



Employee Blood and Body Fluid Exposure

Employee Post-Exposure Confidential Medical Evaluation, Baseline Blood Collection/ Testing/ Prophylaxis Treatment and Follow-Up

This policy is in accordance with Texas Department of State Health Services (TDSHS) Exposure Control Plan, [Health and Safety Code §§81.301 – 81.307](#), and the Occupational Safety and Health Administration (OSHA) [Bloodborne Pathogen Standard, Title 29 Code of Federal Regulation §1910.1030](#).

The purpose of this policy is to outline the procedure to be followed by an employee of the University of Texas at Arlington (UTA) who has incurred a potential exposure incident to blood/body fluid or contaminated needle stick while on the job in order to decrease risk of infection with hepatitis B virus (HBV) and human immunodeficiency virus (HIV).

Potential exposure incident means skin, eye, mucous membrane, or parenteral contact with blood or other potentially infectious material (OPIM) that may result from the performance of an employee's duties. Parenteral contact means piercing mucous membranes or the skin barrier through such events as needle sticks, human bites, cuts, and abrasions. OPIM includes various contaminated human body fluids, unfixed human tissues or organs (other than skin), and other materials known or reasonably likely to be infected with HBV or HIV through cells, tissues, blood, organs, culture mediums, or solutions.

If an employee of UTA incurs a potential exposure incident to bloodborne pathogens, the supervisor and the Environmental Health and Safety (EH&S) Office should be notified immediately, no matter how minor the incident may seem.

The potentially exposed employee will be offered post-exposure treatment, which may include initial counseling, baseline blood collection/testing, and prophylaxis treatment for HBV and HIV. If the exposure is to a potential infection from HIV, prophylaxis treatment is most effective if started within 1 to 2 hours. An employee may also have follow-up testing for HIV, according to the physician's recommendations. Except where release is required (or authorized by law [Notice Regarding Certain Work Related Communicable Diseases/HIV](#)), information concerning the HIV status of the employee and any portion of the medical records will be kept confidential and will not be released without written consent. Expenses for additional tests and medication other than what is recommended by the physician will be at the employee's expense.

The individual who is the source of potential bloodborne pathogen should be informed of the exposure by the supervisor. The medical provider will test blood for HBV and HIV serological status after obtaining consent from the source individual. Confidentiality of the source individual information and laboratory results will be maintained at all times.

The employee must choose a treating doctor from the list of physicians in the [IMO Med-Select Network \(IMO\)](#). Arrangements have been made through Concentra Medical Center so that the employee does not incur any out of pocket expense for the initial counseling/ treatment/ testing, and additional tests and medication, if recommended by the physician. For convenience, an employee may report to one of the following closest locations:

Concentra Medical Center

511 E. I-20, Arlington, (817) 261-5166

2160 E. Lamar Ave., Arlington, (972) 988-0441

2500 W. Freeway Suite 100 (I-30 @ Forest Park) Fort Worth, (817) 882-8700

811 NE Alsbury Blvd., Suite 800, Burleson, (817) 293-7311



When checking in at the clinic, the individual should indicate that they are an employee of UTA and present the [Notification of a Work-Related Injury or Occupational Disease](#) (Form CO-EHS-F403) along with the [RX Bridge-UTA EXPOSURE](#) pharmacy first fill form.

Workers' Compensation Benefits for Law Enforcement Officers and Other State Employees

This provision applies to baseline testing through Workers' Compensation Insurance. Follow-up testing and/or prophylactic treatment are not covered under Workers' Compensation benefits, but through UTA.

Law enforcement officers

In order to qualify for Workers' Compensation benefits, an employee who claims a potential work-related exposure to a reportable disease, including HIV infection, must be tested for the disease not later than the 10th day after the exposure, and must provide their employer with documentation of the test and a sworn affidavit of the date and circumstances of the exposure. The baseline test result must indicate the absence of the disease. The employee is not required to pay for the test.

Other state employees

In order to qualify for Workers' Compensation benefits, a state employee who claims a potential work-related exposure to HIV infection must be tested for HIV within 10 days after the exposure and must provide their employer with documentation of the test and written statement of the date and circumstances of the exposure. The baseline test result must indicate the absence of HIV infection. The employee is not required to pay for the test.

In summary, reportable diseases for law enforcement officers are those communicable diseases and health conditions required to be reported to the Texas Department of Health. Other state employees will only be tested for exposure to HIV infection.

Reporting

The affected employee is required to complete the [Employee's Report of Work-Related Injury or Occupational Disease](#) (Form CO-EHS-F401) and the [Workers' Compensation Network Acknowledgement](#) (Form CO-EHS-F404). The affected employee's supervisor must complete the [Supervisor's Report of Employee Work-Related Injury or Occupational Disease](#) (Form CO-EHS-F402) and give a copy of the [Notice of Network Requirements](#) to the employee. These forms must be submitted within 24 hours of reporting the incident exposure to the EH&S Office via fax at (817) 272-0273. The originals should be sent to the EH&S Office via campus mail at Box 19257.

Additional Information

If there are any questions, contact the Workers' Compensation Analyst in the EH&S Office at (817) 272-5563.

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