



UNC CHARLOTTE

Environmental Health and Safety Office

BLOODBORNE PATHOGENS EXPOSURE CONTROL PLAN

June 2009

TABLE OF CONTENTS

Introduction:	1
A. Human body fluids.....	1
B. Any unfixed tissue or organ (other than intact skin) from a human.....	1
C. Human immunodeficiency virus (HIV)	1
D. Blood, organs, or other tissues from experimental animals	1
Scope:.....	1
Exposure Determination	1
A. The exposure determination consists of a listing of all job classifications.....	1
B. Adjustments to the exposure listings	1
Methods of Compliance	2
A. Universal precautions.	2
B. Engineering and Work Practice Controls.....	2
C. Personal Protective Equipment (PPE)	3
D. Housekeeping.....	5
E. Regulated Waste	5
F. Laundry.....	6
G. HIV and HBV Research Laboratories and Production Facilities	6
H. Hepatitis B Vaccination and Post Exposure Evaluation.....	6
I. Communication of Hazards to Employees.....	8
J. Recordkeeping	9
APPENDICIES.....	10
APPENDIX I JOB CLASSIFICATIONS	
APPENDIX II VACCINATION DECLINATION	
APPENDIX III HEALTHCARE INFORMATION	
APPENDIX IV DEFINITIONS	

BLOODBORNE PATHOGENS EXPOSURE CONTROL PLAN

INTRODUCTION:

The University of North Carolina will make every effort to comply with [U.S. Department of Labor Occupational Safety and Health Administration Bloodborne Pathogen Standard \(29 CFR 1910.1030\)](#). This standard applies to all employees whose duties involve an occupational exposure to "human blood or other potentially infectious material" (bloodborne pathogens). "Human blood" includes blood components and products made from human blood. "Other potentially infectious material" includes:

- A. Human body fluids: semen, vaginal secretions, cerebrospinal fluid, synovial fluid, pleural fluid, pericardial fluid, peritoneal fluid, amniotic fluid, saliva in dental procedures, any body fluid visibly contaminated with blood, and all body fluids in situations where it is difficult to differentiate between body fluids.
- B. Any unfixed tissue or organ (other than intact skin) from a human.
- C. Human immunodeficiency virus (HIV)-containing cell or tissue cultures, organ cultures, and HIV-or hepatitis B virus (HBV)-containing culture medium.
- D. Blood, organs, or other tissues from experimental animals infected with HIV or HBV.

Universal precautions will be utilized to prevent contact with blood or other potentially infectious materials.

SCOPE:

The Exposure Control Plan is designed to eliminate or minimize employee exposure to bloodborne pathogens (See Definitions Appendix IV). This exposure control plan applies to all employees whose duties involve an occupational exposure to "human blood or other potentially infectious material at the UNC Charlotte. This exposure control plan will be reviewed and updated at least annually and whenever necessary to reflect new or modified tasks and procedures which affect occupational exposure and to reflect new or revised employee positions with occupational exposure.

EXPOSURE DETERMINATION

- A. The exposure determination consists of a listing of all job classifications in which all employees have occupational exposures; a listing of job classifications in which some employees have exposures; and a listing of those tasks and procedures involved (See Job Classifications Appendix I).
- B. Adjustments to the exposure listings will be made for:
 - 1. New or modified tasks and procedures.
 - 2. New or revised employee positions.

- Faculty/Professor/Associate Professor/Assistant Professor: Instructing and supervising research that involves the use of human blood, unfixed tissue or cell lines.
- Laboratory Technicians: Conducting research that involves the use of human blood, unfixed tissue, cell lines and handles laboratory instruments, utensils, etc. that may be contaminated with infectious materials.
- Mechanical Lab Technicians: Required as part of their job duties to provide first aid or other medical assistance in an emergency.
- Faculty or Staff: Required as part of their job duties to provide first aid or other medical assistance in an emergency.
- Athletic Trainers: Required to respond to accidents and injuries that may involve contact with human blood or other potentially infected bodily fluid.
- Facility Housekeeping Staff: Responds to emergency spills and accidents to clean up possible infectious materials. Supervises the cleaning of restrooms and public areas where possible contact with infectious materials is likely to occur. Collect potentially infectious used needles from residents for disposal. Handles uniforms and laundry items that may contain infectious materials.
- Facility Maintenance Staff: Repairs and maintains toilets or sewer systems.
- Physician/Nurse/Physical Therapist/Lab Technicians: Responds to illness, accidents, and injuries that involve exposure to human blood or other potentially infected body fluids.
- Police: Responds to situations that may involve exposure to human blood or other potentially infected bodily fluid.
- Life Guard: Responds to emergencies that may involve contact with human blood or other potential infectious bodily fluid.
- College of Nursing Faculty/Graduate Teaching: Direct patient care, exposure to contaminated equipment and other potentially infected bodily fluids.

METHODS OF COMPLIANCE

- A. Universal precautions shall be observed to prevent contact with blood and other potentially infectious materials.
- B. Engineering and Work Practice Controls shall be used to eliminate or minimize exposure.
 1. Handwashing facilities shall be readily accessible or where not feasible, antiseptic hand cleanser and clean towels provided. Hands shall be washed as soon as feasible after using alternate cleaning methods.
 2. Hands shall be washed as soon as feasible after removal of gloves or other personal protective equipment (PPE).

3. Hands and other skin shall be washed with soap and water immediately after contact with blood or potentially infectious material.
4. Mucous membranes shall be flushed with water immediately after contact with blood or potentially infectious material.
5. Contaminated needles and other sharps
 - a) Contaminated needles and other sharps shall not be broken, sheared, bent, recapped, or removed.
 - b) Where recapping or needle removal is medically required, a one-handed technique or mechanical device shall be used.
6. Immediately after use, contaminated reusable sharps must be placed in appropriate containers which are puncture resistant, leak-proof, labeled, color coded with standard, and which do not require hand retrieval from inside the container.
7. Eating, drinking, smoking, applying cosmetics or lip balm, and handling contact lens are prohibited in exposure areas.
8. Food or drink shall not be stored or kept where blood or potentially infectious materials are present.
9. Blood and potentially infectious material shall be handled in such a manner as to minimize splashing, spraying, spattering, or generation of droplets.
10. Mouth pipetting/suctioning is prohibited.
11. Blood and potentially infectious materials specimen containers for storage or transport shall be leak-proof, properly closed, and labeled.
12. Secondary containers are required if the primary container becomes contaminated or could punctured.
13. Equipment which may become contaminated shall
 - a) Be examined before servicing or shipping.
 - b) Be decontaminated as necessary.
 - c) Be labeled stating which portions remain contaminated.
 - d) Have appropriate information conveyed to affected employees and servicing personnel before allowing handling.

C. Personal Protective Equipment (PPE)

1. Provisions: When there is an anticipated risk of occupational exposure, the appropriate department shall provide, at no cost to the employee, appropriate personal protective equipment such as, but not limited to, gloves, gowns, lab coats, face shield or masks and eye protection, mouthpieces, resuscitation bags, pocket masks, or other ventilation devices shall be provided. Personal protective equipment (PPE) shall be considered “appropriate” only if it does not permit blood or potentially infectious materials to pass through to or reach the employee’s work clothes, street clothes, under-garments, skin, eye, mouth, or other mucous membranes under normal working conditions.
2. USE: PPE shall be worn unless under rare and extraordinary circumstances, in the employee's professional judgment it would pose an increased hazard to the delivery of health care, public safety services, and/or would posed an increase hazard to the employee or to co-workers. In those circumstances a thorough investigation shall be made to document whether changes must be made to prevent any recurrences.
3. Accessibility: Each department with a job classification listed in Appendix I is responsible for ensuring that appropriate PPE in the appropriate sizes is readily available on site or is issued to their employees. Hypo-allergic gloves, glove liners, powder less gloves or other similar alternatives shall be readily accessible to those individuals who are allergic to the gloves normally provided.
4. Cleaning, Laundering, and Disposal: All contaminated items shall be red bagged and placed in a leak proof red biohazard container. If your department does not have a red biohazard container, contact the University Safety Office to arrange for disposal. The University biohazard waste contractor shall clean, launder and dispose of personal protective equipment as needed to maintain its effectiveness, at no cost to the employee.
 - a) If garments are penetrated by blood or potentially infectious material, the garment shall be removed as soon as feasible. A change of clothing should be available (depending upon exposure).
 - b) All PPE shall be removed prior to leaving the work area, using care not to expose the wearer to contaminations from the equipment itself.
 - c) When PPE is removed, it shall be placed in an appropriate designated area or container for disposal, cleaning, decontamination or storage.
5. Gloves shall be worn when hand contact with blood, potentially infectious material, mucous membranes, or non-intact skin can be reasonably anticipated; when performing vascular access procedures; and when touching contaminated items or surfaces.
 - a) Disposable gloves shall be replaced as soon as practical after contamination and soon as feasible if torn, punctured, or compromised.
 - b) Disposable gloves shall not be washed or decontaminated for re-use.
 - c) Utility gloves may be decontaminated for re-use if the gloves integrity is not compromised.

6. Masks with eye protection shall be worn whenever splashes, spray, splatter or droplets may be generated and eye, nose, or mouth contamination can be reasonably anticipated.
7. Gowns, aprons, lab coats, clinic jackets or similar outer garments shall be worn in exposure situations (with the type depending on the task and quantity of exposure).
8. Surgical caps/hoods and shoe covers/boots shall be worn when gross contamination can reasonably be anticipated.

D. Housekeeping

1. Work areas shall be routinely cleaned and sanitized.
2. All equipment and work surfaces shall be decontaminated.
 - a) After completion of procedures.
 - b) Immediately after overt contamination or spills.
 - c) At the end of the work shift if potentially contaminated.
3. Contaminated disposable coverings such as plastic wrap, aluminum foil, or imperviously-backed absorbent paper, shall be replaced as soon as feasible when they become overtly contaminated or at the end of the work shift.
4. Contaminated reusable containers shall be decontaminated as soon as feasible.
5. Contaminated broken glassware shall not be picked up directly by hand. It shall be cleaned removed using mechanical means, such as a brush, dust pan, tongs, forceps etc.
6. Contaminated reusable sharps may not be stored or processed in a manner requiring reaching by hand into containers.

E. Regulated Waste

1. Contaminated sharps
 - a) Contaminated sharps shall be discarded as soon as feasible into containers which are closable, puncture resistant, leak-proof, and labeled or color-coded in accordance with the biohazard label.
 - b) Containers shall be located as close as feasible to immediate area of use, be kept upright, and not overfilled.
 - c) When moved from the area of use, containers shall be
 - (1) Closed prior to removal to prevent spillage.

(2) Placed in secondary containers (closable, leak proof, labeled/color-coded, closed prior to removal) if leaks are possible.

d) Reusable disposal containers shall not be opened, cleaned, or emptied by hand or in any manner which could expose the employee to risk of percutaneous injury.

2. Other Regulated Waste

a) Regulated waste shall be placed in containers which are closable, constructed to prevent leaks, labeled, and closed prior to removal.

b) If outside contamination occurs, the container shall be placed in a second container (closable, leak proof, labeled/color-coded, closed prior to removal).

3. Disposal of Regulated Waste shall be in compliance with all applicable regulations.

F. Laundry

1. Contaminated laundry

a) Shall be handled as little as possible with minimal agitation.

b) Shall be bagged or containerized at the location of use and properly labeled.

c) Shall not be sorted or rinsed at the location of use.

d) Shall be placed in leak-proof containers when wet.

2. Employees having contact with contaminated laundry shall wear protective gloves and other appropriate protective equipment.

G. HIV and HBV Research Laboratories and Production Facilities

Research Laboratories engaged in the culture, production, concentration, experimentation, and manipulation of HIV and HBV require a specific [program of safeguards in addition to the other requirements of this policy.

H. Hepatitis B Vaccination and Post Exposure Evaluation

1. Hepatitis B vaccinations shall be available to all employees who have occupational exposure.

a) Vaccinations shall be available within 10 working days of initial assignment and after appropriate training.

b) Vaccinations may be omitted for employees who have previously received the complete series, who test immune, or where the vaccine is medically contraindicated.

- c) If an employee initially declines the hepatitis B vaccination, but at a later date while employed by the University decides to accept the vaccination, the University shall make available hepatitis B vaccination at that time.
- d) University employees who decline the hepatitis B vaccination must sign the Hepatitis B Declination Form (See Appendix II).
- e) Future recommendations by the U.S. Public Health Service regarding booster dose (s) of hepatitis B vaccine shall be followed.

2. Post-exposure Evaluation and Follow-up:

Following an exposure incident a confidential medical evaluation and follow-up shall be provided.

- a) Notify the University Environmental Health and Safety Office immediately.
- b) Document the circumstances and route of exposure.
- c) Identify the source individual where feasible.
 - (1) After consent, the source individual's blood shall be tested as soon as feasible for HBV and HIV infectivity.
 - (2) If consent is not obtained, but not required by law, the source individual blood, if available, shall be tested.
 - (3) Results of the test shall be made available to the exposed employee along with applicable laws concerning disclosure of the identity and status of the source individual.
- d) After consent, the exposed employee's blood shall be collected as soon as feasible and tested for HBV and HIV status.
- e) If the employee does not consent to serologic testing, the sample shall be preserved for at least 90 days to allow for future testing.
- f) Post-exposure prophylaxis, when medically indicated, shall comply with U.S. Public Health Service recommendations.
- g) Counseling and evaluation of reported illnesses shall be provided.

3. Healthcare professionals providing Hepatitis B vaccinations and post-exposure care shall be provided relevant information (See Appendix III).

4. The healthcare professionals' written opinion shall be provided to the employee within 15 days of the completion of the evaluation (See Appendix III).

I. Communication of Hazards to Employees

1. Labels and Signs

a) Warning labels should be affixed to containers of regulated waste, refrigerators and freezers containing blood or potentially infectious materials, and other containers used to store or transport such materials.

b) Labels shall include the standard BIOHAZARD symbol.



c) Red bags or red containers may be substituted for labels.

d) Labels shall be fluorescent orange or orange-red or predominantly so, with letters and symbols in a contrasting color.

e) Labels shall be affixed as close as feasible to the container by string, wire, adhesive, or other method that prevents their loss or unintentional removal.

2. Information and Training

a) Training shall be provided at no cost:

(1) At the time of initial assignment.

(2) When modification of tasks or procedures may affect exposure.

(3) Annually

b) A copy of the Exposure Control Plan shall be accessible to employees in the appropriate department.

c) Training Requirements The training program shall consist of the following elements:

(1) A copy of the [OSHA Bloodborne Pathogens Regulatory text standard 1910.1030](#).

(2) A general explanation of the epidemiology and symptoms of bloodborne disease.

(3) An explanation of the modes of transmission of bloodborne pathogens.

(4) An explanation of the University exposure control plan.

(5) An explanation of the appropriate methods for recognizing tasks and other activities that may involve exposure to blood and other potentially infectious materials.

(6) An explanation of the use and limitations of methods that will prevent or reduce exposure.

- (7) Information on types, proper use, location, removal, handling, decontamination and disposal of personal protective equipment.
- (8) An explanation on the basis for selection of personal protective equipment.
- (9) Information on Hepatitis B vaccine, including information on its efficacy, safety, method of administration, the benefits of being vaccinated and that the vaccine and vaccinations offered free of charge.
- (10) Information on the appropriate action to take and persons to contact in an emergency involving blood or other potentially infectious materials.
- (11) An explanation of the procedure to follow if an exposure incident occurs, including the method of reporting the incident and the medical follow-up.
- (12) Information on the post-exposure evaluation and follow-up.
- (13) An explanation of the signs and labels and/or color coding.
- (14) An opportunity for interactive questions and answers with the person conducting the training sessions.
- (15) The person conducting the training shall be knowledgeable in the subject matter covered by the elements contained in this training program as it relates to the workplace.

J. Recordkeeping

1. Medical Records shall be established and maintained for each employee with occupational exposure in accordance with the OSHA Medical Records Access Standards.
2. Medical Records shall be kept confidential except as required by this standard or as required by law.
3. Training Records shall be maintained for 3 years from the date of training.
4. The availability and transfer of records shall be completed in accordance with OSHA Bloodborne Pathogens Standard.
5. Sharps injury log shall be maintained to record percutaneous injuries from contaminated sharps.
4. The Exposure Control Plan shall be reviewed and updated annually or whenever necessary because of plan modifications.

APPENDICIES

APPENDIX I

JOB CLASSIFICATIONS

Department of Athletics

A. Job classifications in which all employees have occupational exposure:

1. Full-time Athletic Trainers
2. Part-time Athletic Trainers
3. Student Employee Trainers

Department of Biology

A. Job classifications in which only some employees have occupational exposure (and tasks producing the exposure):

1. Faculty/Lab Technicians/ (Instructing and supervising research that involves the use of human blood, unfixed tissue, cell lines and handles laboratory instruments, utensils, etc. that may be contaminated with infectious materials.)

Student Health Center

A. Job classifications in which all employees have occupational exposure:

1. Housekeepers
2. Medical Laboratory Technician
3. Medical Nursing Assistant
4. Licensed Practical Nurse
5. Nurse Supervisors
6. Nurse Clinician
7. Nurse Director
8. Nurse Practitioner
9. Physician Assistant

B. Job classifications in which only some employees have occupational exposure (and tasks producing the exposure):

1. Physical Therapist - Whirlpool treatment of patients with open wounds.
2. Assistant Physical Therapist - Whirlpool treatment of patients with open wounds.
3. X-Ray Technician – X-raying an open wound, slight laceration, or break in the skin.
4. Administrative Support Associate – (assisting with first aid)

Cone University Center

- A. Job classifications in which all employees have occupational exposure:
 - 1. Building Environmental Technicians and Building Environmental Supervisors (Responds to emergency spills and accidents to clean up possible infectious materials. Supervises the cleaning of restrooms and public areas where possible contact with infectious materials is likely to occur. Collect potentially infectious used needles for disposal. Handles uniforms and laundry items that may contain infectious materials.)

Housing and Residence Life

A. Job classifications in which all employees have occupational exposure:

1. Building Environmental Technicians and Building Environmental Supervisors (Responds to emergency spills and accidents to clean up possible infectious materials. Supervises the cleaning of restrooms and public areas where possible contact with infectious materials is likely to occur. Collect potentially infectious used needles from residents for disposal. Handles uniforms and laundry items that may contain infectious materials.)
2. Facilities Maintenance (Repairs and maintains toilets or sewer systems.)

B. Job classifications in which only some employees have occupational exposure (and tasks producing the exposure):

Conference Assistants Collect potentially infectious used needles from residents for disposal. Handles uniforms and laundry items that may contain infectious materials.)

Intramurals

- A. Job classifications in which all employees have occupational exposure:
 - 1. Personal Trainers
 - 2. Lifeguards
 - 3. EMT's

- B. Job classifications in which only some employees have occupational exposure (and tasks producing the exposure):
 - 1. Intramural Supervisors (Required to response to accidents and injuries that may involve contact with human blood or other potentially infected bodily fluid)
 - 2. Intramural Sport Officials (Required to response to accidents and injuries that may involve contact with human blood or other potentially infected bodily fluid)
 - 3. Fitness Assistants (Required to response to accidents and injuries that may involve contact with human blood or other potentially infected bodily fluid)
 - 4. Group Fitness Instructors (Required to response to accidents and injuries that may involve contact with human blood or other potentially infected bodily fluid)

College of Nursing

- A. Job classifications in which all employees have occupational exposure:
 - 1. Faculty (Clinical courses requiring direct patient care)
 - 2. Faculty (Clinical laboratory courses with exposure to contaminated equipment and human body fluids)
 - 3. Faculty Practice (With patient care activities)

- B. Job classifications in which only some employees have occupational exposure (and tasks producing the exposure):
 - 1. Work Study Students -In laboratories handling contaminated equipment
 - 2. Graduate Teaching Assistants -Direct patient care, exposure to contaminated equipment, and human body fluids
 - 3. Graduate Research Assistants -Direct patient care, exposure to contaminated equipment, and human body fluids.

Facilities Management

- A. Job classifications in which only some employees have occupational exposure (and tasks producing the exposure):
 - 1. Building Environmental Technicians and Building Environmental Supervisors (Responds to emergency spills and accidents to clean up possible infectious materials. Supervises the cleaning of restrooms and public areas where possible contact with infectious materials is likely to occur. Collect potentially infectious used needles from residents for disposal. Handles uniforms and laundry items that may contain infectious materials.)
 - 2. Facilities Maintenance (Repairs and maintains toilets or sewer systems.)

Police and Public Safety

A. Job classifications in which all employees have occupational exposure:

1. Public Safety Officer
2. Public Safety Supervisor
3. Public Safety Deputy Director
4. Police Chief/Director

Recreation, PE, and Athletic Facilities

A. Job classifications in which all employees have occupational exposure:

Building Environmental Technicians and Building Environmental Supervisors
(Responds to emergency spills and accidents to clean up possible infectious materials. Supervises the cleaning of restrooms and public areas where possible contact with infectious materials is likely to occur. Collect potentially infectious used needles from residents for disposal. Handles uniforms and laundry items that may contain infectious materials.)

Venture

- A. Job classifications in which all employees have occupational exposure:
 - 1. Venture Staff (Instructors)
 - 2. Student Employed Staff (Required to provide first aid)

APPENDIX II

VACCINATION DECLINATION

Hepatitis B Vaccine Declination

I understand that due to my occupational exposure to blood or other potentially infectious materials I may be at risk of acquiring hepatitis B virus (HBV) infection. I have been given the opportunity to be vaccinated with hepatitis B vaccine, at no charge to myself. However, I decline hepatitis B vaccination at this time. I understand that by declining this vaccine, I continue to be at risk of acquiring hepatitis B, a serious disease. If in the future I continue to have occupational exposure to blood or other potentially infectious materials and I want to be vaccinated with hepatitis B vaccine, I can receive the vaccination series at no charge to me.

_____HBV Vaccination series previously completed (attach HBV Vaccination record if available).

Name (Print)

Signature

Department

Date

APPENDIX III

HEALTHCARE INFORMATION

A. For Hepatitis B Vaccination

1. Information provided to Healthcare Professional
 - Copy of the Bloodborne Pathogen Standard

2. Healthcare Professionals' Written response is limited to
 - Whether vaccination is indicated for employee
 - Whether employee has received vaccination

B. For Post-Exposure Incident Evaluation

1. Information provided to Healthcare Professional
 - Copy of Bloodborne Pathogen Standard
 - Description of employee's duties related to exposure
 - Documentation of route of exposure and circumstances
 - Results of source individual's blood testing
 - All relevant medical records including vaccination status

2. Healthcare Professionals' written response is limited to the following information
 - That the employee has been informed of the results of the evaluation
 - That the employee has been made aware of any medical conditions resulting from the exposure that require further evaluation or treatment
 - (Other findings or diagnoses shall remain confidential and shall not be included in the written report.)

APPENDIX IV

DEFINITIONS

Definitions

Blood: human blood, human blood components, and products made from human blood.

Bloodborne Pathogens: pathogenic microorganisms that are present in human blood and can cause disease in humans. These pathogens include, but are not limited to, hepatitis B virus (HBV) and human immunodeficiency virus (HIV).

Clinical Laboratory: a workplace where diagnostic or other screening procedures are performed on blood or other potentially infectious materials.

Contaminated: the presence or the reasonably anticipated presence of blood or potentially infectious materials on an item or surface.

Contaminated Laundry: laundry which has been soiled with blood or other potentially infectious materials or may contain sharps.

Contaminated Sharps: any contaminated object that can penetrate the skin including, but not limited to, needles, scalpels, broken glass, broken capillary tubes, and exposed ends of dental wires.

Decontamination: the use of physical or chemical means to remove, inactivate, or destroy bloodborne pathogens on a surface or item to the point where they are no longer capable of transmitting infectious particles and the surface or item is rendered safe for handling, use, or disposal.

Engineering Controls: controls (e.g., sharps disposal containers, self-sheathing needles) that isolate or remove the bloodborne pathogens hazard from the workplace.

Exposure Incident: a specific eye, mouth, other mucous membrane, non-intact skin, or parenteral contact with blood or other potentially infectious materials that results from the performance of an employee's duties.

Handwashing Facilities: a facility providing an adequate supply of running potable water, soap and single use towels or hot air drying machines.

Licensed Healthcare Professional: a person whose legally permitted scope of practice allows him or her to independently perform the activities required by paragraph (f) Hepatitis B Vaccination and Post-exposure Evaluation and Follow-up.

HBV: hepatitis B virus.

HIV: human immunodeficiency virus.

Occupational Exposure: 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.

Other Potentially Infectious Materials:

- (1) The following body fluids: semen, vaginal secretion, cerebrospinal fluid, synovial fluid, pleural fluid, pericardial fluid, peritoneal fluid, amniotic fluid, saliva in dental procedures, any body fluid that is visibly contaminated with blood, and all body fluids in situations where it is difficult or impossible to differentiate between body fluids;
- (2) Any unfixed tissue or organ (other than intact skin) from a human (living or dead); and
- (3) HIV-containing cell or tissue cultures, organ cultures, and HIV- or HBV-containing culture medium or other solutions; and blood, organs, or other tissues from experimental animals infected with HIV or HBV.

Parenteral: piercing mucous membranes or skin barrier through such events as needle sticks, human bites, cuts, and abrasions.

Personal Protective Equipment (PPE): specialized clothing or equipment worn by an employee for protection against a hazard. General work clothes (e.g., uniforms, pants, shirts or blouses) not intended to function as protection against a hazard are not considered to be personal protective equipment.

Production Facility: a facility engaged in industrial-scale, large-volume or high concentration production of HIV or HBV.

Regulated Waste: liquid or semi-liquid blood or other potentially infectious materials; contaminated items that would release blood or other potentially infectious materials in a liquid or semi-liquid state if compressed; items that are caked with dried blood or other potentially infectious materials and are capable of releasing these materials

during handling; contaminated sharps; and pathological and microbiological wastes containing blood or other potentially infectious materials.

Research Laboratory: a laboratory producing or using research-laboratory-scale amounts of HIV or HBV. Research laboratories may produce high concentrations of HIV or HBV but not in the volume found in production facilities.

Source Individual: any individual, living or dead, whose blood or other potentially infectious materials may be a source of occupational exposure to the employee. Examples include, but are not limited to, hospital and clinic patients; clients in institutions for developmentally disabled; trauma victims; clients of drug and alcohol treatment facilities; residents of hospices and nursing homes; human remains; and individuals who donate or sell blood or blood components.

Sterilize: the use of a physical or chemical procedure to destroy all microbial life including highly resistant bacterial endospores.

Universal Precautions: an approach to infection control. According to the concept of Universal Precautions, all human blood and certain human body fluids are treated as if known to be infectious for HIV, HBV, and other bloodborne pathogens.

Work Practice Controls: controls that reduce the likelihood of exposure by altering the manner in which a task is performed (e.g., prohibiting recapping of needles by a two-handed technique).