

MIDDLETOWN UNIFIED SCHOOL DISTRICT

Policy 4319.43: Universal Precautions

Original Adopted Date: 1/17/2024

In order to protect all employees from contact with potentially infectious blood or other body fluids, the Governing Board requires that universal precautions be observed throughout the district.

Universal precautions are appropriate for preventing the spread of all infectious diseases and shall be used regardless of whether bloodborne pathogens are known to be present.

The Superintendent or designee shall distribute to employees information provided by the California Department of Education (CDE) regarding acquired immune deficiency syndrome (AIDS), AIDS-related conditions, and hepatitis B. This information shall include, but not be limited to, any appropriate methods employees may use to prevent exposure to AIDS and hepatitis B, including information concerning the availability of a vaccine to prevent contraction of hepatitis B, and that the cost of this vaccination may be covered by the health plan of the employees. Information shall be distributed annually, or more frequently if there is new information supplied by CDE. (Health and Safety Code 120875, 120880)

Information regarding universal precautions may be included in employee handbooks.

Employees shall immediately report any exposure incident or first aid incident in accordance with the district's exposure control plan for bloodborne pathogens or other safety procedures.

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State

8 CCR 3203

Description

Injury and illness prevention program

8 CCR 5193

Bloodborne pathogens

Gov. Code 3543.2

[Scope of representation](#)

H&S Code 117600-118360

[Handling and disposal of regulated waste](#)

H&S Code 120875

[Information on AIDS, AIDS-related conditions, and hepatitis B](#)

H&S Code 120880

[Notification to employees re AIDS, AIDS-related conditions, and hepatitis B](#)

Lab. Code 6401.7

[Injury and illness prevention program](#)

Federal

29 CFR 1910.1030

Description

Bloodborne pathogens

Management Resources

CDC and Prevention Publication

Description

Hepatitis B Questions and Answers for the Public

Website

[CSBA District and County Office of Education Legal Services](#)

Website	American Federation of Teachers
Website	California Department of Industrial Relations, Occupational Safety and Health
Website	U.S. Department of Labor, Occupational Safety and Health Administration
Website	California Department of Public Health
Website	Centers for Disease Control and Prevention

Cross References

Code	Description
3515.3	District Police/Security Department
3515.3	District Police/Security Department
4112.9	Employee Notifications
4112.9-E(1)	Employee Notifications
4119.41	Employees With Infectious Disease
4119.42	Exposure Control Plan For Bloodborne Pathogens
4119.42	Exposure Control Plan For Bloodborne Pathogens
4119.42-E(1)	Exposure Control Plan For Bloodborne Pathogens
4131	Staff Development
4157	Employee Safety
4157	Employee Safety
4212.9	Employee Notifications
4212.9-E(1)	Employee Notifications
4219.41	Employees With Infectious Disease
4219.42	Exposure Control Plan For Bloodborne Pathogens
4219.42	Exposure Control Plan For Bloodborne Pathogens
4219.42-E(1)	Exposure Control Plan For Bloodborne Pathogens
4257	Employee Safety
4257	Employee Safety
4312.9	Employee Notifications
4312.9-E(1)	Employee Notifications
4319.41	Employees With Infectious Disease
4319.42	Exposure Control Plan For Bloodborne Pathogens
4319.42	Exposure Control Plan For Bloodborne Pathogens

4319.42-E(1)	<u>Exposure Control Plan For Bloodborne Pathogens</u>
4357	<u>Employee Safety</u>
4357	<u>Employee Safety</u>
5141	<u>Health Care And Emergencies</u>
5141	<u>Health Care And Emergencies</u>
5141.21	<u>Administering Medication And Monitoring Health Conditions</u>
5141.21	<u>Administering Medication And Monitoring Health Conditions</u>
5141.22	<u>Infectious Diseases</u>
5141.22	<u>Infectious Diseases</u>
5141.24	<u>Specialized Health Care Services</u>
5141.6	<u>School Health Services</u>
5141.6	<u>School Health Services</u>
6145.2	<u>Athletic Competition</u>
6145.2	<u>Athletic Competition</u>