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The Superintendent or designee shall meet state and federal standards for dealing with bloodborne pathogens and other potentially infectious materials in the workplace. The Superintendent or designee shall establish a written Exposure Control Plan designed to protect employees from possible infection due to contact with bloodborne viruses, including human immunodeficiency virus (HIV) and hepatitis B virus (HBV).

The School Board shall determine which employees have occupational exposure to bloodborne pathogens and other potentially infectious materials. In accordance with the district's Exposure Control Plan, employees having occupational exposure shall be offered the hepatitis B vaccination.

The Superintendent or designee may exempt designated first-aide providers from pre-exposure hepatitis B vaccination under the conditions specified by state regulations.

Any employee not identified as having occupational exposure in the district's exposure determination may petition to be included in the district's employee in-service and hepatitis B vaccination program. Any such petition should be submitted to the Superintendent or designee who shall evaluate the request and notify the petitioners of his/her decision. The Superintendent or designee may deny a request when there is no reasonable anticipation of contact with infectious material.

*(cf. 4119.43 - Universal Precautions)*

*(cf. 4157 - Employee Safety)*

*Legal Reference:*

CODE OF FEDERAL REGULATIONS, TITLE 29  
1910.1030 OSHA Bloodborne Pathogens Standards

*Reviewed 11/2014*

*Reviewed 8/2021*

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## **EXPOSURE CONTROL PLAN FOR BLOODBORNE PATHOGENS**

### **Definitions**

Occupational Exposure means "reasonably anticipated skin, eye, mucous membrane, or parenteral contact with blood or other potentially infectious materials that may result from the performance of an employee's duties." (Title 8, Section 5193(b))

Exposure Incident means "a specific eye, mouth, other mucous membrane, nonintact skin, or parenteral contact with blood or other potentially infectious materials that results from the performance of an employee's duties." Parenteral contact means "piercing mucous membranes or the skin barrier through such events as needle sticks, human bites, cuts, and abrasions." (29 CFR 1910.1030 (b))

### **Exposure Control Plan**

The district's Exposure Control Plan shall contain at least the following components: (29 CFR 1910.1030 (c))

1. A determination of which employees have occupational exposure to blood or other potentially infectious materials.
2. A description of the schedule and method for implementing exposure control requirements, including but not be limited to:
  - a. Universal precautions

*(cf. 4119.43 - Universal Precautions)*

- b. Engineering and work practice controls to eliminate or minimize employee exposure
- c. Provision of personal protective equipment
- d. Housekeeping schedules
- e. Hepatitis B vaccination
- f. Post-exposure evaluation and follow-up
- g. Informing employees about biohazards, including:
  - (1) Labels and signs, and
  - (2) Training

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- h. Maintenance of training and medical records
- 3. The district's procedure for evaluating circumstances surrounding exposure incidents.

The Exposure Control Plan shall be reviewed and updated at least annually and whenever necessary to:

- 1. Reflect new or modified tasks and procedures affecting occupational exposure.
- 2. Reflect new or revised employee positions with occupational exposure.

The district's Exposure Control Plan shall be accessible to employees in accordance with law. It also shall be made available to the Chief or Director of the National Institute for Occupational Safety and Health, U.S. Department of Health and Human Services, or his/her designee, upon request for examination and copying.

**Exposure Determination**

The district's exposure determination shall be made without regard to the use of personal protective equipment and shall include:

- 1. All job classifications in which all employees have occupational exposure to bloodborne pathogens.
- 2. Job classifications in which some employees have occupational exposure.
- 3. All tasks and procedures or groups of closely related tasks and procedures in which occupational exposure occurs and which are performed by employees listed in item #2 above. (29 CFR 1910.1030(c))

*Reviewed 8/2021*

### **Hepatitis B Vaccination**

Hepatitis B Vaccinations shall be provided at no cost to those employees determined to have occupational exposure to blood and other potentially infectious materials. Employees who decline to accept the vaccination shall sign the hepatitis B declination statement as required by law. (E 4119.42)(29 CFR 1910.1030(f)(2))

### **Protective Equipment**

The district shall provide appropriate personal protective equipment at no cost to the employee. Protective equipment will be chosen based on anticipated exposure to blood, or other potentially infectious materials. The district shall maintain, repair, make accessible and require employees to use and properly handle protective equipment. (29 CFR 1910.1030 (c)(2))

*Reviewed 8/2021*