

Compliance with OR-OSHA Bloodborne Pathogens Standards

These rules and regulations and the Exposure Control Plan are designed to meet the intent of Board policy EBBAB - Compliance with OR-OSHA Bloodborne Pathogens Standards to comply with the OR-OSHA standard(s) related to bloodborne pathogens. The goal is to prevent severe health risks to employees by limiting exposure to bloodborne pathogens and other communicable disease.

Scope and Application

These rules and regulations apply to all occupational exposure to blood or other potentially infectious materials as defined below.

1. Definitions

- a. **Blood:** Human blood, human blood components and products made from human blood.
- b. **Bloodborne Pathogens:** Pathogenic microorganisms that are present in human blood and can cause disease in humans. These pathogens include, but are not limited to, hepatitis B virus (HBV) and human immunodeficiency virus (HIV).
- c. **Contamination:** The presence or reasonably anticipated presence of blood or other potentially infectious materials on an item or surface.
- d. **Contaminated Laundry:** Laundry which has been soiled with blood or other potentially infectious materials or may contain sharps.
- e. **Contaminated Sharps:** Any contaminated object that can penetrate the skin.
- f. **Decontamination:** The use of physical or chemical means to remove, inactivate or destroy bloodborne pathogens on a surface or item to the point where they are no longer capable of transmitting infectious particles and the surface or item is rendered safe for handling, use or disposal.
- g. **Exposure Incident:** 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.
- h. **Handwashing Facilities:** A facility providing an adequate supply of running potable water, soap and single use towels or hot air drying machines.
- i. **Licensed Health-Care Professional:** A person whose legally permitted scope of practice allows him/her to independently perform the activities required by hepatitis B vaccination and postexposure evaluation and follow-up.
- j. **HBV:** Hepatitis B virus.
- k. **HIV:** Human immunodeficiency virus.
- l. **Occupational Exposure:** 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.

- m. Other Potentially Infectious Materials: Potentially infectious human body fluids include blood, semen, vaginal secretions, saliva in dental procedures, cerebrospinal fluid, synovial fluid, pleural fluid, pericardial fluid, peritoneal fluid, amniotic fluid and all body fluids in situations where it is difficult or impossible to differentiate between body fluids and unfixed (nonintact) human tissue or cultures, or mediums which may contain any of the above.
- n. Parenteral: Piercing mucous membranes or the skin barrier through such events as needle sticks, human bites, cuts and abrasions.
- o. Sterilize: The use of a physical or chemical procedure to destroy all microbial life including highly resistant bacterial endospores.
- p. Universal Precautions: An approach to infection control built on the concept that all human blood and body fluids are treated as if known to be infectious for HIV, HBV and other bloodborne pathogens.
- q. Work Practice Controls: Controls that reduce the likelihood of exposure by altering the manner in which a task is performed (e.g., prohibiting recapping of needles by a two-handed technique).

Exposure Determination

1. Tier One - Job Classification - Potential Exposure Lists

- a. Classifications in which all employees are considered to have an “occupational exposure”:
 - (1) School/District nurse;
 - (2) Health assistants;
 - (3) Staff, including secretaries, who are first -aid providers;
 - (4) Students in clinical health care occupations;
 - (5) School custodians.

- b. Tier Two - Classifications in which some employees are thought to have “occupational exposure”:
 - (1) Principals and assistant principals;
 - (2) School secretaries;
 - (3) Special education teachers;
 - (4) Special education assistants;
 - (5) Communication disorder specialists;
 - (6) Regular teachers;
 - (7) Counselors;
 - (8) Coaches, trainers and P.E. teachers;
 - (9) Playground supervisors;
 - (10) Teaching assistants;
 - (11) Bus drivers.

- c. Tasks and procedures in which occupational exposure may occur:
 - (1) Assisting with first aid;
 - (2) Cleaning body fluid spills;

- (3) Administering injections/medications;
- (4) Handling contaminated laundry/materials;
- (5) Puncture from sharps;
- (6) Managing behavior - bites/broken skin.

Exposure Control Plan

1. Engineering/Work Practice Controls:

- a. Universal precautions are required in each facility for all individuals requiring health assistance. All body fluids are treated as potentially infectious materials;
- b. Handwashing is required immediately after hands are soiled or gloves removed;
- c. When handwashing facilities are unavailable, antiseptic hand cleanser and clean towels are available for staff use;
- d. Guidelines are readily available for handling body fluids in the school setting;
- e. All sharps are properly used and are placed in biohazard sharp containers using the one-hand method;
- f. Personal hygiene, eating and storage of food in potential exposure areas are prohibited;
- g. Only health-care professionals will collect, handle and use appropriate containers for specimens in the school setting.

2. Personal Protective Equipment

The district provides, at no cost to the employee, personal protective equipment for at-risk occupational exposure.

The equipment includes the following:

- a. Disposable gloves;
- b. Utility gloves;
- c. CPR barrier mask;
- d. Eye/Mouth (shield/mask);
- e. Disposable gowns;
- f. Antiseptic hand cleanser and clean towels when handwashing facilities are unavailable.

3. Housekeeping and Waste Management

- a. All equipment and surfaces are cleaned and disinfected immediately after contact with blood or other potentially infectious material.
- b. The following areas are cleaned and disinfected daily: athletic, childcare, restrooms, health room, sinks, showers, water fountains.
- c. Special procedures are followed for disposal of laundry, garbage, glassware and any items contaminated by blood or body fluids.
- d. Contaminated items will be disposed of in biohazard containers. Contaminated clothing and laundry will be cleaned and disposed of properly.
- e. Universal biohazard warning labels will be affixed to all potentially infectious material containers.

4. Hepatitis B Vaccination Regulations

The HB vaccine (series of three injections) is offered to all employees “at risk,” as determined by the LCSD school nurse, for occupational exposure at no cost to the employee.

For new employees, the vaccination shall be made available after the employee has received the required training and within 10 working days of initial assignment.

5. Plan for Post -Exposure Evaluation and Follow-Up

If an employee sustains an exposure incident to blood or other designated body fluids, the exposure must be reported immediately to the designated administrator. The employee will be directed to seek an immediate confidential medical evaluation and follow-up related to the exposure incident.

Employee Training

1. Tier One - For classifications in which all employees are considered to have an “occupational exposure”: These employees will receive thorough training designed for staff who will most likely be providing direct services or response in situations where bloodborne pathogens and body fluids will likely be present. Annual training provided by the building principal or supervisor. Training will be detailed and specific, designed to enable people to perform the tasks required safely. Training will be provided within 10 days of initial employment and annually thereafter. The training will be provided at no cost during normal working hours, and include an opportunity for interactive questions and answers with the person conducting the training. Training records are maintained for three years.
2. Tier Two - For classifications in which some employees are thought to have possible “occupational exposure”: These employees will receive awareness training focused on the risks involved and appropriate practices required. Tier Two employees will primarily be trained to recognize exposure risk situations and refer them to those trained to handle them or, if conditions dictate, to refer to district guidelines and employ appropriate practices, if it is necessary for them to perform the tasks. Training will be provided annually.
3. Record Keeping

All individual employee medical records dealing with bloodborne pathogen exposure are required to be kept for 30 years beyond the date of employment termination. As medical records, these materials are kept separately from the employees’ personnel files. All medical records are kept confidential and are not disclosed or reported outside the workplace without the expressed written consent of the employee as well as to OR-OSHA upon request.

Exposure Determination by Job Classification and Task Descriptions Lincoln County School District

“All” or “some” employees in the following LCSD employee job classifications have been determined to have “occupational exposure” to bloodborne pathogens and other communicable disease. That is to say, they may have 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. The exposure determination was made without regard to the use of personal protective equipment.

Job Classification	Tier One “All”	Tier Two “Some”
School/District Nurse	X	
Health Assistants	X	
Designated First-Aid Providers	X	
Students in Clinical Health-Care Occupations	X	
School Custodians	X	
School Secretaries	X	
School Building Administrators		X
Special Education Teachers		X
Special Education Teaching Assistants		X
Communication Disorder Specialists		X
Regular Classroom Teachers		X
Counselors		X
Coaches, Athletic Trainers, P.E. Teachers		X
Playground Supervisors		X
Regular Teaching Assistants		X
Bus Drivers		X

Activities in Which Occupational Exposure May Occur:

1. Assisting with first aid;
2. Administering injections;
3. Cleaning body fluid spills;
4. Handling contaminated laundry/materials;
5. Puncture from sharps;
6. Managing behavior - bites/broken skin.

OSHA’s definition for “potentially infectious body fluids for possible exposure to bloodborne pathogens: blood, semen, vaginal secretions, pleural fluid, pericardial fluid, synovial fluid, spinal fluid, saliva (in dental procedures or with visible blood), any body fluid that is visibly contaminated with blood, and body fluids where differentiation is impossible or difficult to determine.