Bartlett City Board of Education		5006
Descriptor Term: **HEPATITIS B (HBV)**	Descriptor Code: **Personnel**	Issue Date: **02/27/2014**
	Rescinds:	Revised:

The Bartlett City Board of Education follows the rules and regulations of OSHA Standard 29 C.F.R. 1910.1030.[1] All district personnel shall receive annual in-service training and education regarding routine handling of body fluids recommended by appropriate health professionals.

All Bartlett City Schools personnel shall be advised of routine procedures to follow in handling body fluids. No distinction shall be made between body fluids from individuals with a known disease and individuals without symptoms or with an undiagnosed disease. All Bartlett City Schools employees shall follow procedures outlined in the district's Bloodborne Pathogens Exposure Control Plan, copies of which shall be updated annually and maintained at all schools.

Measures, outlined in OSHA's Standard and necessary to eliminate or minimize the likelihood of employee exposure to bloodborne pathogens, especially HBV, will be instituted as follows:

1. Development of a Bloodborne Pathogen Exposure Control Plan;
2. Training of all employees in universal precaution;
3. Determination of employee exposure risk status;
4. In-depth training of employees determined to be at risk for occupational exposure to bloodborne pathogens and the use of measures and equipment to reduce their risk for exposure;
5. Institution of engineering controls and work procedures to minimize risk;
6. Provision of personal protective equipment to protect employees during exposure incidents; and
7. Provision of HBV vaccination, and when required, boosters to employees at risk for occupational exposure to bloodborne pathogens during discharge of their normal duties and responsibilities.

The Bartlett City Board of Education will provide a post exposure medical evaluation for employees exposed to bloodborne pathogens during an exposure incident. Further medical treatment or counseling indicated by the post exposure medical evaluation will be supplied by the Bartlett City Board of Education.

The Bartlett City Board of Education does not discriminate on the basis of infection with HBV or association with an individual who has contracted HBV. No employee who is diagnosed with HBV shall be prevented from continuing their employment, and no disciplinary action may be taken against an employee solely on the basis of HBV infection. An employee diagnosed with HBV may work as long as he or she is able to perform essential functions of his or her position, with reasonable accommodation as may be necessary[2], and without posing risk to the health of students or other employees.

In all instances, district personnel shall respect the individual's right to privacy, treat any medical diagnosis as confidential information, and hold all medical information in the strictest confidence, subject to situations that require disclosure pursuant to applicable law. Under no circumstances shall information identifying an employee with HBV be released to the public.

[1] 29 C.F.R. Part 1910.1030

[2] State Board of Education Policy No. 5.300, HIV/AIDS Policy for Employees and Students of Tennessee Public Schools Revised, August 18, 2005