sued the respondents for damages of R200 000 each. The High Court held the publishers of the book liable for R15 000, representing damages that the plaintiffs had suffered from and after April 2002 when the third respondents became aware that they had not consented to the disclosure of their names and HIV status. The court held that the defendant will be held liable where disclosure would cause "mental injury or distress to anyone possessed of ordinary feelings and intelligence".

Such conduct infringes the rights to privacy, dignity and psychological integrity where publication of objectively private information about individuals is verbally or otherwise disclosed.

in depth, what the churches say; anti gay churches perspectives, and discusses four families that confronted their churches over their stance. He surveys a few public figures who confronted this challenge in their families, and at the end provides a survival guide; among other things urging that it should not be a closet issue.

There's a lot of food for thought as we read authors like Bernstein and whether we

like it or not, we have to confront the issue of gay children. Somebody said that we don't have to re-invent the wheel; how have some families survived such challenging situations: it's worth reading.



Sisonke and BONELA Commemorate International Sex Workers and Human Rights Day

The International Sex Workers Human Rights day was commemorated on the 3rd of March 2011 under the theme "Decriminalization of sex work". Sisonke Botswana (A Sex worker's organization in Botswana) and the Botswana Network on Ethics, Law and HIV/AIDS (BONELA) held an open space meeting to create dialogue between sex workers and various stakeholders on key human rights issues of concern.

From deliberations, it was evident

that sex workers are faced with health, safety and security issues in their practice. Sex workers cry foul of the limitations of condoms they get from health facilities which does not equal their need because of their high usage resulting from the nature of their work. Consultation with health workers by sex workers concerning their health reporting infections with STIs is met with a lot of stigma and hate and in other instances refusal to get help because they are sex workers.

Sex workers reported that the environment of operation is not safe. They are faced with difficult clients who at times rape them and physically assault, clients who refuse to pay and Police officers who want to get free sex as bribery not to charge. Sex workers have complained about harassment from Police where the Police officers camp at their houses denying them to work just because they know that individuals are sex workers.

Sex workers have raised concerns that they are helpless in getting help about their issues since reporting would mean to the police officers whom they suffer from. Where they have braved to report, their cases never meet justice. "Condoms and TP(toilet paper) are my pickk and shovel" reported one sex worker who explained her frustrations with the Police from taking away her condoms while on duty, she went on to further explain that when she is faced with a client and had run out of condoms she would then lose money or have to agree to sex without one.

Whether sex work is legal or illegal the rights of sex workers should be upheld for they are human. The basic rights to health, security and justice should be afforded to everyone including sex workers. It is evident that the government is not addressing the issues of sex workers and they should be included in all national efforts to prevent the spread of HIV.

As part of the key stakeholders invited to the commemoration, UNAIDS representative explained that Botswana should benchmark from other countries who despite not recognizing sex work as legal have put in place measures to address health and safety faced by sex workers to curb the spread of HIV and uphold their human rights. She explained that advocacy around law reform on sex work will go through a long process before its changed and the needs and challenges of sex workers will suffer while waiting, and measures should be put in place to protect the sex worker and society at large.

Awareness Raising: Facilitating Dialogue Among People

By Felistus Motimedi

The year 2011 promises to be an exciting yet a challenging one in terms of implementation of interventions and milestones achieved thereof. Allow me to introduce you to one of BONELA's exciting projects called Awareness Raising (AR) that forms part of the 3 projects constituting the BONELA program. BONELA aims to make human rights a reality in the response to HIV and AIDS in Botswana by promoting a just and inclusive environment that contributes to the quality of life for people affected by HIV and AIDS through advocacy, capacity building and building a network of individuals and organizations. BONELA will achieve this, through monitoring human rights, raising awareness and strengthening partnerships.

A team comprising of Felistus Motimedi, Doris Kumbawa, Arnold Sokwa, Pako Luke, Rogers Bande, Kabo Mathumo and Margaret Baffour-Awuah is in-charge of the Awareness Raising Project. Sometimes people say Awareness Raising is an easy job. However, this is not true as information dissemination and communication is one of those human activities that everyone recognizes but few can define satisfactorily.

In fact, let me challenge you right now to reflect for a moment on what communication and particularly public communication means to you and your community. What are the most effective means of public communication available to you and your community? Is it for example 'word of mouth' -one person to another - or the local newspaper? If this is a difficult question to answer, consider how information and knowledge is typically shared and understood within your family, community and society, and



you will realize that it is not easy at all and AR is tasked with such challenges. The aforementioned team is, therefore, tasked with ensuring that there is information out there and people are empowered. For your appreciation, this is how AR functions.

BONELA as a lead organization in lobbying and advocating for the infusion of the human rights dispensation in the HIV national response in Botswana; needs to be understood in content and context and that is where the Awareness Raising project comes in handy to ensure that there is access to essential information on human rights, law, HIV and the various populations affected by HIV because of their circumstances in a society that make them vulnerable (usually referred to as most-at-risk or vulnerable populations

- MARPS) and effective use of that information in accessing and providing health services.

Information, education, communication (IEC) as well as dissemination strategies are employed in awareness raising. Through awareness raising, opportunities for information exchange are opened in order to improve mutual understanding, to enable changes in mindsets, social attitude and behavior as well as maintaining the needs and interests of the actors involved.

AR, therefore, utilizes innovative designs in disseminating information, educating and training people for empowerment and augmenting skills to stimulate discussions and endow



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people with comprehensive information about what issues in relation to human rights, HIV and MARPS are paramount, why that is so (the contribution to the reduction of HIV infection rates and the linkages to other interventions and/or national strategies such as the National Development Plan 10, the National Strategic Framework on HIV, the NSF Operational Plan, the HIV National Policy and the Public Health Act), how these could be implemented as well as

when we need to do that.

The innovative ways, therefore, include training people at different levels of society on the issues aforementioned, conducting workshops and public events and forums such as campaigns, dialogues and debates, utilizing both the electronic and print media in informing the general public about these issues through news briefs or press statements, advertorials and articles, jingles and radio shows. The website and facebook are also other social

media approaches used by BONELA through AR to communicate issues of human rights, HIV and MARPS as well as the internal production of IEC materials such as training manuals, position papers on issues, leaflets, booklets, posters, t-shirts and other materials to further communicate with and educate the public.

BONELA believes that communication technologies play a leading role in reducing the inequalities in societies in asserting their rights to accessing services and in promoting tolerance and mutual understanding through information sharing that culminates in policy formulations and law reforms that add value to the quality of the lives of people in Botswana.

Thus, we should always remember that to raise public awareness is to inform community mindsets, attitudes, behaviours and beliefs with the intention of influencing them positively. Furthermore, it is our intention through AR to achieve a defined purpose or goal: promoting a just and inclusive environment to improve the quality of lives of people affected by HIV.

Although, raising public awareness of any issue is not an easy undertaking and achieving lasting behavioural change is harder still, it is our hope, therefore, as a team that the various approaches and strategies stated herein will serve to stimulate further discussions on this agenda, moving away from privilege to rights and inspire new innovative awareness-raising campaigns. Finally, may I encourage you to visit our website and facebook, read our IEC materials, as well as read and listen to the news. In the meantime we will meet you at the public forums, workshops, meetings and through the different public media and let us engage each other and be open to discussions.

Watch this space for more exciting insights about the Awareness Raising project and particularly about issues of human rights and HIV. Until then, take care!

Establishing Partnerships and Networks for Collaborative Advocacy

By Cindy Kelemi

As part of restructuring BONELA now has a project called Partnerships Networking charged specifically to build the BONELA network and strengthen capacity of partners to mainstream human rights approaches in the national response to HIV/AIDS. This department has also been tasked with mentoring emerging strategic partners through capacity development to advocate along with BONELA. In this issue of BONELA Guardian, we are honored and privileged to introduce Sisonke and LEGABIBO to the readership. These are organizations that are currently nested and housed within BONELA for capacity development and mentoring purposes.

Sisonke is a network of sex worker groups in Botswana working towards one common vision: respect for human rights for all sex workers. Sisonke was formed in April 2010 by 20 sex workers who owned the responsibility for bringing about change and standing up for the rights of sex workers. In the coming weeks, Sisonke will submit a registration proposal to the Registrar of Societies. BONELA is assisting Sisonke to establish its governance structures in order for the group to effectively deliver on its mandate.



BONELA also has under its wing the Lesbians, Gays and Bisexuals of Botswana (LEGABIBO). This organization has been housed under BONELA since 2004. This organization was denied registration in 2007 and has since taken the Government of Botswana to court challenging the constitutionality of the anti-sodomy law which was the basis for their denial of registration. The outcome of the case will be a land mark case within the human rights dispensation in Botswana.

LeGaBiBo and BONELA held a

joint press conference to announce the commencement of the suit against the Government of Botswana for the clause in the Penal Code that criminalizes homosexuality

We anticipate an exciting period ahead of us as we continue to establish partnerships with organizations from various sectors for collaborative advocacy. We are also looking forward to strengthen our referral systems in order to holistically address the needs of our clients who access our legal aid services.

Parliamentary HIV/AIDS committee Orientation

By Anna Mmolai-Chalmers

On the 13th January 2011, BONELA was invited to present on commercial sex workers at the parliamentary committee on HIV and AIDS orientation held in Gaborone. The meeting which was attended by the BONELA director, Uyapo Ndadi and the training coordinator Anna Chalmers was a welcome opportunity for BONELA to sensitize law makers on sex work, the law and health.

The presentation centered on the pertinent sex work issues in Botswana which included why sex work is a health issue, criminal practices performed against sex workers and how sex work is a human and gender rights issue.

The responses from these 11 members of parliament (MPs), were open minded and proactive. Their views on commercial

sex work are progressive and refreshing. For the first time, BONELA did not have to defend sex workers human rights. Instead the MPs defended and condemned the actions of those who violate sex workers rights and emphasized the need for action and change. They voiced concerns that it is generally assumed by law makers and Batswana in general that sex work is illegal, yet they were not knowledgeable in the area.

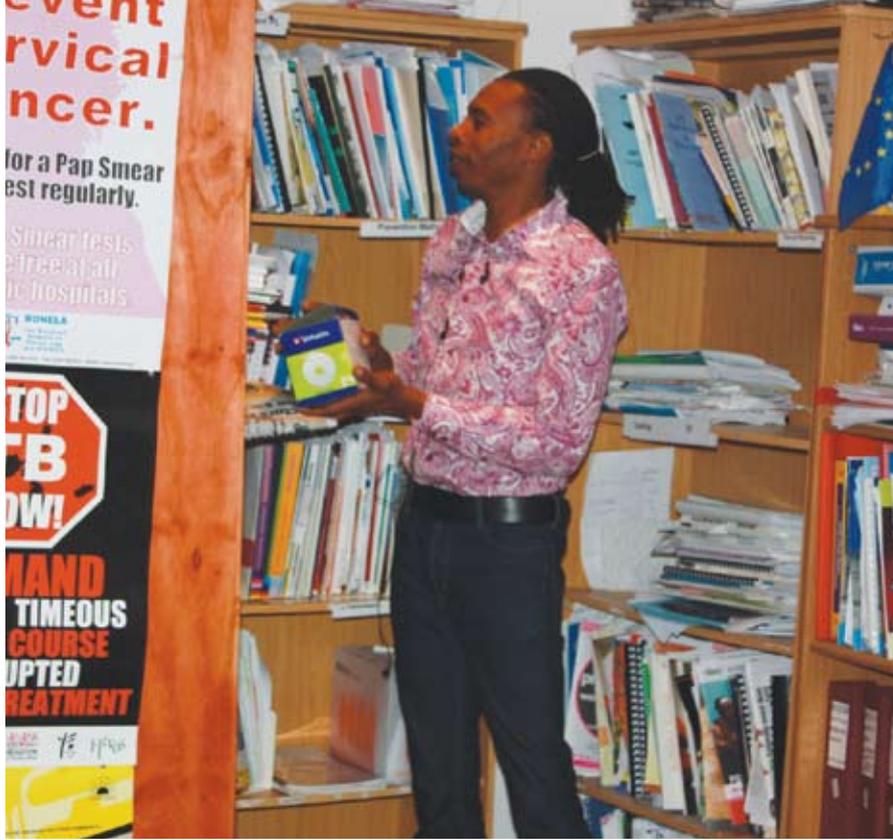
Although sex work is a complex matter that nations and societies would rather not talk about, it needs to be tackled. The MP for Ghantsi stated that although sex work is complex and will not be perceived well in his constituency, he is prepared to bring up the subject in his kgotla (traditional gathering) meetings so that Batswana can

start talking about it.

Further, MPs suggested the need for escort agencies to curtail violence experienced by sex workers. They called on sex workers and organisations that work with sex workers to be clear, and concise about what they want MPs to do and how they want them to help.

They recommend that a policy must be put in place; sex worker organisations be empowered and that the general public and police are educated.

MPs were very grateful for being made aware of sex worker's experiences. They lamented that as legislators they are kept in the dark, yet being equipped with such knowledge means that they will think differently and use different approaches to deal with the issue.



Evidence Building for Advocacy

Nthabiseng Nkwe

I hope I speak for the entire team when I say we are excited and humbled by the passion and activism capacity the new strategy will unleash in all of us. Being tasked with such a huge responsibility to ensure strategic use of evidence of human rights violations of people affected by HIV through litigation, policy submission and law reform by 2014 is both an exciting and daunting task.

The first quarter saw us go through a phase of forming as a team; trying to find our feet and understand the “humongous” role we have been tasked with as well as

trying to know one another and forming as a group that had not worked together in the previous strategy.

The team that seeks to strengthen BONELA’s evidence building for advocacy consists of Nthabiseng Nkwe, Dikeledi Phoo Dingake, Caine Youngman, Seabelo Ketshogile, Tumisang Phirie and Tekanyo Mooki.

In an era where millions of people are accessing anti-retroviral treatment, which significantly reduces mortality and extends life, and HIV becoming normalized as a

result, one is puzzled by the significant increase of human rights violations of those affected by HIV. From the start of the AIDS epidemic, stigma and discrimination have fuelled the transmission of HIV and have greatly increased the negative impact associated with the epidemic. HIV-related stigma and discrimination continue to manifest, creating major barriers to preventing further infection, alleviating impact and providing adequate care, support and treatment. It is saddening to report that in 2010 alone, BONELA received 151 cases of human rights violations as a result of HIV, 63 of those being labour disputes and 29 of those being of unlawful disclosure of peoples’ HIV status.

It is because of these incidences that we need to continue to monitor human rights violations of those affected by HIV. Creation of evidence for intervention requires a constant monitoring of various sources for information on human rights violations. These sources that BONELA will monitor include news reports from newspapers, radio, television and websites, cases reported to the Legal Aid, reports from partners and police reports. Once the information has been assessed, recorded and processed in a report, possible strategies and actions to address the violations will be identified.

This past quarter saw us developing tools to guide evidence creation and that process included developing of research and baseline guidelines, strategic litigation guidelines, media monitoring guidelines, self actor guidelines for legal aid clients, and developing a media monitoring database. We hope that these processes will enable us to monitor optimally the human rights situation of those affected by HIV and consequently develop strategies to mitigate the violations of those vulnerable to HIV.

In the next coming quarters, we hope to give an analysis of human rights issues reported in the media and through our legal aid. Hopefully this will make visible the struggles and challenges experienced by those vulnerable to HIV and that more people become interested in the human rights cause and join BONELA in making human rights a reality. So get ready to put on your marching shoes, banners up and join the struggle to making human rights a reality by 2014.

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Comments relating to criminalization of sex work were that criminalization of sex work is done at the expense of lives as legalizing will protect sex workers and clients through enabling access to information on protection from sexually transmitted infections and HIV/AIDS.

One Member of Parliament called on members of the Botswana Democratic Party to think about motions in relation to sex work to be debated in parliament then members of the opposition can support them.

The following recommendations were also made:

1. BONELA to approach the issue of legalization of sex work differently by having it driven by the President of Botswana rather than lone voices of MP’s.
2. BONELA should ask for a slot for every sitting of parliament to address the caucus.
3. Sex work needs to be subjected to a referendum. It needs the attention of the whole nation, whether we need to legislate it – Batswana must decide.
4. BONELA should spread its wings to other places like Palapye which is a hub of sex work.



Phoo Dingake, a legal officer

1. I gave birth to my daughter in 2009 after an emergency caesarian at a local hospital. The doctors negligently cut my sphincter muscle resulting in a permanent disability; I can no longer control my bowel movements and the father of my child left me as it was too much for him. I want to sue for damages.
Kagisanyo, Lobatse

Phoo says; you can sue for general damages that arise from the negligent act of the doctors. Such damages include physical harm e.t.c. Other damages that you can sue for are psychological damages that is the damages incurred as a result of mental anguish and or pain you suffered as a result of the negligence. You will have to prove through expert evidence that you suffered such harm. You also need your medical records to be assessed by an independent medical doctor.

2. Sometime in 2007 I got ill and was absent for three years from my work as a dental technician. I recently reported for duty and I was told I had been dismissed, no reasons were given and I was not given an opportunity to state where I had been.
Thulani, kasane

Phoo says; unfortunately your conduct amounts to desertion of employment; under such circumstances where the whereabouts of an employee are unknown particularly for such long periods of time, the employer is entitled to automatically terminate employment. Further it is arguable that your claim to any benefits arising from your contract of employment would have prescribed thus rendering unenforceable any claim you may have against your former employer.

For enquiries contact: +267 393 2516
Consultations are on Mondays from 9am - 3pm
Email address: tbolalla@yahoo.co.uk

Staff News: BONELA welcomes the



Tekanyo Mooki

Tekanyo Mooki is a graduate from the Nelson Mandela Metropolitan University in South Africa where she obtained her undergraduate degree in Law (LLB). She joined BONELA in March 2011 as an intern in the Monitoring of Human Rights Violations Team. Tekanyo affirms that coming to BONELA was not a oversight for her as she has always been interested in Human Rights work particularly sex worker rights. “BONELA is an incredible working environment, the team spirit, and the receptiveness of all its staff makes you look forward to embrace the daily realities and challenges in this field of Human Rights work, BONELA offers a great platform for me and this internship will give me the leverage I am looking for as I foray into the world of human rights work.

Degree in Humanities from the University of Botswana. He joined BONELA in March 2011 and has been seconded to the Monitoring of Human Rights Violations Team as a data Base Administrator intern. His responsibilities include managing clientele data entries ensuring that all entries are correct from formatting to content. Seabelo contends that Human Rights work is vital for Human Life and understandably so in this era of HIV and AIDS. “BONELA as an organization that advocates for the application of principles of human rights in the national response to HIV/AIDS, the organization is playing a pivotal role in ensuring that the dignity of its citizens specifically the most at risk populations (MARPS) is protected .



Kealeboga Connie Shabane

Kealeboga Connie Shabane is an intern in the Partners and Networks team and she hold a Bachelor's of Arts degree in Sociology and English. “The Partners and Networks Team in BONELA is a very exciting assignment, now I get to learn new things and go out there network and meet with different people and organizations

I believe that our community hasn't made enough progress and a lot more work has to be done to steer this country in the direction where its citizens can enjoy full equality. But here's what I know: in any struggle for human rights in this country, there have been occasions when different



Seabelo Emmanuel Ketshogile

Seabelo Ketshogile holds a Bachelor of Arts

following new additions to it's staff compliment.

groups of people have marched down different roads. What is important to our ultimate success is that each of those roads ends at the same place. And while I regret the pain and distance that sometimes comes from taking different paths, I am more assured and more committed than ever that those of us supporting our role and those of us who don't, are going to arrive at the same place – one that ensures that every member of our community; sex worker, HIV infected and affected, gay, lesbian, bisexual and transgender has the same rights and the same protections as any other Motswana. We may differ in how we get there, but we will get there together. We are fortunate to live in a country that allows us to speak out passionately and forcefully about our beliefs. I welcome and respect the passion with which BONELA does its work.”



Chenngwe Sefhako

Ms Chenngwe is a qualified Association of Accounting Technician (AAT) which she completed at Botswana Accounting College. She is an intern in the Accounts Department. She brings to BONELA a wealth of experience in the field of accounts having previously worked for the Ministry of Works and Transport in 2008 and Botswana Breweries Limited in 2009 / 2010 as a creditor's clerk. She is highly ambitious and currently studying for a qualification in Association of Certified Chartered Accountants (ACCA). “I have learnt to adjust and adapt to the pressures and

demands that come with the expectations of my work. I am very elated to say that my experience with BONELA is a fulfilling and enriching one,” she added.



Tshepho Daphne Tebogo

Tshepho holds a Bsc Degree in Computing and its Practice and a Diploma in Network Engineering which she completed at NIIT. She joined BONELA in March 2011 as an intern seconded from the Ministry of Labour and Home Affairs. Ms Tshepho admits that she is addicted to ambition and hopes to further her studies and see herself as a Certified Network Administrator.

“I find working at BONELA an eye opening experience, one that is filled with endless opportunities to learn and getting the right grooming process for the world of work,” she adds.



Moshekwa Gomolemo Sarefo

Moshekwa is a qualified Association of

Accounting Technician (AAT) which she completed at Botswana Accounting College and currently studying Chartered Institute of Management Accountancy (CIMA). She has previously worked at AVIS as an attaché while she was in college between 2007 and 2008 as an accounts clerk. She later joined Dobson Public Certified Accountants as an Audit Assistant. In March 2011, she joined BONELA as an intern in the Accounts Department. “I find the work at BONELA very interesting as it deals with peoples’ life issues. This is adding a valuable dimension to my work experiences. Working at BONELA has taught me the value of hard work, the importance of personal freedom and liberty. BONELA does offer you the space and opportunity to grow both at personal and professional levels and this, I am very sure, will allow me to be the best I can in the accountancy field,” she adds.

A Synopsis of upcoming events:

- Commemoration of the International Day Against Homophobia in partnership with LeGaBIBO
- LGBTI trainings in Palapye and Francistown
- Briefing with Parliamentary Constitutional Assurance and Legal Affairs Committee
- HIV Employment Law Campaign
- ICESCR Campaign

BONELA



Call for Expression of Interest

BONELA wishes to inform the public that it is open for formalized partnerships with government departments, non-governmental organizations (NGO's), the business sector, institutions of learning and other organizations and institutions interested in mainstreaming a rights based approach into their programmes with the view to build their capacity on HIV and human rights. Kindly submit an Expression of Interest to the addresses listed below:

Tel: 3932516

Fax: 3932517

Web: www.bonela.org

Postal address: P.O Box 402958 Gaborone

Physical address: Gaborone International
Commerce Park (GICP) Plot 56.

The Botswana Network on Ethics, Law and HIV/AIDS (BONELA) was established in 2002 as a network of concerned individuals, groups and organizations passionate about the human rights of people affected by HIV and AIDS including the most at risk and vulnerable communities (MARPs). BONELA is a non-governmental organization whose services focus on promoting a just and inclusive environment for people affected by HIV/AIDS through education, and legal assistance, research and advocacy.

For further inquiry, kindly contact:
Cindy Kelemi or Malebogo Mmualefe at the
Partnerships and Networks Department
(BONELA)



Call for submissions

The Botswana Review of Ethics, Law and HIV/AIDS (BRELA) welcomes contributions on a wide variety of relevant issues from a broad range of disciplinary backgrounds. Each contribution sent for publication will be reviewed by a peer review committee.

Submission guidelines

- * Short articles should be up to 5,000 words long, Long articles should be up to 10,000 words including footnotes.
- * Recent Development and Events should be up to 2,500 words.
- * Reviews of books and articles should be up to 2,500 words

Format

All manuscripts should be submitted in their final form and should conform to the following guidelines;

- * Submissions must be typed, 1,5-spaced with pages numbered.
- * Contributions should include the name(s), professional details (including affiliation), and contact information of the authors (s).

You can:

- * share your opinions on controversial issues like providing condoms in prisons
- * exchange ideas about HIV and human rights
- * engage in debate about topics important to Botswana

Join BONELA's online community forum today in 3 steps:

1. Go to www.bonela.org/forum/index.
2. Register Join us on our Facebook Page
3. Inform and be informed.
Involve and get involved.
Discuss and create discussions

