

HBV/Bloodborne Pathogens

A bloodborne pathogens¹ Exposure Control Plan has been developed for the Hermiston School District. The policy and plan will be available at the district office and the office of the principal at each of the schools for employee review.

The purpose of this Exposure Control Plan is to provide a safe and healthy work environment for all employees. The plan shall be reviewed and updated annually and when necessary to reflect new or modified tasks and procedures which affect occupational exposure and to reflect new or revised employee positions with occupational exposure. The review and update shall also:

1. Reflect changes in technology that eliminate or reduce exposure to bloodborne pathogens;
2. Annually, document consideration and implementation of appropriate commercially available and effective safer medical devices designed to eliminate or minimize occupational exposure.

Occupational Safety and Health Administration (OSHA) regulations require the district to:

1. Limit and control occupational exposure to blood and other potentially infectious materials, which could result in transmission of bloodborne pathogens which could lead to disease or death. This policy covers all employees who could be reasonably expected to come into contact with human blood and other potentially infectious materials in the course of their work;
2. Comply with the OSHA Bloodborne Pathogens Standards;
3. Identify employees who could incur occupational exposure to blood or other potentially infectious materials. Job classifications at-risk are listed in procedures;
4. Establish and maintain a confidential record for each employee with occupational exposure in accordance with 29 CFR 1910.20;
5. Provide personal protective equipment which will be worn when it is reasonable to anticipate that the employee will have exposure to bloodborne pathogens;
6. Provide Hepatitis B vaccination within 10 working days of initial assignment to all employees who have occupational exposure. The only exception for inoculations is when an employee has

¹Bloodborne pathogens means pathogenic microorganisms that are present in human blood and/or other body fluids and can cause disease in humans. These pathogens include, but are not limited to, Hepatitis B Virus (HBV) and Human Immunodeficiency Virus (HIV).

previously received the complete Hepatitis B vaccination series, antibody testing has revealed that the employee is immune or the vaccine is contraindicated for medical reasons. (Procedure on vaccination, evaluation and follow-up are detailed in the Exposure Control Plan.

7. Require identified employees to participate in a training program at the time of initial assignment to tasks where occupational exposure may take place and at least annually thereafter.

The district recognizes that, as required by OAR 437-002-1030, employees who use medical sharps in the performance of their duties (e.g., administering injectable medicines to students, such as epinephrine and glucagon), must, at least annually, be provided with the opportunity to identify, evaluate and select engineering and work practice controls (e.g., sharps disposal containers, self-sheathing needles, safer medical devices, such as sharps with engineered sharps injury protections and needleless systems). The district will implement such work practice controls, as appropriate.

Documentation, including a sharps injury log, will be maintained as required by OAR 437-002-1035 and 437-002-1030 (3).

END OF POLICY

Legal Reference(s):

[OAR 437-002-0360](#)

[OAR 437-002-0377](#)

[OAR 437-002-1030](#)

[OAR 437-002-1035](#)