

## Bloodborne Pathogens

Board Policy: A-18  
Adopted: March 8, 1993  
Revised: June 05, 2006

### I. General Policy Statement

The Board recognizes that some employees may become exposed to blood or other body fluids as a result of their job responsibilities and that some students may become exposed as well. The purpose of this policy is to limit occupational exposure of employees and the exposure of students to blood and other potentially infectious body fluids and materials that may transmit bloodborne pathogens.

### II. Definitions

All employees who could "reasonably anticipate" contact with blood or other infectious materials are covered by the OSHA Bloodborne Pathogens Standard **the North Carolina Administrative Code** and this policy. "Occupational exposure" includes any reasonably anticipated skin, eye, mucous membrane parenteral (brought into the body through some way other than the digestive tract) contact with blood or other potentially infectious materials that may result from the performance of an employee's duties. According to the North Carolina Department of Labor's Occupational Safety and Health Bloodborne Pathogen Standard Manual as revised), "Good Samaritan" acts such as rendering assistance to accident victims, **co-workers** or assisting a student with a nosebleed would not be considered "reasonably anticipated occupational exposure."

### III. Regulations for Employees

- A. Haywood County Schools shall establish and maintain an "Exposure Control Plan" including, but not limited to, exposure determination, work practice standards, Hepatitis B vaccination procedures, training requirements, and record keeping.
- B. All employees shall have access to a copy of this policy and the Exposure Control Plan.
- C. This policy and the Exposure Control Plan shall be reviewed and updated annually by the Policy Revision Committee.
- D. All components of the Exposure Control Plan shall be followed.
- E. Employees who suspect that they have experienced a blood or body fluid exposure shall notify their principal or building supervisor.
- F. Employees experiencing an occupational exposure may request that the Public Health Director test the source individual's (individual from whom the exposure came) blood. This testing will be at the school system's expense, provided that the suspected exposure occurred within the scope of the employee's job responsibilities.
- G. Haywood County Schools shall strictly adhere to existing confidentiality policies and law regarding employees with communicable diseases, including HIV or HBV associated conditions.

#### IV. Regulations for Students

The following Chain of Action will be used when a student is exposed to blood or potentially infectious body fluids.

- A. Exposed area will be cleaned
- B. Principal will be notified
- C. School Nurse or school's first responder will assess the exposed area and check student's immunization records
- D. Parent or legal guardian will be notified
- E. If appropriate, student will be referred to Occupational Health at Haywood Regional Medical Center
- F. Occupational Health will conduct assessment of incident
- G. Occupational Health will provide necessary treatment or make a referral for necessary treatment
- H. Reports and/or information will remain confidential

Legal References: **Congressional** Federal Register, Part 1910, Section 1019.1030, NC Administrative Code 19.0200, 19A.0202(4), 19A.0203(6)(3)