

**STANDARDS PRESENTATION  
TO  
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TITLE 8, DIVISION 1, CHAPTER 4

Subchapter 7. General Industry Safety Orders  
Article 109. Hazardous Substances and Processes

Add new Section 5193.1 to read as follows:

**Section 5193.1. Sexually transmitted infections.**

**(a) Scope and Application.**

(1) Scope. This section covers all workplaces in which employees have occupational exposure to bloodborne pathogens and/or sexually transmitted pathogens due to one or more employees engaging in sexual activity with another individual. Work processes covered by this section include, but are not limited to, activities during the production of any film, video, multi-media or other recorded or live representation where one or more employees have occupational exposure.

**(2) Application.**

(A) This section applies to all employees who have occupational exposure in the workplaces described in subsection (a)(1), including employees who engage in sexual activity and employees who are present when this activity occurs, or who are responsible for cleaning or decontaminating the work area, including equipment and laundry.

(B) Compliance with this section constitutes compliance with Section 5193 in workplaces to which this section applies, except for workplaces in which sharps, other than personal care sharps, as defined below, are used, in which case, the employer shall also comply with requirements in Section 5193 regarding the use and disposal of sharps.

(3) The employer shall provide all safeguards required by this section, including barriers, personal protective equipment, training, and medical services, at no cost to the employee, at a reasonable time and place for the employee, and during the employee's working hours.

**(b) Definitions.** For purposes of this section, the following shall apply:

"Barrier" means a condom or other physical block that prevents the passage of blood and OPIM-STI to another person.

"Blood" means human blood, human blood components, and products made from human blood.

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"Bloodborne Pathogens" means pathogenic microorganisms that are present in human blood and can cause disease in humans. These pathogens include, but are not limited to, hepatitis B virus (HBV), hepatitis C virus (HCV), and human immunodeficiency virus (HIV).

"CDC" means the United States Centers for Disease Control and Prevention, including the U.S. Public Health Service.

"CDPH" means the California Department of Public Health.

"Chief" means the Chief of the Division of Occupational Safety and Health of the California Department of Industrial Relations or designated representative.

"Chlamydia" means the disease caused by the bacterium *Chlamydia trachomatis* (CT).

"Consortium PLHCP" means a PLHCP who provides medical services on behalf of one or more employers in accordance with this standard and who meets the requirements in subsection (e)(1)(C).

"Contaminated" means the presence or the reasonably anticipated presence of blood or OPIM-STI on a surface or in or on an item.

"Contaminated Laundry" means laundry which has been soiled with blood or OPIM-STI or which may contain sharps.

"Decontamination" means the use of physical or chemical means to remove, inactivate, or destroy pathogens on a surface or item to the point where they are no longer capable of transmitting infectious particles and the surface or item is rendered safe for handling, use, or disposal. Decontamination includes procedures regulated by Health and Safety Code Section 118275.

"Engineering Controls" means controls (e.g., sharps disposal containers, barrier protection such as condoms, use of simulated ejaculate) that isolate or remove exposure hazards to the bloodborne pathogens and/or sexually transmitted infectious pathogens or OPIM-STI from the workplace.

"Exposure Incident" means a specific eye, mouth, other mucous membrane, non-intact skin, or parenteral contact with blood or OPIM-STI that results from the performance of an employee's duties.

"Genital Herpes" means the disease caused by herpes simplex virus when it occurs in or on the genitals.

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“Genitals” means the penis, vulva, vagina, urethra, and anus, and adjacent structures and mucous membranes.

“Gonorrhea” means the disease caused by the bacterium *Neisseria gonorrhoeae* (GC).

“HAV” means hepatitis A virus.

"HBV" means hepatitis B virus.

"HCV" means hepatitis C virus.

"HIV" means human immunodeficiency virus.

“HPV” means human papilloma virus.

“HSV” means herpes simplex virus.

“Local Health Officer” (LHO). The health officer for the local jurisdiction responsible for receiving and/or sending reports of communicable diseases, as defined in Title 17, California Code of Regulations (CCR). Note: Title 17, Section 2500 requires that reports be made to the local health officer for the jurisdiction where the patient resides.

"NIOSH" means the Director of the National Institute for Occupational Safety and Health, U.S. Department of Health and Human Services, or designated representative.

"Occupational Exposure" means reasonably anticipated contact of the skin, eye, mouth, genitals or other mucous membranes with genitals of another person, or with blood or OPIM—STI that may result from the performance of an employee's duties. Simulated activities, in which there is no potential for actual contact of a person's eyes, skin, mouth or mucous membranes with a source individual's genitals or with blood or OPIM—STI, are not considered to create occupational exposure.

“Other Potentially Infectious Materials – Sexually Transmitted Infections” (OPIM—STI) means bodily fluids and other substances that may contain and transmit sexually transmitted pathogens. These fluids include, but are not limited to, pre-ejaculate, ejaculate, semen, vaginal secretions, fecal matter and rectal secretions, secretions from wounds or sores that are potentially infected with sexually transmitted pathogens, and any other bodily fluid when visibly contaminated with blood or all bodily fluids in situations where it is difficult or impossible to differentiate between bodily fluids.

"Parenteral Contact" means piercing mucous membranes or the skin barrier through such events as intentional piercing, needlesticks, human bites, cuts, and abrasions.

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"Personal Care Sharps" means razors, scissors, and similar tools used by an individual to perform cosmetic procedures on herself or himself, such as shaving. Personal care sharps do not include tools intended for piercing the skin, or for the purpose of applying tattoos or other permanent cosmetics.

"Personal Protective Equipment" is any garment, device (such as a condom), or equipment used to prevent contact of an employee's eyes, skin, mucous membranes, or genitals with the blood or OPIM-STI of another.

"Physician or other Licensed Health Care Professional" (PLHCP) means an individual whose legally permitted scope or practice (i.e., license, registration, or certification) allows him or her to independently provide, or be delegated the responsibility to provide, some or all of the health care services required by this section.

"Production" means a depiction, recorded or live, in which one or more employees engage in sexual activity. A production may consist of one or several scenes.

"Scene" means a depiction, recorded or live, in which one or more employees engage in sexual activity, and which is a continuous portion of a production.

"Sexual Activity" means actual contact of an employee's genitals, eyes, or mouth with the genitals or OPIM-STI of another person.

"Sexually Transmitted Infection" (STI) means any infection spread by sexual contact, including but not limited to HIV, gonorrhea, syphilis, chlamydia, hepatitis B, hepatitis C, genital herpes, trichomoniasis, and human papillomavirus infection.

"Sexually Transmitted Pathogen" (STP) is a pathogen transmitted by sexual contact, including but not limited to HIV, GC, *Treponema pallidum*, CT, HBV, HCV, HSV, *Trichomonas vaginalis* and HPV.

"Source Individual" means an employee or other person whose blood or OPIM-STI may be a source of occupational exposure to an employee.

"Syphilis" means the disease caused by the bacterium *Treponema pallidum*.

"*Trichomoniasis*" means the diseases caused by the protozoa *Trichomonas vaginalis*.

"Universal Precautions" is an approach to infection control. According to the concept of Universal Precautions, all human blood and certain human bodily fluids are treated as if known to be infectious.

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"Work Practice Controls" means controls that reduce the likelihood of exposure by defining the manner in which a task is performed (e.g., procedures for changing condoms, use of lubricant, simulation of part or all of a sexual act, procedures for handling laundry).

(c) Exposure Prevention and Response.

(1) Exposure Control Plan (Plan).

- (A) Each employer having any employee(s) with occupational exposure as defined by subsection (b) of this section shall establish, implement, and maintain an effective Plan which is designed to eliminate or minimize employee exposure and which is also consistent with Section 3203.
- (B) The Plan shall be in writing and shall contain at least the following elements:
  - 1. An exposure determination that includes the following:
    - a. A list of the tasks or activities that involve or may involve occupational exposure to blood or OPIM—STI if control measures are not implemented. This determination shall be made without regard to the use of personal protective equipment or personally worn barrier protection, such as condoms.
    - b. A list of the job classifications in which all employees have occupational exposure.
    - c. A list of the job classifications in which some employees have occupational exposure.
  - 2. The control measures that will be used for each task or activity, or group of similar tasks or activities, as required by subsection (d).
  - 3. The procedures for the evaluation of circumstances surrounding exposure incidents as required by subsection (e).
  - 4. The schedule and method of implementation for medical services, including provision of vaccinations, medical tests and examinations, and post-exposure evaluation as required by subsection (e).
  - 5. The procedures for providing training, in accordance with subsection (f).
  - 6. The procedures for recordkeeping in accordance with subsection (g).
  - 7. An effective procedure for obtaining the active involvement of employees in reviewing and updating the exposure control plan.
- (C) Each employer shall ensure that a copy of the Plan is available at the worksite at all times that employees are present.
- (D) The Plan shall be reviewed and updated at least annually and whenever necessary to ensure that effective control measures are implemented for every task involving occupational exposure. Employees shall be involved in the plan review.

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(E) The Plan shall also be reviewed after each exposure incident to determine the cause of the incident and to determine whether any change in control measure is necessary.

(F) The Plan shall be made available to affected employees and their representatives, the Chief or NIOSH or their respective designee, upon request, for examination and/or copying, in accordance with subsection (g).

(d) Methods of Compliance.

(1) Universal Precautions. Universal precautions shall be observed to prevent contact with blood or OPIM—STI. Under circumstances in which differentiation between bodily fluid types is difficult or impossible, all bodily fluids shall be considered potentially infectious materials.

(2) General Control Measures. Each employer is required to maintain engineering and work practice controls sufficient to protect employees from exposure to blood and/or OPIM-STI. When simulation of sexual activity using acting, production, and post-production techniques is not used, or does not prevent all occupational exposure, all of the following control measures are required:

(A) Ejaculation onto surfaces other than the genitals, eyes, mouth or other mucous membranes or non-intact skin of another person;

(B) Provision of and required use of condoms or other protective barriers to prevent genital contact of one person with the genitals of another person;

(C) Provision of condom-safe water-based or silicone-based lubricants to facilitate the use of condoms;

(D) Provision of and required use of condoms or other protective barriers to prevent genital contact with the blood or OPIM—STI of another person;

(E) Development and implementation of work practices for the use of condoms and other barriers, in accordance with Appendix B.

(3) Other Prohibited Practices.

(A) Personal care sharps shall not be reused on a different individual, unless the items have been decontaminated in accordance with Section 5193.

(B) Objects that have become contaminated with blood or OPIM—STI at one anatomic site shall not be reused on another anatomic site, or on another person, unless the object has been appropriately decontaminated.

(C) Broken Glassware. Broken glassware which may be contaminated shall not be picked up directly with the hands. It shall be cleaned up using mechanical means, such as a brush and dust pan, tongs, or forceps.

(D) The contents of sharps containers shall not be accessed unless properly reprocessed or decontaminated.

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(E) Sharps containers shall not be opened, emptied, or cleaned manually or in any other manner which would expose employees to the risk of sharps injury.

(4) Specific Control Measures.

(A) Contaminated Sharps.

1. The use, disposal, and disinfection of all contaminated sharps other than broken glass and personal care sharps shall be in accordance with Section 5193.

2. Immediately, or as soon as possible after use, all contaminated personal care sharps and broken glass shall be disposed of in appropriate containers. These containers shall be rigid, puncture resistant, leakproof on the sides and bottom, and capable of being completely closed. These containers shall be closed and sealed prior to disposal.

(B) Contaminated Waste. Non-sharps waste contaminated with blood or OPIM—STI shall be disposed of in plastic bags or other impermeable containers, which are closable, constructed to contain all contents and prevent leakage during handling, storage, transport or shipping, and closed prior to removal. If outside contamination of a container of contaminated waste occurs, it shall be placed in a secondary container that meets the requirements of this subsection.

(C) Cleaning and Decontamination of the Worksite.

1. The employer shall ensure that the worksite is maintained in a clean and sanitary condition.

2. The employer shall provide plastic coverings or other disposable materials to facilitate cleaning of the work area.

3. The employer shall determine and implement appropriate written methods and schedules for cleaning and decontamination of the worksite.

4. The method of cleaning or decontamination used shall be effective and shall be appropriate for the type of surface or equipment to be treated, the type of soil or contamination present, and the tasks or procedures being performed in the area.

5. All equipment and environmental and work surfaces shall be cleaned and decontaminated after contact with blood or OPIM—STI at the end of each scene, and no later than at the end of each day of production.

6. Employers shall ensure that cleaning and disinfection methods that are used for sex toys and other objects that may have contact with an employee's genitals, eyes, skin, or other mucous membranes do not cause irritation or other harm to the employee.

7. Receptacles. All bins, pails, cans, and similar receptacles intended for reuse which have a reasonable likelihood for becoming contaminated with blood or OPIM—STI shall be inspected and decontaminated on a regularly

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scheduled basis and cleaned and decontaminated immediately or as soon as feasible upon visible contamination.

(D) Hygiene.

1. Employers shall provide hygiene facilities, including toilet facilities, washing facilities, shower facilities, and change rooms meeting the requirements of California Code of Regulations, Title 8, Division 1, Chapter 4, Subchapter 7, Article 9.

2. The employer shall establish work practices to ensure that body areas contaminated with blood or OPIM—STI are cleaned between sexual acts with the same or different persons.

3. The employer shall ensure that soaps and other cleaners are not irritating to or otherwise damaging of the employee's skin or mucous membranes.

(E) Laundry.

1. The employer shall ensure that contaminated laundry is handled as little as possible, and is bagged at the site of usage.

2. The employer shall ensure that employees who have contact with contaminated laundry wear protective gloves and other personal protective equipment that is necessary to prevent contact with blood or OPIM-STI.

(F) Personal Protective Equipment.

1. Where occupational exposure remains after institution of engineering and work practice controls, the employer shall provide, at no cost to the employee, appropriate personal protective equipment such as, but not limited to, condoms, gloves for cleaning, and, if contact of the eyes with OPIM-STI is reasonably anticipated, eye protection. Personal protective equipment will be considered "appropriate" only if it prevents blood or OPIM—STI from passing through to or reaching the employee's eyes, mouth, or other mucous membranes, or non-intact skin under normal conditions of use and for the duration of time which the protective equipment will be used.

2. The employer shall ensure that the employee uses appropriate personal protective equipment. The employer shall ensure that appropriate personal protective equipment in the appropriate sizes is readily accessible at the worksite or is issued to employees. Hypoallergenic materials, including Food and Drug Administration approved non-latex condoms, shall be readily accessible to those employees who are allergic to the equipment normally provided.

3. The employer shall clean, launder, and/or dispose of personal protective equipment required by subsection (d) of this standard at no cost to the employee. The employer shall repair or replace personal protective equipment as needed to maintain its effectiveness, at no cost to the employee.

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4. If a garment(s) is penetrated by blood or OPIM-STI, the garment(s) shall be removed immediately. All personal protective equipment shall be removed prior to leaving the work area. When personal protective equipment is removed, it shall be placed in an appropriately designated area or container for storage, washing, decontamination or disposal.

5. Gloves shall be worn when employees are cleaning and decontaminating work areas, and when handling contaminated laundry. Gloves shall be appropriate for the use and shall provide protection from chemicals that can cause skin irritation or other harm in accordance with Section 3384.

6. Barrier protection for the eyes, skin, mouth, and mucous membranes. The employer shall not permit ejaculation onto the employee's eyes, non-intact skin, mouth or other mucous membranes. If work activities may expose the employee's eyes, non-intact skin, or mucous membranes to blood or OPIM—STI, the employer shall provide condoms or other suitable barrier protection.

(e) Medical Services and Post Exposure Follow-up.

(1) General.

(A) The employer shall establish, implement and maintain a system of medical services and post-exposure evaluation and follow-up for all employees who have occupational exposure. All medical services required by this section shall be provided at no cost to the employee, made available at a reasonable time and place and during the employee's working hours, performed by or under the supervision of a PLHCP, and provided according to the requirements of this section, and the recommendations of the CDC and CDPH current at the time these evaluations and procedures take place.

(B) Employers may contract with a consortium PLHCP to provide some or all of these services, and may make arrangements to share costs with other employers so long as none of these costs are borne by employees.

(C) The employer(s) shall only contract with a consortium or other PLHCP who agrees to do all of the following:

1. Report communicable diseases to the local health department as required by Title 17, California Code of Regulations, and for occupational injuries or illnesses, to complete and file the Doctor's First Report of Occupational Injury or Illness in accordance with Sections 14003 and 14006.

2. Cooperate with the local health officer to investigate and control communicable diseases.

3. Maintain the contact information for each contracting employer, and provide that information to the Chief, the local health officer, and the California Department of Public Health upon request.

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(D) When a consortium PLHCP is acting as the evaluating health care professional after an exposure incident, the employer shall advise the employee that the employee may refuse to consent to post-exposure evaluation and follow-up from the PLHCP. When consent is refused, the employer shall make immediately available to exposed employees a confidential medical evaluation and follow-up from a different PLHCP whom the employee will consent to see.

(E) The employer shall ensure that all laboratory tests are conducted by an accredited laboratory at no cost to the employee.

(2) Vaccinations.

(A) General. The employer shall provide the first dose and/or recommended follow-up doses of HAV, HBV and HPV vaccine to all employees who have occupational exposure.

(B) Each vaccination series required by this section shall be made available to all employees who have occupational exposure, unless the employee has previously received the complete vaccine series. The vaccine shall be made available after the employee has received the training required in subsection (f)(2)(G)10, and prior to the employee's initial assignment. The employer shall not make participation in a prescreening program a prerequisite for receiving any vaccine. For HBV vaccine, the series shall include documentation of adequate serologic response, and if necessary, additional vaccine doses, as recommended by the PLHCP consistent with the recommendations of the CDC and CDPH.

(C) Vaccines need not be provided if:

1. The PLHCP determines that the vaccine is contraindicated for medical reasons.

2. HAV vaccine need not be provided if serological testing reveals that the employee is immune.

3. HBV vaccine need not be provided if testing reveals that the employee is:

a. immune after documented receipt of a complete HBV vaccine series of three or more doses; or

b. immune after infection with HBV, as indicated by adequate serologic response to surface antigen and core antigen; or

c. chronically infected with HBV.

(D) If the employee initially declines an offered vaccine, but at a later date while still covered under the standard decides to accept the vaccination, the employer shall make available the vaccine at that time.

(E) The employer shall assure that employees who decline to accept HBV vaccination offered by the employer sign the statement in Appendix A-1. The employer shall assure that employees who decline to accept HPV vaccination offered by the employer sign the statement in Appendix A-2. The employer shall

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assure that employees who decline to accept HAV vaccination offered by the employer sign the statement in Appendix A-3.

(F) If a routine booster dose(s) of HBV, HAV, or HPV vaccine is recommended by the CDC or CDPH at a future date, such booster dose(s) shall be made available in accordance with this subsection.

(3) Periodic Medical Services. After the employee has received the training required by subsection (f)(2)(G), and at the time of, or immediately prior to, the employee engaging in activities involving occupational exposure, the employer shall provide the employee with the confidential medical services included in Appendix C. For the purposes of this subsection, the term “immediately prior to” means the 14 day period immediately preceding the activity.

(A) The medical services included in Appendix C, and any other medical services required by the employer or recommended by the PLHCP shall be provided at no cost to employees.

(B) The employer shall obtain the following documentation of the provision of medical services:

1. For an employee who accepts medical services, a copy of the PLHCP’s written opinion, as required by subsection (e)(6).
2. For an employee who declines medical services, the employer shall assure that the employee signs the statement in Appendix D.

Note to subsection (e)(3)(B)2.: The declination in Appendix D shall be signed only if the employee declines all medical services. No documentation is required by this standard if an employee declines any specific test or examination offered by a PLCHP. The employer must assure that an employee who declines a vaccination signs a declination in accordance with subsection (e)(2)(E).

(4) Post-exposure Evaluation and Follow-up. Following an exposure incident, the employer shall make immediately available to the exposed employee a confidential medical evaluation and follow-up, including at least the following elements:

(A) The employer shall document the route(s) of exposure, and the circumstances under which the exposure incident occurred.

(B) The employer shall identify and document the source individuals involved in the exposure incident, unless the employer can establish that identification is infeasible or prohibited by state or local law. The employer shall provide the following medical services:

1. The blood of all source individuals shall be collected and tested as soon as feasible and after consent is obtained in order to determine HBV, HCV, HIV, and syphilis infectivity. If consent is not obtained, the employer shall establish

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- that legally required consent cannot be obtained. When one of the source individuals is already known to be infected with HBV, HCV, or HIV, testing for that individual's known HBV, HCV, or HIV status need not be repeated.
2. If an employee consents to baseline blood collection, but does not give consent at that time for HIV serologic testing, the sample shall be preserved for at least 90 days. If, within 90 days of the exposure incident, the employee elects to have the baseline sample tested, such testing shall be done as soon as feasible.
3. As soon as feasible after consent has been obtained, each source individual shall be tested for other STI's by urine, by throat and rectal specimens, and by swabs of any other area determined by the PLHCP to potentially create a risk of transmission based upon the routes of exposure.
4. While guarding the source individual's anonymity, results of each source individual's testing shall be made available to the other exposed employees to the extent permitted by law, and the employees shall be informed of applicable laws and regulations concerning disclosure of the identity and infectious status of the source individual.
5. Additional collection and testing shall be made available as recommended by the U.S. Public Health Service, the CDPH or the local health officer.
- (C) The employer shall provide for post-exposure prophylaxis for exposed employees, when medically indicated, as recommended by the U.S. Public Health Service, and for pathogens not included in the USPHS recommendations, the CDPH or local health officer.
- (D) The employer shall provide for counseling of employees, and evaluation of reported employee illnesses.
- (E) The employer shall investigate all exposure incidents to determine whether control measures were in place, whether procedures for exposure incidents were followed, and whether control measures need to be modified to prevent further incidents. These records shall be created and maintained in accordance with subsection (g)(3)(B).
- (F) The employer shall ensure that all exposure incidents, post-exposure evaluations, and employee infections and illnesses are recorded in accordance with Title 8, California Code of Regulations, Division 1, Chapter 7 (Sections 14000 – 14400).
- (G) If an employee declines to participate in post-exposure medical follow-up, the employer shall ensure that the employee signs the declination statement in Appendix D.

Note to subsection (e)(4)(G): The declination in Appendix D shall be signed only if the employee declines all medical services. No documentation is required by

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this standard if an employee declines any specific test or examination offered by a PLHCP. The employer must assure that an employee who declines a vaccination signs a declination in accordance with subsection (e)(2)(E).

(5) Information Provided to the PLHCP.

(A) The employer shall ensure that the healthcare professional responsible for the employee's HAV, HBV, and/or HPV vaccination is provided a copy of this regulation.

(B) The employer shall ensure that the PLHCP evaluating an employee after an exposure incident is provided the following information:

1. A copy of this regulation;
2. A description of the exposed employee's duties as they relate to the exposure incident;
3. Documentation of the route(s) of exposure and circumstances under which exposure occurred, as required by subsection (e)(4)(A);
4. The contact information for any PLHCP known to the employer to have performed testing on a source individual, or to have provided medical services required by this section to the employee or the source individual;
5. All medical records relevant to the appropriate treatment of the employee including vaccination status which are the employer's responsibility to maintain, as required by subsection (g)(1)(B)2.

(6) PLHCP's Written Opinion. The employer shall obtain and provide the employee with a copy of the evaluating healthcare professional's written opinion within 15 days of the completion of the evaluation.

(A) The healthcare professional's written opinion for HAV, HBV and/or HPV vaccination shall be limited to whether the vaccination(s) is indicated for an employee, and if the employee has received such vaccination.

(B) The healthcare professional's written opinion for periodic medical surveillance and post-exposure evaluation and follow-up shall be limited to the following information:

1. That the employee has been informed of the results of the evaluation and has been provided with the results of any medical tests; and
2. That the employee has been told about any medical conditions resulting from exposure to blood or OPIM—STI which require further evaluation or treatment.

(C) All other findings or diagnoses shall remain confidential and shall not be included in the written report.

(7) Medical Recordkeeping. Medical records required by this standard shall be maintained in accordance with subsection (g)(1) of this section.

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(f) Communication of Hazards to Employees.

(1) Labels and Signs. Where sharps, other than personal care sharps, are used the employer shall comply with Section 5193(g)(1).

(2) Information and Training.

(A) Employers shall ensure that all employees with occupational exposure participate in a training program which must be provided at no cost to the employee and during working hours. All training, including initial and annual training sessions and safety meetings shall be documented in accordance with subsection (g)(2).

(B) Training shall be provided:

1. At or prior to the time of initial assignment to tasks where occupational exposure may take place and prior to performance of those tasks.
2. At least annually thereafter.

Exception to subsection (f)(2): For employees who have received training on bloodborne pathogens and STIs in the year preceding the effective date of the standard, only training with respect to the provisions of the standard which were not included need be provided.

(C) Annual training for all employees shall be provided within one year of their previous training.

(D) The person conducting the training shall be knowledgeable in the subject matter covered by the elements contained in the training program as it relates to the workplace that the training will address.

(E) Employers shall conduct a safety meeting prior to any employee engaging in sexual activity. The employer shall provide information to all individuals who will participate in the activity, or the production of any recordings or other representations of the activity, regarding the control measures to be used, and specific information regarding the employer's procedures for emergencies, exposure incidents, and post-exposure evaluation and follow-up.

(F) Material appropriate in content and vocabulary to educational level, literacy, and language of employees shall be used.

(G) The training program shall contain, at a minimum, the following elements:

1. Copy and Explanation of Standard. An accessible copy of the regulatory text of this standard and an explanation of its contents.
2. Epidemiology, Signs, and Symptoms. A general explanation of the epidemiology, signs, and symptoms of bloodborne diseases and STIs. This shall include how employees may perform self-examination for signs of STIs and recognize those signs in partners. This training shall also include the information that many STIs may have no symptoms or visible signs even though they may be transmitted.

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3. Modes of Transmission. An explanation of the modes of transmission of bloodborne pathogens and STIs and the possible health effects that may result from treated and untreated infections.
4. Treatment. A general explanation of the treatment for STIs including hepatitis A, B, and C, and HIV infection, and treatment for viral, bacterial and parasitic STIs. This shall include the risks, benefits, and alternatives to current recommended treatment.
5. Employer's Exposure Control Plan. An explanation of the employer's exposure control plan and the means by which the employee can obtain a copy of the written plan.
6. Risk Identification. An explanation of the appropriate methods for recognizing tasks and other activities that may involve exposure to blood and OPIM-STI.
7. Methods of Compliance. An explanation of the use and limitations of methods that will prevent or reduce exposure, including appropriate engineering controls, administrative or work practice controls, and personal protective equipment.
8. Decontamination and Disposal. Information on the types, proper use, location, removal, handling, decontamination, and disposal of laundry, personal protective equipment, sex toys, and other contaminated items.
9. Personal Protective Equipment. An explanation of the basis for selection of personal protective equipment.
10. Vaccination. Information on the HAV, HBV and HPV vaccines, including information on their efficacy, safety, method of administration, the benefits of being vaccinated, and that the vaccines and vaccinations will be offered free of charge.
11. Periodic Medical Services. A description of the medical services that the employer provides, including that the employee can consent or decline any specific testing or examination, and that the results of all medical examinations and testing will be maintained by the PLHCP as confidential.
12. Emergency. Information on the appropriate actions to take and persons to contact in an emergency involving blood or OPIM—STI.
13. Exposure Incident. An explanation of the procedure to follow if an exposure incident occurs, including the method of reporting the incident, the medical follow-up that will be made available; if sharps other than personal care sharps are used, this shall include how the information required by Section 5193(c)(2) will be collected.
14. Post-Exposure Evaluation and Follow-up. Information on the post-exposure evaluation and follow-up that the employer is required to provide for the employee following an exposure incident.

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15. Labels and Signs. An explanation of the labels and signs and/or color coding required by subsection (f)(1).

(H) Interactive Questions and Answers. The employer shall provide an opportunity for interactive questions and answers with the person conducting the training session.

(I) Due to the intermittent nature of employment in this industry, one or more employers may arrange to conduct training as a consortium on the general elements of subsection (f)(2)(G), so long as each employer ensures that all the required training elements are provided.

(g) Recordkeeping.

(1) Medical Records.

(A) The employer shall establish and maintain an accurate record for each employee with occupational exposure in accordance with Section 3204. These records may be maintained with an off-site PLHCP, so long as the medical records are immediately available at all times when post-exposure evaluation may be necessary.

(B) This record shall include:

1. The name and any employee identifying number, if one is used by the employer;
2. A copy of the employee's HAV, HBV, and HPV vaccination status including the dates of all vaccinations and post vaccination immunity testing, and any medical records relative to the employee's ability to receive vaccination as required by subsection (e)(2);
3. A copy of the documentation of provision of periodic medical services, as required by subsections (e)(3), (e)(4) and (e)(6).
4. The employer's copy of the healthcare professional's written opinion as required by subsections (e)(5) and (e)(6); and
5. A copy of the information provided to the healthcare professional as required by subsections (e)(4) and (e)(5).

(C) Confidentiality. The employer shall ensure that employee medical records required by subsection (g)(1) are:

1. Kept confidential; and
2. Not disclosed or reported without the employee's express written consent to any person within or outside the workplace except as required by this section or as may be required by law.

(D) The employer shall maintain the records required by subsection (g)(1) for at least the duration of employment plus 30 years in accordance with Section 3204.

(2) Training Records.

(A) Training records shall include the following information:

1. The dates of the training sessions;

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2. The contents or a summary of the training sessions;
  3. The names and qualifications of persons conducting the training; and
  4. The names and job titles of all persons attending the training sessions.
- (B) Training records shall be maintained for three years from the date on which the training occurred.
- (3) Records of implementation of the Exposure Control Plan.
- (A) Records of annual review of the Plan shall include the name(s) of the person conducting the review, the dates the review was conducted and completed, the name(s) and job categories of employees involved, and a summary of the conclusions. The record shall be retained for three years.
- (B) Records of the evaluation of exposure incidents shall be retained and made available as employee exposure records in accordance with Section 3204. These records shall include:
1. The date of the exposure incident.
  2. The names, and any other employee identifiers used in the workplace, of employees and other persons who were included in the exposure evaluation.
  3. The type of work activity being performed and the employer's control measures for that activity.
  4. A summary of how the exposure incident occurred, and whether exposure resulted from a lack of use of specified control measures, a failure of control measures, or other factors.
  5. A statement as to whether the exposure was reported and appropriate medical follow-up was provided in a timely manner.
  6. The date of the evaluation.
  7. A description of any corrective action taken, and the date of that action.
- (4) Each employer shall create and maintain a log of information for all scenes or other representations produced or purchased. The log shall contain the information listed in subsections (g)(4)(A) through (g)(4)(E). The records required by this subsection shall be maintained for a minimum of five years.
- (A) The date the activities involving occupational exposure were performed.
- (B) The street address, city and state where the production occurred.
- (C) The stage name, legal name, residence address, and phone number for each person who participated in the production, including production crew, actors, and directors.
- (D) The name, address, and phone number of the entity responsible for the production, and the name, address and phone number of any employer or other producer to which the video, film, or other representation was sold or purchased.

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(E) A record of the engineering and work practice controls and personal protective equipment used during the production.

(5) Availability.

(A) The employer shall ensure that all records, other than the employee medical records more specifically dealt with in subsection (g)(5)(C), required to be maintained by this section shall be made available upon request to the Chief, NIOSH, the California Department of Public Health, and the local health officer for examination and copying.

(B) Employee training records, the Plan, and records of implementation of the Plan, other than medical records containing individually identifiable medical information, shall be made available as employee exposure records in accordance with Section 3204(e)(1) to employees and employee representatives.

(C) Employee medical records required by this subsection shall be provided upon request, to the California Department of Public Health, the local health officer, and in accordance with Section 3204, to the subject employee, anyone having the written consent of the subject employee, the Chief, and NIOSH, for examination and copying.

(6) Transfer of Records.

(A) The employer shall comply with the requirements involving the transfer of employee medical and exposure records that are set forth in Section 3204.

(B) If the employer ceases to do business and there is no successor employer to receive and retain the records for the prescribed period, the employer shall notify the Chief and NIOSH at least three months prior to the disposal of the records and shall transmit them to NIOSH, if required by NIOSH to do so, within that three-month period.

(h) Appendices A1, A2, A3, B, C and D to this section are incorporated as a part of this section and the provisions are mandatory.

Appendix A1-Hepatitis B Vaccine Declination  
(MANDATORY)

The employer shall assure that employees who decline to accept hepatitis B vaccination offered by the employer sign the following statement as required by subsection (e)(2)(F):

I understand that due to my occupational exposure to blood or other potentially infectious material – sexually transmitted Infections (OPIM-STI), I may be at risk of acquiring hepatitis B virus (HBV) infection. I have been given the opportunity to be

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vaccinated with hepatitis B vaccine, at no charge to myself. However, I decline hepatitis B vaccination at this time. I understand that by declining this vaccine, I continue to be at risk of acquiring hepatitis B, a serious and potentially life-threatening disease which may result in cirrhosis, liver cancer or death. If in the future I continue to have occupational exposure to blood or OPIM-STI and I want to be vaccinated with hepatitis B vaccine, I can receive the vaccination series at no charge to me.

Appendix A2-Human Papilloma Virus Vaccine Declination  
(MANDATORY)

The employer shall assure that employees who decline to accept human papilloma vaccination offered by the employer sign the following statement as required by subsection (e)(2)(F):

I understand that due to my occupational exposure to other potentially infectious material – sexually transmitted infections (OPIM--STI), I may be at risk of acquiring human papilloma virus infection. I have been given the opportunity to be vaccinated with human papilloma vaccine, at no charge to myself. However, I decline human papilloma vaccination at this time. I understand that by declining this vaccine, I continue to be at risk of acquiring human papilloma virus, an incurable infection that may be transmitted to others, and may increase the risk that I may develop cancer of the cervix, vulva, anus, penis and throat. If in the future I continue to have occupational exposure to blood or OPIM-STI and I want to be vaccinated with human papilloma vaccine, I can receive the vaccination series at no charge to me.

Appendix A3-Hepatitis A Vaccine Declination  
(MANDATORY)

The employer shall assure that employees who decline to accept hepatitis A vaccination offered by the employer sign the following statement as required by subsection (e)(2)(F):

I understand that due to my occupational exposure to other potentially infectious material – sexually transmitted infections (OPIM--STI), I may be at risk of acquiring hepatitis A virus infection. I have been given the opportunity to be vaccinated with hepatitis A vaccine, at no charge to myself. However, I decline hepatitis A vaccination at this time. I understand that by declining this vaccine, I continue to be at risk of acquiring hepatitis A virus, an infection that may be transmitted to others, and may cause serious disease including hepatitis, liver failure and death. If in the future I continue to have

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occupational exposure to blood or OPIM-STI and I want to be vaccinated with hepatitis A vaccine, I can receive the vaccination series at no charge to me.

**Appendix B: Use of Protective Barriers (Mandatory)**

These procedures shall include:

1. Only latex, polyurethane, or other FDA-approved condoms will be used. Barriers will be made of latex, polyurethane, or other non-permeable material.
2. Condoms that do not contain nonoxynol-9 and other spermicides shall be available at all times when work requiring condoms is performed.
3. Condoms will not be used with lubricants capable of compromising the integrity of the condom barrier (e.g. latex condoms will not be used with oil-based lubricants).
4. Condoms will be used with sufficient lubricant to minimize potential breakage. Lubricant shall not be irritating to mucous membranes.
5. No condom will be used that is past the marked expiration date. Condoms (internal or external) will be used according to the manufacturer's instructions and FDA approval.
6. No condom or other barrier will be reused.
7. Barriers will be used so that only one side has contact with a performer's genitalia, anus, or OPIM—STI.
8. No condom will be used if the interior of the condom has contact with another performer's blood/OPIM—STI prior to being put in place for use.
9. The same condoms or other barriers will not be used for different anatomical sites or different performers.
10. Condoms and other barriers will be put in place prior to any contact with blood or OPIM—STI.

**Appendix C: Minimum Requirements for Medical Services (MANDATORY)**

All of the following medical services shall be offered to each employee within the scope of this standard. An employee may decline any or all of these tests or services.

1. Provision of HAV, HBV and HPV vaccine, unless the employee is already fully vaccinated or immune, or another dose is not indicated at the time.
2. No less frequently than every three months, and more frequently if requested by the employee or if recommended by the CDPH or LHO:
  - a. Testing of the blood for human immunodeficiency and hepatitis C viruses and antibodies, and for syphilis.
  - b. For employees who have not been vaccinated against HBV, testing of the blood for HBV surface antigen.

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- c. Testing of urine or vaginal fluids, and by swab of the pharynx and rectum for Chlamydia and gonorrhea.
  - d. Testing of the urine or vagina for trichomoniasis.
  - e. For employees with a cervix, cervical examination and specimen collection for cervical disease and HPV screening.
  - f. Physical examination for signs of STIs.
3. The opportunity to discuss the use of HIV pre-exposure prophylaxis (PrEP) with the PLHCP and if recommended by the PLHCP, provision of such PrEP.

**Appendix D – Declination of Periodic or Post-Exposure Medical Services (Mandatory)**

The employer shall assure that employees who decline to accept periodic or post-exposure medical services, as offered by the employer sign the following statement as required by subsections (e)(3) and (e)(4):

I understand that due to my occupational exposure to blood or other potentially infectious material – sexually transmitted infections (OPIM--STI), I may be at risk of acquiring sexually transmitted infections including HAV, HBV, HCV, Chlamydia, gonorrhea, syphilis, and trichomoniasis. I have been offered an opportunity for a confidential medical examination, which will be provided at no charge to myself. I understand that the medical provider will provide any or all medical tests to which I consent. However, I decline to participate in a medical examination or testing at this time. I understand that by declining these services, I may be at risk of developing serious disease, which I may transmit to others, even if I have no symptoms. If in the future I continue to have occupational exposure to blood or OPIM-STI and I want to participate in a medical examination or testing, I can receive these services at no charge to me.

NOTE: Authority cited: Section 142.3, Labor Code. Reference: Section 142.3, Labor Code.