BLOODBORNE PATHOGENS PROGRAM

1.0 PURPOSE
The purpose of this program is to provide a structure for minimizing or eliminating occupational exposure to employees from bloodborne pathogens.

2.0 REGULATORY REFERENCES
This program complies with OSHA 29 CFR 1910, Subpart Z “Toxic and Hazardous Substances” 1910.1030 “Bloodborne Pathogens.”

3.0 DEFINITIONS

- **Blood** - Human blood, human blood components, and products made from human blood.
- **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).
- **BBP** - Bloodborne Pathogens Program
- **Clinical Laboratory** - Workplace where diagnostic or other screening procedures are performed on blood or other potentially infectious materials.
- **Contaminated** - Presence or the reasonably anticipated presence of blood or other potentially infectious materials on an item or surface.
- **Decontamination** - 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.

- **EHS** – Environmental Health and Safety

- **Exposure Incident** - Specific eye, mouth, other mucous membrane, non-intact skin, or parenteral contact with blood or other potentially infectious materials those results from the performance of an employee's duties.

- **Handwashing Facilities** - Facility providing an adequate supply of running potable water, soap and single use towels or hot air drying machines.

- **HBV** - Hepatitis B virus.

- **HIV** - Human immunodeficiency virus.

- **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.

- **OSHA** – Occupational Safety and Health Administration.

- **Other Potentially Infectious Materials** - (1) The following human body fluids: semen, vaginal secretions, cerebrospinal fluid, synovial fluid, pleural fluid, pericardial fluid, peritoneal fluid, amniotic fluid, saliva in dental procedures, any bodily fluid that is visibly contaminated with blood, and all body fluids in situations where it is difficult or impossible to differentiate between body fluids; (2) Any unfixed tissue or organ (other than intact skin) from a human (living or dead); and (3) HIV-containing cell or tissue cultures, organ cultures, and HIV- or HBV-containing culture medium or other solutions; and blood, organs, or other tissues from experimental animals infected with HIV or HBV.

- **PPE** - Personal Protective Equipment

- **Program Administrator** - The individual responsible for planning, implementing, and evaluating this program.
- **Regulated Waste** - Liquid or semi-liquid blood or other potentially infectious materials; contaminated items that would release blood or other potentially infectious materials in a liquid or semi-liquid state if compressed; items that are caked with dried blood or other potentially infectious materials and are capable of releasing these materials during handling; contaminated sharps; and pathological and microbiological wastes containing blood or other potentially infectious materials.

- **Universal Precautions** - An approach to infection control. According to the concept of Universal Precautions, all human blood and certain human body fluids are treated as if known to be infectious for HIV, HBV, and other bloodborne pathogens.

- **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).

4.0 REQUIREMENTS ➔ DECISION POINT – Customize All Text in Red

4.1 RESPONSIBILITIES

Program Administrator

Enter Position Title is the program administrator and has the authority and responsibility for implementing the provisions of this exposure control plan.

4.2 EXPOSURE CONTROL PLAN

This Bloodborne Pathogens Exposure Control Plan complies with Needlestick Safety and Prevention Act for the safety and health of persons and establishes procedures for evaluating an exposure incident.

4.3 METHODS OF COMPLIANCE

1. Universal precautions are observed to prevent contact with blood or other potentially infectious materials.

2. All body fluids encountered are to be considered potentially infectious materials.

3. Persons are to comply with safe work practices and use PPE when encountering blood.
4.4 WORK PRACTICE CONTROLS

Enter Position Title established the following process and procedures to minimize any person’s exposure to potentially infectious blood and other bodily fluids:

1. **PPE Hazard Assessment Form** (See Program Forms) for each department or employee job task that directs what PPE those persons are to wear to prevent the contamination of potentially infectious blood and other body fluids.

2. **Bio-hazard bags** are to be used to dispose of any materials or clothing contaminated in blood. Bio-hazard bags with contaminated blood material are to be disposed of as regulated waste.

3. **Sharps Containers** are to be used to dispose of all contaminated needles.

4. **Handwashing Facilities** are readily accessible.

4.5 PERSONAL PROTECTIVE EQUIPMENT (PPE)

Enter Position Title established PPE protocols to be used by persons likely to encounter potentially infectious blood and other body fluids:

- **Safety Glasses** – Must are to be worn whenever splashes, spray, spatter, or droplets of blood or other potentially infectious materials may be generated and eye, nose, or mouth contamination can be reasonably anticipated.

- **Surgical Masks** – Must are to be worn when whenever splashes spray, spatter, or droplets of blood or other potentially infectious materials may be generated and eye, nose, or mouth contamination can be reasonably anticipated.

- **Surgical Booties** – Must are to be worn when there is a likelihood of stepping into blood and body fluids.

- **Disposable Gloves** - Must are to be worn when it can be reasonably anticipated a person may have hand contact with blood, other potentially infectious materials, mucous membranes, and non-intact skin.
4.6 HOUSEKEEPING OF POTENTIALLY INFECTIOUS BODILY FLUIDS

Housekeeping persons must use all necessary PPE to safeguard themselves when cleaning property areas and equipment contaminated in blood or body fluids and disposal of all cleaning materials, such as rags and towels, clothing, and their contaminated PPE into bio-hazard bags for disposal as regulated waste.

4.7 BIOHAZARD LABELS

Bio-hazard warning labels are affixed to bio-hazard bags and sharps containers.

4.8 TRAINING AND INFORMATION

A. Initial/Annual Refresher Bloodborne Pathogens Training Course:

1. Satisfies regulatory training requirements.
2. Provided to persons likely respond to, investigate and perform housekeeping duties of incidents where blood and bodily fluids are located.

B. Training Material:

1. Explains the epidemiology and symptoms of bloodborne diseases.
2. Explains the modes of transmission of bloodborne pathogens.
3. Explains the employer’s written exposure control plan.
4. Describes the methods to control transmission of HBV and HIV.
5. Explains how to recognize occupational exposure.
6. Informs employees on the availability of the hepatitis B vaccinations.
7. Explains procedures for reporting exposure incidents.
8. Informs employees of post-exposure evaluations.
9. Explains how to dispose of contaminated PPE and other contaminated materials.
10. Explains limitations of safe work practices, engineering controls, and PPE.
C. Training Record. (See Program Forms). These records are maintained by the Human Resources department and are:

1. Kept for 3 years from the date of employee training.
2. Provided to employees upon request.

4.9 HEPATITUS B VACCINATIONS

A. Preventative Measures - Hepatitis B Vaccine - Accept/Decline Form (See Program Forms)

Enter Position Title makes available the hepatitis B vaccine and vaccination series to all persons who may encounter, in the performance of their duties, occupational exposure to bloodborne pathogens, and post-exposure evaluation and follow-up to all persons who have had a blood exposure incident.

Enter Position Title ensures medical evaluations and procedures including the hepatitis B vaccine and vaccination series and post-exposure evaluation and follow-up, including prophylaxis, are:

1. Made available at no cost to the person at a reasonable time and place;
2. Performed by physician or by or under the supervision of another licensed healthcare professional; and
3. Laboratory tests are conducted by an accredited laboratory at no cost to the person.

If the person initially declines the hepatitis B vaccination but at a later date while still covered under this program decides to accept the vaccination, this form is available through Human Resources and as a part of this program: Human Resources will make available the hepatitis B vaccination at that time.

B. Source Patient. A person’s blood that was exposed to other persons may consent to disclose the results of their blood testing. (See Program Forms)
4.10 EXPOSURE INCIDENT INVESTIGATIONS

1. EHS is to investigate bloodborne pathogen exposure incidents using the Exposure Incident Investigation Form. (See Program Forms)
2. EHS is to record Needlestick incidents on a sharps injury log. (See Program Forms)

5.0 PROGRAM FORMS

1. Employee Annual Training Record
2. Exposure Incident Investigation Form
3. Hepatitis B Vaccine - Accept/Decline Form
4. PPE Hazard Assessment Form
5. Sharps Injury Log
6. Source Patient Consent Form

6.0 RELATED PROGRAM

Personal Protective Equipment Program

7.0 PROGRAM REVISION RECORD

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