

The Right Door for Hope, Recovery and Wellness

Chapter Title	Section #		Subject #
Human Resources	HR		513
Subject Title Infection Control	Adopted 2/26/96	Last Revised 2/24/20	Reviewed 7/25/05; 9/25/06; 9/24/07; 3/27/08; 5/27/09; 7/26/10; 11/28/11; 2/25/13; 2/24/14; 12/15/14; 12/14/15; 12/19/16; 1/29/18; 2/25/19; 2/24/20; 2/22/21; 2/28/22; 2/28/23; 2/26/24; 2/24/25

POLICY

Application

This policy shall apply to The Right Door for Hope, Recovery and Wellness and all services operated by or under contract with it.

1. Universal Precautions

- 1.1. Universal precautions are infection control techniques. Universal precautions mean that every patient is treated as if they are infected and, therefore, precautions are taken to minimize risk. Universal precautions are good hygiene habits, such as hand washing and the use of gloves and other barriers, correct sharps handling, and aseptic techniques. Universal precautions refers to the practice in medicine of avoiding contact with patients' bodily fluids by means of wearing of nonporous articles such as medical gloves, goggles, and face shields. Medical instruments, especially scalpels and hypodermic needles, should be handled carefully and disposed of properly in a Sharps container. All agency staff and residential contractors shall utilize universal precautions as a primary method of preventing the transmission of communicable/infectious diseases. All human blood and bodily fluids shall be treated as if known to be infectious for HIV, HBV, and other blood borne pathogens.
- 1.2. All staff and residential contractors shall receive annual training on universal precautions as a primary method of preventing the transmission of communicable/infectious diseases.
- 1.3. All employees and residential staff shall perform hand hygiene in compliance with the guidelines set by Centers for Disease Control (CDC) and the Occupational Safety and Health Administration (OSHA) of the United States.
- 1.4. All staff shall take necessary precautions outlined in The Right Door for Hope, Recovery and Wellness procedures to prevent exposure to themselves and others to blood, bodily fluids, and other potentially infectious materials.
- 1.5. In event of exposure, staff shall follow agency procedures in compliance with the guidelines established by the CDC and OSHA.

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2. Tuberculosis Screening

All agency staff shall be tested, upon hire, for Mycobacterium tuberculosis (TB) infection/exposure, with the exception of staff with previous positive TB skin test results. The initial TB skin test shall be performed by The Right Door for Hope, Recovery and Wellness nursing staff. Follow-up testing and treatment, if necessary, shall be conducted by the staff member's primary care provider in compliance with CDC requirements. If a staff member does test positive for TB, they will be required to check in annually with nursing staff to ensure infection control and exposure risks are being addressed.

3. Immunization

3.1. Immunizations against communicable diseases are encouraged for all staff. The Hepatitis B series shall be offered, free of charge, to all staff considered to be at occupational risk for exposure to blood or bodily fluids.

3.2. All staff shall be offered an annual influenza vaccine free of charge. Influenza vaccinations shall be coordinated with the Ionia County Health Department. This policy shall be subject to the discretion of the Ionia County Health Department and available supply of vaccine.

4. Housekeeping

All worksites shall be maintained in a clean and sanitary condition. Facilities and maintenance staff shall adhere to The Right Door for Hope, Recovery and Wellness' established schedule and requirements for sanitation of each facility.

5. Reporting for Work

The Right Door for Hope, Recovery and Wellness employees are encouraged to utilize paid time off in the event of personal illness. The intent of this policy is to prevent the spread of illness to other staff as well as persons served and contractors.

References

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The implementation of this policy shall conform to standards set forth by the Public Health Code, Michigan Department of Health and Human Services (MDHHS), Centers for Disease Control (CDC), and Occupational Health and Safety Administration (OSHA).

U.S. Department of Labor, Occupational Safety & Health Administration, U.S. Centers for Disease Control, Committee on Accreditation of Rehabilitation Facilities.

Nancy Patera, Board Chairperson	Date		