

# Bloodborne Pathogens Exposure Control Plan

Knox County Housing Authority  
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## Article I. Purpose / Scope of the Policy

**Section 1.01** In accordance with the OSHA Blood borne Pathogens standard, 29 CFR 1910, 1030, the following exposure control plan has been developed:

## Article II. Exposure Determination

**Section 2.01** OSHA requires employers to perform an exposure determination concerning which employees may incur occupational exposure to blood or other potentially infectious materials. The exposure determination is made without regard to the use of personal protective equipment (i.e. employees are considered to be exposed even if they wear personal protective equipment.) This exposure determination is required to list all job classifications in which all employees may be expected to incur such occupational exposure, regardless of frequency. At this facility the following job classifications are in this category:

- (a) Maintenance Consultant
- (b) Maintenance Mechanic I
- (c) Maintenance Mechanic II
- (d) Custodial

**Section 2.02** In addition, OSHA requires a listing of job classifications in which some employees in these categories would be expected to incur exposure to blood or other potentially infectious materials, or be involved in tasks or procedures that would cause these employees to have occupational exposure. Such employees are also required to be listed in order to clearly understand which employees in these categories are considered to have occupational exposure. The job classifications and associated tasks for these categories are as follows:

- (a) Assistant Director                      Administrative
- (b) Resident Services Coordinator      Administrative
- (c) Modernization Coordinator          Administrative

## **Article III.            Definitions**

Bloodborne Pathogen Pathogenic microorganisms 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)

Decontamination The use of physical or chemical means to remove, inactivate, or destroy blood borne pathogens on a surface or item to the point where they are no longer capable of transmitting infectious particles and the surface or items is rendered safe for handling, use or disposal.

Exposure Incident A specific eye, mouth, other mucous membrane, non-intact skin, or other parenteral (the piercing of mucous membranes or the skin barrier through such events as needle stick, human bites, cuts, or abrasions), contact with blood or other potentially infectious materials that may result from the performance of an employee's duties.

## **Article IV.            Implementation Schedule and Methodology**

**Section 4.01** OSHA also requires that this plan include a schedule and method of implementation for the various requirements of the standard. Knox County Housing Authority will use the following methods to comply with this portion of the standard.

**Section 4.02** Universal precautions will be observed at this facility in order to prevent contact with blood or other potentially infectious materials. All blood or other potentially infectious materials will be considered infectious regardless of the perceived status of the source individual.

**Section 4.03** Work practice controls will be utilized to eliminate or minimize exposure to employees at KCHA. Where occupational exposure remains after institution of these controls, personal protective equipment shall also be utilized. The following controls will be utilized:

- (a) Universal precautions shall be observed to prevent contact with blood or other potentially infectious materials. All body fluids shall be considered potentially infectious materials.
- (b) Personal protective equipment shall be used in all duties which might result in exposure of blood borne pathogens.
- (c) If there is an exposure incident, employee must use antiseptic hand cleaner immediately on all exposed skin, if hand washing facilities are not available. All mucous membranes must be flushed with clean water as soon as contact occurs. As soon as employee can get to hand washing facilities, removal of gloves and thorough washing of hands with soap and water is advised.
- (d) Eating, drinking, smoking, applying cosmetics or lip balm, or handling contact lenses are prohibited in work areas where there is a reasonable likelihood of occupational exposure.

**Section 4.04** When there is occupational exposure, the employer shall provide, at no cost to the employee, appropriate personal protective equipment such as, but not limited to, gloves, gowns, aprons, face shields, masks or eye protection. Under normal conditions, protective equipment should not allow any contaminated material to reach the employee's work clothes, street clothes, undergarments, skin, eyes, mouth, or other mucous membranes.

**Section 4.05** The employer shall ensure that the employee uses appropriate personal protective equipment unless the employer shows that the employee temporarily and briefly declined to use personal protective equipment when, under rare and extraordinary circumstances, it was the employee's professional judgment that in that specific instance its use would have posed an increased hazard to the safety of the worker or co-worker. When the employee makes this judgment, the circumstances shall be investigated and documented in order to determine whether changes can be instituted to prevent such occurrences in the future.

**Section 4.06** Accessibility The employer shall ensure that appropriate personal protective equipment in the correct size is readily accessible at the work site or is issued to the employees.

**Section 4.07** Repair/Replacement The employer shall repair or replace personal protective equipment as needed to maintain its effectiveness, at no cost to the employee. Utility gloves may be decontaminated for re-use provided that the integrity of the glove is not compromised. Any cracked, peeling or torn glove is to be replaced.

**Section 4.08** Removal of protective equipment All protective coverings shall be removed when leaving the work area and disposed of or properly cleaned before storage with bleach solutions or EPA approved germicides.

**Section 4.09** Housekeeping Employers shall ensure that the work site is maintained in a clean and sanitary condition. The employer shall determine and implement an appropriate schedule for cleaning and method of decontamination of all equipment such as drain and sewer cleaning equipment, buckets, mops, cleaning rags, bins, and receptacles, based on the location within the facility. All regulated waste must be disposed of in accordance with acceptable standards.

## Article V. Hepatitis B Vaccine

**Section 5.01** All employees who have been identified as having exposure to blood or other potentially infectious materials will be offered the Hepatitis B vaccine at no cost to the employee.

**Section 5.02** The vaccine will be offered within 10 working days of their initial assignment to work involving the potential for occupational exposure to blood or to other potentially infectious materials, or such reasonable time after adopting the control plan, unless the employee has previously had the vaccine or who wishes to submit to antibody testing which shows the employee to have sufficient immunity.

## Article VI. Training

**Section 6.01** The training of employees of the Knox County Housing Authority will be done by the local chapter of the American Red Cross at no cost to the employee.

**Section 6.02** The training will include the following:

- (a) Understanding the Blood borne Pathogen Standard.
- (b) Symptomatology of blood borne diseases and how they are transmitted.
- (c) Explanation of the KCHA exposure control plan, and lines of responsibility.
- (d) Recognition of activities which may involve exposure to blood borne pathogens.
- (e) Preventing and/or reducing exposure to blood, eg. personal protective equipment, work practices, and engineering controls.
- (f) A description of the types, proper use, location, removal, handling, decontamination and disposal of personal protective equipment, and an explanation of how to know what equipment to select for effective protection.
- (g) Information of the Hepatitis B vaccine.
- (h) What to do if an exposure incident occurs.
- (i) Post exposure evaluation and follow up which will be provided.
- (j) Biohazard signs and labels.

## **Article VII. Record Keeping**

**Section 7.01** All records required by the OSHA standard will be maintained by the Fiscal Officer of the KCHA.

**Section 7.02** The employer shall establish and maintain an accurate record for each employee with occupational exposure in accordance with 29 CFR 1910.20.

## **Article VIII. Confidentiality**

**Section 8.01** The employer shall ensure that employee's medical records required are kept confidential, and are not disclosed or reported without consent, to any person within or outside the workplace except as required by 29 CFR 1910.20, or by law.

(4)

Hepatitis B Vaccine Declination (Mandatory)

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 the Hepatitis B vaccination at this time. I understand that by this action, 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 the Hepatitis B vaccine, I can receive the vaccination series at no cost to me.

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EMPLOYEE

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DATE

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WITNESS