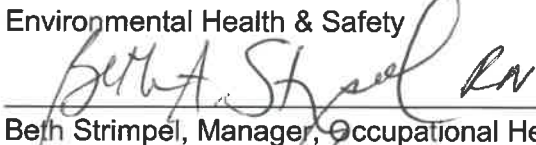






ENVIRONMENTAL HEALTH & SAFETY | OCCUPATIONAL HEALTH

Administrative Policy

Source: Environmental Health & Safety

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Effective Date: 1 July 2017

Applies: Denver Campus and Anschutz Medical Campus

I. Introduction

The division of Occupational Health in the department of Environmental Health & Safety provides medical surveillance oversight to protect laboratory personnel, employees, students, visitors and contractors on the University of Colorado Denver | Anschutz Medical Campus who may have an occupational exposure to animals or biologically, chemically or radiologically hazardous materials.

II. Policy Statement

This policy applies to laboratory personnel, employees, students, visitors and contractors engaged in any university-sponsored research or laboratory-related activity, both on the Anschutz Medical Campus and the Denver Campus. This policy also applies to employees who support this research such as facilities personnel, police and administrative staff.

Occupational Health is responsible for ensuring that there is adequate medical surveillance for the health of laboratory personnel working with research animals, unfixed animal tissue, infectious agents, ionizing radiation, teratogens/carcinogens, anesthetic gases, antineoplastic drugs, formaldehyde, heavy metals, lasers, prions, select agents, nanoparticles and recombinant DNA, and human blood, tissue and/or cell lines; and if appropriate, for conducting a medical surveillance program for such projects.

III. Health Hazards

Health hazards that have been associated with workplace exposure include exposure to human blood, body fluids, tissues, cell lines and other potential infectious materials, ionizing radiation, chemicals, infectious agents, select agents and recombinant DNA.

IV. University Responsibilities

A. Occupational Health Program

1. Ensure that there is adequate medical surveillance to sustain the health of laboratory personnel, employees, students, visitors and contractors working with animals, ionizing radiation, chemicals, infectious agents, select agents, and recombinant DNA.
2. Conduct necessary medical surveillance programs for such projects.
 - a. Provide immunization and blood work for titers, where indicated, related to type of work being performed.
 - b. Facilitate early detection of laboratory-acquired infections.
 - c. Identify highly susceptible or at-risk individuals (e.g., pregnant women, immunocompromised individuals), and counsel on risks in the workplace.
 - d. Medically surveil for presence of potential work-related allergies, provide relevant counselling and related respiratory protection functions.
 - e. Provide guidance in selection of effective personal protective equipment and in related procedures.
 - f. Review Respiratory Medical Evaluation Questionnaire and clear individual for fit testing if no medical issues exist. Refer individual to the Occupational Health medical director or their personal physician for any medical issues and clearance for fit testing.
 - g. Assist EHS Research Safety & Industrial Hygiene staff to monitor workplaces for levels of chemicals, anesthetic gases, or other potentially hazardous materials.
 - h. Enroll all laboratory personnel, employees, students and visitors working with animals or other potentially hazardous materials into the Occupational Health Program. Enrollment is defined as completing the Initial Medical Surveillance Questionnaire, and scheduling an appointment at the Occupational Health Clinic. Once seen, the individual will be cleared by Occupational Health.
 - i. Completion of the Medical Surveillance Questionnaire Annual Recertification is required annually, as long as the individual conducts research at the university.
 - j. Any work related exposure or signs/symptoms of illness or incident reported to Occupational Health is to be documented in employee's medical record, indicating referral and/or education given. Other EHS divisions will be notified of these exposures as applicable.

B. Environmental Health & Safety

1. Develop, implement and oversee the Occupational Health Program.
2. Ensure compliance with all federal, state and local regulations.

C. Oversight Committees

1. Institutional Animal Care and Use Committee (IACUC)
 - a. Maintain oversight review of federally mandated rules and regulations regarding animal research, ethics, potential misconduct and biomedical research.
 - b. Assess occupational health hazards identified during the review process, and work with Occupational Health to carry out surveillance, monitoring, remediation or medical referral, as needed.
 - c. An Occupational Health staff member is considered an ex officio member of the IACUC, and will attend monthly meetings, as schedule permits.
 - d. An Occupational Health staff member will follow up with any researchers on the monthly Protocol list who are not current with annual Occupational Health enrollment.
2. Institutional Biosafety Committee (IBC)
 - a. Maintain oversight review of federally mandated rules and regulations regarding the use of recombinant DNA and infectious biological material.
 - b. Assess occupational health hazards associated with submitted protocols, and coordinate with Occupational Health to develop a surveillance, monitoring, and remediation plans or medical referral, as needed.
 - c. An Occupational Health staff member is considered an ex officio member of the IBC and will attend meetings, as schedule permits.
3. Committee on Ionizing Radiation (CIR)
 - a. Maintain oversight review of federal and state mandated rules and regulations regarding research using ionizing radiological material.
 - b. Assess occupational health hazards identified during the review process, and work with Occupational Health to carry out surveillance, monitoring and medical referral, as needed.
 - c. An Occupational Health staff member is considered an ex officio member of the CIR and will attend meetings, as schedule permits.

D. University Departments and Divisions

1. Ensure that all personnel receive on-the-job training (OJT) from their supervisors, and there is documentation of the OJT.
2. Report to EHS any adverse research event, liquid agent spill, or release that could impact the health of a worker.
3. Adhere to the requirements of all EHS policies and guidelines.
4. Complete and submit to EHS a follow-up incident report for any occurrence listed in #2 above.
5. Report any signs or symptoms of illness that could be work-related (zoonotic or infectious agent inadvertent exposure) to Occupational Health, and online to University Risk Management (workers' compensation).

E. Individual Personnel

1. Receive and maintain occupational health initial and annual clearance.
 - a. Complete and submit an Initial Medical Surveillance Questionnaire.
 - b. Make an appointment for the Occupational Health Clinic.
 - c. Complete and submit a Medical Surveillance Questionnaire Annual Recertification yearly.
 - d. Complete relevant Skillsoft training in a timely manner, as well as OJT for the use of hazardous materials and infectious materials.
 - e. Acquire a full understanding of the proper use of laboratory equipment, and ensure such equipment is in good working order when used.
 - f. Follow lab-specific standard operating procedures.
 - g. Adhere to the requirements of all EHS policies and guidelines.
 - h. Failure to adhere to these initial and ongoing requirements may lead to revocation of vivarium and laboratory access.
2. Report health and safety concerns to department management and EHS, and complete an incident report and workers' compensation claim, if appropriate.
3. Seek medical treatment for any lab-related injury or illness as soon as possible. If working in a special lab, such as the BSL3 or Perinatal Research Facility, seek treatment at the University of Colorado Hospital (UCH) Infectious Disease Group Practice or the Emergency Department. Access non-emergency or follow-up care from a Designated Medical Provider. Notify Occupational Health of the incident as soon as practical.
4. If the employee or student is not clear on where to seek treatment based on the type of exposure or illness, contact the Occupational Health Clinic for further direction.

F. Exceptions to Enrollment

1. Laboratories on campus which perform clinical testing similar to hospital labs, and are not research-based, will be offered vaccination series or a titer for Hepatitis B virus, based on the work being performed with human blood, tissue or cell lines, and in accordance with EHS Blood Borne Pathogen, Exposure Control, and Hepatitis B Vaccination policies.
2. Labs such as those above are not required to enroll in the Occupational Health Program nor complete the Initial Medical Surveillance Questionnaire of the Annual Medical Surveillance Questionnaire.
3. EHS will invoice for clinical services provided according to an established fee schedule.
4. Third Party contractors who work in potentially hazardous areas [e.g., the Perinatal Research Facility (PRF), the CSI surgical lab] must complete an annotated surveillance form, and receive clinical testing and/or respiratory screening/fit testing based on the work location and tasks being performed. EHS will invoice for clinical services provided according to an established fee schedule.