

BAY-ARENAC BEHAVIORAL HEALTH AUTHORITY POLICIES AND PROCEDURES MANUAL

Chapter: 14	Infection Control		
Section: 3	Universal Precautions		
Topic: 1	Universal Precautions – HIV/AIDS/Hep C - Employees		
Page: 1 of 6	Supersedes Date: Pol: 6-18-98 (05-01-001) Proc: 11-20-08, 8-29-07, 11-6-06, 2-1-06, 5-18-04, 1-20-04, 7-28-98 (05-01-06)	Approval Date: Pol: 2-19-04 Proc: 7-8-2021	_____ <i>Board Chairperson Signature</i> _____ <i>Chief Executive Officer Signature</i>
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Policy

Bay-Arenac Behavioral Health Authority (BABHA) is committed to high standards of employee safety practices. This standard will include the use of Universal Precautions and its relationship to HIV/AIDS and Hepatitis C.

Purpose

This policy and procedure is established to ensure appropriate standards and practices are maintained regarding the prevention, surveillance, identification, and control of Infectious Diseases, to include Universal Precautions and exposure to HIV/AIDS and Hepatitis C.

Education applies to

- All BABHA Staff
- Selected BABHA Staff, as follows:
- All Contracted Providers: Policy Only Policy and Procedure
- Selected Contracted Providers, as follows:
- Policy Only Policy and Procedure
- BABHA's Affiliates: Policy Only Policy and Procedure
- Other:

Background

Human Immunodeficiency Virus (HIV) is the virus considered to be the causal agent of the disease acquired immunodeficiency syndrome (AIDS). The virus is found in the body fluids (blood, semen, blood products, vaginal secretions, cerebral spinal fluid, synovial fluid, pericardial fluid and amniotic fluid) of infected individuals. Transmission of the virus is therefore associated with pre-cutaneous or pre-mucosal contact with these fluids. HIV is a sexually transmitted virus.

As the presence or absence of the virus in body fluids cannot always be known, all individuals are considered capable of transmitting HIV. To reduce the risk of transmission of HIV/AIDS,

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Universal Precautions shall be practiced by all employees of BABHA and by all provider staff in the community setting who have the potential for contact with the body fluids of consumers.

Definitions

HIV: Human Immunodeficiency Virus - the virus capable of producing AIDS.

AIDS: Acquired Immunodeficiency Syndrome - an illness characterized by the following:

- A. the presence of one or more opportunistic diseases indicative of an underlying cellular Immunodeficiency,
- B. the absence of known underlying causes of cellular immunodeficiency (other than HIV infection), or
- C. documented evidence of HIV infection (seropositivity is desired, but not mandatory)

HIV antibody: The antibody, which develops within 1-6 months as a result of the presence of HIV in the blood stream. The presence of the HIV antibody is the measurement of the presence of HIV infection in an individual.

Hepatitis C: is a liver infection caused by the hepatitis C virus (HCV). HCV is spread through direct contact with blood from an infected person. Today, most people become infected with the hepatitis C virus by sharing needles or other equipment used to prepare and inject drugs.

Facility: Hospital for the inpatient treatment of persons who are mentally ill, or a facility or a portion of a facility, which is operated by or under contract with a public agency or is licensed by the state, and which regularly admits persons with developmental disabilities and provides residential and other services.

Community Mental Health Services Program (CMHSP): Any program operated directly or via contract by BABHA, for the purpose of providing treatment services for mentally impaired and developmentally disabled individuals.

Responsible Mental Health Agency (RMHA): The Michigan Department of Community Health (MDHHS) hospital, center, or CMHSP Board responsible for providing, arranging, contracting for and/or coordinating the provision of services.

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Source Individual: Any individual, living or dead, whose blood or other potentially infectious body fluids may be a source of exposure via:

- A. The receipt of blood products and/or tissue transplant prior to the advent of HIV antibody testing of such materials.
- B. Unprotected sexual contact with persons who are infected with HIV or who themselves engage in high-risk behavior; or
- C. Sharing of injectable drug materials.

Protected Sex: The avoidance of transmission of body fluids through the proper use of barrier mechanisms (condoms) during vaginal, oral, and/or anal intercourse.

Universal Precautions: A system of infectious disease control, which assumes that every direct contact with blood or body fluid is infectious.

Significant Exposure Incident: A specific eye, mouth or other mucous membrane, non-intact skin, or other parenteral contact with blood or other potentially infectious materials which results from the performance of an employee’s duties.

Procedure

Staff Training

All employees of BABHA will be provided information regarding HIV/AIDS and Hepatitis C epidemiology and transmission, universal precautions and post exposure procedures, upon assignment, through the orientation process.

1. Employees determined to be Category A will receive annual retraining, and
2. Employees determined to be Category B will receive updates at the annual Staff Development Day and/or self-directed education system.

A record of training received shall be kept on employees for a period of three years. This record shall include dates, content of training program or summary and the trainers name and qualifications.

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Post Exposure Follow Up

Any employee determined to have had significant exposure to blood or body fluids shall receive at no cost to the employee, a medical follow-up. See BABHA Blood-borne Pathogens and Exposure Control Policy and Procedure - C14-S01-T01.

Source Individual Testing

Physician-authorized HIV Testing may be done on an individual whose blood or potentially infectious body fluids may have been a source of transmission of HIV:

- A. With legal consent obtained from the source individual or legal guardian, or without legal consent, provided the individual was notified in writing upon admission to the facility that an HIV test may be performed without consent after an employee of the facility sustains a percutaneous mucous membrane or open wound exposure, or
- B. Without legal consent on individuals who are unable to receive, understand, or both, the information or execute the written consent form and a legally authorized representative of the source individual is not readily available to do either.

HIV and/or Hepatitis C Infected Employees

- A. The knowledge of HIV or Hepatitis C seropositivity of employees of BABHA shall at all times remain confidential. The duties of the HIV or Hepatitis C positive employee shall not be limited or changed, nor shall employment be terminated based on knowledge of HIV or Hepatitis C seropositivity.
- B. All HIV or Hepatitis C positive employees who voluntarily choose to modify their consumer related responsibilities will be provided opportunities to continue appropriate service delivery with counseling, whenever possible.
- C. Guidelines for HIV Infected Employees: All HIV infected employees are encouraged to seek counseling from their personal physician as needed, to understand the risk of HIV transmission in any invasive or exposure prone procedures and receive advice on appropriate special precautions. In addition, HIV infected employees:

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1. Should seek appropriate medical care and periodic evaluation of health status, counseling on the advisability of continuing to work in the facility setting and information on safer sex and partner notification, and
2. Must inform their physician and/or facility when there is significant risk of compromised service delivery to consumers of BABHA.

Reporting

- A. Reporting shall occur in compliance with the MDHHS
- B. Individuals diagnosed with AIDS are required to be reported to the local health department not later than three days from the date of diagnosis. The physician making the diagnosis has the responsibility for ensuring that the case is reported on a form provided by MDHHS.
- C. HIV positive test results shall be reported to MDHHS within 24 hours by the physician who ordered the test, on a form provided by MDHHS.

Partner Notification

Partner notification should be the primary responsibility of the HIV positive individual, however, if the person needs assistance:

- A. BABHA may refer the person to the local health department for assistance, provided that the counselor determines that the individual is in need of assistance, and
- B. Referral information shall include all information determined necessary by the local health department to carry out its responsibility and may include name, address and telephone number of that person.

Attachments

N/A

Related Forms

N/A

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Related Materials

N/A

References/Legal Authority

AIDS Law for Mental Health Professionals by Gary James Woods, JD, Robert Marks with James W. Dilley, MD

DMH - Acquired Immunodeficiency Syndrome Proposed Guideline June 21, 1990.

Michigan HIV & STD Law Update January 2020

Centers for Disease Control: <https://www.cdc.gov/hepatitis/hcv/hcvfaq.htm#f5>

Michigan Recommendations on HIV, Hepatitis B, and Hepatitis C - Infected Health Care Workers Sept 2004.

Commission for Accreditation of Rehabilitation Facilities (CARF)

SUBMISSION FORM				
AUTHOR/ REVIEWER	APPROVING BODY/COMMITTEE/ SUPERVISOR	APPROVAL /REVIEW DATE	ACTION (Deletion, New, No Changes, Replacement or Revision)	REASON FOR ACTION - If replacement list policy to be replaced
M. Bartlett	MMPRC	11/20/2008		
M. Bartlett	MMPRC	09/21/2010		
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M. Bartlett	MMPRC	10/17/2012	Revision	Addition of CARF as a reference, no changes to P&P
S. Van Paris	HPC	09/24/2015	No Changes	Triennial Review
S. Van Paris		10/22/18	No Changes	Triennial review
S. Van Paris	Dr. R. Smith	7/8/2021	Revision	Updated to Include Hepatitis C and updated references
S. Van Paris	HPC	8/20/25	No changes	Triennial review