

OCCUPATIONAL EXPOSURE TO BLOODBORNE PATHOGENS

Policy Code: 7260

1 It is the policy of the [Transylvania County Board of Education \(the “board”\)](#) to comply with
2 federal and state regulations and standards regarding bloodborne pathogens as set forth in the
3 Federal Register, 29 C.F.R. 1910.1030, and the North Carolina Administrative Code, 13
4 N.C.A.C. 7F .0207, by attempting to limit or prevent occupational exposure of employees to
5 blood or other potentially infectious bodily fluids and materials that may transmit bloodborne
6 pathogens and lead to disease or death.

7 8 **A. REASONABLY ANTICIPATED OCCUPATIONAL EXPOSURE**

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10 Employees who have occupational exposure to bloodborne pathogens are covered by the
11 Occupational Safety and Health Administration (OSHA) Bloodborne Pathogens
12 Standard, the North Carolina Administrative Code, and this policy. “Occupational
13 exposure” includes any reasonably anticipated skin, eye, mucous membrane, or
14 parenteral (brought into the body through some way other than the digestive tract) contact
15 with blood or other potentially infectious materials that may result from the performance
16 of an employee’s duties. “Good Samaritan” acts, such as assisting a co-worker or a
17 student with a nosebleed, would not be considered “reasonably anticipated occupational
18 exposure,” and employees whose only anticipated exposure to bloodborne pathogens
19 would result from such acts are not considered to have occupational exposure.

20 21 **B. UNIVERSAL PRECAUTIONS**

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23 Universal precautions must be used at all times. Employees should handle all blood,
24 bodily fluid, and other potentially infectious material as if the material is infected. The
25 program standards for the control of potential exposure to Human Immunodeficiency
26 Virus (HIV) and Hepatitis B Virus (HBV) as outlined in the OSHA Rule, “Occupational
27 Exposure to Bloodborne Pathogens” (Standard 1910.1030), and the NC Administrative
28 Codes and/or the most current standards available must be followed.

29 30 **C. EXPOSURE CONTROL PLAN**

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32 The superintendent shall ensure that an Exposure Control Plan is developed in
33 accordance with OSHA regulations or the most current available federal and/or state
34 standards issued to eliminate or minimize employee occupational exposure to blood or
35 certain other bodily fluids that may carry infectious materials. In addition, the
36 superintendent shall ensure that the following requirements are met.

- 37
38 1. The Exposure Control Plan must provide, at a minimum, for the following:
- 39 a. a determination of who is at risk for an exposure incident;
 - 40 b. what the school system will do to protect employees from exposure
41 incidents, including the use of universal precautions, engineering and
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- 44 work practice controls, and, as appropriate, personal protective equipment;
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46 c. how to deal with an exposure incident, including post-exposure evaluation
47 and follow-up;
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49 d. who should be vaccinated for Hepatitis B; and
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51 e. communication, training and record-keeping procedures.
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53 2. All elements of the Exposure Control Plan must be met.
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55 3. All employees must have access to a copy of the Bloodborne Pathogens Policy
56 and Exposure Control Plan.
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58 4. The Exposure Control Plan must be reviewed and updated at least annually.
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60 **D. TESTING**

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62 An employee who suspects that he or she has been exposed to blood or bodily fluid on
63 the job may request to be tested, at the school system's expense, provided that the
64 suspected exposure poses a significant risk of transmission as defined in the rules of the
65 Commission for Public Health. The HIV and HBV testing of a person who is the source
66 of an exposure that poses a significant risk of transmission must be conducted in
67 accordance with 10A N.C.A.C. 41A .0202 (4) (HIV) and 41A .0203(b)(4) (HBV). The
68 school system shall strictly adhere to existing confidentiality rules and laws regarding
69 employees with communicable diseases, including HIV or HIV-associated conditions.
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71 **E. NONDISCRIMINATION POLICY**

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73 The school system shall not discriminate against any applicant or employee who has or is
74 suspected of having a communicable disease, including tuberculosis, HBV, HIV
75 infection, or Acquired Immune Deficiency Syndrome (AIDS). An employee may
76 continue to work as long as the employee is able to satisfactorily perform the essential
77 functions of the job and there is no medical evidence indicating that the employee's
78 condition poses a significant, direct threat to co-workers, students, or the public.
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80 Legal References: 29 C.F.R. 1910.1030; G.S. 95 art. 16; 13 N.C.A.C. 7F .0207; 10A N.C.A.C.
81 41A .0202(4), 41A .0203(b)(4)
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83 Cross References: Communicable Diseases – Employees (policy 7262)
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85 Adopted:
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