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2459

BLOODBORNE PATHOGENS: CONTROL YOUR EXPOSURE

Leader’s Guide

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BLOODBORNE PATHOGENS:  
CONTROL YOUR EXPOSURE

This easy-to-use Leader’s Guide is provided to assist in conducting a successful presentation. Featured are:

**INTRODUCTION:** A brief description of the program and the subject that it addresses.

**PROGRAM OUTLINE:** Summarizes the program content. If the program outline is discussed before the video is presented, the entire program will be more meaningful and successful.

**PREPARING FOR AND CONDUCTING THE PRESENTATION:** These sections will help you set up the training environment, help you relate the program to site-specific incidents, and provide program objectives for focusing your presentation.

**REVIEW QUESTIONS AND ANSWERS:** Questions may be copied and given to participants to document how well they understood the information that was presented. Answers to the review questions are provided separately.

**INTRODUCTION**  
This program is designed to heighten awareness about the dangers of bloodborne pathogens in the workplace. Viewers will follow the story of Ken, an industrial worker who receives a post-exposure evaluation at a health clinic after coming to the aid of an injured co-worker. The importance of taking proper precautionary measures against exposure is stressed throughout the video. Topics include modes of transmission, common workplace bloodborne diseases, universal precautions, personal protective equipment and clothing, cleanup and disposal of contaminated areas, the written exposure control plan and post-exposure evaluation.

**PROGRAM OUTLINE**  
**OPENING SCENARIO**
- Ken arrives at the health clinic after aiding co-worker Steve, who had injured his arm at the industrial facility where they worked.

- Ken tells the nurse that while he wasn’t injured himself, he didn’t put on any gloves or protective equipment when he tried to stop Steve’s bleeding. “It all happened so fast. I guess I just didn’t think,” says Ken.

- Ken tells the nurse that he had gotten some of Steve’s blood on his hand and then remembered he had a cut on his hand. “And that’s why you are here for the test,” she responds.

- “So, what’s the big deal? I got a little blood on me. Do I really need to go through all this?” asks Ken.

**HOW BLOODBORNE INFECTIONS OCCUR**
- Bloodborne pathogens are microorganisms that cause serious diseases. They can be carried in human blood or body fluids.

- If you are exposed to infected blood or body fluid such as semen, vaginal secretions, cerebral spinal fluid or amniotic fluid, you could become infected.

- Getting blood on you doesn’t necessarily mean you are infected. To become infected, the disease carrying the pathogen must enter your body.

- There are three ways this can happen: 1) through mucus membranes such as your eyes, nose and mouth, 2) through a cut or sore in your skin or 3) through a wound from a contaminated object such as a needle stick or broken glass.

**THREE COMMON BLOODBORNE DISEASES**
- There are a number of bloodborne diseases; the three that are most easily transmitted from workplace exposure are HIV (Human Immunodeficiency Virus), HBV (Hepatitis B) and HCV (Hepatitis C).
• HIV, the virus that causes AIDS, is the most well-known of the bloodborne pathogens. What is interesting about HIV is that from a workplace perspective, it isn’t really our biggest concern.

• Your chances of becoming infected with HIV during an emergency response are pretty small. The chance of contracting HIV from a needle stick or cut is approximately 0.3 percent and from a blood splash in your eyes or mucus membrane the chance is less than .09 percent.

• Hepatitis B and C, on the other hand, cause a lot of concern. Most people aren’t aware that these bloodborne pathogens are easier to contract than HIV.

• Keep in mind that Hepatitis A is a food borne illness. Hepatitis B and C are much more serious and difficult to treat.

• There is a vaccine that protects you from Hepatitis B. It is important to be vaccinated because Hepatitis B can cause periodic disability and even be fatal in some cases.

• Hepatitis C has no vaccine; there’s only one approved treatment for this disease and it’s risky, uncomfortable and not very successful.

• Early diagnosis and treatment of Hepatitis C is important because it is a slow-progressing disease. Conditions caused by HCV such as cirrhosis and liver cancer may show up 20 or 30 years after the initial infection.

• All of these diseases have long-term effects, which is why it is so important to protect yourself from exposure.

UNIVERSAL PRECAUTIONS
• The best way to protect yourself is by following a concept called “universal precautions.” This means that you assume that all human blood and body fluids are infectious.

• Universal precautions are well known, so you are probably already familiar with them even if you didn’t call them by that name.

• For example, dentists wear gloves and masks when working on teeth and daycare providers wear gloves while bandaging an injured child.

• If someone is injured in the workplace, regardless of how well you know them, you use universal precautions to protect yourself before you help them.

PERSONAL PROTECTIVE EQUIPMENT & CLOTHING
• The most common way to follow universal precautions is to use personal protective equipment—gear that is designed to keep potentially-infectious materials off you and your clothes.

• In the workplace, single-use gloves do a great job in protecting your skin and hands from direct contact with blood.

• If you are in a situation where the gloves could be cut or punctured, place leather or other protective gloves over the latex gloves.

• Some people are allergic to latex. In that case, gloves made from another material should be used.

• Gloves should be available with the first aid equipment. Gloves are probably all you will need for most first aid situations, but if you are dealing with a major injury you may need protective clothing, eye protection and masks.

• Eye protection prevents blood from splashing in your eyes.

• CPR masks have a one-way valve that prevents blood or other fluids from entering the rescuer’s nose and mouth.
• The gown or other protective clothing keeps blood and body fluids off your skin and work clothes.

• Working with CPR masks, gloves and other equipment can be difficult at first, so it’s important to practice so you know what to do during an actual response.

**REMOVAL/DISPOSAL OF CONTAMINATED PPE & CLOTHING**

• You need to remove protective equipment safely to protect yourself. When removing gloves or other equipment, turn the items inside out to contain any contaminants and place them in appropriate containers to be stored, washed, decontaminated or discarded.

• Disposable gloves are for one-time use only, so dispose of them properly after they have been used or become contaminated, torn or punctured.

• Contaminated clothing needs to be washed thoroughly in an appropriate disinfectant solution. If your employer provides uniforms, it’s his or her responsibility to have them properly cleaned.

• If your street clothes become contaminated, make sure they are laundered separately in an appropriate disinfectant solution.

**WASHING HANDS & SKIN AFTER EXPOSURE**

• Don’t forget to wash your hands and any other exposed skin after you have been exposed to blood or body fluids and after removing protective equipment such as gloves.

• Use soap and water and vigorously scrub all areas. The abrasive action of the scrubbing removes contaminants from the skin.

• If water is not available, use a waterless disinfectant hand cleaner.

**CLEANUP & DISINFECTION OF CONTAMINATED AREAS**

• In some cases, you may to clean the area where an accident occurred to prevent the spread of bloodborne pathogens.

• Start by wearing appropriate personal protective equipment, then use disinfectant such as one part bleach to 10 parts water to clean all work and environmental surfaces, equipment and anything that has been in contact with potentially-infectious materials.

• Bleach may damage some surfaces, so an EPA-registered hard-surface disinfectant may be used.

• If there is broken glass, always use tongs, forceps or a brush and dustpan to pick it up. Never use your hands, even if you are wearing gloves.

• All regulated waste such as liquid or semi-liquid blood or other potentially-infectious material and other contaminated items should be placed in closable biohazard or red-colored containers.

• The biohazard label warns others that the waste material may be infectious. There are different procedures for this, so check with your employer or supervisor.

**WRITTEN EXPOSURE PLAN & POST-EXPOSURE EVALUATION**

• If there is a possibility of employee exposure to bloodborne pathogens, employers are required to have a written exposure control plan that contains the information and procedures to protect employees from exposure and transmission of bloodborne pathogens in the workplace.

• This includes providing information and training to all employees who may have exposure on the job.
• Employers must also make Hepatitis B vaccinations available to any employee who may have exposure to bloodborne pathogens or who is designated to respond to employee injuries. Talk to your supervisor if you have questions about your company’s program.

• If an exposure incident occurs, employers are required to provide a post-exposure evaluation and follow up. This includes a written accident report as well as the appropriate test and consulting with the employee.

• Confidential medical records must also be kept for all employees with risk of exposure on the job. No matter what happens to your personal test results, the information will be kept confidential.

• The source of exposure is also asked to take a blood test and provide the results, but this person has the right to refuse the test. If the source does provide test information, it is also kept strictly confidential.

• If anyone divulges information regarding confidential testing or medical records, he or she will be faced with some serious legal consequences, including termination and the very real possibility of a lawsuit.

CONCLUSION
• The effects of diseases caused by bloodborne pathogens can be devastating.

• Following universal precautions and using appropriate protective gear any time you may come in contact with someone’s blood or body fluids is the first step in protecting yourself.

• It is also important to remove protective clothing properly and to use work practice controls to disinfect surfaces and dispose of contaminated materials.

• The exposure control plan used by your employer will also help ensure that vaccinations and other precautions are in place.

• With so much information and protection available, there’s no reason why anyone should have to be exposed to blood or body fluids. Take the time to protect yourself; those few seconds can buy you a lifetime of peace of mind.
PREPARE FOR THE SAFETY MEETING OR TRAINING SESSION
Review each section of this Leader's Guide as well as the videotape. Here are a few suggestions for using the program:

Make everyone aware of the importance the company places on health and safety and how each person must be an active member of the safety team.

Introduce the videotape program. Play the videotape without interruption. Review the program content by presenting the information in the program outline.

Copy the review questions included in this Leader's Guide and ask each participant to complete them.

Make an attendance record and have each participant sign the form. Maintain the attendance record and each participant's test paper as written documentation of the training performed.

Here are some suggestions for preparing your videotape equipment and the room or area you use:
Check the room or area for quietness, adequate ventilation and temperature, lighting and unobstructed access.
Check the seating arrangement and the audiovisual equipment to ensure that all participants will be able to see and hear the videotape program.
Place or secure extension cords to prevent them from becoming a tripping hazard.

CONDUCTING THE PRESENTATION
Begin the meeting by welcoming the participants. Introduce yourself and give each person the opportunity to become acquainted if there are new people joining the training session.

Explain that the primary purpose of the program is to heighten employee awareness about the dangers of bloodborne pathogens and show them how to protect themselves against potentially-infectious materials.

Introduce the videotape program. Play the videotape without interruption. Review the program content by presenting the information in the program outline.

Lead discussions about specific job tasks at your facility that involve the risk of exposure to bloodborne pathogens and the measures employees can take to protect themselves.

After watching the videotape program, viewers will be able to explain the following:

• What common bloodborne diseases they may encounter in the workplace;
• What the term “universal precautions” means;
• What PPE and clothing to use in exposure situations and how to dispose of it;
• How to properly clean up and disinfect contaminated areas;
• How the company’s written exposure control plan works.
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REVIEW QUIZ

Name__________________________________ Date____________________________________

The following questions are provided to check how well you understand the information presented during this program.

1. Getting blood infected by a bloodborne pathogen on your skin doesn’t necessarily mean you are infected.
   a. true
   b. false

2. HIV is much easier to contract than Hepatitis B or C.
   a. true
   b. false

3. A vaccine is available for ________________.
   a. HIV
   b. Hepatitis A
   c. Hepatitis B

4. The most common way to follow universal precautions is to use _____________________.
   a. good sanitation practices
   b. personal protective equipment
   c. approved cleanup procedures

5. You should never use your hands to pick up broken glass, even if you are wearing gloves.
   a. true
   b. false

6. Potentially contaminated items should be placed in biohazard or ___________ colored containers.
   a. yellow
   b. green
   c. red

7. A person who is the source of a bloodborne pathogens exposure is required to take a blood test.
   a. true
   b. false
ANSWERS TO THE REVIEW QUIZ

1. a
2. b
3. c
4. a
5. b
6. c
7. b