**Bloodborne Pathogens**

**I. Purpose**

The Joint Committee is committed to providing a safe and healthful environment for all students and staff.

Blood borne pathogens, such as Hepatitis B (HBV) and the human immunodeficiency virus (HIV), can be harmful, and in some instances, potentially fatal to persons who are exposed. Blood borne pathogens are not spread by casual contact, but through contact with blood or other bodily fluids. Accordingly, the purpose of this policy shall be to safeguard the health and well-being of all members of the school community while protecting the rights of the individual. This policy will be reviewed and updated periodically to take into account any new information or legislation.

**II. Definition**

"Blood borne pathogen" means a microorganism carried by human blood and other bodily fluids which can cause disease in humans.

"Body fluid" means all human body fluids and secretions, including but not limited to, blood, feces, urine, semen, vomitus, saliva and respiratory secretions.

"Exposure" or "exposure incident" means contact with an eye, mouth, mucus membrane, non-intact skin, skin with dermatitis, under fingernails, cuts, abrasions, chafing.

"Infected individual" means a person who has been diagnosed with a disease caused by a blood borne pathogen regardless of symptomology.

"Source individual" or "source patient" means any individual whose blood or bodily fluids may be a source of occupational exposure to the employee or students.

"Universal Precautions" is an approach to infection control. According to the concept of Universal Precautions, all human blood and certain human body fluids are treated as if known to be infectious for blood borne pathogens.

**III. Authority**

This policy shall apply to all students in all programs conducted by EASTERN. The Joint Committee directs that the established policies and procedures that relate to illnesses among students shall also apply to infected students. The Joint Committee shall not require routine screening tests for blood borne pathogens in the school setting, nor will such tests be a condition for attendance unless required by law. EASTERN may not access any person’s confidential HIV-related information or disclose such information unless it has the person’s written informed consent or unless EASTERN has a compelling need to access or disclose information as defined by law.

**IV. Delegation of Responsibility**

The Director or designee shall be responsible as the central contact for handling and releasing information concerning infected students. EASTERN shall take Universal Precautions to prevent exposure by treating all human blood and bodily fluids as if known to be infectious for HIV, HBV or other...
blood borne pathogens. Universal Precautions shall be set forth in an Exposure Control Plan developed by the Director or designee. All students shall be required to consistently follow Universal Precautions in all settings and at all times.

Building administrators shall notify district employees, students and parents about current Joint Committee policies concerning blood borne pathogens and shall provide reasonable opportunities to discuss the policy and related concerns. Building administrators shall make students aware of their responsibility to notify the school nurse, teacher or the Director of all incidents of exposure to bodily fluids.

The Director shall develop and implement administrative procedures addressing the following in accordance with this policy:

1. Assessment
2. Confidentiality
3. Employee training and records of training;
4. Use of Personal Protective Equipment;
5. Vaccination;
6. Evaluation of Exposed Employees and Students; and
7. Medical Records

Building administrators shall make students aware of their responsibility to notify the school nurse, teacher or the Director of all incidents of exposure to bodily fluids.

V. GUIDELINES

A. Exposure Control Plan

The Director or designee shall develop an Exposure Control Plan in accordance with this policy and CDC Guidelines, which shall contain the following:

1. An exposure determination;
2. A schedule and method of implementation;
3. Procedures for the evaluation of circumstances surrounding exposure incidents; and
4. Procedures for record keeping.

A copy of the Exposure Control Plan shall be located in all building administrators’ and nurses’ offices. The exposure control plan shall be reviewed and updated at least annually, or more often as needed to accommodate work place changes.

B. Attendance

Infected students have the same right to attend school and receive services as any other students and shall be subject to the same policies and rules. Infection with a blood borne pathogen shall not be the sole factor in decisions concerning class assignments, privileges or participation in any school-sponsored activity.

A Screening Team comprised of the Director or designated central contact, school nurse, school physician, and including the student's parent or guardian and attending physician shall evaluate the educational placement of an infected student. Placement decisions shall be based on the known infected student's behavior, neurological development, physical condition, expected interaction with others in the school setting, and the criteria proposed by the CDC.

First consideration must be given to maintaining the infected student in a regular assignment. Any decision for an alternative placement must be supported by specific facts and data. An infected student, who is unable to attend school, as determined by a medical examination, shall be considered for an alternative placement. An infected student may be excused from school attendance if the parent or guardian seeks such excusal based on the advice of medical or psychological experts treating the
student. An infected student's placement shall be reassessed if there is a change in the student's condition or the student's need for accommodations.

C. Confidentiality

The Director or designee shall determine which school personnel will receive information about an infected student. The number of individuals informed of an infected student's status shall be kept to the minimum required to assure proper care and supervision of the student as well as to protect the school population. Anonymity shall have high priority. All school employees and students have a duty to preserve the confidentiality of all information concerning an infected student. Serious disciplinary consequences shall result from a breach of confidentiality by an employee or student.

Information about infected students in the school setting 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 student or a parent or guardian if the student is a legal minor. The Director may seek a court order disclosing the name of an infected student to one or more members of the general public where, in the judgment of the Director, in consultation with the school physician and Solicitor, such disclosure is necessary to protect the health, safety and welfare of one or more members of the school community. The Director will establish and promulgate procedures to ensure that the Director is made aware of incidents of potential infection of or other exposure to blood borne pathogens to members of the school community by a EASTERN student.

All health records, notes and other documents referring to a student's infection status shall be secured and kept confidential as required by law.

OSHA regulations Part 1910, 29 CFR 1910.1030

Adopted: 12/11/13
Bloodborne Pathogens Standard

The Blood Borne Pathogens Policy which has been adopted by the Joint Committee requires the Director to develop and implement administrative procedures addressing the following:

- Assessment
- Confidentiality
- Employee training and records of training;
- Use of Personal Protective Equipment;
- Vaccination;
- Evaluation of Exposed Employees and Students; and
- Medical Records

Assessment

Routine testing for blood borne diseases is not warranted. Furthermore, a screening test will not be required as a condition of continued employment or attendance at school.

Confidentiality

Confidentiality of all testing, test results, health care, counseling, social work, records and all other information relating to student or employee exposure or infection shall be maintained at all times in accordance with Pa. Act 148. (A copy of Act 148 will be kept on file in the administration office for reference). All persons shall be required to preserve the confidentiality of information disclosed to them, regardless of whether the general public may already have gained information through other sources. Any employee who disseminates in any manner confidential information in violation of this policy or in violation of the Pa. Act 148 will be subject to discipline.

Except as otherwise required by law or as expressly set forth in this policy, prior to the release of any test results, health records or any other information relating to a student or employee's infection or exposure to blood borne pathogens, EASTERN shall obtain consent from the employee, parents of the minor student, or the student if the student has attained the age of majority. Said consent shall be in writing and shall, at a minimum, identify with specificity the information subject to release, the person or persons to whom the information may be released, the general purpose for the release, and the date upon which consent will expire.

The school physician and the school’s solicitor may be consulted regarding accommodations and adaptations within the school setting and with respect to further policy developments and implementation. School officials shall only be involved on a “need to know” basis.

Infected Students and Employees

Students and employees who are infected with a blood borne disease shall not be subject to discrimination by EASTERN. For most infected school-aged children, the benefits of an educational setting outweigh the very minimal risk of transmission to others in the school setting. Decisions about the participation of infected students in the school setting shall be made on a case by case basis in consultation with the school nurse, the infected individual, the parent or guardian (if the infected individual is a student), and the individual's physician. The risk to others shall be assessed based on the individual's behavior, neurological development, physical condition and expected interaction with others in the school setting. School personnel who are infected and capable of continued employment shall make employment decisions in consultation with their physician.
Employee Training & Training Records

EASTERN will provide training and disseminate information about blood borne pathogen diseases to staff, students and the general public on a regular basis and provide updates when appropriate. All school personnel should know how to properly respond to a spill or discharge of blood or body fluid in the school setting. All employees with occupational exposure shall receive training at the time of the initial assignment to tasks where exposure may take place; and thereafter, at least annually. All curriculum planning shall comply with EASTERN policies and accompanying regulations.

The Director or Director’s designee is responsible for training the personnel responsible for the actual removal or other remediation of any spill or discharge of blood or body fluid in the school setting.

Staff Development guidelines:

All EASTERN employees shall participate in a planned education program that shall be prepared and presented by the Director or Director’s designee on a periodic basis, and which:

a) conveys factual and current information;
b) provides guidance on infection control procedures;
c) informs about current law and district policies concerning blood borne pathogens;
d) assists staff to maintain productive parent and community relations; and
e) includes annual review sessions.

Designated EASTERN employees shall receive additional, specialized training appropriate to their positions and responsibilities.

Blood Borne Pathogen Disease Prevention Education guidelines:

The goals of blood borne pathogen disease prevention education shall be to promote healthy living and discourage the behaviors that put people at risk of acquiring a blood borne pathogen disease. The educational program shall:

a) be taught at age-appropriate levels;
b) use methods demonstrated by sound research to be effective;
c) be consistent with community standards;
d) follow content guidelines prepared by the Centers for Disease Control;
e) be appropriate to students’ development levels, behaviors, and cultural backgrounds;
f) build knowledge and skills from year to year;
g) stress the benefits of abstinence from sexual activity and drug use;
h) address students’ own concerns;
i) include means for evaluation;
j) be an integral part of a coordinated school health program;
k) be taught by well-prepared instructors with adequate support; and
l) involve parents and families as partners in education.

Parents/guardians shall be provided opportunities to preview all blood borne pathogen prevention curricula and materials.

Personal Protective Equipment

When exposure to blood borne pathogens may reasonably result from the performance of an employee's duties, personal protective equipment, such as gloves appropriate for use as determined by the Director in consultation with health care professionals, shall be provided by EASTERN to the employee and shall be used, when appropriate, to guard against contamination from blood or bodily fluids. Such equipment shall be cleaned, repaired and replaced when necessary.
Exposed Employees
EASTERN, either directly or through its insurance carrier, shall make available at no charge post exposure evaluation and follow-up to all employees who have had an exposure incident. Following a report of an exposure incident, the employee will be immediately referred for a confidential medical evaluation and follow-up care as provided in the Exposure Control Plan, including, documentation of the route of exposure, the circumstances under which the exposure incident occurred and identification and documentation of the source individual, if possible. A copy of the Exposure Control Plan shall be located in all building administrators' and nurses' offices.

Exposed Students
If a minor student has an exposure incident while at school or during a school sponsored activity, the exposed student's parents or legal guardians shall be notified as soon as possible and referred to a private physician for further care.

Adopted: 12/11/13