

BLOODBORNE PATHOGEN LEVEL DESCRIPTIONS

Bloodborne pathogens are dangerous microorganisms found in human blood and certain other bodily fluids that can cause life-threatening diseases when transmitted through contact with contaminated bodily fluids. While the HIV virus is deadly, Hepatitis B is the most prevalent bloodborne pathogen transmitted in an occupational setting. It is often a fatal disease and can be carried in the bloodstream without the individual experiencing any symptoms.

The Bloodborne Pathogens Standard, a federal and state occupational standard [Comm 32/1910.1030], requires UW-Superior to assess each job description and provide annual training and Hepatitis B vaccination series to employees with a potential exposure to human blood or other bodily fluids. Examples of jobs that provide a potential for exposure include, but are not limited to, first aid, cleaning up blood or bodily fluid spills, handling laundry that is contaminated with blood or other bodily fluids and handling sharps containers or infectious wastes.

Each supervisor is required to evaluate the job descriptions and tasks assigned to the student employees for their potential for exposure to human bodily fluids. Since exposure to bloodborne pathogens carries a life long risk of illness or death, it is important that supervisors modify job descriptions to keep the employee's risk as low as possible. If exposures to human bodily fluids can or will still occur, classify their potential for exposure using one of the descriptions listed below. If you need assistance, contact Carol Lindberg (Exposure Control Officer), in the Environmental Health and Safety Office, for more information.

Employees must not be assigned any duties that would expose them to human blood or bodily fluids until the training has been completed. Each supervisor that has hired an individual classified as a level 1, 2A or 2A (special) must contact Carol Lindberg immediately after hiring to arrange for annual training and Hepatitis B vaccinations. Supervisors must also arrange for annual re-training of their employees. **Student employee payroll checks will be held until proof of annual training has been submitted to the Financial Aid Office.**

The statements below may be used on student position descriptions to indicate the Bloodborne Pathogens Classification. Supervisors should add the appropriate classification level on the student work contract.

- [3] If the position description and duties includes **no** occupational exposure to body fluids, the position should be assigned a **Level 3 [3] Classification for Bloodborne Pathogens (no anticipated occupational exposure)**.

Examples: Office assistants, lab assistants, RA's, safety technicians, student grounds keepers

Position Description should include a statement that indicates: The employee will not be assigned duties that will result in exposure to human blood or bodily fluids. The employee will not render medical assistance as part of their job description.

Training Requirements: No bloodborne pathogens training is required. No hepatitis B vaccinations will be offered.

- [2A] If the position has a potential occupational exposure to blood or bodily fluids but the exposure is not expected to occur routinely, a **Level 2A or 2AS Bloodborne**

Classification should be assigned. Review the following descriptions for Levels 2A and 2A (Special) and select the most applicable classification.

Level 2A [2A] Classification for occupational exposure to bloodborne pathogens. It is reasonably anticipated that the employee may have an infrequent exposure to blood or other bodily fluids while performing the duties in the job description. The position description may include some first aid responsibilities. Though better assigned to trained permanent staff, some clean up of bodily fluids could be included in the position description.

Examples: Rec. facilities supervisor,

***Training Requirements:* Annual bloodborne pathogen training is required. The initial training must be completed before the employee is assigned duties that may result in exposure to blood or bodily fluids. Hepatitis B vaccination will be offered after the training.**

Position Description should include: A potential exposure to human blood or bodily fluids can be anticipated from the following responsibilities: (list)

(the employing department must list the duties)

Level 2A (Special) [2AS] Classification for occupational exposure to bloodborne pathogens. The potential exposure to human blood or bodily fluids exists only when rendering minor first aid, which is a collateral function of the job.

Examples: Intramurals Games Officials, CPR/AED trained volunteers,

Training Requirements: Annual training is required. Hepatitis B vaccination will be provided immediately following a first aid response by the employee even if no actual exposure to blood or bodily fluids occurred. Employees must immediately inform their supervisor when a first aid response has been conducted, and the Environmental Health and Safety Office contacted to initiate the vaccination process.

Position Description should include: A potential exposure to human blood or bodily fluids may result from conducting minor first aid, which is a collateral function in respect to all other duties in this position description. This position does not include the clean up of blood or bodily fluids or managing sharps containers. Employees must immediately inform their supervisor when a first aid response has been conducted and the Environmental Health and Safety office contacted to initiate the vaccination process.

- [1] If the position description and duties includes a regular or frequent potential occupational exposure to blood or body fluids, the position should be assigned a **Level 1 [1] Classification for occupational exposure to bloodborne pathogens.** The employee may be expected to render medical assistance as part of their job description.

Examples: Physicians, nurses, EMT's, police officers, athletic trainers, and lifeguards

Include in the position description: An occupational exposure to human blood, blood products or otherwise potentially infectious materials can be expected from the following responsibilities: (list)

(the employing department must list the duties)

Training: Annual bloodborne pathogen training is required. The initial training must be completed before the employee is assigned duties that may result in exposure to blood or bodily fluids. Hepatitis B vaccination will be offered after the training.