



## Infection Prevention and Control (IPC) Plan Template

This guide provides you with the information you need to complete the Infection Prevention & Control Plan for your farm. This guide will cover the topics listed below.

- i. Introduction to Infection Prevention and Control Plans

### Getting Started on Your Farm's IPC Plan

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## Healthy Workers = Healthy Animals = Healthy Dairy Farm

Modern dairy production involves close contact between animals, workers, and animal fluids and waste. Dairy work includes health and safety risks like operating machinery, slippery floors, and daily health risks due to potentially infectious disease exposures from contact with animals and animal waste and fluids. Recent outbreaks of highly pathogenic avian influenza on dairy farms have highlighted the serious risk of infectious disease outbreaks between cattle and workers. There are well-known germs that can affect workers and cows on dairy farms. Some, like *Salmonella* and *Cryptosporidium*, can cause diarrhea or severe illness in humans. Others, such as *Staphylococcus* (Staph) and *Streptococcus* (Strep), can lead to skin infections in humans and mastitis in cows.

### Introduction to Infection Prevention and Control (IPC) Plans

The Infection Prevention and Control (IPC) Plan was created in 2026 to provide consistent guidelines and best practices to help reduce risks of infectious diseases to employees and was developed based on the National Dairy FARM Program, CDC guidance, and the Washington State Department of Labor & Industries (L&I). The IPC Plan is to be used as a supplementary module to other existing farm guidelines, such as a farm Biosecurity Plan and/or a farm Safety or Accident Prevention Plan.

The adoption of the IPC Plan will aid in achieving regulatory compliance with L&I's workplace safety and health laws but does not guarantee complete alignment. Updates will be made as new information is released by L&I. This document is to be reviewed and updated annually by your farm's IPC point person, identified on page 2 of the IPC Plan.

The IPC Plan builds on a farm's biosecurity plans for protecting herd health with the important addition of worker health. A good IPC Plan includes practical steps to reduce the spread of germs between cows and people—and helps keep everyone on the farm healthy. It also prepares the farm to act quickly in case of an outbreak. This document is a guide to help develop your farm's Infection Prevention and Control (IPC) plan and is a supplement to your farm's biosecurity program.

### Create Your Farm's Infection Prevention and Control (IPC) Plan

The purpose of the Infection Prevention and Control (IPC) Plan is to reduce the spread of infections on the farm and improve the health and well-being of employees. When workers stay

healthy, animals are more likely to stay healthy too. Being injured or sick on the job has a ripple effect, impacting the worker, their

coworkers and family, and the farm. Creating a farm IPC team strengthens communication, encourages engagement, and builds shared responsibility for infection prevention and control.

### **Learning Objectives for Creating and Implementing a Farm Infection Control Plan**

- Recognize the importance of infection prevention and control on the farm.
- Identify roles and responsibilities.
- Identify the main infectious hazards and sources on dairy farms.
- List the general ways infectious hazards can be controlled.
- Increase use of preventative measures.
- Employee training, resources, & policies.

Have your farm's IPC Plan Template ready - either in hard copy or electronic version - as you work through this Self-Guided Manual. For the first step, write your farm's name and owner name, as well as the date the plan is being created or updated, at the top of Page 1.

### **Dairy IPC Plan Training Program**

This training program walks dairy managers and owners step-by-step through creating an IPC Plan using a standard template. Each module provides guidance for conversations about worker safety and health, sources of infectious hazards on the farm, communication for reporting illnesses, and protective measures to prevent transmission of infectious agents. By the end of the training, you will have:

- A completed IPC Plan tailored to your farm.
- A stronger understanding of key infection prevention topics.
- The tools to train employees using the health and safety modules provided:
  - PowerPoint slides which can be used when training managers
  - PowerPoint slides which can be used when training employees
  - Educational materials tailored to the worker covering IPC topics

### **The Role of Culture for Health, Safety, & Well-being**

A strong IPC program starts with a farm culture that values the health of both animals and workers. This culture protects human and animal health, supports productivity, and ensures food safety. It also helps reduce workplace injuries, prevent outbreaks, and improve economic sustainability. A strong health and safety culture means everyone on the farm is trained, equipped, and encouraged to identify and report infectious hazards. Routine practices—such as

handwashing—can stop infections from spreading on and off the farm. It is important for employees to feel safe to report safety hazards and infection concerns.

## The Role of Communication for Health, Safety & Well-being

Clear communication protects workers and cows. Open communication is a key part of building a farm culture that values and protects health for both people and animals. Strong communication between employees, management, and health leads for herd and human health is essential for preventing the spread of infections. The first step is to identify a point of contact on the farm for employee health and safety concerns. Workers should feel safe reporting infectious hazards without fear of punishment, discipline, or retaliation. To support this, employers must provide a **confidential system for reporting health and safety concerns**.

If illnesses are found in the herd, the farm's health and safety manager should quickly inform any employees who have been—or may be—in contact with the sick animal. These workers should receive clear instructions on the steps to take to protect themselves, their families, and the rest of the herd. Likewise, employees should be encouraged to report any signs of illness in animals to the health and safety manager.

## IPC Plan Shared Commitment

For an IPC Plan to succeed, everyone must work together. Managers and employees must share responsibility for creating a safe and healthy work environment. This shared commitment builds trust, improves communication, and keeps the program going over time.

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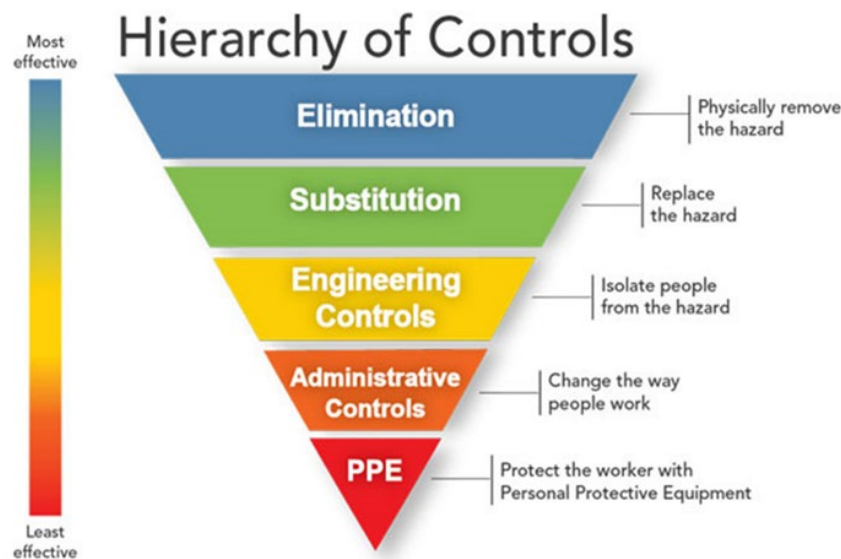
## Using the Hierarchy of Controls for IPC Planning

A key part of Infection Prevention Control (IPC) Plans is to apply prevention and precautions in order to reduce the risk of exposure to infectious agents. This module will review the **Hierarchy of Controls**, a structured approach to minimize or eliminate exposure to workplace hazards. On many dairy farms, this system is already in place to reduce hazards and protect workers from injury and illness.

The Hierarchy of Controls are listed from the top to the bottom, from **most effective to least effective**, helping to prioritize the most effective ways to reduce risk—especially important in environments where workers face exposure to zoonotic diseases, machinery, and chemical hazards. Use this module to understand the options available for your dairy farm to include in your IPC Plan.

## The Hierarchy of Controls

There are five controls in the Hierarchy of Controls to help reduce risk from infectious agents: elimination of a hazard; substitution to replace a potentially hazardous part of the work environment; engineering controls that can isolate workers from the hazard; administrative controls that change the way people work; and the use of personal protective equipment (PPE) to protect workers.



1.1 Hierarchy of controls

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### 1. Elimination and Substitution – Most Effective

- **Elimination** removes the hazard entirely. For dairy farms, this might include preventing disease from entering the farm through strict biosecurity measures, like restricting access to essential personnel only.
  - **Substitution** involves replacing a hazard with something less dangerous. While difficult on dairy farms (you can't replace cows), some substitutions may include bringing in disease-resistant animal breeds.
  - *Note:* Elimination and substitution are ideal during the **design stage** of farm operations. For existing farms, they can be challenging and costly to implement.
-

## 2. Engineering Controls

- Engineering controls isolate people from hazards and reduce exposure at the source.
  - Examples:
    - Designing the milking parlor to reduce worker-to-worker or worker-to-cow contact.
    - Installing physical barriers to separate sick animals from healthy animals.
    - Using ventilation systems with proper airflow to limit worker exposure to airborne pathogens. Providing fresh air and controlling the direction of air in areas is critical.
  - *Note:* These controls are effective because they function **independently of worker behavior** once in place.
- 

## 3. Administrative Controls

- These involve changing the way work is performed. They don't remove the hazard but reduce the likelihood or severity of exposure.
  - Examples:
    - Written policies and schedules.
    - Regular employee training on infection risks and response.
    - Proper waste management and cleaning protocols.
    - Policies for reporting illness and staying home when sick.
    - Providing well-placed, accessible handwashing stations in many areas of the farm.
  - *Note:* These controls **require active participation** by workers and supervisors to be effective.
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## 4. Personal Protective Equipment (PPE) – Least Effective

- PPE provides a barrier between the worker and the hazard, but it **does not eliminate the hazard**.
- Examples: Gloves, goggles, face shields, protective clothing, and respirators.
- PPE should be selected based on the job task and infectious disease risk.
- Farms should prepare to **scale up PPE use** in the event of an outbreak or new health risk.
- *Note:* While **Personal Protective Equipment (PPE)** is an essential tool for reducing exposure to hazards, it is not the most effective strategy for protection. PPE acts as a **last line of defense**, helping to minimize risks when other control measures are insufficient.

## Getting Started on Your Farm's IPC Plan

An **Infection Prevention and Control (IPC) Plan** is essential on a dairy farm to protect both **animal and human health**, ensure **safe milk production**, and maintain **operational stability**.

### Learning Objectives

- Create a Culture of Health and Safety on the farm based on management and employee expectations
- Identify the IPC point person and IPC team on the farm
- Describe why teamwork matters for infection prevention.

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## I. Creating a Culture of Health and Safety

### A. Assigning a Point Person

The first step in fostering a culture of health on the farm is to designate a point-person responsible for implementing, maintaining and updating the Infection Prevention and Control (IPC) plan. This individual should be familiar with farm operations, be knowledgeable about the hazards of zoonotic diseases (diseases that can be transmitted between animals and humans), and be well-versed in the control methods in this plan. They should be trusted, approachable, and encourage open communication about ideas and questions about infectious diseases on the farm for employees. Employees should be encouraged to reach out to the IPC Plan Point Person whenever needed.

On Page 1 of the IPC Plan Template, write the name, email and phone number of the Point Person responsible for maintaining this IPC Plan and acting as a point of contact for employees.

### B. Farm Owner & Manager Responsibilities

Farm owners and managers should show clear support for worker health and safety. Their leadership sets the tone for the whole farm.

Key actions include:

- Making employee health and safety a core part of farm policy.
- Implement appropriate infection control measures.
- Designing work to reduce risks and support wellness.
- Involving workers in planning and decision-making.

- Training employees in work policies, illness prevention, and reporting procedures.
- Protecting worker privacy.
- Connecting and coordinating systems to promote health and safety.

### C. Employee Expectations

Employees play an essential role in infection prevention.

For an IPC Plan to work, employees need to:

- Follow all exposure controls, work practices and personal protective equipment (PPE) expected on the farm.
- Attend/participate in all required trainings.
- Be aware of areas and tasks where there is a risk of exposure to infectious diseases from animals or co-workers and communicate concerns to management.
- Understand responsibilities for communicating concerns to management.
- Protect themselves, coworkers, families, and the community by following IPC guidelines.

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## II. Infection Prevention and Control Teams

Everyone on the farm should understand what the Infection Prevention and Control (IPC) Team is doing and why. This team brings together individuals with different roles and expertise to focus on protecting worker health. A dedicated IPC Team that includes worker health, herd health, and employee representatives will improve communication and promote collaboration across the farm. The team should also adapt their messaging to fit the needs of different audiences and ensure all communication reflects the farm's health and safety values.

Key contacts include farm owner, manager, health and safety manager, program administrator for the farm's Respiratory Protection Program (if applicable), worker representative, veterinarian, nutritionist, Local Health Jurisdiction, and employees. The template provides space for additional key resources and contact information.

For resources, here is a link to a list of the [Local Health Jurisdictions](#) in Washington State.

|                                                                                                                       |
|-----------------------------------------------------------------------------------------------------------------------|
| On Page 2 of the IPC Plan Template, identify the IPC Team, including names, contact information and responsibilities. |
|-----------------------------------------------------------------------------------------------------------------------|

### III. Hazard Assessment for Infections on the Farm

A workplace infectious hazard assessment is an ongoing process that engages employees and considers factors on the farm, such as sources of infectious agents, routes of human exposure, and workplace environment (moisture, ventilation and dust). Identifying and implementing effective controls promotes health and well-being across the farm, families, and community.

#### Learning Objectives

- Identify sources of potential infectious agents/germs that may cause worker illness on the farm.
- Describe the transmission routes of zoonotic diseases.
- List tasks and activities where workers are exposed to infectious agents.
- Apply the hierarchy of controls to prevent and control worker exposure.
- Promote a shared understanding of worker risk perception and engagement in prevention.

#### A. About the IPC Infectious Disease Hazard Assessment

This module will review key information required to create and update your Infection Prevention and Control (IPC) Plan, starting with your farm's Infectious Disease Hazard Assessment. This section will review types of pathogens that may be found on a farm, sources, tasks, transmission, controls, and PPE for preventing and controlling infectious diseases. This background will help farms complete the Hazard Assessment template. The Hazard Assessment Checklist identifies tasks, infection sources, infection controls, and protective measures for your farm. The checklist also provides fields to input information which is unique to your farm.

Have the "Infectious Disease Hazard & Controls Assessment Checklist" -either in hard copy or electronic version - nearby. This form can be found on the last pages of the IPC Plan Template.

#### B. High Risk Tasks on a Dairy Farm

The IPC Plan's "Infectious Disease Hazard & Controls Assessment Checklist" identifies high-risk tasks in order to address infection sources, administrative controls, and PPE recommendations.

| High risk tasks on dairy farms include:  |                                                       |
|------------------------------------------|-------------------------------------------------------|
| Milking                                  | Calving / birthing                                    |
| Injections, vaccinations, and needle use | Cleaning and sanitation, exposure to manure and waste |
| Wound care and surgery                   | Working with and transporting dead animals            |
| Handling and examining animals           |                                                       |

### C. Transmission Routes for Diseases on Dairy Farms

Zoonotic diseases are infections that can be passed between animals and humans. On dairy farms, there are five common ways these diseases can spread from cows (or their environment) to workers. This includes:

1. Direct contact
2. Indirect contact
3. Airborne inhalation
4. Ingestion
5. Punctures through skin from sharp objects

Below is a table outlining the five ways diseases are spread on a dairy farm, including examples for how these are spread, possible sources, and how a worker might get infected. Which of these apply to your farm? Use this table to identify risks on your farm for completing the Infectious Disease Hazard Assessment.

| How Are Diseases Spread?                                                                                                                                                                                                             | Possible Sources                                                                                                                                                                                                                  | Example                                                                                |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------|
| <b>1. Direct Contact: Touching infected animals, their waste, or bodily fluids</b>                                                                                                                                                   |                                                                                                                                                                                                                                   |                                                                                        |
| <ul style="list-style-type: none"> <li>Occurs when workers handle cows, calves, manure, or birthing materials.</li> <li>Germs can enter through cuts, abrasions, or mucous membranes (eyes, nose, mouth).</li> </ul>                 | <ul style="list-style-type: none"> <li>Udders</li> <li>Manure (can carry diarrhea-causing germs)</li> <li>Blood</li> <li>Birthing fluids and materials</li> <li>Saliva from animals</li> <li>Internal organs (viscera)</li> </ul> | A worker assists in calving and gets amniotic fluid in an open cut or wound.           |
| <b>2. Indirect Contact (Fomites): Touching contaminated objects or surfaces</b>                                                                                                                                                      |                                                                                                                                                                                                                                   |                                                                                        |
| <ul style="list-style-type: none"> <li>Germs can live on equipment, tools, clothing, boots, or feeding supplies.</li> <li>Workers can get infected when they touch these items and then touch their eyes, nose, or mouth.</li> </ul> | <ul style="list-style-type: none"> <li>Milking equipment</li> <li>Worker clothing and boots</li> <li>Soil (can carry diseases like tetanus)</li> </ul>                                                                            | Milking equipment contaminated with manure is touched, then the worker rubs their eye. |
|                                                                                                                                                                                                                                      |                                                                                                                                                                                                                                   |                                                                                        |

| <b>3. Airborne (Inhalation of Aerosols or Dust): Breathing in infectious particles suspended in air</b>                                                                                                                               |                                                                                                                                                                                                       |                                                                                |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• Small droplets or dust can carry pathogens into the lungs or eyes.</li> <li>• Exposure might happen during manure management, power washing, or handling bedding and feed.</li> </ul>        | <ul style="list-style-type: none"> <li>• Water spray (can carry germs)</li> <li>• Dust (may contain harmful bacteria or viruses)</li> <li>• Airborne germs (can cause respiratory illness)</li> </ul> | Inhaling dust in a barn with Q fever-contaminated birthing materials.          |
| <b>4. Ingestion: Swallowing contaminated food or water, or passed from unclean hands</b>                                                                                                                                              |                                                                                                                                                                                                       |                                                                                |
| <ul style="list-style-type: none"> <li>• Workers may accidentally ingest germs when eating, drinking, or smoking with unwashed hands.</li> <li>• Drinking unpasteurized milk is also a risk.</li> </ul>                               | <ul style="list-style-type: none"> <li>• Raw milk</li> <li>• Lack of proper hand hygiene</li> </ul>                                                                                                   | A worker eats lunch without washing hands after handling calves with diarrhea. |
| <b>5 Sharps: Punctures from needles or other sharp tools</b>                                                                                                                                                                          |                                                                                                                                                                                                       |                                                                                |
| <ul style="list-style-type: none"> <li>• Needlestick injuries from contaminated needles can transmit diseases like Brucella or tetanus.</li> <li>• Especially risky when administering vaccines or medications to animals.</li> </ul> | <ul style="list-style-type: none"> <li>• Tetanus</li> <li>• Live vaccines</li> <li>• Infections in the bloodstream</li> <li>• Germs that infect skin</li> </ul>                                       | A worker recaps a used needle and accidentally gets stuck.                     |

#### **D. Types, Sources, & Examples of Infections**

Below is an outline of the common types of pathogens on a dairy farm. This table provides examples of the source of these pathogens and examples of how a worker may become infected. This information should help inform your Infectious Disease Hazard Assessment including ensuring high-risk tasks are identified along with appropriate control measures such as administrative controls and PPE recommendations.

| Types of Pathogens                                                                                                                              | Infectious Sources                                                                                                                                                                                | Infection Examples                                                                                                                                                                                         |
|-------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Diarrhea-Causing Infections</b>                                                                                                              |                                                                                                                                                                                                   |                                                                                                                                                                                                            |
| <ul style="list-style-type: none"> <li>Salmonella</li> <li>Cryptosporidium</li> <li>Campylobacter</li> <li><i>E coli</i></li> </ul>             | <ul style="list-style-type: none"> <li>Manure, especially if cow or calf has diarrhea</li> <li>Surfaces contaminated with manure – (fomites)</li> <li>Unpasteurized milk</li> </ul>               | <ul style="list-style-type: none"> <li>Ingestion of contaminated material</li> <li>Touching contaminated surface then touching eyes, nose, or mouth</li> <li>Splashing or splattering of manure</li> </ul> |
| <b>Respiratory Infections</b>                                                                                                                   |                                                                                                                                                                                                   |                                                                                                                                                                                                            |
| <ul style="list-style-type: none"> <li>Q Fever</li> <li>Influenzas (such as H5N1)</li> <li>Other respiratory viruses (such as COVID)</li> </ul> | <ul style="list-style-type: none"> <li>Birthing materials (Q fever)</li> <li>Raw milk (avian influenza)</li> <li>Dust</li> <li>Spray</li> <li>Close contact with sick animal or person</li> </ul> | <ul style="list-style-type: none"> <li>Inhalation of dust or droplets or other aerosols</li> <li>Splashing / splattering of body fluids in eyes, nose, and mouth</li> </ul>                                |
| <b>Skin and Soft tissue infectious</b>                                                                                                          |                                                                                                                                                                                                   |                                                                                                                                                                                                            |
| <ul style="list-style-type: none"> <li>Staphylococcus</li> <li>Streptococcus</li> </ul>                                                         | <ul style="list-style-type: none"> <li>Wound drainage</li> <li>Nasal secretions</li> <li>Mastitis fluid from infected cows</li> </ul>                                                             | <ul style="list-style-type: none"> <li>Splash or other contact with broken skin, cuts, or wounds</li> </ul>                                                                                                |
| <b>Sharps-related Infections</b>                                                                                                                |                                                                                                                                                                                                   |                                                                                                                                                                                                            |
| <ul style="list-style-type: none"> <li>Tetanus</li> <li>Brucella</li> </ul>                                                                     | <ul style="list-style-type: none"> <li>Soil (tetanus)</li> <li>Live brucella vaccine</li> <li>Injuries from needles and sharp objects</li> </ul>                                                  | <ul style="list-style-type: none"> <li>Needlesticks</li> <li>Scalpel blades</li> <li>Other sharp object injury</li> </ul>                                                                                  |

Resources about the diseases above:

- [WA DOH – Animal Transmitted Diseases](#)
- [CDC – Fact About Disease the Can Spread Between Animals and People](#)
- [CFSPH – Zoonotic Diseases](#)
- [Merck Veterinary Manual](#)

It is also important that your “Infectious Disease Hazard Assessment” includes talking with employees about their daily tasks, reviewing past incidents, and identifying work activities that carry a higher risk of exposure to zoonotic diseases and other infectious hazards.

Complete the “Infectious Disease Hazard & Controls Assessment Checklist.”

## IV. Prevention & Standard Precautions

**Standard precautions** are the basic work practices used to prevent the spread of infections in the workplace. These precautions are the minimum safety steps that should always be followed—regardless of whether an infectious disease has been identified.

Even if a cow looks healthy, fluids, needles, dust, and contaminated surfaces can still carry germs that spread disease to both people and animals. That’s why every farm needs clear, consistent standard precautions to reduce the risk of infection and keep everyone safe.

### Learning Objectives

- Implement standard work practices to be followed at all times.
- Locate handwashing stations on the farm and encourage frequent handwashing.
- Report problems with hygiene stations (e.g., missing soap or towels).
- Understand proper use, maintenance, and limitations of PPE.
- Reduce risk of bringing germs home on work clothing and gear.

### A. Hand Hygiene

Hand hygiene is an extremely important activity you can do on the farm to promote infection prevention and control and is only effective if done properly. **Set the standard and lead by example.** Supervisors and experienced workers should model good hand hygiene, reinforcing its importance as a shared responsibility.

- Wash hands with tepid, clean water and soap prior to starting a shift, after leaving an animal area or going to work in another animal area, before taking breaks, drinking, smoking, eating, chewing gum, touching cell phone, or other contact with mouth.
- When soap and water are unavailable and hands are not visibly dirty, use alcohol-based hand sanitizer to clean hands.
- Alcohol-based hand sanitizers won’t work when hands are visibly soiled or when there is manure on hands.

**Hand hygiene protects both people and animals.** Regular handwashing helps prevent the spread of germs that can make workers and cows sick—on the farm and at home.

**Wash hands frequently and at key times.** Hands should be washed before starting work, after high-risk tasks (like handling manure or sick animals), and at the end of each shift.

On page 3 of the IPC Plan Template, complete the “Hand Hygiene Resources” checkboxes.

## Handwashing Station Locations & Maintenance

The IPC Plan includes a checklist for handwashing hygiene which includes having posters on proper handwashing, when to handwash, what to use in case soap and water are not available, locations of handwashing stations, and handwashing station tasks.

Supporting effective hand hygiene on the farm requires regular maintenance of hand hygiene stations. Handwashing stations should be readily available in all work areas for efficiency and to prevent germs moving from one area on the farm to another. Consider how many doors or work areas does an employee need to go through to wash their hands with soap and water?

Here are the best practices for maintaining handwashing stations:

1. **Place handwashing stations where they are needed.** Stations must be easy to access in all areas where workers might come into contact with animal fluids, feces, or other contaminants.
2. **Maintain hand hygiene stations properly.** Follow a standardized checklist to ensure stations are stocked, clean, and functional to support ongoing use and farm health.

On page 3 of the IPC Plan Template, complete the “Handwashing Station Maintenance and Policy” checkboxes.

## **B. Work Clothing Policy**

The IPC Plan includes preventative measures for reducing the risk of exposure using administrative controls, such as policies for work clothing and PPE. Pathogens can easily be transported on clothing and boots to the workers’ vehicle, home, and the environment which in turn can potentially expose members of their household and the community to infectious diseases.

It is important to ensure workers understand and are trained about why it is important to not to wear work clothing home. This section of the IPC Plan identifies work clothing policies and options available for workers which are specific to your farm. How does your farm minimize this risk?

Do you make laundry facilities available for washing work clothes and coveralls on-site?  
Do you contract with a laundry service that can safely launder employee work clothes?

If neither of the above is feasible for your farm, strongly encourage employees to change clothing before going home, and store work clothing in a plastic bag or container until it can be laundered/cleaned.

While data exists regarding infection prevention and work clothes in the hospital setting, these studies have not occurred on dairy farms. Since we know some of the same pathogens may be

found at times in dairies, it is recommended that workers wash work clothing using hot water and soap and separate from other laundry.

On page 4 of the IPC Plan Template, complete the “Work Clothing Policies & Training” check box.

### C. PPE Protection

We know from the Hierarchy of Controls that Personal Protective Equipment (PPE) is the least effective safeguard because PPE does not eliminate the hazard. PPE use in the dairy environment can come with a lot of challenges that should be considered during the hazard assessment process. For example, masks and respirators can become wet from milk and water spray, reducing airflow, and clothing and aprons can be hot and cumbersome.

PPE should be selected based on the job task and infectious disease risk. **PPE recommendations** should be clearly defined in the IPC by job task, based on routes of exposure and infection risk assessments. Examples of PPE include gloves, goggles, face shields, protective clothing, and respirators. When used correctly, PPE can be an additional layer to protect workers from exposure to infectious diseases. Farms should prepare to **scale up PPE use** in the event of an outbreak, new health risk, or when required by health authorities.

#### PPE Considerations

All PPE should be inspected prior to use every time. When selecting PPE it is important to review the manufacturer information to assess if PPE will be effective and maintain integrity during job tasks that may include exposure to chemicals, moisture, heat, cold, friction, or other factors that can decrease effectiveness. If PPE is reusable, it is important that the PPE is cleaned, stored, and maintained per the manufacturer guidelines.

It is important to consider environmental heat and how PPE use may put workers at increased risk of heat-related illness and how your farm will mitigate this risk.

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b><u>Employers are responsible for:</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <ul style="list-style-type: none"> <li>• Identifying and providing appropriate and adequate PPE for employees.</li> <li>• Providing PPE at no cost to employees.</li> <li>• Training employees in the use and care of the PPE.</li> <li>• Maintaining PPE, including replacing worn or damaged PPE.</li> <li>• Periodically reviewing, updating and evaluating the effectiveness of the PPE program.</li> <li>• Establishing and maintaining a written Respiratory Protection Program, when appropriate.</li> </ul> |
| <b><u>Employees’ responsibilities include:</u></b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <ul style="list-style-type: none"> <li>• Properly wear PPE.</li> <li>• Attend training sessions on PPE.</li> <li>• Care for, clean and maintain PPE.</li> </ul>                                                                                                                                                                                                                                                                                                                                                     |

- Inform a supervisor of the need to repair or replace PPE.

### Personal Protective Equipment (PPE) Information

-  **Gloves:** Can protect skin from contact with pathogens
  - Select based on job task (e.g., chemical resistance, temperature suitability)
  - Inspect gloves before each use
  - Change gloves when changing tasks, going from one area to another, or when damaged
  - Avoid touching the box holding clean gloves with unwashed or contaminated hands
-  **Face Masks (e.g., surgical mask):** Can reduce the spread of respiratory secretions if wearer is sick
  - Minimal protection for the wearer
  - Loses effectiveness when wet
  - Not a respirator
-  **Respirators (e.g., KN95, N95, PAPR):** Reduces inhalation of infectious agents
  - Use the correct respirator for the task and environment. Consider dust, splash, and infection in animals in the area when selecting a respirator. For example, if in a humid or wet area, N95 respirators may lose effectiveness.
  - If required on site, a formal Respiratory Protection Program must be in place, see “**PPE Respiratory Protection Program**” section below
  - Inspect before each use (e.g., self-seal check, battery check, wear & tear)
  - May be uncomfortable in heat/humidity or for people with medical conditions
-  **Goggles:** Protects eyes from splashes when properly fitted
  - May fog or scratch, reducing visibility
  - Must fit snugly and be inspected prior to use
-  **Face Shields:** Protects face, eyes, and mouth from splashes (e.g., birthing fluids)
  - Use with goggles or face masks for full protection
  - Clean between uses
  - Inspect before use
-  **Head Coverings:** Keeps hair contained and away from contaminated surfaces
  - If porous, may not be effective in wet conditions
  - Replace if visibly soiled
-  **Coveralls:** Prevents contaminants from being carried home; easy to remove at shift end
  - May retain heat—monitor for heat stress
  - Inspect for tears or damage before use
  - Use a clean pair of coveralls daily, or more if needed
-  **Sleeved, Fluid-Resistant Aprons:** Adds extra protection in high-splash areas (e.g., calving/birthing)
  - May cause heat buildup
  - Inspect for rips or leaks before use
-  **Waterproof Boots:** Prevents skin contact with contaminated floor liquids
  - Keep on-farm to avoid contaminating vehicles or homes
  - Inspect for cracks, holes, and sole separation
  - Ensure proper fit for comfort and safety

On page 5 of the IPC Plan Template, complete the “PPE Policies & Training” checkbox.

#### D. PPE Respirator Protection Program

Airborne infections can occur without warning on a farm, and it is advisable to have a Respiratory Protection Program in place in advance so an Emergency Action Plan can be rapidly implemented. All farms should have a select number of employees enrolled in a Respiratory Protection Program. In the event of a respiratory outbreak on the farm, these select employees can safely continue operations while scaling up your Respiratory Protection Program if needed.

Washington State Department of Labor & Industries (L&I) requires that employers protect employees from all known or suspected hazards, which includes providing respirators when there is a risk of exposure to airborne infectious diseases. There are many kinds of respirators that are available for different uses. Employers will want to make sure that the respirator they select is NIOSH-approved and provides protection from the small particles that cause infection. Respirators are **required** for infection prevention when:

- Employees will be exposed to a suspected or known source of hazardous airborne infectious disease, such as when in proximity to an animal known to be infected
- Employees will be exposed to humans, animals, or animal products suspected of being sources of Highly Pathogenic Avian Influenza (HPAI)

Respirators **may be required** when employees are exposed to humans, animals, or animal products suspected of being sources of hazardous airborne infectious diseases.

Respiratory Protection Program elements include:

- A written program
- A Respiratory Protection Program administrator, or point-person
- Medical clearance by a licensed healthcare provider makes sure employees can safely wear a respirator at enrollment in a respiratory program, and with changes in medical status (more information can be found in the [Chapter 296-307 WAC: Safety Standards for Agriculture](#)).
- Appropriate selection of the respirator for the task
  - For most situations, a filtering facepiece respirator (N95 mask) will be adequate, but farms will also want to consider other options for high humidity environments, splash hazards, and other airborne infectious hazards that might be present
- Annual Fit-testing to ensure that the respirator fits the employee’s face and will not leak
- Procedures for appropriate use, care, maintenance, storage, and disposal of respirators



- Employee training on the use, maintenance, and limitations of respirators
- Record keeping

For support in setting up a Respiratory Protection Program on the farm, [view here](#). (enter url)

**Note:** Some employees may choose to use respirators when the employer does not require them. If employees voluntarily use respirators without the presence of an infectious hazard, there are fewer L&I requirements for employers, which are [summarized here](#). (enter url)

On page 5 of the IPC Plan Template, complete the “Respiratory Protection Program” checkbox.

## E. Sharps Injury Prevention

The IPC Plan provides administrative controls for injection safety. While many of these injuries from needles are minor, needlesticks can lead to serious health issues—including allergic reactions, skin infections, and deep tissue infections that may require surgery.

Putting needlestick prevention policies in place now will not only protect workers today but also builds a safer work environment. These measures will be especially important if a new bloodborne pathogen emerges in the future.

Needlestick prevention strategies include the following preventative measures:

- Train and retrain employees on proper needle use.
- Do not recap needles when feasible.
- Do not keep needles in pockets.
- Do not hold caps in mouth.
- Discard needles if bent or broken.
- Contaminated sharps should be immediately placed in appropriate containers that meet the following criteria:
  - Puncture resistant
  - Labeled or color-coded to distinguish their use
  - Leak-proof
  - Container should not be over  $\frac{3}{4}$  full

Employees should know that in the event they are stuck by a needle that they should:

- Immediately wash the area with soap and water
- Report the injury to their supervisor
- See a healthcare provider
- Be aware that L&I workers’ compensation program may pay for post-exposure prophylaxis (PEP) treatment if there has been a potential exposure to an infectious

disease. More information can be found at the following website:  
<https://lni.wa.gov/patient-care/treating-patients/communicable-diseases/#policy>

On pages 5-6 of the IPC Plan Template, complete “Sharps Training” checkbox.

## V. Employee Health & Well-being

Workplace employee health can impact the short and long-term health and well-being of the worker, reduce workplace injuries, and maintain herd health on the farm. Well-designed employee health programs benefit both workers and the workplace. Health programs reduce the spread of infectious diseases, support early intervention, and promote a culture of safety and care.

### Learning Objectives:

- Understand how employee health impacts both worker and herd well-being.
- Implement systems for training, sick leave, and return-to-work protocols.
- Promote well-being and infection prevention through workplace practices.
- Recognize the importance of vaccination and medical communication tools.

### A. Health On the Farm

Ongoing health education ensures that workers understand the why behind the preventive measures. Training should cover:

- Risks of infectious, zoonotic and occupational illnesses.
- Workplace hygiene and biosecurity practices.
- When and how to report symptoms or concerns.

Training materials for your workers will be included later in this training.

### B. Employee Card

Keep in mind that when people go to a healthcare office, clinic, or emergency room, often the healthcare provider does not ask the individual about their contact with animals or know what diseases the individual may be exposed to at work. It is helpful to provide all employees with a card to present to their medical provider when receiving emergency, urgent, or routine healthcare.

### Example: FRONT OF CARD

**Employee Name:** Jonathon Vega

**Job Title:** Milker

**Supervisor Name:** David Perez

**Supervisor Contact Info:** 555-555-4242

**Information for Medical Provider:**

This employee works directly with dairy cows and may be exposed to zoonotic diseases due to the nature of their job. Examples of possible infections are listed on the back of this card.

### BACK OF CARD – Examples of Zoonotic Diseases

- **Respiratory Illnesses:** Q Fever, Influenza (e.g., H5N1), Other respiratory viruses (e.g., COVID)
- **Gastrointestinal (GI) Illnesses:** *Salmonella*, *Cryptosporidium*, *Campylobacter*, *E. coli*
- **Skin and Soft Tissue Infections:** *Staphylococcus*, *Streptococcus*
- **Sharps-Related Infections:** Tetanus, Brucella (e.g., from live vaccine exposure)

## C. Employee Vaccinations

There are several reasons to encourage workers on the farm to be up-to-date with certain vaccines. Vaccines can help keep the workforce healthy, can reduce sick days, and may even support herd health.

Most vaccines can be received at a local clinic or pharmacy, but some farms have collaborated with their Local Health Jurisdictions to have a mobile unit visit the farm to offer vaccines.

- **Tetanus:** Tetanus is a significant risk after a cut or puncture wound on a farm.
- **Seasonal Flu:** Being vaccinated for the seasonal flu has been shown to reduce the number of employee sick days for an organization. There is also a risk that if a worker is infected with a human flu and is simultaneously infected with a zoonotic flu strain, the two strains could “recombine” and trade genetic material to create a new flu variant. Therefore, health departments typically recommend seasonal flu vaccine for farm workers in contact with animals that could transmit the flu.
- **COVID 19:** Especially important for people with immune deficiency, pregnant and older workers.

One study found that Washington State dairy Workers would likely get a flu shot if a free, mobile clinic came to the farm. Consider coordinating with your Local Health Jurisdiction or healthcare clinic to offer free annual flu shots, other vaccines, and screenings on the farm.

For more information about recommended vaccines, see WA Department of Health’s [“Diseases and the Vaccines that Can Prevent Them.”](#)

On page 6 of the IPC Plan template, complete the “Employee Vaccinations” checkbox

#### D. Worker illness communication

Managing employee illnesses is another important infection prevention strategy on the farm.

- Employees should notify their supervisor if they are feeling unwell.
- Managers should encourage employees to avoid coming to work if they are sick.
- Avoid coming to work if fever or vomiting have occurred in the last 24 hours, or if you feel too ill to work and notify your supervisor

On page 6 on the IPC Plan Template, complete the “Worker Illness Communication” checkbox

#### E. Worker protection and herd illness

The farm has a communication plan with the human health team on the farm in the event of herd illness. This plan includes communications and associated practices / protective measures. If illnesses in the herd are identified, then the communication plan between the herd health manager and worker health & safety manager should begin. This information should also be included in the Emergency Action Plan.

On page 7 on the IPC Plan Template, complete the “Worker Protection & Herd Illness” checkbox

#### F. Paid Sick Leave and paid time off

Compliance with the **Washington Department of Labor and Industries Paid Sick Leave Laws** helps protect farm employees and the herd by:

- Encouraging ill workers to stay home.
- Reducing workplace and animal exposure to infectious diseases.
- Supporting overall farm productivity and resilience.

Employees must generally be granted 1 hour of paid sick leave for every 40 hours of work; for more details, see [Paid Sick Leave Minimum Requirements](#) from Washington State Department L&I.

For more information about L&I’s paid sick leave law, see [Washington State L&I paid sick leave requirements](#)

On page 7 on the IPC Plan Template, complete the “Employee Sick Leave & Time Off” checkbox

## G. Return-to-Work Policies & Procedures

A safe and supportive return-to-work process should include:

- Clear steps for resuming duties after illness or injury.
- Provides reasonable accommodation based on the recommendations of the employee's medical provider.

On page 7 on the IPC Plan Template, complete the "Employee Return-to Work Policies & Procedures" checkbox

If an employee has been diagnosed with an infectious disease by a healthcare provider, their date of return to work and any necessary work restrictions will be determined by their healthcare provider.

## H. Worker Well-Being Beyond the Farm

General well-being support will help keep workers healthy at work and home, as well as keep families and communities healthy. This can include:

- For a resource that includes Total Farmer Health, see NIOSH's AgriSafe Network: <https://www.agrisafe.org/total-farmer-health/>
- Offering flexible work arrangements when needed to promote employee health and well-being. (<https://blogs.cdc.gov/niosh-science-blog/2022/03/11/work-flexibility/>)
- Providing flexible schedules that support work-life balance, when possible
- Reducing job stress by making sure employees have all the knowledge, equipment and training needed to do their job safely and ensure their skill set aligns with their job duties. ([https://www.cdc.gov/niosh/stress/about/?CDC\\_AAref\\_Val=https://www.cdc.gov/niosh/topics/stress/](https://www.cdc.gov/niosh/stress/about/?CDC_AAref_Val=https://www.cdc.gov/niosh/topics/stress/))
- Activities that can promote additional worker well-being beyond improved communication policies and infection prevention and control programs can include: **facilitate vaccine uptake, adding topics to health & safety talks, and providing resources to facilitate healthcare.**

Periodically surveying workers and including their emerging topics of interest in health and safety talks can help support the well-being of all employees. These may be topics that aren't necessarily related to dairy work or infection prevention and control, but could support the general health of the worker, their family, and the community.

On page 8 of the IPC Plan Template, complete the "Worker Well-Being" checkbox.

## VI. Records Management, Infection Reporting & Notification

Keeping employee records **up to date** on a dairy farm is essential for **health, safety, compliance, and operational efficiency**. Keeping records current is not just about paperwork, it is a foundational practice that supports a healthy workforce, healthy animals, and a productive dairy operation.

### Learning Objectives

- Track training, exposure, and work-related illnesses by using record keeping protocols.
- Understand and comply with:
  - Infection reporting requirements
  - Outbreak notifications
  - Needlestick incident reporting
  - Record keeping requirements

### A. Employee record keeping and management

Record management responsibilities include:

- Maintaining confidentiality, which includes keeping any medical information shared by an employee or their healthcare provider strictly confidential.
- Ensuring compliance with OSHA, federal and state labor laws, and other worker protection standards. Compliance is demonstrated during inspections, audits, or investigations (e.g., for injury reporting or paid sick leave).
- Following L&I record keeping rules. If a medical evaluation determines that an employee's infectious disease is work-related, the Farm Health and Safety Manager or designated record keeper may be required to document it on the farm's OSHA 300 log.  
 For more details: [OSHA 300 Log – WA L&I](#)
- Following all applicable regulations, ensure compliance with workplace infectious disease regulations. Refer to the **Appendix** for more information.

Record keeping also helps track employee participation in IPC training, hand hygiene and PPE protocols (e.g. respirator fit-testing for employees), ensures workers are prepared to handle hazards safely (e.g., handling sharps, working in confined spaces), and enables quick identification of potentially exposed workers during disease outbreaks.

On page 8 of the IPC Plan Template, complete the “Record Keeping & Management” checkbox

## **B. Following OSHA 300 Log Policies**

Up-to-date record keeping ensures medical history and emergency contacts are available during workplace injuries or illness.

Additional information from WA L&I on Preventing Infectious Diseases in the Workplace can be found here: <https://lni.wa.gov/safety-health/safety-topics/topics/infectious-disease#requirements-and-policies>

On page 9 of the IPC Plan Template, complete the “Following OSHA 300 Log Policies” checkbox

## **C. Incident Reporting**

In the event of an illness, the employee should report symptoms or diagnosis to the primary contact as noted above. Employers must report to L&I DOSH any fatalities or inpatient hospitalizations from work-related infectious disease within eight hours. For more information on reporting, see [L&I DOSH’s website](#).

When certain infectious diseases are detected through laboratory testing, a report will be transmitted to public health by the diagnostic laboratory. Additionally, healthcare providers who suspect or diagnose persons with certain infectious diseases are required to report to public health authorities.

Employers may be contacted if the local health jurisdiction conducts an investigation into a case or outbreak of suspected or confirmed infectious disease. In the event of a suspected outbreak of infectious disease among employees, the Local Health Jurisdiction should be notified; refer to [Component 7: Emergency Action Plan](#) at the end of this document.

## **D. Needlestick Incident Reporting**

Employees should report needlestick injuries to management immediately. Certain occupations are at increased risk of exposure to infectious diseases through needlesticks due to their work environment, such as first responders, animal handlers, etc. Infectious diseases may be

On page 9 of the IPC Plan Template, complete the “Needlestick Incident Policies” checkbox

transmitted through a number of means, including but not limited to blood, saliva, and other bodily fluids. If an employee is exposed to an infectious disease through a needlestick, rapid medical treatment may be required to prevent infection.

## **Post-Exposure Prophylaxis (PEP)**

The Industrial Insurance Act ([RCW 51.36.010](#), [WAC 296-20-03005](#)) allows the Department of Labor & Industries or self-insured employer to pay for preventative medical treatment (also known as Post-Exposure Prophylaxis, or PEP) whenever an injury occurs (e.g., needle stick or laceration) and there is a potential exposure to an infectious disease. PEP typically involves the administration of medication or a vaccine that prevents infection.

The Industrial Insurance Act also allows for PEP in cases where a work-related activity has resulted in probable exposure of the worker to an infectious disease, without injury. However, there must be a documented or probable work-related exposure in an occupation with a greater likelihood of contracting the disease on the job, and there must be an employee/employer relationship.

Authorization of PEP does not bind the department or self-insured employer in the allowance of a claim should the worker contract the disease; a separate determination of such a claim is required. Proper documentation of post-exposure testing and treatment may facilitate a claim allowance determination if the worker should later contract the disease.

## **VII. Emergency Action Plan**

Every dairy farm should have a documented and communicated emergency action plan.

### **Learning Objectives**

- Ensure Emergency Action Plan is documented and communicated
- Confirm documented Emergency Contact list includes names, phone, & text
- Confirm documented worker illness action plan

### **A. Emergency Action Plan**

In the case of suspected outbreak of infectious disease in employees (multiple employees sick) the Farm Health and Safety Manager should contact the Local Health Jurisdiction for advice regarding emergency action procedures to follow. If animal infection is also suspected, the Department of Agriculture should be contacted.

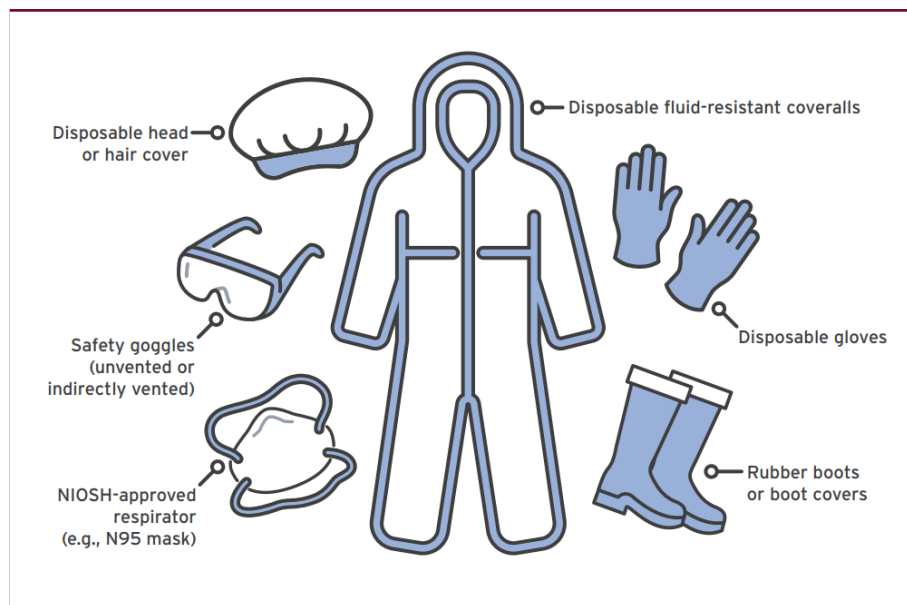
In the event of a specific pathogen of concern on the farm, there will be forthcoming guidance from your Local Health Jurisdiction for those specific events. Farms should have an emergency communication plan in place in the absence of state or federal guidance.

In the Appendix of this manual, you will find Washington State Labor & Industries directive (2025) detailing an emergency action plan in the event of a Highly Pathogenic Avian Influenza (HPAI) outbreak on the farm. As noted in Section IV D Respirator Protection Program, because

airborne infections can occur without warning on a farm, it is imperative to have a Respiratory Protection Program in place in advance so that an Emergency Action Plan can be rapidly implemented.

In the event of an elevated risk of infectious disease transmission on the farm, the employer will implement employee notification, symptom monitoring, training, and other measures as recommended by the Local Health Jurisdiction and/or The Washington State Department of Health. Disease identification, symptom tracking, and case reporting to farm managers and public health agencies are all important factors to contain the outbreak. Additional protocols to prevent disease transmission include restricted access, sanitation procedures, and quarantine areas.

## B. Emergency Personal Protective Equipment (PPE) Stock



An emergency supply of PPE should be ordered and stored in the event of an infectious disease outbreak. Workers can utilize this stock of PPE upon suspicion of – and while awaiting results from – infectious disease testing.

Use this formula to calculate how much emergency PPE you should order:

- Emergency PPE Supply = Number of employees x 3 days x 3 changes of full set of PPE

Recommended PPE includes:

- Fluid-resistant coveralls
- Rubber boots and/or boot covers
- NIOSH approved respirators rated N95 or higher
- Unvented or indirectly vented safety goggles
- Head or hair covers
- Disposable gloves
- Depending on work tasks – work gloves, face shields, waterproof apron

For a sample ordering list of PPE products that meet CDC requirements specifically for bird flu response, but could be utilized in ordering until additional specifics are provided, check here: <https://doh.wa.gov/you-and-your-family/illness-and-disease-z/bird-flu/commercial-agriculture> Review of expiration dates on all stored PPE should occur yearly when updating the IPC Plan.

On page 10 of the IPC Plan Template, complete the “Emergency PPE Stock” checkbox

### C. Emergency Contact List

Farm emergency action plans include a comprehensive contact list in case of outbreak. This list should include names and phone numbers for Local Health Jurisdiction, Washington State Department of Agriculture (WSDA), Department of Health (DOH), Tribal Entities if applicable, Producer Groups, and Land Grant University-based Cooperatives.

On page 10 of the IPC Plan Template, complete the “Farm Emergency Contact List” with the names of contacts you will need to connect with quickly in the event of an outbreak

### D. Outbreak Reporting

In the event of a known or suspected outbreak of infectious disease among employees, the local public health jurisdiction should be notified, refer to [Component 7: Emergency Action Plan](#) at the end of this document. In the case of an infectious disease emergency declared by the Governor or President, the employer may also be required to report outbreaks to L&I DOSH.

On page 11 of the IPC Plan Template, complete the “Outbreak Reporting” checkbox

## VIII. Employee IPC Education & Training

IPC topics such as zoonotic diseases, known infectious hazards, hand hygiene, and PPE should be integrated into your farm's health and safety trainings.

Farm management needs to balance the training of employees on topics such as safety, health, dairy processes and flow and these all can take time. It is important to cover IPC-related topics with enough frequency – and in the language that the employee prefers – so that employees understand why the farm is suggesting following these best practices.

### Learning Objectives

- Ensure all workers receive effective training on farm infection risks and prevention and know how to best protect themselves, including informing their medical provider about their exposures at work.
- Understand when and how to deliver initial, refresher, and hazard-based training, including new employee orientation.
- Know the importance of providing training in preferred languages.
- Utilize training materials and resources to prevent the spread of infections on the farm.
- Promote a culture where health and safety concerns can be raised without retaliation.

#### A. Employee Education Languages

It is important that training and training materials be provided in the employees' preferred language. This ensures that employees understand why the farm is suggesting particular best practices.

On page 12 of the IPC Plan Template, complete the "Training Occurs in Necessary Languages on Farm" checkbox

#### B. Employee Education Topics and Frequency

For employees to follow the guidelines for best practices to reduce and control infection on the farm, they need to understand why the guidelines exist. Training should be provided to all employees when:

- New employees are hired or start working in a new area on the farm.
- Infectious hazards arise.
- There are changes in the IPC Plan.
- The farm determines there is a need for training.
- **With enough regularity to reinforce concepts**

The following topics should be covered during training to ensure an understanding of IPC on the farm.

For all employees:

- 1) **Zoonotic diseases, transmission, health impact, and controls** – This is the most important training for employees to understand how disease is transmitted, how cow and human health are interrelated, and the methods to best minimize the risk of spreading disease.
- 2) **Hand hygiene and other standard precautions**—Hand hygiene is the easiest way to prevent germs spreading on the farm, but it is important to do it properly and with frequency.
- 3) **PPE use (proper fit, donning, doffing)**—This training is important for both if the worker chooses to use PPE or if the farm requires it, and can prepare the farm in the event of an outbreak. Knowing which PPE to use and how to put on and remove (don and doff) it correctly will help minimize the spread of disease. Using PPE incorrectly can actually increase the risk of spreading germs
- 4) **Worker health and wellness** - Supporting worker health beyond the farm will make the worker, farm and community healthy. We have provided some training topics, but it is good to connect with the worker to know what their needs are and build a short training around those topics.
- 5) **Washington State Labor & Industries, workers' rights and injury and illness reporting**- If workers know how to report illnesses early, this will reduce the risk of spread on the farm. Additionally, they will know how they can best be supported by the farm and by Washington State if they understand what is offered. Important Washington State Labor & Industry WACs and resources can be found in Appendix of this document.

For employees doing specific tasks on the farm:

- 6) **Respirator maintenance and care** - For employees enrolled in a Respiratory Protection Program, regular maintenance and care training is helpful to keep skills fresh even when respirators are not being used. Additionally, respirator education should be repeated yearly during annual fit testing times.
- 7) **Sharps injury prevention** – For employees responsible for herd health, needlestick and sharps injury prevention can reduce infection of the stick site now, but can also prepare the worker for any emerging bloodborne pathogen in the future.
- 8) **Waste management of birthing materials, dead animals or animals' parts, and other animal fluids** – For employees responsible for birthing or removal of carcasses, they must be trained on safe handling, disposal, and infection prevention practices and this includes waste management of birthing materials, dead animals or animals' parts, and other animal fluids for employees that handle, move or manage the disposal or treatment of animal waste.

Finally, it is important that employees understand expectations around training along with how to access training material and resources.

On page 12 of the IPC Plan Template, complete the “Employee Training Topics & Frequency” checkbox

### C. Training Posters & Locations

Posters and fact sheets on infection prevention topics such as hand hygiene will be displayed on the farm. The IPC Plan specifies that educational materials are in the employees’ preferred languages.

On page 13 of the IPC Plan Template, complete the “Training Posters & Materials” checkbox

## IX. Final Farm Commitment

You have completed the training for drafting your farm’s IPC Plan! An important component for a successful IPC plan is the farm’s commitment to worker health. To solidify this commitment, take a moment to review the last two checkboxes, which include components of the IPC training you just completed, your commitment to the health of the workers, and an outline of employee expectations.

On page 13-14 of the IPC Plan Template, complete the “Farm Owner/Manager Responsibilities” and the “Employee Expectations” checkbox

Finally, have the point person and any relevant individuals (management, employees) sign and date the document and place it in the folder alongside your farm’s biosecurity plan. Note on the IPC Plan where this document can be found.

Finally, on page 14 of the IPC Plan Template, have the point person and any relevant individuals (management, employees) sign and date the document and place it in the folder alongside your farm’s biosecurity plan. Note on the IPC Plan where this document can be found.

Your farm’s IPC Plan should be reviewed and updated on a yearly basis or more often, as needed.

## Appendix

### Washington State Workplace Safety & Health Laws, Labor Laws and Employee Rights

#### Right to Know About Hazards

Workers have the right to request information about potential hazards in the workplace, and employers are required to provide the information requested. If workers have questions or concerns about health and safety, they should speak with the designated contact person identified at the beginning of the training. Employers must provide the information requested. Employees are urged to talk to their boss or supervisor. Explain your concerns, potential solutions, and benefits to the crew and employer. Write down your problem as this helps document the problem.

If the problem does not get solved, employees may contact Washington State Department of Labor & Industries (L&I) or other organizations for assistance.

-  **Call L&I Division of Occupational Safety & Health to report a hazard: 1-800-423-7233**
-  **Online Hazard Complaint form (English): [F418-052-000](https://www.lni.wa.gov/safetygrants/Forms/OnlineHazardComplaintFormEnglish.pdf)**
-  **Online Hazard Complaint form (Spanish): [F418-052-999](https://www.lni.wa.gov/safetygrants/Forms/OnlineHazardComplaintFormSpanish.pdf)**

#### Protection from Retaliation

It is illegal for employers to retaliate against employees for:

- Reporting a hazard or safety concern to their supervisor or to L&I,
- Filing a workers compensation claim, and
- Requesting immediate treatment for a workplace injury or illness.

Learn more about employee rights here:

 [Discrimination Information](#)

 [Safety & Health Discrimination \(English PDF\)](#)

#### Relevant Washington Administrative Codes (WACs)

In agricultural settings, the following occupational safety & health laws generally apply to airborne infectious diseases. The components addressed by the IPC Plan will enable

employers to meet the requirements listed below. Note that the full pdf for Agriculture Safety and Health codes can be found here: <https://www.lni.wa.gov/safety-health/safety-rules/chapter-pdfs/WAC296-307.pdf>

1. **WAC 296-307-018(11)** — Requires that employers protect employees from biological agents  
👉 [Link](#)  
*Note: multiple means of protection include avoiding exposure to pathogens, ventilation, respiratory protection, and other PPE.*
2. **WAC 296-307-030** — Requires a written safety and health plan with specific elements  
👉 [Link](#)  
*The IPC Plan fulfills these requirements.*
3. **WAC 296-307-10005** — PPE must be provided at no cost, intact, maintained, and employees trained in use  
👉 [Link](#)
4. **WAC 296-307-24009(1)** — Indoor agricultural workplaces must be kept clean  
👉 [Link](#)
5. **WAC 296-307-24009(4)** — Cleaning/sweeping must minimize dust in the air  
👉 [Link](#)
6. **WAC 296-307-24012 to 24015** — Potable water supply required; non-potable water marked unsafe  
👉 [Link](#) – [Link](#)
7. **WAC 296-307-24021 to 24024** — Washing facilities and lavatories required for personal cleanliness  
👉 [Link](#) – [Link](#)
8. **Additional codes in WAC 296-307-240** — Address changing rooms, food/beverage safety, waste removal, vermin control  
👉 [Link](#)
9. **WAC 296-307-095** — Field sanitation requirements (handwashing, potable water, toilet facilities)  
👉 [Link](#)
10. **WAC 296-307-62605** — Employer must identify and evaluate respiratory hazards, including biological agents  
👉 [Link](#)
11. **WAC 296-307-594 to 622** — Respirator use requirements for hazardous airborne infectious disease exposure  
👉 [Link](#) – [Link](#)



12. **WAC 296-27** — Record keeping and reporting of work-related illnesses, hospitalizations, fatalities (including infectious disease)

 [Link](#)

Note: It is possible that there will be additional regulatory changes coming from L&I. The agency has indicated that it is conducting rulemaking related to the spread of infectious disease in the workplace. Additionally, when the governor or president declares an infectious disease emergency, certain L&I rules are triggered.