

## Personnel

### UNIVERSAL PRECAUTIONS

**BP 4119.43**  
**4219.43**  
**4319.43**

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.

*(cf. 4157/4257/4357 - Employee Safety)*  
*(cf. 5141 - Health Care and Emergencies)*  
*(cf. 5141.22 - Infectious Diseases)*  
*(cf. 5141.24 - Specialized Health Care Services)*  
*(cf. 5141.6 - School Health Services)*  
*(cf. 6145.2 - Athletic Competition)*

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)

*(cf. 4112.9/4212.9/4312.9 - Employee Notifications)*

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.

*(cf. 4119.42/4219.42/4319.42 - Exposure Control Plan for Bloodborne Pathogens)*

#### *Legal Reference:*

##### GOVERNMENT CODE

3543.2 - Scope of bargaining

##### HEALTH AND SAFETY CODE

117600-118360 - Handling and disposal of regulated waste

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*120875 - Providing information to school districts on AIDS, AIDS-related conditions and Hepatitis B*

*120880 - Information to employees of school district*

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*

CODE OF FEDERAL REGULATIONS, TITLE 29

*1910.1030 - OSHA bloodborne pathogens standards*

*Management Resources:*

CENTERS FOR DISEASE CONTROL AND PREVENTION PUBLICATIONS

*Hepatitis B Questions and Answers for the Public*

WEB SITES

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

*California Department of Industrial Relations, Occupational Safety and Health:  
[http://www.dir.ca.gov/occupational\\_safety.html](http://www.dir.ca.gov/occupational_safety.html)*

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

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

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

## Policy

**Adopted:** April 24, 2014

**Revised:** September 24, 2020

## PASADENA UNIFIED SCHOOL DISTRICT

Pasadena, California