

## Policy Code: 7260 Occupational Exposure to Bloodborne Pathogens

The board recognizes its responsibility to provide a safe and secure working environment for students and staff. The board further recognizes that this includes complying with the Occupational Safety and Health Act (OSHA), [Section 1910.1030](#), Bloodborne Pathogens, and developing procedures, training protocols and other procedures necessary to protect employees from occupational exposure to blood or other potentially infectious body fluids and materials that may transmit bloodborne pathogens.

### A. EXPOSURE CONTROL PLAN

An Exposure Control Plan (ECP) consistent with OSHA section [1910.1030](#) shall be developed for each site by the School Nurse and the Principal. The site plans will be reviewed by the district Health Coordinator. At a minimum the plan shall provide:

- a determination of who is at risk for an exposure incident
- what the school system will do to protect employees from exposure incidents, including the use of universal precautions, engineering and work practice controls and, as appropriate, personal protective equipment
- how to deal with an exposure incident, including post-exposure evaluation and follow-up
- who should be vaccinated for Hepatitis B
- communication, training, and record-keeping procedures

### B. EMPLOYEES' RESPONSIBILITIES

All employees must:

- participate in a brief orientation to OSHA procedures within ten days of the beginning of each school year
- use Universal Precautions at all times, including protective gloves followed by handwashing, when administering aid to students and staff. Employees shall handle all blood, body fluids, and other potentially-infectious material as if the material is infected
- be offered Hepatitis B vaccine at no cost
- immediately report any contamination by blood or other bodily fluids to the School Nurse to determine whether injury is deemed an occupational exposure
- for any job-related injury, immediately complete an incident report form and/or Workman's Compensation form.

### C. EMPLOYEES WITH OCCUPATIONAL EXPOSURE

Occupational exposure means any reasonably anticipated skin, eye, mucous membrane, or parenteral contact with blood or other potentially infectious materials that may result from the performance of the employee's assigned work duties.

- Employees who have occupational exposure to bloodborne pathogens are covered by the OSHA Bloodborne Pathogens Standard, the North Carolina Administrative Code and this policy.
- An employee deemed to have an occupational exposure must contact his or her healthcare provider and/or the Orange County Health Department within two hours to determine if the exposure warrants post-exposure follow-up

### D. EMPLOYER'S RESPONSIBILITY: POST EXPOSURE FOLLOW-UP

An employee who suspects that he or she has had a blood or body fluid exposure on the job may request to be tested, at the school system's expense, provided that the suspected exposure poses

a significant risk of transmission as defined in the rules of the Commission for Public Health. The HIV and HBV testing of a person who is the source of an exposure that poses a significant risk of transmission shall be conducted in accordance with [10A NCAC 41A.0202\(4\)](#) (HIV) and [41A.0203\(b\)\(4\)](#) (HBV). CHCCS staff shall strictly adhere to existing confidentiality rules and laws regarding employees with communicable diseases.

All post exposure follow-up, treatment and evaluation will be carried out under the direction of the Orange County Health Department.

Legal References: [29 C.F.R. 1910.1030](#); [G.S. 95 art. 16](#); [13 N.C.A.C. 07F.0101](#); [10A N.C.A.C. 41A.0202\(4\)](#), [41A.0203\(b\)\(4\)](#)

Cross References: First Aid Procedures 4252/6152-R, Communicable Diseases, Employees 7262

Adopted: 10/5/00

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**Chapel Hill-Carrboro Schools**

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