

## BLOODBORNE PATHOGENS

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### I. PURPOSE

GTC has established this written exposure-control plan, in accordance with 29CFR 1910.1030, for employees who may occasionally come in contact with, handle or dispose of potentially infected blood and other potentially infectious materials. The hazard of exposure to infectious materials affects employees in many types of employment and is not restricted to the healthcare industry. This program includes requirements for personal protective equipment, housekeeping procedures, training, exposure reporting and recordkeeping.

### II. RESPONSIBILITIES

A company representative shall manage the bloodborne pathogens exposure-control program and maintain records pertaining to it. Management shall ensure proper adherence to the program through periodic audits. Since there is no population that is risk free for HIV, HBV, or other bloodborne disease infection, any employee who has occupational exposure to blood or other potentially infectious material shall be included within the scope of this plan.

### III. DEFINITIONS

- A. **“Biologically hazardous conditions”** means equipment, containers, rooms, materials, experimental animals, animals infected with HBV or HIV virus, or combinations thereof that contain, or are contaminated with, blood or other potentially infectious material.
- B. **“Bloodborne pathogens”** means pathogenic microorganisms that are present in human blood and can cause disease in humans. These pathogens include, but are not limited to, hepatitis B virus (HBV) and human immunodeficiency virus (HIV).
- C. **“Contaminated,”** means the presence or the reasonably anticipated presence of blood or other potentially infectious material on an item or surface.
- D. **“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.
- E. **“Exposure Incident”** means a specific eye, mouth, other mucous membrane, non-intact skin, or parenteral contact with blood or other

potentially infectious material that results from the performance of an employee's duties.

- F. **“Personal Protective Equipment – PPE”** means specialized clothing or equipment that is worn by an employee to protect him or her from a hazard. General work clothes, such as uniforms, pants, shirts, or blouses, which are not intended to function as protection against a hazard, are not considered to be personal protective equipment.
- G. **“Regulated waste”** means any of the following:
1. Liquid or semi liquid blood or other potentially infectious material.
  2. Contaminated items that would release blood or other potentially infectious material in a liquid or semi liquid state if compressed.
  3. Items that are caked with dried blood or other potentially infectious material and which are capable of releasing these materials during handling.
  4. Contaminated sharps.
  5. Pathological and microbiological waste that contains blood and other potentially infectious material.
- H. **“Standard operating procedures”** means any of the following that address the performance of work activities so as to reduce the risk of exposure to blood and other potentially infectious material:
1. Written policies.
  2. Written procedures.
  3. Written directives.
  4. Written standard operating procedures.
  5. Written protocols.
  6. Written systems of practice.
  7. Elements of an infection control program.
- J. **“Universal precautions”** means a method of infection control that treats all human blood and other potentially infectious material as capable of transmitting HIV, HBV, and other bloodborne pathogens.

#### IV. EXPOSURE DETERMINATION

It has been determined that all GTC employees may occasionally be exposed to hazards of bloodborne pathogens while performing certain jobs or tasks at this place of employment. These employees are covered under the provisions of OSHA Bloodborne Infectious Diseases standard and this exposure control plan.

## V. EXPOSURE CONTROL PROCEDURES

In all circumstances, Universal Precautions, as recommended or defined by the Centers for Disease Control (CDC) and/or OSHA, will be observed in order to prevent contact with blood and other potentially infectious materials, unless they interfere with the proper delivery of healthcare or would create a significant risk to the personal safety of the worker.

An employee's decision not to use PPE is to be made on a case-by-case basis and must have been by legitimate and truly extenuating circumstances. In such cases, no citations by authorities should be issued when the employee temporarily and briefly abandons the use of PPE.

This does not relieve GTC of the responsibility to ensure that PPE is accessible. GTC shall investigate and document why PPE was not used in each case and evaluate the circumstances surrounding the incident to reduce the likelihood of a future (unprotected) incident.

## VI. ENGINEERING CONTROLS

Management shall be responsible for inspection and maintenance of glove boxes, sharps containers, or other materials, if any, used to effectively isolate and contain infectious spatters, splashes, mists, and aerosols of blood or other potentially infectious materials.

## VII. GENERAL WORK PRACTICES

- A. Management shall ensure that applicable employees are trained in work practices, universal precautions, the use of personal protective equipment, and proper cleanup and disposal techniques.
- B. Management shall ensure that PPE is accessible and where necessary, provide resuscitation equipment and other ventilation equipment to eliminate the need for direct mouth-to-mouth contact for employees whose jobs would require them to perform resuscitation.
- C. Do not eat, drink, smoke, handle contact lenses, apply cosmetics or lip balm in areas where bloodborne pathogens are possible.
- D. Wear disposable latex or vinyl gloves if you have cuts, abrasions, chapped hands, dermatitis or similar conditions or if examining a person with an open skin wound and active bleeding, or when handling blood, blood products, or body secretions. Gloves provide a barrier, but neither vinyl nor latex gloves are completely impermeable.

- E. In extreme circumstances, wear gowns, aprons whenever there is a possibility that bodily fluids could splash on an employee.
- F. Perform procedures involving blood and other potentially infectious materials in such a manner that will minimize splashing or spraying.
- G. Wear protective clothing if entering a work area where potentially infectious materials are handled or present.
- H. Wash your hands as soon as possible after handling potentially infectious materials, and after removing protective clothing and equipment. If hand-washing facilities are not available, antiseptic hand cleaners are to be used. This is only an interim measure. Employees are to wash hands at the first opportunity to do so.
- I. Remove all protective equipment when leaving the work area and, if the equipment is contaminated, place it in a proper storage container for washing, decontamination or disposal.
- J. Remove contaminated clothing before entering other work areas or before going home at the end of a workday.

## EMPLOYEE HEPATITIS B DECLINATION FORM

### STATEMENT:

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.

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Signature

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Date

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Witness

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Date