

**NORTH CAROLINA A&T STATE UNIVERSITY**  
**BLOODBORNE PATHOGEN PROGRAM**  
**(OSHA STANDARD 29 CFR 1910.1030)**

**I. SCOPE AND APPLICATION**

This program applies to all occupational exposure to blood or other potential infectious materials as defined by OSHA Standards 1910.1030(b).

A. **Blood:** Means human blood, human blood components, and products made from human blood.

B. **Bloodborne Pathogens:** Means pathogenic micro-organisms 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), THIS DEFINES 1910.1030(b).

C. **Occupational Exposure:** Means reasonably anticipated skin, eye, mucus membrane, or parental contact with blood or potentially infectious materials that may result from the performance of an employee's duties.

D. **Other Potentially Infectious Materials means:**

1. The following human body fluids, semen, vaginal secretions, cerebrospinal fluid, synovial fluid, pleural fluid, pericardial fluid, peritoneal fluid, amniotic fluid, saliva in dental procedures, any body fluid that is visibly contaminated with blood, and all body fluids in situations where it is difficult or impossible to differentiate between body fluids.
2. Any fixed tissue organ (other than intact skin) from a human (living or dead); and
3. HIV-containing cell or tissue cultures, organ cultures and HIV or HBV containing culture medium or other solutions, and blood, organs or other tissues from experimental animals infected with HIV or HBV.
4. **Parenteral** means piercing mucus membranes or the skin barrier through such events as needle sticks, human bites, cuts and abrasions.

**II. EXPOSURE CONTROL PLAN**

B. ALL UNIVERSITY EMPLOYEES WHO BY THE FOLLOWING DEFINITION ARE CATEGORIZED AS HAVING OCCUPATIONAL EXPOSURE OR POTENTIALLY HAVING OCCUPATIONAL EXPOSURE TO BLOODBORNE PATHOGENS AS DEFINED BY PARAGRAPH (1C) OF THIS DOCUMENT (SEE 1910.1030(B) DEFINITIONS, APPENDIX A) SHALL:

1. Participate in the University's infectious Control Program for the control of HIV and HBV viruses.
2. Attend annual training awareness workshops offered by the University for the Prevention of contracting and transferring the HBV and HIV virus.
3. Adhere to all work practices as required by 1910.1030 (d) (1) (2) (3) (4)- See Appendix A.
4. Be given the opportunity to voluntarily participate in an HBV vaccine program as defined by 1910.1030(f);
  - a. The employer shall make available the Hepatitis B vaccine and vaccine and vaccination series to all employees who have occupational exposure evaluation and follow up to all employees who have had an exposure incident.
  - b. The employer shall insure that all medical evaluations and procedures including the Hepatitis B vaccine and vaccination series and post exposure evaluation and follow up, prophylaxis is:
    - 1) Made available at no cost to the employee.
    - 2) Are carried out as mandated by 1910.1030 (f) Appendix A.

- c. As required by the OSHA Standard 1910.1030(d) work practice controls shall be used to eliminate or minimize employee exposure. In conjunction with this requirement, personal protective equipment (gloves, eye protection, Body suits, etc. shall be provided by the employer and worn appropriately by all personnel subject to exposure. Disregard of safe work practices may also lead to prompt dismissal from employment with the University.

All other work practices in the handling of blood or materials potentially infectious shall be performed in such a manner as to minimize and or eliminate contact with the body. (1010.1030(d) 2

Disposition/disposal of contaminated needles and other contaminated sharps shall be in keeping with standard recognized procedures as described in 1910.1030(d)(2)(vii)(A)(B). All sharps designated for disposal shall be secured work practice designates then as one of the exposure categories for HIV or HBV virus (Category I, II, or III) shall be required to receive orientation training for HIV or HBV infectious control by the University ARISA Office prior to beginning any job related assignment at the University. This training requirement shall appear in the position announcement qualified requirement.

#### **B. Exposure Determination and Classification:**

Exposure determination is defined by degree of exposure by which an employee would routinely be exposed to human blood, tissues, organs, body parts, etc., which would pose a potential exposure to infectious materials containing HIV and HBV viruses or any University research project utilizing HIV/HBV cultures.

#### **Category I:**

Tasks that involves exposure to blood, body fluids, or tissues. All procedures or other job-related tasks that involve an inherent potential for 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 should be required for every employee engaged in Category I tasks.

#### **Category II:**

Tasks that involve no exposure to blood, body fluids, or tissues, but employment may be require performing unplanned Category I Tasks the normal work routine involves no exposure to blood, body fluids or tissues but exposure or potential exposure may required s a condition of employment. Appropriate protective measures should be readily available to every employee engaged in Category II tasks.

#### **Category III:**

Tasks that involve no exposure to blood, body fluids, or tissues, and Category I tasks are not a condition of employment. The normal work routine involves no exposure to Blood, body fluids, or tissues (although situations can be imagined or hypothesized under which anyone, anywhere, might encounter potential exposure to body fluids). 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. Tasks that involve handling of implements or utensils, use of public or shared bathroom facilities or telephones and personal contacts such as handshaking are Category III Tasks.

#### **C. Job Classifications which pose potential exposure to HIV/HBV Virus:**

1. Health Care employees and faculty employees in the schools of Nursing and Agricultural Science and first aid respondents.
2. Police/Security employees.
3. Housekeeping staff assigned to health care and animal science biomedical research facilities.

#### **Departmental training requirements for the control of infectious bloodborne pathogens:**

Since occupational exposure probabilities are related to degree of work practices vis-vis confrontation with potentially infectious material, the level of prior training qualifying an employee for positions with the University which are categorized as Category I or II exposure levels, should be extremely scrutinized by the department chairs as well as the University Director of Safety and Health/ARISA Prior to hiring. Recognized deficiencies in training should be corrected prior to employment by the University.

**D. Tasks and procedures or groups of closely related tasks and procedures in which occupational exposure occurs.**

1. Inoculations, all blood screening procedures, physical exams requiring fluid/tissue cultures.
2. Emergency Response to medical/civil emergencies.
3. Removal/disposal of contaminated material and equipment.

**III. Housekeeping procedures mandated by the university regarding the Infectious control program**

**A. GENERAL: ALL WORK AREAS AFFECTED BY THIS PROGRAM SHALL BE MAINTAINED IN A CLEAN AND SANITARY CONDITION. ALL OF THE FOLLOWING PROCEDURES SHALL ALSO APPLY:**

1. All equipment and environmental and working surfaces shall be cleaned and decontaminated after contact with blood or other potentially infectious materials.
2. Contaminated work surfaces shall be decontaminated with an appropriate disinfectant after completion of procedures; immediately or as soon as feasible when surfaces are overly contaminated or after any spill of blood or other potentially infectious materials; and at the end of the of the work shift if the surface may become contaminated since the last cleaning.
3. All protective coverings such as plastics wrap, aluminum foil, or imperiously-backed absorbent paper used to cover equipment and environmental surfaces, shall be removed and replaced as soon as feasible when they become overly contaminated or the end of the work shift if they may have become contaminated during the shift.
4. All bins, pails, cans and similar receptacles intended for reuse which have a reasonable likelihood of becoming contaminated with blood or other potentially infectious materials shall be inspected and decontaminated on a regularly scheduled basis and cleaned and decontaminated immediately or as soon as feasible upon visible contamination.
5. Broken glassware that may be contaminated shall not be picked up directly with the hands. It shall be cleaned up using mechanical means such as a brush and dustpan, tongs, or forceps. Reusable sharps that are contaminated with blood or other potentially infectious materials shall not be stored or processed in a manner that requires employees to reach by hand into the containers where these sharps have been placed.

**IV. REGULATED WASTE**

**Regulated Waste is defined as:**

- All infectious blood, tissue, organs, equipment and material (containing bloodborne pathogens).
- Blood and body fluids in individual containers in volumes greater than twenty milliliters.
- Micro biological waste
- Pathological waste

North Carolina Department of Environment, Health and Natural Resources Solid Waste Division (15A NCAC 13B.

1200) is responsible for regulating the disposal of all medical waste in the State. The disposal of regulated medical waste at NCA&TSU shall be the responsibility of the Director of Safety and Health/ARISA. No regulated medical waste shall be disposed of without his/her authorization.

The disposal and handling of all medical waste conform with applicable procedures and as spelled out in OSHA Standard 1910.1030(d)(4).

#### **V. HIV AND HBV RESEARCH LABORATORIES AND PRODUCTION FACILITIES (1910.1030(e).**

Although currently there are not any going projects involving HIV AND HBV virus, in the event such projects may arise at the University in the future, the following guidelines pursuant to the OSHA Standard, are to be closely adhered to:

All research involving HIV or HBV virus is to be reported to the OSHA Office prior to actual research activities.

HIV and HBV research laboratories shall meet the criteria for the operation facilities as spelled out in 1910.1030(e), (See Appendix A0.

#### **VI. H-VAC Ventilation Systems unique to HIV and NBV Research facilities**

All H-VAC systems associated with HBV and HIV research facilities shall be designed according to OSHA Standard 1910.1030(e) (VI).

#### **VII. Reporting Requirements for exposure to HBV or HIV Virus**

Determined and suspected exposure to HBV or HIV virus where infection is considered probable should be reported to the OSHA office immediately. Employee confidentially in all cases of determined or suspected exposure shall be in accordance with OSHA Standard 1910.1030(f) (3) and 1910.1030(h) (l) as well as applicable state laws. All accidents involving the loss of blood or mishaps involving the splattering of blood where blood comes in contact with other persons should be documented and reported to the OSHA Office soon as possible.

#### **VIII. Inoculations**

Inoculations as mandated by 1910.1030(f) shall be carried out on a voluntary basis and offered and provided as requested by an employee in strict adherence to the standard.

When an employee declines to participate in the voluntary program for inoculation, the hepatic B Vaccination declination form (RMS 022), Appendix B must be completed and signed by the employee and filed appropriately. All medical files are confidential Information and shall not be made public without the written consent of the employee.

**APPENDIX B**

**North Carolina A&T State University  
ARISA**

**HEPATITIS B VACCINATION DECLINATION FORM**

As mandated by OSHA Standard, 1910.1030(f) (2), 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 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 myself.

Name \_\_\_\_\_ (Print/Type)

\_\_\_\_\_

Signature/Date

Department \_\_\_\_\_

Witness's \_\_\_\_\_

Signature /Date