

# Bloodborne Pathogens

**Provider Manual**



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# OSHA Bloodborne Pathogens Standard 29 CFR 1910.1030

Since late 1991, the Occupational Safety and Health Administration (OSHA) has required certain groups to abide by the Bloodborne Pathogens Standard ([OSHA Standard 29 CFR 1910.1030](#)). The Standard is intended to protect workers from occupational exposure to bloodborne pathogens, mainly human immunodeficiency virus (HIV), hepatitis B virus (HBV), and hepatitis C virus (HCV). An occupational exposure is defined as *“reasonably anticipated skin, eye, mucous membrane, or parenteral contact with blood or other potentially infectious materials that may result from the performance of an employee’s duties.”* With the passage of the Needlestick Safety and Prevention Act of 2000, the standard clarified OSHA’s requirement for employers to identify, evaluate and implement safer medical devices including engineering controls. The Act also mandated additional requirements for maintaining a sharps injury log that ensures the confidentiality of the injured employee.

While many of the rules outlined in the Standard are required of the employer, employees are also required to take all training as laid out in the Standard. The training must take place when the employee is first assigned to tasks where occupational exposure may take place, and at least once a year thereafter. It is stated in the Standard that employers must train employees who have no prior experience in handling human pathogens, and not allow them to start in work where they could face an occupational exposure until they have completed training.

The OSHA Bloodborne Pathogens Standard 29 CFR 1910.1030 states that this training must at least cover the following elements (which is how we designed this Bloodborne Pathogens Course):

- An [accessible copy](#) of the regulatory text of this standard and an explanation of its contents
- A general explanation of the epidemiology and symptoms of bloodborne diseases
- An explanation of the modes of transmission of bloodborne pathogens
- An explanation of the employer's exposure control plan (ECP) and the means by which the employee can obtain a copy of the written plan <sup>1</sup>
- An explanation of the appropriate methods for recognizing tasks and other activities that may involve exposure to blood and other potentially infectious materials
- An explanation of the use and limitations of methods that will prevent or reduce exposure including appropriate engineering controls, work practices, and personal protective equipment (PPE)
- Information on the types, proper use, location, removal, handling, decontamination and disposal of PPE
- An explanation of the basis for selection of PPE
- Information on the hepatitis B vaccine, including information on its efficacy, safety, method of administration, the benefits of being vaccinated, and that the vaccine and vaccination will be offered free of charge
- Information on the appropriate actions to take and persons to contact in an emergency involving blood or other potentially infectious materials
- An explanation of the procedure to follow if an exposure incident occurs, including the method of reporting the incident and the medical follow-up that will be made available
- Information on the post-exposure evaluation and follow-up that the employer is required to provide for the employee following an exposure incident
- An explanation of the signs and labels and/or color coding required.

<sup>1</sup> Employees must ask their employer for the ECP; this training provides an example

# Overview of Bloodborne Pathogens

A bloodborne pathogen is any infectious, disease-causing microorganism that can be transmitted from one human to another through contact with infected blood or other potentially infectious material (OPIM). The disease-causing microorganism could be a virus, bacterium, fungus, prion or parasite. OSHA defines blood not just the blood we all know flows through our veins, but also blood components such as fresh frozen plasma and packed red blood cells, and products made from human blood, such as intravenous immunoglobulin (IVIG). Other potentially infectious material or OPIM may also transmit bloodborne pathogens.

OPIM includes:

- Cerebrospinal fluid (fluid from the space around the brain and spinal cord)
- Synovial fluid (fluid from joints)
- Pleural fluid (fluid from the space around the lungs)
- Peritoneal fluid (fluid from the space around the abdominal organs)
- Pericardial fluid (fluid from the space around the heart)
- Amniotic fluid (fluid from the space around a fetus)
- Saliva
- Sputum
- Semen and pre-ejaculate
- Vaginal secretions
- Bodily fluid that is visibly contaminated with blood.

*When in doubt, assume that any tissue, organ, or fluid produced by the human body is potentially infectious.*