



UNIVERSITY POLICY

HUMAN RESOURCES POLICIES

Number: 300
Subject: Bloodborne Pathogen Policy
Covered Individuals: UIU Employees and Students
Covered Campus Locations: All Locations
Effective Date: May 9, 2014
Last Revision: January 30, 2017

PURPOSE

This policy is established to protect employees and students who are exposed to blood or other potentially infectious materials in the course of fulfilling their job duties or completing their educational opportunities at Upper Iowa University (UIU).

POLICY

Scope: UIU is committed to providing a safe and healthful environment for our employees and students. In pursuit of this goal, the UIU Exposure Control Plan (ECP) is provided to eliminate or minimize exposure to bloodborne pathogens or other potentially infectious materials in accordance with OSHA standard 29 CFR 1910.1030, "Occupational Exposure to Bloodborne Pathogens." A copy of the ECP is located online at www.uiu.edu.

Implementation: Employees who may reasonably be expected to face exposure to blood or other potentially infectious material (OPIM) while performing assigned duties or students who may reasonably be expected to face exposure in the course of their education must participate in the Bloodborne Pathogens ECP. All employees who have been identified as having potential exposure to blood or OPIMs will receive initial and annual Bloodborne Pathogens Exposure Control Training. Initial training will be received within 10 working days of initial assignment. As part of the Bloodborne Pathogens ECP, employees will be educated on the ECP, Hepatitis B virus and Hepatitis B vaccination. Within 10 working days of initial assignment, employees will be offered the Hepatitis B vaccination, at no cost to the employee, and will complete the Hepatitis B Vaccination Consent or Decline form. Employees will also be required to follow safe work practice and proper waste disposal guidelines as outlined in the ECP.

All students who have been identified as having potential exposure to blood or OPIMs during the course of their education will receive initial and annual Bloodborne Pathogens Exposure Control Training. Prior to participating in courses with direct patient contact and occupational exposure,

students must provide documentation of the Hepatitis B vaccination to the department chair/program director. Training and proof of Hepatitis B vaccination must be completed prior to participating in courses which involve direct patient contact and occupational exposure. Student employees will also be required to follow safe work practice and proper waste disposal guidelines as outlined in the ECP.

Employees who are exposed to blood or other potentially infectious materials will be offered the Hepatitis B vaccine at no cost within 10 working days of initial assignment. Employees will not be offered the vaccine if the employee has previously received the complete Hepatitis B vaccination series, antibody testing has revealed the employee is immune, or the vaccine is contraindicated for medical reasons. Any employee who declines to receive the Hepatitis B vaccine must sign a Hepatitis B Vaccine Declination form located in Human Resources. For individuals who decline to receive the vaccination, but later decide to accept the vaccination and are still exposed to blood or other potentially infectious materials, UIU will provide the vaccine at no cost.

Employees and students who are exposed to blood or other potentially infectious materials are required to use personal protective equipment (PPE) in accordance with the ECP. PPE required by the ECP will be provided to employees. Students who have been determined to be exposed to bloodborne pathogens as a necessary part of their education may be required to obtain appropriate PPE at their own expense.

RULES, PROCEDURES, GUIDELINES, FORMS, AND OTHER RELATED RESOURCES

Bloodborne Pathogen Exposure Control Program

CONTACTS

Acting as the policy owner, the Office of Human Resources is responsible for answering questions regarding the application of this policy.

SANCTIONS

N/A

HISTORY

- April 21, 2014
 - Recommended for approval by University Policy Committee
- April 22, 2014
 - Approved by Executive Leadership Team (ELT) (now President's Council)
- May 9, 2014
 - Approved by Board of Trustees (BOT) (if required)
- January 30, 2017
 - Reviewed by University Policy Committee