

Policy Title: ***Employee Health: Occupational Exposure  
to Bloodborne Pathogens***

Code No. **402.9**

The superintendent or designee shall be responsible to insure that the District implements, reviews and updates at least annually, an exposure control plan to eliminate or minimize employees' occupational exposure to bloodborne pathogens in accordance with applicable OSHA requirements. The plan shall designate a response team at each building. Failure of an employee to comply with the plan shall be grounds for disciplinary action, up to and including discharge.

Data and records regarding employee communicable diseases shall be maintained separately from general personnel files to protect the privacy of the employee. This shall not be construed to prevent appropriate administrative and nursing staff from being informed of which employee has a communicable disease in accordance with law.

The District shall provide at no cost to the employees necessary supplies, personal protective devices, and training for employees to comply with the exposure control plan. Training shall include a discussion of universal precautions.

Employees identified as having reasonably anticipated occupational contact with blood or infectious materials shall receive the Hepatitis B vaccine at District expense or shall sign a written waiver declining the vaccine.

Following a report of an exposure incident, the District shall make immediately available to the exposed employee a confidential medical examination and follow-up.

Medical records shall be maintained for each employee with occupational exposure. Such records shall be kept confidential and shall not be disclosed without the employee's express written consent to any person within or outside the workplace, except as required by law.

**Date of Adoption:** September 9, 1994

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