

Blood Borne Pathogens Policy

Policy No. 105

The PSESD Early Learning Program adheres to the Washington Industrial Safety and Health Act (WISHA) chapter 296-62-08001 and 08050 and to Chapter 392-198 WAC. The policy includes all the components of these requirements which are:

Exposure control plan, methods of compliance, hepatitis B vaccination, post-exposure evaluation and follow-up, hazard communication, information and training, record keeping, and confidentiality. Each of these aspects is covered in the attached procedure. The policy and procedure will be reviewed annually by the Health Services Director and updated as needed. Staff working for district/agencies which have a blood borne pathogens policy will be governed by that blood borne pathogens policy. Staff working for district/agencies which do not have a blood borne pathogens policy will be governed by the PSESD Early Learning blood borne pathogens policy.

Exposure Control Plan

Head Start, Early Head Start, and ECEAP employees may be “reasonably anticipated” to come into contact with human blood or other Potentially Infectious Materials (PIM) when responding to a first aid situation at an Early Learning site. Any person believed to have had a possible exposure to blood or another PIM must have the situation evaluated by a health care provider as soon as possible but within 4 - 8 hours of the possible exposure incident.

Methods Of Compliance

Universal precautions (treating all body fluids/materials as if they are infectious) will be maintained in all situations where there is the possibility of contamination with blood or other PIM.

Hepatitis B Vaccination

The hepatitis B vaccine is available for staff who are considered to be at risk of exposure to PIM at no cost. The employed staff member must be offered the hepatitis B vaccination series within 10 working days of employment. An employee has the right to refuse the hepatitis B vaccination series. Employees who decline the vaccination series must sign a declination form that the employer will keep on file. The employee who has declined the vaccination series may request and obtain the vaccination at a later date and at no cost, if he/she continues to be exposed. A staff person or volunteer who has had a possible exposure as a result of performing a first aid procedure as a collateral duty may receive the hepatitis B vaccination series if it is recommended by a medical provider as a result of the exposure. This will be at no cost to the employee. Employees who do not need the hepatitis B vaccine are employees who have previously received the complete hepatitis B vaccination series, employees whose antibody testing reveals that the employee is immune, or an employee who has medical reasons that prevent taking the vaccines.

Post Exposure Evaluation And Follow Up

If a staff person thinks s/he may have had an exposure incident s/he is entitled to a post exposure evaluation by a qualified medical person. This may be his/her own medical provider or a health department infectious disease specialist who is qualified to make this determination. This evaluation needs to be completed within 4-8 hours of the possible exposure. If the post exposure evaluation recommends that the employee receive immune serum globulin (ISG) and/or the hepatitis B vaccination series, this will be provided at no cost to the employee. The staff person will be responsible to follow the recommendations and schedule as determined by the evaluation. The incident will be reported to the assigned PSESD Health/Nutrition/Safety Coach and the Communicable Disease Department at the local health department within 24 hours.

Within 15 days after evaluation, the exposed employee must provide the employer with documentation from the healthcare provider that a vaccine was indicated and whether it has been received.

Hazard Communication

All containers that may contain any PIM must have a biohazard warning label.

Training

All employees considered to be at risk to blood or potentially infectious materials will participate in a training program that is to be arranged or provided by the employer within 90 days of employment. This training will occur during working hours and at no cost to the employee. A refresher training will be provided annually thereafter. Employees who have received appropriate training within the past year need only receive additional training in items not previously covered.

Record Keeping

The employer will preserve and maintain for each employee an accurate record of occupational exposure for the duration of employment plus 30 years according to OSHA's rule (WAC 296-802-20010).

Confidentiality

The employer will ensure that all employee records required by this regulation will be kept confidential. They will not be disclosed or reported without the employee's expressed written consent to any person within or outside the work place, except as required by regulation or law.

Approved by Policy Council: July 19, 2016

Approved by Board of Directors: August 13, 2016