

# OLDHAM COUNTY BOARD OF EDUCATION POLICY

## WORKPLACE SAFETY – STAFF HEALTH

5013

*References: KRS 158.160*

*Relates to: 5013AR; 5013.01F; 5013.02F*

The Oldham County Board of Education shall strive to safeguard the health and well-being of District employees and promote a safe work environment. The following measures are instituted to achieve and maintain a safe workplace for all employees and for students and visitors in the Oldham County Schools.

### OCCUPATIONAL EXPOSURE TO BLOODBORNE PATHOGENS

*Reference: 29 CFR § 1910.1030*

As required by law, a bloodborne pathogen exposure control plan shall be developed and adopted for use in the District. The plan shall be designed to reduce an employee's exposure to the hepatitis B virus (HBV), human immunodeficiency virus (HIV) and other bloodborne pathogens in the work place. Employees designated at risk in the plan will be offered available immunization from known viruses.

It is the District's full intention that, if necessary, work practices and/or the physical facility will be modified to attain the plan's goal of employee safety. In addition, employees will be informed and trained so that they, too, can contribute to the reduction and elimination of exposure, and employees that fail to follow adopted guidelines in the plan, about which they have received training, may be subject to disciplinary action.

To ensure that the bloodborne pathogen exposure control plan is kept up to date, it will be reviewed and amended annually, and whenever tasks are implemented which may affect occupational exposure.

### OCCUPATIONAL EXPOSURE TO COMMUNICABLE DISEASES

Any employee that knows or has reason to believe that he/she has a reportable disease as defined by the Kentucky Cabinet for Health & Family Services is required to report the condition to their immediate supervisor promptly.

The immediate supervisor shall report to the School District Nurse any employee who is suspected of having a reportable disease as defined by the Kentucky Cabinet for Health & Family Services. The School District Nurse shall report to the Oldham County Health Department any employee who is suspected of having a reportable disease as defined by the Kentucky Cabinet for Health & Family Services.

The immediate supervisor shall exclude from duty (pursuant to Board Policies 5050, Leave) any employee suffering from a reportable disease as defined by the Kentucky Cabinet for Health & Family Services until one of the criteria for resumption of duty is fulfilled.

The immediate supervisor may exclude any employee from duty (pursuant to Board Policies 5050, Leave) who is suffering from scabies, impetigo, contagiosa, ringworm of the scalp, common cold, infectious forms of conjunctivitis, and pediculosis.

Employees excluded from duty for reason of reportable disease will be returned to duty upon advice of the local health officer by one or more of the following methods:

1. Certificate of the attending physician attesting to their recovery and non-infectiousness.
2. After a period of time corresponding to the duration of the communicability of the disease as established by the Kentucky Cabinet for Health & Family Services.