

MEDICAL SURVEILLANCE REQUIREMENTS

Occupational health services and medical surveillance are provided by the Employee Health Department at Yale Health, 55 Lock Street, 203-432-0071. Goals of the Employee Health Department are the:

- Prevention of occupational illness and injury;
- Early recognition of health alterations due to exposure; and
- Prompt treatment and management of occupational illness and injury.

In conjunction with the Yale Biological Safety Committee, Biosafety, and the Yale Animal Resources Center, the Employee Health Department evaluates employees after they have been identified to be at risk for exposure. This is primarily accomplished by collecting a medical history from at risk personnel. If necessary a pre-placement medical evaluation to ascertain baseline health information and pre-existing conditions will be conducted. The need for medical surveillance will be determined upon this review. An employee enrolled in the medical surveillance program may request periodic updates depending on the risks or exposures identified.

Protocol Review

Biosafety representatives will work in conjunction with Employee Health to review research protocols to determine the need for medical surveillance. Each review is designed to provide the following information:

- Gain an understanding of the risks faced by employees
- Inform all related personnel of the hazards and methods of containment
- Educate employees on the warning signals of illness
- Provide clear procedures for reporting incidents and exposures

Working with BSL3 agents, non-human primates

Researchers working with BSL3 agents or non-human primates must complete a medical consultation with Employee Health before beginning this work. The pre-assignment evaluation will review the applicability of immunization, base-line tests, and will screen for high-risk medical conditions. Employees working with Risk Group 3 agents or those requiring Biosafety Level 3 containment will also be enrolled in the serum storage program, those working with nonhuman primates may also choose to participate in the serum program.

Tuberculosis

Employees who face occupational exposure to Tuberculosis (TB) are required to receive additional training and medical surveillance and are enrolled in the University's Tuberculosis Screening Program. The Occupational Health and Safety Administration (OSHA) has identified workers from the following areas as potentially exposed:

- Healthcare facilities
- Long term care facilities
- Correctional facilities
- Homeless shelters
- Substance abuse treatment facilities
- Laboratories that may handle M. tuberculosis

New employees at risk must be tested for TB exposure by a tuberculin skin test (PPD) at time of hire (within 2 weeks of start date) to establish a baseline. All employees at risk must be PPD tested on an annual basis.

Employees who have been exposed to active TB cases must report the incident and undergo an initial baseline TB test at time of exposure and a follow up test at 3 months post exposure. Please contact Employee Health (203-432- 0071) to arrange for PPD testing and for additional information regarding the University's Infection Control Policies and Procedures Manual and University Health Services TB Screening Program. Contact the Office of Environmental Health & Safety at 203-785-3550 for information on TB training.

Respirator use

Employees wearing respirators must complete a medical questionnaire, be enrolled in the Yale University Respiratory Protection Program, and complete respiratory protection training and fit testing prior to use. The confidential medical questionnaire can be obtained from the Employee Health Department (203-432-0071), from the Office of Environmental Health & Safety, or downloaded from the web at <http://ehs.yale.edu>. Please contact the Office of Environmental Health & Safety (203-785-3550) for information on Respiratory Protection Training.

Work with animals

All employees working with or caring for research animals must receive a mandatory medical evaluation. In order to gain access to Yale Animal Resources Center (YARC) Facilities, employees must provide YARC with completed medical clearance forms from their Employee Health Physician. These forms may be obtained from the following:

- YARC (203-785-2526) or online at: http://info.med.yale.edu/yarc/Animal_Handler_Questionnaire_Checklist.
- University's Training Management system at: <http://www.yale.edu/training>
- Employee Health Department (203-432-0071)

Please contact either YARC or Employee Health for additional information.

Immunizations

Employees who face exposure to an agent for which there is an approved, effective immunization will undergo a medical consultation with Employee Health to discuss campus immunization requirements, recommendations, and the potential risk or benefit of the immunization.

Immunizations are available for those with occupational exposure to a range of biohazards, including:

- Rabies
- Vaccinia
- Hepatitis B Virus
- Salmonella typhi (Typhoid)
- Yellow Fever virus
- Tetanus
- Influenza
- Varicella

Discussion regarding immunization will occur during the review of the protocol or potential exposure by the Biological Safety Committee, which includes the Employee Health Physician. Please contact Employee Health, at 2 0 3 - 432-0071 for additional information.

Vaccinia Virus Immunization

All University personnel who intend to work with Vaccinia virus are required to have a medical consultation with Employee Health to discuss the CDC recommendations regarding vaccination and the potential risk versus benefits of the vaccine, as well as to discuss the specific contraindications to working with the virus.

Reproductive Biological Hazards

The Employee Health Physician will offer confidential counseling to any woman or man of child bearing age working with reproductive pathogens or other potentially infectious materials.

Reproductive Biohazards include, but are not limited to the following:

- Cytomegalovirus (CMV)
- Hepatitis B virus (HBV)
- Hepatitis C virus
- Human Immunodeficiency virus (HIV)
- Human parvovirus B19
- Rubella (German Measles)
- Lymphocytic Choriomeningitis virus (LCMV)
- Toxoplasma gondii (Toxoplasmosis)
- Listeria monocytogenes
- Varicella-zoster virus (chicken pox)
- Vaccinia virus

Whenever necessary, Employee Health will involve Biosafety to offer an opportunity to review work procedures in the lab to ensure that potential exposure is minimized. Consideration will be given for reassignment to other tasks that don't involve exposure to the reproductive hazard (generally with actual pathogens, not necessarily for only other potentially infectious materials such as blood or body fluids). Also, Investigators actively working with reproductive hazards explain the risk assessment at time of hire.

The Employee Health Physician is also a member of the Yale Biological Safety Committee, which reviews all work with human pathogens. This provides Employee Health and the Committee with the opportunity to identify potential reproductive biohazards and contact employees who may face potential exposure. Yale has utilized a "case-by-case" approach for potential exposure to reproductive biohazards. All employees are encouraged to contact Employee Health (203-432-0071) for a confidential discussion of potential work or exposure to reproductive biological hazards.