

Employee Health: Occupational Exposure to Blood-borne Pathogens

Exposure Control Plan

The Superintendent /designee shall be responsible to ensure that the District adopts, implements, reviews and updates at least annually an exposure control plan to minimize employees' occupational exposure to blood-borne pathogens in accordance with OSHA requirements. The plan will include scope and application, definitions, exposure determination, methods of compliance, universal precautions, Hepatitis B vaccination program, post-exposure evaluation, follow-up, communication of hazards to employees and record-keeping.

Supplies and Training

The District shall provide at no cost to the employees, necessary supplies, personal protective devices, and initial and annual interactive training for employees identified as at risk of occupational exposure. Training shall include all components as required by law.

Discipline

Failure of an employee to comply with the plan shall be grounds for disciplinary action, up to and including discharge.

HBV Vaccine

Employees identified as at risk of occupational exposure shall be offered the Hepatitis B vaccine series at District expense or shall sign a written waiver declining the vaccine.

Post-Exposure Incident

Following a report of an exposure incident, the District shall make immediately available to the exposed employee a confidential medical examination and follow-up at District expense.

Confidentiality

Medical records shall be maintained for each employee with occupational exposure. Such records shall be kept confidential and shall not be disclosed without the employee's express written consent to any person within or outside the workplace except as required by law.

Legal Reference: OSHA 29 CFR Standard 1910.1030

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