



# Student Handbook

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# General Information

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## Student Handbook

The student handbook is designed to serve as a quick reference for issues relating to your attendance at Bryan College of Health Sciences. It is not a contract, nor is it an invitation to contract. It is available on the college website for you to refer to it as necessary throughout the program.

Bryan College of Health Sciences reserves the right at its discretion to change or amend the handbook at any time in the future. Revised policies, rules and procedures supersede previous policies, rules and procedures. Students are informed as new policies are created or when revisions of current policies occur. New policies and policies with editorial changes are emailed. If a policy revision requires small group discussion to ensure understanding, it is distributed in the classroom setting and explained by course instructors.

You will be asked to sign the Student Handbook Received Form acknowledging that you are aware of the Student Handbook upon enrollment.

Failure to adhere to all Bryan Medical Center, Agency and College policies may be grounds for dismissal, regardless of clinical/classroom performance.

# Catalog

Students are expected to utilize the College Catalog as a reference while a student at Bryan College of Health Sciences. It contains College requirements and policies.

Application for admission implies concurrence with all tuition and fees, and with all policies as stated in this catalog. Students are responsible for following the requirements and regulations of the catalog.

Bryan College of Health Sciences reserves the right to make changes without prior notice concerning rules, policies, tuition and fees, curriculum, requirement for degrees or other school related services. Updates to the published catalog are reflected in the catalog located on the College website at [bryanhealthcollege.edu](http://bryanhealthcollege.edu).

## Mission, Vision, Purpose, Goals & Values

### Our Mission

The mission of Bryan College of Health Sciences is to provide education in the health professions emphasizing clinical and academic excellence through collaboration with Bryan Health System and the healthcare community.

### Our Vision

The vision of Bryan College of Health Sciences is to provide a College of Health Sciences recognized as a leader in health professions education by qualified applicants, graduates and employers.

### Our Purpose

The purpose of Bryan College of Health Sciences is to educate healthcare professionals for service to the global community.

### Our Goals

The goals of Bryan College of Health Sciences are to prepare graduates who:

1. Qualify for diverse careers in healthcare, academic, or scientific environments
2. Illustrate respect for their own and others' unique individualities
3. Demonstrate professionalism in their field of study
4. Practice life-long learning as a means of personal and professional growth
5. Exhibit service-oriented citizenship within their communities

### Our Values

- **Integrity** - Be honest, trustworthy, accountable and ethical
- **Caring** - Be compassionate, empathetic and respectful
- **Equity** - Be adaptive and just
- **Learning** - Be insightful, knowledgeable and open to change



## Equity Statement

The Bryan College of Health Sciences' mission and core values compel us to create a community in which we collaborate with others to form mutually beneficial relationships. Our community is at its best when we all practice inclusion and adaptation. Community engagement begins when individuals explore unique identities and recognize the mix of strengths, biases, privileges, perspectives, and skills they and others bring to the community. Members of the community are also called to apply the concepts of *cultural humility*, *transparency*, and *social justice* in their interactions. We acknowledge that these concepts can be challenging to practice, but through consistent engagement with one another we will become a more equitable community.

## Non-Discrimination Policy

Bryan College of Health Sciences is committed to providing equal opportunities for all persons and an environment free from discrimination, harassment, or related retaliation. Bryan College of Health Sciences does not discriminate on the basis of race, ethnicity, color, national origin or ancestry, religion, sex, genetic information, gender identity or expression, age, marital or family status, pregnancy, sexual orientation, disability, veteran status, source of income, or any other protected class recognized by state or federal law in its programs, activities, employment and admissions.

The College complies with all applicable federal, state, and local laws relating to equal opportunity, including the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act (ADA), as applicable.

The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Title IX Compliance Coordinator:

Alethea Stovall, PhD, Dean of Students, 1535 South 52nd Street, Lincoln, NE 68506, Office #233, 402-481-3804, [alethea.stovall@bryanhealthcollege.edu](mailto:alethea.stovall@bryanhealthcollege.edu).

Deputy Title IX Compliance Coordinator:

Sue Pilker, EdD, Assistant Dean of Undergraduate Nursing, 1535 South 52nd Street, Lincoln, NE 68506, Office #321, 402-481-8712, [sue.pilker@bryanhealthcollege.edu](mailto:sue.pilker@bryanhealthcollege.edu).

ADA Coordinator:

Sarah Frankel, Academic Support & Accessibility Services Director, 1535 South 52nd Street, Lincoln, NE 68506, Office #219, 402-481-8782; [sarah.frankel@bryanhealth.org](mailto:sarah.frankel@bryanhealth.org).

For additional information on discrimination and harassment-related issues, you may visit <https://www2.ed.gov/about/offices/list/ocr/index.html> for the address [Sarah.Frankel@bryanhealth.org](mailto:Sarah.Frankel@bryanhealth.org) and phone number of the United States Department of Education Office for Civil Rights office that serves your area, or call 1-800-421-3481.

## Accreditation/Licensure

The College is authorized by the Nebraska Coordinating Commission for Postsecondary Education and is approved by the Nebraska State Board of Nursing, Credentialing Division, Department of Regulation and Licensure of the Nebraska Health and Human Services System. Bryan College of Health Sciences is accredited by the Higher Learning Commission.

The Adult Cardiac Sonography and Vascular Sonography programs and the Diagnostic Medical Sonography program offered at Bryan College of Health Sciences are accredited by the Commission on Accreditation of Allied Health Education Programs (CAAHEP), 25400 US Highway 19N, Suite 158, Clearwater, FL 33763, phone (727) 210-2350, [www.caahep.org](http://www.caahep.org) upon the recommendation of the Joint Review Committee on Education in Cardiovascular Technology and the Joint Review Committee on Education in Diagnostic Medical Sonography respectively.

Bryan College of Health Sciences School of Nursing Baccalaureate Program is accredited by the Accreditation Commission for Education in Nursing. Accreditation Commission for Education in Nursing, Inc., 3343 Peachtree Road, NE, Suite 850, Atlanta,

GA, 30326, phone: 404-975-5000, Fax: 404-975-5020. In addition, Bryan College of Health Sciences School of Nursing Baccalaureate Program is approved by the Nebraska State Board of Nursing, 301 Centennial Mall South, Lincoln, NE 68509, Phone: 402-471-4376.

Bryan College of Health Sciences Master of Science in Nursing Program is accredited by the Accreditation Commission for Education in Nursing. Accreditation Commission for Education in Nursing Inc., 3343 Peachtree Road NE, Suite 850, Atlanta, GA 30326, Phone: (404) 975-5000.

The Doctor of Nurse Anesthesia Program is accredited by the Council on Accreditation of Nurse Anesthesia Educational Programs (COA). American Association of Nurse Anesthetists, 222 S. Prospect Avenue, Park Ridge, IL 60068; phone: (847) 692-7050; FAX: (847) 692-6968, <http://coacrna.org>.

The College does not grant licensure or ensure an individual's eligibility to obtain licensure after graduation. It is each student's responsibility to know and understand the requirements for licensure and/or registry.

## Bachelor of Science in Nursing Program

Graduates of the Bachelor of Science in Nursing program are eligible to file an application to take the National Council Licensing Examination (NCLEX). Licensing entitles the individual to practice professional nursing as a registered nurse in the state in which the examination was written, and to apply for a license in other states.

Based on the Nebraska Uniform Licensing Law 71-147, the Department of Health-Bureau of Examining Boards may deny licensure to applicants who have been convicted of a misdemeanor or felony; who may be addicted to alcohol or a controlled substance or narcotic drug; or who engage in grossly immoral or dishonorable conduct.

Any student who has a criminal offense other than a minor traffic violation prior to or during enrollment at Bryan College of Health Sciences is required to report it to and conference with the Dean of Students.

## Health Professions Programs

Graduates of the Cardiovascular Sonography, and Diagnostic Medical Sonography programs meet published requirements by the Association of Registered Diagnostic Medical Sonographers (ARDMS) to apply for registry exam. After successfully passing the Sonography, Physics and Instrumentation (SPI) examination and examination(s) in the specialty, the graduate is credentialed as a Registered Diagnostic Cardiac Sonographer (RDCS), Registered Vascular Technologist (RVT), or Registered Diagnostic Medical Sonographer (RDMS), respectively. ARDMS policy stipulates that candidates must complete both the physics and the specialty area examination components within five years of each other.

ARDMS may deny, revoke or otherwise take action with regard to the application or certification of an applicant or registrant in the case of the conviction or plea of guilty, or plea of nolo contendere to a crime (felony and/or misdemeanor) which is directly related to public health or the provision of diagnostic medical sonography or vascular technology services.

## Student Code of Conduct

In keeping with the mission of Bryan College of Health Sciences the Student Code of Conduct was developed to maintain an environment that fosters student success and promotes professionalism. Each student is subject to federal and state laws, respective county and municipal ordinances, and all policies, rules and regulations of Bryan College of Health Sciences and Bryan Medical Center. The College expects all students to comply with all laws. In addition, students are expected to maintain the values of the College and comply with the College and Medical Center policies and regulations as outlined in The Student Handbook.

The College, in consultation with students, faculty, and staff, has developed policies for student conduct and College discipline policies. The College and its Board of Trustees have established College standards to support a philosophy of education based on socially responsible freedom. The policies and procedures contained in The Student Handbook are established in order to provide a climate necessary for achieving the goals of learning and personal development.

All violations of College policies and procedures committed on or off College property (both inside and outside the classroom), or at officially sponsored College events/activities (on or off campus) or via an electronic network or by electronic means fall within the scope of the Student Code of Conduct. The College reserves the right to take disciplinary action against students when their off-campus behavior violates College expectations and/or policies or when it adversely impacts or could



adversely impact the College or surrounding community. The College expects students to conduct themselves in accordance with the law. Student behavior off the premises of the campus that may have violated any local, state, or federal law, or that yields a complaint from others alleging law violations or student misconduct, will be reviewed by the College to determine the appropriate course of action by the College. The College reserves the right to report any situations involving student misconduct to appropriate law enforcement authorities.

The Office of the Dean of Students coordinates all matters relative to reported violations of the Student Code of Conduct and behavior. Any reports of unprofessional, unethical, or dishonest behavior will be investigated as deemed appropriate by the College.

Failure to meet College academic requirements are addressed utilizing the Academic Policies in The Student Handbook. Alleged and confirmed student violations related to academic integrity are addressed utilizing the Academic Integrity Violation Procedure.

Any violation of the College Student Handbook, Medical Center policies, or federal, state, or local laws or respective county and municipal ordinances, may result in investigation and subsequent disciplinary action under this Student Code of Conduct.

Examples of prohibited conduct include, but are not limited to:

- All forms of dishonesty, including, but not limited to, furnishing false information, forgery, and altering or misusing documents.
- Intentional disruption or obstruction of teaching, research, administration, disciplinary proceedings, or other College activities.
- Abuse, assault or harassment, physical, verbal or otherwise, of any person. This includes, but is not limited to, abuse or harassment based upon such factors as race, ethnicity, color, national origin or ancestry, sex, genetic information, gender identity or expression, sexual orientation, disability, age, marital or family status, pregnancy, source of income, veteran status, or political or religious beliefs.
- Behavior or activity that endangers or threatens to endanger the safety of one's self or others, including, but not limited to, the possession and/or use of firearms, fireworks, dangerous weapons, or hazardous chemicals.
- Behavior that significantly disrupts the learning environment of the College.
- Vandalism or damage, destruction or defacement of property.
- Theft of College property or the property of any person.
- Hazing; hazing is defined as any act committed by a person, whether individually or in concert with others, against a student in connection with pledging, being initiated into, affiliating with, holding office in, participating in, or maintaining membership in any organization or team affiliated with the College; and which is intended to have the effect of, or should reasonably be expected to have the effect of, humiliating, intimidating or demeaning the student or endangering the mental or physical health of the student. Hazing also includes soliciting, directing, aiding, or otherwise participating actively or passively in the above acts; the College will use a "reasonable person" standard when evaluating such conduct and its potential effects; because of the socially coercive nature of hazing, implied or expressed consent to hazing is not a defense under this policy.
- Any violation of the College Drug and Alcohol Policy, including, without limitation, possession, manufacture, distribution, dispensation, sale, or use of any controlled substance without medical authorization or misuse of any controlled substance for which they have medical authorization, unauthorized use of alcoholic beverages; procuring alcohol to a minor; or underage drinking.
- Failure to follow Medical Center, agency, and College policies.
- False reporting of an emergency or tampering with fire safety equipment, including, but not limited to, false reporting of a fire or a bomb threat or tampering with other fire related equipment.
- Unauthorized presence in or forcible entry into a College facility or College-related premises, including, but not limited to, College building roofs or fire escapes.
- Unauthorized use of College property, equipment or keys, including networks, computers, software or other information technology resources.
- Illegal peer to peer downloading of copyrighted material, copyright violation, or the unauthorized use of intellectual property.
- Failing to follow the reasonable directives of a College official, including violating the terms of a disciplinary sanction imposed through this policy.



In addition to applying this Code of Conduct to matriculated students, if between the time of an offer of admission and a student's matriculation the College learns of conduct that appears to be inconsistent with the behavioral expectations for students that are outlined here, the College reserves the discretion and right to withdraw such an offer of admission.

Anyone who has grounds to initiate a complaint regarding any Bryan College of Health Science student's conduct/behavior may do so by contacting the Dean of Students. The Dean of Students will request that a written complaint be submitted, which will usually include: 1) name(s) of the accused; 2) name(s) and contact information of those filing the complaint; 3) a clear statement explaining the nature and circumstances of the complaint. Complaints should be submitted as soon as possible after the event takes place.

The Office of the Dean of Students reserves the right not to proceed with complaints that are not submitted within a reasonable time frame. In addition, the Office of the Dean of Students reserves the right to investigate and pursue all alleged violations of professional conduct/behavior standards that come to the Office's attention, including cases in which the student(s) or other College constituents affected by the violation choose not to file or pursue a complaint. A student who has a complaint lodged against them (known as the "respondent") will be notified by the Dean of Students or designee and a meeting will be set to discuss the complaint. The respondent will be given a copy of the complaint in writing and the opportunity to present a written response to the matter. All parties will be given an equal opportunity to review any statements submitted by the other parties in the matter. At the meeting the case may be resolved, dropped or kept open for later resolution. Resolution may include sanctions up to dismissal from the program/College.

All parties, including the respondent and any aggrieved party, are required to respect the right of confidentiality of other participants. Any unauthorized disclosure of confidential information by participants to persons not involved in the process as direct participants, advisors, or responsible administrators, will be dealt with as a disciplinary violation. In addition, all participants in the process have a right to be free from intimidation and harassment. Any implied or actual act of retaliation, intimidation, or harassment is strictly prohibited and will be dealt with as a serious violation.

The Dean of Students will conduct an investigation to determine if the complaint(s) have merit and/or if they can be resolved by informal resolution by mutual consent of the parties involved on a basis acceptable to the Dean of Students. The investigation will typically be completed within 30 calendar days. Involved parties will be notified in writing if the investigation will exceed 30 calendar days.

If the Dean of Students finds that it is more likely than not that the violation occurred (known as a "preponderance of the evidence" standard) and the matter was not resolved by mutual consent, the Dean of Students will forward their written findings and all written materials submitted to or gathered by the Dean of Students to the College's Student Conduct Board. The Student Conduct Board membership includes the College Provost, Dean of Operations, and the Dean of the program in which the respondent student is enrolled. The Dean of Students will present the findings of the investigation to the Student Conduct Board. The Student Conduct Board will determine by the preponderance of the evidence standard if the conduct occurred. The Board will also determine the sanction to be imposed, taking into consideration the context and seriousness of the violation and the respondent's prior disciplinary history, if any. Decisions will be made by a majority vote of the members of the Student Conduct Board. Both parties will be simultaneously informed in writing of the decision of the Student Conduct Board, procedure for appeal, and when the decision becomes final. Decisions made by the Student Conduct Board shall be final, pending the right to appeal a sanction of suspension or dismissal based on the following appeal grounds: 1) there is new material evidence that was not presented and could not have been presented in the proceedings before the time the appeal is taken; 2) there was a violation of the procedures set forth in the Student Code of Conduct; or 3) the sanction is not appropriate under the circumstances. The request for appeal must be in writing and be submitted within ten (10) calendar days. The appeal will be reviewed by the President of Bryan College of Health Sciences. The President will review the appeal and issue a determination in writing within ten (10) calendar days. The time may be extended, with notice to the parties, if the President is out of the office or for other good cause. The President may affirm the decisions of the Student Conduct Board, modify or vacate those decisions, and/or refer the matter to the Student Conduct Board or the Dean of Students for further proceedings as directed by the President. The decision of the College President is final. The sanction may be imposed by the Student Conduct Board pending appeal to the President on a case by case basis.

It is the College's belief that sanctions should maximize safety for all students and College constituents, relate to the nature of the behavior, and provide an opportunity for growth and learning. The following disciplinary sanctions may be imposed for violations of student conduct but are not meant to represent the only sanctions that may be imposed by the College:

**Written Warning**

A written warning is a notice that the student's behavior is unacceptable and that further misconduct may result in further disciplinary action. A copy of the warning letter is placed in the student's academic file.

**Fines**

A monetary fine may be imposed. Failure to pay or to make arrangements to pay a fine may result in a hold being placed on the student's account.

**Restitution**

Restitution may be imposed in the form of monetary payment to repair or otherwise compensate for damages caused by the student. Failure to pay or to make arrangements to pay may result in a hold being placed on the student's account.

**Loss of Privileges**

A student may be restricted or excluded from participation in curricular or extra-curricular activities for a specified period of time.

**Educational Sanction**

Educational sanctions may include mediation, drug and alcohol education/treatment, public presentation, formal apology, research paper, college completion contract, etc.

**Suspension**

Termination of student status at the College for a specified period of time, with the possibility of reinstatement, provided that the student has complied with all conditions imposed as part of the suspension and provided the student is otherwise qualified for reinstatement. Depending on the length of the suspension, transition activities may be required. Suspension involves the exclusion of the student from participation in any academic or other activities of the College. Written notification of this action will be provided to the student. The student may be withdrawn from all courses carried that semester and shall forfeit all tuition/fees according to the normal refund schedule of the College. The student may not be on the College's premise unless engaged in official business approved in writing by the Dean of Students or College Administrator.

**Dismissal**

Termination of student status. Written notification of this action will be provided to the student. The action of dismissal will be noted on the student's academic transcript; the student will be withdrawn from all courses carried that semester and shall forfeit all tuition/fees according to the normal refund schedule of the College. The student may not be on the College's premise unless engaged in official business approved in writing by the Dean of Students or College Administrator. Readmission after dismissal may be granted on a case by case basis.

**Administrative withdrawal**

The College reserves the right to administratively withdraw a student for reasons such as failure to return from an approved leave of absence, dropping all classes after the beginning of a semester, inability to progress in a program due to academic performance, failure to register for a subsequent semester, failure to meet attendance or participation requirements, failure to meet course requirements or failure to pay College tuition and fees.

In addition, the college may require withdrawal of a student for medical reasons when:

(a) There is a reasonable basis to believe, based on a case-by-case, objective assessment of the student's behavior and other relevant information, that the student's medical, psychological, or substance-related condition prevents the student from safely and/or effectively participating in the College's academic and/or clinical education programs, such that the student is not otherwise qualified to attend the College; or

(b) There is a reasonable basis to believe, based on a case-by-case, objective assessment of the student's behavior and other relevant information, that as a result of the student's medical, psychological, or substance-related condition, the student has threatened, or poses a significant risk of threatening, the health or safety of others; or causes or threatens to cause property damage; or engages in behavior that is unduly disruptive of others in the College community. (Behavior that is "unduly disruptive" includes but is not limited to conduct that interferes with, or poses a significant risk of interference with, the emotional or physical well-being of others and/or the academic, extracurricular, or social activities of others.)

Prior to the withdrawal, the student may be required to sign a release authorizing disclosure of the student's medical or other information by and between the student's physician(s), psychologist(s), or licensed counselor(s), or others who are asked to

provide information regarding the student and the appropriate College official(s). A medical evaluation by a competent specialist may also be required. The outcome of the medical evaluation will be shared with an appropriate professional employed or contracted by the College.

Student(s) will be given notice and an opportunity to speak with an appropriate College official prior to or within five business days of the withdrawal. That official may also consult with others as appropriate (e.g., medical professionals, other College officials, law enforcement, and/or the student's family members).

The student will be notified of the withdrawal decision in writing. The decision may be appealed, by filing an appeal to the President, within 10 working days of when the student receives notice of the decision. The President's decision is final.

Students withdrawn under this section may also be subject to the normal disciplinary processes if their conduct has violated College policy. If disciplinary action is appropriate, the matter must be resolved either before or immediately upon the student's return.

The action of administrative withdrawal will be noted on the student's academic transcript; the student will be withdrawn from all courses carried that semester and shall forfeit all tuition/fees according to the normal refund schedule of the College. Administrative withdrawal is a neutral action and should not be considered as negative or of a disciplinary nature; it is therefore not subject to the procedures set forth in this Student Code of Conduct. Students desiring to reenter the College after administrative withdrawal must apply for readmission.

### Disciplinary Records

A record is maintained for disciplinary proceedings and incidents that violate the College Student Code of Conduct. These records are maintained in the Dean of Student's Office for seven years. At the discretion of the Dean of Students, a disciplinary record for severe violations of the Student Code of Conduct or violations of local, state, and federal laws may be maintained by the College indefinitely. Records involving alleged violations in which the student was charged and found not responsible, or in which charges were subsequently dropped, are, absent extenuating circumstances, retained in the Office of the Dean of Students for the tenure of the student, then destroyed, unless retention is required by law.

## Student Rights and Responsibilities

### Student Rights

**Students have the right to academic freedom**, including but not limited to: the right to free discussion, inquiry and expression; freedom to take reasoned exception to the data or views offered in any course of study and to reserve judgment about matters of opinion; protection through orderly procedures against prejudiced or capricious academic evaluation; and determination of their curriculum.

**Students have the right to expect certain practices of their instructors**, including but not limited to: establishing clear course objectives and course expectations through the syllabus; clearly stating methods for course evaluation; holding regularly scheduled office hours; and protecting students' intellectual freedom.

**Students have the right to an educational experience free from discrimination** and under no circumstance shall the basis of race, ethnicity, color, national origin or ancestry, religion, sex, genetic information, gender identity or expression, age, marital or family status, pregnancy, sexual orientation, disability, veteran status, source of income or any other protected class recognized by state or federal law determine a student's participation in the College's programs, activities, and employment, including but not limited to admissions, progression and graduation.

**Students have the right to receive course content and experiences that are delivered in an accessible manner.**

**Students have the right to a clear mechanism for confidential input into the evaluation of faculty.**

**Students have the right to participate in the formulation and application of institutional policies and procedures affecting academic and student affairs**, including but not limited to: participation in Student Government Association; representation on faculty and staff committees; and participation in the formulation of the student code of conduct.

**Students have the right to file grievance.**

### Student Responsibilities

**Students will exercise their right to academic freedom in a responsible manner**, including but not limited to: developing the capacity for critical judgment; engaging in a sustained and independent search for truth; learning the content and maintaining standards of academic performance established for each course in which they are enrolled.

**Students have the responsibility to actively engage with their academic experience**, including but not limited to: regularly attending class; exhibiting behavior that contributes to a positive learning environment and does not compromise the learning process for others; regular meetings with their academic advisor; and utilizing the provided campus resources and normalizing help-seeking behavior.

**Students have the responsibility to hold up the expectation of an environment free from discrimination** in any space where they are representing Bryan College of Health Sciences or the Bryan Health System.

**Students have the responsibility to seek out reasonable accommodations, when desired, if content and/or experiences are not accessible.**

**Students have the responsibility to provide appropriate evaluation of their faculty.**

**Students have the responsibility to know the policies and procedures enumerated in the student handbook.**

**Students have the responsibility to follow the appropriate grievance procedure**, including but not limited to: unwelcomed sexual behavior or sexual harassment; inappropriate instructor

## Student Rights

**Students have the right to safety on campus**, including but not limited to: personal privacy to the extent that the welfare and property of others is respected; adequate street lighting; locks and other safety measures deemed necessary given the environment.

## Student Responsibilities

conduct; concerns about the classroom environment, the course's grading system, or class activities; failure to provide disability accommodations.

**Students have the responsibility to conduct themselves in a safe manner and report safety concerns to appropriate college personnel.**

# Academic Policies and Procedures

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## Academic Progress

The College has adopted the standard published in the Federal Student Financial Aid Handbook as the basis for the academic progress policy.

Full time students may receive financial aid for a maximum of 150% of the credit hours required to complete their program or until the degree is acquired, whichever occurs first. Students who do not complete within the published time frame are evaluated on an individual basis to determine appropriate action for program completion.

## Academic Standing

A student who is dismissed is not allowed to enroll during the next semester or at any time in the future unless special permission is secured.

At the end of each semester students who fail to remain in good standing are placed on academic warning, probation or are dismissed.

### Academic Warning

Initiated when a student's cumulative GPA falls below the specified minimum level in a given semester.

### Academic Probation

Initiated when a student's cumulative GPA remains below the specified minimum level at the end of the academic warning semester.

### Academic Dismissal

Occurs when a student's cumulative GPA remains below the specified minimum level at the end of the academic probation semester.

The minimum grade point averages permitted for student to be considered in good standing are as follows:

Academic Warning Cumulative GPA falls below 2.00

Academic Probation Cumulative GPA remains below 2.00 at end of the academic warning semester

Academic Dismissal Cumulative GPA remains below 2.00 at end of the academic probation semester OR fails ½ of attempted hours

## Academic Recovery Policy and Procedure

In order to continue timely degree progression, it is critical for students to address unsatisfactory academic performance as quickly as possible. Students who did not pass one or more courses in a given term will be placed on Academic Recovery and will be notified via Academic Support Services. Academic Recovery also applies to students who are retaking a previously withdrawn course. In the immediate next spring or fall term after being placed on Academic Recovery, a recovery hold will be placed on the student's account and must be cleared prior to registration for the subsequent semester. Students must complete the following Academic Recovery Process to have the recovery hold lifted:

- Meet with the Academic Support Services Director within the **first three weeks** of the semester to discuss previous semester's coursework and identify challenges to academic success.
- Develop a plan for future success, which could include:
  - Regular meetings with an Academic Success Coach
  - Peer tutoring
  - Meeting with faculty during designated office hours
  - Attending exam review sessions
  - Connection to other campus support services
- Follow up meeting with Academic Support Services Director prior to priority registration (mid-October for fall and mid-March for spring) to review progress and lift advising hold.

Communication, at both the time of implementation and successful completion, of the success plan will take place between the student, their advisor and the Academic Support Services Director.

## Satisfactory Academic Progress

Bryan College of Health Sciences has established the following policy related to student satisfactory progress for the purpose of assuring that the College is in compliance with the most current language found in Federal Regulation C.F.R. 668.34 which establishes standards for satisfactory academic progress that must be met in order for students to receive federal Title IV financial assistance. The following policy applies to all undergraduate students

Satisfactory academic progress will be assessed at the completion of each academic semester. Students will be notified in writing if they are not making satisfactory academic progress. It should be noted that lack of academic progress may affect a student's academic standing, and a student's ability to receive federal financial aid. The Registrar will notify students who are not meeting minimum academic standards (see academic policies). Financial Aid will notify students of any change in financial aid eligibility that is a consequence of failure to make satisfactory academic progress.

Evaluation for satisfactory academic progress will be performed using the following standards:

### Qualitative Standard - Grade Point Average (GPA)

- Undergraduate students must maintain a cumulative GPA of at least a 2.0 on a 4.0 scale.

### Quantitative Standard - Pace of Progress

All students must successfully complete at least 66.67% of their cumulative attempted credit hours.

- Effective fall 2019, for an undergraduate no letter grade less than a "C" in a general education course or a "C+" in a course in the major will be considered successful. For students entering prior to fall 2019, no letter grade less than a "C+" for any course will be considered successful. A grade of no pass (NP) is also not considered successful.

The following considerations will also be included in applying the qualitative standard:

- Transfer credits accepted toward the student's program are included in both the attempted and completed credits and are subject to the same grade standards as non-transfer credits. Your official cumulative GPA is derived from courses taken at Bryan College of Health Sciences; however, Bryan College of Health Sciences must include all attempted hours when calculating the maximum time frame for degree completion.
- Credits for a course from which the student has withdrawn will not be considered successfully completed
- Grades of incomplete (INC) will not be considered completed until the incomplete has been removed and a successful grade has been assigned.
- When a student successfully repeats a course that had been previously failed, the grade for that course will replace the grade for the failed course on their transcript; and the credit hours will count as attempted and successfully completed. The credit hours for the failed course will also count toward attempted hours.

### Maximum Time Frame

- For Federal Financial Aid: Students will not receive federal financial aid once they have completed credit hours equaling 150% of the length of their program. For example: for a BSN student whose program is 128 credit hours in length, no financial aid will be given once the student has completed 192 credit hours ( $128 \times 1.5 = 192$ ).
- For Optimum Student Retention and Performance: Students will be expected to complete their programs in a time period equal to 150% of their identified program of study as measured in years. Students who are not on a trajectory to complete in that time frame will be evaluated on a case-by-case basis.

### Consequences of Failure to meet Satisfactory Academic Progress Standards

Any student failing to meet the qualitative or quantitative (pace) standards for satisfactory academic progress will be placed on financial aid warning. Students on financial aid warning may receive financial aid for one semester after warning status has been applied. Financial aid will be available in the following semester only if the student made satisfactory academic progress during the warning semester.

The student may also be subject to a change in academic standing. See policies related to academic standards

## Re-Establishing Eligibility for Financial Aid

Eligibility for federal and institutional aid will be reinstated when a student presents the Director of Financial Aid with an official transcript from the Registrar verifying the satisfactory removal of the deficiency.

## Registration

Registration occurs in March/April for the summer and fall semesters. Registration for the spring semester occurs in October/November. Students will be notified regarding course offerings prior to registration. The course registration guides will be available on the College website [bryanhealthcollege.edu](http://bryanhealthcollege.edu). See the academic calendar for registration dates. The College reserves the right to cancel any course offering for which enrollments are insufficient.

## Student Status

Undergraduate			
Semester	Full Time	3/4 time	1/2 time
Fall	12 credits	9-11 credits	6-8 credits
Spring	12 credits	9-11 credits	6-8 credits
Summer	12 credits	9-11 credits	6-8 credits

## Audit a Course Policy

The primary purpose for offering course audits is to allow students with no need or desire for academic credit to pursue their interest in a particular subject matter. Auditing gives students access to course materials and opportunities to participate as determined by the course faculty. Students do not receive a grade or credit for an audited course.

Application to or enrollment in the College is not required to audit a course. Registration to audit a course requires the permission of the course faculty, faculty advisor (if applicable), and the Dean or Director of the Program. Permission is considered on a space available basis with priority given to those students enrolled for credit. A student may audit up to 8 credits. The clinical or lab portion of a clinical course may not be audited.

The following stipulations apply to course audits:

- The student is required to contact the course faculty prior to the start of the course to inquire about the expectations for auditing the course.
- Access to exams is not allowed for nursing courses and per instructor in all other courses. The course faculty determines and communicates the expectations and allowances for student involvement in remaining class activities/assignments.
- An audited course may not be used to earn credit by examination or credit by waiver.
- An audited course cannot count in fulfillment of current program or degree requirements.

Tuition for auditing a course is listed on the tuition and fee schedule. Refunds are based on the refund policy for the College. An individual must declare audit status at the time of registration and may change to credit status only during the first week of the course and only with permission of the Dean or Director of the Program. If audit status is changed to credit status, regular tuition and fee rates apply and the student must fulfill all of the course requirements.

The official transcript will reflect "AU" for those individuals who successfully meet the expectations determined by the course faculty. No grade is assigned and no course credit is earned.

## Petition of Exceptions to Program Curriculum Requirements

A Petition of Exceptions to Program Curriculum Requirements is a request made by a student to alter expected program requirements, which may include clinical, internships, classroom, and curriculum. The student should initiate the process by contacting their advisor. The petition initiates curriculum subcommittee review to determine if the proposed request is educationally sound.



## Drop and Add

### Adding a course

A course may be added through the end of the first week of a semester. The student must complete a Request to Drop/Add a Course form. After the first week of the semester adding a course requires permission of the instructor. Add deadlines for summer terms or sessions less than a full semester following a prorated schedule. Prorated schedules are available from Records and Registration.

### Dropping a Course

A Course may be dropped through the end of the first week of the semester. The student must complete a Request to Drop/Add a Course form. A course dropped by the end of the first week of the semester is not recorded on the transcript. A student who wishes to drop a course after the first week must follow the Withdrawal from a Course policy. Drop deadlines for summer sessions or sessions less than a full semester follow a prorated schedule available from Records and Registration.

The Add/Drop policy applies to students at all instructional locations including those taking courses at Hastings College.

## Repeating a Course

Effective Fall 2019, Nursing, Sonography, and Health Professions Completion students must repeat any required course in which a grade below a "C" in a general education course or a grade below a "C+" in the major is received. For degrees in Biomedical Sciences and Healthcare Studies, all entering students must repeat any required course in which a grade below a "C" is received, both for general education and major courses. Students who entered prior to Fall 2019 must repeat any required course in which a grade below "C+" in a general education course or below "C+" in a course in a major is received.

### Course in a Major

Students may only repeat a course in the major one time. Students may repeat no more than two courses in the major in which a grade of less than "C+" is earned throughout the curriculum. A student cannot repeat a course in a major for which a final grade of "C+" or better has been earned.

### General Education Course

Effective fall 2014, students may only repeat the same general education course one time. Students who choose to repeat a general education course that they have already completed successfully at Bryan College of Health Sciences and/or that has transferred successfully from an accredited institution must be informed that they will not be able to include such a course toward eligibility for federal financial aid. Students may audit a general education course that they have already completed successfully at Bryan College of Health Sciences and/or that has transferred successfully from an accredited institution. However, students must be informed that an audited course will not be included toward eligibility for federal financial aid.

## General Education Transfer of Credit

### General Education Courses

The following policy delineates minimum standards for the transfer of general education credit hours for Bryan College of Health Sciences. Individual degree-granting programs may develop their own, more stringent, standards for acceptance of general education or program-specific credit hours from accredited postsecondary institutions and other sources. Degree completion programs, due to the nature of their purpose and the unique experiences of their students, may elect to waive requirements 4 to 6 as applicable and pertinent to the individual student's course of study. Students must be aware of the requirements of their individual programs.

Students may transfer up to 64 general studies credit hours from accredited post-secondary institutions. Courses will only be accepted for transfer if they meet the following criteria:

1. The quality and content of courses must be compatible with the educational philosophy of Bryan College of Health Sciences and similar to courses in the College's general education curriculum.
2. Students requesting credit for courses taken at institutions of higher learning located outside the United States must have those courses evaluated. Acceptable evaluation agencies include Educational Credential Evaluators (Catalog Match Evaluation) and World Education Services.

3. Effective Fall 2019, only courses for which the student has earned at least a C (or the equivalent of a C) will be considered for transfer credit. For students who entered prior to Fall 2019, only courses for which the student has earned at least a C+ (or the equivalent of a C+) will be considered for transfer credit. For degree completion students only: Only courses for which the student has earned at least a "C" (or the equivalent of a "C") will be considered for general education transfer credit.
4. Courses accepted for transfer must have been taken no more than 7 years prior to the date on which the transfer of credit was requested for natural sciences and mathematics courses. All incoming students who have not completed the math sequence for their degree will take the Math Placement test to allow the student to determine if their placement based on transfer credit is appropriate.
5. At least 30 of the last 45 credit hours needed for a degree (including program-specific and General Education hours) must be taken at Bryan College of Health Sciences.
6. A maximum of 32 of the 64 credit hours accepted for transfer may be from a combination of hours earned through:
  1. Credit by Standardized Examination:
    - Advanced Placement (AP): Credit for certain courses may be awarded provided that students have achieved a minimum qualifying score on the corresponding AP exam. The current list of exams that will be accepted as well as the minimum qualifying score for each exam is listed below.
    - College Level Examination Program (CLEP): Students with pertinent knowledge or experience may demonstrate proficiency by taking examinations such as those offered by the College Level Examination Program (CLEP). Credit for certain courses may be awarded provided that students have achieved a minimum credit-granting score on the corresponding CLEP Exam. The current list of CLEP exams that will be accepted, as well as the minimum credit-granting score for each exam, is listed on the following page.
    - International Baccalaureate (IB): Credit for certain courses may be awarded provided that students have achieved a minimum qualifying score on the corresponding IB exam. The current list of exams that will be accepted as well as the minimum qualifying score at the Standard Level (SL) and Higher Level (HL) is listed below.
  2. If a student has taken a CLEP exam not listed in the table that they wish to use to fulfill a general education requirement or elective, the student should submit a petition to the General Education Curriculum Subcommittee.
  3. Credit by Waiver: Students with pertinent knowledge or experience may demonstrate proficiency by presenting relevant documents for review.
  4. Correspondence and Electronic Format Courses: Classes taken through distance education methodologies such as correspondence, extension or on-line courses.
  5. Dual Credit Courses: Students who have earned college as well as high school credit for courses given by their high school may request transfer of credit for that course. No more than 15 of the 32 hours may be composed of transfer hours from dual credit courses.

Exceptions to the above may be accepted. Requests for exceptions will be reviewed on a case by case basis. Upon enrollment students are to complete all course work at Bryan College of Health Sciences or Hastings College if at the Hastings instructional location. Under special circumstances, students may request to complete a course from another accredited institution and must obtain prior approval.

Beginning fall 2011 general education courses taken outside of Bryan College of Health Sciences will not be calculated into the student's grade point average.

Beginning fall 2021, first time degree-seeking students at Bryan College of Health Sciences, who have received the Learn to Dream scholarship through Southeast Community College, will be automatically approved to transfer in up to 30 credit hours while concurrently enrolled at Bryan. The 30 credit hours cannot be in the areas of math and science and must be from the pre-approved course list as defined by each major of study.

AP Exam	Minimum Required Score	Corresponding Course	Credits
AP English Language and Composition	3	ENGL 104	3
AP Psychology	3	PSYC 121	3
AP Calculus AB	3	MATH 205	3
AP Calculus BC	3	MATH 205	3
AP Statistics	3	STAT 210	3
AP Biology	4	BIOS 110	4
AP Chemistry	3	CHEM 103	4
	4	CHEM 103 OR CHEM 110	4
	5	CHEM 110 AND CHEM 120	8

AP Physics B	3	PHYS 105	4
AP Physics B	4	PHYS 210 AND 220	8
AP Physics C: Mechanics	4	PHYS 210	4
AP Physics C: Electricity and Magnetism	4	PHYS 220	4
AP Spanish Language and Culture	4	SPAN101 and up to 3 additional transfer credits	6
AP Human Geography	3	Social Sciences elective, fulfills cultural studies requirement	3

CLEP Exam	Minimum Required Score	Corresponding Course	Credits
College Composition	50	ENGL104 AND ENGL154	6
Humanities	50	Humanities Elective	3
Human Growth and Development	50	PSYC 201	3
Introduction to Psychology	50	PYSC 121	3
Introduction to Sociology	50	SOCI 101	3
Biology	50	BIOS110 AND BIOS120 (need BIOS110L and BIOS120L)	6
Calculus	50	MATH 205	4
Chemistry	50	CHEM110 AND CHEM120 (need CHEM110L and CHEM120L)	6
College Algebra	50	MATH 155	3
College Mathematics	50	MATH 105	3
Spanish Language Level I	50	SPAN101 and up to 3 additional transfer credits	6
Spanish Language Level II	63	SPAN101 and up to 6 additional transfer credits	9

IB Exam	Required Score	Standard Level Exam	Higher Level Exam
Biology	5-7	BIOS110/110L (4 credits)	BIOS110 and BIOS120 (8 credits)
Chemistry	5-7	CHEM103 or CHEM110 (4 credits)	CHEM110 and CHEM120 (8 credits)
English	5-7	ENGL104 (3 credits)	ENGL104 and ENGL154 (6 credits)
Mathematical Studies	5-7	MATH155 (3 credits)	MATH155 (3 credits)
Mathematics	5-7	N/A	MATH205 (4 credits)
Physics	5-7	PHYS105 (4 credits)	N/A
Psychology	5-7	PSY121 (3 credits)	PSYC121 (3 credits) + 3 additional 200-level social sciences transfer credits
Language (i.e. Spanish, German, etc.)	5-7	3 credits (Humanities elective, fulfills cultural studies requirement)	6 credits (Humanities elective, fulfills cultural studies requirement)

## Program Change

A current student in a bachelor's degree program who desires to change to another bachelor's degree program at the College should meet with his or her current academic advisor to initiate the process. Admission into the desired program is not guaranteed, and a change of program may extend the student's anticipated graduation date. The student must also consult with the Financial Aid Office to determine how the program change might impact his or her financial aid. The student must complete a Request for Program Change form. The student will be evaluated based upon the admission criteria for the desired program, using previously received application materials and an updated transcript. The Admission, Progression, and Graduation (APG) Committee of the desired program will make an acceptance determination. The Admissions office will communicate the decision with the student's current advisor, the dean or director of both programs. If the program change is approved, the date of admission to the desired program will be determined based on the availability of space, the curriculum, and course sequencing. An individual program of study will be created for the student, and the student will be assigned a new advisor.

## Called to Active Duty Policy

Bryan College of Health Sciences recognizes and appreciates the important contributions made by students in service to our country. In support of these students, the College has developed procedures to provide each student with maximum flexibility in the event the student is called to active duty.

If a Bryan College of Health Sciences military/veteran student is called to active duty while currently enrolled, the student must present a copy of the official orders to the Student Records Office. Students have three (3) options depending on the length of the activation: take a temporary leave of absence, withdraw completely or take incompletes in their courses.

1. If the student is being temporarily activated for duty, including annual and/or monthly training, or mobilized:
  1. The student may take a leave of absence from their course(s).
  2. Student needs to inform professor of absence dates ahead of the absence.

3. Student will not be penalized for missed classroom time, but is responsible to complete any coursework that was assigned during dates of absence.
2. If the student is being mobilized or deployed for an extended period of time or is being reassigned or transferred permanently, the student may withdraw from classes immediately.
  1. Bryan College of Health Sciences will not hold the student accountable for tuition-related expenses for the term, session, or semester.
  2. A "W" grade will be represented on the student's official transcript to show the reason for the withdrawal and withdrawal date.
3. If the student is being mobilized or deployed for an extended period of time or is being reassigned or transferred permanently, the student may request a grade of "Incomplete" for their course(s).
  1. If the student has completed a substantial portion of the course and required coursework, the instructor may approve the student request for an "incomplete" in the course.
  2. I to F Policy: Students called to active military duty will be exempt from the subsequent semester automated changes of I to F grades for the term of deployment and the year prior to deployment. Students may complete work upon their return from duty or may choose to maintain the "I" grade. Therefore, "I" grades for students called to active military duty will remain listed as "I" until a change of grade is submitted by the faculty member, or indefinitely, if so desired by the student. Tuition and mandatory fees would be assessed in full.
  3. If arrangements are made with only some of the instructors for grades or incompletes, the registration for those courses would remain intact and tuition and mandatory fees would be assessed for those courses. Any courses for which arrangements cannot be made for grades or incompletes could be dropped and the tuition and mandatory fees for those courses would be refunded.

Students will be eligible for readmission to the College after completion of their active duty.

## Leave of Absence

Students may submit a request to the Registrar for a leave of absence. The date of re-enrollment will be determined based on numbers of students in each course and the sequence of courses. The request must be submitted prior to the start of the leave of absence, unless unforeseen circumstances arise. The leave of absence may not exceed one year; however, repayment of federal loans will begin after 180 days. Repayment of private loans may begin immediately upon leave; please call your lender to confirm. When returning to the course the student will start at the beginning of the course, regardless of where they were at the time the leave of absence was requested. Failure to return from an approved leave of absence shall be considered a withdrawal from the College. The withdrawal date shall reflect the start date of the leave of absence even though the leave was approved. The withdrawal policy will then be implemented.

Students may be required to complete transition activities if a one semester gap occurs between courses. Faculty and the student will collaborate to determine individualized activities designed to promote success in the program. Transition activities must be completed prior to resuming courses.

[Leave of Absence Procedure](#)

## Leave of Absence Procedure

Students requesting a leave of absence from Bryan College of Health Sciences must carry out the following procedure:

1. Present to the Registrar a written request ("Leave of Absence Form"), which includes the date the leave starts and the date the student will return to school. The written request must document the reason for the leave of absence and explanation of reasonable intent of return to complete the course of study.
2. Return all resource materials to the library and skills lab equipment to the Library/Skills Lab.
3. Prior to the date of return, the student will receive a written communication regarding course placement and any required transition activities. Questions regarding course placement are to be directed to the Registrar

## Dismissal Policy

Failure to meet the requirements as listed in the College Catalog, Student Handbook, and course requirements may be grounds for dismissal from the program and College regardless of clinical/classroom performances. Students may be dismissed at any time when performance, based on the faculty professional judgment, is deemed unacceptable or unsafe.

The President of the College has the authority to dismiss any student from the College at any time when such action is deemed to be in the best interest of the College or of the student.

Failure to follow medical center, agency or College policies is cause for immediate dismissal.

#### [Dismissal Procedure](#)

## Dismissal Procedure

Students dismissed from the Bryan College of Health Sciences must carry out the following procedures:

1. Turn in the student name tag and any keys checked out to the student. A fine of \$100.00 will be charged for any lost medication access key that is not turned in. Failure to do so will result in a hold being placed on the student's transcripts.
2. Return all resource materials to the Library and skills lab equipment to the Bryan College of Health Sciences Office. If assigned a locker, remove the lock and all contents.
3. Check to make certain that all financial obligations have been met.
4. Arrange to schedule repayment of student loans through the Financial Aid Office.

## Course Withdrawal Policy

A student who wishes to drop a course after the first week of the semester must withdraw from the course. The student must complete a "Request to Drop/Add a Course" and submit it to Records and Registration. If a student withdraws from a course before the end of the twelfth week of the semester, a grade of "W" (withdrawal) is recorded on the transcript. A withdrawal is not computed in the grade point average.

Students who find it necessary to withdraw from a course after the twelfth week of the semester or after the completion of a blocked clinical requirement for a course must petition the Dean of the student's program for permission to withdraw. If approved to withdraw, the student will receive a "WP" (withdraw passing) or a "WF" (withdraw failing) on the transcript, depending upon the student's grade in the course (class or clinical) at the time of withdrawal. A "WP" or completion of blocked clinical requirements for a course and does not petition for a WP or WF, the course grade will be assigned based on work completed to date with a grade of zero assigned for work not completed. This may result in a failing grade. The failing grade will be included in the grade point average. A "WF" in a course will count as a failure and may impact progression.

Withdrawal deadlines for summer terms or sessions less than a full semester follow a prorated tuition refund and withdrawal schedule. Prorated schedules are available in Records and Registration.

## Withdrawal from All Courses

A student who withdraws from all courses prior to the end of the twelfth week of the semester must complete the Request to Withdraw form to avoid receiving an automatic "F" in all courses. All College property must be returned prior to withdrawal, and arrangements must be made for meeting financial obligations. A student seeking to withdraw after the twelfth week of the semester must petition the Dean of the appropriate school for permission to withdraw; the student will not be allowed to withdraw unless permission is granted.

Withdrawal deadlines for summer terms or sessions less than a full semester follow a prorated tuition refund and withdrawal schedule. Prorated schedules are available in Records and Registration.

## Withdrawal from College Procedure

Students who voluntarily withdraw from Bryan College of Health Sciences must carry out the following procedure in order to clear their student record:

1. Present to the Registrar a written statement of intent to withdraw from the College of Health Sciences using the Withdrawal From College Form. Forms may be obtained from the Registrar.
2. Return all resource materials to the library and any skills lab equipment to the library or skills lab.
3. Check to make certain that all financial obligations have been met.
4. Arrange to schedule repayment of student loans through the Financial Aid Office.
5. Students interested in readmission, see readmission policy.

# Academic Integrity Violation Policy

Academic integrity is expected in all student endeavors. The College's Academic Integrity Violation Policy defines academic integrity and academic dishonesty, including cheating, deliberate plagiarism, fabrication, and falsification. Resolution of student violations under the Academic Integrity Policy is addressed in this procedure.

Alleged and confirmed academic integrity violations are held in strict confidence. Information regarding alleged or confirmed violations and identities of alleged violators will be shared with faculty, students, administrators, or staff on a need-to-know basis necessary to this procedure. Trends in academic integrity violations will be reported to College Committees, omitting any potentially identifying information.

All students, faculty, staff, and administrators are expected to report suspected academic integrity violations. Suspected violations should be reported directly to the involved Course Faculty; the Provost may also be contacted for assistance. Investigating and reporting alleged violations is the responsibility of the involved Course Faculty.

## Academic Integrity Violation:

Course Faculty may learn of a potential academic integrity violation through direct observation, self-report by the violator, or report by a third party. Faculty are obligated to address the matter with the student.

The following steps should be completed:

1. Document the incident by notifying the Provost via the Google Early Referral Form to ascertain whether prior violations are on record for the student in the Academic Integrity Violation Database. The Provost will notify faculty whether the student has a prior violation on record or not.
  2. Notify the student electronically using the Academic Integrity Violation Student Notification form that he or she is suspected of violating the College's Academic Integrity Policy, identifying the specific violation or violations, and requesting the student to provide any evidence relevant to the investigation.
  3. Faculty may take 10 (ten) working days to complete an investigation after notifying the student of a suspected academic integrity violation. These working days include when students are on scheduled breaks and holidays.
  4. Schedule a meeting with the student. The meeting shall occur within 5 (five) working days of the conclusion of the investigation. Failure on part of the student to meet with the faculty within the designated time will result in an Integrity Panel Review (IPR). The IPR is conducted by an Integrity Panel (IP). IP is comprised of 6 voting members: 3 (three) students and 3 (three) faculty selected from the pool of AIC members by the AIC Chair and Provost or Administrative Designee.
- **If evidence does not support an alleged violation**, Course Faculty will meet with the student to discuss the potential violation, and review the academic integrity policy, college values, and course expectations. The student may be referred to the Student Success Center for further development, as needed.
  - **If a violation occurred and the student has no prior violations on record**, Course Faculty have **2 options** in proceeding with the alleged violation:
    - **Option One:** Course Faculty will determine the sanction and remediation plan the violation warrants, pursuant to the sanctions and penalties for academic violations and complete the Academic Integrity Violation Reporting form (AIVR). Course Faculty may assign a sanction with a maximum severity of course failure. Course Faculty will meet with the student. The student will indicate on the AIVR whether he or she is (a) admitting responsibility and accepting the sanction, or (b) not admitting responsibility and/or not accepting the sanction. The student is permitted to complete and sign the AIVR the next working day. Failure to do so by the specified deadline results in an automatic referral of the case to the AIC for an Integrity Panel Review (IPR).
      - **If the student admits responsibility and accepts the sanction**, Course Faculty will complete the AIVR and forward all supporting documents to the Provost. Course Faculty will retain copies of all documents until course end, at which time documents are destroyed. Faculty will implement the sanction and remediation plan. The student will make an appointment with the Provost within 2 (two) working days to review the Academic Integrity Policy and Procedure. The Provost will record the violation in the Academic Integrity Violation Database. The Provost retains all original documents for a minimum of 5 years after graduation or dismissal. The Provost in collaboration with the faculty will monitor the student's progress throughout the completion of the remediation plan. The Provost may appoint an appropriate liaison to monitor the student's progress throughout the process. Failure to complete the remediation plan may result in disciplinary action up to and including dismissal from the College.

- **If the student does not admit responsibility and/or does not accept the sanction** the student indicates this on the AIVR and signs the form. Faculty will complete the AIVR and forward all supporting documents to the Provost. The Provost, upon receiving completed form, will forward the AIVR and all supporting documents to the AIC chair within 2 (two) working days. This action triggers an IPR. The outcome of the IPR cannot result in a harsher sanction than was imposed by the Course Faculty.
- **Option Two:** In the event Course Faculty determines the alleged violation warrants a sanction more severe than course failure, Course Faculty will complete an AIVR and meet with the student to inform the student of this possible sanction. The student is permitted to complete and sign the AIVR the next working day. Failure to do so by the specified deadline results in an automatic referral of the case to the AIC for an Integrity Panel Review (IPR). Faculty will complete the AIVR and forward all supporting documents to the Provost. The Provost, upon receiving completed form, will forward the AIVR signed by the student and all supporting documents to the AIC Chair within 2 (two) working days after meeting with the student. Receipt of these documents will trigger an IPR.
  - **If the student has a prior violation on record,** the Provost will contact Course Faculty. Course Faculty will complete the AIVR with recommended sanctions and remediation plan. Course Faculty will meet with the student to review the sanctions and plan. Course Faculty will inform the student that the previous violation requires an IPR of the current violation. The student is permitted to complete and sign the AIVR the next working day. Failure to do so by the specified deadline results in an automatic referral of the case to the AIC for an Integrity Panel Review (IPR). Faculty will complete the AIVR and forward all supporting documents to the Provost. The Provost will forward the original AIVR and all supporting documents to the AIC chair within 2 (two) working days after meeting with the student.

Receipt of an AIVR by the AIC Chair triggers an IPR conducted by the Integrity Panel (IP). Information about the violation or alleged violator(s) to this point is strictly limited to the involved Course Faculty, Provost, and AIC Chair. The AIC Chair will schedule a meeting with the involved Course Faculty to review the policy.

The IP is comprised of 6 voting members: 3 (three) students and 3 (three) faculty selected from the pool of AIC members by the AIC Chair and Provost or Administrative Designee. Members of the AIC are specified by the Faculty Senate Bylaws and any are eligible to serve on the IP for a specific case. Prospective members of the IP will honorably decline participation if conflict of interest exists. Conflict of interest includes any factor that may interfere with the ability to judge facts presented in the hearing, such as personal relationships, prior knowledge, or direct involvement in the alleged violation. The AIC Chair serves as a nonvoting facilitator of the IPR. The Provost serves as a nonvoting advisor for the IPR.

Prior to the IPR, the alleged violator may challenge the presence of any voting member on the Panel because of bias or conflict of interest. Prior contact between participants is likely in an intimate college campus setting and does not per se indicate bias or conflict of interest. The AIC Chair and Provost will determine sufficient proof of bias that may interfere with an IP member's ability to judge the case fairly and solely on the evidence presented. If all available AIC members have a conflict of interest, the AIC Chair and Provost will appoint non-conflicted students or faculty from the College at large to serve on the IP.

An IPR will occur within 10 (ten) working days from receipt of the AIVR by the AIC Chair. A minimum of 5 (five) working days before the scheduled IPR, the AIC Chair will send a written notice to the alleged violator(s), Course Faculty, and IP members of the scheduled meeting time and place. If significant scheduling conflicts exist, this timeframe may be waived by mutual agreement of the alleged violator and Chair. The alleged violator will be allowed to continue to participate in all course activities until this procedure and the appeal process has been exhausted. However, alleged academic integrity violations in the clinical setting that pose possible concerns for patient safety may result in prohibition of participation in clinical activities pending resolution of the alleged violation as described in this procedure.

The alleged violator will be advised of student rights pursuant to this policy as stated in the student handbook and will be advised of all IPR processes by the Provost. The Provost will encourage the student to seek support and guidance from faculty advisor and the Professional Development Center. Course Faculty are encouraged to seek support and guidance from the AIC Chair regarding the Integrity Review process.



The alleged violator, Course Faculty, and members of the IP will attend the IPR. The Provost will record the IPR hearing. Course Faculty may be accompanied by a non-testifying support person. The alleged violator may be accompanied by one non-testifying BCHS student or employee as an advocate.

Course Faculty and the alleged violator have the right to be present for the entire hearing. No evidence of prior academic integrity violations committed by the student shall be permitted to be introduced as evidence by any party or otherwise be made available to the panel until after the case has been heard and a determination has been made of whether a violation occurred with the present case. The academic hearing is not open to the public. No legal representation will be present. The hearing will be recorded. Recordings will be the property of and secured by Bryan College of Health Sciences. The IP will render a decision, based solely on the evidence presented in the IPR. The IP will deliberate in private, and such deliberation will not be recorded; the IP will render its decision, upon due deliberation, on the record. The IP may request the presence of the AIC Chair during deliberation for questions of procedure, and/or the Provost for questions of due process. The IP will review the case for evidence showing that it is more likely than not that an academic integrity violation occurred, affirmed by simple majority vote of the six (6) voting members. A simple majority requires that over half the valid votes cast by the IP to determine "it is more likely than not" that an integrity violation occurred. In the event of a tie vote, a finding of "it is more likely than not" that an academic integrity violation occurred will not be determined.

1. If the IP determines it is more likely than not an academic integrity violation occurred, the student's records, if any, pertaining to prior academic dishonesty will be made available to the IP. If the student has prior academic integrity violations on record, the student will be allowed to address the IP regarding the evidence of prior violations at this time, prior to the IP determining the sanction and remediation plan. The Provost will record the violation in the Academic Integrity Violation Database.
  - The IP will affirm or amend the sanction and remediation plan recommended by Course Faculty, by majority vote pursuant to the sanctions prescribed in the Academic Integrity Policy.
  - For cases in which the student requested the violation be forwarded for an IPR, the IP cannot impose a harsher sanction than was originally imposed by the Course Faculty.
2. If the IP determines it is more likely than not that an academic integrity violation did not occur, no sanction will be assigned. The Integrity Panel may refer the student to the Student Success Center as needed. The alleged violation is not recorded in the Academic Integrity Violation Database.

The AIC Chair will notify the student, Course Faculty, and Dean of the Academic Program of the IP decision in writing within 3 working days of rendering its decision on the record. In cases of a finding that an academic integrity violation occurred, the penalty shall be contained within the decision of the IP and shall be effective immediately.

The decision of the IP is final unless (1a) the sanction includes suspension or expulsion, or (1b) course failure results in dismissal from the academic program, and (2) the student appeals. In these events, the Provost will inform the student of the option to appeal using the process described below. IP findings and sanctions may not be contested using the College's Grievance Procedure.

#### Appeal of Academic Integrity Panel Decision

The student may only appeal the IP findings if the recommended sanction for the academic violation is suspension or expulsion, or course failure resulting in dismissal from the academic program.

The student must submit a written appeal of the IP findings to the Provost within 5 (five) working days of receipt of notification of the IPR decision. Failure to appeal within this timeline will result in refusal to hear the appeal. Upon receipt of an appeal request, the student will be forwarded, if he/she so requests, a transcript of the hearing. The student shall have 5 (five) working days to submit in writing the reasons why the record supports overturning the findings of the IP, either because (a) the evidence doesn't prove the student's culpability, (b) there was a violation of due process that substantially prejudiced the student's rights, and/or (c) the sanction is grossly disproportionate to the violation.

The Provost will convene an Integrity Appeal Panel (IAP) comprised of 3 (three) students and 3 (three) faculty from the pool of AIC members, and the Dean of the Academic Program, none of whom served on the original IPR. The Dean of the Academic Program shall serve as a voting member and the Provost will serve as facilitator of the IAP. The Dean of

the Academic Program may defer serving on the IAP to the Dean of another academic program, if a conflict of interest exists. If any potential IAP member has a conflict of interest, the Provost will appoint non-conflicted students and/or faculty from the College at large to serve on the appeal panel.

The appeal will be determined solely based upon the record made before the IP by the student and the Course Faculty, including all testimony and exhibits. The IAP will review the IPR record and decision and the student's appeal letter and written rationale requesting the IP decision be overturned within 5 (five) working days. All decisions of the IAP will be made by simple majority vote.

1. If there is no evidence in the appeal that supports reconsideration to overturn the findings of the IP or its sanction, the IAP upholds the IP decision. The appeal process is complete and sanction is applied.
2. If there is no evidence in the appeal that supports reconsideration to overturn the findings of the IP, but there is evidence that supports reconsideration of the IP sanction, the IAP upholds the IP decision, but reduces the sanction and remediation plan.
3. If there is evidence in the appeal that supports reconsideration to overturn the findings of the IP, the IAP will overturn the IP decision and the academic integrity violation will be absolved from the student's record.

The Provost will notify the student, the Dean of the Academic Program, AIC Chair, and Course Faculty of the IAP decision. The student will be notified within 3 (three) working days of the decision. The IAP decision is final and not appealable.

## Types of Academic Dishonesty

### Type of Academic Dishonesty

**Cheating:** Using or providing unauthorized assistance to gain or promote an unfair advantage. Examples include (a) collaborating with others to complete a course assignment when assistance is inappropriate, and (b) bringing and/or accessing illicit information during a testing situation.

**Deliberate Plagiarism:** intentionally claiming the words or ideas of another as one's own without attempting to give credit to the originator of the words or ideas, thereby implying the words or ideas are one's own. An example of deliberate plagiarism is cutting and pasting content from an internet website without attempting to identify the words were written by someone else.

**Negligent Plagiarism:** A pattern of failure to properly credit sources in a written or oral assignment, due to inexperience with writing academic papers or making professional presentations. Citing a source without using quotation marks for a direct quote is an example of negligent plagiarism.

### Fabrication / Falsification (classroom or clinical):

reporting or recording false information, or omitting required information. Examples include (a) documenting medications or treatments were administered or performed when they were not, (b) recording observations of clients that were not made, (c) failing to report an incident/occurrence, such as a medication error, and (d) falsely reporting participation in clinical or other activities.

*Repeat occurrences of academic integrity violation by an individual student as indicated in the Academic Integrity Violation Database maintained by the Provost, regardless of the type of violation, will result in escalating sanctions, which may include dismissal from the College.*

### Typical Range of Sanctions for violator with no prior record of Academic Integrity Violations\*\*

Reduced grade on assignment / exam / quiz  
Zero on assignment / exam / quiz  
Final course grade reduced by one letter grade  
Course failure—theory component  
Revise / repeat the assignment  
Reduced grade on assignment / exam / quiz  
Zero on assignment / exam / quiz  
Final course grade reduced by one letter grade  
Course failure—theory component

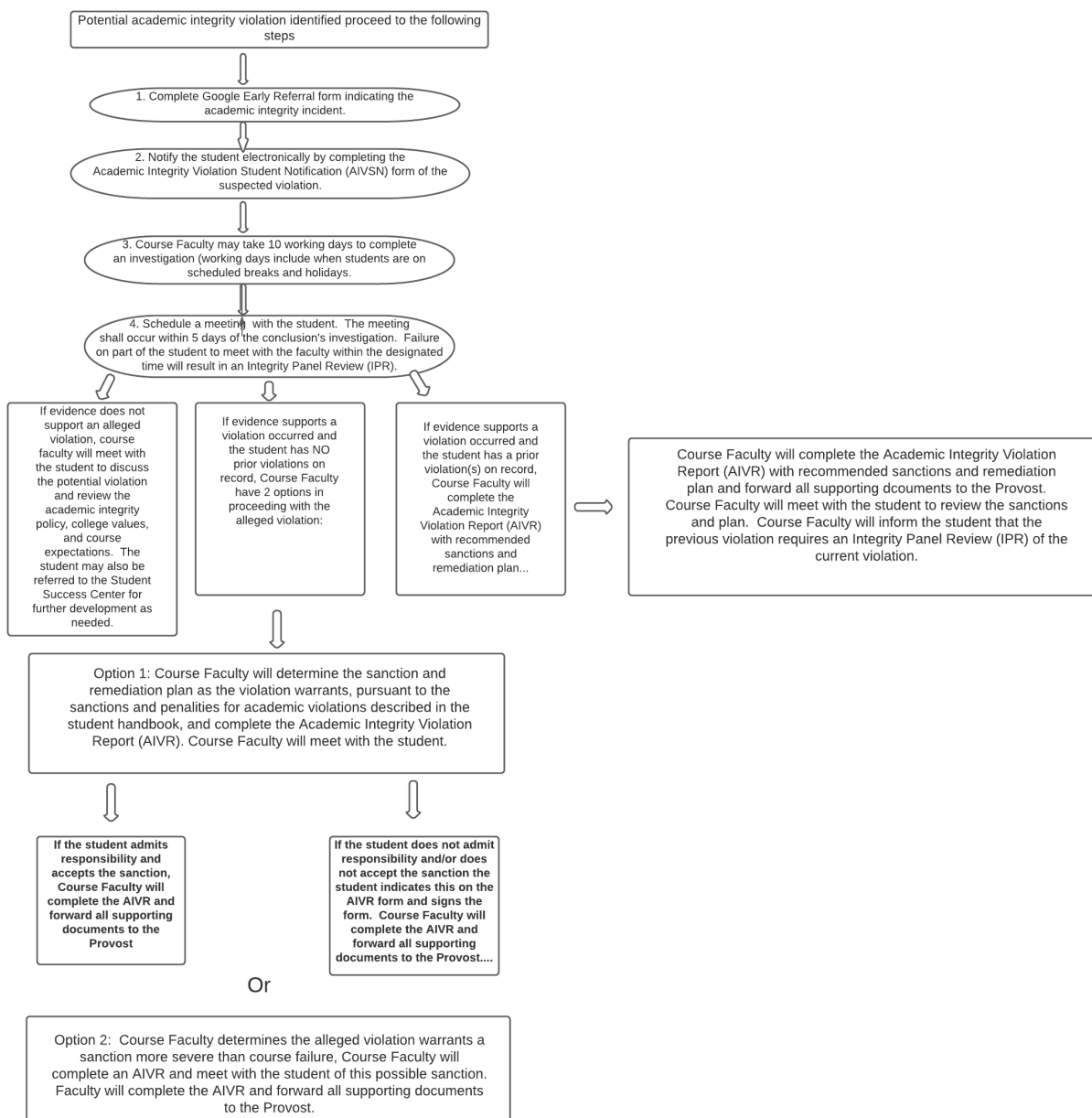
A first-time occurrence of negligent plagiarism is not considered an academic integrity violation; rather, it is an opportunity for learning and remediation which will involve mandatory completion of an individualized plan of success for the student. Courses with a primary focus of teaching basic academic writing and formatting skills are exempt.

Individualized plans for success must be completed within the time frame determined by faculty. A copy of the plan will be provided to the Provost. Failure to complete the plan for success may result in disciplinary action, up to and including dismissal from the College.

Any subsequent occurrence of plagiarism by the student with a prior record of negligent plagiarism, will be considered deliberate plagiarism, and will be addressed as an academic integrity violation.

Zero on assignment / exam / quiz  
Unsatisfactory in weekly clinical evaluation  
Final course grade reduced by one letter grade  
Course failure—theory component  
Course failure—clinical component  
Suspension Expulsion / Dismissal

## Academic Integrity Violation Policy Flow Chart



## Administrative Withdrawal from a Course

Students who are listed on a class roster but who have not attended class or clinical or participated in a distance course via the Learning Management System by the end of the first week of a course will be administratively withdrawn from the course unless prior written approval is obtained from either the faculty or Registrar's office.

In addition, failure to regularly attend and engage in the learning process in a course may result in an administrative withdrawal at any point during the semester as evidenced by any of the following:

- Failure to submit any assignments for 14 calendar days
- Failure to attend class meetings for two consecutive weeks
- Failure to access a course via the Learning Management System for 14 calendar days

If a student is administratively withdrawn from a course that is to be taken concurrent with additional courses, the student will be withdrawn from the additional courses as well.

In situations with extenuating circumstances, such as medically related absences, it is the responsibility of the student to reach out to the appropriate college staff to document the reason for absence and make plans with faculty to meet course expectations.

## Readmission Policy

A student is eligible for readmission one time. A student is not eligible for readmission if dismissed due to safety issues.

Withdrawn or dismissed students seeking readmission must contact the Admissions Department to initiate the process. As outlined in the Readmission Procedure, the Admissions Department will coordinate with all necessary departments to verify the former student's eligibility to reapply. The readmission decision for eligible re-applicants will be made by the program-specific Admissions, Progression, and Graduation (APG) committee, following review of the former student's reapplication materials. Readmission location and start date are subject to availability of space in the desired program. For readmitted students, the appropriate Curriculum Committee will determine placement and plan of study. Students may only apply for readmission to a program once.

## Readmission Procedure

1. Former students seeking to re-enter Bryan College of Health Sciences must notify the Admissions Department of their intent to reapply.
  1. Former students who were dismissed from the College within one year of their College start date can send an e-mail to the Recruitment and Diversity Coordinator indicating their intent to reapply.
  2. Former students who were dismissed from the College more than one year after their College start date must submit a new application.
  3. For Traditional Nursing Program re-admission only
    1. The Nursing APG Committee will review applications for readmission twice a year, in September and April.
    2. Former students are eligible for readmission to the Nursing program for up to two years from the date of dismissal. If more than two years have passed, students have the option of reapplying and starting over in the Nursing program.
    3. If denied readmission, former students will not be able to reapply to the Nursing program.
    4. If readmitted and the student fails one Nursing course after readmission, they will be dismissed and not be able to reapply to the Nursing program.
  4. For Sonography Program readmission only
    1. Former students are eligible for readmission to the Sonography program for up to one year from the date of dismissal. If more than one year has passed, students are ineligible for readmission and have the option of reapplying and starting over in the Sonography program.
    2. If denied readmission, former students will not be able to reapply to the Sonography programs.
    3. If readmitted and the student fails one Sonography course after readmission, they will be dismissed and not be able to reapply to the Sonography programs.
2. The Admissions Department coordinates with applicable departments, including the Dean of Students, Student Accounts, the Registrar, and the Dean or Director of the Program to verify the former student's eligibility to reapply.
3. If the former student is ineligible to reapply, the Admissions Department will notify the applicant of ineligibility. If deemed eligible to reapply, the Admissions Department will present the following student information to the program-specific Admissions, Progression, and Graduation (APG) Committee.
  1. Application materials (the original application and updated transcripts can be presented if these materials are less than one year old).
  2. A letter from the readmission applicant, including an explanation of the circumstances that led to dismissal or withdrawal, proof of progress since dismissal or withdrawal, and plan for success.
  3. For Traditional Nursing Program readmission only
    1. two letters of recommendation from Bryan College of Health Sciences faculty
    2. Readmission applicants who completed three or more semesters of the undergraduate nursing program curriculum are not required to participate in the admission interview process but must include a nursing faculty for one of their two letters of recommendation.

4. The APG Committee makes the readmission decision based on the readmission applicant's materials. The APG Committee chair communicates the decision with Admissions.
5. Communication of the readmission decision:
  1. If denied readmission, the Admissions Department communicates the decision with the readmission applicant.
  2. If accepted, the Admissions Department notifies the following parties about the readmission: readmitted student, Dean or Director of the program, Program Clinical Coordinator (if applicable), applicable Curriculum Committee, Registrar, Financial Aid, and Student Success Center.
6. The student is not charged an enrollment deposit and is reinstated as a future start student by the Registrar's office.
7. The appropriate Curriculum Committee determines the student's plan of study and recommends resources and strategies for success and communicates this information with the Dean or Director of the Program.
8. Dean or Director of the Program collaborates with the Registrar to determine a start date and assign or reassign an advisor for the student.
9. Dean or Director of the Program communicates with the applicant in writing the Curriculum Committee's decisions, start date, and their assigned academic advisor.
10. Dean or Director of the Program communicates with course faculty of the potential enrollment in a clinical course.
11. The student meets with their advisor and registers for classes.

# Academic Integrity Policy

Bryan College of Health Sciences is committed to being an academic community of integrity. Academic integrity, as defined by this statement, is expected in all endeavors of its administration, faculty, staff, and student body. Academic integrity encompasses honesty, trust, fairness, respect, responsibility, and courage (International Center for Academic Integrity, 2014) as they relate to all aspects of academic life, including administration, teaching, learning, and research. The resulting culture of integrity promotes academic excellence at all levels.

## Honesty

Honesty is the foundation upon which academic integrity is built. All members of the College community are expected to embrace the concept of honesty in all its facets. Truth-telling, a most basic component of honesty, is expected in all written and verbal communications and scholarly activities. This encompasses accurately representing individual knowledge, effort, and participation in assigned activities and responsibilities, service activities, and scholarly work. All members of the College community will accurately represent all prior and current education, accomplishments, and professional experiences. Honesty also includes accurately representing the work of others through proper acknowledgment and citation. Honesty allows constituents to achieve their goals and permits failure, which promotes honest achievement. Honesty also involves respect for the property of individuals and the learning community. Honesty promotes trust.

## Trust

The College is trusted by its constituents to provide quality education and quality graduates. Trust is earned when individuals and institutions do what they say they are going to do and accurately portray themselves to others. This includes being physically, emotionally, and mentally prepared to carry out required duties without impairment. Trust requires a balance of supervision and autonomy; honest and caring interactions among members of the College community help to engender trust. Clear, realistic expectations foster trust, as does an open forum for appropriate discourse.

## Fairness

Fairness in the academic setting allows all parties an equal opportunity to learn and grow. This requires objectivity in evaluation and equitable treatment. This does not imply that equitable treatment always means the same treatment, as each individual's unique needs may require unique solutions to provide opportunity for comparable outcomes.

## Responsibility

All members of the College community bear responsibility for maintaining a culture of academic integrity. At the core of academic integrity lies the responsibility of all members of the College community to strive for academic excellence. This involves actively demonstrating the precepts of this policy and the Bryan College of Health Sciences values, both while inside and outside the College. When the actions of individuals are incongruent with those values, all members of the College community are responsible for initiating an appropriate response.

## Respect

Honesty, trust, fairness, and responsibility are vehicles by which respect is earned. Respect is integral to the maintenance of relationships within the College community, and by necessity includes appropriate valuing of individual and cultural differences, and respecting privacy.

## Courage

Promoting and maintaining a culture of academic integrity requires all members of the College to be prepared to act with courage. The College has a responsibility to act with courage and to hold individuals accountable for their actions. Voicing a concern regarding academic integrity may feel difficult or even uncomfortable, however, demonstrating academic integrity requires those with concerns to have the courage to step forward.

International Center for Academic Integrity (2014). The fundamental values of academic integrity. Retrieved from <http://www.academicintegrity.org/icaai/resources-2.php>

**Unconscious Bias:** At BCHS we acknowledge that everyone has bias. We minimize bias through ongoing training and self-reflection.

Administrators are expected to live the values of the Bryan College of Health Sciences and meet the high standards of honesty, trust, fairness, respect, responsibility, and courage delineated in the preceding parts of this policy. Examples of academic integrity issues specific to the administrative role include, but are not limited to:

- Minimizing bias in admitting, progressing, or dismissing students

- Minimizing bias in hiring, promoting, disciplining or dismissing faculty or staff
- Representing the College accurately to internal and external constituents
- Providing adequate resources and support to ensure the culture of integrity is maintained
- Supporting the professional growth of all members of the College community
- Promoting a culture of open communication

Faculty members are expected to live the values of the Bryan College of Health Sciences and meet the high standards of honesty, trust, fairness, respect, responsibility, and courage delineated in the preceding parts of this policy. Examples of academic integrity issues specific to the role of faculty members include, but are not limited to:

- Maintaining a teaching/learning environment free of bias
- Addressing each person's unique learning needs appropriately
- Minimizing bias in admitting, progressing or dismissing students
- Creating a teaching/learning environment that fosters integrity and deters dishonesty
- Achieving and maintaining competency in classroom and clinical skills
- Promoting a collegial environment
- Respecting intellectual property rights of others

Students are expected to live the values of the Bryan College of Health Sciences and meet the high standards of honesty, trust, fairness, respect, responsibility, and courage delineated in the preceding parts of this policy. Examples of academic integrity issues specific to the student role include, but are not limited to:

- Demonstrating personal integrity and fostering integrity in others
- Coming prepared to learn and actively participating in class and clinical.
- Seeking assistance from appropriate sources as needed
- Students must obtain advance permission from individual course faculty to capture electronic file (including but not limited to pictures, video, or audio recording). Approved electronic files can be used solely for the student's own private use. Capturing electronic files without permission or distributing electronic files is a violation of the BCHS Integrity Policy and may be considered a violation of educational privacy laws.
- Managing time and resources to allow appropriate commitment to learning
- Taking responsibility for understanding the meaning and implications of academic integrity and dishonesty as described in this policy

### **Research and Data Collection Integrity**

The Bryan College of Health Sciences believes in the value of scholarly activities including the performance of research. Administrators, faculty and staff members are leaders in their professions and role models for students. As such they have a responsibility to add to the knowledge base of their profession and appropriately incorporate existing knowledge into their practice and their teaching.

Students may also perform research studies that add to their knowledge base and assist with their understanding of various research and quality management processes.

The IRB of the Bryan College of Health Sciences is a federally registered board composed of faculty, administrators and community representatives, which is charged with the review and approval of all research protocols involving humans as participants and created by anyone affiliated with Bryan College of Health Sciences. All research protocols (involving both human and nonhuman participants) by faculty and/or students of Bryan College of Health Sciences must be approved by an appropriate IRB prior to initiation of data collection including additional approval by the Institution in which the research will be conducted.

Research investigators are expected to live the values of the Bryan College of Health Sciences and meet the high standards of honesty, trust, fairness, respect, responsibility, and courage delineated in the preceding parts of this policy. Research misconduct is a violation of academic integrity. Research misconduct includes behaviors such as *fabrication, falsification, or plagiarism* while proposing, performing, reviewing or reporting research results.

- ***Fabrication***: Making up data or results and recording or reporting them.
- ***Falsification***: Manipulating research materials, equipment, or processes during the research process. Falsification also includes changing or omitting data or results leading to research that is not accurate.
- ***Plagiarism***: Using another person's ideas, processes, results, or words without giving them proper credit



Research misconduct does not include honest error or differences of opinion.

#### Reference

Public Health Service Policies on Research Misconduct – Part 93:103 Research Misconduct.

[http://www.ecfr.gov/cgi-bin/text-idx?tpl=/ecfrbrowse/Title42/42cfr93\\_main\\_02.tpl](http://www.ecfr.gov/cgi-bin/text-idx?tpl=/ecfrbrowse/Title42/42cfr93_main_02.tpl)

Research investigators must maintain academic integrity in the research process including, but not limited to:

- Seeking IRB approval prior to beginning human subjects research
- Following the approved IRB study protocol
- Obtaining IRB approval for any change in protocol
- Acknowledging any monetary or other interest in the outcome of the study that may represent a conflict of interest with the study's purpose
- Using appropriate, recognized methods when planning and conducting the study
- Minimizing bias in the selection and treatment of research subjects
- Providing a thorough, honest informed consent process
- Demonstrating scrupulous honesty when recording and analyzing study data
- Protecting the privacy of subjects and subjects' data during the study and within any written or verbal report, presentation or publication about the study

There are many instances in which data collection may occur within the College. Information is often collected by students in fulfillment of course objectives and data about students and faculty are often compiled by College departments for improvement purposes. All administrators, faculty, staff and students are expected to know and follow the information privacy laws related to the data they are collecting. Faculty members are responsible for educating students about all privacy issues that may relate to assignments made in their courses.

#### Academic Integrity Violations

Alleged and confirmed student violations of this academic integrity policy will be addressed utilizing the *Academic Integrity Violation Policy*. Enrolled students confirmed to be in violation of this academic integrity policy will participate in an individualized remediation plan in order to learn and grow. In addition, a sanction may be imposed upon the student. Definitions of types of academic integrity violations, along with typical sanctions imposed for such violations, can be found in the Academic Integrity Violation Policy. Examples provided are intended for clarification only, and are not all-inclusive. The Academic Integrity Violation Policy also includes a flowchart that visually identifies the process.

\*\* Factors given consideration when determining appropriate sanctions may include but are not limited to:

- Self-reporting
- Level of intent to deceive
- Scale of violation
- Stakes of assignment / exam
- Prior learning opportunities
- Outcomes resulting from the violation, including patient outcomes in clinical situations
- Student's response to opportunities to take corrective action
- Student's view of the violation in terms of remorse, understanding impact (on learning or patient safety, for example)
- Student's level of honesty in discussions or other investigation pertaining to the violation
- Prior engagement in academic integrity violations, according to record maintained by Provost

## Administrative Withdrawal from the College

Students will be withdrawn from Bryan College of Health Sciences by the administration for reasons such as failure to return from an approved Leave of Absence, dropping all classes after the beginning of the semester, failure to register for subsequent semesters, or failure to meet attendance expectations. In addition, the College may require withdrawal of a student for medical reasons. Students will be sent electronic communication informing them of the withdrawal and the reason for the action.

Administrative withdrawal is a neutral action and should not be considered as negative or of a disciplinary nature. The official date of withdrawal will be determined by the last date of attendance for an enrolled student, or the first date of the semester for students that failed to start classes as scheduled.

Tuition due will be based upon the official date of withdrawal, and any tuition refunds will be determined according to the tuition refund policy. The student will be placed on a transcript hold if there are unmet obligations to the College.

Students who are administratively withdrawn from the Basic Nursing Assistant course during the summer semester due to background and/or abuse registry check findings will receive an 80% refund.

# Grading & Testing Policies

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## Grading System

Throughout individual courses, grades are recorded numerically. The final numeric course grade is calculated and rounded to the nearest hundredths place. Letter grades are assigned according to the final numeric value and grade point averages are computed according to the following schedule:

### Percentage Grade Letter Grade Quality Points

95.00 - 100	A+	4.0
90.0 - 94.99	A	4.0
85.00 - 89.99	B+	3.5
80.00 - 84.99	B	3.0
75.00 - 79.99	C+	2.5
70.00 - 74.99	C	2.0
65.00 - 69.99	D+	1.5
60.00 - 64.99	D	1.0
59.99 and below	F	0.0

### Additional Grades Code Quality Points

Audit	AU	--
Administrative Withdrawal	AW	--
Credit by Examination	CX	--
Credit by Validation	CV	--
Credit by Waiver	CW	--
Incomplete	INC	--
In Progress	IP	--
No Pass	NP	--
Pass	P	--
Satisfactory	S	--
Unsatisfactory	U	0
Withdrawal	W	--
Withdraw Failing	WF	--
Withdraw Passing	WP	--

Cumulative GPA equals the total quality points divided by total credit hours from the program prerequisite courses and/or required general education courses and courses in a major. Transfer credits are not included when calculating GPA.

Final grades are recorded in letter grades in courses that have both a theory and a clinical component. If the clinical portion of a course is unsatisfactory, the final course letter grade will be recorded as an "F". If a student earns a satisfactory in the clinical portion of the course, the final course letter grade will be recorded as the theory grade earned.

## Pass/No Pass Policy

A student may request from the Registrar a change to or from Pass/No Pass until midterm. No courses in the major may be taken Pass/No Pass. Effective fall 2019, a course grade of "C" or better is required to earn a grade of Pass (P) for those courses graded as Pass/No Pass. For students entering prior to fall 2019, a course grade of "C+" or better is required to earn a grade of Pass (P) for those courses graded as Pass/No Pass.

Each student may use no more than a total of 6 semester credit hours with grades of "P" toward prerequisite/general education requirements. Effective fall 2019, only courses for which pass is designated as a 70% or above will be considered for transfer credit. For students entering prior to fall 2019, only courses for which pass is designated as a 75% or above will be considered for transfer credit.

A grade of "P" or "NP" is recorded on the student's transcript and is not computed in the student's grade point average.

## President's & Dean's List

Bryan College of Health Sciences compiles and posts the President's and Dean's Lists each semester to recognize undergraduate students for their excellent academic achievement. The President's List is composed of students who were taking 12 credit hours or more for the semester and received a 12.0 grade point average (GPA). The Dean's List is composed of students who were taking 12 credits for the semester and received a GPA of 3.50 to 3.99.

## Clinical Grading Policy

Clinical performance is graded as Satisfactory (S) or Unsatisfactory (U). A grade of "U" will be calculated into the GPA as zero quality points. A grade of "S" does not affect the GPA.

In clinical courses that do not have a theory component, a grade of "S" or "U" will be recorded. A grade of "U" will earn zero quality points and will be calculated into the cumulative GPA. If a student retakes the course and receives a satisfactory grade, the "U" will be replaced and quality points awarded accordingly.

**Undergraduate Nursing Program:** Courses with both a clinical and theory component will be recorded on the transcript as the theory grade received unless the clinical grade is unsatisfactory. A student must pass both the clinical and the theory portions of the course. If the clinical grade is unsatisfactory, a grade of "F" will be recorded for the course and no quality points will be earned toward the GPA. gly.

## Midterm Course Warning

The purpose of the midterm course warning is to inform a student that they are functioning below a 75% average in a theory course or theory component of a course in the declared major.

General education courses effective fall 2019: a student will be informed of midterm course warning when they are functioning below a 70% in a general education course. For students who entered prior to fall 2019, a student will be informed of midterm course warning when they are functioning below a 75% in a general education course. The student will be informed of their status by the Registrar.

## Course Warning Policy

In addition to action based on academic standing, faculty may place a student on course warning at any time. The purpose of initiating course warning status is to inform the student of their status and to clarify the consequences of the warning. Failure to demonstrate satisfactory improvement will result in failure of the course and may result in dismissal from the College. A student demonstrating unacceptable behavior (unprofessional, unsatisfactory, or patterns of unsuccessful behavior) will be informed in writing of their status and will be placed on course warning. The warning status may be removed if behavior improves sufficiently to indicate satisfactory conduct and consistency in meeting the expectations of the course.

### Courses in a Major

A student functioning below a 75% average in a theory course or theory component of a course in the declared major at midterm will usually be informed in writing of their status by the registrar. A student demonstrating unacceptable behavior (unprofessional, unsatisfactory) will usually be informed in writing of their status and will be placed on course warning by course instructors, at any time in the course. Warning status may be removed if behavior improves sufficiently to indicate satisfactory conduct and consistency in meeting the expectations of the course.

A student functioning at an unsatisfactory level in the clinical portion of a course, will usually be informed in writing of their status and usually will be placed on course warning status at that time by the course faculty. Warning status may be removed if course performance improves sufficiently to indicate satisfactory performance and consistency in meeting the objectives.

### General Education Courses

Effective Fall 2019, a student functional below a 70% in a required general education course offered at Bryan College of Health Sciences at midterm will be informed in writing of their status by the Registrar. For students who entered prior to Fall 2019, a student functioning below a 75% in a required general education course offered at Bryan College of Health Sciences at midterm will be informed in writing of their status by the Registrar.

A student demonstrating unacceptable behavior (unprofessional, unsatisfactory) will be informed in writing of their status and will be placed on course warning by course instructors at any time in the course. The warning may be removed if behavior improves sufficiently to indicate satisfactory conduct and consistency in meeting the expectations of the course.

## Grade Dispute Policy

The purpose of the grade dispute policy is to ensure due process for a student wishing to dispute the final grade that has been assigned to them as appearing on their official transcript. Grade disputes may be initiated if a student suspects "inappropriate criteria were used to determine the grade or that the instructor did not adhere to stated procedures or grading standards" (AAUP). Students may progress to subsequent semester classes while the grade dispute is in progress. Should the resolution result in an upheld failing grade, the student will be administratively withdrawn from the course and receive a full refund for tuition paid for that course. This policy relates only to final grades. Students should meet with instructors within one week (or the time frame indicated on the syllabus) for individual assignment grades being posted.

### [Grade Dispute Procedure](#)

## Grade Dispute Procedure

\*At no point in this process, will a decision be made by an administrator.

\*All records from the grade dispute process will reside in the student's file in the Provost's Office.

Step	Action Required	Responsible Party	Timeline
1	The student will initiate in writing a one-on-one conversation with the faculty member who assigned the disputed grade. If the faculty member is unable to respond to the student within 5 days of receiving the initial contact, the student may move directly to Step 3.	Student	Within 5 business days after posting of final grades for the semester in which the grade was assigned.
2	The faculty member and student will meet for a one-on-one conversation to discuss the written request regarding the disputed grade. The faculty will inform the division Dean of this conversation no matter the outcome.	Faculty	Within 5 business days of receiving the written request from the student.
3	If the student deems the outcome of Step 2 is unsatisfactory, the student will inform the faculty and division Dean that the conversation with the faculty did not resolve the dispute and request a meeting with the Dean.	Student	Within 5 business days of the conclusion of Step 2.
4	The Dean will schedule meetings with the student and faculty to provide mediation and input. The faculty will provide a decision regarding the grade appeal within 3 business days of meeting with the Dean.	Dean	Within 5 business days of receiving the student's request pending schedule availability of the Dean and faculty.
5	If the student deems the outcome of Step 4 unsatisfactory, the student will inform the Dean that the mediation did not resolve the dispute and request a meeting with the Provost in writing.	Student	Within 5 business days of the conclusion of Step 4.
6	The Provost will convene a grade dispute committee (GDC) consisting of 3 faculty members from the same or closely related division as the faculty with whom the dispute was initiated.	Provost	Within 5 business days of meeting with the student pending faculty availability.
7	The GDC will hold a formal hearing that includes the student, faculty, and GDC members.	GDC	See Step 6
8	The GDC will communicate the results of the hearing to the Provost. GDC Within 5 business days of the hearing. 9 The Provosts	GDC	Within 5 business days of the hearing.
9	The Provost will communicate the results of the hearing to the student, Dean, Registrar, and faculty member. The decision of the hearing is final and ineligible for further dispute or grievance processes.	Provost	Within 5 business days of receiving decision from the GDC.

## Test/Exam Guidelines

Test/Exam Guidelines pertain to all paper pencil or computerized testing and quizzes given at the college.

### Campus Proctored Testing/Classroom Proctoring:

1. Students are reminded to be aware of the academic integrity policy prior to the start of a test/quiz.
2. No food, drink, or other personal items may be on the desktop or immediate floor area during test/exams.
3. All cell phones are to be off, not on vibrate and are to be kept with personal belongings at the designated area of the room away from the testing area.
4. No personal electronic devices may be used. Calculators will be provided.
5. Pencils will be supplied for testing; no personal pens or pencils will be allowed.
6. Students may not leave the room during the examination without first handing their test/quiz in to be graded as complete.
7. All hats must be removed before beginning the examination and left in the personal belongings area.
8. Faculty may choose to provide arranged seating assignments.

9. Faculty may decline to answer any questions asked during an examination.
10. An alternate test/quiz may be given to students making up a missed test/quiz.
11. If at any time the proctor feels that the integrity of the test has been compromised, the proctor may end the test and call the course faculty or the Distance Education Director for further directions.

#### **Testing Using Computers:**

1. When using computerized tests, students are to sign out and walk away from the computer. No other websites are to be opened during the test time. When the test is complete and everyone returns to the room, computers are to be turned off, closed and stored, if from the computer cart. If the computer is personal property, students are to immediately log out of and close CANVAS.

If at any time the faculty-proctor feels the integrity of the test has been compromised, the faculty may end the test.

#### **Semi -Private Room Testing:**

Students requiring extra testing time or semi-private room testing are to notify the Clinical & Academic Development Director/ADA Coordinator, at the start of each semester to make arrangements for semi-private room testing. Students with a documented learning disability who require extra time for exams, or a quieter setting than the classroom allows, are granted semi-private room testing. Referral for semi-private room testing may also be obtained from Continuum EAP or another professional counselor. Students who must have the exam read to them are granted private room testing. All other students requesting semi-private room testing must meet with the Clinical & Academic Development Director to discuss their request, after which a decision will be made regarding the requested accommodation/s. Decisions to allow semi-private room testing are made on a case-by-case basis. If accommodations such as wearing ear plugs or sitting facing a wall are sufficient, students will be encouraged to use these techniques while taking the exam in a classroom. If test anxiety is the reason the student requests semi-private room testing, a referral will be made to Professional Development for assistance which might include biofeedback to help the student focus when taking exams.

#### **Testing Center:**

- All the classroom testing guidelines will be adhered to.
- Use of the testing center will be arranged by the Clinical & Academic Development Director.
- Prior to admittance students must check in by showing a valid picture ID.
- Testing center proctors will turn away anyone without a picture ID.

#### **Off Campus Proctored Testing:**

1. On campus students taking online courses are expected to use the testing center. The testing center is available for fully online students wishing to use this option. Student must fill out form, Student Application for Distance Proctor.
2. Proctor request forms must be received at the College at least 2 weeks in advance of the first proctored event.
3. A single proctor is to be arranged for the entire semester whenever possible.
4. Proctors must not be related to the student or be the student's direct supervisor.
5. Proctors must fit one of the following descriptions:
  - a. Clergy
  - b. Elementary, Middle or High School teachers
  - c. College faculty
  - d. Military Education Officer or Officer of rank higher than student
  - e. Supervisor from a different department or more than one level above student
  - f. Faculty may request exceptions to the above from their Dean/Coordinator/Chair
6. Any payment due proctors will be the student's responsibility. Payment must not be construed by the student or the proctor to be anything other than a contract to pay for the proctor's time. No exceptions to proctoring policies are to be expected based on payment. The proctor is at all times serving the College's interest.
7. The proctor's responsibilities are to complete or enforce the following:
  - Check the ID of the student using a driver's license or other photo ID
  - No food, drink, or other personal items may be on the desktop or immediate floor area during test/exams.
  - All cell phones are to be off, not on vibrate and are to be kept with personal belongings at the designated area of the room away from the testing area.

- No personal electronic devices may be used. Calculators will be provided.
- •Pencils will be supplied for testing; no personal pens or pencils will be allowed.
- •Students may not leave the room during the examination without first handing their test/quiz in to be graded as complete.
- •All hats must be removed before beginning the examination and left in the personal belongings area.
- •Faculty may choose to provide arranged seating assignments.
- •Faculty may decline to answer any questions asked during an examination.
- •If at any time the proctor feels that the integrity of the test has been compromised, the proctor may end the test and call the course faculty or the Distance Education Director for further directions.

#### **Computer Based Tests:**

If the test is online, the proctor will receive by email or US Mail the password to use to access the test on CANVAS, the learning management system the College uses for online content. The student is responsible for locating the test and opening the page that requires the password. The proctor will enter the password without sharing it with the student.

## **Philosophy of Assessment of Student Learning**

Bryan College of Health Sciences is committed to creating an academic culture dedicated to improving the quality of higher education. Assessment of student learning is a key component of this commitment.

The purpose of assessment is to assure the College, its constituents, and the public that students are meeting desired learning outcomes. This ongoing process uses multiple, broad-based, valid, and reliable measurements to monitor and improve teaching and learning. Administration, faculty, and staff use assessment results to recommend and implement changes in programs, curriculum, resources, and services that will enhance student learning.

## **Student Diagnostic and Standardized Testing**

#### **Diagnostic and Achievement Tests**

Diagnostic and Achievement tests are administered according to a predetermined schedule to provide faculty and students with evaluation feedback for diagnostic purposes.

Students failing to take the ATI test as scheduled will be assessed a make-up fee. If there is a conflict with the scheduled time, students must seek faculty approval prior to the scheduled ATI exam.

#### **General Education Placement Examinations**

##### **Mathematics Placement**

Mathematics course placement will be based upon a grade of C or higher in a prerequisite math course taken within the past 5 years, current ACT (2 years or less) math sub-score, or math placement exam score, whichever is higher. For students who entered prior to Fall 2019, mathematics course placement will be based upon a grade of C+ or higher in a prerequisite math course taken within the past 5 years, current ACT (2 years or less) math sub-score, or math placement exam score, whichever is higher. Students may attempt the mathematics placement exam a total of three times with a minimum of three weeks between attempts, unless prior approval has been granted by the General Education Curriculum Subcommittee. Degree completion programs, due to the nature of their purpose and the unique experience of their students, may have alternate methods of math placement. Students must be aware of the math course and placement requirements of individual programs and should consult with their advisor regarding math placement.

##### **Spanish Placement**

The computer assisted placement examination (CAPE) may be taken by students who have completed one or more Spanish courses in high school or college, or have other prior second language environments.

#### **General Education Assessments**

Bryan College of Health Sciences students are required to complete testing as part of the College's overall assessment of student learning. Students will receive notice of the testing requirement upon entry into their program of study and/or as part of a course requirement. Students will also receive communication indicating the test date/time and room number. Students

do have the option of making alternate arrangements if the designated test date/time does not work for their schedules. Petitions to complete the test on a different date must be received and approved by course faculty and/or the Dean of General Education prior to the designated testing date. All testing must be completed within the overall testing period for a given test.

The following general education assessments are utilized:

- American Chemical Society (ACS) exam. Administered during General Chemistry II (CHEM120).
- Human Anatomy and Physiology Comprehensive Exam (HAPS). Administered during Anatomy & Physiology II (BIOS204)
- Health Sciences Reasoning Test (HSRT). Administered during students' programs of study. Students will receive communication informing them of the exam information.
- Math Assessment. Administered during the highest-level required math course or during a student's programs of study.

Students who do not make alternate arrangements in advance and who miss their designated testing date will be fined \$100.00 and will be required to take a make-up examination. Decisions regarding the fine, make-up testing date, grading, and progression will be made by the course faculty member and/or the Dean of General Education.

### **Intercultural Development Inventory (IDI)**

The IDI is administered to all students in the first and final semesters of their program to measure intercultural competence. Upon completion of the initial inventory taken, students will be scheduled for a debriefing with a Qualified Administrator (QA). Failure to complete the IDI and debriefing will result in a registration hold for the next semester. Graduating seniors must complete the IDI by the final day of classes in the semester of graduation. Failure to complete the exit IDI will result in a graduation hold as determined by the Registrar and Dean of the program. Students may request a debriefing of the exit IDI in order to review these results.

### **Baccalaureate Nursing Program Examinations Utilized:**

ATI prepares students to pass NCLEX, which all nursing students must take upon graduation to be licensed as a registered nurse. Because of this, ATI proctored assessments are required, as designated, at various points throughout the curriculum. Specific information related to ATI will be given and available to students at the beginning of the nursing program.

Students will receive points toward their final course grade for ATI practice and proctored assessments. Distribution of points can be found within the syllabi for courses administering the proctored assessments.

Students who do not receive at least a Level II on any ATI proctored assessments will be required to complete ATI progression activities, which includes remediation and a second proctored assessment, before the start of the next semester. Progression activity dates will be published in syllabi for courses that administer ATI proctored assessments. Failure to take assessments and / or complete the progression activities may impact students' progression in the nursing program.

Students unable to take scheduled ATI proctored assessments will be issued a rescheduling fee for an alternate testing time. Students who no show / no call for scheduled ATI proctored assessments will be charged a fee and rescheduled for an alternate testing time. This includes proctored assessments administered during the semester and ATI progression activities.

If a student is repeating a course, they will retake the ATI practice and proctored assessments, regardless of previous score. If a student has already taken a proctored assessment achieving at least a level II and is not repeating a course, student may petition the Nursing Assessment Sub-Committee to opt out of taking the proctored assessment.

## **Finals Week**

Bryan College of Health Sciences final exams are to be scheduled at the regularly scheduled course time during the final week of the course. Scheduling the final exam at a time other than the regularly scheduled course time must be agreed upon by all concerned (variables to consider include conflicts with other final exams, clinical schedules, ATI exam schedules, room availability, etc.).

For courses in which there are both final papers/projects and a final, it is recommended that final papers and/or projects be due the week prior to final exams to allow students adequate time to prepare for their exams. For courses in which a final paper/project is substituted for a final exam, the paper/project should be due no later than the regularly scheduled course time during the final week of the course.



## Mandatory and Voluntary Assessment of Student Learning

New Student Orientation includes information on mandatory standardized testing and voluntary assessment activities. Students will be required to sign a written acknowledgement of being informed about the College's mandatory standardized testing. Any student who does not sign the acknowledgement will be placed on registration hold. The student is also given the opportunity to consent to voluntary participation in additional College assessment activities.

All testing must be completed within the designated division guidelines.

The Assessment of Student Learning forms are reviewed and signed by a member of the Standing Assessment Committee.

*Signed Assessment of Student Learning forms will be kept in the student's permanent file in the registrar's office.*

# General Policies and Procedures

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## Attendance Policy

Learning is an interactive process between the student, faculty, and peers; consequently, it is imperative that the student be present in the classroom (in all formats) and clinical area.

Consistent attendance and participation in assigned activities is a critical element in professional development, therefore, students are expected and required to attend and participate in all scheduled experiences. Make-up activities will be determined by faculty in collaboration with students based on the nature of the missed experience, individual student needs and availability of clinical and/or faculty resources.

Students are expected to attend all classes and participate in all planned clinical, laboratory, and/or practicum experiences. Each student is responsible for the content of all courses.

Absence may jeopardize a student's understanding of course content and may result in a grade reduction or failure of the course. Failure to attend a course does not automatically release a student from financial obligations associated with that course. Should a student decide to drop a class or withdraw from school the appropriate paperwork must be completed. Paperwork is available from the Records and Registration. In addition, repeated absences in a course and/or failure to consistently engage in coursework may result in an administrative withdrawal per the Administrative Withdrawal Policy.

### College Sponsored Absences

1. A student who serves on College Council committees will be excused to attend meetings.
2. Student organization meetings will be considered on an individual basis. The student must inform the instructor at least one day in advance of the scheduled meeting.
3. Faculty will facilitate attendance at student conferences and conventions. Students may be required to make-up missed experiences.

### Reporting Absences

Absences from clinical experiences must be reported to the clinical site and the supervising instructor prior to the start of the clinical experience. See course guidelines for specific absence reporting protocols for each experience.

When absent from a learning experience, the student must refer to the syllabus for expectations of the missed experience.

## Personal Information Updates

For clerical and legal reasons, Bryan College of Health Sciences and Bryan Medical Center need to be informed of name/address/telephone changes.

Students wishing to change their name on official college records must fill out a Student Name Change Form and submit it to Records and Registration with a copy of acceptable documentation of the name change. The following documents are considered acceptable documentation of an official name change: copy of marriage certificate/divorce decree; copy of court document with new name; copy of social security card with new name; copy of driver's license with new name.

Students update their address/telephone through the Student Portal or the Records and Registration office.

## Classroom Dress Code Policy

From Students Rights and Responsibilities: "Dress code will be established with student input in conjunction with the College Dean of Students and faculty, so the highest professional standards are maintained, but also taking into consideration comfort and practicality for the student" as well as the dress code of the parent organization Bryan Health. The purpose and goal of a classroom dress code is to reflect a professional, respectful, and scholastic attitude about college dress.

When on campus for classroom learning activities, students should wear items of clothing with the following characteristics:

- Clean, in good repair, and well-fitting
- Adequately conceals all private anatomical parts and undergarments
- Conceals the upper half the thighs and entire buttocks

- Free of vulgar, suggestive, provocative statements or advertising (e.g. alcohol, tobacco, illegal drugs, sexual connotation)
- Includes footwear
- Includes student identification badge

Tattoos that are deemed offensive (including, but not limited to, drug related, sexually explicit, offensive language, and/or gang related in nature) must be covered at all times while in classroom learning activities on campus.

Failure to comply with classroom dress code may result in the student being asked to change clothing. Students who do not follow established dress code may have further disciplinary action and may be dismissed from Bryan College of Health Sciences.

## Institutional Review Board (IRB)

The Bryan College of Health Sciences Institutional Review Board (IRB) is a federally registered board responsible for the review and approval of all research protocols involving humans as participants. The IRB requires that all research involving human subjects conducted within the College or by faculty, staff, or students affiliated with the College, be reviewed and approved prior to subject recruitment or initiation of data collection.

A human subject is defined as "...a living individual about whom an investigator (whether professional or student) conducting research obtains 1) data through intervention or interaction with the individual; or 2) Identifiable private information." (CFR Title 45 Part 46). **Therefore, any study/project that collects data about human subjects in any form, requires consideration by the IRB. Only the IRB can determine that such a study/project does not need to be reviewed.**

A student class project is a project that is required for completion of a course or series of courses at Bryan College of Health Sciences. The purpose of a class project is for the training and education of students in the use of particular methods, concepts, devices, or equipment with no intent to contribute to generalizable knowledge. A thesis/dissertation is not a class project. IRB waivers for student class projects are obtained by faculty teaching courses that require a student class project as an assignment for completion of a course. Class projects that have been granted an IRB waiver cannot be submitted for publication or be presented at meetings outside Bryan College of Health Sciences without prior IRB approval.

Carefully consider the need for IRB review. Retrospective IRB review is NOT possible after data collection has begun for a class project. Once students begin class project data collection, the faculty or student cannot change their mind and submit an IRB Request for Review after the fact. Retroactive IRB approval will not be granted under any circumstance. Carefully consider the possibility of publication or use of data collected in class projects in future research studies.

Please see the College IRB website for the application guidebook, meeting dates, forms/templates, and resources for researchers. Please see the College Manual for bylaws of the Bryan College of Health Sciences IRB.

## Statement of Copyright Restrictions

Bryan College of Health Sciences abides by the Statement of Copyright Restrictions: The copyright law of the U.S. (Title 17, USC) governs the making of photocopies or other reproductions of copyrighted material. Under certain conditions specified in the law, libraries and archives are authorized to furnish photocopies or other reproductions. One of the specified conditions is that the photocopy is not to be used for any purpose other than private study, scholarship, or research. If a user makes a request for, or later uses, a photocopy or other reproduction for purposes in excess of fair use, that user may be liable for copyright infringement.

## Summary of Civil and Criminal Penalties for Violation of Federal Copyright Laws

Copyright infringement is the act of exercising, without permission or legal authority, one or more of the exclusive rights granted to the copyright owner under section 106 of the Copyright Act (Title 17 of the United States Code). These rights include the right to reproduce or distribute a copyrighted work. In the file-sharing context, downloading or uploading substantial parts of a copyrighted work without authority constitutes an infringement. Penalties for copyright infringement include civil and criminal penalties. In general, anyone found liable for civil copyright infringement may be ordered to pay either actual damages or "statutory" damages affixed at not less than \$750 and not more than \$30,000 per work infringed. For

“willful” infringement, a court may award up to \$150,000 per work infringed. A court can, in its discretion, also assess costs and attorneys’ fees. For details, see Title 17, United States Code, sections 504,505. Willful copyright infringement can also result in criminal penalties, including imprisonment of up to five years and fines of up to \$250,000 per offense. For more information, please see the website of the U.S. Copyright Office at [www.copyright.gov](http://www.copyright.gov).

## Student Email Usage Policy

The following guidelines have been developed for the utilization of student email accounts.

1. Students enrolled in a program of study will receive email accounts provided by the College. It is expected that students will check and read email regularly.
2. Email accounts for new students will be activated before classes begin.
3. If an email account is used for illegal activities, it will be terminated immediately. Such activities will be investigated and reported to the appropriate authorities.
4. Inappropriate use of email accounts may result in disciplinary action up to dismissal from the College.
5. Examples of illegal and/or inappropriate activities include, but are not limited to:
  - • Emailing of pornographic, sexually explicit, offensive, abusive, slanderous, vulgar, or defamatory messages, text, graphics, or images. This includes harassment and intimidation of individuals on the basis race, ethnicity, color, national origin or ancestry, religion, sex, genetic information, gender identity or expression, age, marital or family status, pregnancy, sexual orientation, disability, veteran status, source of income, or any other protected class recognized by state or federal law.
  - Emailing threats to students, faculty or staff.
  - Harassment and intimidation of other students, faculty, or staff.
  - Emailing hate literature.
  - Sending of chain letters inside or outside the College.
  - Soliciting others for commercial ventures, religious or political causes, outside organizations, or other non-College matters.
  - Any actions that violate the Student Code of Conduct and are contrary to the mission and values of the College.
  - Libel or slander
  - Fraud or misrepresentation
  - Academic dishonesty
  - Academic integrity violations
  - Intentional or negligent distribution of computer viruses.

**The College expressly reserves the right to access, retrieve, read and delete any communication that is created on, received through or sent in the E-Mail system to assure compliance with this or any other College policy, for system maintenance or repair, and for any other lawful purpose. Users of these systems should have no expectation of privacy with respect to any such communication.**

6. If a student withdraws and does not intend to return, or is dismissed, their email account will be disabled after five school days.
7. If a student is on a leave of absence, their account will remain active.
8. When students graduate, their email accounts will remain active for life.

## Student Use of Personal Electronic Devices

1. Students are encouraged to appropriately utilize online resources to enhance learning and quality patientcare. Personal electronic devices (PEDs) may be utilized to access such resources, according to this policy. PEDs may include Personal Digital Assistants (PDAs), smartphones, tablets, or any other handheld or worn computers. Use of PEDs for personal, non-school related functions is prohibited in the classroom and clinical settings and students engaging in this behavior will be requested to leave the classroom or clinical area. Inappropriate use of PEDs may result in disciplinary action up to and including dismissal from the College.
  1. Suspected violations should be reported to the Dean of the Program. The Dean of the Program will consult with the Dean of Students in the investigation to determine a course of action and potential sanction.
2. Classroom Usage  
Use of PEDs in the classroom is limited to activities that enhance learning of the content at hand. Such use may not

impede the learning of other class participants. No unapproved electronics are allowed during any exams. Students may not be able to see/hear/feel/wear these devices during exams [devices are to be left in purses/backpacks, and no devices can be in the immediate possession of any person].

### 3. Clinical Usage

1. PEDs are to be used in the clinical areas, and for lab activities and classroom exercises as directed by faculty. Use of PEDs in clinical areas is regulated by the clinical agencies, local, state, and federal regulations and laws. All students are fully responsible for following the Health Insurance Portability and Accountability Act (HIPAA) regulations and the Protected Health Information Policy.
  2. Capturing electronic files (including but not limited to pictures, video, or audio recordings) pertaining to class, clinical, or lab settings is prohibited.
  3. The student should always explain the reason for the use of PEDs prior to using the device in the presence of patients, family members, staff, and healthcare professionals.
  4. The student is solely responsible for the care and maintenance of personal PEDs. Neither the College nor clinical agencies are liable for lost or damaged PEDs.
4. Infection control precautions are expected and must be maintained when using PEDs. Disinfect PEDs per clinical site, science lab, or manufacturer recommendations.

## Student Authentication

Students are identified in electronic systems by unique credentials, such as usernames and passwords. Measures should be taken to protect credentials from accidental loss or discovery. Sharing credentials, failing to log out of systems, accessing systems as someone else, or similar actions are potential violations of academic integrity. The student should immediately report a compromised account or lost or stolen credentials to their program dean or director. In addition, the student should immediately change their account password. Failure to address loss or misuse of credentials is unprofessional behavior which may result in disciplinary action up to and including dismissal from the College.

## Social Media Policy

The use of any type of social media communications (i.e. Facebook, Snapchat, Instagram, Twitter, Blogs, Etc.) is supported by Bryan College of Health Sciences. The success of a positive, interactive social media site depends on the activity of those that belong and contribute. The College encourages interaction on such sites and recognizes them as valuable educational and personal and professional development opportunities. Interactions reflect on the student personally and may also reflect on the image of the College, clinical sites, and the healthcare profession.

- Social media associated with the Bryan College of Health Sciences, its students, faculty, staff, and any clinical setting associated with the College, and Bryan Medical Center and its affiliates, should be positive, celebratory, informative, and encouraging. Content is held to the same professional standards and guidelines as are expected when interacting with others in the classroom, clinical, and college settings.
- The College encourages the posting of photos and or videos featuring students, faculty, staff, and administration with the following guidelines when posting to College or medical center sponsored or personal sites.

The following guidelines have been developed for Bryan College of Health Sciences students when using social media communication for both personal and professional use:

1. Posting or taking patient or any care related photos, video content, or writing about patient information from any clinical area is strictly prohibited and may be a violation of Health Insurance Portability and Accountability Act (HIPAA) policy.
2. Students may not make posts suggesting they are an official representative of the College, medical center or other clinical sites. (Refer to the student handbook for complete HIPAA policy.)
3. Posting comments, photos, or videos from the classroom setting or College activities may be a violation of Family Educational Rights and Privacy Act (FERPA) or the Academic Integrity policy. (Refer to the student handbook for complete FERPA and Academic Integrity policies.)

4. Offensive, harassing, and/or bullying material are not acceptable and will not be tolerated. Content found to be posted on any Bryan College of Health Sciences sites that are offensive, harassing, and/or bullying in nature or inconsistent with the College's harassment and discrimination policies must be removed, and posting such materials may result in disciplinary action.
5. Social media sites are not the appropriate venue for expressing negative experiences in the classroom, clinical, or college setting. Such issues should be brought to the attention of appropriate personnel at the College.
6. Students posting unprofessional content on social media sites will be asked to remove such content.

Students are to report any inappropriate posts and/or violations of this policy to the Dean of Students or any College administrator. Appropriate disciplinary action will be taken when a student is found to have violated the policy up to and including dismissal from the College.

## Computer and Network Usage Policy

Students are encouraged to have a Windows-based personal computer with access to high-speed Internet. The College does not guarantee the performance of the wireless network. Performance is dependent upon network traffic and system loads. The College is not responsible for damage to student devices, for configuring software, or for ensuring the functionality of applications on student devices.

The College may provide computers for use in a classroom setting. Computers are also available for use on Campus. Students may check out laptops from the Library, pending availability. Users are required to save their work to a secure, personally-accessible storage location; the College does not assume any responsibility for storage. Printing capabilities are provided on campus. Students are provided a limited printing allotment each semester. Students are responsible for additional printing costs once the allotment limit has been reached.

When using a College computer or the College networks, users are expected to conduct themselves in a professional manner. Usage of College computers and the College networks is tracked. All students, faculty, staff, and administrators are expected to report suspected inappropriate use of computer resources. Violations should be reported to the Dean/Director of the Program and the Dean of Students. Inappropriate use of computer resources, as determined by applicable College, Network, and IT Security personnel, may result in disciplinary and/or legal action. Users are not permitted to alter College hardware, software, or networks. If a situation occurs where additional computer resources are required, users need to submit requests to the College Network Administrator.

## Background Check Policy

The clinical programs of Bryan College of Health Sciences require students to participate in the care of patients in various healthcare settings. Students accepted into programs with clinical components are required to have a background check.

Students must clear the background check upon enrollment into any Bryan College of Health Sciences program with clinical components. Failure to undergo the background check will result in dismissal from the program. If deemed appropriate by the College, students may be dismissed from the program based on the results of a background check. Students may appeal the decision and will have the opportunity to present information to dispute the background check. In addition, enrolled students are required to complete an annual disclosure statement. Failure to comply may result in dismissal from the College. Information from the disclosure statement may then be forwarded to the Program Dean/Director and another background check may be required at the student's expense. The clinical agencies, at their discretion, may elect to deny a student with a newly reported criminal background permission to continue to participate in programs at their site, which would mean that the student would be unable to complete their clinical training and would be dismissed from the program.

The results of the background check must be made available to the program and the clinical sites associated with the program. Should a clinical agency refuse to place a student based on the outcome of the background check, the program has no responsibility for arranging alternate clinical placements.

If an applicant or student is issued a citation or other criminal process and/or convicted of any criminal offense(s), other than minor traffic violations, subsequent to the date the student has obtained the background check under this policy, the student is required, within three (3) days after such citation/conviction to report, in writing to the Dean of Students, the date, court location and nature of any such criminal citations or convictions. Failure to comply may result in dismissal from the College. This information may then be forwarded to the clinical agency for review and another background check may be required, at the student's expense. The clinical agencies, at their discretion, may elect to deny a student with a newly reported criminal

background permission to continue to participate in programs at their site, which would mean that the student would be unable to complete their clinical training and would be dismissed from the program. If an individual is issued a citation or other criminal process or is convicted of such an offense after an offer of admission is made but before matriculating as a student at the College, the College reserves the right to withdraw the offer of admission.

## Drug and Alcohol Policy and Procedure

Bryan College of Health Sciences is committed to providing a drug and alcohol free educational environment which supports the mission of the College. The College's primary role in dealing with the use or potential use of drugs or alcohol is that of prevention, counseling, and education.

The risks associated with the use of illicit drugs and the abuse of alcohol are numerous and include physical and mental impairment, emotional and psychological deterioration, and devastating effects on family and friends. There are obvious risks, such as being charged with driving under the influence or while intoxicated, and sustaining or causing personal injury. There are a number of less obvious risks associated with alcohol and other drug abuse: poor academic performance; poor job performance; unwanted sexual activity; sexually transmitted diseases, including HIV/AIDS; and jeopardizing future career prospects. In addition, alcohol and drug abuse put the user at considerable health risk, which can include: nausea, vomiting, cancer, liver damage, elevated blood pressure, psychotic episodes, hallucinations and, in some cases death.

It is the policy of the College that the unlawful manufacture, distribution, dispensation, possession, use of a controlled substance, or the purchase, sale, possession, use or consumption of alcohol is strictly prohibited on College premises, extension of the College campus, and at all College-sponsored events and activities on and off campus. A College-sponsored student event is any gathering that is arranged or endorsed by the College, where students are in attendance. Attendance at any school activity, either curricular or extra-curricular, while under the influence of alcohol, shall constitute misconduct, unless prior permission from Bryan College administration has been obtained and the alcohol is sold off campus by a licensed independent vendor via a "cash bar" and only to persons of legal age. Any student or student organization that violates this policy will be subject to disciplinary action up to and including dismissal from the College. Disciplinary sanctions may also include the completion of an appropriate rehabilitation program. Students may be placed on suspension until the required program is completed.

The College reserves the right to notify an appropriate law enforcement agency when violation of the alcohol and drug policy is also a violation of the law.

If there is a reasonable suspicion of alcohol or drug consumption prior to or while in class or at a College-sponsored activity, the student may be removed from the class or activity. If there is a suspicion of drug or alcohol consumption prior to or after reporting to clinical activities, the student will be removed from the clinical setting.

At the discretion of the faculty or College Administrator, the student may be taken to the Health Office for evaluation, which may include alcohol or drug screening test(s).

**Reason to suspect impairment and/or withdrawal** include personal observations of, but not limited to, the following signs: poor neuromuscular coordination, diaphoresis, tremors, muscle cramps, gastrointestinal cramps/diarrhea, irritability, restlessness, difficulty concentrating, drowsiness, confusion, slurred speech, blurred vision. Acute behavioral changes such as severe mood swings, panic, severe depression, excessive physical activity, difficulty with authority and poorly explained errors, accidents or injuries are reasons to suspect impairment or withdrawal. Signs, behavior changes or other evidence of impairment and/or withdrawal will be documented by program administration, faculty or clinical preceptors and will include dates, times, locations, and names of witnesses.

**Reason to suspect substance use disorder** can be based on personal observations documented by administration, faculty or clinical preceptors. Documentation of concerns related to attendance (frequent or unexplained tardiness, absences, illnesses; ), behavior (see behavior changes above), performance (underperformance, errors or elaborate excuses), physical signs (see signs above) and use of controlled substances (consistently uses more drugs than colleagues, heavy wastage of drugs, drugs carried outside of clinical area) will include dates, times, locations, and names of witnesses.

### Intervention by School

#### Assessment for Chemical Dependence or Substance Use Disorder

A student is required to complete an assessment for chemical dependence/substance use disorder if a drug screening is



positive or based on reason to suspect impairment, withdrawal or substance use disorder. The assessment method must be preapproved by the Dean of Students. The results of the assessment must be provided to the Dean of Students and Program Dean. The student is placed on administrative/medical leave of absence until the assessment results are reviewed by the Dean of Students and Program Dean.

### **Reentry**

A safe return to the program will be facilitated on an individual basis. A student placed on administrative/medical leave of absence for substance use disorder may not be able to reenter the program if reentry is a threat to the student's or patient safety. Readiness for reentry is a collaborative decision of any applicable monitoring/treatment programs, a certified drug and alcohol counselor, the Dean of Students, and the Program Dean.

A reentry contract with conditions to reenter the program will be written and agreed upon by the Dean of Students, Program Dean and affected student prior to return the classroom or clinical activities. A reentry contract is required for a student placed on administrative/medical leave of absence for assessment and/or treatment of chemical dependence or substance use disorder. Conditions likely will include evaluation by a certified drug and alcohol counselor, successful completion of a rehabilitation program if recommended, compliance with any follow-up care such as taking prescribed naltrexone or participating in a 12-step program, and participation in a monitoring program with random drug testing at the student's expense, with results reported to the Dean of Students. The student is required to comply with all conditions of any monitoring contract the student has entered into with a state licensing authority. Additional conditions may be included in the reentry contract on a case by case basis.

Drug Violations can render students ineligible for federal student aid.

If you or someone you know is having difficulties because of alcohol or substance abuse, please seek assistance. The College and the Lincoln community include individuals and agencies with the resources to help. Professional Development Services (Mel Stutzman, 402-481-3831) or Continuum EAP (402-476-0186) are resources that can provide information and access to counseling, treatment, support groups and rehabilitation programs.

### **City and State Laws on Violations and Penalties for Abuse of Alcohol and Drugs**

#### **Liquor/Alcohol**

##### **Sale to minors and incompetents; prohibited. (53-180.)**

No person shall sell, give away, dispose of, exchange, or deliver, or permit the sale, gift, or procuring of any alcoholic liquors, to or for any minor or to any person who is mentally incompetent.

##### **Minor misrepresenting age; unlawful. (53-180.01.)**

No minor shall obtain, or attempt to obtain, alcoholic liquor by misrepresentation of age, or by any other method, in any tavern or other place where alcoholic liquor is sold.

##### **Prohibited acts relating to minors and incompetents; violations; penalties; possible alcohol overdose; actions authorized; false identification; penalty; law enforcement agency; duties. (53-180.05)**

(1) Except as provided in subsection (2) of this section, any person who violates section 53-180 shall be guilty of a Class I misdemeanor.

(2) Any person who knowingly and intentionally violates section 53-180 shall be guilty of a Class IIIA felony and serve a mandatory minimum of at least thirty days' imprisonment as part of any sentence he or she receives if serious bodily injury or death to any person resulted and was proximately caused by a minor's (a) consumption of the alcoholic liquor provided or (b) impaired condition which, in whole or in part, can be attributed to the alcoholic liquor provided.

(3) Any person who violates any of the provisions of section 53-180.01 or 53-180.03 shall be guilty of a Class III misdemeanor.

(4)(a) Except as otherwise provided in subdivisions (b), (c), and (d) of this subsection, any person older than eighteen years of age and under the age of twenty-one years violating section 53-180.02 is guilty of a Class III misdemeanor.

(b) Subdivision (a) of this subsection shall not apply if the person:

(i) Made a good faith request for emergency medical assistance in response to the possible alcohol overdose of himself or herself or another person as soon as the emergency situation is apparent after such violation of section 53-180.02; (ii) Made the request for medical assistance under subdivision (b)(i) of this subsection as soon as the emergency situation is apparent after such violation of section 53-180.02; and

(iii) When emergency medical assistance was requested for the possible alcohol overdose of another person:

- (A) Remained on the scene until the medical assistance arrived; and
  - (B) Cooperated with medical assistance and law enforcement personnel.
  - (C) The exception from criminal liability provided in subdivision (b) of this subsection applies to any person who makes a request for emergency medical assistance and complies with the requirements of subdivision (b) of this subsection.
  - (D) Subdivision (a) of this subsection shall not apply to the person experiencing a possible alcohol overdose if a request for emergency medical assistance in response to such possible alcohol overdose was made by another person in compliance with subdivision (b) of this subsection.
  - (E) A person shall not initiate or maintain an action against a peace officer or the employing state agency or political subdivision based on the officer's compliance with subdivision (b), (c), or (d) of this subsection.
- (5) Any person eighteen years of age or younger violating section 53-180.02 is guilty of a misdemeanor as provided in section 53-181 and shall be punished as provided in such section.
- (6) Any person who knowingly manufactures, creates, or alters any form of identification for the purpose of sale or delivery of such form of identification to a person under the age of twenty-one years shall be guilty of a Class I misdemeanor. For purposes of this subsection, form of identification means any card, paper, or legal document that may be used to establish the age of the person named thereon for the purpose of purchasing alcoholic liquor.
- (7) When a minor is arrested for a violation of sections 53-180 to 53-180.02 or subsection (6) of this section, the law enforcement agency employing the arresting peace officer shall make a reasonable attempt to notify such minor's parent or guardian of the arrest.

**Minor; prohibited acts; exception; governing bodies; powers. (53-180.02.)**

The governing bodies of counties, cities, and villages shall have the power to, and may by applicable resolution or ordinance, regulate, suppress, and control the transportation, consumption, or knowing possession of or having under his or her control beer or other alcoholic liquor in or transported by any motor vehicle, by any person under twenty-one years of age, and may provide penalties for violations of such resolution or ordinance.

**Consumption of liquor on public property; forbidden; exceptions; license authorized. (53-186.)**

1. Except as provided in subsection (2) of this section, it shall be unlawful for any person to consume alcoholic liquor upon property owned or controlled by the state or any governmental subdivision thereof unless authorized by the governing bodies having jurisdiction over such property.
2. The commission may issue licenses for the sale of alcoholic liquor at retail (a) on lands owned by public power districts, public power and irrigation districts, the Bureau of Reclamation, or the Corps of Army Engineers or (b) for locations within or on structures on land owned by the state, cities, or villages or on lands controlled by airport authorities. The issuance of a license under this subsection shall be subject to the consent of the local governing body having jurisdiction over the site for which the license is requested as provided in the Nebraska Liquor Control Act.

**Consumption of liquor in public places; license required; exception; violations; penalty. (53-186.01.)**

1. It shall be unlawful for any person owning, operating, managing, or conducting any dance hall, restaurant, cafe, or club or any place open to the general public to permit or allow any person to consume alcoholic liquor upon the premises except as permitted by a license issued for such premises pursuant to the Nebraska Liquor Control Act.
2. It shall be unlawful for any person to consume alcoholic liquor in any dance hall, restaurant, cafe, or club or any place open to the general public except as permitted by a license issued for such premises pursuant to the act.
3. This section shall not apply to a retail licensee while lawfully engaged in the catering of alcoholic beverages.
4. Any person violating subsection (1) of this section shall, upon conviction thereof, be subject to the penalties contained in section 53-1,100.
5. Any person violating subsection (2) of this section shall be guilty of a Class III misdemeanor.

**Controlled Substances**

**Prohibited acts; violations; penalties. (28-416.)**

1. Except as authorized by the Uniform Controlled Substances Act, it shall be unlawful for any person knowingly or intentionally:

1. To manufacture, distribute, deliver, dispense, or possess with intent to manufacture, distribute, deliver, or dispense a controlled substance; or
2. to create, distribute, or possess with intent to distribute a counterfeit controlled substance.
2. Except as provided in subsections (4), (5), (7), (8), (9), and (10) of this section, any person who violates subsection (1) of this section with respect to:
  1. A controlled substance classified in Schedule I, II, or III of section 28-405 which is an exceptionally hazardous drug shall be guilty of a Class II felony;
  2. any other controlled substance classified in Schedule I, II, or III of section 28-405 shall be guilty of a Class III felony; or (c) a controlled substance classified in Schedule IV or V of section 28-405 shall be guilty of a Class IIIA felony.
3. A person knowingly or intentionally possessing a controlled substance, except marijuana, unless such substance was obtained directly or pursuant to a medical order issued by a practitioner authorized to prescribe while acting in the course of his or her professional practice, or except as otherwise authorized by the act, shall be guilty of a Class IV felony.
4. (a) Except as authorized by the Uniform Controlled Substances Act, any person eighteen years of age or older who knowingly or intentionally manufactures, distributes, delivers, dispenses, or possesses with intent to manufacture, distribute, deliver, or dispense a controlled substance or a counterfeit controlled substance
  - (i) to a person under the age of eighteen years,
  - (ii) in, on, or within one thousand feet of the real property comprising a public or private elementary, vocational, or secondary school, a community college, a public or private college, junior college, or university, or a playground, or
  - (iii) within one hundred feet of a public or private youth center, public swimming pool, or video arcade facility shall be punished by the next higher penalty classification than the penalty prescribed in subsection (2), (7), (8), (9), or (10) of this section, depending upon the controlled substance involved, for the first violation and for a second or subsequent violation shall be punished by the next higher penalty classification than that prescribed for a first violation of this subsection, but in no event shall such person be punished by a penalty greater than a Class IB felony.

(b) For purposes of this subsection:

  - (i) Playground shall mean any outdoor facility, including any parking lot appurtenant to the facility, intended for recreation, open to the public, and with any portion containing three or more apparatus intended for the recreation of children, including sliding boards, swingsets, and teeterboards:
  - (ii) Video arcade facility shall mean any facility legally accessible to persons under eighteen years of age, intended primarily for the use of pinball and video machines for amusement, and containing a minimum of ten pinball or video machines: and
  - (iii) Youth center shall mean any recreational facility or gymnasium, including any parking lot appurtenant to the facility or gymnasium, intended primarily for use by persons under eighteen years of age which regularly provides athletic, civic, or cultural activities.
5. (a) Except as authorized by the Uniform Controlled Substances Act, it shall be unlawful for any person eighteen years of age or older to knowingly and intentionally employ, hire, use, cause, persuade, coax, induce, entice, seduce, or coerce any person under the age of eighteen years to manufacture, transport, distribute, carry, deliver, dispense, prepare for delivery, offer for delivery, or possess with intent to do the same a controlled substance or a counterfeit controlled substance.
- (b) Except as authorized by the Uniform Controlled Substances Act, it shall be unlawful for any person eighteen years of age or older to knowingly and intentionally employ, hire, use, cause, persuade, coax, induce, entice, seduce, or coerce any person under the age of eighteen years to aid and abet any person in the manufacture, transportation, distribution, carrying, delivery, dispensing, preparation for delivery, offering for delivery, or possession with intent to do the same of a controlled substance or a counterfeit controlled substance.
- (c) Any person who violates subdivision (a) or (b) of this subsection shall be punished by the next higher penalty classification than the penalty prescribed in subsection (2), (7), (8), (9), or (10) of this section, depending upon the controlled substance involved, for the first violation and for a second or subsequent violation shall be punished by the next higher penalty classification than that prescribed for a first violation of this subsection, but in no event shall such person be punished by a penalty greater than a Class IB felony.

6. It shall not be a defense to prosecution for violation of subsection (4) or (5) of this section that the defendant did not know the age of the person through whom the defendant violated such subsection.
7. Any person who violates subsection (1) of this section with respect to cocaine or any mixture or substance containing a detectable amount of cocaine in a quantity of:
  - (a) One hundred forty grams or more shall be guilty of a Class IB felony;
  - (b) At least twenty-eight grams but less than one hundred forty grams shall be guilty of a Class IC felony; or (c) At least ten grams but less than twenty-eight grams shall be guilty of a Class ID felony.
8. Any person who violates subsection (1) of this section with respect to base cocaine (crack) or any mixture or substance containing a detectable amount of base cocaine in a quantity of:
  - (a) One hundred forty grams or more shall be guilty of a Class IB felony;
  - (b) At least twenty-eight grams but less than one hundred forty grams shall be guilty of a Class IC felony; or (c) At least ten grams but less than twenty-eight grams shall be guilty of a Class ID felony.
9. Any person who violates subsection (1) of this section with respect to heroin or any mixture or substance containing a detectable amount of heroin in a quantity of:
  - (a) One hundred forty grams or more shall be guilty of a Class IB felony;
  - (b) At least twenty-eight grams but less than one hundred forty grams shall be guilty of a Class IC felony; or
  - (c) At least ten grams but less than twenty-eight grams shall be guilty of a Class ID felony.
10. Any person who violates subsection (1) of this section with respect to amphetamine, its salts, optical isomers, and salts of its isomers, or with respect to methamphetamine, its salts, optical isomers, and salts of its isomers, in a quantity of:
  - (a) One hundred forty grams or more shall be guilty of a Class IB felony;
  - (b) At least twenty-eight grams but less than one hundred forty grams shall be guilty of a Class IC felony; or (c) At least ten grams but less than twenty-eight grams shall be guilty of a Class ID felony.
11. Any person knowingly or intentionally possessing marijuana weighing more than one ounce but not more than one pound shall be guilty of a Class III misdemeanor.
12. Any person knowingly or intentionally possessing marijuana weighing more than one pound shall be guilty of a Class IV felony.
13. Any person knowingly or intentionally possessing marijuana weighing one ounce or less shall:
  - (a) For the first offense, be guilty of an infraction, receive a citation, be fined three hundred dollars, and be assigned to attend a course as prescribed in section 29-433 if the judge determines that attending such course is in the best interest of the individual defendant;
  - (b) For the second offense, be guilty of a Class IV misdemeanor, receive a citation, and be fined four hundred dollars and may be imprisoned not to exceed five days; and
  - (c) For the third and all subsequent offenses, be guilty of a Class IIIA misdemeanor, receive a citation, be fined five hundred dollars, and be imprisoned not to exceed seven days.
14. Any person convicted of violating this section, if placed on probation, shall, as a condition of probation, satisfactorily attend and complete appropriate treatment and counseling on drug abuse provided by a program authorized under the Nebraska Behavioral Health Services Act or other licensed drug treatment facility.
15. Any person convicted of violating this section, if sentenced to the Department of Correctional Services, shall attend appropriate treatment and counseling on drug abuse.
16. Any person knowingly or intentionally possessing a firearm while in violation of subsection (1) of this section shall be punished by the next higher penalty classification than the penalty prescribed in subsection (2), (7), (8), (9), or (10) of this section, but in no event shall such person be punished by a penalty greater than a Class IB felony.
17. A person knowingly or intentionally in possession of money used or intended to be used to facilitate a violation of subsection (1) of this section shall be guilty of a Class IV felony.

**Unlawful acts; violations; penalty. (28-417.)**

1. It shall be unlawful for any person:

1. To be under the influence of any controlled substance for a purpose other than the treatment of a sickness or injury as prescribed or administered by a practitioner. In a prosecution under this subdivision, it shall not be necessary for the state to prove that the accused was under the influence of any specific controlled substance, but it shall be sufficient for a conviction under this subdivision for the state to prove that the accused was under the influence of some controlled substance by proving that the accused did manifest physical and physiological symptoms or reactions caused by the use of any controlled substance.
2. Any person who violates this section shall be guilty of a Class III misdemeanor.

**Intentional violations; penalty. (28-418.)**

1. It shall be unlawful for any person knowingly or intentionally:
  - (a) Who is a registrant to distribute a controlled substance classified in Schedule I or II of section 28-405 in the course of his or her legitimate business except pursuant to an order form as required by section 28-413;
  - (b) To use in the course of the manufacture or distribution of a controlled substance a registration number which is fictitious, revoked, suspended, or issued to another person;
  - (c) To acquire or obtain or to attempt to acquire or obtain possession of a controlled substance by theft, misrepresentation, fraud, forgery, deception, or subterfuge;
2. Any person who violates this section shall be guilty of a Class IV felony.

**Inhaling or drinking certain intoxicating substances; unlawful. (28-419.)**

No person shall breathe, inhale, or drink any compound, liquid, or chemical containing acetate, acetone, benzene, butyl alcohol, cyclohexanone, ethyl acetate, ethyl alcohol, ethylene dichloride, ethylene trichloride, hexane, isopropanol, isopropyl alcohol, methyl alcohol, methyl cellosolve acetate, methyl ethyl ketone, methyl isobutyl ketone, pentachlorophenol, petroleum ether, toluene, toluol, trichloroathane, trichloroethylene, or any other substance for the purpose of inducing a condition of intoxication, stupefaction, depression, giddiness, paralysis, inebriation, excitement, or irrational behavior, or in any manner changing, distorting, or disturbing the auditory, visual, mental, or nervous processes. For the purposes of sections 28-419 to 28-424, any such condition so induced shall be deemed an intoxicated condition.

**Selling or offering for sale certain compounds; use; knowledge of seller unlawful. (28-420.)**

No person shall knowingly sell or offer for sale, deliver or give to any person any compound, liquid or chemical or any other substance which will induce an intoxicated condition as defined in section 28-419. when the seller, offerer or deliverer knows or has reason to know that such compound is intended for use to induce such condition.

**Violations; penalty. (28-424.)**

Any person who violates any provision of section 28-419, 28-420, 28-422, or 28-423 shall be guilty of a Class III misdemeanor.

**Additional penalties. (28-427.)**

Any penalty imposed for violation of the Uniform Controlled Substances Act shall be in addition to, and not in lieu of, any civil or administrative penalty or sanction authorized by law. A conviction or acquittal under federal law or the law of another state having a substantially similar law shall be a bar to prosecution in this state for the same act. If any person is convicted for violation of the Uniform Controlled Substances Act, in addition to any penalty imposed by the court, the court may order that such person make restitution to any law enforcement agency for reasonable expenditures made in the purchase of any controlled substances from such person or his or her agent as part of the investigation leading to such conviction.

**Drug paraphernalia; use or possession; unlawful; penalty. (28-441.)**

1. It shall be unlawful for any person to use, or to possess with intent to use, drug paraphernalia to manufacture, inject, ingest, inhale, or otherwise introduce into the human body a controlled substance in violation of sections 28-101, 28-431. and 28-439 to 28-444.
2. Any person who violates this section shall be guilty of an infraction.

**Drug paraphernalia; deliver or manufacture; unlawful; exception; penalty. (28-442.)**

1. It shall be unlawful for any person to deliver, possess with intent to deliver, or manufacture with intent to deliver, drug paraphernalia, knowing, or under circumstances in which one reasonably should know, that it will be used to manufacture, inject, ingest, or inhale or otherwise be used to introduce into the human body a controlled substance in violation of sections 28-101, 28-431. and 28-439 to 28-444.
2. This section shall not apply to pharmacists who sell hypodermic syringes or needles for the prevention of the spread of infectious diseases.
3. Any person who violates this section shall be guilty of a Class II misdemeanor.

**Delivery of drug paraphernalia to a minor; penalty. (28-443.)**

Any person eighteen years of age or older who violates section 28-442 by delivering drug paraphernalia to a person under eighteen years of age who is at least three years his or her junior shall be guilty of a Class I misdemeanor.

**Imitation controlled substance; prohibited acts; determination; penalties; seizure. (28-445.)**

1. Any person who knowingly and intentionally manufactures, distributes, delivers, or possesses with intent to distribute or deliver an imitation controlled substance shall:
  - (a) For the first offense, be guilty of a Class III misdemeanor; and
  - (b) For the second and all subsequent offenses, be guilty of a Class II misdemeanor.

Federal Trafficking Penalties (PDF) Located on the web at [www.bryanhealthcollege.edu](http://www.bryanhealthcollege.edu)

Uses and Effects of Controlled Substances (PDF) Located on the web at [www.bryanhealthcollege.edu](http://www.bryanhealthcollege.edu)

NOTE: Bryan College of Health Sciences complies with the Drug-Free School and Communities Act Amendments of 1989 (Public Law 101-226) through the publication of the Alcohol and Drugs Policy and other written materials distributed annually to students and employees.

## Formal Complaints Policy

A formal complaint about Bryan College of Health Sciences must be submitted in writing to the President of the College or the President's designee. Any individual may submit a written complaint.

## Formal Complaints Policy Procedure

### Procedure

1. The President of the College or their representative will review and investigate any written formal complaints received.
2. A written response to the formal complaint will be formulated by the President or their representative.
3. The President will maintain a written complaint record including: number of complaints, type of complaint, written response to the complaint, and resolution of the complaint.
4. General information on the nature of complaints on file will be available to any person upon written request.

## State of Nebraska Authorization/Complaint Process

The College is considered legally authorized by the State of Nebraska's Commission on Postsecondary Education for Title IV funding eligibility purposes.

The State has a process to review, investigate, and resolve student complaints arising under State laws, including laws related to fraud or false advertising (74 Fed. Reg 66865-66, Oct. 29, 2010). A student can file a complaint with the state at the following link: <https://ccpe.nebraska.gov/student-complaints-against-postsecondary-institutions>

## Student Grievance Policy

Bryan College of Health Sciences (BCHS) defines a grievance as a serious concern that a student regards as just cause for a complaint. Through the Student Grievance Policy, all students have the right to appeal an academic or non-academic matter in which they feel they have been treated unfairly.

The BCHS Student Grievance Policy applies to such matters (not an exhaustive list) as appeal of an advising decision; appeal of a decision by an administrator or faculty advisor regarding permitting individual or group activities; complaint of unfair application of standards applied to work required for award of a degree; or complaint of unfair treatment by a staff, faculty, or third-party person associated with the college. However, the Grievance Policy does not apply in instances where there is an appeal process explicitly covered by another College policy. For example, Academic Integrity Violations may only be appealed by utilizing the appeal process outlined in the Academic Integrity Violation Policy.

## Grievance Process

The Bryan College of Health Sciences (BCHS) Student Grievance Process outlines the process by which students may express and resolve a grievance that they have with any BCHS employee or fellow student. The process for resolving a grievance allows all parties to be heard. It is important for students to be aware of this process should they be involved in a conflict, disagreement, or misunderstanding.

The Student Grievance Process may also be used for grievances involving a third party associated with the College. However, in these instances, the College has discretion to resolve the matter under College contracts, agreements, policies, or laws applicable to the third-party entity, rather than involving the third party in the Student Grievance Process.

The Student Grievance Process in its entirety is an internal process and legal counsel is not permitted. It is not intended to create an adversarial or court-like proceeding but is designed to facilitate fact-finding and to review incidences, actions, or decisions that have negatively affected or raised a serious concern for a student. No retaliatory action will be taken against any participants because they have participated in this process.

Each step in the formal Student Grievance Process indicates who will receive notification of the decision. All decision notifications will be delivered electronically via the College-provided email accounts. Failure of the student to initiate the next step in the process within the specified period of time indicates acceptance of the decision and waives the student's right to further review or appeal. Time limits may be changed by mutual agreement of the involved parties and approval by the Provost or Dean of Students. Typical reasons for a timeline to be extended include: 1) If College employees are not responding to the student in a timely manner or 2) To allow time for the student to determine whether or not an attempted resolution has rectified the issue. If a resolution of the grievance is obtained in any given step, the resolution is considered final.

The academic status of the student will not be altered until resolution of the grievance is obtained in any given step. Students who are grieving matters that will affect progression may progress to subsequent semester classes while the grievance process is in progress. Should the resolution result in an upheld decision and the student is not allowed to progress, the student will be administratively withdrawn from the course and receive a full refund for tuition paid for that course. ***For grievances regarding final grade appeal, please refer to the grade dispute policy in the academic catalog.***

The Provost and Dean of Students are integral to facilitating the review process and have responsibility for making determinations in the process. The Provost facilitates the process for academic matters and the Dean of Students facilitates the process for non-academic matters. If the matter has both academic and non-academic elements, the Provost and Dean of Students will discuss the case and decide who will facilitate the Student Grievance Process. The Provost or Dean of Students will name a designee in the event that they are unavailable. If the Provost or Dean of Students is named as an involved party in the grievance, the College President will designate an alternative leader to facilitate the process.

### Step 1: Informal Process

Every reasonable effort should be made by all parties to resolve the concerns informally before a formal grievance is filed. At this stage, no written records of the matter will be placed in the student's official file. The student may initiate Step 2, a formal Departmental Review, if they determine that informal discussions have not resulted in resolution or that they do not wish to engage in informal discussions.

The initial contact person for the informal process depends on the issue.

- For matters involving a College employee or fellow student, the student with a concern should contact the person(s) with whom there is a difference or dispute.

- For matters involving a third party associated with the College, the student with a concern should contact their academic advisor to determine a plan for informal resolution of the issue. Students may choose a faculty member other than their assigned academic advisor to act as an advisor if desired.

In some cases, the student may wish to discuss the concern initially with the Program Dean, Provost, or Dean of Students, who may also assist in attempting to reach an informal resolution. However, contacting the Program Dean, Provost, or Dean of Students does not serve as a substitute for meeting directly with the appropriate initial contact person.

All parties should work toward resolution within a reasonable timeline. The student should send an email requesting to meet with the initial contact person within 10 business days of the point of time when the student has knowledge of the issue being grieved. The initial contact person should work with the student to schedule a meeting to resolve the matter. The meeting should take place within five (5) business days from the receipt of the student's email. At the meeting the initial contact person and the student should discuss the student's concern and work toward a mutually agreeable resolution.

## **Step 2: Formal Departmental Review Process**

If the student determines that informal discussions have not resulted in a timely or satisfactory resolution or if the student does not wish to engage in informal discussions, the student may initiate the formal Student Grievance Process by submitting the [Student Grievance Form](#). The Student Grievance Form should be completed within 15 business days of the point of time when the student has knowledge of the issue being grieved.

The Formal Grievance process begins with a Departmental Review. However, if the student has reason to believe that a Formal Departmental Review would result in a biased outcome, the student may request to move directly to Step 3, Formal Grievance Board Review. The Provost or Dean of Students makes the decision either to continue with a Formal Departmental Review or proceed directly to a Formal Grievance Board.

Upon receipt of a Student Grievance Form, the Provost or Dean of Students will designate an appropriate department leader to investigate the grievance. A designated leader should be someone with decision-making authority over the matter, unless they are named as an involved party in the grievance. The designated leader will initiate an inquiry into all facts relevant to the case and notify involved parties that a Formal Departmental Review Process is being conducted. The inquiry typically includes meetings with the student who submitted the grievance, other parties involved, and relevant witnesses. In some cases, this may mean meeting with involved parties at the same time. Any involved party may submit additional written statements during the review. Any involved student may choose a faculty or staff member to act as an advisor throughout this process if desired.

The designated leader will notify the student who submitted the grievance of the results of the Formal Departmental Review. This notification will occur within 10 business days of receipt of the Student Grievance Form.

1. If the grievance is upheld, the designated leader will attempt to identify a resolution.
2. If possible, the resolution will be communicated at the same time as the Formal Departmental Review decision and completed within 15 business days of the decision.

If the matter is resolved to the satisfaction of the student who brought the grievance, the grievance will be considered closed. If the grievance was not upheld or was not resolved to the satisfaction of the student who brought the grievance, the student may proceed with Step 3, a Formal Grievance Board Review.

## **Step 3: Formal Grievance Board Review**

If the student is not satisfied with the outcome of the Formal Departmental Review Process or believes the Formal Review Process would result in a biased outcome, the student may request a Grievance Board Review. The student should submit the Grievance Board Review Request to the Provost (for academic matters) or Dean of Students (for non-academic matters) within five (5) business days of receiving a Departmental Review decision. The student's Grievance Board Review Request must be submitted by e-mail and include rationale for why the Grievance Board Review is requested.

Upon receipt of the Grievance Board Review Request, the Provost or Dean of Students will meet individually with involved parties and explain the Grievance Board Review process. The Provost or Dean of Students will arrange the Grievance Board Review Meeting within 10 business days of receiving the Grievance Board Review Request.



The Grievance Review Board will be comprised of two faculty members, one professional staff member, and two students who will be trained in the Grievance Review process by the Provost/Dean of Students. A list of potential, non-conflicting Grievance Review Board members will be reviewed with both parties to ensure that there is no conflict of interest. The Provost/Dean of Students will select the Grievance Review Board members from the list.

The original Student Grievance Form, the Formal Departmental Review results (if applicable), and any material that any involved party will bring forth at the Grievance Board Review Meeting must be submitted to the Provost or Dean of Students three (3) days prior to the Grievance Board Review Meeting. All written materials submitted will be available for review by all parties involved in the Grievance Review Board Meeting. Materials will be available for review during the College's office hours and will be checked in and out. All materials are confidential and should not be shared or discussed with anyone, including other members of the Grievance Review Board.

Any involved student may elect to have witness(es) present information at the Grievance Review Board, and may be accompanied by one non-testifying Bryan College student or employee as an advocate. The Provost or Dean of Students will determine the appropriateness and involvement of witnesses. Witnesses may be deemed appropriate for either party.

The Provost or Dean of Students will serve as the nonvoting chairperson of the Grievance Review Board and will conduct the meeting utilizing the Grievance Review Board agenda. Confidentiality will be maintained by the Grievance Review Board. All involved parties will have the right to be present at the Grievance Review Board Meeting. All involved parties will have the opportunity to speak according to the agenda. The Grievance Review Board Meeting is not open to the public. No legal representation will be present. The hearing will be recorded. Recordings will be the property of and secured by Bryan College of Health Sciences. The Grievance Review Board will deliberate in private, and such deliberation will not be recorded. The Grievance Review Board will determine if "it is more likely than not," that the alleged grievance occurred and/or resulted in unfair and/or inequitable treatment. The decision will be made by a secret ballot majority vote of the members of the Grievance Review Board. The ballot results will be shared with the Grievance Review Board at the conclusion of the voting.

Any changes in the scheduled Grievance Review Board meeting must be requested in writing to the Provost (academic issues) or Dean of Students (non-academic issues) at least 24 hours before the appointed meeting time. Unless the College determines that extraordinary circumstances justify a different outcome, failure of the student to appear at the Grievance Review Board meeting will nullify the process and the outcome of the last step will stand. If the other involved parties do not attend the scheduled meeting, they will have forfeited their right to be present and the Grievance Board Review will proceed without them.

The Provost or Dean of Students will notify all involved parties of the Grievance Review Board's decision within three (3) business days of the Grievance Review Board's decision.

#### [Grievance Board Review Request](#)

#### **Step 4: Formal Appeal to the College President**

A decision reached by the Grievance Review Board may be appealed to the President of the College by either the student or the other involved parties. A written appeal must be delivered to the Provost (for academic matters) or Dean of Students (for non-academic matters) within five (5) business days of receiving the decision. The appeal will be limited to a review of the record and supporting evidence of the Grievance Review.

Acceptable reasons for appeal are:

- To determine whether the Grievance Review was conducted fairly in light of the complaint and evidence presented and conformity with prescribed procedures.
- To determine whether the decision reached was based on substantial evidence, that is whether the facts in the Grievance Review were sufficient to meet the criterion of "it was more likely than not."
- To consider new information to alter a decision or other relevant facts not brought out in the Grievance Review, because the student or College personnel appealing did not know such information at the time of the Grievance Review. Use the [Student Grievance Form B](#) and submit.

The President will make an appeal decision within 10 business days of receiving the record and supporting evidence from the Grievance Review Board. The decision of the President is final.

## College Closing Policy Due to an Emergency

The College will be as comprehensive as possible when making announcements concerning emergencies; however the ultimate decision for safety rests with the individual student or staff member. The individual should never travel to a classroom, clinical site, or other college-related function if the safety of the individual is threatened by the situation or by the act of travel.

- College administration will monitor emergency situations to determine the extent to which some or all College operations will be suspended. Emergency situations are usually weather-related, but can also include, but not limited to, utility outages, health emergencies, or local or national crises.
- In the event of an emergency situation, College Administration will announce the decisions concerning College operations as soon as possible. Announcements will be posted as soon as possible via Bryan College App, email, the College website, local television stations and social media when applicable.

## Parking Policy and Procedure - Hastings

Students should park in employee designated parking areas for their clinical site and class days. Students are not allowed to park in the physician lots or areas designated for patients or visitors. Failure to abide by institution's parking policies may result in a written warning and/or a ticket depending on the site.

## Family Educational Rights and Privacy Act (FERPA)

Bryan College of Health Sciences is subject to the regulations and requirements of the Family Educational Rights and Privacy Act (FERPA) of 1974. Under the provisions of this act, students have specific rights related to their educational records:

- The right to inspect and review the student's records within 45 days of the day the College receives a request for access.
- The right to request the amendment of any educational records that a student believes are inaccurate, misleading, or otherwise in violation of the student's privacy rights under FERPA. If the College decides not to amend the record as requested, it will notify the student in writing of the decision and the student's right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the student when notified of the right to a hearing.
- The right to provide written consent to disclosures of personally identifiable information (PII) contained in a student's education records, except to the extent that FERPA authorizes disclosure without consent. (See the partial list below of circumstances in which FERPA authorizes disclosure without consent).
- The right to file a complaint with the U.S. Department of Education concerning alleged failures by the College to comply with the requirements of FERPA. The name and address of the office that administers FERPA is:

Family Policy Compliance Office  
U.S. Department of Education  
400 Maryland Avenue, SW  
Washington, DC 20202

Circumstances in which FERPA permits the disclosure of PPI without consent include, but are not limited to (more detailed information is provided in the FERPA regulations at 34 C.F.R. Part 99), the following:

- To other school officials, including faculty, staff and administrators within the College whom the College has determined to have legitimate educational interests. This includes contractors, consultants, volunteers, or other third parties to whom the school has outsourced institution services or functions;
- To officials of another school where the student seeks or intends to enroll, or where the student is already enrolled if the disclosure is for purposes related to the student's enrollment or transfer;
- In connection with financial aid for which the student has applied or which the student has received, if the information is necessary to determine eligibility for the aid, determine the amount of the aid, determine the conditions of the aid, or enforce the terms and conditions of the aid;
- To parents of an eligible student if the student is a dependent for IRS tax purposes;

- To comply with a judicial order or lawfully issued subpoena, or as otherwise required by law;
- Accrediting organizations;
- Organizations conducting certain studies on behalf of the College;
- The sharing of PPI between the College and Bryan Medical Center for the purposes of facilitating ongoing operations, supporting the educational mission of the College, and meeting their respective legal obligations;
- To appropriate officials in connection with a health or safety emergency;
- To a victim of an alleged perpetrator of a crime of violence or a non-forcible sex offense (such disclosure may only include the final results of the disciplinary proceeding with respect to that alleged crime or offense, regardless of the finding);
- To the general public, the final results of a disciplinary proceeding, if the College determines the student is an alleged perpetrator of a crime of violence or non-forcible sex offense and the student has committed a violation of the College's rules or policies with respect to the allegation made against them;
- To parents of a student regarding the student's violation of any Federal, State, or local law, or of any rule or policy of the College governing the use or possession of alcohol or a controlled substance if the school determines the student committed a disciplinary violation and the student is under the age of 21;
- Information the College has designated as "directory information".

FERPA rights accorded to parents of K-12 students are transferred to students who are 18 years of age or are attending institutions of postsecondary education.

## Record Retention

Bryan College of Health Sciences maintains a Record Retention Policy in compliance with The Family Educational Rights and Privacy Act; the Veteran's Administration; the United States Department of Education and the American Association of Collegiate Registrars and Admissions Officers (AACRAO) Retention of Records, A Guide for Retention and Disposal of Student Records. Records are maintained for applicants, enrolled students, graduates, and students who are withdrawn. Records and Registration is responsible for maintenance of permanent student records.

## Course Refund Policy

The refund of tuition and fees upon withdrawal from a course or courses will be prorated for the spring or fall semesters as follows:

### Tuition Refund Schedule

#### *Percent of semester rate to be refunded*

100% refund the first week  
 80% refund the second week  
 60% refund the third week  
 40% refund the fourth week  
 20% refund the fifth week

Refunds for courses less than a full term will be prorated. The following fees are not refundable: enrollment fee, course materials and laboratory fees, and books purchased through the bookstore.

No refunds will be made if a student is suspended or dismissed for disciplinary reasons.

## Return of Title IV Funds Policy

### General Requirements

Title IV funds are awarded to a student under the assumption that the student will attend school for the entire period for which the assistance is awarded. A Return of Title IV Funds calculation must be performed when any student who received, or was eligible to receive, Title IV aid ceases attendance in all classes prior to completing the payment period or period of enrollment. A return calculation is NOT required if the student:

1. Never began attendance at the school
2. Continues to attend at least one Title IV eligible class
3. Is on an approved leave of absence
4. Did not receive, and is not eligible to receive, any Title IV aid

5. Has only received, or is eligible to only receive, Federal Work Study funds

### **Drops all Eligible Title IV Courses**

The refund policy governs the return of Federal financial aid disbursed for a student who completely withdraws from a term, payment period or period of enrollment. Private loans and scholarships are excluded from this policy. If a student ceases attendance (drops or withdraws) from all their Title IV eligible courses in a payment period or period of enrollment, the student must be considered withdrawn for Title IV purposes. Regardless of the student's continued attendance in courses for which the student may not receive Title IV, program assistance during that period, the student is, for Title IV purposes, no longer attending an eligible program.

### **Continuing Attendance**

The school is not required to perform a return calculation if the student continues to attend at least one class in the period. For example, a student who drops to three hours from 15 hours still is considered in attendance if those three hours are in a class or classes that are:

Part of the student's program of study, and Otherwise eligible for Title IV assistance.

Although no return calculation is required, any appropriate aid adjustments due to a change in enrollment status would be necessary.

### **Does Not Begin Enrollment in All Courses**

Anytime a student begins attendance in at least one course but does not begin attendance in all the courses they were scheduled to attend, regardless of whether the student is a withdrawal, the College will check to see if it is necessary to recalculate the student's eligibility for Pell Grant and Campus-Based funds based on a revised enrollment status and cost of education.

### **Return to Title IV and Federal Work Study Funds**

The return requirements apply only to the receipt of or qualification for aid that can be included in the calculation. For example, the requirements of 34 CFR 668.22 do not apply to Federal Work-Study (FWS) funds. Therefore, the Return requirements do not apply to a student if the only Title IV program assistance that the student has received or could have received was FWS funds.

### **Determining if a Student has Withdrawn**

Students are considered withdrawn from classes when they do not complete their scheduled enrollment. Regulations require the school to determine the percentage of the period the student has completed, and whether funds must be returned based on that percentage.

### **Procedure a student must follow to officially withdraw from school**

A student may voluntarily withdraw from Bryan College of Health Sciences at any time.

Every effort is made to assist the student in completing the program. However, the faculty have the authority to request the withdrawal from the College of any student at any time when such action is deemed to be in the best interest of the College or of the student.

**Students who voluntarily withdraw from Bryan College of Health Sciences must carry out the following procedure in order to clear their student record:**

1. Present to the Registrar a written statement of intent to withdraw from the College of Health Sciences using the Withdrawal from College Form. Forms may be obtained from the Registrar.
2. Return all resource materials to the library and any skills lab equipment to the library or skills lab.
3. Check to make certain that all financial obligations have been met. If assigned a locker, remove lock and all contents.
4. Arrange to schedule repayment of student loans through the Financial Aid Office.
5. Students interested in readmission, see readmission policy.

### **Last Date of Attendance –**

#### **Student Requests to Withdraw (Official Withdraw)**

Students may initiate a request to withdraw from Bryan College of Health Sciences for various reasons. The student must complete a Request to Withdraw Form, acquire the necessary signatures, and return the form to Records and Registration.

The official date of withdrawal is determined by the date the Request to Withdraw Form is initiated by the student or school official. The student will receive a tuition refund according to the College's tuition refund policy, if applicable. Federal financial aid will be returned according to the Return of Title IV Funds policy.

#### **Administrative Withdrawal Policy (Unofficial Withdraw)**

Students may be withdrawn from Bryan College of Health Sciences administratively for reasons such as failure to return from an approved leave of absence, dropping all classes after the beginning of a term, inability to progress in a program due to academic performance, failure to register for subsequent term semesters, failure to meet attendance requirements, or failure to meet course requirements. An administrative withdrawal is a neutral action and should not be considered as negative or as a disciplinary action. The student will be sent a letter informing them of the withdrawal and the reason for this action. The official date of withdrawal will be determined by the date the student last attended an academically related activity (i.e. attended a class, took an exam or turned in an on-line assignment) for an enrolled student or the first date of the term for students that failed to start classes as scheduled. Tuition due will be based upon the official date of withdrawal, and any tuition refunds will be determined according to the College's tuition refund policy. Federal financial aid will be returned according to the Return of Title IV Funds policy. The student will be placed on a transcript hold if there are unmet obligations to the College. Students who are listed on a class roster but have not attended class or clinical by the end of the first week of a term may be administratively withdrawn from the course.

#### **Student Stops Attending**

When a student stops attending all courses during a semester, that student is considered to have unofficially withdrawn from the College. Because the student in this circumstance does not file withdrawal papers, the College relies on faculty members to notify the Director of Financial Aid that a student has stopped attending courses, and to provide the last date a course-related activity was performed. In the event that a student's faculty members are not aware of the student's lack of activity, the evaluation of satisfactory academic progress will be used as a means of uncovering the situation. The Registrar, on performing the evaluation for satisfactory academic progress at the end of the semester, will initiate an investigation whenever a student receives unsatisfactory grades in all attempted courses. That investigation will include contacting the faculty of all attempted courses to ascertain the last date a course related activity was performed. The Director of Financial Aid will be notified of the unofficial withdrawal of the student and informed of the last date of attendance. If applicable, federal financial aid will be returned according to the Return of Title IV Funds policy.

#### **Leave of Absence Policy**

A leave of absence (LOA), for Return of Title IV funds purposes is a temporary interruption in a student's program of study. LOA refers to the specific time period during a program when a student is not in attendance. For Return of Title IV funds purposes an LOA must meet certain conditions to be counted as a temporary interruption in a student's education instead of being counted as a withdrawal requiring a school to perform a Return of funds calculation. If the LOA does not meet the conditions, the student is considered to have ceased attendance and to have withdrawn from the school, and the school is required to perform a Return calculation.

The student must follow the school's policy and submit a request to the Registrar for a leave of absence. The date of re-enrollment will be determined based on numbers of students in each course and the sequence of courses. The request must be submitted prior to the start of the leave of absence, unless unforeseen circumstances arise.

The leave of absence must not exceed a total of 180 days in any 12-month period; and any student's LOA exceeding 180 days will be considered to have withdrawn and the school will perform a return of title IV funds calculation for the funds received for the semester.

There must be a reasonable expectation that the student will return from the LOA.

Transition activities may be required upon return. When returning to the course the student will start at the beginning of the course, regardless of where they were at the time the leave of absence was requested. Failure to return from an approved leave of absence shall be considered a withdrawal. The withdrawal date shall reflect the start date of the leave of absence even though the leave was approved. The withdrawal policy will then be implemented.

Students may be required to complete transition activities if a one semester gap occurs between courses. Faculty and the student will collaborate to determine individualized activities designed to promote success in the program. Transition activities must be completed prior to resuming courses.

### **Leave of Absence Procedure**

Students requesting a leave of absence from Bryan College of Health Sciences must carry out the following procedure:

1. Present to the Registrar a written request ("Leave of Absence Form"), which includes the date the leave starts and the date the student will return to school. The written request must document the reason for the leave of absence and explanation of reasonable intent of return to complete the course of study.
2. Return all resource materials to the library and skills lab equipment to the Library/Skills Lab.
3. Prior to the date of return, the student will receive a written communication regarding course placement and any required transition activities. Questions regarding course placement are to be directed to the Registrar.

### **Post-Withdrawal Disbursements**

The College will offer any post-withdrawal disbursement of loan funds within 30 days of the date of the school's determination that the student withdrew, and return any unearned funds and make a post-withdrawal of grant funds within 45 days of that date. If a student provides all documents required for verification after withdrawing but before the verification submission deadline, and in time for the College to meet the 30-day Return deadline, the College will perform the Return calculation including all Title IV aid for which the student has established eligibility as a result of verification and for which the conditions of a late disbursement had been met prior to the student's loss of eligibility due to withdrawal.

### **Calculation and Definition of Earned / Unearned Aid**

The refund policy assumes that a student earns their aid based on the period of time they remained enrolled. If a student remained enrolled for 20% of the term before they withdrew then they have earned 20% of the aid disbursed. Earned aid bears no relationship to the amount of costs (i.e. tuition, books, supplies, and living expenses) a student may have incurred while enrolled.

**Earned Aid** -- Earned aid is the amount of aid the student earned for the period of time they were enrolled. Regulations require schools to calculate the percentage of completion by dividing the number of completed days by the number of days the student was scheduled to attend in the period. During the first 60% of the term, a student earns financial aid funds in direct proportion to the length of time they remain enrolled. A student who remains enrolled beyond the 60% point is considered to have earned 100% of the aid for the period. Tuition costs do not determine the amount of financial aid funds a withdrawn student is entitled. Days completed include: all calendar days completed in the period and the day the student withdrew. Excluded from days completed: days the student was not scheduled to be enrolled; scheduled breaks of at least five consecutive days; and approved leaves of absence. Days scheduled include: all calendar days in the period that the student was scheduled to complete prior to withdrawing. Excluded from days scheduled: days the student was not scheduled to be enrolled; scheduled breaks of at least five consecutive days when student is not scheduled to attend; and approved leaves of absence.

### **Scheduled Breaks**

Scheduled breaks of five or more consecutive days are excluded in the R2T4 calculation. The first day of a scheduled break is the first day after the last day of class. The last day of a scheduled break is the day before the next class is held. For example, when classes end on a Friday and do not resume until Monday with a one-week break between a school would exclude nine days from the calculation (Saturday through the following Sunday).

SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
1 CLASSES	2 CLASSES	3 CLASSES	4 CLASSES	5 CLASSES	6 CLASSES	7 BREAK (Exclude from calculation)
8 BREAK (Exclude from calculation)	9 BREAK (Exclude from calculation)	10 BREAK (Exclude from calculation)	11 BREAK (Exclude from calculation)	12 BREAK (Exclude from calculation)	13 BREAK (Exclude from calculation)	14 BREAK (Exclude from calculation)
15 BREAK (Exclude from calculation)	16 CLASSES	17 CLASSES	18 CLASSES	19 CLASSES	20 CLASSES	21 CLASSES

**Unearned Aid** --Unearned aid is the amount of aid disbursed that exceeds the amount of aid earned under the formula. Unearned financial aid funds, other than work-study, must be returned. For a student who withdraws after the 60% point-in-time, there are no unearned funds. However, a school must still determine whether the student is eligible for a post-withdrawal disbursement. If there is a balance due on the tuition and fees after the return of Title IV Federal Student Aid, the student will be responsible for the balance due. Student Accounts will notify the student via a tuition bill of any balance due.

#### **Unearned Aid Due from the School**

Title IV aid that the student did not earn must be returned to the appropriate aid programs. Funds may be returned by either the school or the student. When the school returns Title IV funds, the calculation looks at whether the student received the benefit of the institutional charges assessed by the school through attending classes. As a result, the school must return the lesser of:

The amount of the student's unearned Title IV aid; or

The amount of institutional charges assessed for the period multiplied by the percentage of unearned funds.

#### **Order of Returned Funds by the School**

Federal financial aid funds must be returned in a specific order, based on what types of aid the student received. Each fund will be returned in the following order until the total net amount to return is achieved:

Unsubsidized Direct Loan

Subsidized Direct Loan

Direct Grad PLUS loan

Direct Parent PLUS loan

Federal Pell Grant

#### **Non-Title IV Refunds**

Any non-Title IV funds, such as private loans, Bryan loans, private or institutional scholarships, and Nebraska Opportunity Grants are refunded to the funding source if possible. Work study funds are paid for work performed and are excluded from the refund policy.

#### **Inadvertent Overpayment**

The school has administrative functions in place to prevent inadvertent overpayments, such as immediate notification to the financial aid office when a student ceases attendance. However, should an inadvertent overpayment occur, these funds will be counted as aid that could have been disbursed. If it is determined that these funds qualify as a late disbursement, only the unearned portion will be returned. If the funds do not meet the criteria for a late disbursement, the entire inadvertent overpayment will be returned.

#### **Return of Grant Funds by the Student**

Any amounts of \$50 or less per the Pell Grant program are not required to be returned by the student.

**Refund Timeframe** -- The school will apply the refund policy to a student's tuition account and determine if any refunds are due within 30 days of either 1) receiving official written notification of a student's withdrawal or 2) determining the last documented date of attendance in either class or clinical.

**Student Repayment** -- If it is determined that a student owes a refund to a financial aid program, the school will allow the student to repay the aid under a payment arrangement satisfactory to the school.

**Late Disbursements** -- A student who earned more aid than was disbursed prior to withdrawal is owed a late disbursement. Late disbursements must be made from available grants before loans. The school will credit late disbursements toward an unpaid tuition account. Any portion of a late disbursement not credited to the student's tuition account will be offered as a cash disbursement to the student (or parent in the case of a PLUS loan).

### Refund Requirements Communicated to the Students

The College's tuition credit policy grid and the federal financial aid refund policy with a sample R2T4 calculation are available for the students to read on the College's website. Financial Aid counselors and academic advisors are also available to answer any student or parent questions.

### Sample Return of Title IV Funds Calculation

#### Step 1 – Determine Dates

Dates of the period of enrollment	08/20 – 12/15
Date school determined student withdrew	09/11
Number of completed days	24
Total number of days in the period	113
Percentage of payment period completed	$\frac{24}{113}$ 21.2%

#### Step 2 – Determine Aid

A Net amount of Pell Grant disbursed	\$933
B Net amount of Subsidized loan disbursed	\$1,156
C Net amount of Unsubsidized loan disbursed	\$1,980
Total of aid disbursed:	A + B + C+ \$4,069
Total of aid that could be disbursed	A + B + C+ \$4,069

#### Step 3 – Determine Earned Aid

Amount of Title IV aid earned by the student  $21.2\% \times \$4,069$  \$862.63

#### Step 4 – Total Title IV Aid to be Disbursed or Returned

Title IV Aid to be Returned  $\$4,069 - \$862.63$  \$3,206.37

#### Step 5 – Amount of Unearned Title IV Aid due from the School

Total Institutional Charges		\$6,077
% of Unearned Aid	$100\% - 21.2\%$	78.8%
Amount of unearned charges	$\$6,077 \times 78.8\%$	\$4,788.68
Use lesser amount of total aid to be returned or unearned charges	$\$3,206.37$ or $\$4,788.68$ \$3,206.37	

#### Step 6 - Return of Funds by the School

Aid to be Returned – Due from the school	Subsidized loan	\$1,156
	Unsubsidized loan	\$1,980
	Pell Grant	\$70.37

#### Step 7 - Initial Amount of Unearned Aid Due from Student

Initial amount of unearned aid due from student  $\$3,206.37 - \$3,206.37$  \$0

#### Step 8 – Repayment of the Student's loans

Net loans disbursed minus loans school must return  $\$3,136 - \$3,136$  \$0

#### Step 9 - Grant Funds to be Returned by Student

Initial Amount of Grants for the Student to return	\$0 - \$0	\$0
Amount of Grant Protection	$\$0 \times 50\%$	\$0
Grants for the Student to return	\$0 - \$0	\$0

A Student must be informed that if they withdraw, school charges that were previously paid by federal student aid funds might become tuition charges that the student will be responsible for paying.



**Step 10 – Determine Institutional Charges**

Original Tuition charges for the term	\$6,077
Per school's tuition credit policy: withdrew 2nd week of the term = 40% credit on tuition -	\$3,646.20
Books Purchased at Bookstore	\$ 587.08
Adjusted Tuition charges for the term:	\$3,017.88

**Step 11 – Determine What the Student Owes**

Aid the student keeps that was applied to tuition	Pell	\$933-\$70.37	\$ 862.63	862.63
	Subsidized loan	\$1,156- \$1,156	\$0	
	Unsubsidized loan	\$1,980- \$1,980	\$0	
Amount of tuition owed by the student because federal funds were returned		\$3,017.88 - \$862.63		\$2,155.25

## Religious or Cultural Observances

Bryan College of Health Sciences strives to be sensitive to the religious and cultural beliefs of an increasingly diverse population. If a concern arises regarding a scheduled College or course activity and a particular religious or cultural practice, the student must inform the instructor of the concern well in advance of the scheduled activity. If this concern results in the student being absent from course activities, make-up may be required, at the discretion of the instructor.

## Smoking Policy

Bryan College of Health Sciences has a tobacco-free policy. Tobacco products include cigarettes, pipes, or cigars – and in any smokeless form. Also included are substitute items such as clove cigarettes, electronic cigarettes (also known as e-cigarettes), etc.

Use of tobacco products is not permitted in the College or on the campus. This includes inside and outside of our buildings, all parking garages, lots and all grounds of our main and ancillary buildings. The procedure applies to all individuals including students, patients, visitors, employees, volunteers, medical staff members, and tenants. The one exception is patients of the Independence Center. Use of tobacco products is prohibited in personal vehicles when on Campus.

Students are expected to adhere to smoking policies of their off-site classroom or clinical experience sites.

## Video Camera Use

The following guidelines have been developed for the utilization of the Bryan College of Health Sciences video camera.

1. The video camera must be checked out and returned to the Bryan College of Health Sciences Education Information Technology Office.
2. The camera can be checked-out based on the following authorization:
  1. Bryan College of Health Sciences Faculty use for academic purposes.
  2. Faculty approved student use for course/academic purposes.
  3. Administrator approval for requested use by other hospital departments/employees.
3. Students are financially responsible for equipment that is lost or broken while checked out to them.

### Video Recording in the Simulation Center

Video recording may be used in the simulation lab during simulated clinical experiences. Recordings may be used during the debriefing period to help students reflect on the actions and activities that occurred during the simulated clinical experience.

This recording will only be viewed by those students who participated in the simulated clinical experience, the instructor(s), and the simulation lab faculty. The video will be stored on a password-protected area of the College's computer system. It may temporarily be placed on Canvas but password protected so that only the participants may access it. The videos will be deleted from the computer at the end of each semester.

Under no circumstances will the video be viewed by unauthorized people without written consent of the participant(s). The video will not be uploaded to any public viewing site such as Youtube.com. If a faculty member wishes to use portions of a

video for educational purposes or as part of a conference presentation, they will obtain written consent from the participant(s) prior to that use. If a video is going to be used for research purposes, written consent will be obtained. The video may be transferred to a DVD and stored in a locked file cabinet.

## Tuition Collection and Payment Policy

### Spring and Fall Semesters

1. Tuition and fees are billed on the student portal during the second week of a new semester and are due by Friday the 5th week of classes.
2. For accounts unpaid at the beginning of the 6th week of classes, student accounts:
  1. Places a financial hold on the student's account
  2. Notifies the student of the hold
3. When a student's account is on a financial hold the student cannot register for any new classes and cannot receive a certificate or diploma.
4. When the account balance is paid in full the hold is removed. The student is then eligible to register, dependent upon academic standing and availability of classes.
5. If payment has not been received by the end of the semester, inactive accounts will be referred for collection.

### Summer Semester

1. Tuition and fees are billed on the student portal during the second week of a new semester and are due by Friday the 3rd week of classes.
2. or accounts unpaid at the beginning of the 4th week of classes, student accounts:
  1. Places a financial hold on the student's account
  2. Notifies the student of the hold
3. When a student's account is on a financial hold the student cannot register for any new classes and cannot receive a certificate or diploma.
4. When the account balance is paid in full the hold is removed. The student is then eligible to register, dependent upon academic standing and availability of classes.
5. If payment has not been received by the end of the semester, inactive accounts will be referred for collection.

### Billing for Fines

1. Fines may be charged for issues including, but not limited to:
  1. Clinical make-up in excess of times allowed per course
  2. Unplanned or unexcused absences from scheduled exams or competency exercises
  3. Unreturned library or skills lab resources
  4. Skills supplies
  5. Lost student identification cards
2. Fines are billed on the student account as they are accumulated.
3. If the fines are not paid within 30 days, student accounts:
  1. Places a financial hold on the student's account
  2. Notifies the student of the hold
4. When a student's account is on a financial hold the student cannot register for any new classes and cannot receive a certificate or diploma.
5. When the account balance is paid in full the hold is removed. The student is then eligible to register, dependent upon academic standing and availability of classes.
6. If payment has not been received by the end of the semester, inactive accounts will be referred for collection.

Monthly payment plans are available through Student Accounts.

Questions regarding tuition collection and payment for Student Accounts may be directed to the Bursar's Office at (402) 481-8752.

# General Clinical Policies

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## Clinical Attendance Policy

### Clinical Attendance Policy Beliefs and Expectations

The faculty of Bryan College of Health Sciences believes that clinical experience is essential to preparing a health care professional who is competent and caring, and that consistent attendance and participation in assigned clinical activities is a critical element in professional development, therefore, students are expected to attend and participate in all scheduled clinical experiences. The faculty in each course best understand the requirements for adequate clinical experience in that particular area, and that while 100% attendance and participation in assigned clinical experiences is highly desirable and expected, it may not be essential in every case for achievement of course objectives or College goals.

### Policy

1. Students will be required to make-up absences, as the course instructors deem that the experiences missed are necessary for satisfactory achievement of course outcomes and completion of the course.
2. Absences will be recorded and monitored. The student must be present enough, in the faculty's opinion, to demonstrate consistency and satisfactory performance during any given course to be considered complete in the course.
3. Students must be complete in prerequisite courses before advancing to the next level in the curriculum, regardless of total number of hours missed.
4. Faculty will facilitate attendance at such professional activities as student association conventions, student government conferences, and college committee meetings. However, students may be required to make-up missed experiences within the course as deemed necessary by the course faculty.
5. "Make-up" is defined as demonstrating comparable outcome understanding or skill for the content/experience missed.
6. The Academic Dean or Program Director of each division reserves the right to assess a make-up fee for make-up experiences.

## Clinical Evaluation Policy

The Bryan College of Health Sciences Clinical Evaluation System is designed to assist the student in meeting standards necessary to provide quality care. Evaluation is based on individual progress made toward attainment of course objectives/outcomes. Evaluation is an ongoing process with the final decision being made at the completion of the course. The role of the faculty/preceptor in evaluation is to observe and measure the student's performance during the clinical experiences, provide timely feedback about performance strengths and areas needing improvement and to document summary observations, conclusions and recommendations. The role of the student in evaluation is to seek out the faculty/preceptor to observe performance and to provide information regarding client care, to critically review own performance and incorporate faculty/preceptor feedback into future clinical experiences.

## CPR

Students are required to have completed a BLS/CPR for the Health Care Provider course prior to patient care clinical experiences; Students are responsible for maintaining their CPR card throughout the program.

### BSN and Sonography Students

#### CPR for the Healthcare Provider

Students are required to have completed a Cardiopulmonary Resuscitation (CPR) Basic Life Support (BLS) for the Healthcare Provider course prior to patient care clinical experiences. Students are responsible for maintaining their CPR certification throughout the program. Acceptable courses are: American Heart Association (AHA) Basic Life Support for the Healthcare Provider or American Red Cross (ARC) Basic Life Support for Healthcare Providers. Students are required to provide proof of course completion prior to patient care with any clinical experience. Students will not be allowed to continue clinical experiences until a current CPR/BLS card is obtained.

### Procedure

1. Students are to provide proof of course completion at least one month prior to beginning any clinical experience. A copy of the student's card will be maintained.
2. Faculty will note card expiration date when students begin a course. If the BLS/CPR card will expire during the course, faculty will reinforce the requirement to complete a BLS/CPR for the Health Care Provider Renewal course before card expiration and the consequences if the card expires.

3. Upon attainment of a new BLS/CPR card, the student will provide proof of being current to designated College personnel. A copy of the card will be maintained.
4. A student will not be allowed to continue clinical experiences until a current BLS/CPR card is obtained. The student will receive a grade of "unsatisfactory on the evaluation form for not meeting program policies and requirements for each week in which the student does not have verification. Days missed by the student because of a lapse in current status will not be rescheduled or allowed to be made up. This may result in failure of the course.
5. Students can only take initial or renewal BLS for the Health Care Professional/Provider courses from the American Heart Association, Military Training Network (MTN) Resuscitation Programs or the American Red Cross. BLS for the Health Care Professional/Provider courses from other organizations will not be accepted. BLS courses that are not for the Health Care Professional/Provider will not be accepted. Examples of institutions which offer approved course are as follows: Bryan Medical Center, Mary Lanning Health, Southeast Community College, American Red Cross, and American Heart Association.

## Protected Health Information Policy

The Health Insurance Portability and Accountability Act (HIPAA) became a federal law in 1996. HIPAA established a set of national standards for the protection of certain health information. These standards address the use and disclosure of individuals' health information—called "protected health information" (PHI) by organizations that have been defined as "covered entities." Covered entities regulated by HIPAA are obligated to comply with all of its applicable requirements. Bryan Medical Center is a covered entity and as such complies with all applicable requirements of HIPAA.

A major goal of HIPAA is to assure that individuals' health information is properly protected while allowing the flow of health information needed to provide and promote high quality health care and to protect the public's health. HIPAA strikes a balance that permits important uses of information, while protecting the privacy of people who seek health care. Given that the health care marketplace is diverse, HIPAA is designed to be flexible and comprehensive to cover the variety of uses and disclosures that need to be addressed.

Protected Health Information (PHI) includes all "individually identifiable health information" held or transmitted by a covered entity or its business associate, in any form or media, whether electronic, paper, or oral.

"Individually identifiable health information" is information, including demographic data, that relates to:

- the health care recipient's past, present or future physical or mental health or condition,
- the provision of health care to the health care recipient, or
- the past, present, or future payment for the provision of health care to the health care recipient,

and that identifies the health care recipient or for which there is a reasonable basis to believe it can be used to identify the health care recipient. Individually identifiable health information includes many common identifiers (e.g., name, address, birth date, Social Security Number).

Students will access only the records of health care recipients to whom they have been assigned by a faculty member or preceptor to provide care or to review an assigned chart for an approved educational purpose. Students will regard all protected health information (PHI) in accordance with HIPAA. This is to include any PHI encountered while functioning as a student within the College at any facility, site, function, or classroom.

- Students will remove all health care recipient PHI from papers that have any relation to or association with being a student at the College.
- Health care recipient PHI may not be taken from the clinical area in any format.  
Students may not discuss any aspect of health care recipient PHI outside the academic setting.  
See course guidelines for application of HIPAA policies to specific projects.
- Students are required to participate in HIPAA training and sign an agreement to comply with HIPAA regulations prior to beginning clinical experiences.

Students are required to comply with HIPAA regulations while a student at Bryan College of Health Sciences. Failure to comply with HIPAA regulations will result in disciplinary action up to and including dismissal from the college. Failure to comply with HIPAA requirements in an employee role at Bryan Medical Center or any other health care facility will have no bearing on the student's status at Bryan College of Health Sciences except as it relates to clinical limitations and consequences.

## Reporting HIPAA violations

All students, faculty, staff, and administrators are expected to report suspected HIPAA violations. Violations should be reported to the Dean/Director of the Program and the Dean of Students. The Dean of Students will lead an investigation and maintain the record.

## HIPAA Violations Procedure

Alleged and confirmed student violations of this HIPAA policy will be addressed using the HIPAA Violation Procedure and the covered entity's (where the violation occurred) HIPAA violation procedures. All HIPAA violations are reported to the Dean of Students and the Program Dean/Director at the time they are alleged. The Dean of Students will maintain a record of the HIPAA violation. Enrolled students confirmed to be in violation of this HIPAA policy and who remain as students at the College will participate in an individualized remediation plan in order to learn and grow. In addition, a sanction may be imposed upon the student. Failure to complete the remediation plan may result in disciplinary action up to and including dismissal from the College. The HIPAA Violation Procedure provides examples of types of HIPAA violations along with typical sanctions imposed for such violations. The examples provided are intended for clarification only and are not all-inclusive.

## There are three levels of HIPAA violations

**Level I Violation:** A student has authorized access to PHI for an approved educational purpose. However, the student has used that access carelessly, resulting in access mistakes or inappropriate disclosure of information.

**Example of a Level I access mistake includes but is not limited to:**

- Misspelling a person's name and inappropriately accessing the PHI for another individual with a similar name.

**Examples of Level I inappropriate disclosure include but are not limited to:**

- Identifying client protected information within the academic setting but outside of the scope of its intended educational purpose (e.g., using PHI obtained in a clinical class in a paper for a general education composition course).
- Leaving PHI in a public area.
- Misdirecting faxes or emails that contain PHI.
- Discussing PHI the student is authorized to have accessed in public areas where overhearing is possible.
- Leaving a computer accessible and unattended with PHI unsecured.

**Level I Sanction:** The sanction for a Level 1 violation will be determined by course faculty. Typical sanctions for a violator with no prior record of HIPAA violation include but are not limited to:

- Unsatisfactory in course evaluation.
- Course failure.
- Recommend suspension (pending completion of remediation plan).
- Course recommendation to Admission, Promotion, Graduation Sub-Committee for dismissal from the Program.

**Level 2 Violation:** A student deliberately accesses PHI without authorization. Examples include but are not limited to:

- Accessing PHI without an approved educational or clinical purpose.
- Unauthorized access to the student's, a friend's, relative's, a public personality's, or any other individual's PHI.
- Assisting another individual in gaining unauthorized access to PHI.

**Level 2 Sanction:** The sanction for a Level 2 violation will be determined by the Program Dean/Director in collaboration with the College's Executive Council. Typical sanctions for a violator with no prior record of HIPAA violation include but are not limited to:

- Suspension (pending completion of remediation plan).
- Loss of Information Technology privileges to computer systems containing PHI.
- Dismissal from the Program and/or College.

**Level 3 Violation:** A student intentionally accesses and discloses PHI without authorization. Examples include but are not limited to:

- Unauthorized intentional disclosure of a friend's, a relative's, a public personality's, or any other individual's PHI. Such disclosure may occur through conversation, in writing, or through social media, or by any other means.
- Unauthorized delivery of any PHI to any third party.

**Repeated occurrences of HIPAA regulations, regardless of the type of violation.**

**Level 3 Sanction:** Violation may result in dismissal from the program/College. The sanction for a Level 3 violation will be determined by the Program Dean/Director in collaboration with the College's Executive Council.

**Repeat occurrences of HIPAA policy violations by an individual student as indicated in the records maintained by the Dean of Students, regardless of the type of violation, will result in escalating sanctions, which may include dismissal from the College.**

Factors given consideration when determining appropriate sanctions for Level I and II violations may include but are not limited to:

- Self-reporting
- Scale of violation
- Outcomes resulting from the violation
- Student's response to opportunities to take corrective action
- Student's view of the violation in terms of understanding impact on health care recipient
- Student's level of honesty in discussions or other investigation pertaining to the violation
- Prior HIPAA violation

# Nursing Clinical Policies

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## Clinical Practice Policy - Nursing

Students will follow standards of current, safe practice and institutional policy at all times. Any new procedure or medication route needs to be discussed with the clinical faculty/preceptor before proceeding. Students are accountable to perform any skill, procedure or medication route taught previously and throughout the program.

Students are not permitted to perform any procedure or give medication that is investigational and/or requires training or certification beyond entry level, e.g., CAPD, ACLS, PALS, and NALS. Faculty/Preceptors have the right to limit student scope of practice based on clinical situation and student performance.

Medications: Each time a medication is given students will follow the Rights of Medication administration. All high alert medications must be checked by the clinical faculty/preceptor at all times before administration. Courses have the right to develop additional requirements and/or limitations. All medication errors are to be reported to the faculty/preceptor, institutional policy will be followed for reporting errors, and errors will be documented on the Clinical Evaluation Record.

## Clinical Evaluation Policy - Nursing

Clinical evaluation is designed to assist students in meeting course outcomes and associated clinical behaviors by providing objective, constructive feedback regarding performance. Evaluation is based on individual progress made toward attainment of course outcomes and is provided written and verbally.

The role of the faculty in evaluation is to observe and measure student performance during clinical experiences, provide timely feedback about performance strengths and areas needing improvement and to document summary observations, conclusions and recommendations.

The role of the student in evaluation is to seek out the faculty to observe performance and to provide information regarding client care, to critically review own performance and incorporate faculty feedback into future clinical experiences.

The Clinical Evaluation Record documents faculty and student reflection on student progress toward attainment of course outcomes and associated behaviors. The faculty and the student will evaluate student performance at the end of each week of clinical experience, or at a frequency deemed appropriate by course faculty based on the nature of the clinical experiences. The method and format of documenting the student's reflection on progress toward attainment of course outcomes is at the discretion of course faculty. The faculty will write a brief narrative in the Clinical Evaluation Record, providing an objective summary of the student's strengths and areas for growth. Descriptions of deficits must be accompanied by the course outcome number and specific action steps to improve. In addition, the faculty will grade the student's performance on the Clinical Evaluation Record as follows:

- ♣M = met expectations♣
- U = unsatisfactory

Met expectations: Performance met expectations for the course outcome. Unsatisfactory: Performance did not meet expectation for the course outcome.

Written evaluations must be available for review by students prior to the next clinical experience and must be provided in a format in which the student has the ability to keep or retrieve a copy for future reference. Students are expected to review prior to their next clinical experience. If a difference of opinion exists between the faculty and student regarding performance, the student is expected to discuss the issue with the involved faculty in a timely manner.

To satisfactorily complete the course, the student must demonstrate an ability to consistently meet all course outcomes as well as demonstrate a pattern of growth and progression. Based on the nature of the clinical, faculty within a course may determine that some clinical experiences carry more weight in determination of the pattern of growth and progression than others as noted in syllabus. A pattern of unsatisfactory performance may result in a warning status. Failure to demonstrate growth and consistent satisfactory performance will result in unsatisfactory course outcome evaluation and failure of the course.



Evaluation is an ongoing process with the final decision being made at the completion of the course or upon completion of blocked clinical; see course syllabus guidelines. At the end of the course, course faculty will evaluate each student based on attainment of course outcomes and associated behaviors.

The faculty of the College have the responsibility and the authority to establish and maintain standards of ethical, personal, and professional conduct for students in the College. Unsafe clinical practice is behavior that places the client or staff in either physical or emotional jeopardy. Physical jeopardy is the risk of causing harm. Emotional jeopardy means that the student creates an environment of anxiety or distress which places the client at risk. Unsafe clinical practice is an occurrence or pattern of behavior involving unacceptable risk. (Scanlan, Care, & Gessler, 2001, pg. 25)

If at any time during the educational experience, the faculty's professional judgment is that the student is not providing safe, competent, and ethical care, or not acting in a professional manner, the faculty member has the responsibility to remove the student from the setting and document the incident. Based on the incident, disciplinary action up to and including failure of the course and dismissal from the College may result.

## Student Clinical Dress Code

Faculty of Bryan college of Health Sciences believe that it is necessary to address the issue of a dress code for the following reason: (1) client safety, (2) need for asepsis, and (3) projection of a professional image. It is believed by the Faculty that a professional image is important to convey knowledge, skill and authority of the nurse. Students will need to follow dress code of host agency. Clarification will be provided by course faculty.

In consideration of the above, the Faculty has established the following criteria:

### Clinical Experience Requiring Uniform

- Uniform pants with scrub top. Lab coat optional. Only uniform and lab coats designated by the College may be worn. Includes required student name tag. College logo patches must be placed on the left sleeve of the uniform top and lab coat. Pant legs must not touch the floor. All clothes must be clean.
- Name Tag: Shall not be defaced in any manner. School of Nursing conceptual framework pin is allowed and blue healer award/nominee. No other pin is allowed on the name tag or holder. Your last name may be covered with clean white tape.
- Shoes and Socks: Shoes must be clean, modest in appearance, mostly solid color of black, white or gray with closed toe with heel strap or closed heel. Socks preferably a solid color of black, white, gray, or navy.
- Any shirt worn under a scrub top must be solid white.
- Jewelry: Rings must be limited to one ring per hand for optimal handwashing. Necklaces and bracelets should not be worn except medical-alert bands due to safety. Facial piercings (i.e. eyebrow, nose, lip, tongue, ear, ect.) must not pose a potential safety issue to self or others. Requirements may be different depending on the clinical area.
- Body Tattoos: We encourage covering all body tattoos. Tattoos that use profanity or promote violence, hatred, religious intolerance, bigotry, or otherwise violate the values and standards of Bryan College of Health Sciences must be covered. Requirements may be different depending on the clinical area.
- Length and condition of fingernails will be conducive to safety and effective hand washing. Nail polish must be kept in good repair without cracks or chips. Artificial nails are prohibited due to infection risk. Artificial nails are defined as any material applied to the nail for the purpose of strengthening or lengthening the nail including but not limited to:
  - Wraps
  - Acrylics
  - Tips
  - Tapes
  - Extensions
  - Overlays
  - Fills
  - Shellac
  - Appliques other than those made of standard nail polish.
- Hair, beards and mustaches must be clean. Long hair must be pulled back and secured away from the face for safety and infection control. Requirements may be different depending on clinical area.

### Clinical Experience Requiring Polo:

- Pants with college polo: pants to be black, navy, gray or khaki in color. Only polo designated by the college may be worn.
- Name Tag: Shall not be defaced in any manner. School of Nursing conceptual framework pin is allowed and blue healer award/nominee. No other pin is allowed on the name tag or holder. Your last name may be covered with clean white tape.
- Shoes: Clean, modest in appearance, mostly solid color of black, white or gray with closed toe with heel strap or closed heel.
- Any shirt worn under a polo must be solid white.
- Jewelry: Rings must be limited to one ring per hand for optimal handwashing. Necklaces and bracelets should not be worn except medical-alert bands due to safety. Facial piercings (i.e. eyebrow, nose, lip, tongue, ear, ect.) must not pose a potential safety issue to self or others. Requirements may be different depending on clinical area.
- Body Tattoos: We encourage covering all body tattoos. Tattoos that use profanity or promote violence, hatred, religious intolerance, bigotry, or otherwise violate the values and standards of Bryan College of Health Sciences must be covered. Requirements may be different depending on the clinical area.

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  - Wraps
  - Acrylics
  - Tips
  - Tapes
  - Extensions
  - Overlays
  - Fills
  - Shellac
  - Appliques other than those made of standard nail polish.
- Hair, beards, and mustaches must be clean. Long hair must be pulled back and secured away from the face for safety and infection control. Requirements may be different depending on clinical area.

### Clinical Prepping

- Option 1: Pants with college polo: pants to be black, navy, gray, or khaki in color, with a lab coat. Only polo designated by the college may be worn.
- Option 2: Professional dress with lab coat. Lab coat must have a college logo patch on the left sleeve.
- Examples of inappropriate dress includes:
  - Non-business attire
  - Slacks (dress or scrub) that drag on the floor
  - Slacks that are shorter than mid-calf length
  - Skirts greater than 3 inches above the knee
  - Denim jeans or skirts of any color
  - Novelty clothing/t-shirts with messages or graphics
  - Tank tops and spaghetti strap tops (sleeveless clothing is to be covered)
  - Open toed shoes
  - Any shirt with midriff exposure or front or back cleavage exposure (this includes exposures that would occur during bending, reaching or stretching).
  - Fleece tops/bottoms, sweatshirts or hooded garments
- Name Tag: Shall not be defaced in any manner. School of Nursing conceptual framework pin is allowed and blue award/nominee. No other pin is allowed on the name tag or holder. Your last name may be covered with clean white tape.
- Closed toed shoes must be worn while prepping.
- Body Tattoos: We encourage covering all body tattoos. Tattoos that use profanity or promote violence, hatred, religious intolerance, bigotry, or otherwise violate the values and standards of Bryan College of Health Sciences must be covered. Requirements may be different depending on clinical area.
- Hair, beards, and mustaches must be clean. Long hair must be pulled back and secured away from the face for safety and infection control. Requirements may be different depending on clinical area.

### Other expectations:

- Body Odor (including tobacco) can be offensive to clients, guests, and staff. Use of perfumes, colognes or scented lotions should be avoided.
- Personal Hygiene: Good personal hygiene is mandatory at all times.
- Appearance of the student is to project a professional image as identified above.

## Clinical Absence Policy

Attendance at clinical is mandatory and all absences will require makeup for the allotted hours missed. Students should refer to specific clinical experience guidelines for reporting any absence. More than 3 total absences in any given course within the major may result in a clinical failure which would be a course failure, and may be referred for evaluation as a possible violation of the Student Code of Conduct. Extenuating circumstances will be reviewed on an individual basis by course faculty and program administration. Three absences are per course and not per semester or academic year.

## Psychomotor Skill Assessment

Students enrolled in the traditional BSN program are required to participate in psychomotor skill assessment during objective structured clinical examinations (OSCEs).

- Psychomotor skills assessment will be conducted in a simulated environment.
- Students will be provided psychomotor skills checklist(s) in advance. Students are expected to utilize the checklists, guidelines, and provided resources to prepare adequately for the assessment. Students will be familiar with the technology and equipment, expectations, stations, and timing of the assessments.
- Students will be notified in course syllabi of required psychomotor skills assessments.
- Qualified faculty will assess psychomotor skills in a controlled setting. Faculty will provide performance-based feedback to students.
- Students who do not meet the established passing standard for a psychomotor skill will be expected to remediate and engage in repetitive practice prior to retesting at a later date.

- Successful performance of skills is necessary to meet course outcomes and progress to future courses. Students must meet the passing standard prior to the start of the subsequent semester.
- If a student is repeating a course, they will repeat psychomotor skills assessments, regardless of the previous score.
- Psychomotor skills assessments will follow the clinical absence policy for the undergraduate nursing program.

## Undergraduate Nursing Technical Standards

*Students accepted into the Bachelor of Science in Nursing program must possess and maintain the following technical standards:*

### Acquire Information

1. Acquire information from didactic, clinical, and technological learning experiences  
Example: Lecture, demonstration, observation, interview, on-line learning and patient assessment. Obtain clinical information and historical facts from the client and medical records
2. Acquire information from written, video, audio, and electronic sources Example: Literature search, data retrieval, & electronic medical records
3. Acquire information through nursing assessment techniques  
Example: Assess blood pressure, heart sounds, lung sound and/or bowel sounds

### Communication Skills

1. Communicate information effectively and efficiently in English with faculty, clients, families and health care constituents. Example: Report client status, facilitate client teaching, and document care
2. Collaborate with faculty, clients, family and health care constituents. Example: Participate in the exchange of information among health care constituents

### Interpret & Integrate information

1. Measure, calculate, reason, analyze and synthesize data related to patient care.
2. Integrate learned concepts, theories and research into nursing practice  
Example: Utilize Evidenced Based Practice in providing nursing care
3. Interpret and integrate information obtained from nursing assessment techniques and diagnostic tests to establish clinical judgement  
Example: Recognize and act upon alterations in client status
4. Provide holistic nursing care to clients, families, and/or communities in diverse healthcare settings Example: Use cultural competency when engaging with diverse populations.
5. Perform or assist with procedures, treatments and the administration of medications

### Character

1. Demonstrate Integrity, accountability and concern for self, and others  
Example: Accountable for actions, exercises proper judgement, and completes responsibilities according to clinical guidelines and course outcomes.
2. Exhibit professional, sensitive and effective interactions with clients, families and healthcare constituents
3. Exhibit professional and rationale responses to stressful and/or rapidly changing situation in classroom and
4. clinical practice settings.
5. Uphold ethical principles and practices of education and the profession of nursing.  
Examples: American Nurses Association of Standards of Care, Nursing Code of Ethics, Bryan College of Health Sciences Student Code of Conduct and College Values.

Technical Standards are required for the completion of a Bachelor of Science in Nursing. Technical Standards must be met with or without reasonable accommodations.

Bryan College of Health Sciences is committed to providing an environment conducive to learning for all students, including students with disabilities. Accommodations are provided in accordance with section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990.

If you are a student with a disability who may need reasonable accommodations, please contact [dss@bryanhealthcollege.edu](mailto:dss@bryanhealthcollege.edu) or call 402-481-8782.

## Nursing Skills Lab Guidelines - Hastings

### Objective

To provide students with a safe, simulated, clinical environment to learn, practice, and increase proficiency of nursing skills.

- Nursing skills include, but are not limited to, physical assessment, psychomotor skills, and critical thinking.

### Nursing Skills Lab Hours, Scheduling & Reservations

- The Learning Lab is a shared space with other programs and groups. To reserve the Learning Lab, please contact the Nursing Skills Lab Coordinator or Assistant Dean. The learning lab may not always be available for student use. Students should not use the learning lab space unless it has been scheduled for use.

### General Care and Maintenance

- Students and Faculty are responsible for leaving the skills lab neat and clean.
- Dispose of all used supplies, materials, and trash when finished.
- Straighten linen on the beds or replace with clean if stained.
- Remove shoes when lying on the beds.
- Return chairs to the tables, over-bed tables to the foot of the bed, and all equipment or supplies to where you found them.
- Any equipment or supplies from the Skills Lab is to be used for educational purposes only.
- Supplies from Skills Lab or Kits will not be used on any human.
- Notify Skills Lab Coordinator if any equipment is broken, missing, or in need of replacement.

### Manikin Care and Maintenance

- Please check with the Skills Lab Coordinator or Assistant Dean for availability of manikins for student use in the learning lab outside of scheduled labs.
- Treat the manikins with respect.
- Leave manikins in the manner that you found them.
  - Remove any dressings, tape, IV's, catheters, or tubings when finished.
  - Position the manikins comfortably, and cover neatly with bedding when finished.
- Do not move manikins unless directed to do so.
  - Do not use betadine, markers, or lubricant on the manikins. Use only 'Manikin Lubricant' if needed.

### Skills Lab Kits

- Students who receive Skills Lab Kits at the beginning of their course should use supplies within those kits to practice.
- Students who lose their Skills Lab Kit or need additional supplies are required to purchase replacement supplies. Students will access the Nursing Skills Lab Supplies Kit Charge Form located on the Bryan College of Health Sciences website under the Student Forms Tab. Students will complete and submit the Nursing Skills Lab Supplies Kit Charge Form to the BSN Skills Lab Coordinator. The BSN Skills Lab Coordinator will provide the student with the requested supplies and the supplies will be billed to the student account.

### Sharps Safety

- Sharps (including needles and syringes) will be locked at all times.
- Sharps will be available for practice only when Faculty are present for assistance.
- Students are to practice injections only on the manikins provided.
- Do not inject fluid into the manikins.
- Dispose of used needles in the sharps container.
- Needles and syringes may not be removed from the Nursing Skills Lab.

### Lab Supplies and Equipment

- Equipment and Supplies may be set up in advance for a lab or class. Do not use supplies from or rearrange these areas.
- Students are encouraged to use the equipment while in the Lab. If equipment needs to be used outside of the lab, it must be checked out.

#### **Checking Out Skills Lab Equipment**

- Skills lab equipment may be checked out to students by the Skills Lab Coordinator.
- Equipment is due back to the Skills Lab Coordinator by 0800 the next scheduled school day.
- Equipment may be checked out for a maximum of 24 hours unless prior arrangements have been made.
- Students are financially responsible for equipment checked out to them that is lost, broken, or not returned.
- Equipment returned after the due date will be assessed a late fine. Equipment that is broken or not returned by the end of the course is subject to the replacement cost of the item plus a \$10.00 fine. Students will be billed for the replacement cost and fine.

# Safety Policies and Procedures

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## Mary Lanning Campus Security/Crime Prevention - Hastings

Bryan College of Health Sciences is a college community of approximately 700 students and approximately 75 regularly employed faculty and staff, located in Lincoln and Hastings, Nebraska. The population of Hastings is approximately 25,000. Bryan College of Health Sciences, Hastings location is located on the Mary Lanning Hospital Campus. As part of this larger community the College shares many of the same interests and problems, including concerns about crime. Bryan College of Health Sciences fortunately has not experienced significant numbers of crimes on any of its locations.

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) is a federal law which requires colleges and universities to publish an annual security and campus safety report containing campus security and safety policies and procedures, as well as crime statistics.

The Clery Act was enacted in 1990, and amended in 1992, 1998, 2000, and 2008. In 2013, the Violence Against Women Reauthorization Act (VAWA) amended the Clery Act to require institutions to compile statistics for incidents of domestic violence, dating violence, sexual assault, and stalking and to include certain policies, procedures, and programs pertaining to these incidents in their annual security and safety reports. All statistics in this Annual Security and Campus Safety Report are presented and updated in compliance with all amendments to the act, under the supervision of the Dean of Students in collaboration with Student Services, Bryan Medical Center Safety Officer and Bryan Medical Center Security.

Bryan College is concerned about the safety and welfare of the entire Bryan College community and its guests. The College has developed a number of procedures, policies, and programs to help promote a safe and secure learning and working environment.

### **Campus Security at Mary Lanning Hospital**

Campus safety is every individual's concern and responsibility. The success of the security staff is largely measured by the degree of support and cooperation it receives from the people it serves. All members of the campus community are expected to support the efforts of the Security Officers in developing and maintaining a safe and secure learning environment. Security is managed by the Security Department at Mary Lanning. If at any time an employee or a student believes that appropriate security procedures are not being followed, or that Bryan College of Health Sciences environment is not safe, please call extension 5160 from a hospital phone or 402-984-4950 from an off campus phone to speak to the Director of Security.

Mary Lanning security is available to escort individuals to/from the hospital or college or to/from their vehicles when requested. Assistance also will be provided to jump start vehicles and inflate tires.

### **Safety Tips**

The following safety tips are provided to help reduce the potential for crime:

- Always keep your car, house, apartment, or room locked. Keeping doors open for even short periods of time could affect your personal safety or result in theft or vandalism of your belongings.
- Keep valuables out of sight. If in your house/room, lock them in a safe place. If in car, lock them in your trunk.
- Do not leave purses, books, or backpacks unattended in classrooms, lounges, or in the library. Lockers are available at the College for student use.
- Do not walk, run, or jog alone. This is especially important at night and early in the morning when it is dark and there are few people around.
- Use sidewalks whenever possible and stay in well-traveled and well lighted areas.
- Walk with a purpose. This will show you are confident and are not likely to be an easy victim.
- Let someone know where you are and when you plan to return. If you are missed, someone can look for you.

### **Security Department's Authority and Working Relationship with Law Enforcement Agencies**

Mary Lanning Security Officers have been authorized by the College to help ensure safety, carry out security duties and assist with enforcing rules and regulations on the campus of the hospital and college. All persons leaving or entering the premises may be checked. Any person on Mary Lanning property may be required to show identification to a security officer or hospital/college personnel. All problems or incidents involving Bryan College of Health students, will be forwarded to the College's administration for review and action.

Mary Lanning Security officers do not have law enforcement authority (i.e. powers of arrest), and rely upon local law enforcement agencies when the need arises. The Hastings police will be summoned to the campus should circumstances warrant the arrest of the offender. Mary Lanning Security maintains a positive professional relationship with the Hastings Police Department, as well as with state and federal agencies in matters concerning their specific jurisdiction. Although a written memorandum of understanding does not exist, local police will respond to calls for service to the campus community to investigate alleged criminal offenses. The College does not have officially recognized student organizations with off-campus address locations. The Hastings Police Department and Hospital Security openly exchange information concerning security and crime related matters and continue to maintain a pro-active stance with respect to the welfare of Mary Lanning Hospital/Bryan College of Health Sciences and the Hastings community.

## Reporting and Institutional Response to Criminal Reports

To achieve a safe and secure campus environment, all members of the campus community are encouraged to immediately report any suspicious or criminal activity observed. To report such activity, call the security department at 5160. Upon receipt of a call, the Security Officer will gather preliminary information from the caller and when appropriate, report to the location of the occurrence. The responding officer will investigate the complaint or concern and complete an occurrence report if appropriate. Reported violations of state or federal laws, Hospital or College policy, or suspicious activity are documented in reports maintained by Mary Lanning Security. Based on the nature of the incident, Mary Lanning Security Officers will instigate the appropriate response according to Hospital/College policy. If appropriate, the Hastings Police Department will be called in to assist or resolve the incident. You may also report any act of violence or intimidation to the College's Title IX Coordinator or the Title IX Deputy Coordinator.

Criminal incidents involving students and/or employees may also be addressed by the College Administration through College disciplinary proceedings. The College administration may impose sanctions up to and including expulsion for students and/or termination for employees.

All members of the Hospital/Bryan College of Health Sciences community are encouraged to promptly report all crimes to campus security and appropriate police agencies, when the victim of a crime elects to, or is unable to, make such a report. There is currently no institutional policy or procedure for victims or witnesses to report crimes on a voluntary, confidential basis for inclusion in the annual security report. All members of the Hospital/Bryan College of Health Sciences community are encouraged to program into their mobile phone and/or memorize the following numbers to report criminal behavior and emergencies:

	Inside Campus	Outside Campus
Mary Lanning Security	5160	402-984-4950
Hastings Police, Fire and Rescue	9-911	911
Non- Emergency	0	402-461-2380

## Campus Security Authorities

The definition of Campus Security Authorities under the Clery Act includes: - (1) A campus law enforcement unit; (2) An individual or organization specified in an institution's statement of campus security policy as an individual or organization to whom students and employees should report criminal offenses; and (3) An official of an institution who has significant responsibility for student and campus activities but does not have significant counseling responsibilities.

The following departments and individuals have been designated as campus security authorities to whom students and employees should report crimes:

Mary Lanning Operator	Dial 0 or 402-984-4950
Bryan Medical Center Security Department	402-984-5950
*College President	402-481-8781
*Provost	402-481-8602
*Dean of Operations	402-481-83967
*Dean of Students/Title IX Coordinator	402-481-3804
Assistant Dean of Undergraduate Nursing - Hastings	402-460-5820
Title IX Deputy Coordinator	402-481-3812
Student Services Director	402-481-8692
*Executive Committee Member	

## Timely Warnings

The Executive Committee of the College in conjunction with Mary Lanning Security using their professional judgment will issue a timely warning for any serious incident when it represents a serious or continuing threat to students and employees and enough information is known about the crime to determine what information to release. The primary method of warnings will be through the College email system. The College may also issue timely warnings through posting of flyers around campus, in-class announcements, emergency text message system, public address system, or other appropriate means.

Warnings will generally include the nature of the threat, source of the information, and suggested precautions to be taken. The College would not immediately issue a notification for a serious incident if doing so will compromise efforts to assist a victim, contain the emergency, respond to the emergency or otherwise mitigate the emergency. An example of not compromising efforts to mitigate the emergency might be agreeing to a request of local law enforcement. Whether or not to issue a timely warning will be decided on a case by case basis in light of all the factors surrounding a crime, including factors such as the nature of the crime, the continuing danger to the campus community, and the possible risk of compromising law enforcement efforts.

### **Emergency Notifications**

In the event of an emergency or dangerous situation involving an imminent threat to the health or safety of students or employees occurring on campus, the Executive Committee of the College will confirm that there is a significant emergency or dangerous situation. It has sole responsibility for this determination. The Executive Committee will, without delay, and taking into account the safety of the community, determine the content of the notification and initiate the notification system unless issuing a notification will, in their professional judgment, compromise efforts to assist a victim or to contain, respond, to or otherwise mitigate the emergency. The Executive Committee will determine the appropriate segment or segments of the campus community to receive a notification; determine the content of the notification; and utilize the College's mass notification (text messaging and/or public address) systems to notify the campus community. If necessary, the Executive Committee will disseminate information about an on-campus emergency situation to the larger community by contacting local first responder authorities. Students, faculty, and staff can register to receive real-time notifications of these emergency events in the Office of the Registrar. This notification system will also be used in the event that an evacuation is required. The text messaging system is tested campus wide at least once each year.

### **Emergency Preparedness**

The College's Safety Committee coordinates the emergency and safety procedures on campus. The committee includes faculty, staff, students, and the Medical Center Security. This Committee develops and practices emergency preparedness plans, including disaster response and evacuation. Bryan College of Health Sciences Student Handbook contains information on Weather Alert, Fire Emergency, Bomb Threat, Active Shooter, and Violent Intruder. Those policies are also included below.

The College's emergency response and evacuation procedures are tested on at least an annual basis. Tests may be announced or unannounced. The tests are scheduled, contain drills, contain exercises, contain follow through activities, and are designed for assessment and evaluation of emergency plans and capabilities.

The College publicizes its emergency response and evacuation procedures in conjunction with at least one test per calendar year. Each test is documented, including a description of the exercise, the date, the time, and whether it was announced or unannounced. The documentation is kept for seven years.

## **Harassment**

Harassment is a form of unlawful discrimination. Bryan College of Health Sciences is committed to creating and maintaining an environment in which all members of the College are treated with respect and dignity, and are free from verbal or physical harassment. Faculty, staff, and students are responsible for maintaining an educational and working environment that is congruent with the mission, vision, purpose, and goals of the College.

Verbal or physical harassment of any member of the College is a violation of College policy. Appropriate disciplinary action will be taken against any person found to have violated the policy.

### **Reporting Harassment/Discrimination**

*Bryan College of Health Sciences believes that it is the right of all students to obtain an education in a college environment free from all forms of discrimination or harassment, including sexual harassment. Any student who believes they have been the subject of discrimination or harassment should report the incident to a member of the college's professional staff or the Dean of Students/ Title IX Coordinator.*



# Sexual Harassment/Interpersonal Violence Policy

Title IX of the Education Amendments of 1972 prohibits discrimination based on sex in educational programs and activities that receive federal financial assistance. Bryan College of Health Sciences is committed to creating a respectful, safe, and non-threatening environment that is free from sexual harassment/assault and takes preventative measures to ensure to the extent possible that students, faculty and staff are appropriately protected from such actions. This commitment includes all on-campus locations and off-campus College related activities and sites, and electronic communication.

Bryan College of Health Sciences prohibits sexual misconduct in any form and no form of sexual misconduct, no matter how minor, will be excused or tolerated. While grounded in state and federal non-discrimination laws, this policy may cover those activities which, although not severe, pervasive and objectively offensive enough to meet the legal definition of sexual harassment established in May 2020 Title IX regulations, are unacceptable and not tolerated in an educational or work environment. The college will take steps to prevent recurrence of any harassment and correct its discriminatory effects on the complainant and, if applicable, the campus community at large.

This policy sets forth the resources available to students, describes Prohibited Conduct for purposes of this Sexual Harassment/Interpersonal Violence Policy, and establishes procedures for responding to incidents that involve Prohibited Conduct as explained below.

## Definitions of Key Terms

**Prohibited Conduct** includes Sexual Harassment, Sexual Assault, Dating Violence, Domestic Violence, Stalking, Title IX Sexual Harassment, Sexual Exploitation, and Retaliation as defined below. All of these forms of conduct are prohibited by College policy.

**Consent** – For purposes of this policy, consent means words or actions demonstrating a knowing and voluntary agreement to engage in mutually agreed upon sexual activity. Consent cannot be coerced, obtained by force, by ignoring or acting in spite of the objections of another, or by taking advantage of the incapacitation of another. In the case of drugs, alcohol, or other impairing substances, incapacitation is determined by how the person's decision-making ability is affected and the ability of the person to make informed judgments. The relevant standard for review is whether the person alleged to have engaged in sexual misconduct knew, or a sober, reasonable person in the same position should have known, that the complainant was incapacitated. Consent to one form of activity is not consent to another. Consent can be withdrawn at any time. Incident specific consent is required even if the two parties are in a relationship.

**Sexual Harassment** – Unwelcome conduct by an individual(s) against another individual that is sufficiently severe or pervasive that it alters the conditions of education or employment and creates an environment that a reasonable person in the alleged victim's position considering all the circumstances would find intimidating, hostile, or offensive, but that does not meet the definition of **Title IX Sexual Harassment** stated below.

The determination of whether an environment is hostile must be based on all of the circumstances. These circumstances could include the severity of the conduct, the frequency of the conduct, and whether it is threatening or offensive. An isolated incident unless extremely severe will usually not amount to hostile environment harassment. Sexual harassment may include unwelcome conduct of a sexual nature and can include sexual advances, requests for sexual favors, and other verbal, nonverbal, or physical conduct of a sexual nature when:

- Submission to such conduct is made, explicitly or implicitly, a term or condition of an individual's education, employment, or participation in a College activity; or
  - Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working or academic environment
- Actions that constitute sexual harassment may also include but are not limited to:
- Engaging in conduct of a sexual nature which creates an intimidating, hostile, or offensive academic or work environment; this can include offensive physical contact, telling unwanted sexual jokes, sending sexually explicit text messages or emails, using sexually explicit profanity, staring at a person's breasts or groin, etc.

**Sexual Assault** – Sexual harassment also includes sexual assault. Sexual assault refers to physical sexual acts perpetrated against a person without their consent or where a person is incapable of giving consent due to the individual's incapacity to give consent because of his/her temporary or permanent mental or physical incapacity (e.g., due to his/her minor status, influence of drugs, alcohol and/or other impairing substances, or because an intellectual or other disability prevents the

person from having the capacity to give consent). Sexual assault includes, but is not limited to, rape, fondling without consent, incest, and statutory rape, which are defined in May 2020 Title IX regulations and for purposes of this policy as follows:

- *Rape*:
  - The carnal knowledge of a person (i.e., penile-vaginal penetration), without the consent of that person, including instances where the person is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity (it should be noted that either females or males could be complainants under this definition);
  - Oral or anal sexual intercourse (i.e., penile penetration) with another person, without the consent of that person, including instances where the person is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity;
  - To use an object or instrument (e.g., an inanimate object or body part other than a penis) to unlawfully penetrate, however slightly, the genital or anal opening of the body of another person, without the consent of that person, including instances where the person is incapable of giving consent because of their age or because of their temporary or permanent mental or physical incapacity;
- *Fondling*: The touching of the private body parts of another person for the purpose of sexual gratification, without the consent of the victim, including instances where the victim is incapable of giving consent because of his/her age or because of his/her temporary or permanent mental incapacity; (for purposes of this definition, "private body parts" includes breasts, buttocks, or genitals, whether clothed or unclothed);
- *Incest*: Sexual intercourse between persons who are related to each other within the degrees wherein marriage is prohibited by law.
- *Statutory Rape*: Sexual intercourse with a person who is under the statutory age of consent.
  - Under Nebraska's laws, a person commits the crime of first degree sexual assault of child (the most serious type of statutory rape) by:
    - subjecting a child under the age of 12 to sexual penetration when the defendant is over the age of 19, or
    - subjecting a child over the age of 12 but under the age of 16 to sexual penetration when the defendant is over the age of 25.

*Dating Violence* - Violence committed against a person a) who is or has been in a social relationship of a romantic or intimate nature with the victim; and b) where the existence of such relationship shall be determined based on the reporting party's statement and a consideration of (i) the length of the relationship, (ii) the type of relationship, and (iii) the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of domestic violence.

*Domestic Violence* - Includes felony or misdemeanor crimes of violence committed by current or former spouse of the victim, by a person with whom the victim shared a child in common, by a person who is cohabitating with or has cohabitated with the victim as a spouse, by a person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction receiving grant monies, or by any other persons against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of Nebraska.

*Stalking* - Engaging in a course of conduct directed at a specific person that would cause a reasonable person to (a) fear for his or her safety or the safety of others or (b) suffer substantial emotional distress.

Stalking behaviors and activities may include, but are not limited to the following:

- Non-consensual communication, including face-to-face communication, telephone calls, voice messages, e-mails, written letters, gifts, or any other communications that are undesired and place another person in fear.
- Use of online, electronic, or digital technologies, including:
  - Posting of pictures or information in chat rooms or on Web sites
  - Sending unwanted/unsolicited email or talk requests

- Posting private or public messages on Internet sites, social networking sites, and/or school bulletin boards
- Installing spyware on a victim's computer
- Using Global Positioning Systems (GPS) to monitor a victim
- Pursuing, following, waiting, or showing up uninvited at or near a residence, workplace, classroom, or other places frequented by the victim
- Surveillance or other types of observation, including staring or "peeping"
- Trespassing
- Vandalism
- Non-consensual touching
- Direct verbal or physical threats
- Gathering information about an individual from friends, family, and/or co-workers
- Threats to harm self or others
- Defamation - lying to others about the victim

For purposes of this definition—

- Course of conduct means two or more acts, including, but not limited to, acts in which the stalker directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveils, threatens, or communicates to or about a person, or interferes with a person's property.
- Reasonable person means a reasonable person under similar circumstances and with similar identities to the victim.
- Substantial emotional distress means significant mental suffering or anguish that may, but does not necessarily, require medical or other professional treatment or counseling.

*Title IX Sexual Harassment* – “Title IX Sexual Harassment” is a specific form of sexual harassment as defined by regulations issued by the U.S. Department of Education in May 2020, as follows:

- Title IX Quid Pro Quo Sexual Harassment for purposes of the Title IX Sexual Harassment definition is conduct on the basis of sex committed in an education program or activity of the College in the United States by which an employee of the college conditions the provision of an aid, benefit, or service of the College on a student's or employee's participation in unwelcome sexual conduct.
- Title IX Severe, Pervasive and Objectively Offensive Sexual Harassment for purposes of the Title IX Sexual Harassment definition is conduct on the basis of sex committed in an education program or activity of the College in the United States that constitutes unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a student or employee equal access to a College education program or activity.
- Title IX Sexual Assault, Dating Violence and Domestic Violence for purposes of the Title IX Sexual Harassment definition are the same as the definitions of Sexual Assault, Dating Violence and Domestic Violence stated above in this policy, if the conduct is committed in an education program or activity of the College in the United States.
- Title IX Stalking for purposes of the Title IX Sexual Harassment definition is the same as the definition of Stalking stated above in this policy, except that the stalking must be on the basis of the complainant's sex, and it must be committed in an education program or activity of the College in the United States.

Further, to fall within the definition of Title IX Sexual Harassment, the Complainant must be participating or attempting to participate in a Bryan College of Health Sciences education program or activity at the time the conduct is reported.

Conduct takes place within the College's "programs and activities" for purposes of this definition when that conduct occurs: (1) in a location, at an event, or in a circumstance where the College exercises substantial control over both the respondent and the context in which the conduct occurs; or (2) in any building owned or controlled by a student organization recognized by the College. Conduct that occurs off campus in locations or at events with no connection to the College is unlikely to have occurred in a program or activity of the College.

Conduct that does not meet this strict definition for Title IX Sexual Harassment is still prohibited by this policy if it otherwise constitutes Prohibited Conduct as defined in this policy.

*Sexual Exploitation* – Sexual exploitation occurs when a person takes sexual advantage of another person for the benefit of anyone other than that other person without that other person's consent. Examples of behavior that could constitute sexual exploitation include but are not limited to the following:

- Recording or capturing through any means images (e.g., video, photograph) or audio of another person's sexual activity, intimate body parts, or nudity without that person's consent;
- Distributing images (e.g., video, photograph) or audio of another person's sexual activity, intimate body parts, or nudity, if the individual distributing the images or audio knows or should have known that the person(s) depicted in the images or audio did not consent to such disclosure and object(s) or would object to such disclosure; or
- Surreptitiously viewing another person's sexual activity, intimate body parts, or nudity in a place where that person would have a reasonable expectation of privacy, without that person's consent, if the individual viewing the other person's or persons' sexual activity, intimate body parts, or nudity in such a place knows or should have known that the person(s) being viewed would object to that.

Exception: The college's prohibition of sexual exploitation is not intended to prohibit the use of sexually explicit materials that are reasonably related to the college's academic mission. Specifically, this section is not intended to proscribe or inhibit the use of sexually explicit materials, in or out of the classroom, when in the judgment of a reasonable person they arise appropriately to promote genuine discourse, free inquiry, and learning.

*Retaliation* – Retaliation means intimidating, threatening, coercing, or discriminating against any individual for the purpose of interfering with any right or privilege secured by Title IX or its implementing regulations or this policy, or because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing regarding Prohibited Conduct. Retaliation is strictly prohibited. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or sexual harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or formal complaint of sexual harassment, for the purpose of interfering with any right or privilege secured by Title IX or its implementing regulations, constitute retaliation, as do any adverse action taken against a person because they have made a good faith report of Prohibited Conduct or participated in any proceeding under this policy. Retaliation may include intimidation, threats, coercion, harassment, or adverse employment or educational actions that would discourage a reasonable person from engaging in activity protected under this policy. Charging an individual with a code of conduct violation for making a materially false statement in bad faith in the course of a grievance process under this policy does not constitute prohibited retaliation, provided, however, that a determination regarding responsibility is not alone sufficient to establish that any party made a materially false statement in bad faith.

The college will not engage in, and will investigate and address, reports of retaliatory conduct. Retaliation under this policy may be found whether or not the underlying complaint is ultimately found to have merit.

*Complainant* – A student or employee of the college who is reported to have experienced conduct that could constitute Prohibited Conduct as defined in this policy, regardless of whether the student or employee makes a report or seeks disciplinary action. When deemed appropriate at the college's discretion, a complainant may also be a third party involved in some way in an academic, extracurricular, or residential program of the college ("covered third party") who has allegedly been subjected to conduct in violation of this policy by a student or employee. For ease of reference and consistency, the term "complainant" is used in this policy to refer to a person who believes that he or she has been subjected to Prohibited Conduct, or who is believed by another to have been subjected to such conduct.

*Respondent* – A student, employee or covered third party who has been reported to be the perpetrator of conduct that could constitute Prohibited Conduct as defined in this policy. A covered third party is a person who is not a student or employee of the college, but who is someone over whom the college has some measure of control that would allow the college to take some form of action against them if it is determined that they engaged in Prohibited Conduct (e.g., a vendor or volunteer).

*Responsible Employee* – A college employee who has the authority to redress sexual violence or who has the duty to report incidents of sexual violence or other student misconduct. A responsible employee must report to the Title IX Coordinator all relevant details about Prohibited Conduct of which they become aware.

*Informal Resolution* – a non-judicial approach to a complaint designed to address Prohibited Conduct through means that do not involve a formal investigation and resolution process.

*Formal Resolution* – a judicial approach to a complaint which is heard by a panel of College employees which may result in disciplinary action/sanctions against the respondent if a policy violation is established by a preponderance of evidence (i.e., it is more likely than not that the violation occurred).

## Sexual Harassment/Interpersonal Violence Policy Statement - Hastings

This policy covers all Bryan College of Health Sciences students, regardless of sexual orientation, gender identity or expression, including part-time and full-time students, in all degree seeking and certificate programs and students at-large. This policy also applies to the College's administrators, faculty, staff, visitors, and applicants for employment or admission. The College prohibits the crimes of dating violence, domestic violence, sexual assault, and stalking as those terms are defined for purposes of the Clery Act (see above).

The disciplinary process for sexual misconduct will be available to a student with a complaint and enforced against a person found to have engaged in the behavior. Students engaged in Prohibited Conduct may also be subject to criminal and civil procedures at state and/or federal levels. The College is committed to fair and prompt procedures to investigate and adjudicate reports of sexual misconduct and to the education of the College community about the importance of responding to all forms of sexual misconduct. Special emphasis is placed on the rights, needs, and privacy of the student with a complaint, as well as the rights of the accused while adhering to all federal, state, and local requirements for intervention and crime reporting related to sexual misconduct.

The College strives to create an environment which encourages students to come forward if they feel they have been the victim of sexual misconduct. While the College strives to protect the confidentiality of both complainant and respondent, complete confidentiality cannot be guaranteed. The College will take all reasonable steps to investigate and respond to the complaint consistent with the request for confidentiality or request not to pursue an investigation, but its ability to do so may be limited based on the nature of the request. The College must balance the needs of the individual student with its obligation to protect the safety and well-being of the community at large. Therefore, depending on the seriousness of the alleged incident and individual circumstances, further action may be necessary including a campus security alert, timely warning and/or notification of local law enforcement. Personally identifying information about complainants will not, however, be released in campus security alerts or timely warnings.

Reasonable steps will be taken to protect the complainant, the respondent and other participants in the reporting, investigation, and resolution process from retaliation. Any individual who engages in retaliation will be subject to prompt and appropriate disciplinary action under this policy.

Inquiries about sexual harassment and/or interpersonal violence need not begin with a formal complaint, nor do they necessarily result in a complaint. Inquiries can be made without disclosing specific details such as names and places. Inquiries are appropriate whether sexual harassment or interpersonal violence has just begun or the complainant has already made efforts to resolve the problem. Any activity perceived as sexual harassment or interpersonal violence should be reported to the College's Title IX Compliance Coordinator: Dr. Alethea Stovall, Dean of Students, who is identified and authorized as the Title IX Coordinator and is responsible for coordinating the College's efforts to comply with Title IX, or a member of the College's administration, for investigation and action.

A complaint of alleged sexual harassment or interpersonal violence may not always be able to be substantiated, but the lack of corroborating evidence should not discourage an individual from seeking relief through procedures outlined in this policy. However, it is a violation of the policy to falsely and in bad faith accuse faculty, staff or students of sexual harassment or interpersonal violence.

The College encourages individuals who have experienced Prohibited Conduct and/or complainants to talk to somebody about what happened so they can get the support they need, and so the College can respond appropriately. Different employees on campus have different abilities to maintain a person's confidentiality.

### Procedure for Reporting and Responding to Student Complaints of Sexual Harassment

#### Privileged and Confidential Communication

##### **\*Professional Counselors**

Professional, licensed counselors who provide mental-health counseling to members of the College community are not required to report any information about the incident to the Title IX Coordinator without a individual's permission. There are

currently no procedures to encourage professional counselors, if and when they deem it appropriate, to inform the persons they are counseling of procedures to report crimes on a voluntary, confidential basis for inclusion in the annual disclosure of crime statistics. Following is the contact information for these individuals:

Professional Development  
Mel Stutzman  
Bryan College of Health Sciences Office 216b  
402-481-3831

Charles L. Stone Health Center Counseling Services  
Hastings College (Face to Face Option)  
Book appointment: [hastings.edu/student-life/health-safety-wellness/student-counseling/](https://hastings.edu/student-life/health-safety-wellness/student-counseling/)

Continuum EAP  
1135 M Street, Ste 400  
Lincoln, NE 68508  
402-476-0186 or  
1-800-755-7636

**\*Non-professional Counselors and Advocates**

Individuals who work in the on-campus Professional Development Services and Health and Wellness Services, and Bryan Medical Center, Employee Health can generally talk to an individual without revealing any personally identifying information about an incident to the College. A individual can seek assistance and support from these individuals without triggering a College investigation that could reveal the individual's identity or that the individual has disclosed the incident.

While maintaining a individual's confidentiality, these individuals or their office should report the nature, date, time, and general location of an incident to the Title IX Coordinator. This limited report, which includes no information that would directly or indirectly identify the individual, helps keep the Title IX Coordinator informed of the general extent and nature of sexual harassment and interpersonal violence on and off campus so the Coordinator can track patterns, evaluate the scope of the problem, and formulate appropriate campus-wide responses. Before reporting any information to the Title IX Coordinator, these individuals will consult with the individual to ensure that no personally identifying details are shared with the Title IX Coordinator. These individuals or their office will also report the nature, date, time and general location of an incident (but not the identity of the individual, unless necessary to promote safety) to the Security Department so that the report can be included in the College's crime statistics.

Following is contact information for these non-professional counselors and advocates:

Health and Wellness Services  
Melinda White  
Melissa Jones  
Bryan College of Health Sciences Office  
208 402-481-8468

An individual who speaks to a professional or non-professional counselor or advocate must understand that, if the individual wants to maintain confidentiality, the College will be unable to conduct an investigation into the particular incident or pursue disciplinary action against the alleged perpetrator.

These counselors and advocates will assist the individual in receiving necessary protection and support, such as victim advocacy, academic support or accommodations, disability, health, or mental health services, and changes to working or course schedules. An individual who at first requests confidentiality may later decide to file a complaint with the College or report the incident to local law enforcement, and thus have the incident fully investigated. These counselors and advocates will provide the individual with assistance if the individual wishes to do so.

These professional and non-professional counselors and advocates will maintain a individual's confidentiality at the College but they may have reporting or other obligations under state law such as mandatory reporting to law enforcement in cases involving minors or imminent harm to self or others, and they may be required to testify if subpoenaed in a criminal case.

If the College determines that the alleged perpetrator(s) pose a serious and immediate threat to the College community, the College's Executive Committee may be called upon to issue a timely warning to the community. Any such warning should not include any information that identifies the victim and/or complainant.

### **"Responsible Employees"**

As noted above, a "responsible employee" is a College employee who has the authority to redress Prohibited Conduct who has the duty to report incidents of Prohibited Conduct.

When an individual tells a responsible employee about an incident of Prohibited Conduct, the responsible employee must report to the Title IX Coordinator all relevant details about the alleged Prohibited Conduct shared by the individual which, ideally, will include the names of the individual and alleged perpetrator(s), any witnesses, and any other relevant facts, including the date, time and specific location of the alleged incident.

To the extent possible, information reported to a responsible employee will be shared only with people responsible for handling the College's response to the report.

The following categories of employees are the College's responsible employees:

**All regular full and part-time employees who are not identified above as confidential resources are responsible employees.**

Before an individual reveals any information to a responsible employee, the employee should ensure that the individual understands the employee's reporting obligations and, if the individual wants to maintain confidentiality, direct the individual to confidential resources.

If the individual wants to tell the responsible employee what happened but also maintain confidentiality, the employee should tell the individual that the College will consider the request, but cannot guarantee that the College will be able to honor it. In reporting the details of the incident to the Title IX Coordinator, the responsible employee will also inform the Coordinator of the individual's request for confidentiality.

Responsible employees will not pressure an individual to request confidentiality, but will honor and support the individual's wishes, including for the College to fully investigate an incident. By the same token, responsible employees will not pressure an individual to make a full report if the individual is not ready to or does not wish to do so.

Any student who feels they have been harassed or subjected to Prohibited Conduct may utilize these procedures to initiate an internal complaint to address the situation.

To encourage reporting, any individual (including a bystander or third party) who reports Prohibited Conduct will not be subject to disciplinary action by the College for one's own personal use of alcohol or other drugs at or near the time of the incident, provided that any such violations did not harm or place the health or safety of any other person at risk. The College may offer support, resources and educational counseling to such individual.

### **Initiating a Complaint**

Bryan College of Health Sciences encourages any person who believes that they have been subjected to Prohibited Conduct as defined in this policy to immediately file a complaint with Title IX Coordinator: Dr. Alethea Stovall, Dean of Students, or a member of the College's administration for investigation and action. Any party receiving a complaint is required to report the complaint to the Title IX Coordinator/Dean of Students (hereafter, Title IX Coordinator).

Students, faculty staff, and visitors who witness or are aware of suspected incidents of Prohibited Conduct as defined in this policy are strongly encouraged to report the incident to:

Title IX Coordinator:

Alethea Stovall, Dean of Students,

1535 S. 52nd St., office #233, Lincoln, NE 68506,

402-481-3804 or [alethea.stovall@bryanhealth.org](mailto:alethea.stovall@bryanhealth.org)

Deputy Title IX Coordinator:

Sue Pilker, Assistant Dean of Undergraduate Nursing

1535 S. 52nd St., office #321, Lincoln, NE 68506,

402-481-8712 or [sue.pilker@bryanhealth.org](mailto:sue.pilker@bryanhealth.org)

If a member of the Bryan College of Health Sciences community observes a violation of this Sexual Harassment/Interpersonal Violence Policy wherein a minor (an individual under the age of nineteen (19) years of age) is involved, Nebraska law requires them to report it to the proper law enforcement agency or Department of Health and Human Services. A report should also be made to campus security, if the individual is facing immediate danger.

In accordance with the Clery Act, students or employees reporting that they have been a victim of domestic or dating violence, sexual assault, and stalking, will be provided written notice of their rights and options, which include: (i) to be assisted by campus authorities if reporting a crime to local law enforcement; (ii) change academic, living, transportation and or working situations or protective measures; (iii) obtain or enforce a no contact directive or restraining order; (iv) have a clear description of Bryan College of Health Science' disciplinary process and know the range of possible sanctions; and (v) receive contact information about existing counseling, health, mental health, victim advocacy, legal assistance, visa and immigration assistance, student and financial aid, and other services available both on-campus and in the community. Providing this statement in written format to the victim shall meet the requirement of providing the victim their rights. More information about these issues is provided below.

In addition to the complainant's ability to file a complaint with the College, the complainant has the right to simultaneously file/report a complaint with local law enforcement. College personnel will assist the complainant in reporting the alleged offense to the police if they desire such assistance. The complainant will also be informed of the importance of preserving evidence of a criminal offense at the time of the first reporting. College action against violators of this policy does not in any way preclude the possibility of criminal action by civil authorities, should the complainant wish to pursue criminal charges. If the complainant chooses to make a police report, they will likely meet with police officers, who will work with the complainant to gather information about the experience, and to gather relevant evidence. Again, College representatives can support the complainant in interactions with law enforcement authorities if that is desired. An individual may also decline to notify law enforcement authorities.

The College will attempt to respond to reports of Prohibited Conduct brought anonymously or brought by third parties not directly involved in the reported conduct, to the greatest extent practical. However, the response to such reports may be limited if information presented in the report cannot be verified by independent facts.

### **Supportive Measures**

It is not necessary to file a complaint, participate in an adjudication process, or file a criminal complaint in order to request Supportive Measures from the College. Supportive measures are non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without fee or charge to the complainant or the respondent before or after the filing of a formal complaint or where no formal complaint has been filed. Such measures are designed to restore or preserve equal access to College's education programs or activities without unreasonably burdening the other party, including measures designed to protect the safety of all parties or the College's educational environment, or deter Prohibited Conduct.

Supportive Measures may include but are not limited to:

- No Contact Orders restricting encounters and communications between the parties;
- No Trespass Notices prohibiting the presence of an individual on College property, or other properties on which College programs are occurring;
- Academic accommodations, including but not limited to deadline extensions, incompletes, course changes or late drops, or other course-related adjustments and arrangements as appropriate;
- Changing transportation or working situations arrangements or providing other employment accommodations, and/or leaves of absence, as appropriate;
- Assisting the individual in accessing support services, including, as available, victim advocacy, academic support, counseling, confidential resources, disability, health or mental health services, visa and immigration assistance, student financial aid services, and legal assistance both on and off campus, as applicable
- increased security and monitoring of certain areas of the campus;
- campus escort services; and/or
- Informing the individual of the right to report a crime to local law enforcement and/or seek orders of protection, restraining orders, or relief from abuse orders, and providing assistance if the individual wishes to do so. The College will also work with complainants and others as appropriate to respect and implement the requirements of such orders on premises that it owns or controls, as necessary and appropriate.



Where a complainant reportedly subjected to sexual assault, domestic or dating violence, or stalking makes a reasonable request for accommodations, the College is obligated to comply with that request if such accommodations are reasonably available.

Students and employees seeking Supportive Measures should direct their request to the Title IX Coordinator or designee, who will refer the individual to other resources as appropriate. The request will be evaluated and responded to by the Title IX Coordinator. Factors to be considered in determining reasonable services or accommodations may include the following:

- the specific need expressed by the complainant or respondent;
- the severity and/or pervasiveness of the allegations;
- any continuing effects on the complainant;
- whether the complainant and the respondent share the same residence hall, dining hall, class, extracurricular activities, transportation or job location;
- whether requested Supportive Measures would unreasonably burden a party; and
- whether outside judicial measures have been taken to protect the complainant.

The College will maintain as confidential any Supportive Measures provided to complainants and/or respondents, to the extent that maintaining such confidentiality would not impair the ability of the College to provide the Supportive Measures. As such, the College may need to disclose some information about the individual to a third party to provide the necessary Supportive Measures in a timely manner. The Title IX Coordinator or designee is/are typically responsible for determining what information should be disclosed and to whom it should be disclosed. The decision to disclose information will be made after careful consideration of possible alternatives to disclosure and/or limiting the information provided to the third party as much as possible without compromising the College's ability to provide the Supportive Measures.

#### **Steps in Initiating and Investigating a Complaint of Prohibited Conduct**

All proceedings will include prompt, fair, and impartial processes from the initial investigation to the final result, and will be completed within a reasonably prompt timeframe as described below. The College will provide written notice to the parties where extensions of timeframes are granted for good cause, and the reason for the extension. Proceedings will be conducted in a manner that is consistent with College policy and transparent to the parties, timely notice of meetings will be provided to the parties, the parties will have equal access to any information that will be used during the meetings and other proceedings, and College officials involved will not have a conflict of interest or bias for or against any party.

All proceedings will be conducted by officials who, at a minimum, receive annual training on the issues related to dating violence, domestic violence, sexual assault and stalking and on how to conduct procedures that protect the safety of the victims and promote accountability. Training includes, but is not limited to, topics such as relevant evidence and how it should be used during a proceeding, proper techniques for questioning witnesses, basic procedural rules for conducting a proceeding, and avoiding actual and perceived conflicts of interest.

The complainant and respondent are entitled to the same opportunities to have others present during a disciplinary proceeding, including the opportunity to be accompanied to any related meeting or proceeding by an advisor of their choice. The College will not limit the choice of advisor or the advisor's presence for either party.

Both the complainant and the respondent will be simultaneously informed, in writing: a) of the outcome of any College disciplinary proceeding that arises from an allegation of Prohibited Conduct; b) of the College's procedures for the complainant and respondent to appeal the results of the College disciplinary proceeding; c) of any change to the results that occurs prior to the time that such results become final; and d) when such results become final.

#### **A. Filing a Complaint**

The College encourages any person who has a concern regarding alleged Prohibited Conduct to report it to the Title IX Coordinator (Dean of Students) as soon after the incident as possible. However, there is no time limit on when an incident may be reported to the Title IX Coordinator or other College administrator. Complaints may be made by the following methods:

Title IX Coordinator: Dr. Alethea Stovall; 402-481-3804, [alethea.stovall@bryanhealthcollege.edu](mailto:alethea.stovall@bryanhealthcollege.edu)  
Deputy Director of Title IX: Dr. Sue Pilker, 402-481-8712, [sue.pilker@bryanhealthcollege.edu](mailto:sue.pilker@bryanhealthcollege.edu);  
Professional Development Coordinator: Mel Stutzman, 402-481-3831, [mel.stutzman@bryanhealth.edu](mailto:mel.stutzman@bryanhealth.edu)  
College Health Nurse, Melissa Jones, 402-481-8468, [melissa.jones@bryanhealthcollege.edu](mailto:melissa.jones@bryanhealthcollege.edu)  
College Health Nurse, Melinda White, 402-481-8468, [Melinda.white@bryanhealthcollege.edu](mailto:Melinda.white@bryanhealthcollege.edu)

## B. Initially Evaluating a Complaint

1. Any responsible employee who receives notice of or information about alleged Prohibited Conduct must notify the Title IX Coordinator as soon as possible but no later than five (5) calendar days of receiving the information.
2. Initial Communication with the Complainant and Conducting the Initial Assessment

If a report alleges conduct that would, if proved, constitute Prohibited Conduct, the Title IX Coordinator will:

- promptly contact the complainant to discuss the availability of supportive measures as defined below;
- consider the complainant's wishes with respect to supportive measures;
- inform the complainant of the availability of supportive measures with or without the filing of a formal complaint; and
- explain to the complainant the process for filing a formal complaint.

The Title IX Coordinator will begin an initial assessment within five (5) calendar days of receiving the complaint unless there are mitigating circumstances. The first step of the assessment will usually be a preliminary meeting with the complainant. The purpose of the preliminary meeting is to gain a basic understanding of the nature and circumstances of the report. It is not intended to be a full review. At this meeting the complainant will be provided with any additional necessary information about resources, procedural options, and Supportive Measures.

As part of the initial assessment the Title IX Coordinator will:

- Assess the nature and circumstances of the allegation
- Address immediate the physical safety and emotional well-being of the complainant
- Notify the complainant of the right to contact law enforcement and seek medical treatment
- Notify the complainant of the importance of preserving evidence
- Ensure the report is entered into the College's daily crime log
- Assess the reported conduct for the need for a timely warning under the Clery Act
- Provide the complainant with information about on- and off-campus resources
- Notify the complainant of the range of Supportive Measures
- Provide the complainant with an explanation of the procedural options, including informal resolution and formal resolution
- Identify an adviser, advocate, and/or support person for the complainant
- Assess for pattern evidence or other similar conduct by the respondent
- Discuss the complainant's expressed preference for the manner of resolution and any barriers to proceeding
- Explain the College policy prohibiting retaliation

At the conclusion of the initial assessment the complainant may choose one of three options.

- Informal Resolution conducted by the Title IX Coordinator
- Formal Resolution conducted through the College's Formal Appeal Panel
- Declining to move forward with the complaint process

If the complainant declines to move forward with the complaint process, the Title IX Coordinator will explain to the complainant that there may be circumstances in which the College is unable to abide by requests for confidentiality or inaction. In certain circumstances the College may decide that it needs to investigate the complainant's allegations and to take appropriate responsive measures even where the complainant does not wish to pursue a complaint against the respondent or has decided to withdraw a pending complaint.

The initial assessment will proceed to the point where a reasonable assessment of the safety of the individual and of the College community can be made. Thereafter, an investigation may continue through the procedures outlined below, depending on a variety of factors, such as whether the complainant wants the College to pursue disciplinary action, the risk posed to any individual or the College community by not proceeding, and the nature of the allegation. In the course of this assessment, the College will consider the interest of the complainant and the complainant's expressed preference for the manner of resolution. Where possible, and as warranted by an assessment of the facts and circumstances, the College will seek action consistent with the complainant's request. In general, the College will weigh a complainant's request for confidentiality or the desire that the College take no action on the complaint by considering factors such as whether the circumstances of a matter suggest there is an increased risk of the alleged perpetrator committing additional acts of sexual violence or other violence (e.g., whether there have been other sexual violence complaints about the same alleged

perpetrator, whether the alleged perpetrator has a history of arrests or records from a prior school indicating a history of violence, whether the alleged perpetrator threatened further sexual violence or other violence against the student or others, and whether the sexual violence was committed by multiple perpetrators). These factors also may include circumstances that suggest there is an increased risk of future acts of sexual violence under similar circumstances (e.g., whether the student's report reveals a pattern of perpetration (e.g., via illicit use of drugs or alcohol) at a given location or by a particular group). Other factors that may be considered in assessing a student's request for confidentiality may include, depending on the circumstances, whether the reported sexual violence was perpetrated with a weapon; the age of the student reportedly subjected to the sexual violence; and whether the College possesses other means to obtain relevant evidence (e.g., security cameras or personnel, physical evidence).

### **C. Supportive Measures**

During the initial meeting with the complainant, the Title IX Coordinator or designee will discuss Supportive Measures that may be available to the complainant. Example Supportive Measures are discussed above.

### **D. Relationship to Other Proceedings**

The filing of a complaint under this policy is independent of any criminal investigation or proceeding, and the College will not wait for the conclusion of any criminal investigation or criminal proceeding before commencing its own investigation or implementing Supportive Measures.

### **E. Determinations of Applicable Procedures, Dismissals, Transfers and Appeals of Such Determinations**

When a complainant requests an investigation, the Title IX Coordinator will promptly upon receipt of a formal complaint:

1. determine whether the conduct alleged would, if proved, constitute Title IX Sexual Harassment (i.e., Quid Pro Quo Sexual Harassment, Severe, Pervasive and Objectively Offensive Sexual Harassment, Sexual Assault, or sex- based Domestic Violence, Dating Violence or Stalking) as defined in the Title IX Sexual Harassment definition stated above;
2. determine whether the conduct allegedly occurred in the College's education program or activity;
3. determine whether the conduct allegedly occurred in the United States; and
4. determine whether at the time the formal complaint was made, the complainant was participating or attempting to participate in a College program or activity.

If a formal complaint of conduct that would, if proved, satisfy all four of these elements and constitute Title IX Sexual Harassment as defined in this policy is filed by a complainant or signed by the Title IX Coordinator, it will be investigated and resolved through the procedures applicable to Title IX Sexual Harassment matters as outlined below.

The College will investigate alleged Title IX Sexual Harassment when a complainant submits a signed or electronically-submitted formal complaint to the Title IX coordinator and requests an investigation. The Title IX Coordinator may also choose at their discretion to sign a formal complaint and initiate an investigation, even if the complainant chooses not to do so. In cases where the complainant does not wish to submit a formal complaint but the Title IX Coordinator decides in their discretion to sign a complaint and initiate an investigation and resolution process, the Title IX Coordinator will not be a complainant or otherwise a party to the matter.

If some but not all of the conduct alleged in the complaint satisfies all four of the elements stated above and a formal complaint is received from a complainant or signed by the Title IX Coordinator, the College will address the entire matter through the procedures applicable to Title IX Sexual Harassment matters as outlined below (that is, it will as required by federal regulations follow Title IX Sexual Harassment procedures to address the alleged Title IX Sexual Harassment, and it will, to promote efficiency, choose to follow Title IX Sexual Harassment procedures to address Non-Title IX Prohibited Conduct and other non-Title IX alleged misconduct in such mixed cases, so that all related alleged misconduct may be addressed through one investigation and resolution process.

If it appears based upon initial review or upon information gathered during an investigation that the matter does not satisfy and/or no longer satisfies all 4 of these elements, the College will, as required by the May 2020 Title IX regulations, dismiss the matter for purposes of the Title IX Sexual Harassment process, and will transfer it for handling under the Non-Title IX Prohibited Conduct procedures outlined below or under other College procedures, as deemed appropriate by College. Investigation and resolution of a matter that does not fall within the definition of Title IX Sexual Harassment may be pursued, dismissed altogether, or transferred to another College process, as deemed appropriate in the College's discretion and/or as appropriate under applicable law.

Even if the initial allegations of a matter fall within the definition of Title IX Sexual Harassment, the College may (but is not required to) dismiss a formal complaint or any allegations therein if at any time during the investigation or resolution process:

- A complainant notifies the Title IX Coordinator in writing that the complainant would like to withdraw the formal complaint or any allegations therein;
- The respondent is no longer enrolled at or employed by the College; or
- Specific circumstances prevent the College from gathering evidence sufficient to reach a determination as to the formal complaint or allegations therein.

If a formal complaint is dismissed by the College under the circumstances described above, the College will simultaneously provide to the parties written notice (by electronic or other means) of the dismissal and the reasons for the dismissal, and notice of the parties' opportunity to appeal such dismissal through the Title IX Sexual Harassment appeal procedures outlined below.

If the respondent is a student and an employee, the Title IX Coordinator will determine which procedures will apply based upon the facts and circumstances, such as whether the respondent's status as a student or an employee predominates in the context of the alleged Prohibited Conduct. If a student-employee is found to have engaged in Prohibited Conduct, the student-employee may be subject to sanctions both in connection with their employment, and in connection with their student status, as appropriate under these and other applicable procedures.

### **Steps in Investigating and Resolving Title IX Sexual Harassment Complaints**

If it is determined through the process described immediately above that the alleged Prohibited Conduct, if proved, would fall within the definition of Title IX Sexual Harassment provided in this policy, the following procedures will apply exclusively.

### **Emergency Removal of Students or Employees in Title IX Sexual Harassment Cases**

When the College determines that there is an immediate threat to the physical health or safety of any student or other individual arising from reported conduct that falls within the definition of Title IX Sexual Harassment in this policy, the College can remove a respondent from its education program or activity (which may include removing an employee respondent from their employment at College) and issue any necessary related no-trespass and no-contact orders. The College will make the decision to remove a respondent from its education program or activity based on an individualized assessment and risk analysis.

If the College makes such a decision, the respondent will be provided with notice and an opportunity to challenge the decision immediately following the removal. Specifically, the respondent shall have forty-eight hours in which to submit a letter to or appear personally or virtually before the [] to contest the emergency removal (though a meeting could be scheduled sooner if requested by the respondent, if practicable).

### **Administrative Leave in Title IX Sexual Harassment Cases**

The College always maintains the discretion to place non-student employee respondents on paid administrative leave during the pendency of an investigation and resolution process as outlined below.

The College may also place a non-student employee respondent on unpaid administrative leave during the pendency of an investigation and resolution process.

The College may place student-employee respondents on administrative leave from their employment during the pendency of an investigation and resolution process where deemed appropriate as a supportive measure, under circumstances where it can do so without unreasonably burdening the student-employee respondent.

### **Notice**

If the College initiates an investigation of Title IX Sexual Harassment it will provide to the parties a written notice (by electronic or other means) that includes:

- Information about the College's formal and informal resolution processes;
- A statement of the allegations of behavior potentially constituting Title IX Sexual Harassment, including sufficient details known at the time and with sufficient time to prepare a response before any initial post-intake interview. Sufficient details include the identities of the parties involved in the incident, if known, the conduct allegedly constituting Title IX Sexual Harassment, and the date and location of the alleged incident, if known;

- A statement that the respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the grievance process;
- Information regarding the College's presumption of good faith reporting and a summary of the College's false information policy;
- Notification that parties may have an advisor of their choice, who may be, but is not required to be, an attorney;
- Notification of existing counseling, health and mental health services available on campus and/or in the community;
- Notification that parties may inspect and review evidence during the investigation and resolution process, as provided below; and
- Notification that taking any retaliatory action (directly or through others) against any person because they are involved in the investigation is prohibited and will be considered a separate violation of College policy.

If in the course of an investigation the College decides to investigate allegations about any party that are not included in the notice described above, it will provide notice of the additional allegations to the parties whose identities are known.

### **Consolidation of Formal Complaints**

The College may consolidate formal complaints as to allegations of Title IX Sexual Harassment against more than one respondent, or by more than one complainant against one or more respondents, or by one party against the other party, where the allegations of such Title IX Sexual Harassment arise out of the same facts or circumstances. Where a grievance process involves more than one complainant or more than one respondent, references in this section to the singular "party," "complainant," or "respondent" include the plural, as applicable.

### **Investigation of Title IX Sexual Harassment Cases**

The Title IX Coordinator or designee will appoint an investigator or investigators (referred to here in the singular as "investigator" for the sake of convenience), who may be College employees or outside investigators, to investigate a complaint. The College will provide notice to the parties of the identity of the investigator. If a party believes that an investigator has a bias against or for complainants or respondents generally or them particularly as a party, or a conflict of interest, the party may submit a written objection to the Title IX Coordinator that outlines the basis for their objection to the investigator's service. The Title IX Coordinator will make a decision on such objections, and will appoint any alternate investigator, and follow this process as necessary, until an investigator is selected to conduct the investigation.

The investigator will conduct a thorough fact-finding investigation. The investigation will usually include meetings with the complainant and the respondent separately, as well as witnesses who may have material information about the events that are the basis of the complaint. The investigator may also collect and examine any physical evidence or documents, emails, text messages, etc. that may be relevant to the events in question. At any time during the investigation, the complainant and respondent may provide written statements or other supporting materials that may be helpful to the investigator. The complainant and respondent are entitled to be accompanied by an advisor of their choice whenever meeting with the investigator. Advisors can confer privately with their advisee, but cannot question the process nor address the investigator. The parties will be given periodic status updates throughout the investigation.

To protect the integrity of the investigation, complainants, respondents, witnesses, affected parties and advisors shall not, except as specifically permitted below, disclose any information discussed or revealed during the investigation while the investigation and adjudication process is still pending, other than to the investigator, and/or a confidential resource such as their mental health counselor or attorney (who also must not disclose such information), or a non- attorney advisor (who also must not disclose such information).

The College will endeavor to complete the investigation portion of the process within 90 days of issuing a notice of investigation as described above, but this may be extended at the College's discretion due to factors such as the complexity of the matter, the availability of witnesses, requests by a law enforcement agency for a temporary delay in the investigation process (see below), College breaks, and other legitimate reasons.

The following general investigation-related provisions are applicable only to the investigation of matters that fall within the definition of Title IX Sexual Harassment, as required by 2020 Title IX regulations. In such matters, the following provisions will apply:

- Parties' equal opportunity to present witnesses may include evidence from fact and expert witnesses; and
- Parties are not restricted in their ability to discuss the allegations under investigation or to gather and present relevant evidence; and

- Parties whose participation is invited or expected will receive written notice of the date, time, location, participants, and purpose of all hearings, investigative interviews, or other meetings, with sufficient time for the party to prepare to participate.

### **Preliminary Investigative Report**

When the investigator has gathered all of the information that they determine should be gathered preliminarily, the investigator will prepare a preliminary investigative report. The preliminary investigative report will summarize relevant evidence but will not contain any recommendations regarding whether the respondent violated this policy or any other College policy at issue.

The College will provide each party with an equal opportunity to inspect and review any evidence obtained as part of the investigation that is directly related to the allegations raised, including the evidence upon which College does not intend to rely in reaching a determination regarding responsibility and/or which the investigator does not deem relevant, and inculpatory or exculpatory evidence whether obtained from a party or other source, so that each party can meaningfully respond to the evidence prior to conclusion of the investigation. Such evidence will not include un-redacted privileged records or information that may have been gathered or received during the investigation, absent written consent from the party holding the privilege.

- The College will send to each party and the party's advisor, if any, the evidence subject to inspection and review in an electronic format or a hard copy.
- Parties and advisors are not permitted to download, print or copy such evidence subject to inspection and review, and are not permitted to re-disclose such evidence without the College's permission. Parties and advisors will be required to sign an acknowledgment form indicating that they understand these prohibitions. Violations of these prohibitions may subject parties to College discipline under applicable conduct codes.

### **Review and Response to Preliminary Investigative Report**

The complainant and the respondent will have an opportunity to review the preliminary investigative report and provide written responses to the report. The complainant and the respondent must submit any comments, feedback, additional documents, evidence, suggested questions for individuals interviewed, requests for additional investigation, names of additional witnesses, or any other information they deem relevant to the investigator, additional documents or other evidence, within 10 calendar days after the preliminary investigative report is sent or made available to them for review. The parties' written responses will be considered by the investigator prior to completion of the final investigative report, and some or all of the responses may be attached or otherwise incorporated into the final investigative report.

In the event that new, relevant information is provided or identified at this stage, the information will be incorporated into the preliminary report as deemed appropriate by the investigator.

### **Final Investigative Report**

#### **Final Investigative Report Generally**

After considering any written response submitted by either party, or after the 10 calendar day comment period has lapsed without receiving a written response or responses, the investigator will address any relevant issues identified by the complainant and/or the respondent, and as appropriate, pursue any additional investigative steps as needed. The final investigative report will include the investigator's non-binding recommendation as to whether the respondent should be found responsible for violating the policy provisions at issue. The investigator's recommendation will be reached by applying the preponderance of evidence standard, i.e., whether it is more likely than not that the Policy was violated. The final investigative report will be reviewed by the Title IX Coordinator before it is issued. Final investigative reports will be provided simultaneously to the parties and their advisors, if any. The College will give each party an opportunity to review the other party's written response, if any.

#### **Final Investigative Report**

The following additional provisions regarding the final investigative report will apply in Title IX Sexual Harassment matters:

- The final investigative report created by the investigator will fairly summarize relevant evidence and include as exhibits evidentiary materials as deemed appropriate by the investigator;
- At least 10 calendar days prior to the hearing referenced below, the College will send to each party and the party's advisor, if any, the final investigative report and exhibits in an electronic format or a hard copy, for their review and written response;

- Any written response a party wishes to provide must be submitted to the Title IX Coordinator or designee within 10 calendar days of receiving the final investigative report and exhibits; and
- The final investigative report and the parties' written responses, if any, will be provided to the hearing officer in advance of the hearing.

Deadlines for parties' review of information and submission of comments may be extended upon request for good cause, at the discretion of the Title IX Coordinator or their designee.

Should a respondent who has been notified of an investigation/adjudication fail to cooperate with the investigator, the investigation may proceed, a finding may be reached, and a sanction may be imposed based on the information available.

The complainant may request that the investigation be stopped at any time. The College and/or the Title IX Coordinator will determine whether the investigation can be stopped, or whether, due to countervailing concerns of campus safety, it is unable to honor the complainant's request to stop the investigation.

### **Hearing and Resolution Provisions Applicable Only to Title IX Sexual Harassment Matters Hearings**

Live hearings will be provided in Title IX Sexual Harassment matters, as required by the May 2020 Title IX regulations.

#### **Hearing Officers**

Hearings will be presided over by a hearing officer, who will make the decision as to whether or not the respondent violated the policy provisions at issue. This decision will be made using the preponderance of the evidence standard, which means that a policy violation will only be found if the evidence establishes that it is more likely than not that the violation occurred. The hearing officer has broad authority to determine the process, timing and conduct of a hearing. For example, the hearing officer will determine the order of presentation, timing and overall duration of the hearing, what information and evidence will be heard, what information and questions are relevant to the determination of the matter, and what cross-examination questions will or will not be permitted.

Hearing officers will be appointed by the Title IX Coordinator. In selecting a hearing officer for a particular matter, the Title IX Coordinator will take care to select an individual who does not have a conflict of interest or bias against complainants or respondents generally or an individual complainant or respondent. The College will notify the parties of the identity of the hearing officer in advance of the hearing, and parties may, within 3 calendar days of such notice, object to the service of the hearing officer by providing a written statement (which may be transmitted electronically) as to why the party believes that the hearing officer has a conflict of interest or bias. The Title IX Coordinator or designee will make decisions regarding such objections and the appointment of an alternate hearing officer, as necessary.

#### **Advisors**

Each party may have an advisor of their choice present at a hearing for the limited purpose of conducting cross-examination on behalf of that party. Advisors may be, but are not required to be, attorneys. If a party does not have an advisor of their choice present at a hearing, the College will without fee or charge to the party provide an advisor of the College's choice, again for the limited purpose of conducting cross-examination on behalf of that party. No later than 10 calendar days before the hearing, parties should inform the Title IX Coordinator of the identity of any advisor of choice who will accompany them to the hearing, so that the College will know whether or not it needs to arrange for the presence of a College-provided advisor.

At a time and manner deemed appropriate by the hearing officer, the advisor for each party will be permitted to ask the other party and any witnesses all relevant cross-examination questions and follow-up questions, including those challenging credibility. Except for that limited role, advisors may not participate actively in the hearing and may not speak or otherwise communicate on the part of the party that the advisor is advising. However, the advisor may consult privately in a non-disruptive manner with their advisee during and/or at a recess in the hearing. Scheduling accommodations generally will not be made for advisors if they unduly delay the process. The College reserves the right to take appropriate action regarding any advisor who disrupts the process, or who does not abide by the restrictions on their participation as determined in the sole discretion of the hearing officer, which may include exclusion of the advisor from the hearing and the appointment of an alternate College-provided advisor.

#### **Requests for Appearance of Witnesses**

If a party wishes to have an individual appear at the hearing as a witness, they must provide notice of the identity of the proposed witness and a brief description of the subject matter of the witnesses' testimony to the Title IX Coordinator or designee at least 10 calendar days before the date of the hearing. The Title IX Coordinator or designee, in consultation with the hearing officer as necessary, will determine whether the witness is likely to have information that is relevant to the

hearing, and if it is determined that the witness is likely to have relevant information, the Title IX Coordinator or designee will inform the witness that their presence at the hearing is required (to the extent that the College has jurisdiction to require the presence of the witness) or requested.

### **Conduct of Hearings and Relevance**

At or before the hearing, the hearing officer will receive a copy of the final investigative report, any attachments thereto, and copies of the parties' written responses to the final investigative report, if any, which will be part of the information of record to be considered by the hearing officer. The recommendation regarding responsibility made by the investigator in the final investigative report is only advisory and is not binding on the hearing officer; the hearing officer will make an independent determination regarding responsibility based upon the investigative report, evidence admitted at the hearing, and the testimony and cross-examination of parties and witnesses at the hearing, as applicable.

Subject to the discretion of the hearing officer, hearings will ordinarily begin with introductory remarks by the hearing officer, followed by opening statements from any party who wishes to provide one, followed by the hearing officer's asking relevant initial questions of the parties as deemed appropriate by the hearing officer. During this portion of the hearing, advisors may confer privately and in a non-disruptive manner with their advisee, but they are not allowed to make opening statements or otherwise address the hearing officer or anyone else present at the hearing.

After the hearing officer has asked their initial questions of the parties, the hearing officer will permit each party's advisor to ask the other party all relevant questions and follow-up questions, including those challenging credibility.

Subject to the discretion of the hearing officer, questioning of witnesses will generally follow a similar process, whereby the hearing officer will pose relevant questions to each witness, then the parties' advisors will be permitted to ask relevant questions of witnesses.

In accordance with May 2020 Title IX regulations, such cross-examination by advisors will be conducted directly, orally, and in real time by the party's advisor of choice and never by a party personally.

Only relevant cross-examination and other questions may be asked of a party or witness. Before a complainant, respondent, or witness answers a cross-examination or other question, the hearing officer will first determine whether the question is relevant and explain any decision to exclude a question as not relevant. Advisors are not permitted to object to hearing officer decisions regarding relevance during a hearing.

Regarding the evidence subject to inspection and review that was provided to the parties and their advisors under the Title IX Sexual Harassment matter-specific investigation procedures outlined above, a copy of such evidence will be made available at the hearing, and each party and/or their advisor (as applicable) will have an equal opportunity to refer to such evidence during the hearing, including for purposes of cross-examination.

Questions and evidence about the complainant's sexual predisposition or prior sexual behavior are not relevant, unless such questions and evidence about the complainant's prior sexual behavior are offered to prove that someone other than the respondent committed the conduct alleged by the complainant, or if the questions and evidence concern specific incidents of the complainant's prior sexual behavior with respect to the respondent and are offered to prove consent.

Information protected under a legally recognized privilege (such as, for example, privileged communications between a party and their physician, psychiatrist, psychologist, or other recognized professional or paraprofessional acting in a treatment capacity, or privileged communications between a party and their attorney), is not relevant unless the person holding the privilege has waived the privilege.

At the request of either party, the College will provide for the hearing to occur with the parties located in separate rooms with technology enabling the hearing officer and parties to simultaneously see and hear the party or the witness answering questions. Live hearings may be conducted with all parties physically present in the same geographic location or, at the College's discretion, any or all parties, witnesses, and other participants may appear at the live hearing virtually, with technology enabling participants simultaneously to see and hear each other.

If a party or witness does not submit to cross-examination at the live hearing, the hearing officer will not rely on any statement of that party or witness in reaching a determination regarding responsibility; provided, however, that the hearing officer will not draw an inference about the determination regarding responsibility based solely on a party's or witness's absence from the live hearing or refusal to answer cross-examination or other questions.



At the discretion of the hearing officer, parties (but not their advisors) will usually be given an opportunity to make a closing statement at the conclusion of the hearing.

### **Record of Hearings**

The College will create an audio or audiovisual recording and/or transcript, of any live hearing, and will make it available to the parties for inspection and review.

### **Determinations Regarding Responsibility**

Within 14 days after the hearing, the hearing officer (and if necessary the sanctioning officer, as provided below) will prepare and issue a written determination regarding responsibility and, if applicable, sanctions. In determining responsibility, the hearing officer will apply the preponderance of the evidence standard. The written determination of outcome will include:

- Identification of the section(s) of the College's Title IX Sexual Harassment policy alleged to have been violated;
- A description of the procedural steps taken from the receipt of the complaint through the determination, including but not limited to, as applicable, any notifications to the parties, interviews with parties and witnesses, site visits, methods used to gather other evidence, and hearings held;
- Findings of fact supporting the determination;
- Conclusions regarding the application of definitions of sexual harassment for purposes of the College's Title IX Sexual Harassment definitions;
- A statement of, and rationale for, the result as to each allegation, including a determination regarding responsibility and, where necessary and in collaboration with the sanctioning officer, a statement regarding any sanctions and the rationale therefor;
- If a finding of responsibility is made, whether Supportive Measures or remedies are being provided to the complainant (but not specifically what those Supportive Measures or remedies are except to the extent that providing notice to the respondent is necessary to effectuate the Supportive Measure or remedy (e.g., a permanent no-contact order)); and
- Identification of the College's procedures and permissible bases for the complainant and respondent to appeal (as outlined below).

The determination regarding responsibility becomes final either on the date that the College provides the parties with the written determination of the appeal, if an appeal is filed, or if an appeal is not filed, the date on which the appeal would no longer be considered timely.

The determination will also notify the parties whether remedies designed to restore or preserve equal access to the College's education program or activity will be provided by the College to the complainant, but will not provide details about any such remedies.

If sanctions are necessary, they will be assigned in accordance with the Sanctions section below. The parties will receive notice simultaneously of the written determination regarding responsibility and, if necessary, any sanctions as determined through the procedures outlined below.

### **Sanctions**

It is the College's belief that sanctions should maximize safety for all students and College constituents, relate to the nature of the behavior, and provide an opportunity for growth and learning. In the context of sexual harassment and interpersonal violence, sanctions will also be designed to restore the complainant's equal access to College education programs or activities. The range of possible sanctions when a student is found responsible for Prohibited Conduct is as follows:

#### **Written Warning**

A written warning is a notice that the student's behavior is unacceptable and that further misconduct may result in further disciplinary action. A copy of the warning letter is placed in the student's academic file.

#### **Fines**

A monetary fine may be imposed. Failure to pay or to make arrangements to pay a fine may result in a hold being placed on the student's account.

#### **Restitution**

Restitution may be imposed in the form of monetary payment to repair or otherwise compensate for damages caused by the student. Failure to pay or to make arrangements to pay may result in a hold being placed on the student's account.

**Loss of Privileges**

A student may be restricted or excluded from participation in curricular or extra-curricular activities for a specified period of time.

**Educational Sanction**

Educational sanctions may include mediation, drug and alcohol education/treatment, public presentation, formal apology, research paper, college completion contract, etc.

**Suspension**

Termination of student status at the College for a specified period of time, with the possibility of reinstatement, provided that the student has complied with all conditions imposed as part of the suspension and provided the student is otherwise qualified for reinstatement. Depending on the length of the suspension, transition activities may be required. Suspension involves the exclusion of the student from participation in any academic or other activities of the College. Written notification of this action will be provided to the student. The student may be withdrawn from all courses carried that semester and shall forfeit all tuition/fees according to the normal refund schedule of the College. The student may not be on the College's premise unless engaged in official business approved in writing by the Dean of Students or College Administrator.

**Dismissal**

Termination of student status. Written notification of this action will be provided to the student. The action of dismissal will be noted on the student's academic transcript; the student will be withdrawn from all courses carried that semester and shall forfeit all tuition/fees according to the normal refund schedule of the College. The student may not be on the College's premise unless engaged in official business approved in writing by the Dean of Students or College Administrator. Readmission after dismissal may be granted on a case by case basis.

If a hearing officer makes a determination that a respondent is responsible for committing Prohibited Conduct, the hearing officer will inform the sanctioning officer of that determination, and the sanctioning officer will review information regarding the case as deemed necessary for them to determine an appropriate sanction or sanctions. Once the sanctioning officer has determined appropriate sanctions, the sanctioning officer will work with the hearing officer to prepare the written determination of outcome described above, which inform the parties of the hearing officer's and sanctioning officers determinations regarding responsibility and sanctions, and the rationale therefor. The written determination of outcome will be provided to the parties simultaneously.

**Appeals**

Each party to a case falling under this policy has a right to appeal:

- the Title IX Coordinator's dismissal of a formal complaint for Title IX purposes based on the Title IX Coordinator's determination that it did not fall within the definition of Title IX Sexual Harassment (where applicable); or
- the result of a hearing and/or sanctioning process, on the following grounds:
  - There was a procedural irregularity that affected the outcome of the matter;
  - There is new evidence that was not reasonably available at the time the determination regarding responsibility or dismissal was made, that could affect the outcome of the matter;
  - The Title IX Coordinator, investigator(s), or decision-maker(s) had a conflict of interest or bias for or against complainants or respondents generally or the individual complainant or respondent that affected the outcome of the matter; and/or
  - The sanctions are not appropriate.

Appeals in student respondent cases must be filed with within 5 working days of the case determination. Appeals in faculty respondent cases must be filed with ] within 5 working days of the delivery of the written determination. Appeals in staff employee respondent cases must be filed with within 5 working days of the case determination.

The other party may be notified of any submitted appeal through the Title IX Coordinator or their designee. The other party may submit a written response to the appeal within 5 working days of delivery of the appealing party's appeal. Both parties will be informed of any change to the results of a disciplinary process that occurs prior to the time that such results become final, and when such results become final.

Where an appeal is based on procedural irregularity, new evidence and/or bias/conflict of interest grounds, the Appellate Officer may affirm a finding of responsibility or return the matter to a hearing officer and/or Title IX Coordinator for further

proceedings consistent with the appeal decision. Where an appeal challenges sanctions, the Appellate Officer may affirm, increase, decrease, or modify the sanctions. Appeal decisions will be sent to the parties simultaneously. The decision of the Appellate Officer is final in all cases.

Absent extenuating circumstances, appeals will ordinarily be decided within 30 days of the appellate officer's receipt of the appeal.

#### **Informal Resolution of Title IX Sexual Harassment Cases**

At any time prior to reaching a determination regarding responsibility, the College may facilitate an informal resolution process (e.g., mediation) of a Title IX Sexual Harassment case, where requested by a party and agreed to by both parties. If a party requests the initiation of an informal resolution process and the Title IX Coordinator agrees that the matter is appropriate for informal resolution, the College will provide to each party a written notice that discloses:

- The allegations;
- The requirements of the informal resolution process including the circumstances under which it precludes the parties from resuming a formal complaint arising from the same allegations-
  - The College generally permits parties to withdraw from the informal resolution process and initiate or re-initiate a formal investigation and hearing process at any time before the informal resolution process is completed and any informal resolution is agreed to in writing by the parties); and
- Any consequences resulting from participating in the informal resolution process, including the records that will be maintained or could be shared.

All parties and the Title IX Coordinator must agree to informal resolution for this option to be used. The Title IX Coordinator will assess the request for informal resolution in light of factors such as, but not limited to, the severity of the alleged violation and the potential risks to campus community members posed by the reported misconduct. The College will only proceed with an informal resolution process if both parties provide their voluntary, written consent to having the matter resolved through the informal resolution process.

Informal resolution options (e.g., mediation, restorative practices, or other alternate resolution methods) will be offered as deemed appropriate by the College and will be employed as agreed upon by the parties.

The matter will be deemed resolved if and when the parties expressly agree in writing to an outcome that is acceptable to them and which is approved by the Title IX Coordinator (in consultation with other College administrators as deemed necessary). A party may withdraw from the informal resolution process at any time prior to their execution of a written informal resolution agreement. After an informal resolution is agreed to in writing between the parties, neither party may initiate a formal resolution process regarding the same factual allegations.

At any time before a matter is resolved through informal resolution, the Title IX Coordinator may terminate an informal resolution process and initiate or re-initiate a formal investigation and resolution process at any time, as they deem appropriate in their discretion.

#### **Steps in Investigating and Resolving Non-Title IX Prohibited Conduct**

The following steps apply exclusively to the investigation and resolution of reports of conduct that, if proved, would constitute Prohibited Conduct under this policy but that would not fall within the definition of Title IX Sexual Harassment provided above.

#### **Investigating the Complaint**

Following the initial meeting between the complainant and the Title IX Coordinator, the complaint will be investigated by the Title IX Coordinator. If the complainant has declined to proceed with the complaint process, then the matter will be pursued only after consideration of the factors set forth in Section B.2 Conducting the Initial Assessment of this policy. The purpose of this investigation is to determine whether good cause exists to proceed with either informal or formal resolution of the complaint and shall be completed within thirty (30) calendar days. Failure to comply with the investigator's requests may result in disciplinary action.

#### **Notification of the Respondent**

A respondent will be notified when the College seeks action that would impact a respondent, such as protective measures that restrict the respondent's movement on campus, the initiation of an investigation or the decision to involve the respondent in the informal resolution process.

The Title IX Coordinator shall notify the respondent, in writing, of the complaint, advise the respondent of the need for confidentiality, and instruct the respondent to not engage in any retaliatory behavior. The notice to the respondent will also include a summary of the allegations, the possible sanctions, and a brief description of the facts presented to support the allegations. For all allegations which could result in dismissal, the notice will include this possibility and will specify that dismissal prevents any future readmission to the College.

Both the complainant and the respondent will be given a copy of this policy.

Both the complainant and the respondent may provide information relevant to the complaint, including the names of any witnesses, to the Title IX Coordinator. In addition to interviewing the complainant and the respondent, the investigator will make reasonable attempts to contact and interview all of the individuals who are identified as witnesses with information relevant to the allegations of harassment or sexual misconduct.

The Title IX Coordinator's investigation will determine whether there is good cause to proceed to informal or formal resolution of the complaint. In order to make this determination, the investigator shall consider the record as a whole, including the nature of the alleged conduct and the context in which it occurred, and determine whether it is more likely than not that this policy has been violated.

The Title IX Coordinator will promptly investigate and prepare a confidential investigation report within thirty (30) calendar days of receiving the complaint, unless an extension of time is necessary in order to conduct a thorough and accurate investigation. If an extension of time is required, the Title IX Coordinator will provide written notification of the revised date for completing the investigation concurrently to both parties.

- **Preponderance of The Evidence Standard**  
In the event that the investigation report concludes that it is more likely than not that this policy has been violated, the complainant may proceed with either informal resolution or formal resolution. The Title IX Coordinator will provide information regarding these processes to the complainant. In the event that the complainant elects not to move forward with the complaint at this stage, the College reserves the right to pursue the complaint in accordance with the formal resolution process.
- **Finding of No Preponderance of The Evidence Standard**  
In the event that the investigation report concludes that it is not more likely than not that this policy has been violated, the complaint will be dismissed. The complainant may, however, appeal the determination of no good cause to the College President. A complainant who wishes to file an appeal must file a petition no later than ten (10) calendar days from delivery of the complainant of the investigation report. An appeal petition shall consist of a detailed written statement specifying the precise grounds for appeal and indicate with precision the supporting facts, and shall be signed by the complainant.
- **The College President will consider the appeal petition and the investigation report to determine whether the original complaint is supported by the preponderance of the evidence standard within five (5) days of receiving the appeal petition.** If the College President concludes that it is more likely than not that this policy has been violated, the President will inform both parties concurrently in writing of their decision, with a copy to the Title IX Coordinator. The Title IX Coordinator will then meet with the complainant to discuss the complainant's options for pursuing their complaint. Alternatively, if the President concurs with the Title IX Coordinator's determination that the complaint is not supported by the Preponderance of The Evidence Standard, the complaint will be dismissed, and no further action will be taken with respect to the complaint. The decision of the College President regarding whether a complaint demonstrates good cause is final and is not subject to appeal.

## **Resolution Process**

### **1. Informal Resolution Procedure**

Informal resolution is a process through which a complaint may be resolved promptly and discreetly, through communication, education and/or mutual agreement.

Participating in the informal resolution process is optional and voluntary by the parties. The parties can end the informal process at any time and stop the proceedings or begin the formal resolution process. The goal of informal resolution is to resolve concerns at the earliest stage possible, with the cooperation of the parties involved.

The Title IX Coordinator will meet separately with both the complainant and the respondent to gather any additional

information regarding the conduct alleged. The Title IX Coordinator will identify and recommend an appropriate sanction to address the respondent's conduct. The proposed finding of responsibility and sanction recommendation will be concurrently communicated in writing to both the complainant and the respondent. The complainant and the respondent will then have the opportunity to either accept or reject the proposed resolution.

If the matter is resolved informally to the satisfaction of all parties, the parties will document their acceptance in writing, and the informal resolution process will terminate, the sanctions (if any) will be imposed, and no further appeal shall be available to either party. The Title IX Coordinator will maintain a record of the complaint and its resolution.

If either party rejects the proposed resolution, the informal resolution process will terminate, and the complainant or the College will have the right to pursue the complaint through the formal resolution process. Upon the conclusion of the informal resolution process, the Title IX Coordinator will meet with the complainant to advise the complainant regarding the formal resolution process. If the complainant chooses to pursue the formal resolution process, they shall notify the Title IX Coordinator of this intention within five (5) days of terminating the informal resolution process. The College reserves the right to pursue the complaint in the event that the complainant declines to take further action.

In the interim between the conclusion of the informal resolution and the initiation of the formal resolution processes, the Title IX Coordinator may implement or extend interim protective measures, as appropriate.

## 2. Non-Title IX Formal Resolution Procedure

The non-Title IX formal resolution process at Bryan College of Health Sciences involves a Formal Appeal Panel review. The panel review is comprised of members of the College's Executive Committee and the program dean/director.

The following panel review procedures regarding presentation of evidence will be in effect:

- If either party intends to present forensic evidence, a trained forensic examiner must be present and available to testify regarding the nature of the evidence. No witness or exhibit may be presented if the identity of the witness or a copy of the exhibit was not submitted to the other party by the established deadline.
- A party shall not have the right to question another party directly; however, each party may submit proposed questions to the Formal Appeal Panel members to ask of the other party if the Formal Appeal Panel members determine, at their sole discretion, that the proposed questions are designed to elicit relevant information. The Formal Appeal Panel may also independently question the parties and witnesses in order to acquire additional information about the complaint.
- Evidence of the Complainant's sexual behavior or history may not be presented unless the behavior or history.
  - was between the complainant and the respondent
  - is offered for the purpose of showing that the act or acts charged were not committed by the respondent is evidence of an occurrence or occurrences of sexual behavior so distinctive and so closely resembling the respondent's account of the alleged encounter with the complainant as to tend to establish that the complainant consented to the act or acts charged
- Sexual behavior otherwise admissible under this section may only be proved by evidence of specific acts and may not be proved by reputation or opinion. Until a determination is made under this section that specific evidence is admissible, no reference to the complainant's alleged sexual behavior or history shall be made in the presence of the committee, and no evidence of this behavior or history shall be introduced at any time during the hearing.

The Formal Appeal Panel will use the preponderance of the evidence standard to resolve the complaint. Decisions made by the Formal Appeal Panel are final pending the right to request an appeal based on new evidence or violation of due process.

### **Possible Disciplinary Sanctions**

The purpose of disciplinary sanctions for violations of this policy is to educate students about responsible behavior as members of the Bryan College of Health Sciences community, to maintain order, and to protect the rights of others. There is no set sanction for any of the offenses provided in this policy, with the exception of automatic dismissal for a felony conviction. Sanctions will be determined individually and will reflect the nature and severity of the offense.

Sanctions may include, but are not limited, to one or more of the following: alteration of class schedule, disciplinary reprimand, loss of privileges, restitution, written warning, suspension, and dismissal. Notwithstanding College's right to impose a sanction under this policy, students may also be subject to penalties at the local, state, and federal level.

The College reserves the right to apply any sanction for a violation of the College Values, which in its sole discretion, appropriately addresses the gravity and frequency of the offense. One or more sanctions may be imposed for any offense. Prior offenses are cumulative and any student found in violation of the same offense or a second offense of equal or greater magnitude may be suspended or dismissed from the College.

The College will, upon written request, disclose to the alleged victim of a crime of violence (as that term is defined in section 16 of title 18, United States Code), or a non-forcible sex offense (incest or statutory rape), the report on the results of any disciplinary proceeding conducted by such institution against a student who is the alleged perpetrator of such crime or offense. If the alleged victim is deceased as a result of such crime or offense, the next of kin of such victim shall be treated as the alleged victim for purposes of this paragraph.

## Sex Offender Registry

The Nebraska Sex Offender Registration Act (Neb. Rev. Statute 29-4001-29-4115) requires certain classes of sex offenders to register with local law enforcement officials. Registry information regarding Level 3 (high risk) offenders is published in local newspapers and is also available to the public at <http://www.nsp.state.ne.us> on the Nebraska State Patrol's website.

The Act also requires certain institutions, including colleges and universities, to monitor the presence of Level 2 (moderate risk) sex offenders at their facilities. College officials will routinely receive information regarding moderate risk sex offenders residing in Lancaster County. This information is not available to the public, and will be shared with designated staff responsible for monitoring activities on campus.

## Access to Off-Campus Facilities

Bryan College of Health Sciences utilizes many off-campus facilities for academic work. All students must adhere to the policies of safety and security for the institution at which they are assigned. It is strongly encouraged that students familiarize themselves with each separate facility and to discuss with their instructors any issues regarding safety and security at a particular site.

## Weapons/Firearms

The possession of weapons on campus is prohibited. Weapons are identified as: handgun, pistol, revolver, rifle, shotgun, knife or edged weapons (with blade longer than 3.5 inches), bow and arrow, crossbow, ammunition, martial arts equipment, or other device capable of launching a projectile and causing bodily harm.

Possession of any of these items on campus will result in a code of conduct violation investigation.

### Exceptions to this prohibition are:

- Weapons, legally owned, out of sight and secured in personally owned vehicles located in parking lots, garages, and streets on Bryan College of Health Sciences or Bryan Medical Center Properties, or
- Weapons possessed by certified and commissioned law enforcement officers or retired law enforcement officers in accordance with law, or
- Weapons possessed by armed security or armed officers in the performance of lawful duties, i.e. armored car officers, armed corporate security.

## Tornado Protection – SAF 900.00, v.1 - Hastings

### Definitions

Tornado Watch – Issued when weather conditions exist that could produce a tornado. A tornado watch may last for several hours.

Tornado Warning – Issued when a tornado has actually been sighted in the area or indicated by radar. At this time, the Civil Defense warning sirens are sounded, and the Nebraska Weather Service broadcasts the emergency messages.

Notification for severed Tornado Watches/Tornado Warnings will go out automatically to all hospital phones and computers as soon as the National Weather Service pushes them out. Switchboard operators will page these in the event the phone systems goes down.

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**Tornado Watch** - When notified of a tornado "watch" effecting Hastings, the switchboard operator will page an announce over the public address system:

- This will be repeated until the watch expires.
- Review safe areas.
- Consider how you will get there.
- An "All Clear" will be announced when the watch expires or is canceled prior to its scheduled expiration time.

#### **Tornado Warning – Mary Lanning Hospital**

- Evacuate to the ground floor and waiting room, doors shall be closed. If possible, find a blanket to cover yourself for protection.
  - You may be directed to Ground Floor safe areas (Cafeteria and Conference Room 1)
- Stay in the safe area until the city announces "all clear".
- Staff, visitors and patients; Go to safest area possible with the time you have.
  - Relatively safe areas include:
    - Away from outside walls
    - Areas with no windows
    - The lower in the building the better
    - Basement areas without windows are best
  - Remain in the safe area until notified of an "All Clear".

#### **General Safety Instructions:**

- Do NOT use elevators during a Tornado Warning
- Seek shelter in the designated safe areas
- Use blankets to protect you from flying glass or debris

## **Fire Emergency – EC.01.01.01.EP7 - Hastings**

If you see smoke, smell something burning, or see fire, initiate the fire plan (**R-A-C-E**)

**Announced** overhead as "**A Fire Alarm has been activated in+ Location + Please avoid this area**"

**R – Remove those in immediate danger to a safe area.**

**A – Alarm**

- Activate the nearest fire pull station.
- Call "6" (off sites call 9-9-1-1) and give:
  - Exact location of fire (room number and building)
  - Your name, and
  - Type of fire (if known).

**C – Contain the fire by closing doors to the area of the fire.**

- Close all doors and windows (even in areas remote from the fire but in the same building).

**E –Evacuate if fire or smoke is discovered:**

- ●Evacuate as follows:
  - First, evacuate the area of the fire, adjoining rooms, and rooms above and below.
  - If necessary to leave the area, evacuate horizontally away from the fire through the fire doors into another fire/smoke compartment.
  - Business occupancies should evacuate the building.
  - If needed, evacuate vertically.

- Use evacuation tools if needed (MedSled, ParaSlyde, Stair Chair)
- Inpatient, outpatient, and diagnostic care areas complete Form #502, Patient Fire/Tornado/Evacuation Sheet (obtain from Distribution, online in electronic "Policies and Procedures," or print out from the EMR, also behind the Forms Tab at the back of this guide).
- Elevators may be used if they are working.
- Do not run.
- Follow the evacuation routes and plans outlined in the unit specific fire plan.

E – Or Extinguish, if you can do it safely and you feel comfortable doing so. Use a fire extinguisher by initiating **P-A-S-S**: Do not put yourself in danger to extinguish a fire.

- Pull the pin by twisting and pulling (do not have thumb on upper handle or pin will not come out)
- Aim at the base of the fire (if you hit the fire it is apt to come back on you and cause burns)
- Squeeze the handle, and
- Sweep back and forth to suffocate the fire.

## Active Shooter – SAF229.00 - Hastings

To Implement – The Active Shooter protocol will be implemented when a person or persons enter our building or grounds armed with a firearm with the intent to do harm or threatening to do harm to those present or is actively shooting.

- If an armed intruder enters our building the first response will be to protect as many of our patients, visitors and staff as possible. At the same time we will summon help from internal and external resources.
- Your personal response may need to be made in a hurry. Difficult decisions will need to be acted on quickly. Make the best response decisions you can and try to limit the harm inflicted on yourself and those around you.

### Notification by observing person/employee

- Make the best decision you can as to order of notifications
- Call the hospital code phone at 5277 (if in a hospital building) Or, 402-984-4950 (If outside the hospital building). Inform the operator of the Active Shooter.
- Call 911 and inform the operator of the Active Shooter.
- Notify an Administrator, Supervisor, or Faculty member, if possible
- Provide this information:
  - The 911 Call say: "This is Mary Lanning (give location, plus area) we have an armed intruder in the building, gunshots (not) fired."
  - The 5277 Call say: "We have an Active Shooter in the building (provide area), gunshots (not) fired."
  - If possible provide a description of the person(s) and their location

### Announcement

- The Switchboard Operator will announce three times: "Active Shooter"
  - If you have a panic button in your area this would be a suggested time to activate it.

For those not involved in the initial or direct response:

1. REMAIN CALM
  - a. Think about where you are in regards to where the active shooter(s) is/are present.
2. RUN
  - a. If you are not in the area where the active shooter(s) is/are and you are not involved in patient care, leave your belongings and area by finding the nearest exit and get a safe distance away from the MLH facility you are located at.
    - Bring others that are able, visitors, and colleagues if you can.
    - Do not stop to wait or allow your escape to be hindered by anyone. The shooter(s) are looking for easy targets in large groups



3. HIDE
  - a. Find a safe location, lock the door, and place heavy objects against the door to impede progress.
  - b. Turn off lights and silence your cell phones to give the appearance of being in an unoccupied area.
  - c. Hide behind turned tables, desks, bookshelves, or anything else that might offer shelter.
    - If you are with a patient and they can get out of their bed please move them to a chair, place the bed behind the door and apply the brake.
    - If you work in a clinic, use any furniture that locks or is heavy enough to block the door.
    - Turn off the lights and any other electronic devices that make noise.
    - If you have a vocera on your person, remove the battery so as not to take the chance of messages coming through.
4. FIGHT - ONLY AS A LAST RESORT!!
  - a. Find some type of improvised weapon like a fire extinguisher, a chair, or other heavy and possibly sharp objects.
  - b. Form a group and a plan. Commit to your actions and move those that are unable to the back or behind objects.
  - c. Act aggressively towards your attacker(s) and do your best to incapacitate them.
  - d. Once you have them down remove the weapon from their hands and leave the area.
  - e. Report to the first security officer or law enforcement person you find when leaving the area.
5. When law enforcement arrives they will assume command of the situation.
  1. The facility will provide assistance as needed, which may include providing access badges or keys, floor plans of the area, and any live feed cameras that the facility can provide.
  2. Law enforcement responding to an active shooter are trained to proceed immediately to the area in which shots were last heard in order to stop the shooting as quickly as possible.
  3. The first responding officers may be in teams; they may be dressed in normal patrol uniforms, or they may be wearing external ballistic vests and Kevlar helmets or other tactical gear. The officers may be armed with rifles, shotguns, and handguns.
6. Tips to remember when law enforcement arrives at your location:
  1. Remain calm and follow their instructions.
  2. Put down any items in your hands.
  3. Immediately raise hands and spread fingers.
    - a. Law enforcement is taught that hands use weapons therefore hands can kill.
  4. Avoid making quick or sudden movements toward officers such as attempting to grab or hold onto them for safety.
  5. Do not stop to provide first aid to the injured. Proceed to the nearest exit.
  6. Avoid pointing, screaming, or yelling.
  7. Do not stop to ask them for help or directions when evacuating, simply listen to their commands and move as instructed.
7. Hospital Incident Command will establish a Unified Command with Law Enforcement and the Fire Department.
  1. Location will be determined after consultation with law enforcement.
  2. Law enforcement will be determined when an active shooter situation is clear.
  3. Recovery will be directed by Hospital Incident Command.
  4. Hospital Incident Command will work with law enforcement regarding continuity of operations as the location(s) of the incident are considered a crime scene and may not be available for patient care or staff access.
  5. Hospital Incident Command will work with law enforcement regarding staff and visitor retrieval of personal items.
8. For Staff, Faculty, & Students - once you have given the all clear by law enforcement:
  1. Search your area for hiding or injured persons.
  2. Report to direct supervisor or staff member.

## Communicable Disease Emergency Response and Communication Policy

### Purpose

The Bryan College of Health Sciences takes its responsibility to its students, employees, and community very seriously and understands that a college environment may provide means for the spread of communicable diseases. The College has policies requiring students to obtain the pre-enrollment immunizations necessary to prevent a number of communicable diseases. While prevention is the front line defense against communicable disease, the College recognizes that immunizations are not 100% effective and many non-students, who may not be immunized, interact within the environment of the College every day. This leaves the College, and the Community it serves, vulnerable to contagion. When a known threat of

communicable disease is discovered, the College must be prepared to respond quickly and effectively to minimize the impact of the threat. This policy provides the process for reporting, responding to, and communicating about instances of communicable disease.

### **Reporting**

Employees and students of the College are expected to minimize contact with other people and contact their direct supervisor, faculty member, or clinical instructor/preceptor in the following situations (please note, the examples of diseases used in the following situations are not all inclusive):

- When they return from travel from a country the CDC has placed on a watch list for life-threatening communicable diseases such as ebola, etc.
- When they have a known exposure to a contagious or potentially life-threatening disease such as measles, pertussis, mumps, ebola, meningitis, etc.
- When they exhibit symptoms of a communicable disease such as the influenza, measles, rubella, mumps, chicken pox, pertussis, meningitis, etc.
- When they have been diagnosed with a communicable disease

The person notified by the affected student or employee will promptly notify the Dean of Students (or designee) of the situation.

### **Minimizing the Spread of Communicable Disease**

The College will follow Bryan Medical Center policies and will collaborate with experts in epidemiology, employee/student health, and public relations available at Bryan Medical Center and the regional Public Health Department in directing the actions of employees or students and providing any further needed notifications. An individualized plan will be developed by College and Medical Center personnel delineating, at a minimum: 1) The time the employee or student must be absent from all College-related activities; and 2) The circumstances necessary for return. The goal of the plan will be allowing the individual employee or student time to recover and minimizing the probability of spreading the communicable disease to others in the College or community. Employees and students are required to follow the plan developed for their situation and failure to do so will be grounds for disciplinary action.

If a situation involves possible spread of contagion to other students or employees of the College, all possible steps will be taken to communicate with those potentially affected. An individualized plan will be created specifying: 1) Required monitoring for development of disease; and 2) Steps necessary for prevention of further spread of contagion within the internal College environment.

If an employee or student of the College reports a situation that may pose a threat of contagion to the community, College or Medical Center officials will report the actual or possible threat to city, state, and regional health officials. If it is deemed necessary for the protection of the community, a press release will be issued outlining the potential threat and steps taken to minimize that threat. The privacy of affected individuals will be protected during reporting unless disclosure of names is mandated by law.

# Student Services

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## Philosophy of Advising

Bryan College of Health Sciences is committed to empowering students to achieve academic and professional goals through collaborative and individualized advising.

Upon enrollment to the College, students are partnered with an advisor until degree completion. Collaborative and individualized advising is guided by the following objectives and expectations:

### **Advisor and Advisee Objectives and Expectations:**

1. Build Trust
  1. be an advocate
  2. communicate openly
  3. listen effectively
  4. honor commitments
  5. communicate availability
  6. maintain confidentiality
2. Promote Professionalism
  1. foster accountability
  2. identify opportunities for growth
  3. utilize support systems and resources
3. Promote Strengths
  1. focus on strengths
  2. recognize accomplishments
4. Navigate Path to Degree Completion
  1. share accurate information
  2. participate in proactive degree completion planning
  3. remain accountable for degree completion plan
  4. establish, adapt, and achieve academic and professional goals

\*Program progression and degree completion are ultimately the responsibility of the student.

## Student Affairs

Student Affairs is comprised Academic Services, Professional Development, Financial Aid Services, Student Services, Health and Wellness, and Campus Culture.

Academic Services supports academic success. Support is provided to improve academic standing, early intervention to improve academic outcomes and increase student involvement in the learning process by facilitating a peer tutor program.

Professional Development enhances the skills students need to be successful in college and beyond. Support is provided to promote personal and professional success, increase student involvement in the college experience by promoting involvement in professional activities, act as liaison for student referrals and information to internal and external resources and collaborate with faculty on student issues. Student mentoring program is provided to enhance professionalism and help in connecting and building relationships with other students.

Financial Aid Services provides information and direction to students wanting financial aid resources to attend Bryan College of Health Sciences. They provide counsel to all students in exploring funding methods and resources to best meet their college expenses, recognize and honor the responsibility to deliver funds in a timely and equitable manner, identify new methods of financial assistance delivery, while continuously improving the processes, work collaboratively with all areas of the College to consistently uphold a high standard of honesty, integrity and a commitment to student service.

Student Services provides opportunities for students to develop personally, professionally and socially through active engagement in community service, student organizations and student life. They provide educational, cultural, wellness, social and recreational programs for students, assistance to students and student organizations to interact more effectively with

one another and with the college community, promote self-governing opportunities and provide access to decision making activities for students and provide efficient administrative services for student retention, orientation, activities and counseling.

Health and Wellness Services provides support and guidance for the members of the college community in regard to health and wellness. They plan, develop, implement and evaluate health promotion activities, and health screening activities with a focus on health promotion and injury/illness prevention. Health and Wellness Services is also a liaison to student health services. The objective of the student health program is to provide adequate health supervision and service that best serves the interests of both the students and the College. Emphasis is placed on positive health attitudes and increasing awareness of the students' attitudes regarding their health. Prior to enrollment, the student submits a health history and validation of required immunizations.

Students are required to follow the policies in the Student Handbook when using the Student Health Services for illnesses and health needs. Each student is required to show proof of health insurance coverage. Coverage must be maintained throughout enrollment at the College.

The Campus Culture at Bryan College of Health Sciences cultivates an inclusive and responsive college climate underscored with fairness and equality, provides a safe and stimulating learning environment, welcomes and celebrates the diversity of the campus community, provides support and services which are inclusive and accessible to all students, provides opportunities for students, faculty, and staff to interact with one another in formal and informal settings in order to establish a campus culture that facilitates student engagement and interaction, and increases diversity-related knowledge and cultural competence among college constituents through programs and services.

Student services are provided to distance students by electronic means.

## Early Referral Process

Personal, academic and/or financial problems can place students at risk of failing a course. The purpose of the Early Intervention Process is to provide early identification and intervention for students at risk for a variety of reasons. This Process is designed to support both students, faculty and staff. The early referral form will be submitted electronically to the individuals as indicated on the form to either Academic or Student Affairs staff for follow-up.

### Early Referrals

Code of Conduct Violations (see student handbook for policy) Academic Integrity Violation (see student handbook for policy)  
Personal or Professional Development Concern Academic success Concern Other

To activate the Early Intervention Referral, these steps should be followed:

1. Anyone can identify students at risk and fill out an Early Referral Form.\
2. When a student "at risk" is identified, it is recommended but optional to inform the student than an Early Referral will be initiated.
3. An Early Referral Form is completed on the student outlining the concerns identified. The completed form is filled out electronically and submitted to the Academic or Student Affairs staff as indicated on the form.
4. An Early Referral Form should be completed on any student directly referred by faculty and staff to Continuum EAP.
5. The appropriate representative will contact the student via email or phone when necessary
6. Individuals who complete an Early Referral Form will receive a confirmation email that the document was received.

## Writing Center

The Writing Center will address students' writing concerns in a timely, friendly, and knowledgeable manner. Writing Center consultants will provide help in all stages of the writing process: invention, organization, and revision.

Students can meet with a writing center consultant about any writing project they are working on, whether it's an assigned essay for class, a cover letter and resume for a job, or just writing for fun. Students should bring their paper, and directions or requirements to the appointment. The Writing Center is located in room #218. Hours will be posted at the beginning of each semester. To make an appointment email: [writingcenter@bryanhealthcollege.edu](mailto:writingcenter@bryanhealthcollege.edu)

## Basic Needs Statement

ny student who has difficulty affording sufficient food to eat every day, or who lacks a safe and stable place to live is encouraged to contact any faculty, advisor, staff or administrator. College personnel will work with the Dean of Students to refer student to available resources.

### Caring Fund

The Bryan College of Health Sciences Caring Fund is available for any full-time or part-time student facing a crisis or emergency situation. The fund is able to assist with an immediate, basic need. Contact: Dr. Alethea Stovall, Dean of Students at 402-481-3804 or Maggie Hackwith, Financial Aid, 402-481-8705.

**Student Uniform Closet** – free second-hand uniforms for students in need

If you cannot afford the cost of a new uniform or have experienced size changes, please stop by office #220 (Brigid Vail, Financial Aid). Special thanks to our alumni who have donated their uniforms to students in need.

## Counseling Service

### Continuum Employee Assistance Program (EAP)

1. Through the Continuum Employee Assistance Program, personal and educational counseling is available to students. The counseling service seeks to help students examine their feelings and attitudes with a professionally trained counselor.
2. The student may initiate an appointment with Continuum EAP at any time.
3. The Professional Development Counselor may recommend or mandate an appointment with Continuum EAP as indicated.
4. Distance students will be referred to local Continuum EAP offices.
5. Continuum EAP is located at:

1135 M Street, Ste 400  
Lincoln, NE 68508  
402-476-0186

## Financial Aid

Students applying for financial aid must file a Free Application for Federal Student Aid (FAFSA). This application may be completed online at [www.fafsa.ed.gov](http://www.fafsa.ed.gov). The priority FAFSA filing deadline for the 2020-2021 FAFSA is 2/15/2020. The Bryan College of Health Sciences federal school code is 006399.

Students should apply for a FSA ID prior to completing the FAFSA. The FSA ID allows access to Federal Student Aid's online systems and functions as the legal electronic signature. Students who are dependents should also encourage a parent to apply for an FSA ID. Students and parents can create the FSA ID at <https://fsaid.ed.gov>.

In addition to the FAFSA, students will continue the financial aid application process through the **Student Aid InterNet Technology (SAINT)** Student online portal system. This system allows the student to determine their own federal aid packaging according to their program of study, grade level and financial need data. Information regarding completing SAINT Student, as well as priority funding deadlines, can be found at [bryanhealthcollege.edu/saint](http://bryanhealthcollege.edu/saint). Students should apply for financial aid before the start of the term. Upon special circumstances, students will be allowed to apply for financial aid up to 90 days after the start of the term.

A student must be in good academic standing and be enrolled for a minimum of six credit hours (fall, spring and summer) to be eligible to receive Federal Student loans for that semester.

### Types of Financial Aid

Bryan College of Health Sciences offers a variety of financial aid opportunities to students. Types of aid available include: Unsubsidized Federal Direct Loans, Federal Direct Grad PLUS, Pell Grants, State Grants, Federal Work Study, college based grants, scholarships and private loans.

### Scholarships

Students who wish to receive Bryan Foundation scholarships should complete their FAFSA and the online scholarship application form at [bryanhealthcollege.edu/scholarships](http://bryanhealthcollege.edu/scholarships). The online scholarship application is available annually March 1-15.

### Veterans' Information

Many of the programs at the College have been approved by the State Approving Agency for the enrollment of those eligible to receive GI Bill education benefits. A Certificate of Eligibility (COE) is required to certify students for veteran education benefits. Prospective students may visit the VA website at [www.gibill.va.gov](http://www.gibill.va.gov), call the assistance line at 888-GIBILL1 (888-442-4551), or inquire at a Veterans Administration Office for information on benefits. The assistance line is open from 7:00am to 7:00pm Central Time, Monday-Friday.

### Veterans Benefits and Transition Act of 2018 Compliance – Section 103

The President signed into law the Veterans Benefits and Transition Act of 2018 on December 31, 2018, which contains a provision in Section 103 that takes effect on August 1, 2019. In accordance with Section 103, while payment to the institution is pending from the Veterans Administration for any students using U.S. Department of Veterans Affairs (VA) Post 9/11 G.I. Bill (Chapter 33) or Vocational Rehabilitation and Employment (Chapter 31) benefits, Bryan College of Health Sciences will not:

- Assess a late fee;
- Prevent enrollment or deny access to classes;
- Deny access to any student resources (library, student services, or other institutional facilities) available to other students who have satisfied their tuition/fees to the institution;
- Require that the VA recipient secure alternative or additional funding to cover financial obligations to the institution due to delayed disbursement of a payment by the U.S. Department of Veterans Affairs.

### Veteran and Eligible Person Standard of Progress Policy

A veteran and/or eligible person must make satisfactory progress toward an approved educational objective leading to employment. The veteran and/or eligible person Standard of Progress will be determined utilizing the Satisfactory Academic Progress policy as listed in the College Catalog and Student Handbook consisting of overall grade point average, pace, program length, maximum time for completion, attendance and/or conduct.

### Contact Information

Financial Aid Office, Bryan College of Health Sciences, 1535 S. 52nd St., Lincoln, NE 68506-1398

Phone: (402) 481-8984 or 800-742-7844, extension 18984

E-mail: [fa@bryanhealthcollege.edu](mailto:fa@bryanhealthcollege.edu)

## Library Policy - Hastings

### Library Purpose

The Library's goals are to:

1. Provide quality collections, resources and services that support the educational and clinical needs of our patrons through our own collections and through collaborations with other institution
2. Facilitate and promote information literacy skills by instilling in our library constituents the knowledge, skills and attitudes needed to become lifelong learners and competent practitioners of evidence-based healthcare
3. Utilize current technologies to strengthen services and expand access
4. Provide the highest level of service to our patrons

### Books

- A large number of books are available in the libraries online collections Access requires use of an individual's Bryan network username and password.
- Most print books will be located in the Lincoln location. Books in the circulating collection may be checked out for three weeks. Arrangements will be made to deliver any Lincoln location books to the Hastings location, as well as the return trip.

Books on the Course Reserve shelves do not circulate.

### Journals

1. Most journals in the Library's collection are available online. Online journals are accessible through Library databases and the Online Catalog. Access requires use of an individual's Bryan network username and password.
2. Print journals in the Library are primarily an historic collection. Arrangements will be made to directly deliver any print articles, electronically, to students.

### Reserve Materials

Course Reserves are materials (books, journal articles, audiovisuals) that faculty determine are required to supplement course content.

- Reserve Books are shelved in the Mary Lanning library. Books are intended to be used in the Library.
- E-Reserve journal articles are accessed through the course management system (Canvas) or through a link from the Library home page. Use of eReserves is password-protected, requiring an individual's Bryan network username and password to access the articles.

### Responsibilities

Overdue items will be charged to a student if not returned within a specific period. Most items will be charged to students after 60 days overdue. Any item with a due date of one week or less will be charged after 14 days overdue. Emails will be sent notifying students of overdue materials, before being charged. All material must be returned by graduation or a block will be placed on your college account. Borrowers will be charged for any loss or damage occurring to Library material checked out in their name.

## Lost and Found

### Lincoln

Students should check in the College Administration office 201, (402) 481-3801 for lost and found items at the College. Lost and Found at Bryan Medical Center is located in Facilities Management at (402) 481-8971.

## Hastings

Lost and Found at Mary Lanning is located with the Engineering Secretary at (402) 461-5121.

## Malpractice & Liability Insurance

Students are covered under a malpractice and general liability insurance policy paid for by Bryan Medical Center. This covers the student during assigned clinical experiences or on official Medical Center business.

## Student Activities

All class or student body projects must be cleared through the Director of Student Services before final plans can be made. All activities should be planned well enough in advance so that advertising and other special arrangements can be made. College and Medical Center administration permission must be obtained before any activities are planned that would involve the Medical Center.

## Disability Services

Bryan College of Health Sciences is committed to providing reasonable and equal educational access for all persons regardless of disability. Bryan College of Health Sciences does not discriminate in admissions, educational programs or employment based on an individual's disability. The College is committed to ensuring that no qualified person with a disability will be excluded from participating in, be denied the benefits of, or otherwise be subjected to discrimination under any program or activity sponsored by the College.

With respect to students' with disabilities, the College complies with all applicable federal regulations under the Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973. These laws require that no qualified person with a disability shall, on the basis of disability, be excluded from participation in, be denied the benefits of, or otherwise be subjected to discrimination under any program that receives Federal assistance. Bryan College of Health Sciences is committed to meeting these requirements through its anti-discrimination policies and by providing reasonable accommodations that afford an equal educational opportunity for qualified students with disabilities. We believe that the review and implementation of academic accommodations is a shared responsibility between the student, administration, faculty and staff.

### Disability Services Goals

- **Ensure** reasonable accommodations and support services
- **Empower** students with disabilities toward self-advocacy
- **Provide** training and support to faculty and staff regarding the needs of students with disabilities.

### Key Definitions

A **disability** is defined as any condition that substantially limits one or more major life activities. Major life activities include, but are not limited to: caring for oneself, performing manual tasks, seeing, hearing, eating, sleeping, walking, standing, lifting, bending, speaking, breathing, learning, reading, concentrating, thinking, communicating and working.

**Academic accommodations** are adjustments or modifications to clinical requirements, coursework, course requirements, and program requirements that allows students with disabilities to accomplish the fundamental and essential components of a course of study.

The College will take necessary and reasonable steps to implement needed accommodations, but cannot honor requests that would fundamentally alter its programs or services or the core learning objectives of any course. Regardless of any approved accommodations, students are expected to complete all fundamental and essential academic requirements.

Students wishing to disclose their disability for purposes of requesting an accommodation are required to register with the College's Disability Services Department and work with the Disability Coordinator to review requests for reasonable accommodations. The following procedures have been established to facilitate this process:

### Disability Services Student Registration Process:



1. **The student is asked to complete the Request for Accommodation Form.** Additional documentation may be requested, including, but not limited to, the following: educational records, letters from educators, diagnostic reports, letters from health care providers, records of past accommodations, letters or records from local, state or federal agencies, and/or VA records. The Request for Accommodation Form can be obtained from the College Website, the College Learning Management System, or from the Disability Coordinator.
2. **The student is required to meet with the Disability Coordinator to fully review the reported disability and requested accommodations.** All academic accommodations are determined on a case-by-case basis. The Disability Coordinator will determine the scope of any necessary accommodations and if the requested accommodations are reasonable, based on the facts and circumstances of each specific request.
3. **The Disability Coordinator may collaborate, as necessary, with course faculty and others to ensure that requested or recommended accommodations will not fundamentally alter the course requirements or the learning experiences of other students.**
4. **The Disability Coordinator may collaborate with program leadership to ensure the proposed accommodations are administratively and financially supportable.**
5. **The Disability Coordinator will communicate approved accommodations to the course faculty.**
6. **The Disability Coordinator will strive to communicate approved accommodations to the student within one week of the meeting. Certain circumstances or requests may take longer and students will be notified of this occurrence.** Requests are not retroactive; therefore, students are encouraged to promptly submit any required information to the Disability Coordinator to ensure that approved accommodations are implemented in a timely fashion. Some accommodations, such as a change in clinical site or the need for specialized equipment, require additional time to arrange. In these cases, the Disability Coordinator should be notified 2-4 weeks in advance. This will attempt to allow sufficient time to coordinate and implement approved accommodations.
7. **Bryan College of Health Sciences students are encouraged to practice self-advocacy and review approved accommodations with faculty members.**

#### Returning Students

1. **Returning students are highly recommended to meet with Disability Services at the beginning of each semester. If previously approved accommodations remain, the same, new request forms are not necessary and the current plan will be renewed.** Students should report and discuss any matters related to previously approved accommodations and report the need for revised or new accommodations.
2. **Returning students receiving testing accommodations are required to notify the Disability Coordinator of class and exam schedules at the beginning of each semester.**
3. **Bryan College of Health Sciences students are encouraged to practice self-advocacy and speak with faculty members regarding approved accommodations.**
4. **The Disability Coordinator will communicate approved accommodations to the course faculty.**

#### Disability Appeal/Grievance Policy and Procedure

The Disability Appeal/Grievance Policy & Procedures is available to students who believe they have been denied equal access to educational opportunities at the College due to their disability.

##### Purpose:

The Disability Appeal/Grievance Policy & Procedure seeks to ensure the successful resolution of any concerns, disagreements, or complaints affecting a student registered with Disability Services by:

1. **Encouraging students to address their concern directly with the person or department with whom they have a concern and attempt to find a resolution directly, through open and informal communication.**
2. **Provide a detailed policy and procedure for achieving resolution.**
3. **Offer a consistent approach to resolving disability-related appeals/grievances.**

##### Procedure:

A student registered with Disability Services who believes that they have been denied equal educational access under this Policy, or that established academic accommodations are not being followed, is encouraged to utilize the Disability Appeal/Grievance Procedure. The following steps have been established to facilitate the resolution of any complaint or concern:

1. **Independent Resolution:** Students should first attempt to informally resolve concerns by addressing the matter with the appropriate faculty, staff, administrator, or student with whom there is a concern. When all parties have an opportunity to share their concerns there is a higher likelihood that the matter can satisfactorily be resolved, *Students are encouraged to ask for assistance from the Disability Services Coordinator during this process.*
2. **Reporting a Complaint/Concern:** If the situation remains unresolved after informal attempts, or the student is not comfortable with Step 1, the student should report their complaint/concern, in writing, to the Disability Services Coordinator. If the complaint/concern involves Disability Services or the Disability Coordinator, the student should contact the Dean of Students. Concerns must be reported within 30 days of the alleged incident or situation or when an independent resolution cannot be achieved. Upon receiving the report, the Disability Services Coordinator will meet with the student to review the matter. To facilitate review, students are welcome to bring one support person to the meeting, however, the support person may not participate in the grievance process and the student is responsible for personally presenting their complaint/concern, unless, due to the student's disability he or she cannot effectively participate. The Disability Services Coordinator shall have sole discretion in determining to what extent a student may be assisted during this meeting.
3. **Informal Resolution:** After reviewing the complaint/concern with the reporting student, the Disability Services Coordinator may meet, individually or jointly, with all other relevant parties with the goal of seeking a mutually agreed upon resolution that preserves and protects the reporting student's right to equal access while also maintaining the College's commitment to academic standards of excellence. Every effort will be made to resolve the issue within seven working days of the initial report.
4. **Formal Resolution Process:** If the complaint/concern remains unresolved, the matter will be referred by the Disability Services Coordinator to the Dean of Students, or the President of the College in his or her absence, whose role is to formally review and resolve any disability-related complaints/concerns that have not been resolved through other methods. The process is as follows:
  - **Submit a Formal Complaint:** The reporting student must submit a formal, written appeal/complaint to the Dean of Students and/or President of the College within 15 days after the end of the Informal Resolution process. If applicable, students may submit any relevant documentation with the grievance report. All documentation should contain the reporting student's name.
  - **Notification of Outcome:** The Dean of Students will review the formal, written complaint/concern and any attached documentation, and if necessary, contact the involved parties for points of clarification or additional information. All parties will receive written notification outlining the decision of the case within 10 days after submission of the formal complaint. The Dean of Students, if deemed necessary may extend the response deadline. The decision of the Dean of Students is final and the student shall have no further right to appeal the matter under this policy.
5. **No Retaliation:** It is unlawful and against College policy for anyone to retaliate against any student, or prospective student, for raising concerns related to their disability or who has filed a complaint of discrimination, or any person who has cooperated in the investigation of such a complaint, or who alleges discriminatory educational practice.
6. **Confidentiality:** All documentation and information related to the reporting student will be kept confidential and will not be released without the student's consent, in accordance with Family Educational Rights and Privacy Act (FERPA), or as required by law. Exceptions may be made when documentation and information is needed to review any reported disability or request for accommodation, or any formal claim of discrimination.
7. **Student Rights:** Although the goal is to resolve any disability-related matter through the process outlined in this policy, the student has the right to file a discrimination or disability-related complaint with the following federal agencies:
  - **The Disability Rights Section of the US Department of Justice** ([www.justice.gov](http://www.justice.gov))
  - **The US Office of Civil Rights** (<https://www.ed.gov>)
8. **Scope of Policy:** The procedures set forth in this policy are limited to addressing matters related to academic accommodations regarding courses or clinical. If students have other concerns related to their disabilities, other than academic accommodations, they should contact the Disability Coordinator who will direct the student to the appropriate College department.

Bryan College of Health Sciences developed this information in accordance with these references:

- The American with Disabilities Act of 1990
- Section 504 of the Rehabilitation Act of 1973

## Animal Assisted Therapy (AAT), Personal Pet Visitation, and Service Animals Policy

Animal Assisted Therapy, Personal Pet Visitation and Service Animal Policies may vary by educational and/or clinical location. Students who utilize service or emotional support animals need to meet with the Academic Support and Accessibility Services Director to have this accommodation added to their accessibility plan.

## Student Health Policy and Health Services

The objective of the Student Health and Wellness program is to encourage health promotion and illness prevention. The College provides limited health services through Employee Health located on both east and west campuses of the Bryan Medical Center. These services are available to students Monday through Friday, 0700 to 1600. Students are encouraged to call (402) 481-8622 for appointments. In addition, Nurse Practitioner services are available by appointment for acute illness or urgent care. Students can also access Bryan Health ezVisit, an online virtual care service, at no charge using the code provided on student portal. They may also utilize one of the Bryan Urgent Care facilities using own health insurance.

Students as health care providers are at increased risk of exposure to communicable and blood borne illness including, but not limited to: influenza, tuberculosis, hepatitis, pertussis and COVID-19. (Refer to Bryan College of Health Sciences website for COVID-19 information). Students are required to maintain complete and current health and immunization records with Student Health. This requirement ensures the well-being of students, clients and the health community. (Please refer to the Program-specific policies for additional health and safety information).

### Health and Immunization Requirements

All health science students with an on-campus presence and students in a program containing clinical experiences are required to provide proof of required immunizations/immunity, complete the Tuberculosis (TB) Screening Questionnaire and identify allergies. Students are expected to complete all health requirements and submit documentation by the designated due date.

#### Immunizations required by program:

##### Nursing

- **MMR (Measles, Mumps, & Rubella)** - 2 dose vaccine series or a blood titer demonstrating positive immunity of each-measles, mumps, rubella.
- **Varicella (Chicken Pox)** - 2 dose vaccine series or a Varicella blood titer demonstrating positive immunity if previously had Chicken Pox disease. History of disease alone does not meet requirement.
- **TB (Tuberculosis)** - 2-step TB skin test (two separate skin tests at least 1 week apart or two TB skin tests within the 12 months prior to start date) **OR** a TB blood test (IGRA: T-spot or QuantiFERON Gold) within the 12 months prior to start date. A TB Screening Questionnaire must also be completed electronically as part of the admission documentation process. If a student has history of positive TB skin test or IGRA, documentation of follow up screening/care from healthcare provider must be submitted to Student Health prior to start date. An electronic TB Symptom Screening/Risk Assessment will be completed annually.
- **Tdap (Tetanus, Diphtheria, and Pertussis)** - 1 vaccine dose required within the past 10 years prior to start date- Once expired can be updated with another Tdap or plain Tetanus (Td).
- **Meningococcal (meningitis)** - Only for students under the age of 21 years.
  - One dose of conjugate vaccine from ages 11-15 years with a booster vaccination at age 16 years **OR** if did not receive conjugate vaccine prior to 16 years old, the requirement is to have 1 conjugate vaccination prior to age 21 years.
- **Hepatitis B** – 2 or 3 dose vaccine series (depending on type of vaccine) **AND** a Hepatitis B Surface Antibody blood titer demonstrating positive immunity **OR** Hepatitis B Surface Antibody blood titer demonstrating positive immunity alone
- **COVID-19 (SARS-CoV-2)** - fully immunized 2 weeks prior to start date **OR** a signed declination for medical, religious, or creed exemption on file with Student Health prior to start date. Declination may result in weekly COVID-19 testing requirement.
- **Mandatory seasonal influenza vaccination**- Influenza vaccination will be provided at no expense to students during the annual flu season. If flu vaccination is received elsewhere, documentation is required. For students who decline or cannot have the flu vaccine for medical reasons, a declination form must be signed and on file.

##### Sonography

- **MMR (Measles, Mumps, & Rubella)** - 2 dose vaccine series or a blood titer demonstrating positive immunity of each- measles. mumps ,rubella
- **Varicella (Chicken Pox)** - 2 dose vaccine series or a Varicella blood titer demonstrating positive immunity if previously had Chicken Pox disease. History of disease alone does not meet requirement.
- **TB (Tuberculosis)** - 2-step TB skin test (two separate skin tests at least 1 week apart or two TB skin tests within the 12 months prior to start date) **OR** a TB blood test (IGRA: T-spot or QuantiFERON Gold) within the 12 months prior to start date. A TB Screening Questionnaire must also be completed electronically as part of the admission documentation process. If a student has history of positive TB skin test or IGRA, documentation of follow up screening/care from healthcare provider must be submitted prior to start date. An electronic TB Symptom Screening/Risk Assessment will be completed annually.
- **Tdap (Tetanus, Diphtheria, and Pertussis)** - 1 vaccine dose required within the past 10 years prior to start date- Once expired can be updated with another Tdap or plain Tetanus (Td).
- **Meningococcal (meningitis)** - Only for students under the age of 21 years.
  - One dose of conjugate vaccine from ages 11-15 years with a booster vaccination at age 16 years **OR** if did not receive conjugate vaccine prior to 16 years old, the requirement is to have 1 conjugate vaccination prior to age 21 years.
- **Hepatitis B** – 2 or 3 dose vaccine series (depending on type of vaccine) **AND** a Hepatitis B Surface Antibody blood titer demonstrating positive immunity; **OR** Hepatitis B Surface Antibody blood titer demonstrating positive immunity alone
- **COVID-19 (SARS-CoV-2)** - fully immunized 2 weeks prior to start date **OR** a signed declination for medical, religious, or creed exemption on file with Student Health prior to start date. Declination may result in weekly COVID-19 testing requirement.
- **Mandatory seasonal influenza vaccination**- Influenza vaccination will be provided at no expense to students during annual flu season. If flu vaccine is received elsewhere, documentation is required. For students who decline or cannot have the flu vaccine for medical reasons, a declination form must be signed and on file.

#### Biomedical

- **MMR (Measles, Mumps, & Rubella)** - 2 dose vaccine series or a blood titer demonstrating positive immunity of each- measles. mumps, rubella
- **Varicella (Chicken Pox)** - 2 dose series or a Varicella blood titer demonstrating positive immunity if previously had Chicken Pox disease. History of disease alone does not meet requirement.
- **TB (Tuberculosis)** - 2-step TB skin test (two separate skin tests at least 1 week apart or two TB skin tests within the 12 months prior to start date) **OR** a TB blood test (IGRA: T-spot or QuantiFERON Gold) within the 12 months prior to start date. A TB Screening Questionnaire must also be completed electronically as part of the admission documentation process. If a student has history of positive TB skin test or IGRA, documentation of follow up screening/care from healthcare provider must be submitted.
- **Tdap (Tetanus, Diphtheria, and Pertussis)** - 1 vaccine dose required within the past 10 years prior to start date- Once expired can be updated with another Tdap or plain Tetanus (Td).
- **Meningococcal (meningitis)** - Only for students under the age of 21 years.
  - One dose of conjugate vaccine from ages 11-15 years with a booster vaccination at age 16 years **OR** if did not receive conjugate vaccine prior to 16 years old, the requirement is to have 1 conjugate vaccination prior to age 21 years.
- **Hepatitis B** – 2 or 3 dose vaccine series (depending on type of vaccine) **OR** a positive Hepatitis B Surface Antibody blood titer demonstrating positive immunity.
- **COVID-19 (SARS-CoV-2)** - fully immunized 2 weeks prior to start date **OR** a signed declination for medical, religious, or creed exemption on file with Student Health prior to start date. Declination may result in weekly COVID-19 testing requirement.
- **Mandatory seasonal influenza vaccination**- Influenza vaccination will be provided at no expense to students during annual flu season. If flu vaccine is received elsewhere, documentation is required. For students who decline or cannot have the flu vaccine for medical reasons, a declination form must be signed and on file.

#### Health Professions

- **MMR (Measles, Mumps, & Rubella)** -2 dose vaccine series or a blood titer demonstrating positive immunity of each- measles. mumps ,rubella
- **Varicella (Chicken Pox)** - 2 dose vaccine series or a Varicella blood titer demonstrating positive immunity if previously had Chicken Pox disease. History of disease alone does not meet requirement.

- **TB (Tuberculosis)** - 2-step TB skin test (two separate skin tests at least 1 week apart or two TB skin tests within the 12 months prior to start date) **OR** a TB blood test (IGRA: T-spot or QuantiFERON Gold) within the 12 months prior to start date. A TB Screening Questionnaire must also be completed electronically as part of the admission documentation process. If a student has history of positive TB skin test or IGRA, documentation of follow up screening/care from healthcare provider must be submitted.
- **Tdap (Tetanus, Diphtheria, and Pertussis)** - 1 vaccine dose required within the past 10 years prior to start date- Once expired can be updated with another Tdap or plain Tetanus (Td).
- **Meningococcal (meningitis)** - Only for students under the age of 21 years.
  - One dose of conjugate vaccine from ages 11-15 years with a booster vaccination at age 16 years **OR** if did not receive conjugate vaccine prior to 16 years old, the requirement is to have 1 conjugate vaccination prior to age 21 years.
- **Hepatitis B** – 2 or 3 dose vaccine series (depending on type of vaccine) **OR** a positive Hepatitis B Surface Antibody blood titer demonstrating positive immunity.
- **COVID-19 (SARS-CoV-2)** - fully immunized 2 weeks prior to start date **OR** a signed declination for medical, religious, or creed exemption on file with Student Health prior to start date. Declination may result in weekly COVID-19 testing requirement.
- **Mandatory seasonal influenza vaccination**- Influenza vaccination will be provided at no expense to students during annual flu season. If flu vaccine is received elsewhere, documentation is required. For students who decline or cannot have the flu vaccine for medical reasons, a declination form must be signed and on file.

### Non-Degree Seeking

- Non Degree Seeking (NDS) students with a clinical component in their assigned course must complete a TB Screening Questionnaire. Additional screening (TB Symptom Screening/Risk Assessment) may be required if further evaluation is needed. Depending on clinical site requirement, student may need to provide proof of a current TB skin test or TB blood test within 6 months prior to start date. Students are required to follow Bryan Health's policy on seasonal influenza and COVID-19 vaccinations.

### Online Only

- Exempt from all immunization requirements.

### Student Health and Wellness Office (located in Room 214 B (402-481-8468))

1. Health Nurses will monitor and ensure completion of required Tuberculosis Screenings per policy.
2. Students will be notified by Health Nurses of immunizations that require renewal to meet continued immunization requirements.
3. Health Nurses will coordinate the seasonal influenza vaccination clinics at the Lincoln location and will inform students of clinics offered at Mary Lanning.
4. Students can request and obtain a copy of their immunization record through Student Health or the Registration Office.

### Health and Hospital Insurance/Medical Expenses

1. Students are to be covered by health and hospitalization insurance. The name of the insurance carrier and the identification numbers of the student are to be kept current with the Registrar. Students can contact Student Health for health insurance questions and informational resources.
2. Students coming into the College with any known physical conditions are to be responsible for their medications and treatments resulting from these conditions.
3. Medications, referrals, treatments, diagnostic tests or other special services will be at the student's own expense.

### Illness/Injury/Hospitalization/Surgery/Exposure

1. Students reporting an absence are expected to follow the specific course protocols identified for each classroom and clinical experience.
2. If a student is seen at Employee Health for a health condition, the nurse can make the recommendation whether or not the student should return to class or clinical. The nurse communicates the recommendation to College personnel. The

student may be referred to their personal healthcare provider for follow-up care at the student's expense. If the student does not have a personal healthcare provider, Employee Health or Student Health can assist in providing referral information through the Bryan Physician Network.

3. If a student is absent related to injury, inpatient admission hospitalization, surgery, or any actual or probable infectious conditions, the student must present documentation from a healthcare provider or Bryan Employee Health for review by the College Health Nurses. Documentation would include dates of absence, date of return to class or clinical experiences, and specify any restrictions, if applicable, that may impact the student's ability to engage in normal classroom and/or clinical experiences. Students with restrictions/limitations may not be allowed to provide patient care in the clinical area. This will be evaluated on a case-by-case basis by the ADA Coordinator (Director of Academic Support and Accessibility Services) in consultation with faculty and respective medical center's Employee Health Manager. Students are advised to contact the ADA Coordinator (Director of Academic Support and Accessibility Services) to discuss the situation and determine if special accommodations are deemed necessary.
4. The College reserves the right to specify provisions of treatment and follow-up for return to course activities following illness, injuries, or hospitalization.
5. Student Injuries while attending class or clinical experience
  - At time of injury, notify assigned faculty and contact Bryan Employee Health (402-481-8622) for evaluation/treatment if needed
  - If emergency care and treatment is indicated.... seek medical attention at Emergency Dept., Urgent Care, or personal care provider.
  - Access B-Safe reporting form on Hello Bryan website- use icon Employee Event and report incident as a student
6. Student Needle Stick or Blood and Body Fluid Exposure (All exposures must be seen by Bryan Employee Health for follow up)
  - At time of the exposure, notify assigned faculty and contact Bryan Employee Health (402-481-8622) or, if after hours, the on duty Administrative Manager at Bryan Health (402-481-1111).
  - Exposures incurred at off campus educational experiences, must also be reported to that facility's supervisory staff.
  - Source patient blood is drawn onsite at the assigned facility. Blood testing for students is completed through Bryan Employee Health or as directed by that department.
  - Access B-Safe reporting on Hello Bryan website- use icon Employee Event and report incident as a student

### Seasonal Influenza Vaccination Policy

1. The College's influenza vaccination deadline coincides with the Medical Center's designated influenza deadline. Dates will be determined on an annual basis and communicated to students prior to the influenza season.
2. Students are required to provide influenza vaccination documentation to the Student Health Office Room 214 B, through one of the following methods of communication:
  1. Students attending the College flu clinics will have their vaccination recorded into their electronic immunization record.
  2. Students who receive their vaccination through Bryan Employee Health are responsible for notifying Student Health of receiving their vaccination.
  3. Students who receive their vaccination through Mary Lanning Employee Health are responsible for submitting documentation to Student Health.
  4. If student receives influenza vaccination elsewhere documentation must be submitted to the Student Health Office.
  5. Students who complete the Influenza Vaccination Declination must provide the document to the Student Health Office.
3. A sticker is placed on the student's name badge verifying receipt of receiving the influenza vaccination.
4. Students who complete an Influenza Vaccination Declination will follow their respective medical center's policy.
5. Students who do not provide the required documentation to the Student Health Office by the College's designated deadline will be in violation of the Student Code of Conduct.
6. The following sanctions will be applied to students who are in violation of the Student Code of Conduct due to non-compliance with the Influenza Vaccination Policy:
  1. Students are placed on a Registration Hold which prevents them from registering for future classes.
  2. Students are eligible to attend class but **NOT** eligible to attend clinical experiences which include but are not limited to hospital, clinic, community, skills lab, and simulation experiences.
    - The Clinical Absence Policy and fee structure will be applied to absences.
7. The sanctions identified above will be removed when students complete one of the following:

1. Students receive the influenza vaccination and documentation is submitted to the Student Health Office.
2. Student submits a completed Influenza Vaccination Declination form to Student Health.

### Lactation/Nurturing Rooms

- Bryan Medical Center has several Lactation/Nurturing rooms on both east and west campuses which are available to students who need to do breast pumping while at the College or Medical Center. Accessibility is via proxy card entry, and students who would like to have access should contact Employee Health at (402-481-8622). Lactation consultants are available to answer questions or assist as the need arises and can be reached at (402) 481-7103. A list of room locations is available through Employee Health Service or Student Health Office (Rm 214B, (402)-481-8468).
- Students at Hastings Location may contact Mary Lanning Employee Health 402-463-4521 for available lactation rooms.

## Student Identification Badge

An identification badge is issued to all Bryan College of Health Sciences students. This badge provides identification and/or access to patient care areas, computers, skills lab, and checkout privileges from the library.

**This Name ID Badge is more than a name tag. The following rules apply:**

- Students are responsible for properly securing, storing, and maintaining identification badges.
- No stickers or pins may be placed on the identification badge without the permission of a faculty member or school official.
- The identification badge holder must be clean and maintain a professional appearance
- Identification badges must be worn on campus for all class and clinical experiences. No exceptions.
- During flu season a sticker will be placed on the identification badge indicating receipt of the flu immunization.
  - Once flu season has been declared, students without a flu immunization sticker will be required to wear a mask at all times during class and clinical experiences that are held on campus.
  - If a student forgets their identification badge and flu season has been declared; the student will be required to either retrieve their identification badge or wear a mask for the day.

### **Student Replacement Identification Badge**

- A lost identification badge is a potential security risk to Bryan College of Health Sciences and Bryan Medical Center.
  - During regular College business hours the student must immediately notify the Records and Registration Office of a lost identification badge.
  - During non-College business hours the student must immediately notify the Bryan Medical Center Information Technology (IT) Help Desk at 402.481.8960 and leave a voice message with the Records and Registration Office.
  - In order to prevent unauthorized access to doors and computer systems lost identification badges will be disabled.
  - Students must submit a Name Badge Replacement Form to the Records and Registration office.
  - A replacement identification badge will be issued to the student within two regular College business days of the request.
- Damaged identification badge:
  - Students must turn in their damaged identification badge and submit a Name Badge Replacement Form to the Records and Registration Office.
  - A replacement identification badge will be issued to the student within two school regular College business days of the request.

## Bryan College of Health Sciences Student Government Association

The Bryan College of Health Sciences Student Government Association (SGA) is the voice of students and serves as a communication link between students and the college community. SGA works toward building a positive campus environment.

## Student Organizations

### **Action For Students -AFS**

The organization prides itself in promoting social and community service. Members actively participate in building social relationships inside and outside of the College. The organization also participates in enriching the College atmosphere

through potlucks, social outings, decorating pumpkins, faculty appreciation activities, playing bingo with long-term care facilities, and fundraising for charity organizations. The organization is proud to share that they have donated over \$22,000 towards a student scholarship fund at the College. This is a rewarding experience for everyone involved. Being a member will enhance your life personally and professionally. There are no membership dues.

### **Bryan Student Nurses' Association (BSNA)**

A local chapter of the National Student Nurses' Association (NSNA), a pre-professional organization for nursing students which allows you the opportunity to network and receive support from other nursing students. All nursing students are welcome to join BSNA. However, one can choose to join the National Student Nurses Association (NSNA) for a small fee. By joining NSNA, you are automatically a member of the national, state, and local chapters. Active membership in NSNA provides nursing students with growth both personally and professionally. As a member of NSNA, you will benefit from scholarships, student insurance, credit cards, receive the NSNA journal "Imprint," and the opportunity to attend state and national conventions. Members are also involved in numerous community service projects throughout the academic year and participate in fundraising activities.

### **American Red Cross**

Do you want to give back to your community? Do you want something impressive to put on your resume?? Become a Red Cross volunteer!!! There are different levels of volunteering that you can participate in. You can teach elementary students Basic First Aid, help with blood drives, teach elementary students about being prepared in disasters, or volunteer with other community activities. The second level would be to become a First Aid Responder. As a First Aid Responder, you would be able to participate in the First Aid Stations at all UNL sporting events, all Lied Center events and numerous other activities around the city. To become a First Aid Responder, there are two classes that are necessary and these classes are free of charge if you are a registered volunteer for the American Red Cross. Not only does volunteering with the Red Cross count for service learning hours at the college, but as a reward for volunteering for 20 or more hours, you will earn a prestigious American Red Cross pin. This pin will be awarded once you have obtained your RN license. What a great way to help others in need and get something back in return.

### **Biomedical Sciences Club**

The mission of the Biomedical Sciences club is to connect Biomedical Science major and minor students through social and community service experiences. We want to continue our scientific learning outside of class with study groups and hands-on experience in the medical field. We are aiming to promote Biomedical Sciences and to continue its growth with the annual Science Symposium.

### **Caring with Christ**

This organization is open to all students and its mission is to disciple our classmates, faculty and clients we care for, minister to those in need, Rejoice in the gifts of the day, prayerfully support one another, incorporate the word of the Lord into our daily lives.

### **Diversity Club**

This organization is open to all students and its mission is to educate, advocate and promote awareness of our diverse College and community through a supportive network. The Diversity Club has routine meetings throughout the academic year that include guest speakers, which have provided dynamic presentations and interactive discussions. Some of our activities include speaker panels where students share their own stories (Assimilating from Sudan to America), while other speakers come from the community (Elimination of Violence against Women). In addition we enjoy watching videos (The Danger of a Single Story) with student lead discussion. We invite you to come and be a part of getting to know the diverse aspect of our student body.

### **Health Promotion Organization**

A way to promote healthy lifestyles through intramural sports, community walks and volunteering at the Lincoln marathon. Join us on Facebook at BCHS Health Promotions to encourage, support, and promote a healthy lifestyle with other students and faculty. Watch BCHS Health Promotions Facebook page and check email for weekly activities. Let's get moving!

## **Transcripts and Records Request Policy**

### **Transcript Requests**

Requests for transcripts must be received in writing or through the National Student Clearinghouse. The transcript release must include name, dates of attendance, date of birth, Social Security number, current daytime phone number, and the signature of the student or former student. The Transcript Release Form is available from Records and Registration or on the College's website.



Official transcripts will be released to specific individuals, institutions, or organizations as specified on the transcript release. Unofficial transcripts may be released directly to students or former students and will be stamped, "Issued to the student at their request." Official copies bear the Registrar's signature, the College seal, and are printed on security paper.

The fee for transcripts, either official or unofficial, is \$5 each. The fee is waived for current students. Additional fees may apply when requesting through the National Student Clearinghouse. Transcripts will be processed within two business days upon receipt of request and payment. Students may also print unofficial transcripts from the Student Portal.

Transcripts will not be issued to students or former students who have a hold on their account. Holds are issued for reasons such as unmet financial or other obligations to the College.

### **Records Requests**

Release of other records may be requested using the Records Release Form available from Records and Registration or the College website. These records may include health records, diplomas, enrollment verification, jury duty deferments, and other records as specified.

Academic records from other institutions will not be released by Bryan College of Health Sciences.

## **Holds**

Holds may be placed on a student's account for the following reasons:

- Registration holds prevent students from registering for future terms or adding courses in the current term.
- Students with transcript holds will be unable to view their unofficial transcript in the Student Portal and their transcripts (official or unofficial) will not be released until the holds have been cleared.

## **Release of Reference Information Policy**

Faculty and staff of Bryan College of Health Sciences may provide written or verbal references for students upon written request. Students must complete and sign the Reference Authorization Form and turn it in to Records and Registration for processing. Faculty and staff will receive a copy of the completed form and the original request form will be kept in the student's file.

## **Travel Policy**

The purpose of this policy is to promote the health and safety of students by establishing travel guidelines.

It is the intent of the College to promote safety and to encourage students to engage in professional and safe conduct when traveling to and from College-sponsored extracurricular activities and events. For purposes of this policy, an activity or event is organized and sponsored by the College when it has been planned, funded, and properly approved by the appropriate College official or officials.

This policy applies only to travel that has been planned, funded, and approved by the appropriate College personnel, and is outside Lancaster County. However, students are encouraged to follow the guidelines set out in this policy and the safe travel rules established by the College whenever travel is College-related.

Students traveling to and from College-organized and sponsored activities or events may be required to use various modes of travel and travel under different conditions. Each form of travel requires the student to follow mode-specific safety precautions. In addition to following the federal and state laws that encourage safe travel, using sound judgment, and following this policy, students traveling to and from events covered under this policy must follow the safe travel rules approved by the College.

At no time will the College authorize and/or pay for students to rent a vehicle to attend a College-sponsored event, attend a conference or any other activity planned by a student organization.

At a minimum, these rules must include provisions concerning:

- **Use of Seat Belts and Other Safety Devices.** Seat belts and other safety devices must be used at all times.

- **Passenger Capacity.** Seating in personal vehicles must comply with the manufacturers' recommended safety capacity or federal or state law, whichever is lowest.
- **Privately Owned Vehicle.** Students who travel to and from activities or events covered under this policy using privately owned vehicles are required to follow the safe travel rules approved by the College and applicable state law. Students who drive their personal vehicle must complete a Student Liability Waiver Form. The driver and all passengers must wear seatbelts at all times.
- **Approved Drivers.** Approved drivers cannot have a major or capitol violation on their driving record, no more than one at fault accident of any type in the last three (3) years, and no more than two (2) moving violations during the last three (3) years.
- **Car Insurance.** Students must carry car insurance as required by Nebraska State law.
- **Valid Driver's License:** Students must have a valid driver's license.
- **Fatigue and Time of Travel.** Students who travel to and from events and activities covered under this policy should obtain a minimum of six (6) hours sleep before traveling and drive no more than five hundred (500) miles in a twenty-four (24) hour period. Students may not drive between the hours of 10:00 p.m. and 6:00 a.m. unless authorized by the organization sponsor.
- **Air and other modes of Commercial Transportation.** Students traveling by air and other modes of commercial transportation must comply with all federal laws regulating the specific mode of travel and the rules of the specific commercial carrier, including laws and rules regarding carry-on baggage and baggage weight restrictions. The College will not cover the cost of any overweight baggage.
- **International Travel:** Students traveling to locations outside the United States are responsible for satisfying all international travel requirements, including obtaining a valid passport, obtaining health and other insurance, establishing safe points of contact in the host country and taking account of travel advisories issued by the United States Department of State, the host country or other recognized international organizations.
- **Drugs and Alcohol:** Please refer to the drugs and alcohol procedure in the Student Handbook. Students are responsible for their behavior at all times on and off campus.
- **Weapons/Firearms:** Please refer to the weapons/firearms policy in this Student Handbook.
- **Travel Authorization.** Authorized student organizations that require their members to travel to events and activities covered under this policy must obtain written approval for the travel from their faculty sponsor and the Director of Student Services at least one (1) day prior to in-state events or activity and seven (7) days prior for out- of-state events or activity. When the College provides the transportation, students traveling to events must return by the same mode of transportation unless authorized to do otherwise by the appropriate College official. Students less than eighteen (18) years of age are not authorized to return in any other mode of transportation than the one provided, unless approved by faculty sponsors.

## PROCEDURES

The following procedures are established to implement the student travel rules

1. College personnel are responsible for verifying that students are aware of these rules and for ensuring compliance with the procedures. Students who fail to comply with the rules and the procedures herein are subject to disciplinary action, up to and including suspension. Students that violate this policy and/or the procedures herein also are subject to disciplinary action, up to and including suspension. College personnel who fail to comply with the rules and the procedures herein are subject to a written reprimand or other disciplinary action.
2. All trips require that a completed Student Organization Travel Itinerary form be completed by the student and submitted by the organization's faculty sponsor to the Director of Student Services a minimum of seven (7) days prior to the trip. This includes all travel that involves student organizations.
3. Each student traveling is required to submit to the Director of Student Services, the following:
  1. Student Travel form
  2. Statement of Understanding Regarding Student Travel at any College Sponsored Activity form
  3. Student Liability Waiver
  4. Approved driver form (if driving personal vehicle)
  5. Travel Guidelines and expectations for students

# College Personnel

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## Board of Trustees

### **Beth Lau, MD, FASA, Board Chair**

Physician

Associated Anesthesiologists, PC

### **Laurie Bellows, PhD, Board Vice Chair**

Vice Chancellor for Student Affairs University of Nebraska-Lincoln

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Lincoln Public Schools

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Bryan Health

### **Russ Gronewold, MBA**

President and Chief Executive Officer Bryan Health System

### **Ashley Kennedy, EdD, RN**

Faculty Senate Chair

Bryan College of Health Sciences

### **Richard Lloyd, PhD**

President, Bryan College of Health Sciences

### **Melissa Newton, BA**

Executive Vice President of Talent and Organizational Strategy

Olsson

### **Logan Woollen**

Student Government President

### **Lisa Vail, RN, DNP, NEA-BC**

Vice President - Patient Care Services/BMC CNO

Services Vice President Bryan Medical Center

### **Sue Wilkinson, CPA, FLMI**

Executive Vice President, Chief Financial

Officer & Treasurer

Ameritas

## College Leadership

### **President**

#### **Richard Lloyd, PhD President**

BA – Hastings College

MA – Emporia State University

PhD – University of Nebraska-Lincoln

## **Provost**

**Kelsi Anderson, PhD Provost**

BS – North Park University

PhD – University of Nebraska Medical Center

## **Deans**

**Ashley Schroeder, BA**

**Dean of Enrollment Management**

**Jason Cottam, MS**

**Dean of Operations**

**Alethea Stovall, PhD**

**Dean of Students**

BS – Buena Vista University

MSEd – University of Nebraska-Kearney

PhD – University of Northern Colorado

**Theresa Delahoyde, EdD, RN**

**Dean of Undergraduate Nursing**

BSN - Mount Marty College

MSN - Nebraska Wesleyan University

EdD - College of Saint Mary

**Sharon Hadenfeldt, PhD, CRNA**

**Dean of School of Nurse Anesthesia/Program Director**

ADN – University of Nebraska Medical Center

BSN - University of Nebraska Medical Center

MS - University of Kansas/Bryan Memorial Center

PhD - University of Nebraska-Lincoln

**Amy Knobbe, PhD**

**Dean of Healthcare Studies**

BS – University of Nebraska-Lincoln

MS – State University of New York-Albany

PhD – University of Nebraska-Lincoln

**Marcia Kube, EdD, RN, CNE**

**Dean of Graduate Nursing & Health Professions**

BSN - Mount Marty College

MA - University of Nebraska-Lincoln

MSN - Andrews University

EdD – College of Saint Mary

**Kristy Plander, PhD**

**Dean of Educational Development**

BA – Concordia University-Nebraska

MBA – University of Nebraska-Lincoln

PhD – Northcentral University

## Assistant Deans

**Robin Kappler, EdD, RN**

**Assistant Dean of Undergraduate Nursing - Hastings**

Diploma – Bryan School of Nursing

BSN – Nebraska Wesleyan University

MSN – College of Saint Mary

EdD – College of Saint Mary

**Sue Pilker, EdD, RN**

**Assistant Dean of Undergraduate Nursing - Lincoln**

BSN – South Dakota State University

MSN – Nebraska Wesleyan University

EdD – College of Saint Mary

## Directors

**Deann Bayne, MEd**

**Registrar**

BS – Chadron State College

MEd – Chadron State College

**Maggie Hackwith, MA**

**Financial Aid Director**

BA – University of Nebraska-Lincoln

MA – University of Nebraska-Lincoln

**Deb Maeder, MEd, EdD**

**Director of Digital Education and Instructional Design**

BS – University of Nebraska-Omaha

MEd – College of Saint Mary

EdD – William Howard Taft University

**Brenda Neemann, BS**

**Student and Alumni Services Director**

BS – University of Nebraska-Lincoln

**Heather St. Clair, MLIS Director of Library Services**

MLIS – University of Hawaii

**Barbara Sittner, PhD, APRN-CNS, ANEF**

**Simulation Center Director**

Diploma – Bryan Memorial Hospital School of Nursing

BSN – University of Nebraska Medical Center

MSN – University of Nebraska Medical Center

PhD – University of Nebraska-Lincoln

## Administrative Staff

**Brandi S. Basurto**

**Executive Assistant**

**Lauren Erickson, MA**

**Graduate Studies Administrative Assistant**

**Stacey Field**

**Administrative Assistant - BCHS**

AAS-Southeast Community College

**Shelly Sealey**  
**Administrative Assistant - School of Nursing**

## Admissions Office

**Ashley Schroeder,**  
**Dean of Enrollment Management**  
BS-Nebraska Wesleyan University

**Ryan Moore, BS**  
**College Information Systems Director**  
BS-Northwest Missouri State University

**Timmery Kozisek, BS**  
**Recruitment Coordinator for Graduate and Continuing Education**  
BS – University of Nebraska-Lincoln

**Melissa Meyer, BA**  
**Admissions Assistant**  
BA - Villanova University

**Sara Stroman, BA**  
**Recruitment & Advising Coordinator: Hastings Location**  
BA-Hastings College

**Jason States, BS**  
**Medical Sciences Focus Program Director**

**Ash Wimes, BS**  
**Recruitment & Diversity Coordinator**  
BS – Nebraska Wesleyan University

## Student Accounts

**Alicia Arnold**  
**Student Accounts Coordinator**  
AS - Southeast Community College

## Center for Excellence in Clinical Simulation

**Barbara Sittner, PhD, APRN-CNS, ANEF**  
**Simulation Center Director**  
Diploma – Bryan Memorial Hospital School of Nursing  
BSN – University of Nebraska Medical Center  
MSN – University of Nebraska Medical Center  
PhD – University of Nebraska-Lincoln

**Grace Patrick**  
**Simulation Lab Assistant**  
BS-Mindanao State University

## Educational Technology

**Kristy Plander, PhD**  
**Dean of Educational Development**

BA – Concordia University-Nebraska  
MBA – University of Nebraska-Lincoln  
PhD – Northcentral University

**Deb Maeder, MEd**

**Distance Education Director**

BS – University of Nebraska -Omaha  
MEd – College of Saint Mary

**Krista Croghan, MA**

**Instructional Design and Support Specialist**

**Lindsay Kruse, MEd**

**Instructional Design and Support Specialist**

BS – University of Nebraska-Lincoln  
MEd – Arizona State University

**Jawad Qudus, BS**

**College Network Administrator**

BS - University of Nebraska-Lincoln

## Financial Aid

**Maggie Hackwith, MA**

**Financial Aid Director**

BA – University of Nebraska-Lincoln  
MA – University of Nebraska-Lincoln

**Brigid Vail, BA**

**Assistant Director of Financial Aid**

BA – University of Nebraska-Lincoln

## Library

**Heather St. Clair, MLIS**

**Director of Library Services**

MLIS – University of Hawaii

**Andrea L. Dinkelman, PharmD, MS**

**Lead Reference & Instruction Librarian**

BS – Nebraska Wesleyan University  
PharmD – University of Nebraska Medical Center  
MS – University of Illinois, Urbana- Champaign

**Terri Raburn, MLIS**

**Access Services Librarian**

BA – University of Nebraska-Kearney  
MLIS – Emporia State University

## Records and Registration

**Deann Bayne, MEd**

**Registrar**

BS – Chadron State College  
MEd – Chadron State College

**Mandy King**

**Records & Registration Assistant**



**Sara Stroman, BS**  
**Recruitment & Advising Coordinator**  
BS - Hastings College

**Jill Synovec, BS**  
**Assistant Registrar**  
BS – Kansas State University

## Student Support Services

**Sarah Frankel, MA**  
**Academic Support Services Director**

**Brenda Neemann, BS**  
**Student and Alumni Services Director**  
BS – University of Nebraska-Lincoln

**Melissa Jones, RN**  
**Health & Wellness**  
Diploma – Bryan Memorial Hospital School of Nursing

**Mel Stutzman, MA, LIMHP, LADC**  
**Professional Development Counselor**  
MA - Doane College

**Lucas Wiester, MA**  
**Academic Support Services Coordinator**

**Melinda White, RN**  
**Health & Wellness**  
Diploma – Bryan Memorial Hospital School of Nursing

## Humanities and Sciences Faculty

**Anisa Kaenjak Angeletti, PhD**

**Assistant Professor, Biology**

**Biomedical Sciences Program Coordinator**

BS – Chulalongkorn University, Bangkok, Thailand

MS – Mahidol University, Bangkok, Thailand

PhD – Illinois State University

**Kay Crabtree, PhD, BSN**

**Associate Professor, Biology**

BSN – Creighton University

PhD – University of Nebraska-Lincoln

**Mark Jones, PhD**

**Associate Professor, Anatomy**

BS – Purdue University

PhD – Indiana University School of Medicine

**Josef Kren, PhD, ScD**

**Professor, Physiology**

BSc – Masaryk University, Brno, Czech Republic

MSc – Masaryk University, Brno, Czech Republic

ScD – Masaryk University, Brno, Czech Republic

PhD – University of Nebraska-Lincoln

**Amy Leiferman, MS**

**Assistant Professor, Anatomy**

BS – South Dakota State University

MS – University of Nebraska-Lincoln

**Irakli Loladze, PhD**

**Associate Professor, Mathematics**

BA – Tbilisi State University, Republic of Georgia

MA – Arizona State University

PhD – Arizona State University

**Jeffrey Schwehm, PhD**

**Associate Professor, Chemistry**

BS – Southeastern Louisiana University

PhD – University of Arkansas

**Paul Stevens, PhD**

**Associate Professor, Social Sciences**

BS – University of Nebraska-Kearney

MS – Creighton University

PhD – Kansas State University

## Sonography Faculty

**Cindy Blake, MEd, RDMS, RVT**

**Assistant Professor/Clinical Coordinator**

AS – Bryan College of Health Sciences

BA – University of Nebraska-Lincoln

MEd – Doane College

RDMS, RVT – American Registry for Diagnostic Medical Sonography

**Renee Hathaway, PhD RVT**

**Associate Professor, Vascular Sonography/CVT Program Director**

AAS - Southeast Technical Institute

BS - University of South Dakota

MEd – Doane College

PhD – University of Nebraska-Lincoln

RVT - American Registry for Vascular Sonography

**Julie Morbach, MA, RDMS, RVT, RT(R)**

**Assistant Professor, DMS Program Director**

AA – Mid-Plains Community College

BS – University of Nebraska Medical Center

MA – University of Nebraska-Lincoln

RDMS, RVT – American Registry for Diagnostic Medical Sonography

**Stacey Shutts, MEd, RDCS**

**Assistant Professor, Adult Cardiac Sonography**

BS – Bryan College of Health Sciences

MEd – Doane University

RDCS – American Registry for Cardiac Sonography

## Nursing Faculty

**Melinda Bentjen, EdD, RN**

**Associate Professor**

Diploma – Bryan School of Nursing

BSN – Bryan College of Health Sciences

MSN – Bryan College of Health Sciences

EdD – Bryan College of Health Sciences

**Melissa Blome, EdD, RN**

**Associate Professor**

BSN – University of Nebraska Medical Center

MSN – Nebraska Wesleyan University

EdD – Bryan College of Health Sciences

**Kelly Boyd, EdD, RN**

**Assistant Professor**

BSN - Union College

MSN - Nebraska Wesleyan University

EdD- Bryan College of Health Sciences

**Julie Bratt, MSN, RN**

**Assistant Professor**

Diploma – Bryan School of Nursing

BSN – Bryan College of Health Sciences

MSN – Bryan College of Health Sciences

**Abbianne Buchholz, MSN, RN**

**Assistant Professor**

BSN - Bryan College of Health Sciences

MSN - Bryan College of Health Sciences

**Kara Burbach, MSN, RN**

**Assistant Professor**

BSN – University of Nebraska Medical Center

MSN – Kaplan University

**Mary Dickerson, APRN, RN**

**Assistant Professor**

Diploma – Bryan School of Nursing

BS – University of Nebraska-Lincoln

MSN – Creighton University

APRN in midwifery – Frontier School of Nurse Midwifery

**Amanda Fox, EdD, RN**

**Assistant Professor**

ADN – Southeast Community College

BSN – Nebraska Wesleyan University

MSN – Nebraska Wesleyan University

EdD – Bryan College of Health Sciences

**Janelle Francis, EdD, RN**

**Assistant Professor**

Diploma – Bryan School of Nursing

BSN – Nebraska Wesleyan University

MSN – Norwich University School of Graduate

EdD – Grand Canyon University

**Lindsey Francis, MSN, RN**  
**Assistant Professor**  
BSN – Bryan College of Health Sciences  
MSN – Bryan College of Health Sciences

**Lesla Hoppe, PhD, RN**  
**Associate Professor**  
Diploma – Bryan School of Nursing  
BSN – University of Nebraska Medical Center  
MSN – Nebraska Wesleyan University  
PhD – University of Northern Colorado

**Nancy Hula, MSN, RN**  
**Assistant Professor**  
BSN - Creighton University  
MSN – Nebraska Methodist College

**Ashley Kennedy, EdD, RN**  
**Associate Professor**  
ADN – Southeast Community College  
BSN – University of Nebraska Medical Center  
MSN – Nebraska Wesleyan University  
EdD – Clarkson College

**Sherry Koenigsman, EdD, RN**  
**Associate Professor**  
AD - University of Nebraska Medical Center  
BA - University of Nebraska-Lincoln  
MSN - Andrews University  
EdD – College of Saint. Mary

**Heidi Little, EdD, MBA, RN**  
**Assistant Professor**  
Diploma – Bryan School of Nursing  
BSN – Nebraska Wesleyan University  
MSN – Nebraska Wesleyan University  
MBA – Nebraska Wesleyan University  
EdD – Bryan College of Health Sciences

**Angela McCown, EdD, RN**  
**Associate Professor**  
Diploma – Bryan Memorial School of Nursing  
BSN – BryanLGH College of Health Science  
MSN – Bryan College of Health Sciences  
EdD – Bryan College of Health Sciences

**Tasha Pfenning, MSN, RN**  
**Assistant Professor-Skills Lab Coordinator**  
Diploma - Bryan Memorial Hospital School of Nursing  
BSN - Nebraska Wesleyan University  
MSN - Nebraska Wesleyan University

**Ellen Richards, MSN, RN**  
**Assistant Professor**  
ADN – University of Nebraska Medical Center  
BSN - University of Nebraska Medical Center  
MSN - Nebraska Wesleyan University

**Zem Sedriks, MSN, RN**

**Assistant Professor**

BSN – University of Nebraska Medical Center

MSN – Nebraska Wesleyan University

Doctoral Study – Bryan College of Health Sciences

**Katie Sladky, EdD, RN**

**Associate Professor**

BSN – Bryan College of Health Sciences

MSN – Bryan College of Health Sciences

EdD – Bryan College of Health Sciences

**Michelle Summers, EdD, RN**

**Associate Professor**

Diploma - Bryan School of Nursing

BSN - Nebraska Wesleyan University

MSN – Nebraska Wesleyan University

EdD – Bryan College of Health Sciences

**Jackie Weise, MSN, RN**

**Assistant Professor**

BSN - Union College

MSN - Bryan College of Health Sciences