Imperial Valley College

Multiple Guides to Nursing Student Conduct and Discipline

I) The Profession of Nursing is held to high standards of conduct, ethics, and safety
   A) Nursing students are expected to comply with all College Standards of Conduct as well as Nursing Program Standards. See College Catalog and/or website for IVC Standards
   B) Nursing students are expected to comply with all guidelines listed or referred to in this Handbook

Dismissal and Student Discipline

I) Reasons for Dismissal from the Nursing Program
   A) Academic Failure: The student fails to achieve the minimum passing scores required for 1 nursing course in any semester. See Promotion, Retention, and Grading Standards
   B) Unethical or Unprofessional Behavior: The student fails to comply with the ANA Code of Ethics in a clinical or community setting. See ANA Code.
   C) Breach of College Student Code of Conduct. See College Catalog or website
   D) Attendance Withdrawal: The student fails to attend the first meeting of a class or absences have exceeded the number of class hours, which the class meets per week. See section on Attendance and College Catalog or website

II) Disciplinary Action
   A) Violations of these rules are subject to the disciplinary actions outlined in the College Catalog, on the College website, and/or in the Student Affairs Office
   B) Violation of these rules are also subject to the disciplinary actions of the Nursing Program up to and including dismissal from the Nursing Program
   C) A Teacher-Student Conference Form should be completed by the instructor for all conferences including dismissal. See Course Repeat and/or Re-entry Policy

III) Due Process for Disciplinary Procedures
   A) Due process, appeals process, and other procedures regarding discipline can be found in the College Catalog, on the College website, and/or in the Student Affairs Office
   B) Applicable Policies include: AP 5500 Standards of Conduct, AP 5520 Student Disciplinary Procedures and AP 5530 Student Rights and Grievances

IV) Student’s Complaint Policy
   A) Procedures for addressing an unfairness in areas such as assignment of grades, deviation from course content, access to classes, or refusal of instructor to confer with a student can be found in the College Catalog, on the College website, and/or in the Student Affairs Office
   B) Samples of applicable forms are found in Forms, Samples, and Guides section of this Handbook.

Safe and Effective Nursing Practice in Clinical and Campus Settings

I) Safe and Effective Nursing Practice in a Clinical Setting is defined as:
   A) Ability to demonstrate knowledge about patient's/client's health status
   B) Ability to observe, report and record signs and symptoms
   C) Ability to accurately interpret, report and record changes in patient's condition and quality of nursing care
D) Demonstrating through overt and covert acts, assurance of the delivery of quality nursing care

E) Ability to set priorities and carry through with appropriate nursing interventions

F) Ability to evaluate and make substantive judgments relative to the quality of nursing care

G) Ability to calculate and administer drugs safely, including documentation of administration

H) Demonstrating responsibilities for safeguarding the patient/client's right to privacy by judiciously protecting information of a confidential nature

I) Demonstrating knowledge of and compliance with the National Patient Safety Goals

II) Unsafe and Ineffective Behaviors (considered unacceptable) include, but are not limited to:

A) Academic Fraud / Dishonesty
   1) Cheating – giving, receiving, using or attempting to use unauthorized materials, information, study aids, computer/technology-related information, or other people for course work or exams
   2) Plagiarism - representing the words, data, works, ideas, computer program/output, internet/website content, or anything not generated in an authorized fashion, as one's own
      (a) Students unsure of how or when to properly acknowledge sources are encouraged to consult their instructor, NLC tutor, English department, or Library staff
   3) Fabrication (false data) - presenting as genuine any invented or falsified citation or material; i.e. falsifying vital signs or altering the medical record
   4) Misrepresentation (intentional deception) - falsifying, altering, or miss-stating the contents of documents or other materials related to academic matters (schedules, prerequisites, transcripts, etc)

B) Other Unacceptable Behavior
   1) Disrespect, disruptive, or violent behavior of any kind
   2) Abusive or profane language or behavior used with the intent to malign, harm, or discredit another
   3) Use of, or impairment by, chemicals or alcohol (legal or otherwise)
   4) Gossip
   5) Chronic tardiness, chronic absences, and inattention to make up requirements
   6) Being unprepared for class
   7) Giving false information related to absences and tardiness

C) The nursing faculty reserves the right to refuse the opportunity for a student to care for patients
   1) If the student's health interferes with performance, or
   2) If the student gives evidence of unsafe and/or ineffective nursing practice unprofessional behavior

D) A student may not render care
   1) When under the influence of prescribed or over-the-counter medication, which may affect judgment
E) A student who is deemed to demonstrate unsafe practice, will fail the course and be dropped from all clinical courses enrolled in at the time and further progression in the nursing major must be evaluated

F) Safety and Clinical Implications

1) Since the faculty-student ratio in the clinical area ranges from 1:10 to 1:12, it is impossible for a faculty member to be present continually and observe every situation

2) It is imperative that each student assumes personal responsibility to be prepared for each clinical practice experience

   a) Check immediately with the instructor or agency staff if in doubt about patient care or a patient's condition and report to the instructor and staff when leaving the clinical area to ensure continuity of care for patients

   b) Students who come unprepared for clinical may be sent to the Nursing Learning Center for practice and remediation before they are allowed to return to the clinical site. This will count as a clinical absence.

Ethical Standards and the ANA Code

To healthcare professionals, ethics pertains to questions about what is right or what ought to be done in situations involving moral decisions relating to patients. Nursing students at IVC are expected to comply with the ANA Code of Ethics for Nurses; a limited version is found below.

American Nurses' Association Code of Ethics for Nurses (2005, ANA, Inc.)

The Code of Ethics for Nurses serves the following purposes:

- It is a succinct statement of the ethical obligations and duties of every individual who enters the nursing profession
- It is the profession’s non-negotiable ethical standard
- It is an expression of nursing’s own understanding of its commitment to society

Provisions:

1. The nurse, in all professional relationships, practices with compassion and respect for human dignity, worth, and uniqueness of every individual, unrestricted by considerations of social or economic status, personal attributes, or the nature of health problems

2. The nurse’s primary commitment is to the patient, whether an individual, family, group, or community

3. The nurse promotes, advocates for, and strives to protect the health, safety, and rights of the patient

4. The nurse is responsible and accountable for individual nursing practice and determines the appropriate delegation of tasks consistent with the nurse’s obligation to provide optimum care

5. The nurse owes the same duties to self as to others, including the responsibility to preserve integrity and safety, to maintain competence, and to continue personal and professional growth

6. The nurse participates in establishing, maintaining, and improving health care environments and conditions of employment conducive to the provision of quality health care and consistent with the values of the profession through individual and collective action

7. The nurse participates in the advancement of the profession through contributions to practice, education, administration and knowledge development

8. The nurse collaborates with other health professionals and the public in promoting
9. The profession of nursing, as represented by associations and their members, is responsible for articulating nursing values, for maintaining the integrity of the profession and its practice, and for shaping social policy.

**Alcohol and Drug Abuse Policy**

I) **Explanatory Statements**

A) Ethanol (alcohol) is a direct multi-system toxin, a central nervous system depressant and a psycho-tropic drug with the ability to affect mood, behavior, judgment, concentration, fine motor skills, and consciousness.

B) Many drugs, legal and illegal, have the potential to become multi-system toxins and central nervous system or mind-altering with the ability to affect mood, behavior judgment, concentration, fine motor skills and consciousness.

C) Being under the influence of alcohol and/or drugs or abusing the use of alcohol or drugs is not acceptable.

II) **Procedure for Student Suspected of Being Under the Influence of Alcohol or Drugs or Their Abuse**

A) The instructor will approach the student suspected of being under the influence of drugs or alcohol or their abuse, in a non-judgmental, firm, consistent, accepting, and reasonable manner.

B) The instructor will follow the guidelines for managing the nursing student suspected of alcohol or drugs as outlined below:

1) Recognize a student at risk by:
   (a) Odor of alcohol on breath or about person
   (b) Behavior such as slurred speech, poor coordination, impaired judgment, decreased level of consciousness, or unusual behavior that may be boisterous, combative, argumentative, or inappropriate

2) Immediate action to be taken by instructor and counselor:
   (a) Notify the ADRN Director
   (b) In clinical setting, the student will not be allowed to do patient care
   (c) In classroom setting, the student who displays disruptive behavior will be dismissed from class and/or directed to the Student Health Center for an appropriate referral

3) Intermediate action:
   (a) The student must meet with faculty team members to discuss the situation
   (b) A plan of action will be designed to assist the student toward rehabilitation

4) Long term action and consequences:
   (a) The student may be dismissed from the nursing class and program
   (b) The student can apply for readmission only after
      (i) Completing a formal plan of action developed by the faculty team members and/or a professional/licensed alcohol and drug program
      (ii) A minimum of six (6) months probationary delay
      (iii) Having a written confirmation of successful completion of a rehabilitation program

See also: [http://www.rn.ca.gov/pdfs/enforcement/discguide.pdf](http://www.rn.ca.gov/pdfs/enforcement/discguide.pdf)

**California Board of Nursing (BRN) Discipline**

I) **Nursing Students**
A) Are not disciplined by the BRN

B) The BRN’s professional conduct, ethical, or other guidelines may influence the decisions made by the Nursing Program

C) See also the California Board of Registered Nursing’s Recommended Guidelines for Disciplinary Orders and Conditions of Probation
   http://www.rn.ca.gov/pdfs/enforcement/discguide.pdf