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Policy Name: Blood-Borne Pathogens

Policy Number: E-3

Functional Area(s) Responsible: Administration & Finance

Owner(s) of Policy: Environmental Health & Safety

Most Recent BOT Approval Date: April 2022

Most Recent Review Date: August 2024

Most Recent Review/Revision Type: ☒ none ☐ minor/non-substantive ☐ substantive/extensive

Policy Statement:

Finger Lakes Community College will assist employees to minimize potential exposure to blood and body fluids and thus, to diseases carried by these fluids in compliance with applicable state and federal regulations.

Reason(s) for Policy:

The College is required to comply with applicable requirements of the OSHA Blood-borne Pathogen standard set forth at 29 Code of Federal Regulations (CFR) Section 1910.1030. This policy and related documents are intended to protect employees from the health hazards associated with blood-borne pathogens (i.e., Hepatitis B Virus and Human Immunodeficiency Virus) and ensure the availability of appropriate treatment and counseling if an employee is exposed to blood-borne pathogens in the course of their employment.

Applicability of Policy:

Any employees who would have occupational exposure to blood or other potentially infectious materials should be familiar with this policy.

Definitions:

Blood - human blood, human blood components and products made from human blood.

Blood-borne 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).

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

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

Exposure Incident - 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.

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.

Other Potentially Infectious Materials (OPIM):

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

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 blood-borne 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)

FLCC's Exposure Control Plan

The following is a list of requirements and related definitions in the Blood borne Pathogen Standard that are addressed in greater detail in the College's Exposure Control Plan:

Exposure Control Plan - A written plan documenting how the College fulfills the requirements of the Blood-borne Pathogen Standard; the plan is maintained by Environmental Health & Safety.

Exposure Determination - Each position job title has been evaluated for potential occupational exposure to human blood or other potentially infectious materials: copies of the exposure determination can be reviewed with the Exposure Control Plan.

Methods of Compliance - Each of the following is a method by which to minimize exposure to blood or body fluids.

- Universal Precautions: An approach to infection control which assumes that the blood, body fluids, and tissues of ALL persons are potentially infectious; thus, precautions to prevent exposure incidents will be used universally without regard to the source.
- Engineering Controls: Control measures that isolate or remove the hazard from the workplace including sharps disposal containers and biological safety cabinets.
- Work Practice Controls: Controls that reduce the likelihood of an exposure incident by altering the manner in which a task is performed such as frequent hand washing and no recapping of needles.
- Personal Protective Equipment (PPE): Equipment designed to place a barrier between the employee and the blood or other potentially infectious materials to which the employee may be exposed- the College supplies appropriate PPE at no cost to employees. PPE is required to be worn whenever exposure to blood or other potentially infectious materials is possible.

Housekeeping/Waste Disposal - It is everyone's responsibility to maintain a safe working environment for themselves and others. This includes proper cleanup of contaminated work areas and proper disposal of other potentially infectious materials.

Hepatitis B Vaccination - The Hepatitis B vaccination is highly recommended for all who have potential occupational exposure to blood and body fluids.

Labels/Signs - Any materials, equipment, or spaces that may be contaminated must be identified by a hazard warning sign incorporating the universal biohazard symbol.

Related Documents:

- FLCC Blood-borne Pathogens Exposure Control Plan
- 29 Code of Federal Regulations Section 1910.1030 – Blood Borne Pathogens Standard 1
- The OSHA Blood-borne Pathogen Standard has been adopted by the NYS Commissioner of Labor as an applicable standard for the health and safety of public employees.

Procedures:

Training

All new employees who would have potential exposure during the normal course of their work will receive initial training and annually thereafter.

Post-Exposure Evaluation and Follow-up

In the event of an exposure to blood or bodily fluids, the employee should immediately contact the supervisor and Environmental, Health & Safety to complete an incident report. Environmental, Health & Safety will report the incident to the local health department, Ontario County Public Health at 585-396-4343. The circumstances surrounding the exposure will be documented and the employee will receive medical consultation, follow-up, and treatment as necessary, in a timely manner.

General Guidelines for Controlling Exposure to Blood-borne Pathogens

For more details see FLCC's Blood-borne Pathogens Exposure Control Plan

1. Treat all human blood, bodily fluids, and tissue as if it is infected with a blood-borne pathogen.
2. Refrain from physically contacting another person's blood, fluid, or injured tissue. USE GLOVES.
3. When the potential exists for blood or bodily fluid to splash into the eyes or face, wear safety glasses and mask.
4. Do not eat, drink, smoke, apply makeup or handle contact lenses in areas where blood or other potentially infectious materials may be present.
5. Do not store food where potentially infectious materials are stored, such as a laboratory refrigerator.
6. If you spill or splatter blood or other potentially infectious materials, clean the substance immediately.
7. Never pick up broken glass contaminated or potentially contaminated with blood or other potentially infectious materials with your bare hands; wear thick leather gloves or use a dustpan and broom.
8. Remember – the most potentially dangerous route for transmission of HIV and HBV infection is by accidental needle sticks, contamination of mucous membranes, or through broken, abraded, or irritated skin. Use appropriate caution and maximum protection to prevent such contact.
9. Never recap, clip, or bend needles. Dispose of needle/syringe and other sharps immediately after use in a sharps container.
10. Handle sharp items with safety awareness; stay focused on the task at hand.
11. All waste contaminated with other potentially infectious materials, blood, tissue, and fluid should be correctly labeled.
12. Wash hands and arms thoroughly with soap and water after contacting human blood or other potentially infectious materials, when you change gloves, or your gloves are contaminated. Similarly, wash any other area of body contact.
13. Flush mucous membranes with water, immediately following contact with body areas with other potentially infectious material.
14. Report every incident involving physical contact to your supervisor. Arrangements for follow up procedures will be made. The health risk will then be assessed and addressed by a health professional.
15. Personnel responding to an emergency shall not take contaminated clothing home to launder.

Forms/Online Processes:

None

Appendix:

None