

## Upper Iowa University University Policy Proposal Form

University Policy Definition: Except as limited by law, University Policy is a course or principal of action broadly applied across the institution in an effort to 1) support the University's strategic direction, 2) mitigate risk, 3) improve operational efficiency, and 4) promote a culture of best practices. All approved University policies are posted on myUIU under University Policies.

**Date of Request:** April 15, 2014  
**Policy Name:** Bloodborne Pathogen Policy  
**Responsible Officer:** Director of Human Resources  
**Responsible Office:** Human Resources

**Purpose:** The Upper Iowa University Bloodborne Pathogen policy is established to protect employees and students who are exposed to blood or other potentially infectious materials in the course of fulfilling their job duties or completing their educational opportunities at Upper Iowa University (UIU).

**Scope:** Upper Iowa is committed to providing a safe and healthful environment for our employees and students. In pursuit of this goal, the attached UIU Exposure Control Plan (ECP) is provided to eliminate or minimize exposure to bloodborne pathogens or other potentially infectious materials in accordance with OSHA standard [29 CFR 1910.1030](#), "Occupational Exposure to Bloodborne Pathogens." A copy of the ECP is located online at [www.uiu.edu](http://www.uiu.edu).

**Implementation:** Employees who may reasonably be expected to face exposure to blood or other potentially infectious material (OPIM) while performing assigned duties or students who may reasonably be expected to face exposure in the course of their education must participate in the Bloodborne Pathogens Exposure Control Program.

All employees who have been identified as having potential exposure to blood or OPIMs will receive initial and annual Bloodborne Pathogens Exposure Control Training. Initial training will be received within 10 working days of initial assignment. As part of the Bloodborne Pathogens Exposure Control Program, employees will be educated on the ECP, Hepatitis B virus and Hepatitis B vaccination. Within 10 working days of initial assignment, employees will be offered the Hepatitis B vaccination, at no cost to the employee, and will complete the Hepatitis B Vaccination Consent or Decline form. Employees will also be required to follow safe work practice and proper waste disposal guidelines as outlined in the ECP.

All students who have been identified as having potential exposure to blood or OPIMs during the course of their education will receive initial and annual Bloodborne Pathogens Exposure Control Training. Prior to participating in courses with direct patient contact and occupational exposure, students must provide documentation of the Hepatitis B vaccination to the department chair/program director. Training and proof of Hepatitis B vaccination must be completed prior to participating in courses which involve direct patient contact and occupational exposure. Students Employees will also be required to follow safe work practice and proper waste disposal guidelines as outlined in the ECP.

Employees who are exposed to blood or other potentially infectious materials will be offered the Hepatitis B vaccine at no cost within 10 working days of initial assignment. Employees would not be offered the vaccine if the employee has previously received the complete Hepatitis B vaccination series, antibody testing has revealed the employee is immune, or the vaccine is contraindicated for medical reasons. Any employee who declines to receive the Hepatitis B vaccine must sign a Hepatitis B Vaccine Declination

## Upper Iowa “University Policy” Form

Form. For individuals who decline to receive the vaccination, but later decide to accept the vaccination and are still exposed to blood or other potentially infectious materials, UIU will provide the vaccine at no cost.

Employees and students who are exposed to blood or other potentially infectious materials are required to use personal protective equipment (PPE) in accordance with the ECP. PPE required by the ECP will be provided to employees. Students who have been determined to be exposed to bloodborne pathogens as a necessary part of their education may be required to obtain appropriate PPE at their own expense.

**Benchmarking:** This policy is an [OSHA standard 1910.1030](#). OSHA templates were used as a resource.

**Revision History:** This policy replaces departmental policies throughout the University including policies in Athletics, Facilities, and the School of Science and Mathematics.

[BBP Policy – Athletics](#)

[BBP Policy – Facilities](#)

[BBP Policy – Science and Mathematics](#)

### **Attachments:**

- UIU Control Plan
- UIU Consent or Decline Vaccination Form
- UIU Student Accident Report Form
- UIU FROI

### **Contact information:**

Name: Angela Leete

Email: leetea@uiu.edu

Phone #: 425-5782

**AQIP Category:** Category #4: Valuing People

**Strategic Initiative:** This policy addresses the Strategic Plan Item XIV: Risk Discussion.

## Upper Iowa "University Policy" Form

**(For UPC Use Only)**

**Approvals:**

<b>University Policy Committee</b>	<b>Date Approved: 4/21/2014</b>
<b>Executive Leadership Team (ELT)</b>	<b>Date Approved: 4/22/2014</b>
<b>Academic Affairs Council/Faculty</b> <i>(if required)</i>	<b>Date Approved: N/A</b>
<b>Board of Trustees (BOT)</b> <i>(if required)</i>	<b>Date Approved: 5/09/2014</b>
<b>Reviewed by Policy Committee</b>	<b>Date Approved: 1/30/2017</b>

**Policy Effective Date: Immediately Upon Necessary Approvals**

**Policy #: 65-373.2**

**Policy Numbering Key:**

Institutional Support/Administration	Human Resources	Policy Number Sequence	Revision Sequence
<b>65</b>	<b>-373</b>	<b>.2</b>	<b>.</b>
Unit code number used in Jenzabar	Department code used in Jenzabar	Policy #1	Used for revisions to the policy