

## COLCHESTER SCHOOL DISTRICT

### **POLICY: BLOODBORNE PATHOGENS**

**DATE ADOPTED:** September 3, 2019

### **PURPOSE**

The Colchester School District is committed to providing a safe and healthful workplace for our entire staff as well as free and appropriate education to all children. Bloodborne pathogens are infectious microorganisms present in blood that can cause disease in humans. Those exposed to bloodborne pathogens are at risk for serious or life-threatening illnesses. To ensure Colchester School District is a safe environment, the district has established a plan to reduce the risk of exposure to bloodborne pathogens, and/or potentially infectious materials. Furthermore, school personnel will respect the right to privacy of employees or students infected with bloodborne pathogens.

### **I. DEFINITIONS**

- A. Bloodborne Pathogens** are microorganisms that can cause diseases such as human immunodeficiency virus (HIV) and hepatitis B (HBV) and hepatitis C (HBC), which are spread through contact with infected blood or blood products.
- B. Occupational or Work-Related Exposure** means real or potential contact (skin, eye, mucous membrane) with blood or other potentially infectious materials that occur during the performance of one's duties.
- C. Universal Precautions** means preventing exposure to bloodborne pathogens by assuming all blood and bodily fluids may be potentially infectious and taking appropriate protective measures.

### **II. EXPOSURE CONTROL PLAN**

The district will maintain an Exposure Control Plan (ECP) to eliminate or minimize occupational exposure to bloodborne pathogens in accordance with OSHA standard 29CFR 1910.1030, "Occupational Exposure to Bloodborne Pathogens." This ECP will include how the district implements best practice and will provide a training plan. The ECP is accessible to all employees, through the district website as well as through each building principal and building nurse.

#### **A. Topics Covered**

The ECP is a key document to assist the district in implementing and ensuring compliance with the standard, thereby protecting employees. The ECP includes:

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 Date Warned: August 15, 2019  
 First Reading: August 20, 2019  
 Second Reading: September 3, 2019

1. Determination of employee exposure.
2. Implementation of various methods of exposure control, including:
  - a. Universal Precautions
  - b. Engineering and work practice controls
  - c. Personal protective equipment
  - d. Hepatitis B vaccination
  - e. Post-exposure evaluation and follow up
  - f. Communication of hazards to employees and training
  - g. Recordkeeping

#### **B. Management and Dissemination**

The Colchester School District Nursing Supervisor will manage the ECP and will ensure proper adherence. The ECP will be reviewed and updated as needed on an annual basis. Training will be offered to all school district employees upon hiring and yearly thereafter.

### **III. INDIVIDUALS LIVING WITH HIV, AIDS OR HEPATITIS-B**

#### **A. Students**

School personnel will respect the right to privacy of the individual student. Knowledge that a student is infected with AIDS or the Hepatitis-B virus will be confined to those persons with a direct need to know. In consultation with the student and their parents or guardians, such persons will be provided with appropriate information concerning any necessary precautions and will be made aware of the confidential nature of this information.

Based upon individual circumstances, including those discussed below, special programming may be warranted. Special education services will be provided only on the basis of the student's eligibility as determined by the school's Basic Staffing Team and supported by district administrators. Infected students pose a risk of transmission to others under the following circumstances: if the student lacks toilet training, the student has open sores that cannot be covered, or the student demonstrates behaviors (e.g. biting) which could result in direct inoculations of potentially infected body fluids into another's bloodstream. Following a discussion with the student and their parents or guardians, if any of these circumstances exist, appropriate medical personnel will determine whether a significant risk of transmission exists. If it is determined that such a risk exists, the student will be removed from the classroom.

If an infected student is removed from the classroom for any reason, the school will develop, within 10 school days, either an appropriate school program adjustment or an appropriate alternative education program. When appropriate medical personnel determines that the student no longer presents a risk to others, they may return to the classroom. The removal of an infected student from normal school attendance will be reviewed by the appropriate personnel at least once a month to determine whether the condition precipitating the removal has

changed. A student with AIDS or a milder immunodeficiency associated with the AIDS virus may need to be removed from the classroom for their own protection when cases of infectious diseases are occurring in the school population. This decision will be made by the student's physician and parent/guardian in consultation with school district medical personnel.

**B. Employees**

There is no known risk of transmission of AIDS or Hepatitis-B from school employees to students or co-workers under usual circumstances in the school setting. Such infection is known to be spread by sexual contact with infected persons, injection of contaminated blood or blood products, and by perinatal transmission. School employees known to be infected will not be restricted from work or the use of school facilities based on this finding. Equipment contaminated with blood or other body fluids of any worker will be cleaned with soap and water or detergent. Disinfection practices discussed in the policy for students infected will apply here as well.