

# MODESTO CITY SCHOOLS

## Board Policy

BP 4119.43/4219.43/4319.43

### ALL PERSONNEL

#### Universal Precautions

In order to protect all employees from contact with potentially infectious blood or other body fluids, the Governing Board requires that universal precautions be observed throughout the District. Universal precautions are appropriate for preventing the spread of all infectious diseases and shall be used regardless of whether bloodborne pathogens are known to be present.

The Superintendent or designee shall distribute to employees information provided by the California Department of Education (CDE) regarding acquired immune deficiency syndrome (AIDS), AIDS-related conditions, and hepatitis B. This information shall include, but not be limited to, any appropriate methods employees may use to prevent exposure to AIDS and hepatitis B, including information concerning the availability of a vaccine to prevent contraction of hepatitis B, and that the cost of this vaccination may be covered by the health plan of the employees. Information shall be distributed annually, or more frequently, if there is new information supplied by CDE. (Health and Safety Code 120875, 120880)

Information regarding universal precautions may be included in employee handbooks.

Employees shall immediately report any exposure incident or first aid incident in accordance with the District's exposure control plan for bloodborne pathogens or other safety procedures.

#### Legal References:

##### GOVERNMENT CODE

*3543.2 Scope of representation*

##### HEALTH AND SAFETY CODE

*117600-118360 Handling and disposal of regulated waste*

*120875 Information on AIDS, AIDS-related conditions, and hepatitis B*

*120880 Notification to employees regarding AIDS, AIDS-related conditions, and hepatitis B*

##### LABOR CODE

*6401.7 Injury and illness prevention program*

##### CODE OF REGULATIONS, TITLE 8

*3203 Injury and illness prevention program*

*5193 California bloodborne pathogens standard*

## **ALL PERSONNEL**

### **Universal Precautions**

#### *Legal References (cont.):*

*CODE OF FEDERAL REGULATIONS, TITLE 29*  
*1910.1030 OSHA bloodborne pathogens standards*

#### *Management Resources:*

#### *CDC AND PREVENTION PUBLICATION*

*Hepatitis B Questions and Answers for the Public*

#### *WEBSITES*

*American Federation of Teachers: <https://www.aft.org/>*

*California Department of Industrial Relations, Occupational Safety and Health: <https://www.dir.ca.gov/dosh/>*

*U.S. Department of Labor, Occupational Safety and Health Administration: <https://www.osha.gov/>*

*California Department of Public Health: <https://www.cdph.ca.gov/>*

*Centers for Disease Control and Prevention: <https://www.cdc.gov/>*

#### *Cross References (cf.):*

*3515.3 – District Police/Security Department*

*4112.9/4212.9/4312.9 – Employee Notifications*

*4119.41/4219.41/4319.41 – Employees with Infectious Disease (N/A)*

*4119.42/4219.42/4319.42 – Exposure Control Plan for Bloodborne Pathogens*

*4131 – Staff Development*

*4157/4257/4357 – Employee Safety*

*5141 – Health Care and Emergencies*

*5141.21 – Administering Medication and Monitoring Health Conditions*

*5141.22 – Infectious Diseases*

*5141.24 – Specialized Health Care Services (N/A)*

*5141.6 – School Health Services (N/A)*

*5141.6 – Aid for Students in Need*

*6145.2 – Athletic Competition*

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ADOPTED: May 15, 2023