

Bloodborne Pathogens Exposure Control Plan (ECP)

Bowie State University

Introduction

Bowie State University (BSU) is committed to providing a safe and healthy work environment for all employees, students, and visitors. As part of this commitment, BSU has developed this Bloodborne Pathogens Exposure Control Plan (ECP) to comply with the Occupational Safety and Health Administration (OSHA) Bloodborne Pathogens Standard, 29 CFR 1910.1030. This ECP outlines the procedures and practices to eliminate or minimize employee exposure to bloodborne pathogens, including hepatitis B virus (HBV), hepatitis C virus (HCV), and human immunodeficiency virus (HIV).

Purpose

The purpose of the Bloodborne Pathogens Exposure Control Plan is to:

- Identify individuals at risk of exposure to bloodborne pathogens.
- Establish protocols for minimizing exposure to bloodborne pathogens.
- Ensure proper training, personal protective equipment (PPE), and practices for employees at risk.
- Provide post-exposure protocols and resources for affected employees.

Scope

This plan applies to all BSU employees, students, contractors, and volunteers who may be exposed to blood or other potentially infectious materials (OPIM) during the course of their duties. This includes, but is not limited to, individuals involved in healthcare, custodial, maintenance, laboratory, and public safety roles.

Exposure Determination

BSU has identified job classifications where workers may be exposed to bloodborne pathogens. These include:

- Healthcare workers (nurses, physicians, etc.)
- Laboratory staff
- Custodial staff (when cleaning areas contaminated by blood or OPIM)
- Public Safety officers (when handling accidents or medical emergencies)
- Maintenance Staff working with sharp tools or equipment

List of Tasks and Procedures that Pose a Risk of Exposure:

- Cleaning up blood or bodily fluids.
- Administering first aid or CPR.
- Handling medical waste.
- Cleaning sharps or used medical equipment.
- Maintenance or cleaning of areas potentially contaminated with bloodborne pathogens.
- Repairs to sharp rotating equipment could expose co-workers to blood open cuts

Universal Precautions

All employees at BSU should follow the principle of universal precautions, assuming that all human blood and certain human body fluids are potentially infectious. This includes practices such as:

- Wearing PPE when there is a potential for contact with blood or OPIM.
- Proper disposal of contaminated materials and sharps.
- Proper hand hygiene after handling any material potentially contaminated by blood or OPIM.

Methods of Compliance

Engineering and Work Practice Controls

BSU utilizes the following controls to reduce or eliminate employee exposure to bloodborne pathogens:

- Sharps disposal containers: Properly labeled and puncture-resistant containers will be available near work areas.
- Handwashing stations: Adequate handwashing facilities are provided and maintained for employees to ensure proper hygiene.
- Safer medical devices: Engineering controls such as safer needles and devices will be used when applicable.
- Biohazard labeling: All areas and equipment contaminated with blood or OPIM will be clearly labeled with the universal biohazard symbol.

Personal Protective Equipment (PPE)

PPE will be provided to employees based on their job tasks and potential for exposure to bloodborne pathogens. PPE includes:

- Gloves (disposable or reusable depending on the task)
- Masks and face shields
- Gowns and aprons
- Eye protection (goggles or safety glasses)

- Respirators (when appropriate)

PPE will be replaced as necessary to ensure safety, and employees are required to properly dispose of or clean used equipment according to protocols.

Training

All employees potentially exposed to bloodborne pathogens will receive training during orientation and annually thereafter. The training program will include:

- The Bloodborne Pathogens Standard and its requirements.
- Potential routes of exposure to bloodborne pathogens.
- Correct use of PPE and other safety equipment.
- Proper handling of sharps and waste disposal.
- Emergency procedures in the event of exposure.
- Procedures for reporting incidents and seeking post-exposure medical evaluation.

Hepatitis B Vaccination

BSU will provide the hepatitis B vaccination series at no cost to all employees who have occupational exposure to bloodborne pathogens. The vaccination will be offered within 10 days of initial assignment to a job with potential exposure.

Employees who decline the vaccination must sign a declination form. Employees who accept the vaccination must be given a follow-up schedule for receiving the full series of the vaccine.

Post-Exposure Evaluation and Follow-Up

In the event of an exposure incident, BSU will:

- Provide immediate post-exposure evaluation and follow-up, including counseling and medical care.
- Ensure that the exposed employee undergoes testing for hepatitis B, hepatitis C, and HIV as necessary, following informed consent.
- Maintain documentation of the incident and follow up with medical care as required.

Recordkeeping

BSU will maintain records related to exposure incidents and medical evaluations for the required period (usually 30 years after employment ends). These records will be kept confidential and only shared with relevant personnel or authorities when required by law.

Types of Records to Maintain:

- Exposure Incident Reports
- Hepatitis B Vaccination Records

- Training Records
- Medical Records Related to Post-Exposure Evaluations

Program Review and Update

The Bloodborne Pathogens Exposure Control Plan will be reviewed annually to ensure its effectiveness. If any changes occur in workplace practices or regulations, updates to the plan will be made promptly to maintain compliance and protect employees from bloodborne pathogen exposure.

For more information or questions about the Bloodborne Pathogens Exposure Control Plan, please contact the Safety and Environmental Compliance Coordinator at BSU.