

## Bloodborne Pathogens Exposure Control Plan

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### PURPOSE

To ensure safe working conditions and to comply with OSHA requirements 29 CFR 1910-1030, which applies to all occupational exposures to blood and other potentially infectious materials. (As Revised by OSHA: April 18, 2001)

### POLICY

It is the policy of Loyola University Chicago that employees whose duties may result in occupational exposure to bloodborne pathogens must be trained in the requirements of 29 CFR 1910.1030 at the time of their employment and prior to their initial job assignment. In addition, hepatitis B vaccinations are made available to those individuals who are exposed to bloodborne pathogens (BBP) in the course of their University duties. All University employees shall practice **universal precautions** to eliminate or minimize employee exposure to **blood** and **other potentially infectious materials**.

### **1. Definitions: (Reference 1910.1030(b))**

**Definitions** For purposes of this section, the following shall apply:

**Blood** means human blood, human blood components, and products made from human blood.

**Bloodborne Pathogens** means 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).

**Clinical Laboratory** means a workplace where diagnostic or other screening procedures are performed on blood or other potentially infectious materials.

**Contaminated** means the presence or the reasonably anticipated presence of blood or other potentially infectious materials on an item or surface.

**Contaminated Laundry** means laundry which has been soiled with blood or other potentially infectious materials or may contain sharps.

**Contaminated Sharps** means any contaminated object that can penetrate the skin including, but not limited to, needles, scalpels, broken glass, broken capillary tubes, and exposed ends of dental wires.

**Decontamination** means the 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.

**Director** means the Director of the National Institute for Occupational Safety and Health, U.S. Department of Health and Human Services, or designated representative.

**Engineering Controls** means controls (e.g., sharps disposal containers, self-sheathing needles, safer medical devices, such as sharps with engineered sharps injury protections and needle less systems) that isolate or remove the bloodborne pathogens hazard from the workplace.

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

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

**Licensed Healthcare Professional** is a person whose legally permitted scope of practice allows him or her to independently perform the activities required by paragraph (f) Hepatitis B Vaccination and Post-exposure Evaluation and Follow-up.

**HBV** means hepatitis B virus.

**HIV** means human immunodeficiency virus.

**Needle less systems** means a device that does not use needles for:

(1) The collection of bodily fluids or withdrawal of body fluids after initial venous or arterial access is established; (2) The administration of medication or fluids; or (3) Any other procedure involving the potential for occupational exposure to bloodborne pathogens due to percutaneous injuries from contaminated sharps.

**Occupational Exposure** means 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.

**Other Potentially Infectious Materials** means (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 body 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.

**Parenteral** means piercing mucous membranes or the skin barrier through such events as needlesticks, human bites, cuts, and abrasions.

**Personal Protective Equipment** is specialized clothing or equipment worn by an employee for protection against a hazard. General work clothes (e.g., uniforms, pants, shirts or blouses) not intended to function as protection against a hazard are not considered to be personal protective equipment.

**Production Facility** means a facility engaged in industrial-scale, large-volume or high concentration production of HIV or HBV.

**Regulated Waste** means 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.

**Research Laboratory** means a laboratory producing or using research-laboratory-scale amounts of HIV or HBV. Research laboratories may produce high concentrations of HIV or HBV but not in the volume found in production facilities.

**Sharps with engineered sharps injury protections** means a non-needle sharp or a needle device used for withdrawing body fluids, accessing a vein or artery, or administering medications or other fluids, with a built-in safety feature or mechanism that effectively reduces the risk of an exposure incident.

**Source Individual** means any individual, living or dead, whose blood or other potentially infectious materials may be a source of occupational exposure to the employee. Examples include, but are not limited to, hospital and clinic patients; clients in institutions for the developmentally disabled; trauma victims; clients of drug and alcohol treatment facilities; residents of hospices and nursing homes; human remains; and individuals who donate or sell blood or blood components.

**Sterilize** means the use of a physical or chemical procedure to destroy all microbial life including highly resistant bacterial endospores.

**Universal Precautions** is 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** means 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).

## **2. Exposure Determination:**

Generally certain job classifications, such as Wellness Center nurses, Nursing School Faculty, athletic trainers, recreation center sports staff, residence hall staff, campus safety officers, housekeeping workers and day care center workers have initially been determined to fall into the category of those who may be exposed to bloodborne pathogens during the normal course of their employment. Departments are required to identify in writing, job classifications, as well as tasks and procedures where occupational exposure may occur, without regard to personal protective equipment or clothing. Any employee who feels they may be subject to the exposure of bloodborne pathogens as a regular part of their employment duties can immediately petition the Department of Human Resources for consideration in determining the inclusion of their job description in the exposure control job classification listing.

Tasks and procedures in which occupational exposure occurs and that are performed by employees covered under this policy include, but are not limited to :

- Exposure to and handling of biomedical and epidemiologically active pathogens in the course of health care evaluations conducted by the Wellness Center or other health care providers.

- Standard emergency medical services and first aid treatment used by health care providers, campus safety officers, child care center staff, athletic trainers, residence life staff and recreational sports center staff when providing emergency medical aid to persons under their care.
- Any law enforcement/security tasks relating to infectious materials exposure in the apprehension, custody, processing and transport of suspects and prisoners.
- Any routine maintenance or building service duties involving the clean up or other necessary handling of materials that exhibit the presence or the reasonably anticipated presence of blood or other potentially infectious materials on an item or surface.

### **3. Engineering & Work Practice Controls:**

Engineering and work practice controls shall be used to eliminate or minimize employee exposure. Where occupational exposure remains after institution of these controls, personal protective equipment shall also be used. Engineering controls shall be examined and maintained or replaced on a regular schedule to ensure their effectiveness. The University provides handwashing facilities which are readily accessible to employees. When provision of handwashing facilities is not feasible, the employer shall provide either an appropriate antiseptic hand cleanser in conjunction with clean cloth/paper towels or antiseptic towelettes. When antiseptic hand cleansers or towelettes are used, hands shall be washed with soap and running water as soon as feasible.

The University provides for the issuance, through the individual departments, of any necessary personal protective equipment which includes, but is not limited to: gloves, face shields or eye protection, disposal materials and emergency medical masks and resuscitation equipment. At a minimum, "universal precaution concepts" as described in the act, shall be observed to prevent contact with blood or other potentially infectious materials. Accordingly, all body fluids shall be considered potentially infectious materials. All potentially infectious waste materials must be properly bagged and disposed.

### **4. Hepatitis B Vaccinations:**

The University makes available at no cost to the employee, the Hepatitis B vaccine and vaccination series to all employees who are considered to have a high potential for occupational exposure, and post exposure evaluation and follow-up to all employees who have had an exposure incident. All current and new employees covered by this plan will have the this series of vaccinations made available within ten working (10) working days upon initial work assignment, unless the employee has previously received the complete Hepatitis B vaccination series, or antibody testing has revealed that the employee is immune, or the vaccine is contraindicated for medical reasons. It is the individual department's responsibility to arrange for a new employee's initial appointment with the appropriate Wellness Center for the vaccination series. The employee is then responsible for scheduling and meeting the additional appointments. The Wellness Center phone number is (773) 508-2530 and further information is available at: <http://www.luc.edu/wellness/>

Employees may decline to accept the Hepatitis B vaccination series, but must sign and file a statement of waiver with the Human Resources Department within 10 working days of their assignment to a potentially high-risk area. If an employee initially declines the Hepatitis B vaccination, but at a later date while working in a position covered by this policy decides to accept the vaccination, the University shall make available the Hepatitis vaccination at that time in accordance with the OSHA Regulations in effect at the time.

## **5. Exposure Incident Protocols:**

All incidents of an actual or suspected exposure to human body fluids or other potentially infectious materials must be reported immediately to the employee's immediate supervisor. The employee should seek medical treatment at the nearest hospital emergency room immediately for possible exposure to bloodborne pathogens. Medical treatment will be provided at no cost to the employee.

Following a report of such an incident, the University shall follow the medical evaluation, documentation, identification, collection, testing, post-exposure prophylaxis and counseling standards and procedures outlined in OSHA 29 CFR 1910.1030 by way of the University's Policy for Worker's Compensation procedures. The employee and supervisor must complete a Report of Injury form and forward the completed form to the Department of Human Resources by the end of the next business day. The Report of Injury Form can be downloaded at: <http://www.luc.edu/resources/hr/forms/>

## **6. Communication of Hazards to Employees:**

Warning labels shall be affixed to containers of regulated waste, refrigerators and freezers containing blood or other potentially infectious material; and other containers used to store, transport or ship blood or other potentially infectious materials.

Labels required by this section shall include the following legend:



## **7. Information and Training Programs:**

The University's Safety Officer in cooperation with appropriate health care providers, and/or outside consultants as necessary, will offer Bloodborne Pathogen training for all affected employees at no cost and during the employee's working hours. Training provided includes:

- For new employees, covered under this policy within ten (10) days time of the initial assignment to tasks where occupational exposure may take place. Such new employees will be scheduled for training through their hiring department, and
- At least annually thereafter for all current employees covered under this policy.
- Additional training is provided when changes, such as modification of tasks or procedures or the institution of new tasks or procedures affect the employee's occupational exposure.

Training may include on-line interactive training programs and/or classroom instruction as part of a department's annual first-aid and CPR training certification.

## **8. Recordkeeping:**

The Department of Human Resources shall maintain all Report of Injury forms for each employee with occupational exposure as required by OSHA 29 CFR 1910.130.

## **REFERENCES**

### **U.S. Department of Labor OSHA Standards for General Industry:**

OSHA has established the following standards for Bloodborne Pathogens

29 CFR 1910.130 (a), (b), (c), (d), (e), (f), (g), (h) and (i).

### **Attachments:**

Hepatitis B Vaccine Declination Form

Hepatitis B Acceptance Form

Loyola University Chicago Report of Injury Form