

NUMBER: 338

SUBJECT: BLOODBORNE PATHOGENS—EMPLOYEES

APPROVAL DATE OF LAST REVISION: MAY 17, 2007; FEBRUARY 25, 2014; NOVEMBER 23, 2015

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338.1 – PURPOSE

This Bloodborne Pathogens Policy has been developed to help ensure that all Bridgerland Technical College (BTECH) employees have improved protection from the risk of exposure to bloodborne pathogens, such as the Human Immunodeficiency Virus (HIV) and the Hepatitis B Virus (HBV). While no policy or practice can completely eliminate the risk of being exposed to bloodborne pathogens, this policy has been developed in accordance with the regulations set forth in the Occupational Safety and Health Administration's (OSHA), 29 CFR 1910.1030, Occupational Exposure to Bloodborne Pathogens Standard. Accordingly, it is the policy to follow the Standard Precautions described in Section 338.2 below.

This policy will be applicable to all employees who could be "reasonably anticipated," as the result of performing their job duties, to come in contact with blood and other potentially infectious materials.

The Bloodborne Pathogens Exposure Control Plan is designed to protect employees, particularly health-care employees, from exposure to HBV, HIV, and other bloodborne pathogens. Of the diseases caused by these viruses, Hepatitis B is the most common. Hepatitis B infection may result in serious illness, potential long-term disability, and death. HIV causes AIDS, for which there currently is no cure and eventually results in death. These viruses, as well as other organisms that cause bloodborne diseases, are found in human blood and certain other human body fluids. Therefore, Bridgerland, and each employee, has a responsibility to ensure that employees do not come into direct contact with blood or other potentially infectious materials while performing their jobs.

338.2 – POLICY – STANDARD PRECAUTIONS

Standard Precautions, formerly referred to as Universal Precautions, refers to a concept of bloodborne disease control which requires that all human blood and certain human body fluids be treated as if known to be infectious for HIV, HBV, and other bloodborne pathogens. Bridgerland will adopt and implement the use of standard precautions whenever handling any human blood or other potentially infectious material (OPIM). In addition, it is important to note that this policy is intended to serve as a supplement to procedures already in place such as routine hand washing and utilization of protective gloves to preclude exposure to blood or OPIM. Standard Precautions are intended to prevent parenteral, mucous membrane, and non-intact skin exposures of employees to bloodborne pathogens by providing proper awareness training and protective equipment.

338.3 – PROCEDURES

338.3.1 – EXPOSURE INCIDENTS

An exposure incident is defined as skin, eye, mucous membrane, or parenteral contact with blood or OPIM that has resulted from the performance of the employee's duties. All exposure incidents shall be reported promptly to their supervisor through use of both the BTECH Incident Report form AND BTECH Blood and Other Potentially Infectious Materials Exposure Report form. Employees must review documentation for accuracy and amend errors before submitting to appropriate supervisor. The supervisor should investigate incident to verify accuracy, submit paperwork to Controller, and follow-up with staff/student as necessary. Screening, treatment, and follow-up shall be provided to employees who sustain an occupational exposure incident and who report the incident to their supervisor and the Controller's Office.

1. Immediate washing of the contaminated skin with Septisol or other appropriate solution for two minutes.
2. Flushing or irrigation with water of the contaminated mucus membranes.
3. Encourage the spontaneous bleeding of lacerations or needle sticks for 20 seconds.
4. Provide to direct supervisor completed Blood and Other Potentially Infectious Materials Exposure form and BTECH Incident Report completing the following:

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- a. Name and social security number.
 - b. Date and time of accident or incident.
 - c. Brief statement as to how the accident took place.
 - d. Name, address, and birth date of the individual who was the source of the specimen and the HIV status, if known.
 - e. Hepatitis immune status of the student.
 - f. Plan, if any, of follow-up laboratory tests, i.e., HIV status, if appropriate, of the individual who is the source of the specimen. A determination of the risk of HIV should be noted.
 - g. HIV status of the student with his/her permission. If consent is not obtained, a sample will be drawn and retained for at least 90 days to be available for subsequent testing, if feasible.
5. Supervisor will investigate incident, submit paperwork to controller, and follow-up with employee as necessary.
 6. Post-exposure hepatitis prophylaxis, hepatitis immune globulin, can be made available if recommended by the U.S. Public Health Departments and is agreed to by the employee.
 7. A post-exposure confidential medical examination will be made available to the exposed employee through the Work Med Department at the Logan Regional Hospital. A copy of the blood and potentially infectious materials exposure information as described in No. 4 above will be made available to the examining physician. The report of the examining physician will be provided directly to the employee by the physician.
 8. Results of all testing will be made available to the employee subject to applicable laws pertaining to the confidentiality of the patient source.
 9. All records of an exposure incident will be kept in the employee's confidential file.
 10. Payment for all services listed will be made by Bridgerland.

338.4 – RESPONSIBILITY

338.4.1 – SUPERVISORS AND DEPARTMENT HEADS

Identify employees who, as the result of performing their job duties, may be "reasonably anticipated" to come in contact with blood and other potentially infectious materials. Ensure employees have received bloodborne pathogens training. Ensure an adequate supply of personal protective equipment is available.

All instructors with an instructional exposure to blood or other potentially infectious materials may be at risk of acquiring the Hepatitis B Virus (HBV) infection. To prevent the risk of Hepatitis B, these instructors are encouraged to receive a three dose series of Hepatitis B vaccine.

338.4.2 – EMPLOYEES

Follow all procedures set forth in this Bloodborne Pathogens Policy and acquired through awareness training.

Notify supervisor of any problems.