Bloodborne Pathogens Policy

1. While normal library operations are not likely to involve circumstances exposing employees or users
to bloodborne pathogens, the _______________ Public Library complies with Illinois Department of
Labor regulations and therefore the federal Occupational Safety and Health Administration
regulations relating to occupational exposures to bloodborne pathogens which have been
incorporated by administrative actions.

2. Exposure Determination: No particular job classification of the Library has occupational exposure
(meaning “reasonably anticipated…contact with blood or other potentially infectious materials that
may result from the performance of an employee’s duties”), however, emergencies may occur with
staff or patrons, particularly youth or elderly patrons, to which library employees in all classifications
may be called upon to respond with assistance. Or emergencies with “out of control” individuals (e.g.
biting, spitting, etc.) could present an individual threat.

3. Universal Precautions: All potential circumstances of exposure must be taken into account by the
Library and its employees to protect against exposures. Hepatitis B (HBV), human immunodeficiency
virus (HIV), and other bloodborne pathogens found in human blood and other body fluids cause life-
threatening diseases. In emergency or other such circumstances, when contact with blood or other
potentially infectious materials may result, the Library’s approach to infection control requires all
human blood and body fluids to be treated as if known to be infectious for HIV, HBV, and other
bloodborne pathogens. Engineering and work practice controls shall be used to eliminate or minimize
employee exposures, and if a possibility of exposure remains, personal protective equipment shall
also be used.

4. Exposure Control Plan: At any time within the Library environment that human blood, human body
fluids, or other potentially infectious materials are presented, the area contaminated shall be
immediately cordoned off and quarantined, even if the entire library must be closed to accomplish this
completely. Personal protection clothing, such as gloves, gowns, masks, etc., shall be provided and
used in the cleanup and safe disposal of contaminated waste such as diapers, blood-tinged materials
(e.g. Band-Aids, gauze, cotton, clothing, etc.), etc. If advisable, a professional
hazardous/contaminated cleanup firm shall be contacted and retained for complete cleanup and
decontamination. The quarantine shall be effective until complete cleanup and disposal is obtained.
Hand-washing facilities are provided by the Library and must be used by the employees as soon as
feasible, including following the removal of personal protective equipment. A complete record of all
incidents, exposures, cleanup, and disposals shall be kept as required by the regulations.

5. Training and Immunizations: The Library shall provide directly or through System, State, or
associational programs, annual in-service training/educational programs for all affected employees.
Any employee who has an occupational exposure shall be offered, at no charge, the hepatitis B
vaccine series, in accordance with the regulations. Following the report of an exposure incident, the
Library will make immediately available to the exposed employee or employees a confidential medical
evaluation and follow-up as provided in the regulations.