



North Coast Schools' Insurance Group

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SERVING DEL NORTE COUNTY AND HUMBOLDT COUNTY SCHOOLS

Bloodborne Pathogens & Needlestick Prevention

Bloodborne pathogens are infectious microorganisms in human blood that can cause disease in humans. These pathogens include, but are not limited to, hepatitis B (HBV), hepatitis C (HCV) and human immunodeficiency virus (HIV). Needlesticks and other sharps-related injuries may expose workers to bloodborne pathogens.

In order to reduce or eliminate the hazards of occupational exposure to bloodborne pathogens, employers are required to implement an exposure control plan for the worksite with details on employee protection measures, engineering and work practice controls, personal protective clothing and equipment, employee training, medical surveillance, hepatitis B vaccinations, and other provisions as required by OSHA's Bloodborne Pathogens Standard ([29 CFR 1910.1030](#)).

The standard sets forth many requirements to employers, including but not limited to:

- **Establishing an exposure control plan**
- **Updating the exposure control plan annually**
- **Implementing the use of universal precautions**
- **Identifying and utilizing engineering controls**
- **Identifying and ensuring the use of work practice controls**
- **Providing personal protective equipment (PPE), such as gloves, gowns, eye protection, and masks**
- **Making hepatitis B vaccinations available to all workers with occupational exposure**
- **Making post-exposure evaluation and follow-up available to any occupationally exposed worker who experiences an exposure incident**
- **Using labels and signs to communicate hazards**
- **Providing information and training to workers**
- **Maintaining worker medical and training records**



The written exposure control plan helps to eliminate or minimize occupational exposures. The employer must prepare an exposure determination that contains a list of job classifications with occupational exposure and a list of job classifications in which some workers have occupational exposure, along with a list of the tasks and procedures performed by those workers that result in their exposure. This plan is updated annually.

Employers must ensure that their workers receive regular training that covers all elements of the standard including, but not limited to: information on bloodborne pathogens and diseases, methods used to control occupational exposure, hepatitis B vaccine, and medical evaluation and post-exposure follow-up procedures. Employers must offer this training on initial assignment, at least annually thereafter, and when new or modified tasks or procedures affect a worker's occupational exposure. A training is available on Keenan SafeSchools.