



SECTION: CLASSIFIED
EMPLOYEES

TITLE: INFECTION CONTROL/
UNIVERSAL PRECAUTIONS

ADOPTED: December 19, 1996

REVISED:

1. Purpose	514.1. INFECTION CONTROL/ UNIVERSAL PRECAUTIONS The Operating Committee is committed to providing a safe, healthy environment for its students and employees. The purpose of this policy shall be to safeguard the health and well-being of students and employees while protecting the rights of the individual. Blood borne pathogens are microorganisms carried by human blood and other body fluids. The two most common are hepatitis B virus (HBV) and the human immunodeficiency virus (HIV)	1 2 3 4 5 6 7 8 9 10 11 12
2. Definitions	HIV – refers to the disease caused by the HIV or human immunodeficiency virus. AIDS – Acquired Immune Deficiency Syndrome. CDCP- United States Public Health Service Center for Disease Control and Prevention. Infected Employee – refers to employees diagnosed as having the HIV virus, including those who are asymptomatic. This policy shall apply to all employees in all programs conducted by the school.	13 14 15 16 17 18 19 20 21 22 23 24 25 26
3. Authority	The Operating Committee establishes that policies and procedures that relate to illnesses among employees shall also apply to infected students. The Operating Committee shall not require routine screening tests for HIV infection in the school setting, nor will such tests be a condition for employment.	27 28 29 30 31 32 33 34

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Act 148
Of 1990

4. Delegation of
Responsibility

Communication from the Departments of Health and Education, September 15, 1993 strongly recommends that all schools implement appropriate infection control procedures and adhere to universal precautions.

The Operating Committee authorizes the Director to prepare the necessary administrative procedures based on the information received from appropriated medical, educational, legal, and governmental authorities.

The Director shall identify the central contact for handling all information related to infectious diseases. The central contact shall consult with the Director, or public health official, prior to taking any action or releasing information.

All school employees shall maintain a respectful working climate and shall not participate in physical or verbal harassment of any individual or group, including infected employees.

All employees shall be required to consistently follow infection control/universal precautions in all settings and at all times. Employees shall notify the designated central contact of all incidents of exposure to bodily fluids.

Building administrators shall notify employees, students, and parents about current Board policies concerning HIV infection/blood borne pathogens and shall provide reasonable opportunities to discuss the policy and related concerns.

These procedures will be reviewed on a regular basis to take into account any new medical information that becomes available from the Center for Disease Control and Prevention, the Department of Health or other appropriate agency.

The Director or a designee shall report periodically to the Operating Committee regarding the effectiveness of this policy and shall make recommendations for revision in accordance with developments in medical research and treatments.

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5. Guidelines	<u>Assignment</u> The Screening Team will be comprised of the Director, designated central contact, and other designated personnel and including the employee and his/her appropriate Worker's Comp physician shall evaluate the assignment of the infected employee. Such decisions shall be based on the employee's physical condition, type of interaction with others in the performance of job functions, and the risks to the infected employee and others in the school setting. Erie County Technical School will take the following steps consistent with the purpose of this plan. 1. Establish regular cleaning schedules using EPA approved disinfectants. 2. Follow the concept of universal precautions in all clean-up procedures, always using such procedures as hand washing, using barriers, cleaning instruments, implements and work surfaces and disposing of contaminated waste. 3. New employees will be trained in the use of universal precautions by their immediate supervisors. 4. A review of universal precautions will be conducted as needed for all school employees. Their immediate supervisor will be responsible for seeing the review takes place. 5. In the event that an employee has a significant exposure to blood or other potentially infectious material he/she will report such an exposure to his or her supervisor and be referred to recommendation from the Screening Team. 6. The recommendation of the Screening Team shall be presented to the Operating Committee by the Director. The Director may recommend a leave of absence and/or alternate placement of the employee to the Operating Committee. The Operating Committee shall approve all assignments and medical leaves of absence for infected employees.	1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27 28 29 30 31 32 33 34 35 36 37 38 39 40 41 42
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ADA of 1990 P.L. 103-3 Of 1993	Infected employees whose employment is interrupted or terminated shall be entitled to available medical leave and medical disability benefits. Such employees shall be informed by the appropriate administrator of benefits, leave and alternatives available to them through state and federal laws, school policies, the collective bargaining agreement and the retirement system. <u>Confidentiality</u>	1 2 3 4 5 6 7 8 9
Act 148 Of 1990	The Director or a designee shall determine which school personnel will receive information about an infected employee. The number of individuals informed of an infected employee's status shall be kept to the minimum required to assure protection of the infected employee as well as the school population. Anonymity shall have high priority. All school employees have a duty to preserve the confidentiality of all information concerning an infected employee. Serious consequences shall result from a breach of confidentiality by an employee. Information about infected employees in the school shall not be disclosed to the general public, other school employees or other groups without a court order or the informed, written, signed and dated consent of the infected employee. <u>Infection Control</u>	10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26 27
35 P.S. 7601 et seq	Universal precautions, as recommended by the CDCP, shall be followed for exposure to bodily fluids. Employees shall treat all body fluids as hazardous and follow universal precautions. The school shall maintain and keep reasonably accessible all designated equipment and supplies necessary for infection control. <u>Staff Development</u>	28 29 30 31 32 33 34 35 36
42 U.S.C Sec. 12101 et seq	An in-service education program for all staff shall be implemented with in the school. Designated employees shall receive additional, specialized training appropriate to their positions and responsibilities.	37 38 39 40 41 42