

STATEMENT OF PURPOSE:

21 V.S.A. § 201 states “it is the policy of the State of Vermont that in their employment all persons shall be provided by their employers with safe and healthful working conditions at their work place, and that insofar as practicable an employee shall not experience diminished health, functional capacity, or life expectancy as a result of his or her work experience”. The risk of school staff and student’s exposure to bloodborne pathogens shall be decreased.

AUTHORIZATION/LEGAL REFERENCE:

21 V.S.A. § 201 – Occupational policy

<http://legislature.vermont.gov/statutes/section/21/003/00201>

21 V.S.A. § 224 – Rules and standards

<http://legislature.vermont.gov/statutes/section/21/003/00224>

29 CFR 1910.1030 – Bloodborne Pathogens - U.S. Department of Labor: Occupational Safety and Health Administration

http://www.osha.gov/pls/oshaweb/owadisp.show_document?p_table=STANDARDS&p_id=10051

1910.134(a)(1) CFR- Respiratory Protection Program

[1910.134 - Respiratory Protection. | Occupational Safety and Health Administration \(osha.gov\)](http://www.osha-slc.gov/1910.134-Respiratory-Protection)

42 CFR 493 Clinical Laboratory Improvement Amendments: Standards and Certification: Laboratory Requirements

<https://www.ecfr.gov/cgi-bin/text-idx?SID=1248e3189da5e5f936e55315402bc38b&node=pt42.5.493&rgn=div5>

DEFINITIONS:

Bloodborne Pathogens Exposure Control Plan - Each employer having an employee(s) with anticipated occupational exposure to bloodborne pathogens shall establish a written Exposure Control Plan designed to eliminate or minimize employee exposure. The Plan will be developed following OSHA Standards for Bloodborne Pathogens.

Occupational Exposure - Any reasonably anticipated skin, eye, mucous membrane, or parenteral contact with blood or other potentially infectious materials that may result from the performance of an employee's duties. The employer must evaluate employees’ jobs and determine if they could reasonably be exposed during their employment activities.

Respiratory Protection Program - The employer must develop and implement a written respiratory protection program with required worksite-specific procedures for respirator use. The program must be administered by a suitably trained program administrator. In addition, certain program elements may be required for voluntary use to prevent potential hazards associated with the use of the respirator.

REQUIRED SCHOOL NURSE/ASSOCIATE SCHOOL NURSE ROLES:

- Review the school’s bloodborne pathogens Exposure Control Plan annually and alert administration of new guidelines as necessary.

- Work with school administrators to implement and develop safe practices for disposal of needles, other sharps, and contaminated waste.
- Establish procedures and protocols for the use of personal protective equipment to clean blood and bodily fluid spills and the proper disposal of cleaning materials. Work with school administrators to implement these procedures and protocols by informing the appropriate school staff as needed.
- Develop procedures to clean sinks appropriately if used for blood injuries. Discuss best practices with school administration and facilities maintenance in locating the refrigerator, medicine cabinet, and eating surfaces away from sinks used for blood clean up.
- Provide information to students and staff about safe practices when injuries occur on school grounds or the school bus. Implement the Exposure Control Plan in the event of blood or bodily fluid exposure.
- Act as a resource to guide infectious disease prevention, mitigation, and recovery efforts in the school community.

RECOMMENDED SCHOOL NURSE/ASSOCIATE SCHOOL NURSE ROLES:

- Act as a resource for annual staff bloodborne pathogen training, if applicable.
- Provide first aid kits, which include gloves or protective barriers and bandaging supplies, to classroom teachers, recess duty staff, bus drivers, and staff on field trips.
- Provide the school community with appropriate education and training to prevent, mitigate, and recover from a public health crisis related to a highly infectious disease. Specifically related to preventable conditions of endemic, epidemic, or pandemic scale with a significant risk of morbidity and mortality.
- Review the school or LEA's Respiratory Protection Program on an annual basis, if applicable. Assess when the use of fit-tested N95 respirators may or may not be indicated. Adjust and renew the plan as needed.

RESOURCES:

Aronson, S. S., & Shope, T. R. (2020). *Managing infectious diseases in child care and schools: a quick reference guide*. American Academy of Pediatrics.

Caring for Our Children: National Health and Safety Performance Standards

- [3.2.3.4: Prevention of Exposure to Blood and Body Fluids](#)
- [3.3 Cleaning, Sanitizing, and Disinfecting](#)

Centers for Disease Control and Prevention

- [Bloodborne Pathogens and Needlestick Prevention](#)
- [Preventing needlesticks and sharps injuries](#)
- [Guide to Infection Prevention for Outpatient Settings: Minimum Expectations for Safe Care](#)
- [Guide to Infection Prevention for Outpatient Settings \(Complete Guide and Checklist\) pdf icon\[PDF – 44 pages\]](#)
- [Spanish Guide and Checklist pdf icon\[PDF – 48 pages\]](#)

Food and Drug Administration of the U.S. (2018) [Safely Using Sharps \(Needles and Syringes\) at Home, at Work and on Travel](#)

National Institute for Occupational Safety and Health - [Education and Information Division](#)

Vermont Agency of Natural Resources - Department of Environmental Conservation – [Solid Waste Management](#)

- SOLID WASTE AND RECYCLING PROGRAM, WASTE MANAGEMENT AND PREVENTION DIVISION (2018) [PROCEDURE ADDRESSING REGULATED MEDICAL WASTE DEFINITIONS AND THE HANDLING AND TREATMENT OF REGULATED MEDICAL WASTE](#): Used sharps, page 9.

Vermont Department of Health HIV program-http://www.healthvermont.gov/prevent/aids/aids_index.aspx

VERMONT OCCUPATIONAL SAFETY AND HEALTH ADMINISTRATION ([VOSHA](#))

- PROJECT WORKSAFE [FREQUENTLY ASKED QUESTIONS](#)
 - There is one Compliance Assistance Specialist in each OSHA Area Office in states under federal jurisdiction. They are available for seminars, workshops, and speaking events. They promote cooperative programs, such as Consultation Programs, the Voluntary Protection Programs, the Strategic Partnerships Program, and the Alliance Program. They also promote OSHA's training resources and the tools available www.OSHA.gov.
 - If you would like to request an "Outreach Session", please contact the VOSHA Program Manager, Daniel Whipple at (802) 828-5084 or via email at dan.whipple@vermont.gov.

U.S. Department of Labor: Occupational Safety and Health Administration Workplace Safety-
<https://www.osha.gov/>

SAMPLE POLICIES, PROCEDURES, AND FORMS:

Bloodborne Pathogens:

- [Self-Inspection Checklist](#)
- [Infection Prevention for Outpatient Settings \(Checklist only\) pdf icon\[PDF – 27 pages\]](#)
- [Spanish Checklist only pdf icon\[PDF – 26 pages\]](#)
- [Fillable Version: Infection Prevention for Outpatient Settings \(Checklist Only\) pdf icon\[PDF – 28 pages\]](#)

Sample HIV Policy

- <http://education.vermont.gov/sites/aoe/files/documents/edu-healthy-safe-schools-hiv-model-policy.pdf> (Revised: 8/19/16)

Safe Disposal of Sharps – Vermont Regulations

- ["Safe Needle Disposal: What should I do?" Decision Tree \(for residents and health care professionals\)](#)
- [Sample "Do Not Recycle" label](#) to tape to disposal containers. Printing on colored paper makes the label more eye-catching.
- [What To Do With A Found Needle](#)

Sample Training Materials

- [Bloodborne Pathogens School Training Program: Wisconsin Department of Public Instruction Training | Wisconsin Department of Public Instruction](#)