

## **80.7 Blood Borne Pathogen Policy**

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**1. Purpose.** The purpose of this policy is to implement the requirements of OSHA Standard 29 1910.1030 Blood Borne Pathogens. The following policy and regulations apply to that Eastern New Mexico University-Roswell (ENMU-Roswell) work unit in which employees or students are at risk to infection with blood borne pathogens. Blood borne pathogens include, but not limited to, Hepatitis B Virus (HBV) and the Human Immunodeficiency Virus (HIV) that results in the disease commonly known as AIDS.

**2. Policy.** It is the policy of ENMU-Roswell that work units in which employees or students who, by the nature of their work and learning environment, are potentially exposed to blood borne pathogens adhere to the established precautions regarding the control of blood borne pathogens. According to this concept, all human blood and certain human body fluids are treated as if known to be infectious for HIV, HBV and other blood borne pathogens.

The foregoing purposes and policies are implemented by the following:

### **Procedures**

**3. Methods of Compliance.** The following regulations regarding blood borne pathogens apply to only those work units in which employees or students who, by the nature of their work and learning environment, are potentially exposed to blood borne pathogens.

#### **A. General**

1. Precautions shall be observed to prevent contact with blood or other potentially infectious materials.
2. Under circumstances in which differentiation between body fluid types is difficult or impossible, all body fluids shall be considered potentially infectious materials.

#### **B. Engineering and Work Practice Control**

1. Each affected work unit will establish procedures for daily work practice.
2. Each affected work unit will establish procedures for disposal of contaminated waste, storage of potentially hazardous material and other procedures to minimize occupational exposure.

#### **C. Personal Protective Equipment**

1. Each affected work unit will supply employees, and require students to acquire, personal protective equipment as determined by risk potential. Another option is to supply students with the required equipment and charge an additional lab fee to cover the cost.
2. Each affected work unit will establish procedures for decontamination of contaminated equipment and/or clothing.

#### D. Housekeeping

1. Each affected work unit and the Physical Plant will establish procedures of regular and unpredictable cleaning of work areas and other areas of potential contamination.

2. Each affected work unit and the Physical Plant will establish procedures for disposal of regulated materials and will identify all potential materials within each work unit area.

#### **4. Hepatitis B Vaccination and Exposure Follow-up.**

##### A. General Policy

1. ENMU-Roswell will provide, the Hepatitis B vaccination free to all employees following the required training, unless the employee has a previous HBV vaccination or antibody testing reveals the employee is immune. If the employee initially declines HBV vaccination but later under the standard, decides to accept the HBV vaccine, ENMU-Roswell shall provide the HBV vaccination at that time, if the employee is still covered under the standard.

Should a booster dose be recommended at a future date, it shall be provided according to standard recommendations for medical practice.

2. HBV antibody testing shall be made available to employees who desire such testing prior to deciding whether or not to receive HBV vaccination. If the employee is found to be immune to HBV by virtue of adequate antibody ENMU-Roswell will not be required to offer the HBV vaccine to that employee.

3. All medical evaluations and procedures will be performed under the supervision of a licensed physician and all laboratory tests will be conducted by an accredited laboratory.

4. All evaluations, procedures, vaccinations and post-exposure management will be provided at a reasonable time and place and according to standard recommendations for medical practice.

5. Following a report of an exposure incident, ENMU-Roswell's designated employee health provider will make available a confidential medical evaluation and follow-up, as stated by each work unit.

6. Students who have a potential of exposure must be informed of the risk, provided training to minimize exposure and be provided information of HBV vaccine. The cost of receiving HBV vaccine is the student's responsibility. Students exposed during a learning experience are financially responsible for all post-exposure follow up.

7. If a clinical agency used by ENMU-Roswell requires testing of a patient involved in the exposure of an employee or student, or the testing of an employee or student who exposed a patient, such testing will be paid by ENMU-Roswell.

##### B. Record Keeping

1. Each work unit shall establish and maintain an accurate record for each employee. Additionally, each work unit where students have received exposure during a required learning experience shall maintain an accurate record for each student. This record shall include:

a. The name and student or employee ID number.

- b. A copy of the employees or student's Hepatitis B vaccination records and medical records relative to the employee's ability to receive vaccination or the circumstances of an exposure incident.
- c. A copy of all results of physical examinations, medical testing and follow-up procedures as they relate to the students ability to receive vaccination or the post-exposure evaluation following an exposure incident.
- d. The employer's copy of the physician's opinion.
- e. A copy of the information provided to the physician.

## **5. Communication of Hazards to Employees and Students.**

### **A. Labels and Signs**

- 1. Warning labels shall be attached to containers of regulated waste, refrigerators, freezers containing blood or other potentially infectious materials, and other containers used to store, transport or ship blood or other potentially infectious materials.
- 2. Labels shall be fluorescent orange or orange-red with lettering or symbols in a contrasting color.
- 3. Labels shall be attached as close by as possible to the container by string, wire, adhesive or other method to prevent their loss or unintentional removal.
  - a. Red bags or red containers may be substituted for labels.
  - b. Containers of blood, blood components or blood products that are labeled as to their contents and have been released for transfusion or other clinical use are exempt from the labeling requirement.
  - c. Individual containers of blood or other potentially infectious materials that are placed in a labeled container during storage, shipping, transport or disposal are exempt from the labeling requirement.
  - d. Regulated waste that has been decontaminated need not be labeled or color-coded.

### **B. Employee and Student Information and Training**

- 1. All employees and students at ENMU-Roswell who have, as part of their work or learning environment, occupational exposure to blood borne pathogens will participate in a training program.
- 2. Employees and students will be trained at the time of initial assignment to tasks where occupational exposure may occur and at least annually thereafter.
- 3. Additional training may occur when changes such as modification of tasks or procedures may affect employees or student occupational exposure.
- 4. A minimum training for employees and students with occupational exposure will include:
  - a. The location of an accessible copy of the OSHA Blood Borne Pathogen Standard 1910.1030 and an explanation of its contents.
  - b. A general explanation of the epidemiology and symptoms of blood borne diseases.

- c. An explanation of the modes of transmission of blood borne diseases.
  - d. An explanation of this Blood Borne Pathogen Policy, each work unit procedure and the location of an accessible copy of this policy.
  - e. An explanation of methods employees and students may use to recognize tasks that may involve occupational exposure.
  - f. An explanation of the methods and their limitations that will prevent or reduce occupational exposure.
  - g. Information on the selection, limitations, location, decontamination and proper disposal of personal protective equipment.
  - h. Information on Hepatitis B vaccine, including its effectiveness, safety, method of administration, benefits of vaccination, and that the vaccine will be administered without cost to the employee.
  - i. Information on appropriate actions and the person to contact in the event of an emergency involving blood or other potentially infectious materials.
  - j. An explanation of proper procedures to follow if an exposure incident occurs, including reporting procedures and the medical follow-up that will be made available.
  - k. Information on post-exposure follow-up the employer is required to provide.
  - l. An explanation of the labels and/or color-coding system at ENMU-Roswell.
  - m. An opportunity for the employee or student to ask follow-up questions and obtain answers during the training.
5. Each work unit will maintain a record of the training provided.

**6. Location of Blood Borne Pathogen Policy.** The Blood Borne Pathogen Policy and work unit procedures will be located in each work unit office.