



Supervisor

Laboratory Onboarding Safety Workbook



CDC



Laboratory Onboarding Safety Workbook - Supervisor



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Introduction

About This Workbook

This laboratory onboarding workbook contains essential information to equip new staff members to work productively in clinical or public health laboratories. It streamlines the onboarding process for laboratory directors and staff alike. This comprehensive guide provides the essential knowledge, resources, and tools required to join a new laboratory.

Audience for This Workbook

This workbook serves new laboratory staff as well as laboratory supervisors. The topics provide enough depth to give new employees a strong foundation of knowledge for laboratory work. Supervisors benefit from this workbook by having a helpful guide to provide a consistent onboarding experience. Experienced laboratory staff may also benefit from this workbook by reviewing it and refreshing their knowledge on important concepts.



In today's fast-paced and dynamic scientific landscape, efficient onboarding is paramount. Whether you are a seasoned laboratory supervisor or a new laboratory staff member, this workbook is for you.

Importance of This Workbook

The goal of this laboratory onboarding workbook is to support laboratory supervisors with tools for a structured, effective onboarding process, while providing new staff members with the knowledge and support they need to thrive in their new roles.

Developed by experienced laboratory professionals, this workbook provides a thorough body of knowledge for new laboratory professionals. This workbook covers topics including laboratory hazards, laboratory safety resources, risk management, laboratory work practices, incidents and near misses, emergency procedures and reporting, and handling medical incidents.



Using This Workbook

New laboratory staff should read through this workbook and complete its exercises as assigned by their supervisors. Supervisors can help new staff apply the information from the workbook in specific situations and workflows in their laboratories.

Working together, staff and supervisors can use this workbook to reinforce a laboratory culture of collaboration, innovation, safety, and integrity. This workbook serves as both a road map and a reference that can be used frequently.

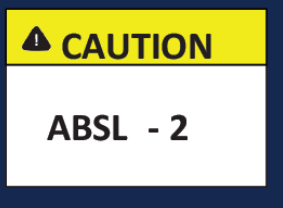




Laboratory Symbols Job Aid

A hazard is any potential source of harm or adverse health effect. Laboratories can be hazardous workplaces. It is important to be aware of the hazards before working in a laboratory. This document identifies symbols for common laboratory hazards.

Animal Hazard



Animal hazards are associated with the care and use of research animals. Specific animal hazards in the laboratory include bites, scratches, allergens, and zoonoses.

Biological Hazard



Biological hazards are biological substances that harm the health of living organisms. Specific biohazards in the laboratory include human blood or bodily fluids, and infectious pathogens, such as SARS-CoV-2, *Staphylococcus aureus*, *Haemophilus influenzae*, and *Neisseria meningitidis*.

Chemical Hazards



Hazardous chemicals in the laboratory include formaldehyde, dichloromethane, acetonitrile, hydrochloric acid, methanol, and many disinfectants.

A hazardous chemical is any chemical that fits in any of these categories:

- Health hazards (it is toxic or an irritant)
- Physical hazards (it is flammable or corrosive)
- Simple asphyxiants (replaces normal oxygen levels in the air)
- Combustible dust (can catch fire when it meets the air)
- Pyrophoric gases (can spontaneously combust in temperatures less than 130°F [54°C])
- Hazards not otherwise classified



Laser Hazard



Laser hazards in the laboratory include industrial lasers and medical device lasers. Exposure to lasers can damage the eyes and skin. Lasers also have the potential to start fires.

Physical Hazards



Physical hazards include environmental hazards that may cause harm with or without contact. Specific physical hazards in the laboratory include robotic equipment, poor ergonomic conditions, extreme heat, extreme cold, sharps, and high-voltage electricity.

Sharps, such as needles and scalpels, can transmit biological hazards when they have contacted blood, tissues, or other potentially infectious materials. A contaminated sharp could infect someone with a biological hazard.

Radioactive Hazard



Radioactive hazards typically refer to radiation caused by unstable atoms that give off particles and energy to reach more stable states. These particles and energy cause changes in the exposed cells, specifically to the DNA molecules inside the cells. Radioactive hazards in the laboratory include irradiators and various radionuclides used in biomedical research.

UV Hazard



UV hazards include ultraviolet lights in the laboratory, such as those in biological safety cabinets, germicidal lamps, and transilluminators. These lights can harm the skin and eyes without any initial pain, and the damage may not appear until hours later.



Supervisor Guide Worksheet 1: Identifying Hazards in the Laboratory

This worksheet tests staff knowledge of hazard signs. Remind your staff that a hazard is any potential source of harm or adverse health effect. Laboratories can be hazardous workplaces. It is important that staff are aware of the hazards before working in a laboratory.

Laboratory Hazards

Instruct your staff to identify each laboratory hazard pictured below by writing the name of the hazard in the box next to the image.

UV Hazard



Biological Hazard



Laser Hazard



Animal Hazard



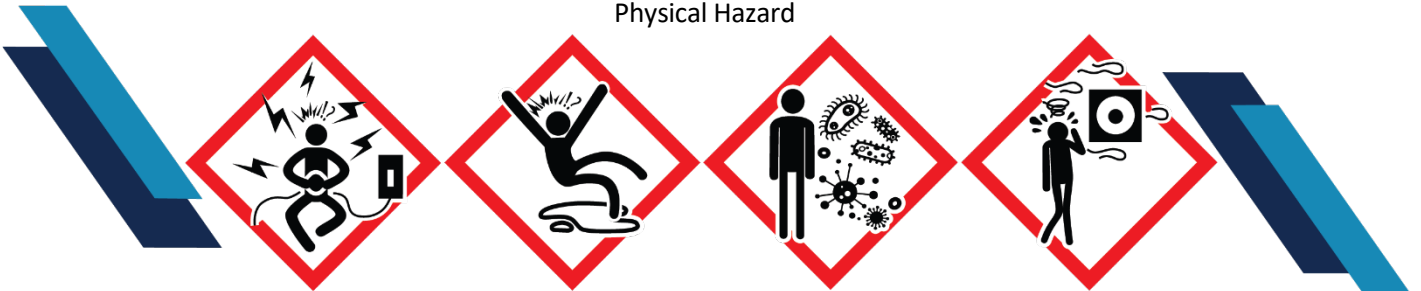
Chemical Hazard



Radioactive Hazard



Physical Hazard





Laboratory Hazards Signage

This job aid identifies the information and hazard symbols typically posted outside laboratory doors.

B-555B
DO NOT ENTER
AUTHORIZED PERSONNEL ONLY

Division: Division of Bacterial Diseases	
Branch: ABCD	
Primary Contact	
Name: John Doe	• Emergency: 9-811
Day Phone: 555-555-5555	• Security Operations Center (SOC): 404-639-2888
Night Phone: 555-555-5555	• Occupational Health Clinic: 404-639-3385
Secondary Contact	
Name: Jane Cox	• Clinic Hours: 8:00am-4:30pm M-F
Day Phone: 555-555-5555	• After Hours: 404-639-4444
Night Phone: 555-555-5555	
Annual Review Conducted by: Johnny Smith User ID: ABCD Date: 04/02/2017	

BIOHAZARD

CAUTION
ABSL - 2

LASER HAZARD

UV HAZARD

RADIOACTIVE HAZARD

ENTRY REQUIREMENTS

<input type="checkbox"/> Closed Toe Shoes	<input type="checkbox"/> Face Shield
<input type="checkbox"/> Safety Glasses	<input type="checkbox"/> N-95 or PAPP
<input type="checkbox"/> Goggles	<input type="checkbox"/> Full body jumpsuit
<input type="checkbox"/> Lab Coat	<input type="checkbox"/> Goggles
<input type="checkbox"/> Solid-Front Gown	<input type="checkbox"/> Hair Bonnet
<input type="checkbox"/> Gloves	<input type="checkbox"/> Supervisor Permission
<input type="checkbox"/> Shoe Covers	
<input type="checkbox"/> Other:	

Vaccinations:

WARNING
CHEMICAL HAZARD CLASSIFICATION

<input type="checkbox"/> Flammable	<input type="checkbox"/> Toxic
<input type="checkbox"/> Corrosive	<input type="checkbox"/> Carcinogenic
<input type="checkbox"/> Oxidizer	<input type="checkbox"/> Reproductive Toxicity
<input type="checkbox"/> Compressed Gas	
<input type="checkbox"/> Other:	

1 Laboratory room number

2 Emergency contact information

3 Presence of a biological hazard

4 Animal biosafety level of the laboratory

5 Requirements that must be met before entering the laboratory

6 Presence of lasers in the laboratory

7 Hazard class of chemicals in the laboratory

8 Presence of UV light hazards in the laboratory

9 Presence of Radioactive hazards in the laboratory

Notes



Supervisor Guide Worksheet 2: Identify Key Signs in the Laboratory

Laboratory Signs

The goal of this worksheet is for staff to identify key information from laboratory signage in their facility. Supervisors should be prepared to provide staff with information about specific hazards in the laboratory and additional requirements they will need for their work.

Enter your labs information into each block in preparation for onboarding your new staff.

1. Room number:

2. Emergency contacts with names and phone numbers:

3. Biological safety level (BSL) or animal biological safety level (ABSL) designation and biohazard symbol:

4. Major chemical hazard classifications:

5. Entry requirements, such as PPE and vaccinations:

6. Additional hazards, including physical hazards like high voltage, laser, ultraviolet (UV) light, and radiation:





Supervisor Guide Worksheet 3: Document the Requirements for Entering the Laboratory

The goal of this section is for staff to document the requirements that must be met before entering their laboratory. Be prepared to provide laboratory entry requirements.

Below, list the requirements staff must meet before entering your designated laboratory:





Supervisor Guide Worksheet 4: Identify Locations of Shared Equipment

The goal for this section is for staff to complete the Laboratory Shared Locations checklist below. Supervisors should complete the checklist before staff enter the facility.

Laboratories may share equipment and space in common areas.

To avoid risks such as injuries or specimen contamination in shared spaces, it is important to maintain good housekeeping and follow best practices and standard operating procedures (SOPs) for laboratory safety. This is especially important when sharing equipment or space that many employees can access.

Prior to staff entering the facility, complete the following checklist for areas and equipment used by your designated laboratory.



Table 1: Laboratory Shared Locations Checklist

Laboratory Shared Locations	Yes	No
Corridors with longitudinal or linear equipment rooms (LERs)		
Dry ice and liquid nitrogen storage areas		
Walk-in freezers and refrigerators		
Chemical storage rooms (inside and outside labs)		
Compressed gas storage		
Autoclave rooms		
Freezer rooms		



Laboratory Safety Resources

Laboratory staff members face a wide range of hazards on the job, including infectious agents, sharps, and hazardous chemicals. The risk, injury, or exposure is never eliminated. A culture of safety helps to prevent or reduce harm from these hazards.

Laboratory staff members have access to laboratory supervisors, team leads, and safety representatives or managers who serve as immediate resources to answer questions and provide feedback and guidance.

Laboratory staff also have important documentation available in their laboratory. Staff should know where to find these documents and review them with you as part of their orientation. As the supervisor, you should remind staff to review these safety documents every year and whenever safety protocols change.



Typical Laboratory Safety Resources

Resources that are typically available in a laboratory are listed below. Please note, not all laboratories will have all the following resources. As the supervisor, feel free to make the adjustments necessary for your lab:

Laboratory Standard Operating Procedure (SOP): SOPs give written instructions on how to safely perform work within your laboratory. SOPs are required documents.

Laboratory-Specific Safety Manual: A manual that includes any laboratory specific emergency information, related personnel information, risk management information, safety drill information, information on laboratory specific personal protective equipment, specific spill-cleanup procedures, disinfection and decontamination information, any laboratory specific forms, and any other laboratory specific safety information.

Laboratory-Specific Chemical Hygiene Plan (CHP): The CHP informs laboratory staff members about the harmful properties of these substances, and appropriate control measures necessary to reduce the risk of exposure.

Facility Laboratory Chemical Hygiene Plan: For facilities with multiple laboratories, this document describes guidance and procedures for reducing exposures to hazardous chemicals in all your facility's laboratories.

Laboratory Biosafety Manual: This is a document designed to assist all laboratory staff in assessing the risks posed by biological agents and in evaluating the mitigation steps that can reduce these risks.

Laboratory Radiation Safety Manual: Radiation safety manuals are located only in laboratories that use radioisotopes for their testing procedures. They detail radiation safety requirements for laboratories handling radioisotopes in accordance with the U.S. Nuclear Regulatory Commission.

Safety Data Sheets (SDS): Laboratories should have an SDS provided by the manufacturer or distributor of each hazardous chemical stored in the laboratory. The SDS includes information such as the properties of each chemical; the physical, health, and environmental health hazards; protective measures; and safety precautions for handling, storing, and transporting the chemical. SDS were previously known as material safety data sheets (MSDS).



Supervisor Guide Worksheet 5: Document Safety Resources in Your Laboratory

The goal of this section is for staff to document key information about the safety resources in your laboratory. As part of the onboarding process, review these resources with your staff. Document the information on this worksheet for your reference.

1. Name and contact information for person who can address laboratory safety questions, concerns, and suggestions:

2. Laboratory Standard Operating Procedures (SOP):

3. Laboratory-Specific Safety Manual:

4. Laboratory-Specific Chemical Hygiene Plan (CHP):

5. Facility Laboratory Chemical Hygiene Plan (if applicable):

6. Laboratory Biosafety Manual:

7. Laboratory Radiation Safety Manual (if applicable):

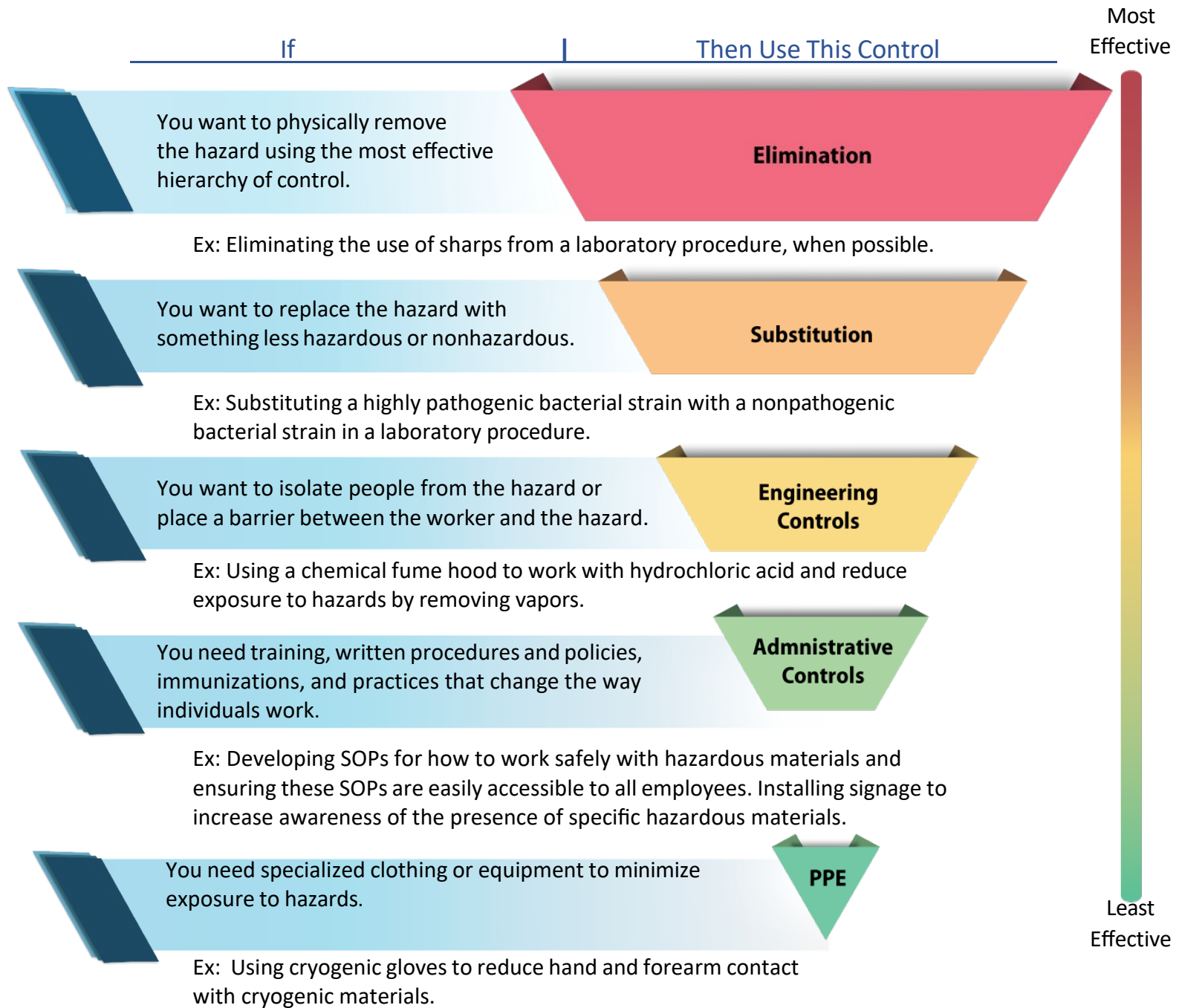
8. Safety Data Sheets (SDS; was Material Safety Data Sheets or MSDS):



Risk Management

Risk management is a system or process that includes risk assessment, risk mitigation, and risk evaluation. There are five control measures used to mitigate risk. They are listed here in order of relative effectiveness in reducing risks. This is the hierarchy of controls.

Figure 1: Hierarchy of Controls Decision Table





Supervisor Guide Worksheet 6: Identify Control Measures

The goal of this section is for staff to identify hazard control measures in their laboratory. Supervisors can enter the relevant controls in the worksheet as a reference.

1. Elimination (ex: eliminating the use of sharps from a laboratory procedure, when possible):

2. Substitution (ex: substituting a highly pathogenic bacterial strain with a nonpathogenic bacterial strain in a laboratory procedure):

3. Engineering (ex: using a chemical fume hood to work with hydrochloric acid and reduce exposure to hazards by removing vapors):

4. Administrative (ex: developing SOPs for how to work safely with hazardous materials and ensuring these SOPs are easily accessible to all employees):

5. Personal Protective Equipment (ex: Using cryogenic gloves to reduce hand and forearm contact with cryogenic materials):



Common Work Practices in the Laboratory

You are the first line of defense for protecting yourself, others, and the public from exposure to hazards. One of the most important decisions you can make is to follow safe work practices to reduce the likelihood of personal exposure. The following are common safety work practices that may be required by your laboratory.

Personal Safety Work Practices

Common personal safety work practices in the laboratory include these:

- Do not recap needles or re-sheath scalpels.
- Do not eat, drink, or store food or drinks in the laboratory.
- Do not apply makeup or lip moisturizer, or handle contact lenses in the laboratory.
- Do not pipette using your mouth.
- Wear proper PPE, such as safety glasses and a laboratory coat upon entering the lab.
- Wash your hands after removing your gloves and before exiting the laboratory.
- Wear appropriate clothing, such as closed-toe shoes and long pants.
- Tie back loose hair.
- Stay up to date on your vaccinations.

Facility Safety Work Practices

Common facility safety work practices in the laboratory include these:

- Ensure that emergency equipment, fire extinguishers, and emergency exits are not blocked.
- Know the locations and protocols for using fire extinguishers and Automated External Defibrillators (AEDs).
- Know the locations and procedures to use eyewashes, safety showers, first aid kits, biological spill kits, chemical spill cabinets, and exits.
- Maintain proper airflow by keeping laboratory doors closed.
- Clean up spills, loose paper, and clutter on the floor to reduce slips and falls.
- Use easily cleanable laboratory furniture (for example, laboratory chairs cannot be cloth covered).

General Safety Work Practices

Common general safety work practices in the laboratory include these:

- Discard anything that can puncture skin into sharps containers; do not re-sheath or recap needles before putting them in the sharps container.
- Discard biohazardous broken glass, like capillary tubes, in the sharps container.
- Place non-biohazardous broken glass in a separate waste container, not the sharps container.
- Place chemicals in assigned storage areas.
- Label all containers.
- Escort visitors at all times



Worksheet 7: Common Work Practices in the Laboratory

The goal of this section is for staff to document the common work practices in your laboratory. Discuss the common work practices in your laboratory with your staff. Document the answers below as a reference for your discussion.

Personal Safety Work Practices

What personal safety work practices do you need to follow for your laboratory?

Facility Safety Work Practices

What facility safety work practices do you need to follow for your laboratory?

General Safety Work Practices

What general safety work practices do you need to follow for your laboratory?



Waste Disposal Practices

Biological Waste Disposal

Biological waste contains a biohazardous agent, or it includes material contaminated or potentially contaminated by a biohazardous agent. General waste from biosafety level (BSL)-1 and -2 laboratories is considered safe. Staff must decontaminate all other waste removed from a laboratory.

Decontaminate these example items:

- Pipette tips, pipettes, plastic tubes, vials, and petri dishes
- Biological cultures, specimens, and tissue samples
- Sharps in a sharps container
- Disposable gloves and gowns



Chemical Hazardous Waste Disposal

Chemicals are hazardous waste if they meet the EPA characteristics for ignitability, corrosivity, reactivity, toxicity. Chemicals on [the U-list or P-list](#) are also hazardous. Items on the U- or P- lists are pure or commercial formulations of unused chemicals.

DO NOT wash chemical hazardous waste down the drain. Follow the steps in your laboratory's SOP to dispose of chemicals safely.

Ask your supervisor and laboratory safety staff about disposing of chemical and reagent bottles. Empty reagent bottles can be used to collect compatible chemical waste, or they may be recycled.

DO NOT use chemical fume hoods to evaporate chemical waste. These are common examples of chemical waste:

- Chemical waste from a procedure
- Spent media collected from a vacuum collection flask
- Expired reagent chemicals
- U-listed and P-listed chemicals, such as sodium azide and sodium cyanide

Wastewater Disposal

Laboratory substances in wastewater have specific disposal requirements. Do not dispose of hazardous wastes (biological, radiological, or chemical) down the drain. Also, do not dilute chemicals to dispose them down the drain.



Prevent chemicals from going down the drain:

- Do not store hazardous chemicals in or over the drain.
- Cover drains to protect them from hazardous material. When in doubt, do NOT put waste down the drain! Ask your supervisor or laboratory safety staff what you may dispose down the drain.



Universal Waste Disposal

Universal waste is a category of hazardous waste that contains common items.



These are common examples of universal waste:

- Batteries (excluding alkaline batteries)
- Fluorescent or ultraviolet lamps
- Items that contain mercury (thermometers, thermostat switches)

Universal waste comes from consumer products containing mercury, lead, cadmium, and other substances that are hazardous to human health and the environment. Do not discard these items in the municipal waste stream or landfills. Instead, collect these items so professionals can reclaim some parts of them and dispose of the rest.

Contact your supervisor or laboratory safety staff to find out how to properly dispose of these items.

Nonhazardous Waste Disposal

Nonhazardous waste is any material in a BSL-1 or -2 laboratory without biohazardous, radiological, or chemical agents. Nonhazardous waste can usually be discarded in your general waste stream.

Note: BSL-3 and BSL-4 laboratories do not generate nonhazardous waste and do not have general waste streams.

These are examples of nonhazardous waste:

- Paper towels used to dry your hands
- Boxes and inserts
- Unused laboratory supplies **ONLY** if they are in their original packaging



Do not dispose of gloves, vials, caps, test tubes, filters, instrument columns, syringe barrels, or pipette tip boxes as general waste at any time. Ask your supervisor how to dispose of these items correctly.



Supervisor Guide Worksheet 8: Waste Disposal Practices in the Laboratory

The goal of this section is for staff to identify how their laboratory disposes of different types of waste. Using this worksheet, identify how your laboratory disposes of specific waste. Use this worksheet as a reference during onboarding.

1. Document how the following biological waste is disposed of in your laboratory:
 - a. Pipette tips, pipettes, plastic tubes, vials, and petri dishes:
 - b. Biological cultures, specimens, and tissue samples:
 - c. Sharps in a sharps container:
 - d. Disposable gloves and gowns:
2. Review your labs standard operating procedures (SOP) and document how the following chemical waste is disposed of in your laboratory:
 - a. Chemical waste from a procedure:
 - b. Spent media collected from a vacuum collection flask:
 - c. Expired reagent chemicals:
 - d. U-listed and P-listed chemicals, such as sodium azide and sodium cyanide
3. Nonhazardous waste can usually be discarded in your general waste stream. BSL-3 and BSL-4 laboratories do not generate nonhazardous waste and do not have general waste streams. Document how the following non-hazardous waste is disposed of in your laboratory:
 - a. Paper towels used to dry your hands:
 - b. Boxes and inserts:
 - c. Unused laboratory supplies in their original packaging:
4. Universal waste comes primarily from consumer products containing mercury, lead, cadmium, and other substances that are hazardous to human health and the environment. These items cannot be discarded in the municipal waste stream or disposed of in landfills. Rather they are collected, so components of them can be reclaimed and other parts disposed by professionals. Document how the following universal waste items are disposed of in your laboratory:
 - a. Batteries (excluding alkaline batteries):
 - b. Fluorescent or UV lamps:
 - c. Items that contain mercury (thermometers, thermostat switches):



5. Document how the following potentially recyclable items are disposed of in your laboratory:
 - a. Water bottles:
 - b. Phosphate buffered saline (PBS) bottles:
 - c. Cell culture media bottles:
 - d. Unused Falcon or conical tubes:
 - e. Pipette tip boxes and inserts:

Document who in your laboratory is responsible for ensuring hazardous materials (e.g., specimens, cultures, or chemicals) are transported safely on campus or between floors:

6. Document who in your laboratory is responsible for ensuring hazardous materials (e.g., specimens, cultures, or chemicals) are shipped properly to other laboratories:



Supervisor Guide Worksheet 9: Safety Training in the Laboratory

To work in the laboratory, staff are required to successfully complete all relevant safety training. The needed safety training is determined by:

- Job description
- Specific equipment and materials they will use
- Specific tasks and procedures they will perform in the laboratory

A current list of the available laboratory safety training can typically be found in your laboratory SOP. Laboratory supervisors will help staff determine the required safety trainings before they begin working in the laboratory. List the required training below and have new staff check the box next to each training when they have completed it:

Table 2: List of required trainings

Name of Required Training	Date Training was Completed



Incidents and Near Misses

Recognizing and reporting incidents and near misses is an important part of laboratory safety. An incident is any circumstance that causes injury or illness to you or your coworkers, or damage to property, products, or the environment. A near miss is an event or situation that does not result in injury, illness, or damage but has the potential to cause a serious incident. Most laboratories require reporting of all incidents and near misses to continually improve laboratory safety.

Examples of incidents include:

- An exposure to an infectious agent or hazardous chemical
- Tripping over a box of supplies left on the floor

Examples of near misses include:

- A technician finds a broken flask in the laboratory
- A technician punctures their glove without injury to the skin

To report an incident or near miss, remind staff they must notify you immediately and follow the procedures on your laboratory's specific SOPs. You or laboratory safety staff will determine if what happened was a near miss or an incident. Your incident response may vary based on your laboratory's SOPs.

Remind new staff when an incident or near miss is not reported, there are consequences:

- It may happen again and with more severe consequences.
- If an injury later becomes more severe, the person may not be able to claim worker's compensation or receive other entitled medical and financial benefits.
- Exposure to pathogens that are not reported immediately may result in the person becoming ill later and exposing others during the incubation period.



Supervisor Guide Worksheet 10: Reporting Incidents and Near Misses

Have staff refer to your laboratory SOP for guidelines on Reporting Incidents and Near Misses. Staff can use these guidelines to complete the following exercises.

1. Document your laboratory's procedure for reporting near misses.

Consider this scenario: You are working in the laboratory and wearing gloves. While removing a hypodermic needle from the original packaging, where no organism is present, your glove is punctured. There is no injury to the skin. How would you report this incident?

Use the space below to document your labs procedure for reporting incidents.

2. Document your laboratory's procedure for reporting safety incidents.

Consider this scenario: You are working in the laboratory and drop a glass tube containing an infectious microorganism. The tube breaks and, though nobody cuts their skin on the broken glass, a few people in the laboratory were splashed with liquid from the tube and one person becomes ill. How would you report this incident?

Use the space below to document your labs procedure for reporting incidents.



Emergency Procedures: Weather and Facilities

Emergencies can happen in the laboratory. It's important to be familiar with and practice emergency response procedures for emergencies that could occur while working in the laboratory.

Examples of potential emergencies include:

- Facility-related emergencies
- Weather-related emergencies

Facility-Related Emergencies

Facility-related emergencies include electrical issues, water leaks, HVAC or directional airflow issues, and fires.

Follow these steps for facility-related emergencies:

1. Stop what you are doing.
2. Secure hazardous materials or dangerous equipment.
3. Follow your laboratory's exit procedures.
4. Notify your supervisor and laboratory staff office as soon as possible.

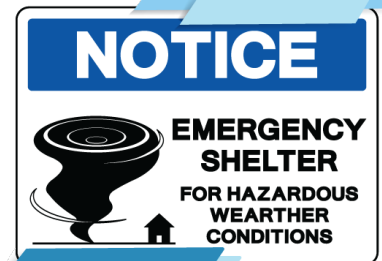


Weather-Related Emergencies

Weather-related emergencies include tornadoes, earthquakes, and severe storms.

Follow these steps for weather-related emergencies:

1. Stop what you are doing.
2. Secure hazardous materials or dangerous equipment only if you have enough time to leave safely.
3. Follow your laboratory emergency procedures.





Supervisor Guide Worksheet 11: Documenting Weather and Facility Related Emergencies

Each facility has a process for addressing weather-related and facility-related emergencies. Inform staff they can contact you or laboratory safety staff to learn more about specific evacuation procedures including how to secure hazardous and infectious materials. Ensure new staff complete emergency procedures and reporting training as required by your laboratory. Below is where staff will document your laboratory's procedure for weather-related and facility-related emergencies.

1. Weather-related Emergencies

Weather-related emergencies include tornadoes, earthquakes, and severe storms.

What types of weather emergencies are likely to occur in your lab's area?

What are your laboratory emergency procedures for a weather-related emergency?

2. Facility-related Emergencies

Facility-related emergencies include electrical issues, water leaks, HVAC and/or directional airflow issues, and fires.

How does your lab handle facility-related emergencies?



Emergency Procedures: Medical Emergencies

If staff are exposed to blood or other potentially infectious materials (OPIM), they should follow these steps first:

- If possible, notify your coworkers in the laboratory about the exposure so they can assist.
- Remove contaminated personal protective equipment.
 - Wash needlestick injuries and cuts with soap and water for at least 15 minutes.
 - Flush splashes to the nose, mouth, or skin with water for at least 15 minutes.
 - Irrigate eyes with clean water, saline, or sterile wash for at least 15 minutes.
- Promptly report all exposures to your supervisor to ensure you receive appropriate follow-up care.

Types of Exposure-Incident Responses

Ingestion Exposure

- Remove contaminated PPE.
- Flush splashes to mouth with water for at least 15 minutes.
- If possible, notify your coworkers in the laboratory about the exposure so they can assist.
- Promptly report all exposures to your supervisor to ensure you receive appropriate follow-up care.

Percutaneous Injury

A percutaneous injury is an injury through the skin.

- Remove contaminated PPE.
- Wash needlestick injuries and cuts with soap and water for at least 15 minutes.
- Promptly report all exposures to your supervisor to ensure you receive appropriate follow-up care.
- Always follow your laboratory's SOPs to clean up blood or OPIM spills.
- Make every effort to limit the spread of the blood or OPIM spill and protect others from exposure by isolating the spill area.



Inhalation Exposure

Laboratory activities may expose employees to air contaminants that can be dangerous if inhaled.

- If you are not wearing respiratory protection, hold your breath to avoid inhaling air from contaminated area.
- All persons must leave affected area.
- Remove contaminated PPE.
- Wash hands thoroughly with soap and water.
- Post a spill sign at the laboratory entrance, if applicable.
- Do not enter the contaminated area for at least 30 minutes.
- Follow your laboratory's procedure to notify your coworkers in the laboratory about the exposure.
- Always follow your laboratory's SOPs to clean up blood or OPIM spills.
- Promptly report all exposures to your supervisor to ensure you receive appropriate follow-up care.

Direct Contact/Dermal Absorption

- Remove contaminated PPE.
- Flush splashes to the nose, mouth, or skin with water for at least 15 minutes.
- Irrigate eyes with clean water, saline, or sterile wash for at least 15 minutes.
- Use the nearest eyewash station for splashes to the eyes, nose, or mouth.
- Use the nearest sink for other areas of skin.
- For larger exposures, use safety shower.
- Follow laboratory exit procedures.
- Post a spill sign at the laboratory entrance, if applicable.
- Follow your laboratory's procedure to notify your coworkers in the laboratory about the exposure.
- Always follow your laboratory's SOPs to clean up blood or OPIM spills.
- Make every effort to limit the spread of the blood or OPIM spill and protect others from exposure by isolating the spill area.
- Promptly report all exposures to your supervisor to ensure you receive appropriate follow-up care.



Supervisor Guide Worksheet 12: Documenting Laboratory Emergency Medical Procedures

The goal for this section is for staff to document laboratory emergency procedures. Use the space below to document your laboratory's emergency medical procedures for the following types of exposures: ingestion, percutaneous Injury, inhalation, and direct contact/dermal absorption. Use this worksheet as a reference during onboarding.

Write your lab's procedures for the following medical emergencies:

Ingestion:

Percutaneous injury:

Inhalation:

Direct contact and dermal absorption:



Medical Emergency Response: Life-Threatening vs. Non-Life-Threatening Emergencies

Non-Life-Threatening Emergencies

Non-life-threatening emergencies include injuries or illnesses that occur at work.

Follow these steps in case of a non-life-threatening emergency:



- Provide first aid to yourself or your coworker if trained to do so.
- Notify your supervisor and laboratory safety staff as soon as possible.
- Go to a healthcare provider or accompany your coworker to a healthcare provider.
- Have a coworker call the healthcare provider to notify them that you are coming.

Life-Threatening Emergencies

Life-threatening emergencies include severe injuries or unconsciousness.

Follow these steps in the case of a life-threatening emergency:



- When you call 911, notify the appropriate people in your facility (e.g., front desk, security, public safety) so they can direct first responders to your exact location.
- Notify your supervisor and laboratory safety staff as soon as possible.

Before you face an emergency, locate your facility's emergency contact list and SOPs for responding to a medical emergency.

Incident Forms

After an incident in the laboratory, you will likely have to complete an incident form. Incident forms document the facts around an event in the laboratory.

You will likely need to complete an incident form if you seek medical treatment.

You may need to complete an incident form even if no one was injured in the incident.

Refer to your laboratory's SOPs, ask your supervisor, or contact laboratory safety staff if you have questions about completing incident forms.





Reporting Medical Incidents

The goal for this section is for staff to document their laboratory's reporting process for medical incidents. In the notes section include any details staff will need to complete an incident report.

Exposure incidents in the laboratory requiring medical attention can occur at any time. Knowing and practicing the proper response and reporting procedures for incidents involving blood and other potentially infectious materials (OPIM) is important. These procedures are described below.

- Workers exposed in the following ways must follow relevant steps immediately:
 - Needlestick and Cut Exposures: Wash needlesticks and cuts with soap and water for at least 15 minutes.
 - Splash Exposure: Flush splashes to the nose, mouth, or skin with water for at least 15 minutes.
 - Eye Exposure: Irrigate eyes with clean water, saline, or sterile wash for at least 15 minutes.
- All Exposures: Promptly report all exposures to your supervisor to ensure that you receive appropriate follow-up care.

Notes



Supervisor Guide Worksheet 13: Documenting Your Laboratory’s Reporting Process for Medical Emergencies

The goal for this section is for staff to document their laboratory’s reporting process for medical emergencies. Complete the exercises below to serve as a reference during discussions about your laboratory’s processes.

1. Your facility’s emergency contact list. List the names and numbers need when responding to an emergency in the space below.

Table 3: Facility Emergency Contact List

Name	Phone Number

2. Following an exposure and reporting, what are your next steps? Refer to your laboratory’s SOPs, ask your supervisor, or contact laboratory safety staff to determine what forms you will need to complete and where to find them. List the forms you will need to complete if you seek outside medical care after an incident in the laboratory in the space below.



3. Document the steps to take if a life-threatening medical emergency happens in your laboratory. Life-threatening emergencies include severe injuries or unconsciousness.

4. Consider this scenario: Your coworker seriously cuts their hand on a piece of broken glass while getting ready for a procedure. According to your laboratory's SOP, what should you do?



Supervisor Tips by Section

Section 1:

- Place a sign on the door to notify others of the laboratory hazards and list emergency contact numbers.
- Communicate the associated risks, and train personnel on proper procedures and controls for working with those hazards.

Section 2:

- Take active steps to identify laboratory safety deficiencies and ensure remediation.
- Instill a strong and positive safety culture, it is important that safety be discussed freely.

Section 3:

- Provide training and resources to staff, update policies and procedures as needed.
- Create a risk management culture by educating all employees and encouraging them to report any potential risks.

Section 4:

- Document trainings on health and safety hazards and ensure that personnel are competent to perform their assigned work.
- Integrate safety discussions into lectures, prelab assignments, and demonstrations.

Section 5:

- Maintain accurate records of all incidents that occur in the workplace, including near-misses.
- Analyze findings to build a preventive plan.

Section 6:

- When communicating during an emergency, it's important to keep message short and simple so it is easy to understand and follow.
- The elements of a plan must include procedures for reporting an emergency, evacuation, including type of evacuation and exit route assignments.

Section 7:

- Gather detailed facts and react immediately after receiving the incident report.
- Encourage employees to report all accidents/near-misses to improve safety in the laboratory.



Resources

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