



BLOODBORNE PATHOGENS (EXPOSURE CONTROL POLICY/ECP)

Introduction

BRCC is committed to providing a safe and healthful work environment for all constituents of the College. In pursuit of this goal, the following exposure control plan (ECP) is provided to eliminate or minimize occupational exposure to bloodborne pathogens in accordance with OSHA standard 29 CFR 1910.1030, "Occupational Exposure to Bloodborne Pathogens" at the College.

Purpose

To reduce the risk of occupational exposure to bloodborne pathogens, and/or other potentially infectious materials to members of the BRCC Community, in compliance with federal and state regulations. This policy is applicable to all employees, students, and visitors of the College.

POLICY IMPLEMENTATION PROCEDURES

An exposure control plan must be prepared for all persons who handle, store, use, process, or disposes of infectious medical wastes. The policy includes requirements for personal protective equipment, housekeeping, training, and a procedure for reporting exposures.

I. Authority and Responsibilities

A. Environmental Safety Department

The Environmental Safety Department shall develop, implement, and maintain the Blood Borne Pathogen Program including but not limited to the training, inspection, and exposure incident records.

B. Management

Management shall ensure all employees with the potential for exposure to blood or other bodily (infectious) fluids actively participate and adhere to the guidelines set forth in this policy.

II. Definitions

- **Biological Hazard.** The term biological hazard or biohazard is taken to mean any viable infectious agent that presents a risk, or a potential risk, to the health and/or well-being of humans.
- **Medical Wastes/Infectious Wastes.** All waste emanating from human and/or animal tissues, blood or blood products and/or other biological fluids. This includes used first aid bandages, material used in spill cleanup, and/or contaminated PPE and/or clothing.

- **Occupational Exposure.** Defined as blood or body fluid contact from an injured and/or ill patient to the affected Employee and/or injury by a contaminated sharp object.
- **Universal Precautions.** Refers to a system of infectious disease control assuming every direct contact with body (biological) fluids is infectious and requires every employee exposed to be protected as though such body (biological) fluids were infected with blood-borne pathogens. All infectious/medical material must be handled according to Universal Precautions.

III. Exposure Determination

The following disciplines have been designated as those with the potential for exposure:

- First Responders (designated and/or volunteer)
- Custodial Services
- Nursing and Allied Services Department (Faculty and identified staff)
- Public Safety Department (Campus Police)
- Facility Services (All employees)
- Environmental Safety (All employees)
- Identified Building Staff

IV. Hazards

Unprotected exposure to body fluids presents the possible risk of infection from a number of blood borne pathogens notably Hepatitis and HIV.

A. Hazard Control

- **Administrative Controls** - prevention of exposure to blood borne pathogen administrative controls include universal precautions, assignment of PPE, employee training, use of spill kits specifically designed for blood and body fluids, restricted access to waste collection points and waste disposal procedures.
- **Engineering Controls** – the implementation of equipment (i.e. needles, containment devices, etc.) designed to limit and/or eliminate the potential for exposure to blood and/or other biological fluids.

V. Reporting and Record Keeping

Any reports required by OSHA (Training Certificates, Notice of HBV Vaccinations, exposure reports) shall be maintained for 30 years. Occupationally contracted illnesses including HBV and/or HIV documented and the files retained for the life of the employee plus 30 years.

VI. Training

All employees may be potentially exposed to bloodborne pathogens at some point during their employment at BRCC; however, high risk employees, (*police officers, nursing faculty, EHS staff, etc.*) are more likely to be exposed to bloodborne pathogens on a regular basis due to the nature of their jobs. As a result, bloodborne pathogens training will vary for employees.

A. High Risk Personnel:

All personnel identified as “*High -Risk*” and/or those assigned duties including, but not limited to police officers, facility service employee, EHS staff, coaches/ Athletic Department, first aid staff, and/or HAZMAT responders shall receive training within 90 days of employment and complete annual training thereafter. **Training for high-risk employees shall be instructor-led by someone qualified and knowledgeable in such matters (e.g., healthcare professional, safety & health professional, EMT, First Aid/CPR instructor, Red Cross, etc.)** All new and current affected employees shall be trained initially and annually thereafter. All low-risk employees shall participate in a BBP awareness/training program within 90 days of employment. If there are no BBP events, the awareness/training shall be required every five years thereafter.

B. Low Risk Personnel:

All personnel identified as “*Low- Risk*” (*classroom personnel, general office, coordinators, administrative assistants, etc.*) shall participate in a BBP awareness/training program within 90 days of employment. If there are no BBP events, the awareness/training shall be required every five years thereafter.

C. Training Content:

The content of the training program shall include:

- BRCC Policy
- Types and transmission of Blood-Borne Pathogens
- General Safety Rules
- Universal Precautions
- Use of Personal Protective Equipment
- Medical Waste Disposal Procedures
- Post Exposure Treatment and Procedures
- HBV Vaccinations

VII. Hepatitis-B Virus (HBV) Vaccinations

Those required to provide first aid and/or emergency response duties shall be offered Hepatitis-B Virus (HBV) Vaccinations at the College’s expense within 24 hours of being exposed to blood or other infectious materials.

The choice for HBV vaccination is not mandatory. If an affected Employee chooses not to have the vaccination at the initial offering, they will have the opportunity to be vaccinated when they are ready. The College will document the offer, acceptance or declination, and vaccination dates with the Notice of HBV Vaccinations Form. The HBV declination form is provided at the end of this document.

VIII. Post Exposure Treatment and Notification Procedures

Should an affected Employee or an Employee acting as a "Good Samaritan" be occupationally exposed to HIV/HAV/HBV the affected Employee shall report the exposure to the Environmental Safety Department. BRCC shall provide testing for HIV/HAV/HBV at BRCC’s expense. Following the initial blood test at time of exposure, seronegative Employees shall be retested at 6 weeks, 12 weeks and 6

months to determine if transmission has occurred. During this period, the Employee shall follow the recommendations provided by the Physician or the U. S. Public Health Service.

Following the report of exposure, BRCC shall contact the exposure source and request the person be tested for HIV/HAV/HBV at BRCC's expense. The request is not mandatory and if refused shall not affect the source Employee's future employment. The source individual's blood is tested as soon as possible and after consent is obtained to determine HBV and HIV infectivity. (Hepatitis B Surface Antigen, Hepatitis C Antibody and HIV Screen)

The exposed employee's blood shall be collected as soon as feasible and tested for HBV (Hepatitis B Antibody, Hepatitis C Antibody) and HIV serological status after consent is obtained (Employee Consent for HIV Antibody Testing).

During all phases of Post Exposure, the confidentiality of the affected Employee and exposure source shall be maintained on a "need to know basis". The Blood-Borne Pathogens Exposure and Treatment form is used to document the exposure and offer of medical assistance to the affected Employee and use the Medical Consent for Blood-Borne Pathogens Testing form for the exposure source. The results of any HIV/HAV/HBV tests conducted shall be provided to the exposed and source Employees within five business days of receipt.

IX. Medical Wastes

Medical/infectious waste must be segregated from other waste at the point of origin.

X. Blood Exposure

All employees exposed to human blood and blood products must report to the Environmental Safety Department for information and possible inclusion in the Hepatitis B Immunization Program.

XI. Documentation of Training

Documentation of training shall be documented with a certificate showing successful completion of the established Blood-Borne Pathogens Training course (either on-line and/or classroom) provided to the Environmental Safety Department for recordkeeping purposes.

All Employees not affected by this Program shall receive a copy of the Exposure Control Policy upon hire.