



Southington Public Schools Southington, Connecticut

Bloodborne Pathogens Employee Training

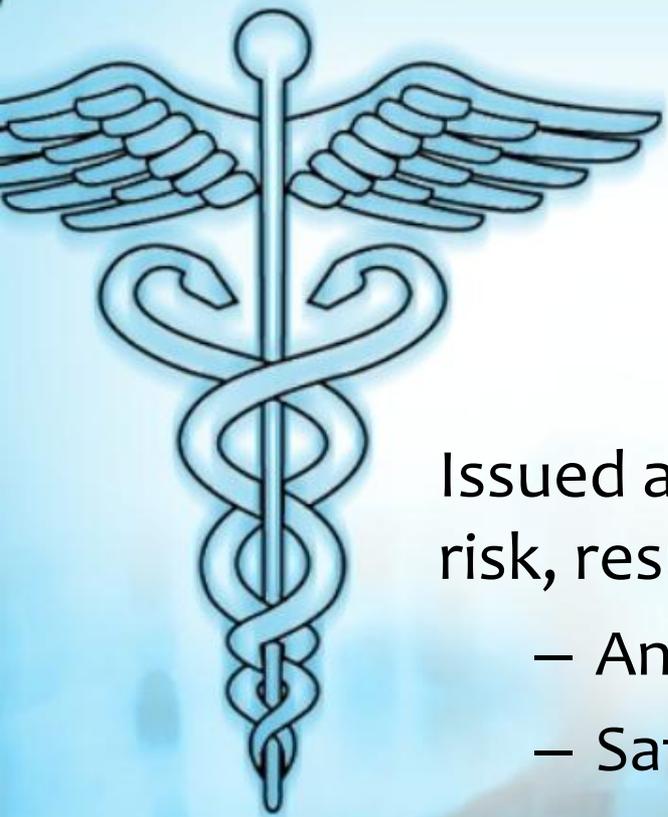
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Training Plan



Mandatory annual training shall include the following:

- The OSHA standard for bloodborne pathogens
- Modes of transmission
- Exposure Control Plan
- Procedures which might cause exposure to blood or other potentially infectious materials (OPIM)
- Control methods to control exposure to blood or OPIM
- Personal protective equipment available in the district
- Signs / labels used in the district
- Epidemiology and symptomatology
- Hepatitis B vaccine program in the district
- Post exposure evaluation and follow-up

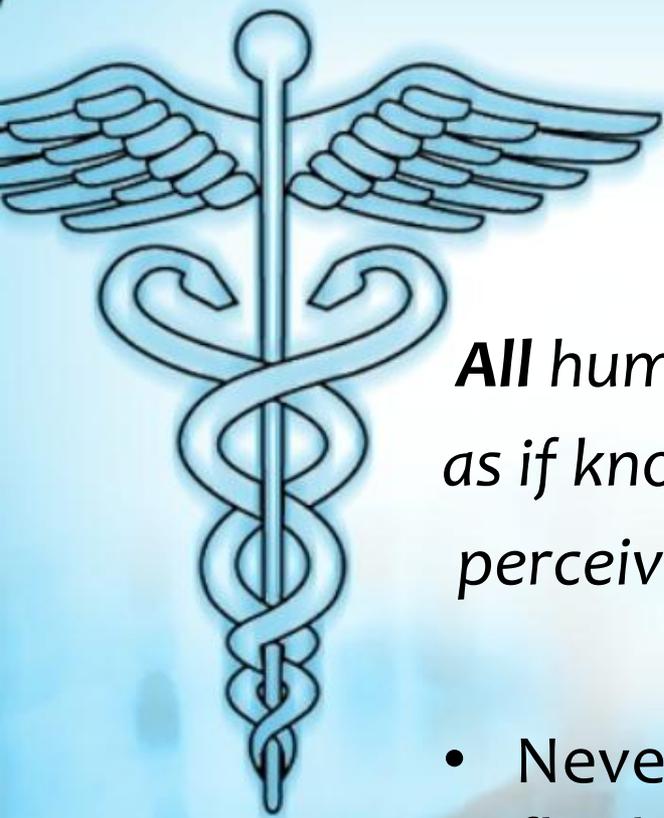


OSHA

Occupational Safety and Health Administration

Issued a standard to reduce or eliminate health risk, resulting in:

- Annual training of employees
- Safe workplace environment
- Exposure Control Plans



Universal Precautions

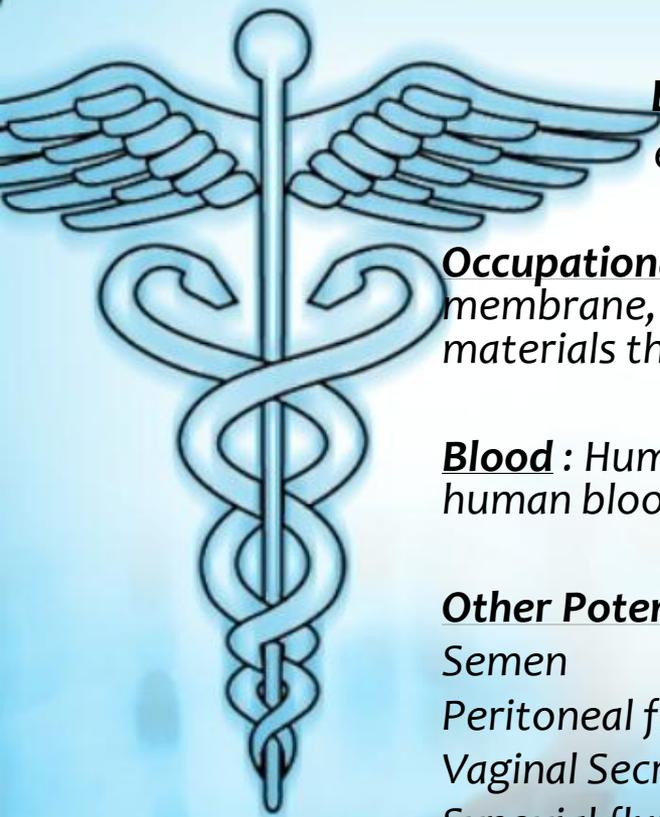
All human blood and body fluids are treated as if known to be infectious, regardless of the perceived status of the source individual.

- Never touch another person's blood or body fluids without using gloves!
- Use Universal Precautions Kits – (Gloves, Gauze, Antibacterial Pad)
- Wash your hands with soap & water!



Bloodborne Pathogens (BBP)

- Infectious materials in human blood and body fluids that can cause disease in humans.
- Exposure can result in serious illness or death.
- Anyone can unknowingly harbor a BBP
- Bloodborne diseases include:
 - HBV – Hepatitis B Virus
 - HCV – Hepatitis C Virus
 - HIV – Human Immunodeficiency Virus



BBP standard applies to all employees who have occupational exposure to blood or other potentially infectious materials.

Occupational Exposure : “Reasonably anticipated skin, eye, mucous membrane, or parenteral contact with blood or other potentially infected materials that may result from the performance of the employee’s duties.”

Blood : Human blood, human blood components, and products made from human blood.

Other Potentially Infectious Materials :

Semen

Peritoneal fluid

Vaginal Secretions

Synovial fluid

Any body fluid contaminated with blood

Amniotic fluid

Saliva in dental procedures

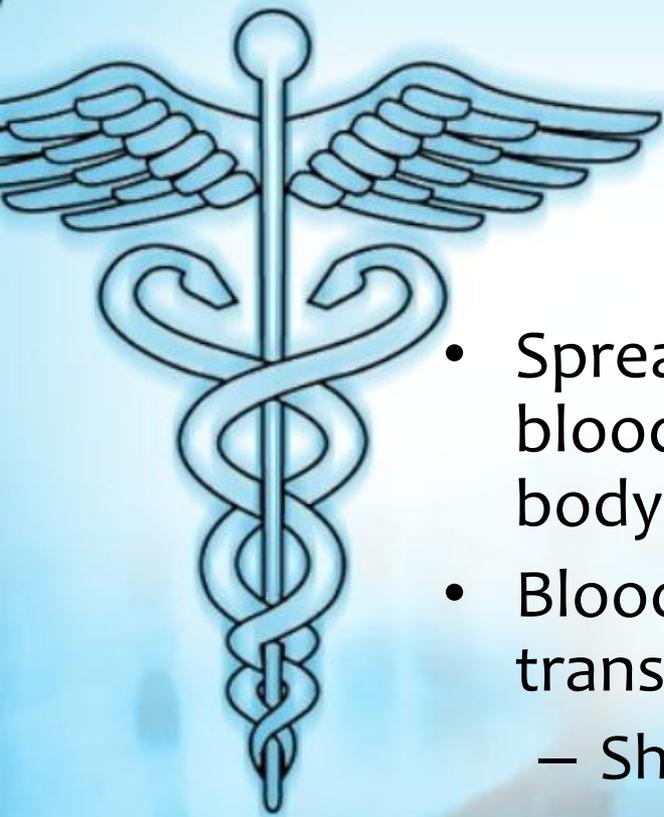
Cerebrospinal fluid

Pleural fluid

Pericardial fluid

Regulated Waste :

- Liquid or semi-liquid blood or other potentially infectious material
- Contaminated items that would release blood/other potentially infectious materials in a liquid/semi liquid state if compressed including sharps (needles, broken glass, other items that can penetrate the skin)
- Items caked with dried blood or other potentially infectious materials and are capable of releasing these materials during handling



Transmission

- Spreads most easily through contact with blood, semen, vaginal secretions and other body fluids and tissue with visible blood.
- Bloodborne viruses are most commonly transmitted by:
 - Sharing needles to inject drugs.
 - Having unprotected sex with an infected person.
 - Transmitting the virus from mother to unborn child during pregnancy.



- Indirect Transmission
 - Open cuts and nicks
 - Skin abrasions
 - Dermatitis
 - Acne
 - Mucous membranes of eyes, nose or mouth



Standard Precautions

- Treat **all blood and body fluids** as potentially infectious.
- Critical because it is impossible to tell who is infected with HBV or HIV by appearances.
- Many people have no knowledge or symptoms of their disease.



Southington Public Schools Exposure Control Plan

- Defines who is at risk
- Outlines procedures to minimize or eliminate exposures to blood- borne diseases
- Lists procedures to follow in event of exposure
- Located in the Main Office / Health Office of every school and building and on the SPS website under *Human Resources, Employee Health and Wellness*



Responsibilities

Employees are responsible for complying with the Exposure Control Plan, including, but not limited to the following:

- Participating in annual training
- Understanding and following universal precautions
- Promptly reporting exposure incidents
- Properly disposing of hazardous waste



Exposure Determination

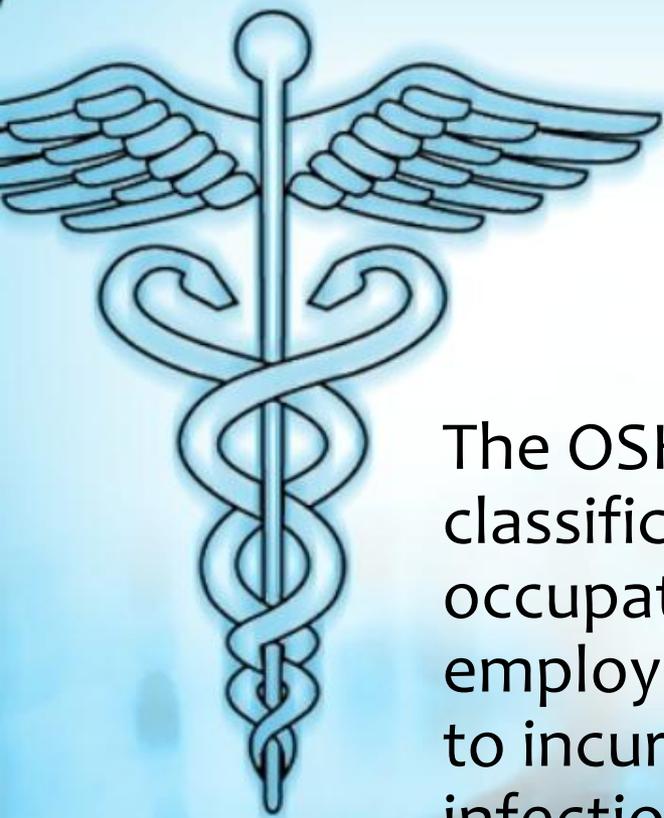
Category I

Tasks that involve direct exposure to blood, body fluids, or tissue. All procedures or other job related tasks that involve an inherent potential of mucous membrane or skin contact with blood, body fluids, or tissues, or a potential for spills or splashes of them, are Category I tasks. Use of appropriate protective measures will be required for every employee engaged in Category I tasks.



Category I Employees

- Nurses (including substitutes)
- Custodians (including substitutes)
- Coaches
- Athletic Trainers
- Maintenance employees
- Matrons



Category II Employees

The OSHA standard requires a listing of job classifications in which some employees have occupational exposure. Since not all the employees in this category would be expected to incur exposure to blood or other potentially infectious materials, a list of tasks and procedures that would cause these employees in these categories to have occupational exposure are found on the next page. The following are job classifications and associated tasks and procedures:



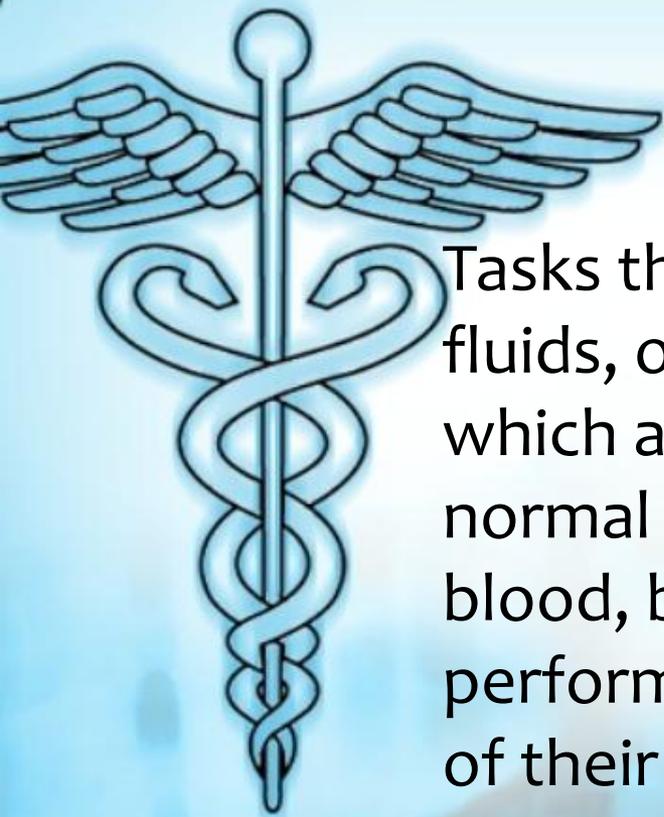
Category II Job Classification

- a) Teachers/Paraprofessionals
- b) All faculty and staff whose job description would require giving first aid to student, P.E teacher, Tech Ed teacher, etc.

Tasks/Procedures

When required to clean bodily fluids which may contain blood.

When required to clean bodily fluids which may contain blood.



Category III Employees

Tasks that involve no exposure to blood, body fluids, or tissues and other Category I Tasks, which are not a condition of employment. The normal work routine involves no exposure to blood, body fluids, or tissues. Persons who perform these duties are not called upon as part of their employment to perform or assist in emergency medical care or first aid or to be potentially exposed in some other way.

Category III employees include administrators, general faculty, office workers, secretaries, cafeteria workers.



Control Methods

- Personal protective equipment (PPE)
- Engineering controls
- Housekeeping
- Hepatitis B vaccine



PPE

- Gloves- any time contact with blood or other body fluids may occur
- Masks and eye protection- if there is any chance of splashing into the mouth nose or eyes
- Gowns, shoe covers- risk of splattering or spilling on clothes or skin
- CPR shields/Ambu bags



PPE - Gloves

Gloves should be removed **when they become contaminated or damaged or immediately after finishing the task.** You must follow a safe procedure for glove removal, being careful that no pathogens from the soiled gloves contact your hands.

Wash hands with soap and water as soon as you can after removing gloves.



Glove Removal:

- With both hands gloved, peel one glove off from top to bottom and hold it in the gloved hand.
- With the exposed hand, peel the second glove from the inside, tucking the first glove inside the second.
- Dispose of the entire bundle promptly.
- Never touch the outside of the glove with bare skin.
- Every time you remove your gloves, wash your hands with soap and warm running water as soon as you possibly can.



Engineering Controls

Devices that reduce employee risk by isolating or removing the hazard

Examples:

Sharps containers

Safety medical devices



Workplace Practice Controls

- Wash hands properly.
- Receive Hep B vaccine.
- Handle sharps in a safe manner.
- Properly dispose of infectious waste.
- Wear appropriate PPE.
- Clean all blood and bodily fluid spills promptly according to the Exposure Control Plan.
- Keep work surfaces and protective coverings clean.
- Trash may contain contaminated sharps and shards, so never push down with your hands and feet.



Personal Hygiene

- Don't keep food and drink in refrigerators, freezers or countertops where blood or other infectious materials are present.
- Minimize spattering, spraying and splashing when attending to an injured person.
- Eating, drinking, applying cosmetics, and handling contact lenses are prohibited in work areas where there is a reasonable likelihood of occupational exposure.
- Smoking is prohibited on school property.



WASH YOUR HANDS!

- Before and after touching someone or something potentially infectious or caring for someone who is sick
- Before touching food, eating, applying cosmetics, handling contact lenses
- After handling garbage/ potentially infectious material
- After using the bathroom
- After changing diapers or helping with toileting
- After removing gloves



Hand Washing Steps

- Use soap and warm running water for 20 seconds.
- Rub vigorously over all surfaces, including above your wrists and under fingernails.
- Rinse thoroughly and dry with a clean paper towel and discard.
- Use a clean paper towel to turn off the faucet and discard.



Regulated Waste Disposal

- Discard contaminated sharps in approved sharps containers
- Any broken glassware, which may be contaminated, will not be picked up directly with the hands. Mechanical means will be used to pick up broken glassware. Equipment used will be cleaned and disinfected upon completion of clean up.
- Employees who handle contaminated clothing will use personal protective equipment to prevent contact with blood or other potentially infectious materials.



Infection Control

Disinfect equipment and surfaces with approved disinfectant when....

- Surfaces become contaminated
- At the end of the work shift
- After any spill of blood or other potentially infectious material (OPIM)



Biohazard Symbols

These examples of biohazard symbols warn you that the container holds blood or other potentially infectious materials.





Bloodborne Pathogens

- Hepatitis B
- Hepatitis C
- HIV/AIDS



Hepatitis B

- Infection of the liver
- Can lead to cirrhosis, liver cancer and death
- 20% risk of infection with a contaminated sharp
- Virus can survive in dried blood up to 7 days
- Vaccine is available



Hepatitis B Symptoms

- Abdominal pain, joint pain
- Loss of appetite, nausea
- Jaundice (yellowing of skin and eyes)
- Fever
- Fatigue
- 30% have no symptoms
- Preventable



Hepatitis B Vaccine

- Recommended for all high risk category employees
- Offered by the Board of Education to employees who have been identified as having occupational exposure to blood or other potentially infectious materials
- 3 shots- initial , 1month, 6months
- Long-term immunity
- Decline - must sign OSHA waiver



Hepatitis C

- Most common chronic blood borne infection in US
- Causes liver damage, cirrhosis and liver cancer
- Leading reason for liver transplants
- 2% risk of infection by contaminated sharp
- No vaccine available



Hepatitis C Symptoms

- Same as Hepatitis B
- May occur within 2 weeks to many years
- Many people don't realize they are infected



HIV

- Attacks the body's immune system
- Unable to fight off other infections
- No vaccine and no cure
- Some infected people appear healthy for many years



HIV Symptoms

The following **may be** warning signs of advanced HIV infection:

- rapid weight loss
- dry cough
- recurring fever or profuse night sweats
- profound and unexplained fatigue
- swollen lymph glands in the armpits, groin, or neck
- diarrhea that lasts for more than a week
- white spots or unusual blemishes on the tongue, in the mouth, or in the throat
- pneumonia
- red, brown, pink, or purplish blotches on or under the skin or inside the mouth, nose, or eyelids
- memory loss, depression, and other neurological disorders

~CDC



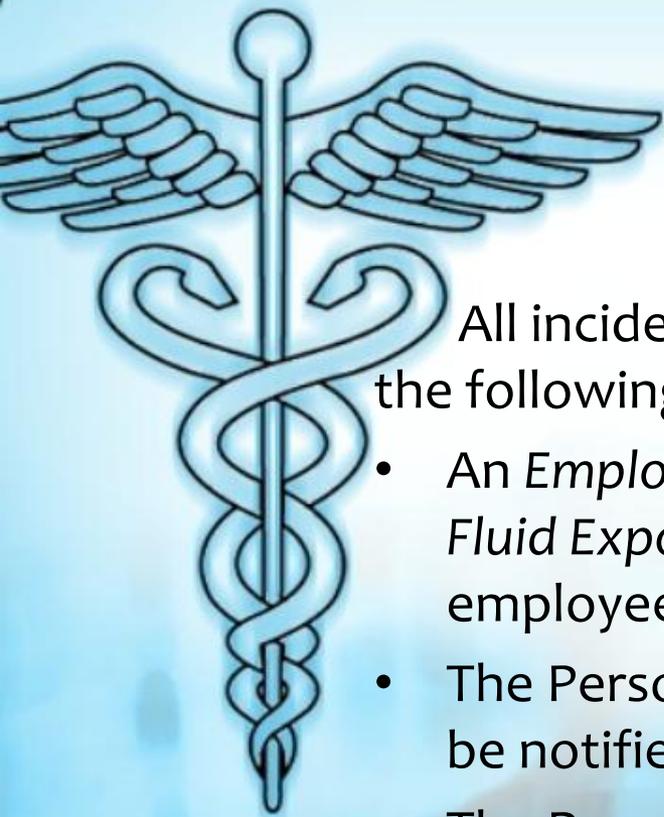
HIV Transmission

- Through sexual contact with an infected partner
- By sharing contaminated needles to inject drugs
- Neonatal - from infected mother to child
- Accidental occupational exposure



Exposure Procedures

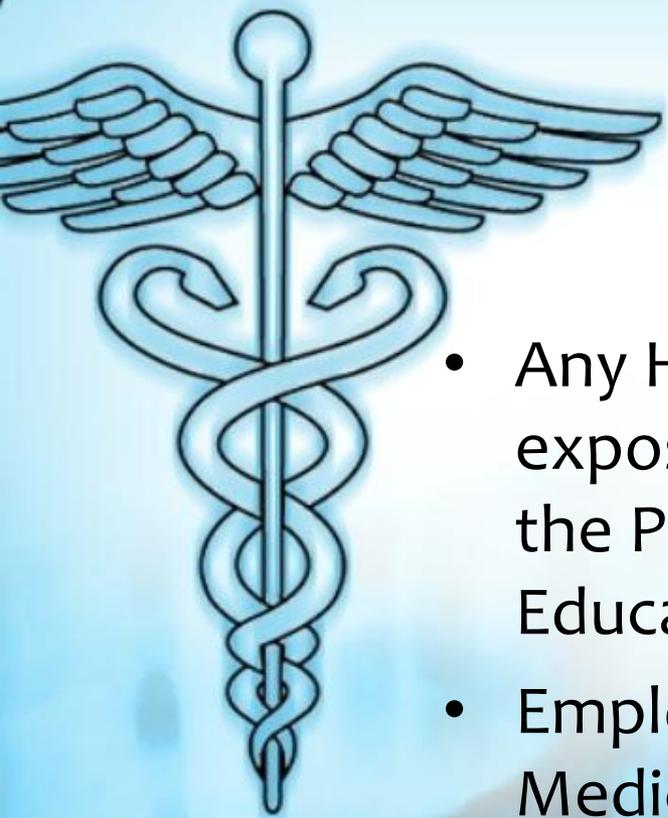
- Do not panic if you are exposed to blood or other body fluids.
- **Immediately wash the skin area with soap and water.**
- If blood or other potentially infectious material comes in contact with your eyes, immediately flush them with large amounts of clean, running water.
- Do not use caustic agents to clean contacted skin areas as they can damage the skin.
- Report the exposure incident to your administrator/school nurse so post-exposure evaluation can begin immediately.



Follow the SPS Exposure Control Plan

All incidents of employee exposure will be documented in the following manner:

- An *Employee Work Related Accident Form* and *Blood/Body Fluid Exposure Incident Report* will be completed by the employee and forwarded to the business office.
- The Personnel Manager and School Nursing Supervisor will be notified.
- The Personnel Office will keep records of employee exposure incidents.
- Documentation of the route(s) of exposure and the circumstances related to the incident will be noted.
- The employee will be referred for medical care and follow-up.
- The applicable confidentiality laws must be observed.



Personnel Office Referral

- Any Hepatitis B vaccine request or BBP exposure incident will be processed through the Personnel Office at the Board of Education.
- Employees will be referred to Concentra Medical Center or other designated emergency facility that will provide the Hepatitis B vaccine and health counseling.



Resources

- OSHA - United States Occupational Safety and Health Administration
- Southington Public School Bloodborne Pathogens Exposure Control Plan
- CDC - Centers for Disease Control and Prevention

A scenic landscape featuring a bright blue sky with white, fluffy clouds. A large, glowing, circular light effect is visible in the upper right quadrant. Below the sky, a dense forest of green trees is visible, with a few birds flying in the distance. In the foreground, a wooden dock extends into a body of water. The overall color palette is dominated by blues and greens.

"Prevention is better than cure."

~ Desiderius Erasmus



Signature Page

Please click on this [Survey Monkey link](#) that will take you to a short quiz and verification of your completed employee Bloodborne Pathogens (BBP) training.

See your school nurse with any questions regarding this training.