

**BOARD OF TRUSTEES
CARSON CITY SCHOOL DISTRICT**

**POLICY No. 342
CERTIFIED STAFF**

PROTECTION OF EMPLOYEES FROM BLOODBORNE PATHOGENS

It shall be the policy of the Board of School Trustees to offer appropriate protections deemed necessary to shield at-risk employees from the health hazards associated with the Hepatitis B virus and other bloodborne pathogens. An employee shall be considered at-risk when their normal job duties subject them to possible exposure to bloodborne pathogens. Usually this includes employees who are first aid respondents as function of their job, which may also include other employees who have frequent contact with blood or other body fluids in their employment duties.

In accordance with Federal Occupational Safety and Health Administration (OSHA) standards (29 CFR 1910.1030), the school district will offer preventative measures to protect employees who work under these conditions. These measures shall include (1) training in the use of universal precautions; (2) making available to the employee such protective devices as will help reduce or eliminate exposure (e.g. gloves, gowns, face masks, appropriate disposal containers, disinfectants, etc.); and (3) offering to provide, at School District expense, protective vaccinations. The School District will offer these preventive measures to employees in writing on an individual basis and will document efforts to involve employees in these related efforts. However, no employee will be required to submit to vaccination as a condition of employment.

If, while in the performance of their employment duties, an unvaccinated employee experiences an exposure incident, such as needle stick or a blood splash in the eye they will be offered, at School District expenses, a confidential medical evaluation and appropriate follow-up care from a licensed health care professional.

The employee's blood will also be screened, if they agree.

The health care professional must give a written opinion to the employer on whether or not the vaccination is recommended and whether the employee received it. All other information is confidential and may not be released to the employer by the health care professional.

The Trustees authorize the Superintendent to annually determine which categories of employees will be considered at-risk and will thus be offered the preventive measures previously identified. The Trustees further authorize the Superintendent to develop and periodically revise, as necessary, written procedure to implement the provisions of this policy.

Adopted: October 12, 1993