

Bloodborne Pathogens

This section was included to explain the policies and procedures for protection against occupational exposure to Hepatitis B Virus (HBV) and Human Immunodeficiency Virus (HIV). In response to an advisory notice from the Kansas Department of Human Resources and the Governor's Office, the Lawrence Campus has established formal policies and procedures for all faculty, staff and student employees concerning steps recommended to reduce the risk of exposure to bloodborne pathogens. It is the intent of this training program to explain the following:

- Assignment of all employees to one (1) of three (3) categories for potential exposure, Category I, II or III.

A Category I employee performs tasks that involve exposure to blood, body fluids or tissue. A Category II employee normally performs tasks that do not involve exposure to blood, body fluids or tissue; however, their work may require the unplanned performance of such tasks. A Category III employee does not perform tasks that require contact with blood, body fluids or tissue.

- Methods of potential transmission.

Both HBV and HIV can be transmitted by the following body fluids, including: Blood, Semen, Vaginal Secretions, Saliva (HBV only if blood is visible*), Vomitus (HBV only if blood is visible*), * Protection may be required by certain departments.

Transmission occurs when any of these body fluids comes in contact with a mucous membrane (eyes, mouth, nose or genitals) or non-intact skin. Transmission can also occur through punctures by sharp objects such as needles, broken glass, etc., which have any of the above listed body fluids on them.

Despite similarities in modes of transmission, the risk of HBV infection far exceeds that for HIV infection.

- Methods of Protection.

Category I employees will receive the series of HBV immunizations. The shots will be given at Watkins Health Center.

Category I employees and Category II employees who could come in contact with blood or body fluids must be provided with and utilize barrier protection equipment that is appropriate to work tasks performed (SOP's). This protection may include disposable latex or reusable rubber gloves, disposable gowns, disposable face masks, or foot protection. Face masks and gowns should be worn, particularly, if there is the potential for splattering or splashing of

blood or body fluid. Wash hands thoroughly and frequently.

- Actions To Take When a Person is Exposed To Blood or Body Fluids In The Performance of Work Tasks.

Stop what you are doing.

Remove contaminated clothing (disposable or otherwise) immediately. Non- disposable clothing should be placed in an approved bag and laundered (at university expense). Disposable clothing should be placed in an approved bag or container for disposal. Disposal suits will be provided for temporary use if an employee's regular clothing should become contaminated.

Wash the exposed skin area for two minutes with soap and water. If water is not immediately available, you may use hand cleaner, towelettes, etc. Then, when water is available, wash hands thoroughly.

Report the incident to your supervisor.

Any employee who has been exposed to blood or body fluids or suffers a wound as a result of contact with a sharp object or equipment that is contaminated should go to the Lawrence Memorial Hospital Emergency Room for treatment immediately (WITHIN TWENTY-FOUR (24) HOURS). The treatment may include the necessity to start the series of HBV inoculations. Again, it is imperative that treatment begin within twenty-four (24) hours of exposure.

- Action to Take With Contaminated Materials, Equipment or Disposable Clothing.

All contaminated materials, including sanitary napkins and tampons, equipment or disposable clothing must be placed in approved, marked bags or containers for proper disposal. Sharp objects, including needles, glassware, etc., must be placed in containers that will prevent injury to employees who are removing such material for disposal. If necessary, items, particularly those involving liquids, may need to be placed in double bags to reduce the possibility of leakage. Use appropriate barrier protection when handling contaminated materials. Spills should be cleaned using ten (10) percent chlorox solution or EPA approved* disinfectant (you would not want to use chlorox solution on carpet, upholstered furniture, etc.) If maintenance and service employees or non-laboratory personnel find blood or fluid contaminated materials, sharps (glass, syringes, etc.) in the trash or room, leave it alone. Contact laboratory personnel to have it removed. If laboratory personnel are not available or chose not to remove contaminated materials, contact the Environment, Health and Safety Office, 864-4089.

Supervisors of classified, unclassified and student employees are responsible for training employees in the bloodborne pathogen handling requirements. In particular, supervisors must enforce compliance by the employees with established standard operating procedures (work tasks) as they involve contact or the potential for contact with blood or body fluids, sharp objects or other contaminated equipment, management of contaminated clothing, use of barrier protective equipment, and the management of spills, leakage, etc.

Supervisors must provide appropriate barrier protection equipment and enforce the use of such equipment according to SOP's. Disposable replacement clothing must be readily available, particularly in areas where there is a risk of contamination and regular clothing must be removed if contamination occurs.

If training is provided related to bloodborne pathogen procedures, a record of such training must be kept in the departmental office and copies to Human Resources. Likewise, training conducted centrally by Human Resources or other providers will be recorded with copies to the department.

Supervisors must also take prompt action to deal with exposure to bloodborne pathogens. If barrier protection equipment and other precautions do not prevent direct contact with blood or body fluids, as listed above, the supervisor must require treatment of the employee at the Lawrence Memorial Hospital Emergency Room immediately, or at the latest, within twenty-four (24) hours of exposure to blood or body fluids. Treatment may include the need to start HBV inoculations unless the employee is a Category I type and has already had the HBV inoculations. Contact with vomitus or body fluids that do not contain visible blood does not require treatment at Lawrence Memorial Hospital. Wash the exposed area thoroughly and remove contaminated barrier protection equipment or clothing (and launder) as a precaution. Lawrence Memorial Hospital will conduct post exposure counseling.

Such exposure must also be reported to Human Resources as quickly as possible. Exposure to bloodborne pathogens that results in medical treatment necessitates handling this situation just as you would any other occupational injury or illness. Call the incident in on the accident reporting hot-line (913) 296-0827 and complete an accident report form.

* Lists of approved disinfectants are available in the Environment, Health & Safety Dept., at 864-4089.

Employees must adhere to bloodborne pathogen program requirements at all times. Employees must also wear necessary barrier protective equipment, follow prescribed disposal procedures, report any possible or actual exposure to your supervisor immediately and request appropriate medical treatment (go to Lawrence Memorial Hospital within twenty-four (24) hours of exposure).