



Overview of the April 2025 Bloodborne Pathogen (BBP) Education Requirements

An introduction to the BBP education requirement which applies to all Novant Health/NHMG team members and providers.

BBP training period: April 1 through 30, 2025

Revised: 01/15/25



Why is this important?

Team member safety issues:

- BBP education is a team member safety and compliance issue.
- National trends demonstrate an increase in exposures to blood and body fluids within the healthcare workplace and the community.
- Education helps protect our patients and team members and helps minimize risk for our organization.

Compliance issues:

- OSHA regulations are laws - Novant Health is required to follow the law.
- Novant Health policy requires team members to complete the online course, CEG0042 April 2025 Bloodborne Pathogen (BBP) Education, to remain compliant with OSHA's 11-month education cadence requirement.

A reminder!

Required, active status team members will have until 11:59 p.m. on April 30, 2025, to complete **CEG0042 April 2025 Bloodborne Pathogen (BBP) Education** via I-Learn. Non-completion of the education by the April 30 deadline may result in:

- Leave without pay until the module is completed. Once the module has been completed, the team member may return to work.
- Team members who remain incomplete will lose network access and continued noncompliance may result in team members being considered to have voluntarily resigned their employment.
- If network access is suspended, team members will be able to access I-Learn via the external URL (<http://novanthealthlearning.csod.com>) to complete the course.
- Once the course has been completed, network access will be restored.
- **Please note: Network access restoration may take 24 hours or more.**

FMLA:

Team members who are on leave of absence will have five (5) days to complete the module upon their return.



What is a willful violation?

- A **“willful violation”** is a violation that the employer commits intentionally and knowingly.
- Penalties of up to **\$145,027 per day (\$8,495 increase)** may be imposed for **each willful violation**, with a minimum penalty of **\$14,502 (\$1,008 increase)** for each violation – penalty amounts can fluctuate each year.
- If a willful violation results in a team member’s death, employers can be punished by a court-imposed fine, imprisonment for up to six months, or both.



Process

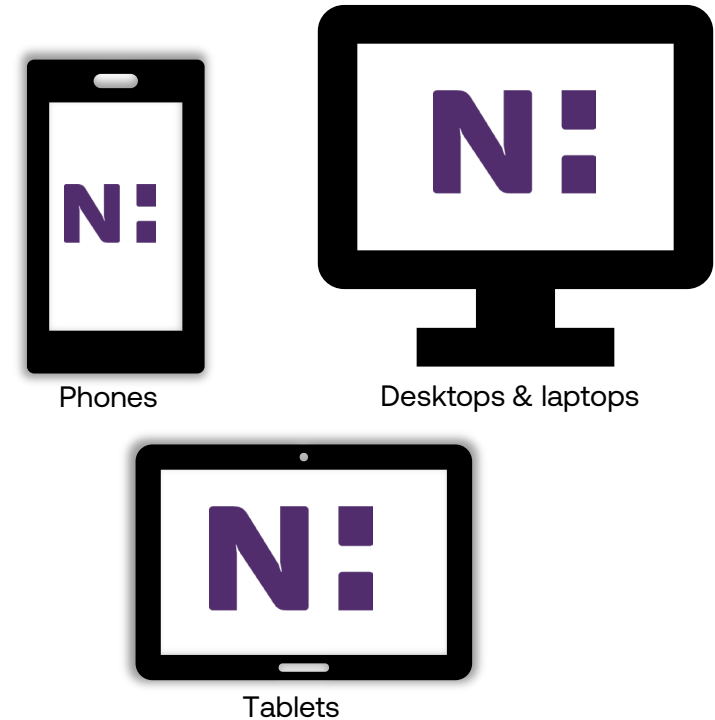
A required online course, CEG0042 April 2025 Bloodborne Pathogen (BBP) Education, will be completed by all Novant Health team members and providers.

Post-test requirement: Successful completion requires a **score of 80% or higher** of the post-test.



Timeline & mobile access availability

- BBP education will be available beginning at 8 a.m., April 1 through 11:59 p.m., April 30.
- BBP education is available online via I-Learn on laptops/desktops **and** on mobile devices (Android and Apple) via the Cornerstone Learn mobile app (*Cornerstone Learn app must be downloaded to the device*).
- **Browser compatibility:** Use *Microsoft Edge* or *Google Chrome* to access BBP education in I-Learn via desktops/laptops.



Important Note!

Do not use Internet Explorer!

Internet Explorer is **NOT** compatible with this course.

BBP education is available on desktops, laptops and mobile devices.

Compliance monitoring

- Leaders will be monitoring team member completions and will utilize the BBP completion dashboard in I-Learn.
- It will be the leaders' responsibility to monitor their team members' completion progress.



Frequently asked questions

- **Who must comply with this education?**

All Novant Health team members and Novant Health providers.

Non-Novant Health workers, which include contract workers, vendors, interns, residents, students, agency employees and consultants, must also complete the education. Some non-Novant Health workers do not have access to I-Learn. Those who do not have an I-Learn account must access the education through their agencies.

- **Do I need to enroll in the module to complete?**

No. All Novant Health team members and providers will have “CEG0042 April 2025 Bloodborne Pathogen (BBP) Education” pushed to their I-Learn transcripts. You will just need to complete the module by the deadline.

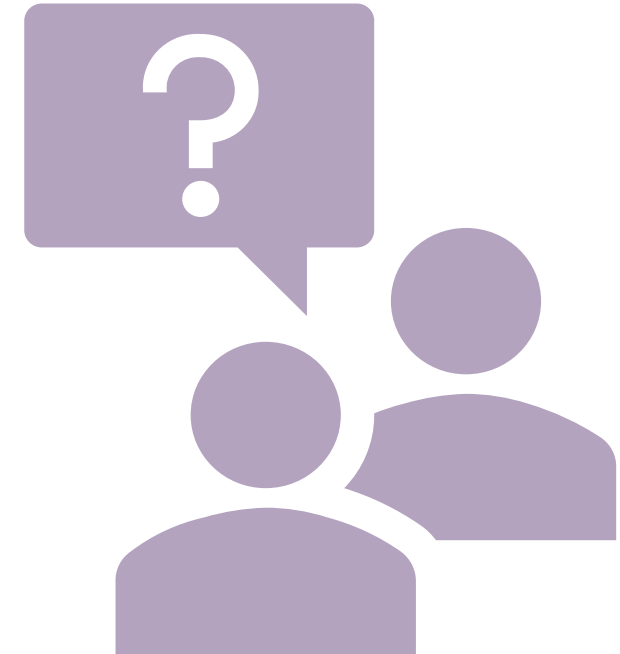
- **Isn't BBP education in Annual Mandatory Education (AME)?**

BBP is not featured in AME. **BBP is a separate course** and team members are required to complete BBP within 365 days of last education.

- **What if I have questions about the content?**

The BBP module provides contact information in the event you have questions about the content.

Continued on next page.



Frequently asked questions (cont.)

- **Do new hires have to complete this?**

New hires who complete orientation beginning April 1, 2025 (and afterwards) will be given credit and will not have to complete the BBP module in 2025.

- **Can I complete BBP on my phone or tablet?**

Yes! Download the Cornerstone Learn app to your mobile device to access BBP education. Mobile completions will be seamlessly recorded on your I-Learn training transcript.

Important note: non-exempt team members will be compensated for the completion of required classes via mobile only if approved by their managers.

Mobile app info: [Android devices](#) | [Apple devices](#)

- **What about browser compatibility via I-Learn using desktops/laptops?**

Microsoft Edge or Google Chrome are preferred. **Internet Explorer is NOT compatible with the BBP course.**

- **What about team members on FMLA?**

They will have 5 days to complete BBP education once they return from leave.



Thank You.