

Bloodborne Pathogens Exposure Control

The purpose of this policy directive is to limit occupational exposure of employees to blood and other potentially infectious body fluids and materials that may transmit bloodborne pathogens and lead to disease or death.

All employees who could be “reasonable anticipated” as the result of performing required job duties to face contact with blood or other potentially infectious materials are covered by the OSHA Bloodborne Pathogens Standard and by this policy directive. “Occupational exposure” includes any reasonably anticipated skin, eye, mucous membrane, or parenteral (brought in the body through some way other than the digestive tract) contact with blood or other potentially infectious materials that may result from the performance of an employee’s duties. According to the North Carolina Department of Labor’s Occupational Safety and Health Bloodborne Pathogen Standard (printed 5/92), “Good Samaritan” acts such as assisting a co-worker or student with a nosebleed would not be considered “reasonable anticipated occupational exposure.” Universal precautions shall be in force at all times as follows: in dealing with the cleaning or decontamination of any blood or body fluid, all blood, body fluid, and potentially infectious material shall be handled as if infected. The agency shall adhere to the program standards for the control of potential exposure to HIV and HBV as outlined in the proposed OSHA Rule “Occupational Exposure to Bloodborne Pathogens” standard 1910.1030 or the most current standards available.

The Superintendent shall ensure that: 1- All elements of the Exposure Control Plan, including but not limited to, exposure determination, work practice standards, Hepatitis B vaccination procedures, training requirements, and record keeping are met. 2- All employees have access to a copy of Caswell County Public School’s Policy Directive and Exposure Control Plan. 3- This policy is reviewed and updated annually.

An employee who suspects that he has a blood or body fluid exposure may request to be tested at the School System’s expense, provided that the suspected exposure poses a significant risk of exposure as defined in the rules of the Health Services Commission.

The source individual’s test results will be made available to the exposed employee with or without the source individual’s permission, as long as significant risk of exposure has occurred (Communicable Disease Control Measure 15A NCAC 19A.0202(4) adopted by the North Carolina Health Services Commission). The Caswell County Public Schools shall strictly adhere to existing confidentiality rules and laws regarding employees with communicable diseases, including HIV or HIV-associated conditions.

The Caswell County Public Schools shall not discriminate against any applicant or employee who has, or is suspected of having HIV infection or AIDS. An employee with HIV infection or AIDS may continue to work as long as the employee is able to satisfactorily perform the duties of the job and there is no medical evidence indicating that the employee’s condition is a health threat to coworkers, students, or the public.

Board of Education Policy 755