

# Bloodborne Pathogens Facts

## For at-risk Employees

Bloodborne Pathogens are pathogenic micro-organisms that are present in human blood and can cause bloodborne diseases such as HIV/AIDS, Hepatitis B (HBV) and Hepatitis C (HCV), Syphilis and Malaria.

Bloodborne pathogens are spread when infected blood or other body fluids contaminated with blood gets into the bloodstream of an uninfected person. Examples include: bites, cuts or openings into the skin, puncture wounds from sharp objects, providing first aid, and splashes of contaminated fluids into the eyes, nose or mouth.

### Employees with Risk

Your principal/Site Employee Safety Administrator (SESA) has identified you as an employee whose job duties place you at occupational risk of exposure to blood and other potentially infectious materials. All at-risk employees are required to receive specialized training on bloodborne pathogens annually and be offered the opportunity to receive the hepatitis B vaccine.

Should you become exposed to blood or other potentially infectious materials, a post exposure plan is in place. The incident will be documented and you will be released from work to seek immediate medical attention at a Health and Hospitals Corporation (HHC) facility or private physician. For detailed information on handling exposure incidents, ask your SESA for a copy of the *Post Exposure Incidents Information Sheet for Employees*.

*The Site Employee Safety Administrator (SESA) is your school's point-of-contact for the bloodborne pathogens program*

## The Bloodborne Pathogens Standard

The Standard is a federal regulation cited as 29 CFR 1910.1030 and is enforced by the Public Employees Safety and Health Bureau (PESH).

**PURPOSE:** To prevent the transmission of bloodborne pathogen diseases within potentially exposed workplace occupations.

**LAW IN EFFECT:** This law has been in effect since 1992.

**WHO IS COVERED:** All NYCDOE employees whose job tasks bring them into routine contact with blood and other potentially infectious materials.

**WHAT IS REQUIRED:** The NYCDOE is required to develop a written Exposure Control Plan; identify employees who are at risk; ensure that universal precautions are practiced; provide gloves, aprons and other protective equipment; provide prompt evaluation and treatment to workers who have a needle stick or other exposure to blood; provide Hepatitis B vaccinations to workers who are at-risk; train at-risk employees each year on bloodborne diseases, and adequately dispose of medical waste.

**WHO IS RESPONSIBLE:** *Principals must ensure that their schools comply with this regulation. The Site Employee Safety Administrator (SESA) has been appointed by the principal to coordinate compliance activities.*

**WHO ENFORCES THE LAW:** *The New York State Department of Labor, Public Employee Safety and Health Bureau (PESH). After inspection, fines may be levied for sites found not compliant.*

This brochure is intended to communicate basic regulatory requirements on OSHA's Bloodborne Pathogens Standard, cited as 29 CFR 1910.1030. This should not be considered medical or legal advice.

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## The Bloodborne Pathogens Compliance Tool

The NYCDOE has developed a database, The Bloodborne Pathogens Compliance Tool (BBPCT) which tracks the training and vaccination status of at risk employees. Once you have been identified as having occupational risk, the BBPCT will request that you sign up and complete a training session. Upon completion of the training, you will receive another email with an offer to receive the Hepatitis B vaccine. Should you accept, the vaccine is free and is offered during normal work hours.

**Check your NYCDOE email frequently for these notices**

## Smart Work Practices

- **PRACTICE UNIVERSAL PRECAUTIONS** This is an assumption that all human blood and certain body fluids are infectious for bloodborne pathogens.
- **WEAR GLOVES** Don't take chances - always wear gloves when you are involved in direct student care that involves contact with body fluids.
- **WASH HANDS** Hand washing is the single most effective method for controlling the spread of infectious diseases.
- **NEVER SMASH DOWN ON OVERFLOWING TRASH CANS** with your hands or feet
- **DISINFECT** Follow procedures for cleaning up blood and infectious body fluids. Use diluted bleach or EPA approved disinfectants.
- **CLEAN** change tables and adaptive equipment before and after use.
- **DISPOSE** of medical waste properly.
- **COVER** all cuts, nicks, burns, acne sores, abrasions, and dermatitis.
- **GET** the hepatitis B vaccine.
- **REPORT** all needle sticks and exposures to blood and other potentially infectious materials.
- **GET** the required training on bloodborne pathogens.
- **DISPOSE** of medical waste properly.

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*If you have been exposed to blood, you may have been exposed to HIV, HVB or HCV.*

*An exposure incident means a specific eye, mouth or mucous membrane exposure, non intact skin or piercing the skin through needle sticks, bites, cuts, or abrasions through the performance of an employee's duties which allows the employee to come into contact with blood or other potentially infectious materials.*

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*If you experience an exposure incident, you have the right to:*

1. *Receive confidential post-exposure medical evaluation and follow up.*
2. *Free transportation to/from the medical facility.*
3. *Seek medical attention within scheduled work hours.*
4. *Request the testing of the source individual.*
5. *Obtain a copy of the HHC's health care professional's written opinion within 15 days of the completion of the evaluation.*

## Summary of Bloodborne Pathogens Diseases

DISEASE	CAUSATIVE AGENT	INCUBATION PERIOD	SIGNS & SYMPTOMS	VACCINE AVAILABILITY
HIV/AIDS	HIV virus	2- 4 weeks	<ul style="list-style-type: none"> <li>• Compromises the immune system</li> <li>• Swollen lymph nodes, recurrent fevers, night sweats, fatigue, diarrhea, weight-loss, infections in the mouth</li> <li>• Opportunistic infections—TB, HBV, pneumonia, cancers</li> </ul>	NO
Hepatitis B	Hepatitis B virus (HBV)	2 – 6 months	<ul style="list-style-type: none"> <li>• Causes inflammation of the liver</li> <li>• About 30% of persons show no signs or symptoms.</li> <li>• Jaundice, fatigue, abdominal pain, loss of appetite, nausea, vomiting, joint pain, dark colored urine</li> </ul>	YES
Hepatitis C	Hepatitis C virus (HCV)	6 - 7 weeks	<ul style="list-style-type: none"> <li>• Causes inflammation of the liver</li> <li>• Can be asymptomatic for many years.</li> <li>• Jaundice, fatigue, abdominal pain, loss of appetite, nausea, vomiting, joint pain, dark colored urine</li> </ul>	NO

### Immediately following an exposure to blood/other potentially infectious materials (OPIM):

- **WASH** the affected area with soap and water.
- **FLUSH** splashes to the nose, mouth or skin with water.
- **IRRIGATE** eyes with clean water, or use bottled eye wash.
- **STOP** any bleeding by applying pressure.
- **BANDAGE** the injury.
- **REPORT** the incident to your supervisor immediately.
- **FILL** out the Bloodborne Pathogens Exposure Incident form or the Sharps Injury Report form if a contaminated sharp object was involved.
- **SEEK medical attention within 24 - 48 hours of exposure**

*Exposure does not necessarily mean infection*

Risk depends on pathogen type, exposure type, amount of blood or other body fluids involved, and the amount of virus in the source's blood or other fluid.