

BLOOD-BORNE PATHOGENS - EDUCATION, PREVENTION AND TREATMENT (BP2750)

The San Luis Obispo County Community College policy for Hepatitis B Virus (HBV), Hepatitis C Virus (HCV) and Human Immunodeficiency Virus (HIV) Education, accommodations of persons with HBV, HCV and HIV and blood-borne pathogens exposure control is consistent with current recommendations of the Centers for Disease Control (CDC), California Community Colleges, and California Code of Regulations, Title 8 (CAL-OSHA). These recommendations state that all students and employees will:

1. Consider all blood and body fluids as potentially infected with, HBV, HCV, HIV and/or other blood-borne pathogens.
2. Adhere rigorously to exposure control procedures to minimize the risk of exposure and prevent the spread of infection.

Managers in programs determined by the District to have the potential for occupational exposure to blood-borne pathogens must develop and implement procedures designed to prevent exposure to blood and body fluids, protect the rights of persons with HBV, HCB, and HIV and create an informed campus community. The guidelines must be consistent with the San Luis Obispo County Community College District "Blood-borne Pathogens Standard Exposure Control Plan" (revised 10/02) and related guidelines, and be applicable to faculty, staff and students in each of the identified units.

The plan and guidelines are accessible in the Public Safety Office.

(Approved: 2/7/90)(Revised: 11/3/93, 8/6/03)

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Guidelines to implement this policy are available in the office of the Coordinator of Health Services. The Coordinator of Health Services will perform an annual review of the guidelines.

CUESTA COLLEGE GENERAL GUIDELINES FOR HEPATITIS B VIRUS (HBV), HEPATITIS C VIRUS (HCV), AND HUMAN IMMUNODEFICIENCY VIRUS (HIV/AIDS) EDUCATION

Accommodation of persons with HBV, HCV and HIV and exposure to blood and body fluids.

A. HBV, HCV, and HIV Education

1. All employees will be given the opportunity to receive an annual educational update about prevention of blood-borne diseases, treatment of persons with HBV, HCV, HIV and exposure control of blood-borne pathogens. It is suggested that each unit or division provide educational opportunities for staff at regularly scheduled Workplace Injury and Illness Prevention Safety meetings. This can be done by accessing the on-line training site at <http://www.slosipe.org>.
2. It is the responsibility of Human Resources staff to identify positions with the potential for exposure to blood-borne pathogens and to facilitate training. Refer to the San Luis Obispo County Community College District Blood-Borne Pathogens Standard Exposure Control Plan, in the Public Safety Office.
3. Student oriented HBV, HCV, and HIV Education forums and/or multimedia educational resources will be provided to students annually and faculty and staff in appropriate College programs. The Health Center, Student Life and Leadership/Associated Students of Cuesta College will collaborate to provide forums and resources.

4. Food service personnel shall receive annual education in universal precautions and the appropriate barrier precautions to prevent contamination of food sources with blood and body fluids. It is the responsibility of the food service contractor to provide appropriate training and education for their employees.
5. Regular College or community service classes in Cardio-Pulmonary Resuscitation (CPR), should follow the American Heart/American Red Cross guidelines and Centers for Disease Control (CDC) recommendations. These guidelines shall be followed by all instructors who teach CPR.

B. Accommodations of Persons With HBV, HCV and HIV/AIDS

1. An individual with a diagnosis of HBV, HCV and/or HIV/AIDS may not be denied employment, enrollment for instruction, or participation in curricular or extracurricular activities, as long as the individual is able, with appropriate accommodations, to perform in accordance with established standards. Nor may any such person be denied any benefit or service to which they are otherwise entitled.
2. No individual may be required to answer questions about whether he/she has HBV, HCV and/or HIV/AIDS as a condition of employment or enrollment.
3. The medical records of a student or employee are confidential and such information may not be released without the written consent of the individual.
 - a. There is no medical necessity to advise co-workers or students of the presence of a person who has HBV, HCV and/or HIV/AIDS. Refusal to work with a person who has HBV, HCV and/or HIV/AIDS should not be allowed to excuse an employee from fulfilling assigned responsibilities except in the case of pregnancy. (A.D.A. 1990) (AIDS Policy Resource for Community Colleges, 1988)
 - b. Pregnant health care workers are not known to be at greater risk of contracting HBV, HCV and HIV infection than health care workers who are not pregnant. However, if a health care worker develops HBV, HCV and/or HIV infection during pregnancy, the infant is at risk of infection resulting from perinatal transmission. Because of this risk, pregnant health care workers should be especially familiar with and strictly adhere to precautions to minimize the risk of, HBV, HCV, and HIV transmission (CDC MMWR, August 21, 1988, October 16, 1998.)
4. Persons with HBV, HCV and/or HIV/AIDS shall not be denied equal access to student centers, cultural or athletic events, dining areas, gymnasiums, swimming pools, recreation facilities or other common areas.
5. Persons with HBV, HCV and/or HIV/AIDS shall be given assistance in terms of referral service in order to obtain appropriate medical care and counseling. Students or employees with concerns or fears about HBV, HCV and HIV/AIDS shall be provided with counseling and a referral for voluntary testing.

6. Child care centers and other similar programs should follow the guidelines developed by the Centers for Disease Control for education and foster care of children with HBV, HCV and HIV/AIDS.
7. Institutional policies on sick leave, leaves of absence, disability insurance, and all other personnel policies shall be applied to those with HBV, HCV and/or HIV/AIDS in the same manner as for any other employee with a disability or illness.
8. Case-by-case decisions shall be made with competent medical advice regarding the participation of students with HBV, HCV and/or HIV/AIDS in intramural or varsity sports. Athletic department-employees shall be aware of procedures for dealing with blood spills that may result from athletic injuries.

C. Blood-borne Pathogen Standards & Exposure Control Plan

EMPLOYEES

All employees occupationally at risk for exposure to blood and body fluids must use appropriate barrier precautions (personal protective equipment) to prevent exposure and transmission of blood-borne diseases. All employees are required to minimize or eliminate splashing, spraying, or other actions, which generate droplets of infectious material.

Definition: Occupational exposure means reasonable anticipated skin, eye, mucous membrane, or parenteral contact with blood or other potentially infectious materials that may result from the performance of duties (CAL- OSHA 5193, 2002).

1. Immediately following any contact of body areas with any blood or body fluids, wash hands and any other exposed skin with soap and water for 10 to 15 seconds or use antibacterial non-soap washes (gels) if in an area that does not have running water. Flush exposed mucous membranes with water.
2. The employee should notify his/her supervisor immediately. If after hours call the evening administrator who shall arrange for immediate medical attention. The supervisor will make immediate contact with Human Resources on the next regularly scheduled workday.
3. It is the responsibility of the supervisor/evening administrator to complete a Blood-borne Pathogen Exposure Incident Investigation Form within twenty-four (24) hours and forward a completed report to the Director Human Resources and a copy to the Director of Public Safety.
4. The employee is referred to the District's work related panel physician, or his/her private physician to receive a confidential medical evaluation or to an emergency department of a local hospital within two (2) hours of an exposure.
5. Following a report of an exposure, the employer shall make immediately available to the exposed employee a confidential medical evaluation and follow-up, including at least the following elements:
 - a. Documentation of the route(s) of exposure, and the circumstances under which the exposure incident occurred;

- b. Identification by name and documentation of the source individual, unless the employer can establish that identification is not feasible or prohibited by state or local law.
6. The source individual's blood shall be tested as soon as feasible after consent is obtained in order to determine HBV, HCV and/or HIV infectivity. If consent is not obtained, the employer shall establish that legally required consent cannot be obtained. When the source individual's consent is not required by law, the source individual's blood, if available, shall be tested and the results documented.
7. When the source individual is already known to be infected with HBV, HCV and/or HIV, testing for the source individual's known HBV, HCV and/or HIV status need not be repeated.
8. Results of the source individual's testing shall be made available to the exposed employee, and the employee shall be informed of applicable laws and regulations concerning disclosure of the identity and infectious status of the source individual.
9. Collection and testing of blood for HBV, HCV and HIV serological status;
 - a. The exposed employee's blood shall be collected as soon as feasible and tested after consent is obtained.
 - b. If the employee consents to baseline blood collection, but does not give consent at that time for HIV serologic testing, the sample shall be preserved for at least ninety (90) days. If, within ninety (90) days of the exposure incident, the employee elects to have the baseline sample tested, such testing shall be done as soon as feasible.
 - c. Additional collection and testing shall be made available as recommended by the U.S. Public Health Service.
10. Post-exposure prophylaxis, when medically indicated, as recommended by the U.S. Public Health Service.
11. Counseling.
12. The employer shall make available the Hepatitis B Vaccine and vaccination series to all employees who have occupational exposure, and post-exposure evaluation and follow-up to all employees who have had an exposure incident.

STUDENTS:

1. All students enrolled in classes or programs involving preparation for health related occupations must use appropriate barrier precautions (personal protective equipment) to prevent exposure and transmission of blood-borne diseases. It is the responsibility of the supervising instructor to ensure that students have the appropriate personal protective equipment when involved in activities known to have the potential for exposure to blood and body fluids. Each unit manager will have policies addressing the use and provisions for appropriate personal protective equipment for students.

2. It is the responsibility of unit managers and faculty to ensure that community health-care agencies that provide field work experience to students have Exposure Control Plans consistent with CDC, CAL-OSHA California Code Regulations (Title 8) and applicable local public health guidelines.
3. Cuesta College Health Center and Health Occupation Education program managers will review the protocols annually to reflect current changes in state, federal and local exposure control guidelines.
4. Any student participating in classroom experiments or activities involving potential exposure to blood or body fluids must have a current written consent on file.
5. Immediately following any contact of body areas with blood or body fluids the student should wash his/her hands and any other areas of exposed skin with soap and water for 10 to 15 seconds or use antibacterial non-soap washes (gels) if in an area that does not have running water. Flush exposed mucous membranes with water.
6. The student should notify his/her supervising instructor immediately. It is the responsibility of the supervising instructor to notify the unit manager or if after hours the evening administrator
7. The student and the supervising instructor will complete an Exposure to Blood-borne Pathogens Incident Investigation Form within twenty-four (24) hours and forward the completed form to the Student Health Center and Public Safety.
 - a. The student must report to the Health Center to complete a Cuesta College Student Accident, Injury or Illness Report and receive appropriate referral and follow-up recommendations within one working day. A copy of the Cuesta College Student Accident, Injury or Illness Report will be forwarded to the Public Safety Office. If after hours, the supervising instructor should advise the student to seek a confidential medical evaluation within two (2) hours of an exposure from his/her private physician or the emergency department of a local hospital. It is the responsibility of the supervising instructor to notify the Student Health Center of the exposure within one working day.
8. Following a report of an exposure, the student will be advised to seek a confidential medical evaluation to determine percutaneous (skin penetration) exposure and follow-up including at least the following elements:
 - a. Documentation of the route(s) of exposure, and the circumstances under which the exposure occurred;
 - b. Identification and documentation of the source individual, unless the District can establish that identification is infeasible or prohibited by state or local law.
 1. The source individual's blood shall be tested as soon as feasible and after consent is obtained in order to determine HBV, HCV and/or HIV infectivity. If consent is not obtained, the District shall establish that legally required consent cannot be obtained. When the source individual's consent is not required by law, the source individual's blood, if available, shall be tested and the results documented.

2. When the source individual is already known to be infected with HBV, HCV or HIV, testing for the source individual's known HBV, HCV or HIV status need not be repeated.
 3. Results of the source individual's testing shall be made available to the exposed student, and the student shall be informed of applicable laws and regulations concerning disclosure of the identity and infectious status of the source individual.
- c. Collection and testing of blood for HBV, HCV and HIV serological status:
1. The exposed student's blood shall be collected as soon as feasible and tested after consent is obtained.
 2. If the student consents to baseline blood collection, but does not give consent at that time for HIV serologic testing, the sample shall be preserved for at least ninety (90) days. If, within ninety (90) days of the exposure incident, the student elects to have the baseline sample tested, such testing shall be done as soon as feasible.
 3. Additional collection and testing shall be made available as recommended by the U.S. Public Health Service.
- d. Post-exposure prophylaxis, when medically indicated, as recommended by the U.S. Public Health Services.
- e. Counseling.
9. Additional information about regulatory guidelines for exposures for students can be obtained from the Cuesta College Health Center with assistance of Health Center personnel or from the San Luis Obispo County Public Health Department.

References:

Chancellor's Office (1988, September.) AIDS Policies And Resources For Community Colleges. Sacramento, CA: California Community Colleges.

APIC Guideline For Handwashing and Hand Antisepsis in Health-Care Settings. American Journal Infection Control 23:251-269, 1995.

Centers For Disease Control And Prevention (June 29, 2001). Updated U.S. Public Health Services Guidelines for the Management of Occupational Exposures to HBV, HCV, and HIV and Recommendations for Postexposure Prophylaxis. Volume 50/No. RR-11 pp 1-43. Atlanta, Georgia.

CAL-OSHA California Code of Regulations Title 8 Section 5193 (current 2002). Blood-Borne Pathogens. pp 1-20.
<http://www.slosipe.org>
<http://www.cdc.gov/hiv/pubs/guidelines.htm>
<http://www.cdc.gov/mmwr/PDF/rr/rr5011.pdf>
<http://www.dir.ca.gov/title8/5193.html>
<http://www.slohepc.org/project/project.htm>

SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

EXPOSURE TO BLOOD-BORNE PATHOGENS INCIDENT INVESTIGATION FORM

PLEASE COMPLETE WITHIN TWENTY-FOUR (24) HOURS OF EXPOSURE - INCLUDE DETAILS

EMPLOYEE STUDENT NAME: _____

PHONE: _____ INCIDENT DATE: _____ TIME: _____

LOCATION INCIDENT OCCURED: _____

OTHERS EXPOSED? YES (*If yes, please provide names & phone numbers*) NO

1. Potentially infectious materials involved (type and source):

2. Cause of Incident: (accident, equipment malfunction, etc.)

3. Personal Protective Equipment Being Used:

4. Actions Taken: (decontamination, clean-up, reporting, etc.)

5. Recommendations for avoiding repetition of incident:

EMPLOYEE: Original to Human Resources
 Copy to Public Safety Office

STUDENT:

Original to Student Health Center

Copy to Public Safety Office

Blood-Borne Pathogens Checklist

POST-EXPOSURE EVALUTION & FOLLOW-UP CHECKLIST

EMPLOYEES:

In the event of exposure to blood and body fluids:

_____ Immediately wash hands and other areas of exposed skin with soap and water or anti-bacterial non-soap wash/gel if no access to running water. Flush exposed mucous membranes with water.

_____ Notify supervisor immediately or if after hours call the evening administrator at 235-8677.

_____ Supervisor notifies the Public Safety Office.

_____ Emergency care recommended.

Accepted: Yes No

_____ Employee is advised to seek medical evaluation within two (2) hours of an exposure from either the District's work related injury panel physician or his/her private physician or an emergency department at a local hospital.

_____ Exposure to Blood-borne Pathogens Incident Investigation Form is completed within twenty-four (24) hours and forwarded to Human Resources and Public Safety. If exposure is in the evening or on a weekend the twenty-four (24) hour timeline still applies.

_____ Director of Public Safety review of timeline and process with person exposed.

Blood-Borne Pathogens Checklist

POST-EXPOSURE EVALUTION & FOLLOW-UP CHECKLIST

STUDENTS:

In the event of exposure to blood and body fluids:

_____ Immediately wash hands and other areas of exposed skin with soap and water or anti-bacterial non-soap wash/gel if no access to running water. Flush exposed mucous membranes with water.

_____ Notify supervising instructor immediately.

_____ Emergency care recommended.

Accepted: Yes No

_____ Student and supervising instructor will complete an Exposure to Blood-borne Pathogens Incident Investigation Form within twenty-four (24) hours and forward completed form to the Student Health Center and Public Safety.

_____ Student reports to Student Health Center within two (2) hours to complete a Report of Accident, Injury or Illness form and receives referrals and follow-up recommendations within one working day.

_____ If after hours, supervising instructor advises student to seek medical evaluation within two (2) hours of an exposure from his/her private physician or an emergency department at a local hospital.

_____ Supervising instructor notifies Student Health Center of the exposure within one working day.

_____ Student Health Center reviews timeline and process with person exposed.