

Lower Merion School District

ADMINISTRATIVE REGULATIONS

Policy No.: 320
Section: EMPLOYEES
Title: BLOOD BORNE PATHOGENS
Date Last Revised: 4/9/21 (Renumbered); 4/5/19; 5/22/06

R 320 BLOOD BORNE PATHOGENS

Blood borne pathogens, such as hepatitis B (HBV), hepatitis C (HCV) and the human immunodeficiency virus (HIV), can be harmful, and in some instances, potentially fatal to persons who are exposed. Blood borne pathogens can be spread through contact with blood and other body fluids but are not spread by casual contact. Accordingly, the purpose of these procedures shall be to safeguard the health and well-being of all members of the school community while protecting the rights of the individual.

All District employees shall strive to maintain a respectful school climate and to prohibit physical or verbal harassment of any individual or group, including students infected by blood borne pathogens. Building administrators shall notify students, parents/guardians, and employees about current Board Policy concerning blood borne infection and shall provide reasonable opportunities to discuss the Policy and related concerns.

Definitions

“Blood borne pathogen” means an infectious microorganism in blood that can cause disease in humans. These pathogens include, but are not limited to, hepatitis B (HBV), hepatitis C (HCV), and human immunodeficiency virus (HIV).

“Body fluid” means all human body fluids and secretions, including but not limited to, blood, feces, urine, semen, vomitus, saliva and respiratory secretions.

“Exposure” or “exposure incident” means contact with an eye, mouth, mucus membrane, or non-intact skin.

“Infected individual” means a person who has been diagnosed with a disease caused by a blood borne pathogen regardless of symptomology.

“Source individual” or “source patient” means any individual whose blood or bodily fluids may be a source of exposure to students or employees.

“Universal Precautions” is an approach to infection control. According to the concept of Universal Precautions, all human blood and certain human body fluids are treated as if known to be infectious for blood borne pathogens.

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Vaccination

The District shall make available the Hepatitis B vaccine and vaccination series at no charge to all employees who have occupational exposure. A Hepatitis B vaccination shall be made available after an employee receives training and within 10 working days of initial assignment to a position with occupational exposure. Employees who have occupational exposure are encouraged, but not required to be vaccinated.

Infected Employees

Infected employees who are capable of continued employment shall make employment decisions in consultation with their physician. Such employees retain eligibility for all benefits that are provided for other school employees with long term disease or disability.

Confidentiality

District employees with knowledge of an infected individual employee's condition shall not disclose that information without prior written consent of the employee. Said consent shall, at a minimum, identify with specificity the information subject to release, the person(s) to whom the information may be released, the general purpose for the release, and the date upon which consent will expire.

Infection Control

When exposure to blood borne pathogens may reasonably result from the performance of an employee's duties, personal protective equipment shall be provided by the District to the employee and shall be used, when appropriate, to guard against contamination from blood or bodily fluids. Such equipment shall be cleaned, repaired and replaced when necessary.

All employees shall be required to consistently follow infection control/universal precautions in all school settings, including playgrounds and school vehicles. Employees shall notify the Superintendent or designee, building principal, and school nurse of all incidents of exposure to bodily fluids and when a student's health condition or behavior presents a reasonable risk of transmitting an infection.

The District shall make available, at no charge to the employee, post exposure evaluation and follow-up to all employees who have had an exposure incident. Following a report of an exposure incident, the employee will be immediately referred for a confidential medical

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evaluation and follow-up care. The route of exposure, the circumstances under which the exposure incident occurred, and identification of the source individual, if possible, shall be documented.

The District shall maintain medical records for each employee with occupational exposure for the duration of the employee's employment plus thirty (30) years. All medical records shall remain confidential and separate from an employee's personnel file. Medical records shall not be disclosed without the employee's express written consent, except as required by law.

Staff Development

All employees shall be required to undergo training and consistently follow infection control/universal precautions in all settings and at all times. This training shall also include instruction regarding blood borne pathogens.

Designated District employees may receive additional, specialized training appropriate to their positions and responsibilities.

The District shall maintain training records for at least three (3) years. All training records must include dates, contents of the training program or a summary, the trainer's name and qualifications, and the names and job titles of all persons attending the sessions.

Media Inquiries

Any inquiries from the public or media regarding HIV cases shall be handled by the Superintendent or Superintendent's designee.

Cross Reference

Policy and Administrative Regulation 205, Immunization and Communicable Disease