

PROTECTION OF EMPLOYEES FROM BLOOD-BORNE PATHOGENS

It shall be the policy of the District to offer appropriate protections deemed necessary to protect all employees, particularly those deemed “at-risk” from the health hazards associated with the Hepatitis B virus and other blood-borne pathogens. An employee is considered “at-risk” if their normal job duties subject them to frequent contact with blood or other bodily fluids in the course of their employment, or if their employment is in a medical-related field such as nursing or first aid.

In accordance with guidelines and standards provided by the Occupational Safety and Health Administration (OSHA) in 29 CFR 1910.1030, the District will offer preventative measures to protect employees from blood-borne pathogens. These measures shall include, but are not limited to:

1. Training employees in the use of universal precautions, both at the beginning of their employment and on an “as needed” basis
2. Making protective devices that reduce or eliminate exposure such as gloves, gowns, face masks, appropriate disposal containers, and disinfectants available to employees
3. Offering to provide, at District expense, protective vaccinations to reduce or eliminate exposure. However, no employee will be required to submit to vaccination as a condition of employment with the District. If, while in the performance of their duties, an unvaccinated employee experiences an “exposure incident” such as a needle stick or other cross-contamination they will be offered, at District expense, a confidential medical evaluation and appropriate follow-up care from a licensed health care professional. A screening of the employee’s blood will also be conducted if the employee consents.

All information gathered by the health care professional, other than whether or not the vaccination is recommended and if it was received by the employee, shall remain confidential and may not be released to the District by the health care professional. The Superintendent or their designee will periodically revise the procedures developed to execute this policy.

Reference: 29 CFR 1910.1030

Policy #GBBS
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