

EAST STROUDSBURG AREA SCHOOL DISTRICT

SECTION: EMPLOYEES
TITLE: BLOOD BORNE PATHOGENS
ADOPTED: August 19, 2002
REVISED: September 20, 2021

314.1. BLOOD BORNE PATHOGENS	
1. Purpose	<p>The Board is committed to providing a safe, healthy environment for its students and employees. The purpose of this policy shall be to safeguard the health and well-being of students and employees while protecting the rights of the individual.</p> <p>This policy is based on current evidence that the HIV virus is not normally transmissible by infected individuals within the school setting, except as noted in this policy.</p>
2. Definitions	<p>HIV – Refers to the disease caused by the HIV or human immunodeficiency virus.</p> <p>AIDS - Acquired Immune Deficiency Syndrome.</p> <p>CDC – United States Public Health Service Center for Disease Control.</p> <p>Infected employee - Refers to employees diagnosed as having the HIV virus, including those who are asymptomatic.</p>
3. Authority	<p>This policy shall apply to all employees in all programs conducted by the school district.</p> <p>The Board directs that the established school district policies and procedures that relate to illnesses and other diseases among employees shall also apply to infected employees.</p>
35 P.S. 7601 et seq	<p>The Board shall not require routine screening tests for HIV infection in the school setting, nor will such tests be a condition for employment.</p>
4. Delegation of Responsibility	<p>The Superintendent or designee shall be responsible for developing and releasing information concerning HIV infection and infected employees.</p> <p>All school district employees shall maintain a respectful working climate and shall not participate in physical or verbal harassment of any individual or group, including infected employees.</p>

<p>5. Guidelines</p> <p>42 U.S.C. Sec. 12101 et seq P.L. 103-3 of 1993</p> <p>35 P.S. 7601 et seq</p>	<p>All employees shall be required to consistently follow infection control/universal precautions in all settings and at all times, including playgrounds and school buses. Employees shall notify the Superintendent, school principal, school nurse, or designated central contact of all incidents of exposure to bodily fluids and when an individual's health condition or behavior presents a reasonable risk of transmitting an infection.</p> <p>School principals shall notify school district employees, students and parents about current Board policies concerning HIV infection and shall provide reasonable opportunities to discuss the policy and related concerns.</p> <p><u>Assignment</u></p> <p>School district authorities shall determine the assignment of infected employees on a case-by-case basis.</p> <p>A Screening Team comprised of the Superintendent or designated central contact, school principal, immediate supervisor and/or school nurse, district physician, and including the employee and attending physician shall evaluate the assignment of the infected employee. Decisions shall be based on the employee's physical condition, type of interaction with others in the performance of job functions, and risks to the infected employee and others in the school setting.</p> <p>First consideration shall be given to maintaining the infected employee in the regular assignment. Any decision for an alternative placement must be supported by specific facts and data.</p> <p>The recommendation of the Screening Team shall be presented to the Board by the Superintendent. The Board shall approve all assignments and medical leaves of absences for infected employees.</p> <p>Infected employees whose employment is interrupted or terminated shall be entitled to available medical leave and medical disability benefits. Such employees shall be informed by the appropriate administrator of benefits, leave, and alternatives available to them through state and federal laws, school district policies, the collective bargaining agreement, and the retirement system.</p> <p><u>Confidentiality</u></p> <p>The Superintendent shall determine which school personnel will receive information about an infected employee. The number of individuals informed of an infected employee's status shall be kept to the minimum required to assure protection of the infected employee as well as the school population. Anonymity shall have high priority.</p>
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<p>OSHA Guidelines</p>	<p>All school district employees have a duty to preserve the confidentiality of all information concerning an infected employee. Serious consequences shall result from a breach of confidentiality by an employee.</p> <p>Information about infected employees in the school district shall not be disclosed to the general public, undesignated school employees or other groups without a court order or the informed, written, signed and dated consent of the infected employee, consistent with the requirements of the Pennsylvania Confidentiality of HIV-Related Information Act.</p> <p>All health records, notes and other documents referring to a employee's HIV status shall be secured and kept confidential.</p> <p><u>Infection Control</u></p> <p>Universal precautions, as recommended by the CDC, shall be followed for exposure to bodily fluids. Employees shall treat all body fluids as hazardous and follow universal precautions.</p> <p>The school district shall maintain and keep reasonably accessible all equipment and supplies necessary for infection control.</p> <p><u>Staff Development</u></p> <p>All school district employees shall participate in a planned HIV education program.</p> <p>Designated school district employees shall receive additional, specialized training appropriate to their positions and responsibilities.</p> <p><u>Handling Body Fluids</u></p> <p>The body fluids of all persons should be considered to contain potentially infectious agents or germs. Generally, the risk is very low and dependent upon a variety of factors. The following guidelines are meant to provide simple and effective precautions against transmission of disease for all persons.</p> <p>Definition of Body Fluids:</p> <ol style="list-style-type: none"> 1. Blood (cuts, abrasions, nosebleeds, menses, contaminated needles). 2. Semen. 3. Drainage from scrapes and cuts. 4. Feces (incontinence). 5. Urine (incontinence). 6. Respiratory secretions (saliva, nasal discharge). 7. Vomitus.
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Avoid Contact with Body Fluids:

1. When possible, direct contact with body fluids should be avoided.
2. Gloves should be worn when direct contact with body fluids is anticipated.

Direct Skin contact with Body Fluids:

1. If contact is made with body fluids, hands and/or other affected skin areas should be washed immediately.
2. Proper handwashing requires the use of soap and water and vigorous washing under a stream of running water for about ten (10) seconds.

Disposal of Spilled Body Fluids and Contaminated Articles:

1. Disposal gloves should be worn when cleaning up body fluids and/or articles contaminated with body fluids.
2. Clothing and other nondisposable items (e.g. towels) soaked with body fluids should be rinsed and placed in plastic bags.
3. Sanitary absorbent agents should be applied to spill, left for a few minutes to absorb the fluid, and then vacuumed or swept up.
4. Gloves used for the above procedures shall be disposed of in a plastic bag or lined trash can and disposed of daily.
5. Following disposal of the spill, a disinfectant should then be applied.

Disinfectants

The following disinfectants are recommended:

1. Sodium Hypochlorite with at least 100 ppm available chlorine (1/2 cup household bleach in one (1) gallon water – must be freshly prepared each time used).
2. Phenolic Germicidal Detergent in a one percent (1%) aqueous solution, such as Fulsan II.

Disinfection of Surfaces and Equipment:

1. Nondisposable equipment (mops brushes, buckets, etc.) should be soaked in disinfectant, rinsed and washed in hot water.
2. Disposable equipment (gloves, plastic bags, etc.) and water should be placed in a toilet or plastic bag, as appropriate.
3. Remove gloves last and place in container with disposable cleaning equipment.

	<p>Laundry of Soiled Articles:</p> <ol style="list-style-type: none">1. Clothing and linens should be washed with bleach, soap and water.2. Rugs – Apply sanitary absorbent agent, let dry and vacuum. Apply rug shampoo (a germicidal detergent) with a brush and re-vacuum. <p>School Code 1302, 1329, 1330, 1409 Title 22 Sec. 4.4, 4.29, 11.25 Title 28 Sec. 27.2 35 P.S. 7601 et seq OSHA Guidelines Board Policy 105.1, 105.2</p>
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