

# Section 5A: Safety Management Systems

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**Policy #10:** Bloodborne Pathogens Exposure & Prevention Policy  
**Effective Date:** February 12, 2016  
**Last Revision Date:** Original

## I. Purpose

The Town of Mooresville is committed to providing a safe and healthy work environment for all of our employees. The Bloodborne Pathogen Exposure & Prevention policy establishes procedures for eliminating and/or minimizing employee exposure to blood, bodily fluids, or other potentially infectious materials. By utilization of universal precautions, engineering controls, and good sanitation practices, the work environment will be free of unnecessary risk to Town employees and the public they serve.

## II. Scope

The Bloodborne Pathogen Exposure & Prevention policy applies to all employees with the potential for occupational exposure. Exposure to blood and other body fluids presents employees with the threat of infection with hepatitis B virus (HBV), hepatitis C virus (HCV), and the human immunodeficiency virus (HIV). It is the intent of the Town of Mooresville to minimize or eliminate employee risk of exposure to potentially infectious diseases.

Occupational risk can be minimized or even eliminated by establishing guidelines for the use of universal precautions for all incidents involving potential occupational exposure to infectious disease, and by establishing standard procedures for the reporting of incidents, providing employee training, and offering vaccinations to employees.

It is the policy of the Town to protect the medical confidentiality of our employees, as well as the civil rights of members of the public. No employee will disclose another person's infectious status to anyone except as specifically allowed by law.

## III. Legislation and References

1. T 29 CFR § 1910.1030, the OSHA bloodborne pathogens standard and 29 CFR §1910.20 Access to Employee Exposure and Medical Records incorporated by reference under the North Carolina Administrative Code (NCAC): 13 NCAC 07F.0101.

2. North Carolina Administrative Code (NCAC): 15A NCAC 19A .0201 Control Measures – General Control Measures, 15A NCAC 19A .0202 Control Measures – HIV and 15A NCAC 19A .0203 Control Measures - Hepatitis
3. North Carolina General Statutes (NCGS) [NCGS 130A-Article 6: Public Health, NCGS 143 State Employees Workplace Requirements Program for Safety and Health: Article 63 ].
4. *Bloodborne Infectious Diseases: HIV/AIDS, Hepatitis B, Hepatitis C.* (n.d.). Retrieved Dec. 1, 2015, from Centers for Disease Control and Prevention (CDC), The National Institute for Occupational Safety and Health (NIOSH):  
<http://www.cdc.gov/niosh/topics/bbp/default.html>

#### IV. Definitions

**Blood:** Means human blood, human blood components and products made from human blood. The term "human blood components" includes plasma, platelets, and serosanguineous fluids.

**Bloodborne Pathogens:** Pathogenic microorganisms present in human blood that can cause disease in humans. These pathogens include, but are not limited to, hepatitis B virus (HBV), hepatitis C virus (HCV), and human immunodeficiency virus (HIV).

**Contamination:** The presence, or reasonably anticipated presence, of human blood or other potentially infectious materials on an item or surface.

**Contaminated Laundry:** Any laundry which has been soiled with human blood or other potentially infectious materials.

**Contaminated Sharps:** Any contaminated object that can penetrate the skin including, but not limited to, needles, scalpels, broken glass, broken capillary tubes, and exposed ends of dental wires.

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

**Engineering Controls:** Controls (e.g., sharps disposal containers, self-sheathing needles) that isolate or remove the bloodborne pathogens hazard from the workplace.