**4.13 Infectious Disease Policy**

Infectious Disease Policy

Consistent with the mission, vision, and values of CCIH to provide safe care, treatment, or services, this plan establishes the parameters of its efforts to control and prevent the transmission of infections. It addresses both specific responsibilities and general safety.

PURPOSE

To reduce risk of injury or harm related to infection prevention and control (IC).

SCOPE

Applies to all buildings in which Cedar Creek services are provided.

Applies to all activities related to minimizing, reducing, or eliminating the risk of infection.

Applies to IC-related risks of individuals served, staff, visitors, volunteers, and anyone else who uses the organization’s facilities.

Department managers are responsible for:

· Implementing and enforcing employee workplace safety related to IC issues

· Using appropriate Infection Prevention and Control Program guidelines

· Evaluating employees’ performance related to compliance with IC policies and procedures

· Following up with employees who miss IC education program sessions

Each employee is responsible for:

· Attending IC education programs

· Understanding how the material relates to his or her specific job requirements

· Following the IC guidelines established in the Infection Prevention and Control Program and any relevant policies and procedures

PROCESSES

Risk Assessments

Risk assessments proactively evaluate the impact of proposed changes to new or existing areas of the organization. The purpose is to reduce the likelihood of transmitting infections, including but not limited to those that have the potential to result in harm, injury, or other loss to individuals served, employees, visitors, volunteers, and others.

Minimizing Infection Transmission

As part of the Infection Prevention and Control Plan, the organization sets goals related to minimizing the risk of transmitting infections.

i) Participates in environmental tours, emergency preparedness drills, and other activities to identify potential IC-related risks and opportunities for improvement.

j) Identifies circumstances and events that trigger risk assessments.

The COO is responsible to:

· Coordinate the development of system wide IC policies and procedures.

· Assist department managers in the development of new department-level IC policies and procedures.

· Distribute system wide IC policies and procedures to all departments.

· Ensure enforcement of all IC policies and procedures.

* Complete yearly infection control report

Department managers perform the following activities:

· Manage the development of IC policies and procedures specific to their departments. These include but are not limited to:

a) Hand hygiene guidelines

b) Use of personal protective equipment

e) Distribute department-level IC policies and procedures to their employees.

f) Ensure enforcement of all IC policies and procedures.

Each employee does the following:

· Follows all IC policies and procedures, including organization wide, department-level, and job-specific policies and procedures.

· Demonstrates knowledge of IC risks and competency in performing tasks designed to minimize, reduce, or eliminate those risks.

· Participates in required IC-related training and educational programs.

· Reports to the department manager any observed situations or activities that may potentially indicate or result in IC risks.

ORIENTATION AND EDUCATION

New Employee Orientation

All new employees participate in the Safety Education/Orientation and Training Program. This includes the following IC-related components:

· General understanding and awareness of IC issues, including hand hygiene and vaccination (e.g., influenza)

· Department-specific training on IC policies and procedures

· Job-specific training on IC policies and procedures

* Complete Training in blood borne pathogens
* Complete a Screening for TB and follow next steps as indicated

Annual Continuing Education

All employees are required to participate in annual IC training education. The organization uses self-directed computer-based learning modules to provide its Annual Continuing Education Program.

Modules are reviewed regularly and revised as necessary. New modules are developed when the need is identified. \*

Department directors and/or managers determine whether modules are used by individual employees or as a guide for group instruction.

Department-Specific Training

Department directors and/or managers ensure that new employees are oriented to department-specific IC policies and procedures and specific job-related IC risks.

Contract Employees

Department directors and/or managers perform IC assessment and education for contract employees at the time of assignment.

PROCEDURES:

Cedar Creek Integrated Health follows universal precautions:

Universal precautions require employees to treat all human blood and other potentially infectious bodily fluids as if they are infectious, meaning they must take steps to prevent contact with these substances by wearing appropriate personal protective equipment (PPE) like gloves and taking proper precautions during procedures that could involve exposure, regardless of a patient's known infection status

Gloves will be available at all work - stations where UA collections or handling occurs.

Antibacterial soap and hand sanitizer will be available at sinks in the facilities

In the event of body fluids being present on furniture, clothing, floors or facility items, a solution of 5.25% sodium hypochlorite (household bleach) diluted 1:10 with water (1 part bleach to 10 parts water) or an EPA-registered tuberculocidal disinfectant will be utilized by staff with gloved hands to clean up.

Staff will complete a TB test or TB screening instrument prior to hire.

Screening for Hepatitis A, Hepatitis C, Sexually Transmitted Infections and HIV will occur through the Clinical Assessment for Clients with Mental Health Conditions and through the Substance Use Disorders Assessment for Clients with SUD

All prevention efforts will follow CDC guidelines and in the event a client or staff has an infectious disease, CDC guidelines will be followed.