

## POLICY REGARDING INDIVIDUALS WITH BLOODBORNE PATHOGENS AND INFECTIOUS DISEASES

### Issues of Confidentiality

- Local and state regulations regarding confidentiality and reporting of bloodborne pathogens test results should be observed. Special care shall be taken to preserve the dignity and confidentiality of the bloodborne pathogens infected student or college staff. The need to ensure appropriate confidentiality shall be balanced with the need to ensure appropriate precautions to prevent the spread of the disease.
- There should be no routine requirement that students, employees or clinic clients respond to questions about the existence of bloodborne pathogens and no type of testing for the bloodborne pathogens antibody will be part of the admission process. It is appropriate to encourage new students or employees to inform campus health authorities if they have positive bloodborne pathogens test results.
- Regular classroom attendance by bloodborne pathogens infected student/faculty in an unrestricted manner shall be allowed, as long as the bloodborne pathogens positive individual is able to attend classes.
- Bloodborne pathogens infected students and faculty engaged in clinical experiences, should participate in special educational instruction and use guidelines prepared by the Center for Disease Control.
- In some instances, the college may need to make a decision concerning the health of the student/faculty and the advisability of the individual to remain working in a clinical situation. This will be done on a case-by-case basis. It may be necessary to modify educational methods, employment responsibilities and/or treatment protocols once an assessment of specific risks, confidentiality issues and available resources is made.
- Students with bloodborne pathogens will have access to student unions, cafeterias, recreational facilities and other common areas.
- The college will make decisions about residential housing of bloodborne pathogens-infected students on a case-by-case basis, keeping in mind that the risk of the bloodborne pathogens infected students exposed to contagious diseases may, in fact, be greater than the perceived risk of the student sharing a room with a bloodborne pathogens infected person.
- Without written consent from the bloodborne pathogens infected individual, no medical information can be released to faculty, administrators or parents. No information can be provided to groups, insurers or employers. College health

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officials should know that all confidential medical information is protected by statutes and that any unauthorized disclosure may create legal liability.

- Disclosing an infected student or employee's condition should always be premised on a need-to-know basis and a valid written authorization from the infected individual obtained before disclosure. Disciplinary action will be taken for breaches of procedure.
- All information is confidential and protected by the Family Education Rights and Privacy Act of 1994 and the 1996 Health Insurance Portability and Accountability Act.

### Treatment Precautions

- It is important to understand that a person infected with bloodborne pathogens requires only blood and body fluid precaution.
- In a clinical situation, the OSHA universal precautions for bloodborne pathogens will be followed. All clients will be treated the same.
- Special precautions to protect the health of bloodborne pathogens-infected persons should be considered during periods of prevalence of such contagious diseases as measles and chicken pox.
- Bloodborne pathogens-infected persons should be excused from institutional requirements for certain vaccinations, notable measles and rubella vaccines.

### Personnel Management

- Personnel should not be excused on their own request from providing services to students and/or staff with bloodborne pathogens. There is no scientific or ethical reason to do so. If an employee refuses to perform his/her duties in this instance, the issue becomes a legal and administrative problem to be resolved on an individual basis. (The college may seek legal counsel in such situations).
- The interview process should be routine for both the college admissions process and perspective employees. The college should adhere to Federal and State laws as well as College Equal Employment and Affirmative Action Policies.
- Pre-admission employment physical examination should be required only if the requirement is routine for all admission/employment. The decision whether bloodborne pathogens infected students or employees should be approved for admission/employment should always be made by a physician. Written medical examination records of bloodborne pathogens infected persons should be

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maintained separate from student/personnel records and treated as confidential medical information.

- Routine serological testing may be made available to students/personnel who wish to know their bloodborne pathogens infection status. If medical personnel advise that testing is necessary, a signed release should be obtained.
- There is no increased risk to pregnant personnel from normal contact with bloodborne pathogens infected persons. Follow CDC Guidelines for Infection Control.