

General Policy Statement

It shall be the policy of the Transylvania County Board of Education (the "Board") that an employee diagnosed as having a communicable disease or a related condition shall be allowed to continue to perform his or her duties unless it is determined that the employee is too ill to work, presents a health risk to others, or is otherwise prohibited by general statute from performing his or her duties. In all cases of communicable disease, including bloodborne diseases (e.g., AIDS, HIV, HBV, and HCV), strict adherence to control measures as defined by general statute and/or the North Carolina Department of Health and Human Services shall be required. Universal Precautions shall be in force at all times as follows: In dealing with the cleaning or decontamination of any blood or body fluid, all blood, body fluid, and potentially infectious material shall be handled as if infected. Universal Precautions are established by The Centers for Disease Control. The intent of the Board is that this policy will limit occupational exposure of employees to blood and other potentially infectious body fluids and materials that may transmit bloodborne pathogens. All decisions regarding the job status of an employee with a serious communicable disease shall follow the steps outlined in procedures adopted by the superintendent.

Scope

All employees who could "reasonably anticipate" contact with blood or other infectious materials are covered by the OSHA Bloodborne Pathogens Standard and by this policy. "Occupational exposure" includes any "reasonably anticipated" 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 (printed 7/2001), "Good Samaritan" acts such as rendering assistance to accident victims or assisting a student with a nose bleed would not be considered "reasonably anticipated occupational exposure."

Responsibilities

- Transylvania County Schools shall establish and maintain an Exposure Control Plan which includes, but is not limited to, exposure determination, work practice standards, Hepatitis B vaccination procedures, training requirements, and record keeping.
- All employees shall have access to a copy of this policy and the Exposure Control Plan.
- This policy and the Exposure Control Plan shall be reviewed and updated annually by the ~~Health Education Coordinator~~ **Superintendent or designee**.
- Updates or changes will be directed to the policy committee and School Health Advisory Council as deemed appropriate.

- Employees who suspect that they have experienced a blood or body fluid exposure shall notify their principal or building supervisor **immediately**, and an incident report shall be filed.
- Employees who experience a blood or body fluid exposure are encouraged to visit a healthcare provider within three (3) days of the exposure.
- Employees experiencing an occupational exposure ~~may request that the Public Health Director test~~ **may request a test of** the source individual's blood (individual from whom the exposure came). **Such requests should be made to the Superintendent or designee within three (3) days of the exposure.** 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.
- Transylvania County Schools shall strictly adhere to existing confidentiality policies and law regarding employees with a communicable disease and associated conditions, including HIV/AIDS or HBV, **HAV**, and HCV.

Legal Reference: ~~GS~~ **N. C. Gen. Stat. § 115C-36**; ~~GS~~ **N. C. Gen. Stat. § 130A-136, 142 and 143**; 10 NCAC 7A.0209 (d) (3); 10 NCAC 7A.0211; Federal Register Vol. 56/No. 235

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