



## 2.03 BLOODBORNE PATHOGEN EXPOSURE AND THE WORKPLACE

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### Background

The Occupational Safety and Health Administration (OSHA) regulates facilities where employees could be exposed to bloodborne pathogens by promoting safe work practices to minimize the incidence of disease caused by these pathogens. Relative to this goal, OSHA enacted the [Bloodborne Pathogen Standard](#) (29CFR1910.1030). The purpose of the standard is to reduce occupational exposure to human bloodborne pathogens that employees may come in contact with in the workplace and to establish a framework for training and medical response.

Bloodborne pathogens are 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), Hepatitis C virus (HCV) and human immunodeficiency virus (HIV)

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### Purpose

The City of Portland is committed to maintaining a healthy and safe work environment for employees. Risk Management developed an Exposure Control Plan (ECP) to comply with OSHA standards. The ECP provides guidelines and procedures to prevent or minimize occupational exposure to bloodborne pathogens. Additionally, bureaus are required to adopt the City's Exposure Control Plan and such other procedures dictated by the scope of work performed in each bureau. Risk Management provides training for employees, who because of their duties may reasonably anticipate exposure to human blood, body fluids, and other potentially infectious materials.

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### Non-discrimination

Bureau managers or supervisors may not refuse to hire, promote, or discharge from employment, an individual because that person is or is believed to be HBV, HCV or HIV infected, as long as the individual can, with or without reasonable accommodation, perform the essential duties of the job and who does not pose a safety risk to other employees or the public. Exclusion of a person infected with HBV, HCV or HIV or believed to be infected, from any position on the basis of that infection or belief is prohibited unless, with reasonable accommodation, there remains a significant or materially enhanced risk of infection to others. A competent medical authority designated by the City must evaluate the severity of such a risk.

Persons who believe they have been discriminated against on the basis of a bloodborne pathogen infection are protected under City rules of nondiscrimination and may contact the Diversity Development/Affirmative Action Office for assistance. See the [HR Administrative Rule on Prohibition Against Workplace Harassment, Discrimination and Retaliation](#).

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**Guidelines for Employees with Bloodborne Pathogen Infection**

The City of Portland recognizes that HBV, HCV or HIV may pose significant and delicate issues for employees in the workplace. Accordingly, the following guidelines are offered:

1. Persons with a bloodborne pathogen infection are encouraged to share information concerning their ability to perform assigned work with management for the purpose of reasonable accommodation, help and understanding and/or referral to the [Employee Assistance Program](#).
2. Self-disclosure of bloodborne pathogen infection is voluntary. Harassment and/or disparate treatment are prohibited.
3. Management or employees needing more specific direction or advice concerning bloodborne pathogens in the workplace are encouraged to contact the Occupational Health and Infectious Disease Program Manager in Risk Management 503-823-5238

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**Confidentiality**

Confidentiality of all employee medical records shall be maintained in accordance with all applicable federal and state laws.

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**Employee Refusal to Work**

Employees are not permitted to refuse to work with a fellow employee or member of the public who has, or is suspected of having, a bloodborne pathogen infection. An employee who is concerned about the risk of exposure from others should review their concerns with a supervisor or the Occupational Health and Infectious Disease Program Manager in Risk Management.

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**Exposure Control**

Each bureau is responsible for informing their employees of Risk Management's Exposure Control Policy and for ensuring that new employees obtain this information during their orientation.

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**Education**

The City of Portland recognizes the importance of information and education relating to bloodborne pathogens.

**HBV and HCV**

For additional information about hepatitis B and hepatitis C contact the CDC at Telephone: 1-800-CDC-INFO (1-800-232-4636) TTY: 1-888-232-6348 E-mail: [cdcinfo@cdc.gov](mailto:cdcinfo@cdc.gov) or visit [CDC's hepatitis webpage](#).

**HIV**

Information specialists who staff the National AIDS Hotline 1-800-CDC-INFO (1-800-232-4636) can answer questions or provide information on HIV infection and AIDS and the resources available in your area. The HIV/AIDS Treatment Information Services 1-800-HIV-0440 (1-800-448-0440) can also be contacted for information on the clinical treatment of HIV/AIDS. For free copies of printed material on HIV infection and AIDS, please call or write the CDC National Prevention Information Network, P.O. Box 6003, Rockville, MD 20849-6003, telephone 1-800-458-5231, Internet address [www.cdcnpi.org](http://www.cdcnpi.org). Additional information about occupational exposures to bloodborne pathogens is available on

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CDC's website at [www.cdc.gov](http://www.cdc.gov) or on CDC's National Institute of Occupational Safety and Health's website at [www.cdc.gov/niosh](http://www.cdc.gov/niosh) or call 1-800-35 NIOSH (1-800-356-4674).

Risk Management will provide training resource information and will assist with the inter-bureau coordination of educational programs.

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**Response to a Possible Exposure**

1. In the event of an occupational exposure, first aid providers should follow the universal precautions described in the Exposure Control Plan as outlined in the [OSHA Bloodborne Pathogen Standard](#).
2. Worksite first aid kits should contain appropriate personal protective equipment, such as but not limited to, gloves, gowns, face shields or masks and eye protection, mouthpieces, resuscitation bags, pocket masks, or other ventilation devices. Personal protective equipment will be considered "appropriate" only if it does not permit blood or other potentially infectious material to pass through to or reach the employee's work clothes, street clothes, undergarments, skin, eyes, mouth, or other mucous membranes under normal conditions of use. Contact the City's Loss Control Officer in Risk Management 503-823-5101 for additional information about worksite first aid kit requirements.

**Administrative Rule History**

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Adopted by Council March 6, 2002, Ordinance No. 176302  
Effective April 5, 2002

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