BLOODBORNE AND OTHER PATHOGENS
REFRESHER/UPDATE
2025-26



The bloodborne pathogen standard was put into effect by OSHA in Washington State in May 1992 (WAC 296-823, Occupational Health Standards). This requirement aims to reduce the occurrence of illness spread by blood/body fluids by protecting employees against exposure.

- Bloodborne pathogens are bacterial and viral pathogenic microorganisms that are present in human blood and can cause disease in humans; i.e., Human Immunodeficiency Virus (HIV), Hepatitis B (HPV), staph, strep, and malaria.

- Universal/Standard Precautions are guidelines that use a two-tiered approach, offering infection control precautions that are standard for all individuals and include bloodborne, airborne, and epidemiologically important pathogens. Universal/Standard Precautions refer to the use of barriers or protective measures when dealing with the following:

    1) Blood (lacerations, nose bleeds, abrasions, menstrual flow, etc.)
    2) All body fluids, secretions, and excretions, except sweat, regardless of whether they contain visible blood (urine, emesis, feces, etc.)
    3) Non-intact skin (cuts, scrapes, dermatitis, etc.)
    4) Mucous membranes (oral/nasal/eye secretions, etc.)

- Universal/Standard Precautions mandate **wearing gloves when handling blood or body fluids**, disposing of materials used to clean up blood or body fluids in plastic bags, disposing of used sharps in designated sharps containers, and **THOROUGHLY WASHING HANDS** as soon as possible after any encounter with blood or body fluids.

- **Needlesticks and other sharps-related injuries** may expose workers to bloodborne pathogens. Workers in many occupations, including first responders, housekeeping personnel, nurses, and other staff, may be at risk for exposure to bloodborne pathogens.

- An **exposure incident** means a specific eye, mouth, other mucous membrane, nonintact skin, or parenteral contact with blood or other potentially infectious materials (OPIM) that results from the performance of an employee's duties. Examples of nonintact skin include skin with dermatitis, hangnails, cuts, abrasions, chafing, or acne. Examples of OPIM include human body fluids: semen, vaginal secretions, amniotic fluid, any body fluid that is visibly contaminated with blood, and all body fluids in situations where it is difficult or impossible to differentiate between body fluids.

- If direct skin contact with blood/body fluids occurs, wash hands and/or other affected skin areas thoroughly with soap, friction, and running water as soon as feasible. If direct mucous membrane (eyes, mouth, or nostrils), contact with blood/body fluids occurs, flush affected mucous membranes thoroughly with copious amounts of running water as soon as possible. Then wash the area thoroughly with soap and running water.

  If direct contact with contaminated blood/body fluids occurs, **contact the site manager and the District Human Services Director to report the contact as a possible exposure incident (no later than 24 hours).** You will be provided with the necessary forms to be completed by yourself and your licensed health care professional (see the _____ School District Exposure Control Plan).

- If an incident occurs where the body fluid has contaminated a surface, cleaning and disinfecting should take place prior to allowing an activity to continue. Disposable towels and tissues are recommended. Towels must be used for one individual only and then disposed of in an appropriate receptacle. For more information regarding the location of and decontamination and disposal of PPE, see the _____ School District Bloodborne Pathogens Exposure Control Plan.

  - If exposure to blood or OPIM occurs outside of your normal scope of work, treat the affected areas as noted above and contact the District Human Services Director for guidance.

  - Hepatitis B vaccinations are offered to all Category I and some Category II, the _____ School District employees, free of charge. The Hepatitis B vaccine is safe. Soreness at the injection site is the most common side effect reported. As with any vaccine, there are very small risks that a serious problem could occur after getting the vaccine. There is a series of two or three vaccinations required over a (usual) period of six months. Completing the series of shots is needed for full protection. Efficacy is 95% (range 80-100%). Available data show that vaccine-induced antibody levels decline with time. However, immune memory remains intact for more than 20 years following immunization, and both adults and children with declining antibody levels are still protected against significant HBV infection. See the Human Services Director to obtain the appropriate paperwork **prior** to getting your vaccination.

  - Requirements for confidentiality: No person may disclose or be compelled to disclose the identity of any person who has been investigated, considered, or requested a test or treatment for any sexually transmitted disease unless required by public health officials. Individuals violating these laws may incur large fines.

CORONAVIRUS DISEASE--COVID 19

COVID-19 (coronavirus disease 2019) is a disease caused by a virus named SARS-CoV-2 and was discovered in December 2019.
It is very contagious and quickly spread around the world.
COVID-19 most often causes respiratory symptoms that can feel much like a cold, the flu, or pneumonia.
COVID-19 may attack more than your lungs and respiratory system. Other parts of your body may also be affected by the disease.

- Most people with COVID-19 have mild symptoms, but some people become severely ill.
- Some people including those with minor or no symptoms may suffer from post-COVID conditions — or "long COVID".
- Older adults and people who have certain underlying medical conditions are at increased risk of severe illness from COVID-19.

- According to the World Health Organization, 1,127,152 people have died from COVID-19 in the United States since the beginning of the pandemic.
- Vaccines against COVID-19 are considered safe and effective. Vaccines teach our immune system to fight the virus that causes COVID-19.

COVID-19 guidance changes as new information is known and understood. The _____ School District strives to keep up-to-date with these changes and will update staff as needed. If you have symptoms of COVID-19 or have tested positive, please stay home and contact your director or the Human Services Director for information and guidance.

For more guidance visit these websites:

Spokane Regional Health District (SRHD):
COVID-19 Updates & Information | Spokane Regional Health District (srhd.org)

Center for Disease Control and Prevention:
Coronavirus Disease 2019 (COVID-19) | CDC

Washington State Department of Health (DOH) Labor & Industries
https://lni.wa.gov/agency/outreach/coronavirus/requirements-and-guidance-for-preventing-covid-19

REMINDERS

Personal Protective Equipment (PPE)

Personal protective equipment, commonly referred to as "PPE," is equipment worn to minimize exposure to hazards that cause serious workplace injuries and illnesses. These injuries and illnesses may result from contact with bloodborne pathogens, chemical, radiological, physical, electrical, mechanical, or other workplace hazards. Personal protective equipment to be worn with risk from BBPs may include items, such as gloves, safety glasses, masks/respirators, face shields, gowns, and shoe covers.

All personal protective equipment should be safely designed and constructed and should be maintained in a clean and reliable fashion. It should fit comfortably, encouraging worker use. If the personal protective equipment does not fit properly, it can make the difference between being safely covered or dangerously exposed. Be sure to request PPE that fits properly and is the correct PPE for the tasks you are completing. Let your supervisor know immediately if there is an issue with your PPE.

Demonstration of Donning (Putting On) Personal Protective Equipment (PPE), and
Demonstration of Doffing (Taking Off) Personal Protective Equipment (PPE)
https://www.youtube.com/watch?v=cCzwH7d4Ags

Removing Gloves

Taking off disposable gloves is a simple task but should be done carefully in the proper way to prevent contact with bare hands and the outside of the contaminated glove.

- With one hand, grasp the cuff of the opposite glove and carefully pull the glove completely off the hand. This should turn the glove inside out.

- With the removed glove now in the gloved hand, wad the used glove up into a ball in the palm of the gloved hand, being careful not to touch anything with the unprotected hand.
- Use the index finger of the unprotected bare hand to slip underneath the cuff of the other glove and remove it by peeling it back off the hand carefully, not touching the outside.
- When you get this glove off, it will act as a bag holding the other glove.
- Discard these gloves in the proper receptacle and immediately wash hands thoroughly.

Hand washing--What is the right way to wash your hands?

- Wet your hands with clean running water (warm or cold) and apply soap.
- Rub your hands together to make a lather and scrub them well; be sure to scrub the back of your hands, between your fingers, and under your nails. Wash up to your elbows, if possible. Be sure to either remove your jewelry (watches) before work or wash them as you wash your hands.
- Continue rubbing your hands for at least 20 seconds. Need a timer? Hum the "Happy Birthday" song from beginning to end twice.
- Rinse your hands, and jewelry if worn, well under running water.
- Dry your hands using a clean paper towel or air dry**.**
- Use a dry paper towel (if available) to turn off the faucet.

Washing hands with soap and water is the best way to reduce the number of germs on them. If soap and water are not available, use an alcohol-based hand sanitizer that contains at least 60% alcohol. Alcohol-based hand sanitizers can quickly reduce the number of germs on hands in some situations, but sanitizers do **not** eliminate all types of germs.

Hand washing video from WHO https://youtu.be/3PmVJQUCm4E

Hand sanitizers are not effective when hands are visibly dirty.

Signs and labeling or color-coding of containers used for contaminated materials:



At _____ School District, potentially contaminated materials should be placed in red, plastic bags or containers that have a biohazard label applied on them.

For sharps that have been contaminated with potentially infectious body fluids, you must place them immediately, or as soon as possible after use, in appropriate containers. Containers must be all of the following: (a) puncture resistant; (b) labeled or color-coded; (c) leak-proof on the sides and bottom; (d) closable; (e) store or process contaminated sharps so employees are not required to reach into the container or sink by hand; (f) sharps containers are not to be opened, emptied, or cleaned manually or in any other manner that would expose employees to contaminated sharps; (g) easily accessible to personnel; (h) maintained upright throughout use; and (h) replaced routinely and not allowed to overfill.

District staff who work off-site, whether in a District facility or in a different school district, should check with each site to be aware of their procedures regarding potentially contaminated materials.

An accessible copy of Chapter 296-823 WAC, employee training, is available on this link and includes an explanation of the contents. **https://www.lni.wa.gov/safety-health/safety-rules/chapter-pdfs/WAC296-823.pdf**

Cytomegalovirus

Cytomegalovirus (CMV) is a common virus that you can get while pregnant and pass on to your baby. Most people with CMV won't have symptoms and may not know they have it. When you pass CMV on to your baby, it called congenital cytomegalovirus (cCMV). Every year 1 in 200 babies will be born with cCMV.

CMV is spread through body fluids, such as saliva, urine, blood, tears, semen or vaginal fluids, and breast milk.

Contact with saliva or urine of young children is the major cause of CMV infection for pregnant women who have children, work in daycares or are preschool teachers, therapists, and other health care providers.

To protect your baby:

- Don't share food, drinks, utensils, or straws
- Avoid contact with children's spit. No kisses on the mouth
- Don't share toothbrushes
- Wash hands with soap and water after wiping noses, changing diapers, helping a child to use the toilet, feeding a child or handling toys

For more information regarding your risk, contact your health care provider.

2025 Recommended Adult Immunization Schedule

<table>
<tr><th>VACCINE</th><th>AGE 19-49 YEARS</th><th>AGE 50-64 YEARS</th><th>AGE 65 YEARS & OLDER</th></tr>
<tr><td>Tetanus, Diphtheria, Pertussis (Tdap/Td)</td><td colspan="3">1 dose of Tdap each pregnancy; 1 dose of Tdap then TD or Tdap booster every 10 years or as recommended for wound management</td></tr>
<tr><td>Pneumococcal 13 (PCV 13 & PPSV23)</td><td colspan="2">1 dose of PCV15 followed by PPSV23 or 1 dose PCV20</td><td>As recommended by CDC and your provider</td></tr>
<tr><td>Hepatitis B</td><td colspan="3">2-3 or 4 doses depending on the vaccine</td></tr>
<tr><td>Hepatitis A</td><td colspan="3">2-3 or 4 doses depending on the vaccine</td></tr>
<tr><td>Measles, Mumps, Rubella (MMR)</td><td colspan="2">1 or 2 doses depending on indication (if born in 1957 or later)</td><td>2 doses with certain risk factors</td></tr>
<tr><td>Varicella</td><td>2 doses (if born in 1980 or later)</td><td colspan="2">2 doses</td></tr>
</table>

Meningococcal (polysaccharide)	1 or 2 doses depending on the indication	
Meningococcal B	2 or 3 doses depending on vaccine and indication	
Human papillomavirus (HPV)	Age 19-26: 2-3 doses depending on age at initial vaccination Age 27-45 years as recommended by a provider	
Influenza	1 dose annually	
Zoster recombinant (RZV)	2 doses for ages 19-49 who are immunocompromised	2 doses (for 50 years of age and older)
Hib (Haemophilus influenzae type B)	1 or 3 doses depending on the indication (recommended for adults with an additional risk factor or another indication)	
Coronavirus (COVID-19)	1 or more doses of 2024-25 vaccine	2 or more doses of 2024-25 vaccine
Respiratory Syncytial Virus (RSV)	Seasonal administration during pregnancy	Age 60+ check w medical provider
Inactivated Polio Virus (IPV)	3 dose series	3 dose series

Based on recommendations from the Center for Disease Control (CDC). Individual patient assessment is required.

*Note: In the case of an outbreak of vaccine-preventable diseases that are in bold, both students and staff without proven immunity may be excluded.

OSPI suggests that immunization or proof of immunity documentation for all school staff be kept on file. There is an *Immunization History for Personnel* form available from the Human Services Director.

**A detailed description of Universal/Standard Precautions can be found in the _____ School District Bloodborne Pathogens Exposure Control Plan.

2025-26 _____ District Employee Statement of Acknowledgement

Universal/Standard Precaution
Procedures for Protection against Bloodborne Diseases

Universal/Standard Precautions refers to a system of infectious disease control that assumes every contact with body fluids is infectious and requires every employee exposed to be protected as though such body fluids were infected with infectious diseases.

The following are specific steps that must be taken for protection against contamination from infected blood
or body fluids of another person or from injury by a contaminated sharp object:

- Wash hands frequently to reduce the risk of exposure to infectious diseases.
- Wear gloves if there is even a possibility you might have contact with another person's body fluids.
- After the removal of gloves or after exposure to blood or other potentially infectious materials, wash hands (or other affected areas) thoroughly with soap, friction, and running water as soon as feasible. If direct mucous membranes, such as the eye or nostril, contact occurs, flush affected mucous membranes with copious amounts of water.
- Wear disposable gloves once and discard them; do not attempt to wash and reuse them.
- Clothing or supplies contaminated with body fluids should be placed in red bags or bags marked with a biohazard label and tied.
- Used needles or sharp instruments that have been contaminated with potentially infectious materials must be discarded in a biohazard infectious waste sharps container or an impenetrable container with a biohazard label.
- See individual building site managers for specific procedures.
- If a possible exposure incident has occurred, contact the site manager and the Human Services Director as soon as possible (within 24 hours).
- Assume all blood or body fluids are contaminated and potentially harmful to your health.

I have read and agree to abide by the Universal/Standard Precaution Procedures as outlined above and included in the 2025-26 Bloodborne Pathogens training update sheets I received. I understand that if I have any questions or concerns, I may contact the District Human Services Director.

_____	_____	_____
Printed Name of Employee	**Signature of Employee**	**Date**

The employee must keep pages 1-5 of the Bloodborne Pathogens Training Update for reference and return this signed document (page 6) to the _____ District Human Services Director.