

New Employee Bloodborne Pathogens Training

1. Read Bloodborne Pathogens Training document
2. Take the Post test. You may refer back to the Training document to answer a question.
3. Fill out the “Exposure Category Job Related Tasks” form. You will only fill out one of the 3 job classification forms. Whichever one pertains to your job.
4. If you are a coach, fill out the “Hep B Vaccine Declination Statement”.
5. Fill out the “Training Acknowledgement for Individual Training” form
6. Place the completed paperwork in Nurse Kim’s mailbox.

Bloodborne Pathogen Awareness Training

Welcome to the employee training for Blood Borne Pathogens. This training has been developed to inform and educate Fruitvale School District Employees on how to prevent exposure or reduce the risk of contracting bloodborne pathogens. Universal precautions will be discussed as a preventative measure to contracting these pathogens as well as procedural requirements that staff must follow should they have an exposure incident when they are performing their duties at work.

The Training

Districts are required to identify **job categories** that are considered **at risk for occupational exposure** to blood or body fluids.

OSHA has **defined occupational exposure** as " **reasonably anticipated skin, eye, mucous membrane, or parenteral (injectable) contact with blood or other potentially infectious materials that may result from the performance of an employee's duties**".

This **differs** from a person that may provide any first aid only as a **collateral duty** responding solely to injuries resulting from work place incidents, generally at the location where the incident occurred.

For workers whose exposure to blood and other body fluids is infrequent, **timely post-exposure follow up** should be considered rather than routine pre-exposure vaccination.

Are you at-risk?

When individuals who are identified in the job classifications listed below perform certain tasks or procedures, potential for occupational exposure exists. The following are examples:

1. Providing first aid
2. Coming in contact with body areas that may be contaminated by potentially infectious materials (e.g. diapering)
3. Providing personal hygiene care to a student

All individuals listed in these job classifications are at risk for occupational exposure:

- School Nurses

Some employees in the following job classifications have potential for occupational exposure and require the annual training:

- Custodians
- Personnel with first aid responsibilities
- Coaches and Assistant Coaches
- Teachers who provide personal care for students who are developmentally disabled
- Para-Professionals working with the developmentally disabled and providing personal care.

Fruitvale School District employee's who would like more information about the District Exposure Control Plan can locate this information in the Superintendent's office.

Again, if your job as an employee of the Fruitvale School District, is considered in the "**at risk**" category for occupational exposure:

- You are **required** to complete an annual training on Bloodborne pathogens.
- Other **requirements** include having a **vaccine series** against Hepatitis B paid for by the district or
- A **signed waiver** on file if the Hepatitis B vaccine is contraindicated or you are declining the vaccine.

If you are in the "at risk" group, the training shall be provided as follows:

- At the time of initial assignment to tasks where occupational exposure may take place;
- Within ninety days after the effective date of the standard; and
- At least annually thereafter.

If you are not identified in the "at risk" category, you must complete this training upon hire as a condition of employment and have a refresher course annually.

Universal Precautions

"Universal Precautions"-what does this mean?

"Universal precautions" are 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 HIV, and other bloodborne pathogens.

This method of infection control came about because people with bloodborne infectious diseases are **difficult to identify** and, in many cases, **may not show symptoms up to 10 years after exposure or even lab evidence of infection** for several months after exposure, although they may still transmit the virus to others.

What does "universal precautions" look like to me in the school?

For the most part, **the use of universal precautions will consist of the use of gloves when handling blood or body secretions.**

Gloves should be worn any time a provider (that's you):

- has an **open lesion** on the hands;
- handles **contaminated disposable items** such as tissues, diapers, clothing;
- has any **hand contact** with blood or body fluids
- especially when providing **clean up of body fluid spills** such as vomit, blood, feces, urine, and when rendering first aid and diapering assistance.

Remember to **remove your soiled gloves and washing your hands** before touching any cabinets, doorknobs, or items other people may come in contact with.

What else can I do to protect myself from contracting infectious diseases at work?

Other personal protection:

- avoid **rubbing or touching your eyes** ,
- refrain from **kissing or being kissed** , and
- **use your own personal care items** such as drinking glasses and utensils (unless shared items are properly cleaned). Outside of your work site use your own personal care items such as razors and toothbrushes

The most important protection you can use for preventing the spread of communicable diseases is to :

WASH YOUR HANDS especially....

- before drinking or eating,
- before handling clean utensils, equipment or food,
- after going to the bathroom,
- after contact with any body secretions,
- after handling any soiled diapers, garments or equipment,
- after caring for children, especially those with any body secretion discharges, and
- always wash your hands before applying and after the removal of gloves.

Proper hand washing should consist of:

- Use of soap or other disinfectant if away from campus
- Friction
- Use of warm running water
- Drying thoroughly to prevent chapping

Other Protection that may be needed:

- In rare instances you may need to use a **protective mouth shield** if you are providing CPR or Rescue Breathing to someone.
- These protective devices may be purchased yourself for your own use. Please contact your school nurse if you would need assistance in locating these items for your own purchase.

What should I do if I get body secretions on my hands?

Ideally, **you should be wearing gloves** when handling body secretions in accordance with universal precautions, but at times when you have had exposure or the gloves have not provided the protection you needed, wash your hands or area of exposure as soon as possible after the exposure occurred.

If you have a question on whether you have experienced an incident that may need a medical evaluation, you may contact the school nurse **as soon as possible after the incident.**

Should I have disinfectants available in my room to clean contaminated surfaces?

- Custodians have disinfectants available to staff as needed and should be used on **hard surfaces, athletic mats, counter tops** and any other surfaces that have had exposure to blood and other body fluids.

Remember, Hepatitis B retains infectivity for at least 1 month at room temperature. As with any type of cleaning agents used around children, safety within the setting must be assured and **chemicals should be properly labeled and stored.**

What do I do with contaminated items in my classroom or health room?

- **Sharps** such as syringes and sharps for self-checking and self-administration of insulin on school grounds, or other items such as broken glass contaminated with body fluids should be placed in a **disposable container** which is closable, puncture resistant, leak proof on all sides and bottom. An example would be a metal coffee can.
- Items that have sharp edges must not be picked up by hand. Use tongs or brooms and dustpans to prevent the risk of penetrating intact skin or gloves.
- If you have students performing health duties on campus that involve syringes and other skin puncturing activities that the building school nurse is unaware of, please contact the school nurse to supply you with the appropriate containers and instructions.

Other non-sharp items in your classroom that may be soiled or need discarding should be placed in a **plastic bag and double bagged before disposal.**

If I know a person is infected with a blood borne virus, may I tell others?

No!

- Students and Employees cannot legally be required to reveal their HIV/HBV or bloodborne infection status or have a requirement to be tested.
- Students and Employees may not be discriminated against if infected with HIV or HBV or other bloodborne infection.
- Employers may not discriminate against a person with HIV or any other Bloodborne Pathogen infection in employment, recruitment, transfers, rate of pay, hiring and layoffs, terminations, leave of absences, sick leave or other fringe benefits or job assignment.
- Sharing the information about a person's status with anyone may occur only following **written permission** from that person or the parent of a person under 14 years of age.
- Violation of confidentiality is a **misdemeanor** and may place a person at risk of civil suit if such breach of confidentiality results in harm to the person who is HIV, HBV or other bloodborne pathogen positive.
- Regardless of a persons HIV/HBV or other bloodborne infection status, **all individuals and their body fluids should be treated equally by using "universal precautions".**

This training requires an educational overview/ comparison of the following blood borne pathogens and non-blood borne pathogens. 1) Hepatitis A, 2) Hepatitis B, 3) Hepatitis C, and 4) Human Immunodeficiency Virus

Similarities and Differences

Let's take a moment and look at the similarities and differences between Hepatitis A, Hepatitis B (HBV), Hepatitis C, and Human Immunodeficiency Virus (HIV).

Hepatitis B

Hepatitis B is a **blood borne virus**.

It is contagious, and can be spread through blood contact with Infected individuals.

It is also a very strong virus and can live up to one month on a dry surface.

Anytime body secretions have blood in them and a person is infectious, the secretions are infectious to others.

We do not always know who may be a carrier of Hepatitis B or if their body secretions have blood in them. Therefore, we treat every individual's body secretions as if they are infectious.

A vaccine is available to prevent Hepatitis B infection. Like all vaccines, it is not a complete guarantee that you have immunity therefore; continue to use Universal Precautions even though you have had the vaccine.

Hepatitis A

Hepatitis A is a virus as well, only it is transmitted **Fecal - Orally**.

What that means is it is very rarely found in a person's blood. It is present in feces, food, and water.

The length of illness for Hepatitis A is 1-2 weeks or rarely several months. Hepatitis B infection in comparison lasts months to years.

With Hepatitis A, complications are rare and there is no carrier state. An infected person may transmit the virus through poor hand washing after restroom use and food preparation.

The symptoms are intestinal flu like symptoms similar to Hepatitis B and may exhibit jaundice (the yellowing of the skin and eyes).

Hepatitis A does not cause liver damage like Hepatitis B.

Hepatitis C

According to the Center for Disease Control (CDC) the following is known about this disease:

- 80% of the persons with this disease have no symptoms.
- Of those who do have symptoms, they consist of: Jaundice (yellowing of the skin and white part of the eyes), fatigue, dark urine, abdominal pain, loss of appetite, and nausea.
- The long-term effects of this virus include

- Chronic infection: 75-85% of those infected
- Chronic liver disease: 70% of the chronically infected people
- Deaths from chronic liver disease: <3%
- Leading indication for liver transplant.

Transmission

- Transmission is typically blood borne although it may also be spread sexually.
- There is no vaccine available to prevent Hepatitis C infection.

Prevention is avoidance of contact with another person's blood or blood tinged body secretions. Avoidance of the use of another person's personal items is recommended (i.e.: razor and toothbrush), avoidance of IV drug use or exposure to sharps/needles with blood contamination, avoidance of tattoo or body piercing unless artist or piercer follows good health practices.

- A person that is Hepatitis C positive should not donate blood, organs or tissues.
- The medical treatment at this time is the use of Interferon and Ribavirin. These medications may be used separately or combined (usually the treatment of choice).

Statistics and trends according to the CDC Fact Sheet Hepatitis C 2001:

- The number of new infections per year has declined from an average of 240,000 in the 1980's to about 25,000.
- Most infections are due to illegal injection drug use.
- Transfusion-associated cases occurred prior to blood donor screening; now occurs in less than one per million transfused unit of blood.
- It is estimated that 4 million Americans have been infected with HVC, of whom 2.7 million are chronically infected.

Human Immunodeficiency Virus

- HIV was first identified in 1981. It was identified as a virus that attacks and destroys a person's natural immune system, affecting the number and efficacy of a person's white blood cells (CD4).
- HIV is spread by exchanging infectious blood, semen and vaginal fluids with an infected individual. HIV can also be passed from an infected mother to her baby during pregnancy, delivery or breast-feeding.
- People infected with this virus **may look and feel healthy** during the early stages of infection, although they can be transmitting the virus if they are exchanging their infectious body fluids with others.

HIV is not transmitted by casual contact.

Risky behaviors associated with the spread of HIV include:

- Sharing of needles and syringes associated with drug use,

- Contact with infected fluids/blood-especially through unprotected sex with an infected person.
- From mother to baby during pregnancy, delivery or breast feeding.

HIV – there is not a vaccine available at this time to prevent infection and **there is still no cure for the virus.** Medication treatment has been an option for some infected individuals, although long- term studies and results of this treatment are still under investigation.

HIV is the virus that causes AIDS. The acronym AIDS stands for **Acquired Immune Deficiency Syndrome.** This diagnosis occurs after HIV has essentially destroyed an individual's immune system. A person's immune system is what usually fights off infections. Death of an individual infected with HIV occurs as a result of the body's inability to fight off opportunistic infections.

Are there simple things that I can do personally to reduce my risks of contracting these viruses?

Simple personal **preventative measures** to reduce your risks of contracting a blood borne pathogen infection include:

- * Abstinence from unprotected sexual intercourse until a monogamous relationship occurs. You may want to consult with your Health Care Provider if either partner has participated in the risky behaviors mentioned above.
- * Proper use of condoms, lubricants and spermicidal products (condoms most effective in providing a barrier are those made of latex or polyurethane; laboratory evidence has shown natural membrane condoms allow the passage of natural pores and therefore are not recommended. Even when used consistently, correctly, and reliably, a person's risk of acquiring a sexually transmitted disease is greatly reduced, but not guaranteed.)
 - Don't use drugs or share needles ever.
 - Use **Universal Precautions (mentioned above in this training)** while assisting or handling anything that has potential for contamination with blood or body fluids.
 - Vaccination against Hepatitis B.

Even though I knew about Universal precautions, I still had an exposure incident, what should I do?

An exposure incident means a specific incident involving:

- Eye
- Mouth, or other mucous membrane
- Non-intact skin
- Parenteral (injectable) contact with the blood or other potentially infectious materials that results from the performance of an employee's duties. This includes human bites from students as well!

Now, what do I do about this exposure incident?

Contact the school nurse **immediately.** Do not wait until the end of the workday!

- **To prevent the spread of a communicable disease such as Hepatitis B** after an exposure, it requires a quick and prompt medical evaluation. Waiting may decrease your chances for the best treatment options available for you. Remember that to acquire an infection one must come in contact with an **infectious** person's blood/body fluids. Because we do not know what infectious pathogens another person may have, it is essential to have medical follow-up.

If your exposure incident occurred while you were out of the district performing your job duty as a district

- employee, you should notify the Superintendent immediately.
- After reporting the incident of exposure, a confidential medical evaluation and follow-up care may be provided at no cost to you. The employee (you) shall fill out the Labor and Industry form provided by the physician. The employee must present a Release for Work Authorization Form, signed by the physician, to his or her principal before returning to duty.
- If an immunoglobulin (shot) is recommended and given to reduce your chances of contracting Hepatitis B, it should be given within 72 hours to be effective. The sooner it is given, the more effective it may be in preventing infection.

The medical provider for the employee may request to have the sources (in the school setting this is usually a student, but the law is not limited to a student/staff exposure) blood tested for pathogens to assist with a better treatment plan for the employee, but cannot require the individual to have his/her blood tested.

Tell me more about the Hepatitis B Vaccine

There is a vaccine that is available to protect you from infection to Hepatitis B. It is a *recombinant* vaccine which means it works by taking a *plasmid containing gene* and inserting it into common baker's yeast.

What this means is you **cannot** contract the virus from the vaccine.

To complete the series, it involves **three (3)** injections of the vaccine. The series is usually given at months 0, 1, and 6. (this means you take your first injection at "**month 0**", the second one is given **one month later** and the third is given 6 months after the **first** one.) .

The efficacy of the vaccine has shown to be 79% at 6 months and 95-97% at 7 months. What this means is that one month after completing the vaccine series, only 3-5% of the adults who receive the vaccine are **not** protected from the virus. The vaccine duration of immunity is greater than 11 years at this time.

Are there any side effects to the vaccine?

Studies have shown that recipients of the vaccine may experience local reactions such as soreness, redness, and swelling at the injection site, as with all vaccines. The reactions are generally mild and usually subside within a two day period.

What happens if I miss the due date on a vaccine?

The Center for Disease Control has recommended that a person continue with the series where they had left off previously. There is no need to repeat the vaccines you have already received.

What if I have had reactions to other vaccines in the past or are hypersensitive to a lot of things?

Hepatitis B vaccine is contraindicated in individuals who are hypersensitive to yeast or any other components of the vaccine used. Please consult your physician about the benefits and possible side effects of vaccination.

Will the District pay for the vaccine series?

- **If you are employed in a job that has been targeted** as providing "**at risk for occupational exposure**" it is recommended that you be vaccinated against Hepatitis B.
- If you have **not** received this vaccine and you are in an identified position to receive this series, you will be given instructions on how to receive the vaccine.
- If you choose **not** to be vaccinated against Hepatitis B or it is contraindicated for you, you will be required to fill out a declination form.

If you are unsure if your job is considered "at risk for occupational exposure", please contact the School Nurse.

Other employees identified as performing duties that are in accordance with the law, have put them "at risk" or they have had an "exposure incident" are entitled to the vaccine series supplied by the Employer.

Do I need to sign a waiver for the school district records, if I am in a job category that is offered the vaccine series, and I choose not to have the vaccine series at this time?

Yes . The district has a waiver for you to sign indicating you have been offered the series but choose **not** to receive it at this time. If you opt out now and change your mind about receiving the vaccine, as long as you continue to be employed in a position that is targeted "at risk for occupational exposure", you may request to receive the vaccine series by contacting the School Nurse.

If you have any specific questions about blood borne pathogens and /or the information in this training, your questions can be asked by contacting the Fruitvale School District Nurse. Other specific information about diagnoses, treatment recommendations, or updated information about these diseases, information may be obtained through the Center of Disease Control at <http://www.cdc.gov/mmwr/PDF/rr/rr5011.pdf>.

**Bloodborne Pathogen Exposure Control Plan
Exposure Category I Job Related Tasks**

Category I job classifications: All nurses and athletic coaches.

I understand that while performing my regularly assigned duties, I may be exposed to blood, body fluids, or tissues. I will use the appropriate personal protective equipment required when there is the potential for mucous membrane or skin contact with blood, body fluids or tissues, or a potential for spills or splashes of them. Appropriate protection may include gloves, mouthpieces, and other protective equipment.

I have read and I understand the Bloodborne Pathogens plan. I also understand that if I fail to use available personal protective equipment I will be subject to disciplinary action.

Employee signature

Date

Job Title

Bloodborne Pathogen Exposure Control Plan
Exposure Category II Job Related Tasks

Category II job classifications: All staff with direct student contact and custodial staff.

I understand that my normal work tasks do not involve routine exposure to blood, body fluids, or tissues, but exposure may be required as a condition of employment. I will use the appropriate personal protective equipment required when there is the potential for mucous membrane or skin contact with blood, body fluids or tissues, or a potential for spills or splashes of them. Appropriate protection may include gloves, mouthpieces, and other protective equipment.

I have read and I understand the Bloodborne Pathogens plan. I also understand that if I fail to use available personal protective equipment I will be subject to disciplinary action.

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Employee signature

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Date

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Job Title

**Bloodborne Pathogen Exposure Control Plan
Exposure Category III Job Related Tasks**

Category III job classifications: All office staff, food service staff, administrative staff, and maintenance staff.

I understand that my normal work tasks do not involve routine exposure to blood, body fluids, or tissues, and exposure is not required as a condition of employment.

I also understand that Category III tasks and procedures that may result in occupational exposure are:

1. Disposing of debris soiled with visible blood from classrooms, hallways, or offices.
2. Physical contact with other employees, students, or visitors with exudative lesions or weeping dermatitis.
3. Provision of emergency first aid or CPR until professional help arrives.

I have read and I understand the Bloodborne Pathogens plan.

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Employee signature

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Date

=====

Job Title

Name: _____

Date: _____

Bloodborne Pathogens Quiz

1. If you are exposed to potentially infectious materials on the job, you may request a vaccine for which bloodborne disease?
 - HIV
 - Syphilis
 - Hepatitis B
 - Brucellosis

2. Which of the following materials could contain bloodborne pathogens?
 - bloody saliva
 - semen
 - vaginal secretions
 - all of the above

3. If you wear gloves when cleaning up an accident site, it is not necessary to wash your hands afterwards.
 - True
 - False

4. Bloodborne pathogens may enter your system through:
 - Open cuts
 - Skin abrasions
 - Dermatitis
 - Mucous membranes
 - All of the above

5. You should always treat all body fluids as if they are infectious and avoid direct skin contact with them.
 - True
 - False

6. You should never eat, drink, or smoke in areas where there may be potential exposure to bloodborne pathogens.
- True
 False
7. The Hepatitis B vaccine can only be given before exposure to the HBV virus to be effective.
- True
 False
8. A quarter cup of household bleach to one gallon of water provides a strong enough solution to effectively decontaminate most surfaces, tools, and equipment if left for 10 minutes.
- True
 False
9. Uncontaminated sharps may be disposed in regular trash bags.
- True
 False
10. Broken glass that has been visibly contaminated with blood can be swept up with a brush and dustpan as long as your hands do not come in contact with the glass or blood.
- True
 False

**Fruitvale Independent School District
Bloodborne Pathogen Program**

Training Acknowledgement for Individual Training

I certify that I have been furnished with Bloodborne pathogens training. I understand that the district Exposure Control Plan is available for my review upon request. I acknowledge that it is my responsibility to comply with all of the requirements of the Plan.

Employee Name: _____

Employee Signature: _____

Training Date: _____

I/We certify that the above named employee has been provided with the Bloodborne Pathogens training consistent with the requirements of the district Exposure Control Plan.

District Bloodborne Pathogen Trainer Signature

Date

Administrator Signature

Date

HEPATITIS B VACCINE ACCEPTANCE/DECLINATION FORM

ACCEPTANCE:

I understand that due to my occupational exposure to blood or other potentially infectious materials I may be at risk of being infected by bloodborne pathogens, including Human Immunodeficiency Virus (HIV) and Hepatitis B Virus (HBV). This is to certify that I have been informed about the symptoms and the hazards associated with these viruses, as well as the modes of transmission of bloodborne pathogens. I have been given the opportunity to be vaccinated with Hepatitis B vaccine, at no charge to myself. In addition, I have received information regarding the Hepatitis B (HBV) vaccine. Based on the training I have received, I am making an informed decision to accept the Hepatitis B (HBV) vaccine.

DECLINATION:

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 that 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 me.

CHECK ONE:

_____ I ACCEPT Hepatitis B vaccine inoculation: OR

_____ I DECLINE Hepatitis B vaccine inoculation.

Employee's Name

Employee's Signature

Date

Witness Signature

Date