

**Board of Trustees
Douglas County School District**

CLASSIFIED STAFF

EMPLOYEE PROTECTION FROM BLOOD BORNE PATHOGENS

The Douglas County School District will offer appropriate protection to at-risk employees in an attempt to shield them from the health hazards associated with Hepatitis B Virus (HBV), HIV (AIDS) and other blood borne pathogens.

An employee is considered at-risk when the normal job duties subject the employee to possible exposure to blood borne pathogens. This would include employees who are first aid responders as a function of their job and others whose occupational exposure could include frequent contact with blood or other potentially infectious materials.

The District will take protective measures for at-risk employees. This would include: 1) Training in the use of universal precautions; 2) Making available such protective devices as will help reduce or eliminate exposure to blood borne pathogens; and 3) Offering to provide protective vaccinations for HBV at District expense.

If, while in the performance of his or her employment duties, an employee experiences an exposure incident, he/she will immediately report such incident to the school nurse and site administrator. Following appropriate medical evaluation and necessary follow-up, such report shall be put in writing and forwarded to the Superintendent. The report will be used to ensure that the employee receives post-exposure treatment and to allow the District to attempt to prevent further incidents of exposure to other employees or students.

The results of all tests for blood borne pathogens shall be confidential.

The Superintendent will identify those employees considered to be at-risk at the beginning of each school year in order to implement the above protective measures. The Superintendent will develop further written procedures to carry out this policy.

[Request for Hepatitis A Vaccination Form](#)
[Request for Hepatitis B Vaccination Form](#)

Reference: OSHA Standards 29 CFR 1910.1030
Adopted: March 14, 1995