

Warren

COUNTY SCHOOLS

Office of Health Services and Coordinated School
Health



Exposure Control Plan
&

Blood-borne Pathogens
Annual Training for School Employees

Reviewed/updated January 2021



- Warren County Schools is committed to the safety of its students and employees; therefore, all certified and non-certified staff, are required to receive annual training on blood-borne pathogens and the Warren County School's Exposure Control Plan.
- Each system facility shall maintain a copy of the Exposure Control Plan in the main office or School Nurse office of that facility. All employees are expected to know the location of the Exposure Control Plan for their building and be familiar with the purpose and contents.
- For your convenience and to provide a more effective program, blood-borne pathogens training is now available electronically and on the school system's website at [http://www.warrenschools.com/Human Resources Department or Coordinated School Health Office](http://www.warrenschools.com/HumanResourcesDepartmentorCoordinatedSchoolHealthOffice).
- All employees must complete the training each school year.

Training Objectives

Provide a basic understanding of:

1. Blood-borne pathogens (BBP)
2. Common modes of transmission of BBP
3. Methods to prevent transmission of BBP
4. Information to help school staff maintain compliance with the BBP standard

Warren County Board Of Education Policy

GBRAB - Hepatitis B

Acquired Immune Deficiency Syndrome (AIDS)

“Education and Universal Precautions: To prevent and manage exposure in the workplace, all school system employees will receive in-service training and education annually regarding HIV/AIDS and OSHA’s Blood-borne Pathogens Standard.”

Tennessee School Board Association Policy 6.404

“The director of schools shall develop an Occupational Safety and Health Administration (OSHA) based infection control plan in which each school will provide for:

1. Well-maintained and easily accessible materials necessary to follow **universal precautions**
2. Designate first responders responsible for implementing infection control guidelines, including investigating, correcting, and reporting on instances of exposure. All schools shall further follow the most current Centers for Disease Control and Prevention (CDC) Universal Precautions for Prevention of Transmission of Human Immunodeficiency Virus, Hepatitis B Virus, and Other Blood-borne Pathogens in Health Care Settings and the OSHA Blood-borne Pathogens standard.”

Occupational Safety & Health Administration (OSHA)
Blood-borne Pathogens Standard, 29 CFR 1910.1030
and
Tennessee Occupational Safety & Health Administration (TOSHA)

Blood-borne Pathogen standards prescribe safeguards to protect workers against the health hazards from exposure to blood and other potentially infectious material (OPIM), and to reduce their risk from this exposure.

Implementing this standard can significantly reduce the risk of workers contracting HIV, hepatitis C, hepatitis B or other blood-borne diseases.

OSHA 29 CFR 1910.1030

The Blood-borne Pathogen Standard

Warren County Schools is in compliance with this standard by having a Written Exposure Control Plan that includes:

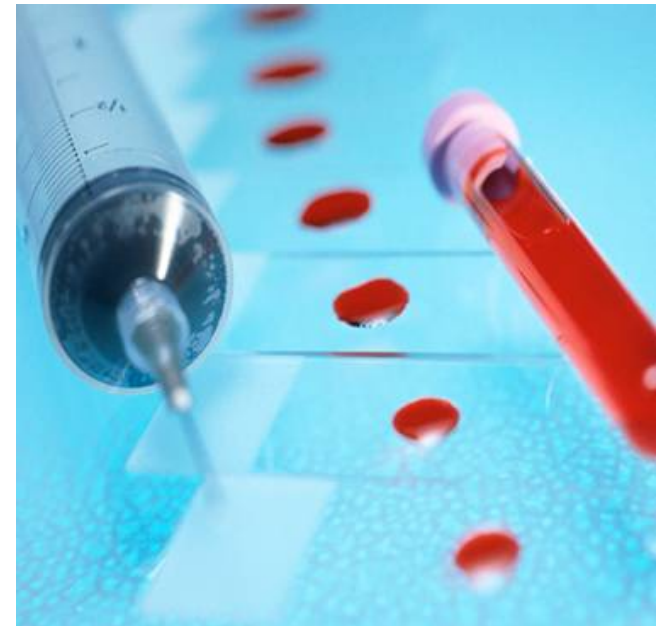
- Engineering Controls (safer medical devices) and work practice controls
- Personal Protective Equipment
- Housekeeping
- Hepatitis-B vaccine and antibody test
- Post-Exposure Procedures: Confidential follow-up and evaluation of circumstances in event of a needle-stick or other exposure incident
- Labeling
- Initial and Annual training
- Exposure Incident/Injury Log
- Recordkeeping

Blood-borne Pathogens

- Exposure to blood-borne pathogens can occur when a person comes in contact with infected blood.
- In order to protect yourself from becoming infected with blood-borne pathogens (BBP) in your work at school, there are some important facts you need to know.

Blood-borne Pathogens

- Blood-borne pathogens (**BBPs**) are viruses that can spread from one person to another through direct contact with blood or body fluids that contain **visible** blood.
- Most common in US
 - *Human immunodeficiency virus (HIV)
 - *Hepatitis B (HBV)
 - *Hepatitis C (HCV)



Hepatitis B

- **Hepatitis B** is a disease of the liver caused by infection with the hepatitis B virus (HBV).
- HBV can survive outside the body for up to a week.
- HBV is the most infectious blood-borne hazard.
- Symptoms: jaundice, fatigue, abdominal pain, loss of appetite, nausea, vomiting, joint pain, dark urine
May have no symptoms
- Infection occurs when blood or body fluids from an infected person enters the body of a person who is not immune
- **A safe and effective vaccine is available**

(Hepatitis A is NOT blood-borne and, therefore, is NOT covered by the blood-borne pathogen standard)

Hepatitis B Vaccination

The school system is required to offer the vaccine, but staff are not required to accept the vaccination.

- Vaccination must be offered within 10 working days of job assignment to exposed employees, after they have received training and
- At no cost to the employee
- Provided by a licensed health care professional
- According to U.S. Public Health Service most current recommendations
- “Immunization of Health Care Workers: Recommendations of ACIP and HICPAC,” MMWR, Vol. 46, No. RR-18
- Employee may decline to take shots, but must sign a declination statement

Hepatitis C

- **Hepatitis C** is a disease of the liver caused by infection with the hepatitis C virus (HCV).
- HCV does not survive well outside the body.
- Symptoms: jaundice, fatigue, dark urine, abdominal pain, loss of appetite, nausea
- Long term effects: cirrhosis, liver cancer, chronic liver disease
- Leading cause of liver transplants
- Infection occurs when blood or body fluids from an infected person enters the body of a person who is not immune
- **There is no vaccine to prevent hepatitis C**

Human Immunodeficiency Virus

- **Human immunodeficiency virus:** Infection occurs when blood or body fluids from an infected person enters the body of a person who is not infected
- Leads to the disease AIDS
- Destroys the immune system
- Symptoms: flu-like symptoms, night sweats or fever, weight loss, fatigue, swollen glands
- May carry HIV without developing symptoms for 10 years or more
- **There is no vaccine to prevent HIV**
- **The only way to know if you are infected is to be tested for HIV infection**

Transmission of BBPs

- BBPs can be transmitted when there is direct contact with blood or OPIM of an infected person.
- At work, you can be exposed to BBPs if you are exposed to blood on broken skin or the mucous membranes of your eyes, nose or mouth.
- You can also become exposed if a contaminated sharp object or needle punctures your skin.

Note: Tattoos and piercings are known to put people at risk for becoming infected with BBPs.

Transmission of BBPs

- You cannot become infected with HIV, Hepatitis B, or Hepatitis C through casual contact, coughing or sneezing, a kiss on the cheek, a hug, an insect bite, a toilet seat, from drinking from water fountains or from eating food.

Exposure Control Plan

Located in the main office or the School Nurse office of each building; and the office of the Health Services Supervisor

- It describes how compliance with the standard is achieved
- It describes what employees are covered
- Identifies jobs and tasks at risk
- Engineering Controls
- Housekeeping
- Vaccination program
- Work practice controls
- Use of personal protective equipment (PPE)
- Infectious waste
- Post-exposure incident procedures
- It must be reviewed and updated annually
- It is accessible to employees



Potential Risk of Exposure

Jobs

1. School Nurse
2. Coaches/athletic trainers
3. Custodians
4. Secretaries
5. First Aid Responders
6. Other tasks and actions that may present more risk of exposure to BBP:
 - Breaking up fights
 - Assisting with nose bleeds
 - Working with combative students including those who bite and break the skin

Tasks

1. Illness/injury care
2. Caring for sports injuries
3. Cleaning up bloody waste
4. Performing first aid
5. Performing first aid

Work Practice Controls

Methods that reduce the chance of an exposure to BBP:

1. Universal Precautions
2. Hand washing
3. Engineering control (such as sharps containers)

When occupational exposure risk remains, personal protective equipment (PPE) must be used.

Universal Precautions

Universal Precautions is an approach to infection control that all human blood and certain human body fluids are treated as if known to be infected with HIV, HBV, HCV, and other blood-borne pathogens.

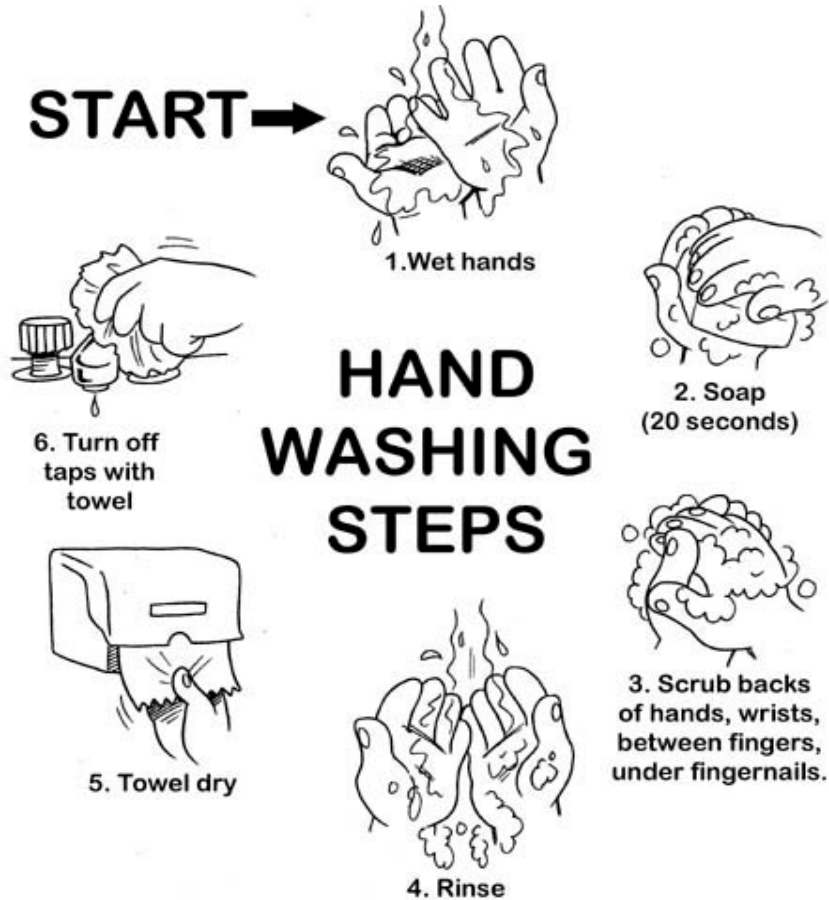
1. Assist in the prevention of contact with blood and OPIM
2. Provide the first line of defense against the risks of exposure to BBPs

Protect yourself from exposure. Use Universal Precautions when providing first aid.

Hand Washing

- The single most important aspect of infection control
- Wash hands when contaminated with blood or body fluids and after removing personal protective equipment
- Use antiseptic hand cleaner, clean paper/cloth towels or antiseptic towelettes when "in the field"
- Wash hands with soap and water as soon as possible

Hand Washing Technique



Personal Protective Equipment (PPE)

Specialized clothing or equipment that provides protection against infectious material

These are provided at no cost to staff and must be accessible

Gloves

Gowns

Eye protection

Resuscitation devices



Must be removed before leaving work area

PPE Guidelines: Gloves

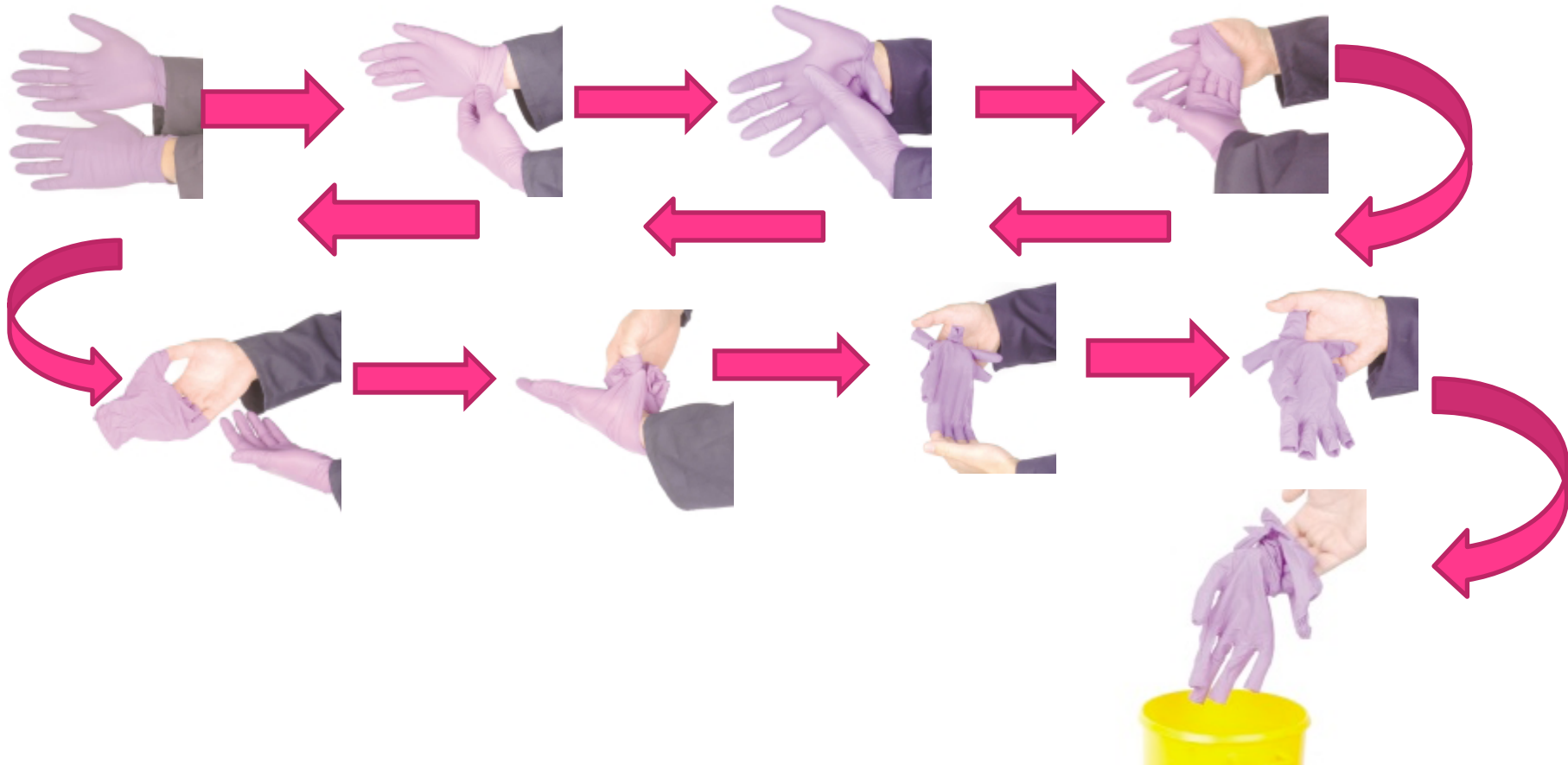
- Wear gloves when contact with potentially infectious materials is anticipated
- Check gloves before use for tears, holes, etc
- Avoid touching other surfaces after touching blood
- Remove contaminated gloves before leaving area
- Wash hand after removing gloves
- Never reuse disposable gloves

Glove Removal

- Step 1: Grasp outside edge near wrist
- Step 2: Peel away from hand turning glove inside-out
- Step 3: Hold in opposite gloved hand; slide ungloved finger under wrist of remaining glove – be careful not to touch the outside of the glove
- Step 4: Peel off from inside, creating a bag for both gloves
- Step 5: Discard gloves

Hands should be washed after gloves are removed

Glove Removal Demonstration





Signs and Labels



- Check for the Biohazard Sign which warns that the container holds blood or other infectious material
- Staff responsible for biohazard waste disposal will be informed of the district policy
- Waste such as bloody tissues can be disposed of in plastic-lined trash cans and do not need a biohazard label
- Red bags may be substituted for labels

Needles/Sharp Objects

- **Use** sharps with sharps injury prevention or needleless systems for all procedures involving sharps
- Place in puncture resistant, labeled, leak-proof containers for transport, storage, and/or disposal
- Keep the container closed
- **Do not** bend, break, recap, or remove needles
- **Do not** pick up contaminated broken glass directly with the hands
- **Do not** reach by hand into containers where contaminated sharps are placed
- **Do not** overfill sharps containers



Eating/Drinking

- **Do not** eat or drink in areas where there is exposure to blood or body fluids
- **Do not** store food in refrigerators, freezers, cabinets, on shelves or countertops where blood or other body fluids are present

First Aid

- For minor cuts and scrapes, encourage the person to clean and bandage his own wound.
- When rendering first aid, take time to put on gloves first.
- Dispose of any contaminated materials, clean the area and dispose of the gloves.
- Then wash your hands.

Athletic Injuries

- Existing cuts or scrapes should be properly bandaged prior to participation in a sporting event.
- During a sporting event, if an athlete is injured and bleeding, play should be stopped, the wound cleaned and bandaged, and any blood soaked clothing replaced prior to returning to competition.

Human Bites

- If a school employee is bitten by a student, the area should be washed immediately with soap and water.
- Employees should immediately notify their principal or supervisor

Decontamination

- Written decontamination schedule must be part of the exposure control plan
- Clean and decontaminate all equipment and environmental and working surfaces after contact with blood and/or body fluids
- Wear appropriate PPE
- Decontaminate with appropriate disinfectant
 - EPA registered tuberculocidal disinfectant
 - EPA registered disinfectant with label stating it is effective against HIV and HBV
 - Household bleach, diluted 1:10-1:100, made fresh daily

Contaminated Laundry

- Remove contaminated clothing when it becomes contaminated
- Place immediately in bag or container that is labeled
- Prevent leakage

Regulated Waste

- Sharps containers
 - Needles
 - Blades
 - Broken glass
- Red bags
 - Liquid or semi-liquid blood or OPIM
 - Items caked with dried blood or OPIM
 - Items that could release blood or OPIM
 - Pathological waste
 - Microbiological waste



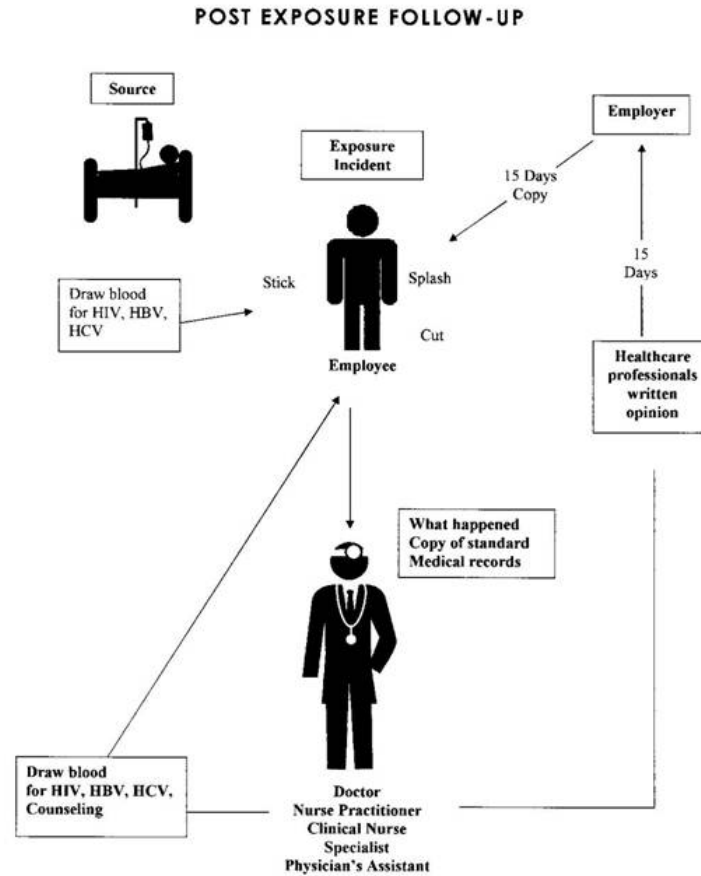
What to do if an Exposure Occurs

1. Immediately:
 - Wash** the exposed area with soap & water
 - Flush** splashes to nose, mouth or skin with water
 - Irrigate** eyes with water or saline
2. Immediately report the incident to your principal or supervisor
3. The district will provide for additional medical evaluation and treatment, if needed, at no cost to the staff member
4. Refer to the Warren County Schools **Exposure Control Plan** available in the building's main office or School Nurse office for any additional information or contact a school nurse for assistance.

Post-Exposure Follow-up

- The employer must:
 - Investigate the incident
 - ID source individual, obtain consent, and test his/her blood to determine HBV, HCV, and HIV infectivity ASAP, if possible
 - Give the results of source individual's test to the exposed employee
 - Obtain and test exposed employee's blood for HBV, HCV, and HIV serological status

Post Exposure Follow-up



Record Keeping

Medical records for any employee who reports an occupation exposure shall be **confidential** and include:

- Name of employee and social security number
- Copy of Hepatitis B vaccination status including dates of vaccinations
- Copy of results of examinations, medical testing and follow-up recommendations resulting from the exposure incident, including the health care professional's written opinion

These records must be maintained for at least 30 years

Record Keeping

- Sharps Injury Log
 - Per the Tennessee Sharps Injury Prevention law
 - Employer must keep a log of all sharps injuries with
 - Type and brand of device involved in the incident
 - Department or work area where the incident occurred
 - Explanation of how the incident occurred

Five Basic Questions

Employees will be asked these five basic questions by a TOSHA inspector when determining if a facility is in compliance with the training section of the Bloodborne Pathogen Standard.

1. What does "Universal Precautions" mean?
2. What do you do when there is a blood spill?
 - 2a. Personal protection
 - 2b. Clean-up and disposal
 - 2c. Disinfection (apply hazard communication standard)
3. What do you do with contaminated sharps and laundry?
4. Have you been offered the hepatitis vaccination free of charge?
5. Where is the "Exposure Control Plan" and has it been explained to you, and have you been trained?

Sources

- Warren County Schools Exposure Control Plan
- Warren County Board of Education Policy GBRAB-Hepatitis B
<https://www.warrenschools.com/board/board-policies/no-07-section-g-personnel>
- Tennessee School Board Association
www.tsba.net
- TCA 50-3-203 & Public Act, 1999, Chapter No. 37 to amend 50-3-203
- TCA 68-10-113
- Federal OSHA, www.osha.gov
- TOSHA, www.tennessee.gov/labor-wfd/tosha
- Centers for Disease Control, www.cdc.gov
- National Institute of Occupational Safety and Health, www.cdc.gov/niosh

Blood-borne Pathogens Training Including Universal Precautions And Exposure Control Plan



Produced by

Warren County Schools

Office of Health Services and Coordinated School Health