

**CITY OF GULF SHORES**

**BLOODBORNE PATHOGEN**

**EXPOSURE CONTROL PROGRAM**

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# BLOODBORNE PATHOGEN EXPOSURE CONTROL

## PURPOSE

The City of Gulf Shores is committed to providing a safe and healthful work environment for our employees. The purpose of this plan is to eliminate or minimize occupational exposure of our employees to bloodborne pathogens.

Employees who have occupational exposure to blood or other potentially infectious material (OPIM) must follow the procedures and work practices in this plan.

Employees can review this plan at any time during their work shifts. A copy of the plan will be provided to any Employee upon request. Additional information can be found in 29 CFR 1910.1030 (OSHA Standard).

This plan includes:

- Overview
- Definitions
- Employees who are at risk for exposure
- Controlling Employee Exposure to Bloodborne pathogens
- Employee Training and Hazard Communication
- Post Exposure Evaluation and Follow-up
- Recordkeeping
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## PROGRAM ADMINISTRATION

The Safety supervisor is responsible for the implementation of the Bloodborne Pathogen Exposure Control Plan. The safety committee will maintain, review, and update the ECP at least annually, and whenever necessary to include new or modified tasks and procedures. The director or manager of each department listed as participants will be contacted for input prior to each evaluation. It shall be the responsibility for each department manager to solicit feedback regarding the efficacy of the program from departmental Employees and provide that feedback and suggested modification to the safety committee.

## DEFINITIONS

**Relevant Definitions, as provided by OSHA standards include:**

***Blood*** includes human blood, human blood components, and products made from human blood.

***Bloodborne Pathogens*** are microorganisms that are present in human blood and can infect and cause disease in people who are exposed to blood containing the pathogen. These microorganisms can be transmitted through contact with contaminated blood and body fluids.

Bloodborne pathogens include, but are not limited to:

<ul style="list-style-type: none"><li>• Human Immunodeficiency Virus</li></ul>	<ul style="list-style-type: none"><li>• Leptospirosis</li></ul>
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<p>(HIV)</p> <ul style="list-style-type: none"> <li>• Hepatitis B (HBV)</li> <li>• Hepatitis C (HCV)</li> <li>• Non A, Non B Hepatitis</li> <li>• Syphilis</li> <li>• Malaria</li> <li>• Babesiosis</li> <li>• Brucellosis</li> </ul>	<ul style="list-style-type: none"> <li>• Arboviral infections</li> <li>• Relapsing fever</li> <li>• Creutzfeld-Jakob disease</li> <li>• Human T-lymphotrophic Virus Type 1</li> <li>• Viral hemorrhagic fever</li> </ul>
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This program focuses on HIV and hepatitis B and C, which are the bloodborne pathogens that generally pose the greatest risk and are of the greatest interest. However, it is important that understand that there are many diseases transmitted by body fluids.

**Contaminated** means the presence or the reasonably anticipated presence of blood or other potentially infectious materials on an item or surface.

**Contaminated Laundry** means laundry which has been soiled with blood or other potentially infectious materials or may contain sharps.

**Contaminated Sharps** means any contaminated object that can penetrate the skin including, but not limited to, needles, scalpels, broken glass, broken capillary tubes, and exposed ends of dental wires.

**Decontamination** means the use of physical or chemical means to remove, inactivate, or destroy bloodborne pathogens on a surface or item to the point where they are no longer capable of transmitting infectious particles and the surface or item is rendered safe for handling, use, or disposal.

**Engineering Controls** means controls (e.g., sharps disposal containers, self-sheathing needles, safer medical devices, such as sharps with engineered sharps injury protections and needleless systems) that isolate or remove the bloodborne pathogens hazard from the workplace.

**Exposure Incident** means a specific eye, mouth, other mucous membrane, non-intact skin, or parenteral contact with blood or other potentially infectious materials that results from the performance of an employee's duties.

**Handwashing Facilities** means a facility providing an adequate supply of running potable water, soap and single use towels or hot air drying machines.

**Licensed Healthcare Professional** is a person whose legally permitted scope of practice allows him or her to independently perform the activities required by paragraph (f) Hepatitis B Vaccination and Post-exposure Evaluation and Follow-up.

**HBV** means hepatitis B virus.

**HIV** means human immunodeficiency virus.

**OPIM (Other Potentially Infectious Materials)** means (1) The following human body fluids: semen, vaginal secretions, cerebrospinal fluid, synovial fluid, pleural fluid, pericardial fluid, peritoneal fluid, amniotic fluid, saliva in dental procedures, any body fluid that is visibly contaminated with blood, and all body fluids in situations where it is difficult or impossible to differentiate between body fluids; (2) Any unfixed tissue or organ (other than intact skin) from a human (living or dead); and (3) HIV-containing cell or tissue cultures, organ cultures, and HIV- or HBV-containing culture medium or other solutions; and blood, organs, or other tissues from experimental animals infected with HIV or HBV.

**Personal Protective Equipment** is specialized clothing or equipment worn by an employee for protection against a hazard. General work clothes (e.g., uniforms, pants, shirts or blouses) not intended to function as protection against a hazard are not considered to be personal protective equipment.

**Regulated Waste** means liquid or semi-liquid blood or other potentially infectious materials; contaminated items that would release blood or other potentially infectious materials in a liquid or semi-liquid state if compressed; items that are caked with dried blood or other potentially infectious materials and are capable of releasing these materials during handling; contaminated sharps; and pathological and microbiological wastes containing blood or other potentially infectious materials.

**Source Individual** means any individual, living or dead, whose blood or other potentially infectious materials may be a source of occupational exposure to the employee. Examples include, but are not limited to, hospital and clinic patients; clients in institutions for the developmentally disabled; trauma victims; clients of drug and alcohol treatment facilities; residents of hospices and nursing homes; human remains; and individuals who donate or sell blood or blood components.

**Sterilize** means the use of a physical or chemical procedure to destroy all microbial life including highly resistant bacterial endospores.

**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 HIV, HBV, and other bloodborne pathogens.

**Work Practice Controls** means controls that reduce the likelihood of exposure by altering the manner in which a task is performed (e.g., disposing of contaminated materials instead of cleaning).

## **EMPLOYEE EXPOSURE DETERMINATION**

**The following are job classifications in which employees have anticipated occupational exposure to bloodborne pathogens due to their job tasks and are included in the Bloodborne Pathogen Exposure Control Program:**

**JOB TITLE**

**DEPARTMENT**


Employees who are not reasonably expected to have exposure and are not regularly included in the program shall be offered post exposure medical evaluation and HBV vaccination if recommended as soon as an exposure incident is identified.

**CONTROLLING EMPLOYEE EXPOSURE**

Methods used to limit and control Employee exposure include:

- Sharps disposal containers are provided.
- Personal Protective Equipment (PPE) is provided to employees at no cost.
  - PPE available to employees includes:

Single use disposable gloves

Eye protection where splash/spray may be indicated

Miscellaneous emergency response equipment

- All employees using PPE must observe the following precautions:
  - Wear appropriate face and eye protection when splashes, sprays, spatters, or droplets of blood or OPIM pose a hazard to the eye, nose, or mouth.
  - Wear appropriate gloves when you:

- Reasonably anticipate hand contact with blood or OPIM
- Handle or touch contaminated items or surfaces

Replace gloves if torn, punctured, contaminated, or otherwise damaged.

Never wash or decontaminate disposable gloves for reuse.

Wash hands immediately or as soon as feasible after removal of gloves or other PPE.

If unable to wash hands, use antiseptic hand lotion. Hands must still be washed at the earliest opportunity.

Remove PPE after it becomes contaminated, and before leaving the area.

Dispose of contaminated PPE in designated containers

Remove blood or OPIM contaminated garments immediately or as soon as feasible, in a manner that avoids contact with the contaminated surface.

- Work practices used to minimize occupational exposure shall include:
  - Universal precautions should be observed by all employees whenever there is a possibility of exposure to blood or OPIM.
  - Broken glassware, syringe needles or lancets, etc. that may be contaminated must be picked up using mechanical means, such as a brush and dustpan and decontaminated first whenever possible. The Supervisor should be notified when these items are discovered.
- Regulated waste
  - Waste must be placed in containers which:
    - Are specifically designed and designated for regulated waste.
    - Are leak proof.
    - Are appropriately labeled or color-coded (*see Labels section of this plan*).
    - Are closed prior to removal to prevent contact spilling or protruding objects during handling.
  - Contaminated sharps containers are to be replaced immediately when filled or inoperable.
- Laundering procedure to minimize exposure to bloodborne pathogens:

Handle contaminated laundry as little as possible.

Place contaminated laundry in leak-proof, labeled or color-coded containers before transporting. Use color coded bags or bags marked with the biohazard symbol for this purpose when providing to outside vendor to launder and who does not utilize universal precautions as normal procedure.

Wear single use disposable gloves when handling and/or sorting contaminated laundry.

Dispose of heavily contaminated articles in lieu of laundering.

- Labels

- Labeling shall be as follows:

When a symbol is used for labeling, the standard biohazard symbol shall be used:



Red bags/containers may be used in lieu of labeled bags/containers for temporary collection of contaminated materials. Bags should be labeled or deposited in regulated waste containers as soon as possible.

## Hepatitis B Vaccination

- The hepatitis B vaccination series is available:

At no cost to employees  
Is provided as requested

- Vaccination is encouraged unless:

The employee has previously received the series.  
Antibody testing reveals that the employee has a relatively high level of immunity.  
Medical evaluation shows that vaccination is contraindicated.

- Employees who choose to decline vaccination must sign a declination form (Form 1). They may request and obtain the vaccination at a later date at no cost.
- Vaccinations will be provided by the City designated health care provider.

## **EMPLOYEE TRAINING**

### General Employee Orientation

- Precautionary training and an overview of bloodborne pathogen hazards and program availability will be provided at new hire.

- Additional training will be provided for employees listed as having potential exposure.

All employees who have occupational exposure to bloodborne pathogens will receive training covering the following elements:

An explanation of the ECP and how to obtain a copy.

An explanation of methods to recognize tasks and other activities that may involve exposure to blood and OPIM, including what constitutes an exposure incident

An explanation of the use and limitations of engineering controls, work practices, and PPE

An explanation of the types, uses, location, removal, handling, decontamination, and disposal of PPE

Information on the hepatitis B vaccine, including information on its efficacy, safety, method of administration, the benefits of being vaccinated, and that the vaccine will be offered free of charge

Information on the appropriate actions to take and persons to contact in an emergency involving blood or OPIM

An explanation of the procedure to follow if an exposure incident occurs, including the method of reporting the incident and the medical follow-up that will be made available

Information on the post-exposure evaluation and follow-up that the employer is required to provide for the employee following an exposure incident

An explanation of the signs and labels and/or color coding required by the standard and used at this facility

An opportunity for interactive questions and answers with the person conducting the training session.

## **FORM 1**

### **Hepatitis B Vaccination Declination**

I understand that due to my occupational exposure to blood or other potentially infectious materials I may be at risk of acquiring hepatitis B virus (HBV) infection. I have

been given the opportunity to be vaccinated with hepatitis B vaccine, at no charge to myself. However, I decline hepatitis B vaccination at this time. I understand that by declining this vaccine, I continue to be at risk of acquiring hepatitis B, a serious disease. If in the future I continue to have occupational exposure to blood or other potentially infectious materials and I want to be vaccinated with hepatitis B vaccine, I can receive the vaccination series at no charge to me.

Name: \_\_\_\_\_  
(printed name)

Department: \_\_\_\_\_

Signed: \_\_\_\_\_  
(Employee signature)

Date: \_\_\_\_\_

## **FORM 2**

### **Annual Evaluation and Review**

I have contacted the directors and managers of affected departments and conducted a review and evaluation of the City of Gulf Shores Bloodborne Pathogen Exposure Control Plan. The following actions are a result of that review and evaluation:

- No changes are being made as a result of the review and evaluation.
- Changes are being made to the Plan as a result of the review and evaluation.

Suggested changes are listed below. These changes will be discussed with the appropriate departments and with agreement will be incorporated into the ECP. Changes to the plan will result in a new plan being issued with the appropriate revision date. Add affected departments will be provided with copies of the revised plan.

Changes to ECP: (additional pages may be attached if needed)