



*The*  
**UNIVERSITY**  
*of* **VERMONT**

Policy V. 4.1.21.2

Responsible Official: Vice President  
for Finance and Administration

Effective Date: March 18, 2010

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# Bloodborne Pathogens Exposure Control

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## Policy Statement

All employees are expected to adhere to guidelines established in the UVM Exposure Control Plan (ECP).

## Reason for the Policy

To maintain a safe workplace and comply with applicable safety regulations. UVM's bloodborne pathogen Exposure Control Plan (ECP) (<http://esf.uvm.edu/uvmecp/index.html>) exists to bring UVM into compliance with the Occupational Safety and Health Administration's Bloodborne Pathogens Standard ([http://www.osha.gov/pls/oshaweb/owadisp.show\\_document?p\\_table=standards&p\\_id=10051](http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=standards&p_id=10051)).

## Strategic Direction

This policy supports the following goal in the University's Strategic Plan  
[http://www.uvm.edu/president/?Page=strategicplan2009\\_2013.html](http://www.uvm.edu/president/?Page=strategicplan2009_2013.html):

*Institutional Efficacy:* As an institution, model the highest standard of ethical conduct, public service, and strong commitment to lifelong learning.

## Applicability of the Policy

This policy applies to all University of Vermont faculty, staff, students and visitors at risk of exposure to bloodborne pathogens.

# Policy Elaboration

## Overview of the Hepatitis B Vaccination Series

Paid UVM Employees who have potential for occupational exposure to bloodborne pathogens (“at risk”) in the course of their work are offered the Hepatitis B Vaccination series at no cost to them. The series consists of 3 shots plus a titer to check for immunity. The supervisor determines who is considered at risk and fills out the Risk Designation form for those employees.

This form must be completed for every at-risk employee, and the form should be kept in the department's personnel files. Designations for new employees must be made within 10 days of the employee's arrival at work, and at-risk employees must be offered the Hepatitis B vaccine within this time period. If they consent to receive the vaccine, they should be directed to make an appointment at the Concentra Medical Services, 7 Fayette Road, South Burlington (658-5756) Employees need to bring a completed copy of this form to their first vaccination appointment. At-risk employees must attend a bloodborne pathogens training.

It is not required that “at risk” employees receive the vaccination, but in either case the employee must fill out the consent/refusal form. At risk employees who want the Hepatitis B Vaccination series indicate consent and those who do not wish to get the series indicate refusal. At risk employees may change their minds at any time and request the series by filling out a new consent/refusal form indicating consent.

## Bloodborne Pathogen Training

All “at risk” employees will receive laboratory specific training conducted by their supervisor. If requested by the supervisor, Environmental Safety staff will provide more comprehensive Biosafety/Bloodborne Pathogens training. The laboratory supervisor must still do training specific to the laboratory. Environmental Safety (ES) staff offers 2 types of training: online Bloodborne Pathogens Training (<http://esf.uvm.edu/courses/>) and Scenario Training (<http://www.uvm.edu/~esf/training/scenariotraining.html>), as well as, individual consultations for laboratory biosafety and compliance.

“At risk” employees receive training on the epidemiology, symptoms, and transmission of bloodborne pathogen diseases. In addition, the training program covers the following elements:

- Explanation of the OSHA BBP Standard and how to obtain a copy
- Explanation of the UVM ECP and how to obtain a copy
- Information on the Hepatitis B vaccine series

- Information on the appropriate actions to take and persons to contact in an emergency involving blood or Other Potentially Infectious Material (OPIM)
- Explanation of the procedure to follow if an exposure incident occurs, including the method of reporting the incident and the medical follow-up that will be made available.
- Information on the post-exposure evaluation and follow-up that the employer is required to provide for the employee following an exposure incident.
- Explanation of the signs and labels and/or color-coding required by the standard and used at UVM.
- Explanation of methods to recognize tasks and other activities that may involve exposure to blood and OPIM.
- Explanation of what constitutes an exposure incident.
- Opportunity for interactive questions and answers with the person conducting the training session.

These items are covered in a general way in ES trainings. Supervisors must provide detailed information to include the following:

- Explanation of the use and limitations of the engineering controls, work practices, and Personal Protective Equipment (PPE) used in the workplace.
- Explanation of the types, uses, location, removal, handling, decontamination, and disposal of PPE.
- Explanation of the basis for PPE selection.

## Definitions

*Bloodborne pathogens:* means pathogenic microorganisms that are present in human blood and can cause disease in humans.

*Contaminated:* means the presence or the reasonably anticipated presence of blood or other potentially infectious materials on any item or surface, including laundry.

*Other potentially infectious materials:* means human semen, vaginal secretions, cerebrospinal fluid, synovial fluid, pleural fluid, pericardial fluid, peritoneal fluid, amniotic fluid, saliva in dental procedures, any body fluid visibly contaminated with blood, and all body fluids in situations where it is difficult or impossible to differentiate between body fluids. In addition, any unfixated tissue or organ from a human (living or dead) and any pathogen contaminated cell or tissue cultures, organ cultures, pathogen contaminated culture medium or solutions, or tissues from pathogen contaminated animals.

## Procedures

See Policy Elaboration

## **Forms**

Risk Designation Form

<http://esf.uvm.edu/uvmecp/riskdesg.html>

Consent/Refusal Form

[http://esf.uvm.edu/uvmecp/consent\\_dissent.html](http://esf.uvm.edu/uvmecp/consent_dissent.html)

Incident Report Form to Report Non-Employee Exposure

[http://www.uvm.edu/~riskmgmt/incident\\_report.pdf](http://www.uvm.edu/~riskmgmt/incident_report.pdf)

Incident Report Form to Report Employee Exposure

<http://www.uvm.edu/~riskmgmt/firstreport.pdf>

If you need assistance after you have been Exposed to Potentially Infectious Material, go here (<http://esf.uvm.edu/uvmecp/index.html#postexp>).

## **Contacts**

Questions related to the daily operational interpretation of this policy should be directed to:

Environmental Safety Facility (will provide training materials)

656-5400

[esf@uvm.edu](mailto:esf@uvm.edu)

Specific material given by the supervisor is available in the workplace.

The Vice President for Finance and Administration is the official responsible for the interpretation and administration of this policy.

## **Related Documents/Policies**

Risk Management Manual

<http://www.uvm.edu/~riskmgmt/RiskMgmtHndbk.PDF>

## **Effective Date**

Approved by: the President on March 18<sup>th</sup> 2010