



**SOUTHEASTERN**  
LOUISIANA UNIVERSITY

---

**School of Nursing**



**School of Nursing**  
**Baccalaureate Degree Programs**  
***2021-2022***

SOUTHEASTERN LOUISIANA UNIVERSITY  
SCHOOL OF NURSING  
STUDENT HANDBOOK FOR  
BACCALAUREATE DEGREE PROGRAMS

- Part I Academic Policy
- Part II Core Performance Standards, Health Status, and  
Clinical Guidelines
- Part III Safety Policy
- Part IV Exposure Control Plan

*2021-2022*

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2/14, 6/15, 1/16, 2/16, 6/16, 7/17, 6/18, 6/19, 7/20, 7/21, 1/22

Policies specified within this handbook are subject to review during the academic year.  
Any updates or revisions to the School of Nursing Handbook policies  
are available on-line at [http://www.southeastern.edu/acad\\_research/depts/nurs/index.html](http://www.southeastern.edu/acad_research/depts/nurs/index.html)

## **Acknowledgements**

Appreciation is extended to Southeastern Louisiana University, School of Nursing students, faculty and staff for their support and assistance in making this handbook available. A special thank-you is offered to all individuals involved for their extended guidance and help.

## **Accreditation**

The Southeastern Louisiana University  
School of Nursing Baccalaureate Degree programs  
are fully accredited by:

The Commission on Collegiate Nursing Education  
665 K Street, NW, Suite 750,  
Washington, DC 20001  
(202) 887-6791

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Welcome to Southeastern Louisiana University School of Nursing. You have chosen to pursue a professional goal in a University setting where learning, caring, and sharing are valued. The University offers many exciting possibilities and we are pleased you have chosen to join the School of Nursing in pursuit of excellence in professional nursing.

The School of Nursing is housed in the College of Nursing and Health Sciences and offers programs in nursing at the baccalaureate, the master's level, and the doctorate level. The baccalaureate degree program in nursing and the Doctor of Nursing Practice program at Southeastern Louisiana University are accredited by the Commission on Collegiate Nursing Education (<http://www.ccneaccreditation.org>). The master's degree program in nursing at Intercollegiate Consortium for a Master of Science in Nursing (Consortium of McNeese State University, Nicholls State University, Southeastern Louisiana University, and University of Louisiana at Lafayette) is accredited by the Commission on Collegiate Nursing Education.

You are probably aware of the fine achievements of Southeastern graduates. You now join those who will continue to achieve and make lasting contributions to the world in which we live. You and other students are the reason we are here and our commitment to you is to provide the opportunity for a high-quality University experience in a positive environment where all are partners in the teaching and learning process.

This handbook was prepared to offer you easy, accessible information. It is not intended to replace the General Catalogue, but rather to share policies and procedures to further clarify guidelines. Information within this booklet may change without written notice.

The faculty, staff, and I wish you success in the School of Nursing and hope you will find your experiences fulfilling and academically rewarding.

Sincerely,

Ann Carruth, DNS, RN  
Dean College of Nursing and Health Sciences

Southeastern Louisiana University  
School of Nursing  
Student Handbook For  
Baccalaureate Degree Programs

**PART I: ACADEMIC POLICY**

## **SCHOOL OF NURSING HISTORY**

The establishment of a School of Nursing at Southeastern Louisiana University is the culmination of interest and sustained effort of an entire community over a long period of time. As far back as 1951, community leaders and many civic organizations, as well as the University administration, expressed concern regarding the need for a Nursing major as a part of the University curricula. On December 13, 1963, the Louisiana State Board of Education approved the request of the President of the University for authority to establish a School of Nursing. Director for the program was appointed on September 1, 1964 and plans for the program moved forward.

The first students entering the program were enrolled in the Division of Liberal Arts in the fall of 1964. In April of 1966, the program received initial approval by the Louisiana State Board of Nurse Examiners, and the students were then admitted to the School of Nursing. The first three students to complete the program graduated in May 1968, with Bachelor of Science Degrees. Further growth and development of the program led to the opening of a new Educational Facility in Baton Rouge, located on Essen Lane, approximately forty minutes away from campus. The proximity of this facility to campus affords the student numerous opportunities to participate in professional, social, and cultural activities.

In 1989, another addition to the School of Nursing brought forth new opportunities with the opening of The Master of Science in Nursing Program. The Master of Science in Nursing Program is a unique product of an Intercollegiate Consortium between Southeastern Louisiana University, McNeese State University, and the University of Louisiana Lafayette. In 2013 Nicholls State University joined as the fourth university of the Intercollegiate Consortium for a Master of Science in Nursing (ICMSN).

The baccalaureate program was initially accredited by the National League for Nursing Accrediting Commission (NLNAC) in 1976 and has been accredited by the Commission on Collegiate Nursing Education (CCNE) since 2007. The Intercollegiate Master of Science in Nursing Program (ICMSN) was initially accredited in 1996 by the NLNAC. They also currently hold accreditation by CCNE.

In 2000, we ushered in a new millennium and celebrated 75 years of excellence at Southeastern Louisiana University. Exciting events were also occurring in the School of Nursing. On July 1st, 2000, the School of Nursing became the College of Nursing and Health Sciences. The new college is now made up of the Departments of Health and Human Sciences, Kinesiology and Health Studies, and Nursing. In addition, the University Health Center is now part of the new college. We are excited about the opportunities and academic partnerships this new structure provides.

In January 2012, the Board of Regents approved Southeastern Louisiana University to provide a Doctor of Nursing Practice (DNP). The first cohort of DNP students was admitted in the fall of 2013.

## **SLU SCHOOL OF NURSING STRUCTURE**

The Southeastern Louisiana University (SLU) School of Nursing (SON) consists of the campus at SLU in Hammond and at the Baton Rouge Center (BRC). Foundational and prerequisite courses are provided at the SLU Campus in Hammond. Integrative and Synthesis level nursing courses are provided at BRC.

## **SCHOOL OF NURSING BYLAWS**

Faculty organization and structure are delineated in the School of Nursing Bylaws. These bylaws are reviewed bi-annually and periodically updated. Committee membership and functions are identified along with an outline of the election process for representatives of committees. Student representation is a vital part of the SON structure and carries with it full voting privileges.

Students are chosen by election to serve as representatives on the following committees:

- Curriculum Committee
- Student Affairs Committee
- Evaluation Oversight Committee
- Resources Committee

Students with concerns regarding these areas should refer to the elected student representative. The elected student representative will bring the concerns before the faculty and provide student input into these areas. Student Committee Representation information is available through the SON offices.

SLU SON students can be members of various University committees, such as, Academic Affairs Committee, University Planning Committee, University Curriculum Committee, Campus Grounds and Beautification Committee, and the Safety Committee. Information is available from the Student Government Association or the SLU Faculty Senate. The SLU SON commends and supports students for participation in University committees.

The SLU SON is located in Kinesiology and Health Studies Annex Building (KHSA) on the SLU campus. The Hammond Campus houses offices for the Dean, Department Head, and the Director of the Graduate Nursing Program. An office directory is located in the main foyer of KHSA. Office: 985-549-2156

Students may see faculty during posted office hours. A map of the campus is provided in the general catalogue as well as information regarding housing, meal plans, and student parking.

The BRC is located at 4849 Essen Lane and houses offices for the Department Head, the Assistant Director, and ICMSN Coordinator. An office directory is located on the second floor just outside the elevators. BRC Office: 225-765-2324

Faculty offices are located in the west wing of the second floor; classrooms are on the east wing. Students may see faculty during posted office hours. Appointments are required for times outside posted office hours.

## **COMMUNICATION**

There are various means of communication provided for general student information. The Hammond Campus has information posted beside individual faculty offices and on television screens in the hall of the first floor in the KHSA building. The BRC has a bulletin board on the second floor providing faculty office location. Additional information is provided beside individual faculty offices, the main front office, or outside classrooms throughout the building.

The SON Student Moodle Site and faculty on-line course sites are used for student communication. Students should use their official university email [w#@southeastern.edu](mailto:w#@southeastern.edu) for all communication.

## **FAMILY EDUCATIONAL RIGHTS AND PRIVACY ACT OF 1974 (FERPA)**

FERPA is a Federal law designed to protect the privacy of a student's education records, including, but not limited to parental access to student information. Parents are permitted access to education records with the prior written consent of the eligible student or without the prior written consent of the eligible student if that student is a dependent.

Generally, schools must have written permission from the parent or eligible student before releasing any information from a student's record. The law allows schools to disclose records, without consent, to parties under certain circumstances. Detailed FERPA information may be obtained in the SLU General Catalogue.

Consent must be on record before faculty can send letters of recommendation for student or graduate employment or release information on behalf of the student. Students and graduates are asked to keep their current name, address, and phone number on file in LeoNet and the Nursing Office.

## **BUILDING HOURS**

The Nursing Department is open Monday through Thursday from 7:30am to 5:00pm and Friday from 7:30am to 12:30pm at KHSA on the Hammond Campus and at the BRC. During the summer semester the offices are open from 7:00am to 5:30pm Monday through Thursday only.

## **UNIVERSITY SAFE CAMPUS GUIDE**

The University Safe Campus Plan recognizes that employees and students are the University's most valuable resources and their safety and security are essential to carrying out their responsibilities in the workplace as well as the classroom. Every employee and student has a reasonable expectation to perform their assigned duties and to pursue their educational goals in a safe atmosphere free of threats and assaults. At SLU, employees and students are required to report all threats or incidents of abuse, aggressive or violent behavior to the University Police Department. The University Safe Campus Guide contains information and resources regarding Code of Conduct, general campus safety and security, extreme weather preparedness, sexual misconduct, hazing, drugs & alcohol, mental health, violence/active shooter, and civility and respect.

The full policy guidelines may be viewed online at [http://www.southeastern.edu/about/safe\\_campus/index.html](http://www.southeastern.edu/about/safe_campus/index.html)

## **PARKING**

An official SLU decal is required to park on the Hammond Campus and at the BRC. Students not in compliance with the purchase of appropriate decal will be ticketed. Full information on obtaining parking decals and ticket information is available at <http://www.southeastern.edu/admin/transport/index.html>

## **TOBACCO FREE CAMPUS**

To maintain a safe and comfortable environment and to ensure compliance with applicable laws, the SLU SON enforces a tobacco free campus. Refer to the University guidelines for tobacco free campus: [http://www.southeastern.edu/about/tobacco\\_free/index.html](http://www.southeastern.edu/about/tobacco_free/index.html)

The SLU SON staff, faculty, and students must follow clinical agency policies related to smoking and may be subject to criminal or civil penalties for violations of laws at clinical facilities. Students are not allowed to smoke at any time during the clinical day. Failure to follow University, SON, or clinical agency policies may result in disciplinary action.

## **DEGREES**

### **Nursing**

Upon completion of the approved course of study outlined in the SLU General Catalogue, the student will be granted the academic degree of Bachelor of Science in Nursing.

### **Minor**

Nursing students interested in a minor in Biology need an additional four credit hours of Botany or courses as approved by the Biology Department. Requirements for all minors are listed in the SLU General Catalogue under the respective department.

### **University Honors Program**

The University Honors Program is a sequence of special courses designed to enhance the learning experience of highly motivated and capable students. Students in nursing have the option to graduate with an Honors Diploma upon successful completion of these courses. Refer to the SLU General Catalogue or the Department Head of the SON for more information.

### **Educational Advancement for Registered Nurses: RN to BSN**

This option is designed to meet the learning needs of the registered nurse from an associate degree in nursing to a baccalaureate degree in nursing.

RN to BSN is an integral part of the undergraduate nursing program. This track requires the same pre-requisite coursework for admission into the SON as the traditional student.

This option of study consists of 31 total hours: 22 hours are required nursing hours and 9 hours are nursing electives selected with a faculty advisor allowing for individualization of the nursing curriculum.

Students can be enrolled full or part-time as a result of many nursing courses being offered through distance learning techniques.

### **LPN to BSN Option**

This option is designed to meet the learning needs of the licensed practical nurse (LPN) who wishes to obtain a baccalaureate in nursing.

The LPN to BSN option is also an integral part of the undergraduate nursing program. This option requires the same pre-requisite coursework for admission into the SON as the traditional student.

This option allows the LPN the opportunity to test out of 11 nursing credit hours either through proficiency examination and /or competency appraisal. All other required nursing courses must be completed in order to graduate from SLU SON.

### Criteria for awarding credit are as follows:

- Registered to practice nursing in LA and in good standing with LSBPN
- Graduate of approved LPN program
- One or more years of current nursing practice.

### ADVISING

Each nursing major will be assigned an advisor throughout their program of study **after the completion of the first 30 hours or two semesters of pre-requisite courses**. A list of assigned advisors is available on the SON web page (located under Student Success). Advising instructions will be emailed to each nursing major by the Department Head or designee before priority advising each semester.

All students are required to be advised prior to registration. Any questions or concerns should be addressed by your assigned advisor via email, phone, in person, or on-line prior to registration. On-line advising can be accessed through LEONet. Students should list their assigned advisor's name when making schedule requests.

### ADMISSION

All transfer transcripts must be submitted to the SLU Admissions Office so that an accurate evaluation can be made. After evaluation by the Admission Office, a transfer student should schedule an appointment to be advised by a designated SON advisor during their first semester. This review should include any courses posted on the transcript that the student wants as a substitution to meet degree requirements. Students are **not advised by SON** until transcripts are evaluated and posted to the SLU system. **"Official" transcripts must be sent directly from one institution to another.** *Transcripts stamped "issued to student" are not official.* This procedure is to be followed by any transfer student: Traditional, Accelerated, LPN, or RN.

The time required for completion of the BSN degree is determined by the number of courses in progress and the student's rate of course completion. It is recommended that the program be completed within seven years from the date of first enrollment as there is a time limit to remaining in a particular catalogue. Please see the SLU General Catalogue for the policies regarding graduation under a particular catalogue.

Students must adhere to policies in the SLU General Catalogue regarding specific admission, progression, and graduation criteria.

### Application for Progression Policy

- Students MUST APPLY to be considered for progression into the School of Nursing coursework. Use the following links to access information and application:  
[http://www.southeastern.edu/acad\\_research/depts/nurs/about/apply/index.html](http://www.southeastern.edu/acad_research/depts/nurs/about/apply/index.html)
- Please review all selection criteria before applying:  
[http://www.southeastern.edu/acad\\_research/depts/nurs/about/fact\\_sheet/index.html](http://www.southeastern.edu/acad_research/depts/nurs/about/fact_sheet/index.html)
- **Deadlines to apply to the School of Nursing each semester:**
  - February 1<sup>st</sup> 5:00pm**
    - Traditional option fall progression.
    - Accelerated option summer progression.
  - September 1<sup>st</sup>, 5:00pm**

- All Options for spring progression.
- **Transfer students** must first apply to the university using the following link:  
<http://www.southeastern.edu/apply/transfer/index.html>  
  
Send official transcripts from all universities attended to Office of Admissions ([admissions@southeastern.edu](mailto:admissions@southeastern.edu)).  
Once transcript is evaluated and posted by Admissions, call the School of Nursing at 985-549-2156 for an advising appointment. The process may take several weeks, so start early.
- **Transfer from another School of Nursing/Prior Nursing Credit/Prior Nursing Major**  
To be accepted as a “transfer” student from another nursing school, the student must:
  1. Have a letter of “**Good Standing**” with the SON from which they are transferring.
  2. Be in compliance with Southeastern Progression/Retention policies.
  3. Have completed all pre-requisite courses with a C or better and have a cumulative GPA for pre-requisite courses of at least 3.0.
  4. Have at least a C and 2.3 GPA for previous nursing courses.
  5. Have an application on file within published policies/deadlines outlined in SLU General Catalogue.
  6. If admitted to clinical coursework, up to 30 hours of prior nursing course work may be considered for credit.

## PROGRESSION/RETENTION

The Progression/Retention Committee sets forth rules and regulations concerning a student's progression in the undergraduate nursing program. This committee's purpose involves handling various student concerns including admission to the SON clinical course component, meeting the criteria of the SON for selection, repeating nursing courses, etc.

The Progression / Retention Committee addresses student appeals only upon request by a formal letter. Once acted upon, the committee's decision is recommended to the Department Head and Dean of Nursing who will make the final decision regarding stipulations for progression in the program. Any student with problems in this area should contact the Chair of the Progression/Retention Committee for instructions on the necessary steps to take. The following are additional policies/procedures\* followed by the School of Nursing with oversight by the Progression/Retention Committee:

### Course Progression Policy

Courses are often listed in the SLU General Catalogue as concurrent or prerequisite. Review course descriptions for nursing located in the the SLU General Catalogue.  
[http://www.southeastern.edu/resources/catalogue/2020\\_2021/index.html](http://www.southeastern.edu/resources/catalogue/2020_2021/index.html)

### Special Interest to Nursing Majors

- Students will be permitted to enroll in any nursing course **only twice**.
- Students will be permitted to **enroll/repeat only two nursing courses**.
- Refer to SLU General Catalogue for details on graduation criteria. SON Students MUST meet the following requirements for graduation in addition to general University requirements:



- Earn a degree GPA of 2.5.
  - Earn a degree GPA of 2.3 in the major.
- A student must complete the sequence of the required GBIO 151, BIOL 152, ZOO 250, ZOOL 525, ZOO 251, ZOO 253 courses with a “C” or better, within 6 regular semesters, to be eligible to apply to the SON clinical coursework. Students will not be considered eligible for progression to apply for nursing clinical coursework if completion of these biology/zoology courses exceeds 6 regular semesters.
  - A student who is in violation of progression/admission in the SON may be granted Amnesty after 4 years. The student will be required to submit a new application to progress to nursing coursework. The application will be processed based on the cumulative GPA of degree pre-requisites in the same manner as all new applicants. If cumulative GPA meets selection criteria, the student will be allowed to be admitted as a new student. The student will be required to enroll in all nursing courses and earn a “C” or better to progress.
  - Admission to the School of Nursing Students with same GPA
    - Select student with the least number of repeated classes.
    - Place two names in a hat and draw one at random.
  - **Re-appeal following denial**
    - There will be a waiting period of one academic year to re-appeal to the Progression and Retention committee for re-admission to the School of Nursing following the denial of an appeal.
  - **Re-appeal LPN**
    - Students who have previously violated rules of progression at SLU SON, return to LPN school, and re-appealed, must abide by the rules for admission of LPN to BSN Nursing program, which requires LPN license and at least one-year work experience as an LPN.
  - **Application for Summer Class enrollment for non-accelerated students**
    - Students requesting enrollment in unfilled vacancies in summer accelerated classes will be given priority using the following considerations:

***Full-Time:***

1. Previously accepted **Accelerated** students. Students for limited spots will be ranked by cumulative (nursing) degree GPA.
2. Students **who have a prior degree**, who did not enter as Accelerated, are currently enrolled in all pre-requisites to the requested course work and are successfully passing current course work. Multiple student requests for limited spots will be ranked by cumulative (nursing) degree GPA.
3. **Traditional option** students are considered for summer full time enrollment in the Accelerated option on the following basis:
  - a. GPA/ATI scores
  - b. No W (unless for extenuating circumstances), D, F in any nursing course
  - c. Multiple requests for limited spots will be ranked by cumulative (nursing) degree GPA

**Part-Time:**

4. Students who are part-time due to having withdrawn or failed a course and want to take part-time summer interim/clinical courses to “catch up” will be considered on an individual basis by the Progression and Retention Committee.
5. RN-BSN students who want to take interim/summer classes.

**Military Obligations**

Students currently enrolled in the SON in good standing will be permitted to withdraw from all courses without penalty to fulfill military requirements. Documentation of military orders are required prior to withdrawing. Prior to reentry, student must submit, via email, date of intent for return.

**FORMAL GRIEVANCE PROCEDURE**

The Grievance Reporting Form (located on the University website) is intended for use by all students who wish to make a formal complaint about a person, policy or university process, that is not already covered by specific university procedures (e.g. Student Code of Conduct Process, Lion Intervention Network Process, Harm to Self or Others Procedures (START Process), Academic Grievance Procedures, etc.). The Grievance Report will be routed to the Dean of Students or appropriate chain of command for review, who will investigate and address the issue reported.

If you believe there has been a violation of the Student Code of Conduct, then the appropriate form to complete is the Incident Report Form, which is available at <https://www.southeastern.edu/admin/osaa/report/>.

For situations related to grade appeals, sexual harassment, ADA issues or EEOC issues, students should refer to the University Student Handbook or appropriate University policy.

Students are referred to the SLU General Catalogue and the SLU Baccalaureate Degree Student Handbook for discussions regarding student rights, privileges, freedoms and protections.

**CHAIN OF COMMAND AND FORMAL COMPLAINTS PROCEDURE****Chain of Command within the School of Nursing**

For problems or complaints within a specific course, students are directed to first address the issue with the course instructor. If the issue is unresolved, students may then discuss the problem with the following persons, in or, until the issue/problem is resolved: Course Coordinator, Assistant Director (for courses based at the BRC), Department Head, and finally the Dean.

**Formal Complaints within the School of Nursing**

All formal complaints regarding the School of Nursing persons, policies or processes (not already covered by the specific university report procedures as previously mentioned) must be submitted in writing to the SON Department Head. The SON Department Head is responsible for responding to all formal complaints and maintaining a file of all such complaints.

## **CONDUCT**

Students are expected to comply with Standards of Conduct as outlined in the University Student Code of Conduct along with other publications and notices placed on official University bulletin boards, including the website. This includes students who reside on or off campus premises; participate in preceptorships; or participate in any University programs on or off University premises.

Students are also expected to abide by local, state and federal laws. The University assumes its students will conduct themselves as responsible citizens. SLU, therefore, reserves the right to dismiss any student at any time, should it be in the best interest of the University or the student to do so. It is the personal responsibility of every student to respect the rights of others and to conduct themselves with integrity.

Failure to comply with these standards may result in review by the appropriate disciplinary authority and may result in disciplinary action.

To view full policy online, click the following link

[http://www.southeastern.edu/admin/osaa/know\\_the\\_code/index.html](http://www.southeastern.edu/admin/osaa/know_the_code/index.html)

### **Conduct with Social Media and/or Online Platforms**

Nursing students must understand how social media and/or online platforms can impact patient care and nursing practice. The SLU SON will hold students accountable for following practice guidelines as presented by SLU University and the National Council of State Boards of Nursing located at the links below:

[http://www.southeastern.edu/resources/policies/policy\\_detail/social\\_media.html](http://www.southeastern.edu/resources/policies/policy_detail/social_media.html)

[https://www.ncsbn.org/Social\\_Media.pdf](https://www.ncsbn.org/Social_Media.pdf)

All students are responsible for maintaining the School of Nursing's positive reputation and under no circumstances should students present the School of Nursing to the public in a manner that diminishes its standing within the community. All students are a representation of the School of Nursing at all times including outside of theory and clinical courses.

If a student publishes or shares a post or in any way communicates negatively, including but not limited to, obscenities, harassment, threats of violence, and/or defamation of character toward the School of Nursing, peers, patients or faculty/staff, then this will result in automatic dismissal from the program.

### **Standards of Conduct Statement of Expectations**

As a condition of admission students of SLU SON agree to abide by the American Nurses Association Code for Nurses, as noted below.

### **American Nurses' Association Ethics Code for Nurses**

The Code of Ethics arises from the long, distinguished, and enduring moral tradition of modern nursing in the United States. It is foundational to nursing theory, practice, and praxis in its expression of the values, virtues, and obligations that shape, guide, and inform nursing as a profession.

Nursing encompasses the protection, promotion, and restoration of health and well-being; the prevention of illness and injury; and the alleviation of suffering, in the care of individuals, families, groups, communities, and populations.

All of this is reflected, in part, in nursing's persisting commitment to both the welfare of the sick, injured, and vulnerable in society and to social justice. Nurses act to change those aspects of social structures that detract from health and well-being.

Individuals who become nurses, as well as the professional organizations that represent them, are expected not only to adhere to the values, moral norms, and ideals of the profession but also to embrace them as a part of what it means to be a nurse.

The ethical tradition of nursing is self-reflective, enduring, and distinctive. A code of ethics for the nursing profession makes explicit the primary obligations, values, and ideals of the profession. In fact, it informs every aspect of the nurse's life.

### **Code of Ethics for Nurses**

- PROVISION 1 - The nurse practices with compassion and respect for the inherent dignity, worth, and unique attributes of every person.
- PROVISION 2 - The nurse's primary commitment is to the patient, whether an individual, family, group, community, or population.
- PROVISION 3 - The nurse promotes, advocates for, and protects the rights, health, and safety of the patient.
- PROVISION 4 - The nurse has authority, accountability, and responsibility for nursing practice; makes decisions; and takes action consistent with the obligation to promote health and provide optimal care.
- PROVISION 5 - The nurse owes the same duties to self as to others, including the responsibility to promote health and safety, preserve wholeness of character and integrity, maintain competence, and continue personal and professional growth.
- PROVISION 6 - The nurse, through individual and collective effort, establishes, maintains, and improves the ethical environment of the work setting and conditions of employment that are conducive to safe, quality health care.
- PROVISION 7 - The nurse, in all roles and settings, advances the profession through research and scholarly inquiry, professional standards development, and the generation of both nursing and health policy.
- PROVISION 8 - The nurse collaborates with other health professionals and the public to protect human rights, promote health diplomacy, and reduce health disparities.
- PROVISION 9 - The profession of nursing, collectively through its professional organizations, must articulate nursing values, maintain the integrity of the profession, and integrate principles of social justice into nursing and health policy.

American Nurses Association. (2015). *Code of ethics for nurses with interpretive statements*. Silver Springs, MD: Author.

## **ACADEMIC INTEGRITY**

The use of unauthorized material, communication with fellow students during an examination, attempting to benefit from the work of another student and similar behavior that defeats the intent of an examination or other class work is unacceptable.

Cheating on examinations, **PLAGIARISM**, improper acknowledgment of sources in essays, and the use of a single essay or paper in more than one course without permission, and falsification of records and documentation are considered serious offenses and shall be grounds for disciplinary action. Students will receive an F (0 points) on the test or assignment in question and will be reported to the SON Dean and to the Office of the Dean of Students. Refer to the university policy:

[http://www.southeastern.edu/resources/policies/policy\\_detail/acad\\_integrity.html](http://www.southeastern.edu/resources/policies/policy_detail/acad_integrity.html)

### **Student Academic Standards Policy**

If, in the professional judgment of the course faculty and SON administration, a student's behavior is deemed unprofessional, unethical, illegal, and/or professionally unbecoming at any time during the course of training (including coursework, practicum, and internships), one of the following actions will be taken: probation, suspension from the program, or expulsion from the program. The specific action taken will be determined by the degree of seriousness of the specific behavior and whether or not remediation is appropriate for such an offense.

#### **Policy Purpose**

Southeastern School of Nursing (SON) students are governed by policies and procedures that adhere to nursing professional standards. The Baccalaureate Degree Student Handbook describes the SON policies and procedures, which are supported by the American Nurses Association (ANA) Code of Ethics, guidelines outlined in the ANA Nursing Scope and Standards of Practice, and the Louisiana State Board of Nursing Rules and Regulations. Nursing students are expected to adhere to these standards of behavior, in addition to the policies and procedures required at the various clinical sites utilized by SON. Failure to do so will be considered a violation of the academic standards policy. The purpose of this policy is to outline the process for the student in the event of a violation of applicable policies, and/or standards of professional conduct.

#### **Violation of Academic Standards Process**

If a student's behavior is deemed unprofessional, unethical, illegal, and/or professionally unbecoming at any time during the course of training (including coursework, clinical, and practicum), one or more of the following actions, may be taken including reprimand, probation, suspension, or expulsion from the program. The specific action taken will be determined by the degree of seriousness of the specific behavior and whether or not remediation is appropriate for such an offense.

The process begins when the School of Nursing Department Head is informed in writing by a faculty member, administrator, staff member, another graduate or undergraduate student, or a member of the public of any conduct by a student that appears to be, in the judgment of the Department Head, in violation of the SON policies, procedures, or standard of conduct. The Department Head will notify the student in writing that a complaint has been received. The Department Head will gather all pertinent information related to the

complaint, including written statements obtained. The written notification to the student shall contain a statement of the conduct reported, the policy or standard of conduct it appears to contravene, all documents obtained by the Department Head that are relevant to the report, and a copy of these procedures and the possible penalties. The student will be instructed to submit a written response to the Department Head within 10 days of notification.

The student may, admit the violation; deny the violation entirely; admit part but not all of the violation; or assert extenuating circumstances. If the student admits to the violation (with or without extenuating circumstances) and requests a disposition without a formal hearing, the Department Head will make a decision for the appropriate course of action. Otherwise, the Department Head will consider the student's response, if any and either withdraw the charge or appoint an ad hoc committee for a formal review.

### **Ad Hoc Committee Procedure**

An ad hoc committee will be appointed by the Department Head and shall be comprised of three faculty members (from the School of Nursing, of which one will be a current member of the SON Progression and Retention Committee).

Should the student question the composition of the ad hoc committee, the student may request replacement of a faculty member by the Department Head prior to the review. This request must be submitted in writing to the Department Head with a rationale for the request.

A formal review will be scheduled for the committee to consider the events in question. The student will be instructed to submit a statement of relevant events regarding the violation, no later than five days before the scheduled review date.

The committee members will evaluate the pertinent documentation presented and shall have the right to question any party with knowledge of the alleged violation. The committee members may call additional individuals to present evidence as needed. The student has the right to be present during the review. The student will be allowed to ask questions of any witness questioned by the committee. The student may have a representative at the review. The representative may under no circumstances address the committee or witnesses.

All proceedings at the review will remain confidential.

Deliberation by the members of the ad hoc committee will commence at the close of the exchange of information and after all other individuals have been dismissed from the room. The committee shall meet in executive session to decide whether the alleged conduct in fact occurred and whether it was a violation of the SON policies, procedures and/or standard of conduct cited in the complaint. The committee's decision shall be made by a vote of at least two of its three members, the determination to be made by a preponderance of the evidence and voted on by secret ballot. In the event the committee decides that a violation has occurred, based on the seriousness of the violation, the committee shall recommend the appropriate penalty, if any, to the Department Head. The Department

Head will either impose the recommended penalty, or assess a higher or lesser penalty at her/his discretion, within ten (10) days.

The student may appeal the decision to the Dean of the College of Nursing and Health Sciences within ten (10) days of notification by the Department Head. The decision of the Dean of the College of Nursing and Health Sciences will be final. The student will be notified in writing of the final decision and any penalty to be applied.

### **Remediation Plan**

For students who are put on probation or suspended from the nursing program, the Department Head and a faculty member from the progression and retention committee at the current level of the student will develop a remediation plan. Terms of probation or suspension will be outlined in the student's remediation plan. The conditions of a student's probation can include, but are not limited to the following: restrictions on the student's clinical placement; withdrawing or being blocked from taking courses, in particular clinical courses; and repeating courses. The remediation plan will be in writing, and will be signed by the student, the Department Head and the chair of the Progression and Retention Committee. A copy of the remediation plan will be provided to the student and a copy will be placed in the student's academic file, and Progression and Retention Records. The student's compliance with the remediation plan will be evaluated at established intervals specified in the plan. Non-compliance with the remediation plan may result in suspension or expulsion from the program.

### **Remediation Plan Will:**

- Describe the student's problem behavior(s).
- Identify the expected behavior patterns or goals
- Specify methods that will be used to reach these goals, which may include personal counseling, group growth experiences, self-structured behaviors change, and/or additional academic coursework or practice, clinical experiences, etc.
- Designate how goal attainments will be demonstrated.
- Prior to reevaluation, the student shall be responsible for scheduling a meeting per the remediation plan, with the Department Head and submit the required documentation to the Progression and Retention Committee to evaluate the student's progress. At reevaluation, the Department Head and the Progression and Retention Committee will review the student's progress per the remediation plan and make recommendations. The student will receive written notification of a recommendation regarding progression in the School of Nursing, which can include continued remediation or further penalties.

### **School of Nursing Grading Scale**

The School of Nursing uses a grading scale which, over time, has proven to correlate with the high standards necessary for consistent success in passing the R.N. NCLEX licensure examination. Materials/ tests, and other assignments are graded according to criteria provided by faculty at the beginning of each nursing course. The School of Nursing Grading Scale is as follows:

A = 100-93

B = 92-86

C = 85-79

D = 78-69

F = 68-0

**NOTE: In order to progress in nursing, students are expected to pass all nursing courses with at least a C. See GPA requirements under Progression and Retention section**

### **Standardized Testing**

At various times during the Nursing program, students are expected to take comprehensive, standardized exams. These exams provide students with interpretive information regarding their knowledge base of nursing practice.

Additionally, the interpretative information affords direction for student preparation for the NCLEX professional licensure examination. Students should take these examinations seriously. The student is responsible for completing any required remediation or testing. See individual course requirements regarding progression. Students may make an appointment with faculty to discuss specific individual performance concerns. The testing fee is included as part of nursing courses.

### **CONFIDENTIALITY**

Students in the School of Nursing are required to maintain strict patient confidentiality at all times. Confidentiality is a client's right to expect communication with healthcare professionals to remain unshared except for medical reasons or in the event public safety is threatened and is protected by the Health Care and Portability Act 1996 of (HIPAA). Any violation of confidentiality will result in disciplinary action as deemed necessary by the instructor, agency and/or SON. If a faculty member becomes aware that a student violates patients' confidentiality at any time, action will be taken through formal clinical evaluation tools, misjudgment forms and possible formal disciplinary action. Student breaches of confidentiality can impact the Clinical Agency contracts of the SON. Students are reminded that clients can pursue legal action should any health professional, including nursing students, violate confidentiality in any setting including the internet and social media.

### **BILL OF RIGHTS & RESPONSIBILITIES FOR NURSING STUDENTS**

The Nation Student Nurses' Association Student Bill of Rights and Responsibilities was initially adopted in 1975. The document was updated by the NSNA House of Delegates in San Antonio, Texas (1991); and item #4 was revised by the NSNA House of Delegates in Baltimore, Maryland (2006). At the 65<sup>th</sup> Annual NSNA Convention, delegates discussed the Code at the Forum on the Code of Ethics and voted on revisions and amendments to the Code of Ethics on April 7, 2017. The current list was retrieved from NSNA Code of Ethics website July 2021:

1. Under no circumstances should a student be barred from admission to a particular institution on the basis of race, gender, age, citizenship, religion, national origin, sexual orientation, disability, illness, personal attributes. color, ethnicity, marital status, lifestyle, legal status, United States citizenship status, or economic status.



2. The freedom to teach and the freedom to learn are inseparable facets of academic freedom and quality education; students should exercise their freedom in a responsible manner.
3. Each institution has a duty to develop policies and procedures which provide for and safeguard the students' freedom to learn.
4. Students should be encouraged to develop the capacity for critical judgment and engage in an autonomous, sustained, and independent search for truth.
5. Students should be free to take reasoned exception in an informed, professional manner to the data or views offered in any course of study. However, students are accountable for learning the content of any course of study for which they are enrolled.
6. Students should have protection, through orderly approved standard procedures, against prejudicial or capricious academic evaluation. However, students are responsible for maintaining standards of academic performance established for each course in which they are enrolled.
7. Information about student views, beliefs, political ideation, legal status, United States citizenship status, sexual orientation or other personal information which instructors acquire in the course of their work or otherwise, should be considered confidential and not released without the knowledge or consent of the student, and should not be used as an element of evaluation.
8. The student should have the right to advocate for themselves and other students in the construction, delivery and evaluation of the curriculum.
9. Institutions should have a clearly written published policy as to the disclosure of private and confidential information which should be a part of a student's permanent academic record in compliance with state and federal laws.
10. Students and student organizations should be free to examine and discuss all questions of interest to them, and to express opinions in an informed, professional manner, both publicly and privately.
11. Students should be allowed to invite and hear any individual of their own choosing within the institution's guidelines, thereby advocating for and encouraging the advancement of their education.
12. The student body should have clearly defined means to participate in the formulation and application of institutional policy affecting academic and student affairs, thereby encouraging leadership, e.g., through a faculty-student council, student membership, or representation on relevant faculty committees.
13. The institution has an obligation to clarify those standards of conduct which it considers essential to its educational mission, community life, and its objectives and philosophy. These may include, but are not limited to, policies on academic dishonesty, plagiarism, punctuality, attendance, and absenteeism.
14. Disciplinary proceedings should be instituted only for violations of standards of conduct. Standards of conduct should be formulated with student participation, clearly written and published in advance through an available set of institutional regulations. It is the responsibility of the student to know these regulations.
15. The nursing program should have readily available a set of clear, defined grievance procedures.
16. As citizens and members of an academic community, students are exposed to many opportunities and they should be mindful of their corresponding obligations.
17. Students have the right to belong to or refuse membership in any organization.

18. Students have the right to personal privacy in their individual/personal space to the extent that their wellbeing and property are respected.
19. Adequate safety precautions should be provided by nursing programs, for example, adequate street and building lighting, locks, patrols, emergency notifications, and other security measures deemed necessary to ensure a safe and protected environment.
20. Dress code, if present in school, should be established with student input in conjunction with the school administration and faculty. This policy ensures that the highest professional standards are maintained, but also takes into consideration points of comfort and practicality for the student.
21. Grading systems should be carefully reviewed initially and periodically with students and faculty for clarification and better student-faculty understanding.
22. Students should have a clear mechanism for input into the evaluation of their nursing education and nursing faculty.
23. The nursing program should track their graduates' success in finding entry-level employment as registered nurses and make this information available to all who apply and enroll.
24. The nursing program should provide comprehensive, clear and concise information related to student loans, scholarships and any other student financial aid.

## **PROGRAM EVALUATION**

Students are given the opportunity to offer feedback to the SON by evaluating the faculty, the courses, and finally the overall program.

At the end of each semester, students are given the opportunity to evaluate their faculty members. The Student Opinion of Teaching (SOT) is the vehicle for students to evaluate faculty teaching methods. Anonymous evaluation summaries are returned to faculty after the semester is over. SOT evaluations are reflected in annual faculty evaluations. Students are expected to give professional, constructive feedback to assist the instructor with making necessary changes. Think before you write! If you would not discuss it with the instructor in person or via email, you probably should not put it on the SOT. SOTs are not intended for rude or hurtful comments.

Annually, students are given the opportunity to evaluate courses. Course evaluations are summarized by the Course Coordinator and reported to the Curriculum Committee. These evaluations are used to make curriculum changes and for assessment purposes.

Senior students and/or graduates are periodically given an opportunity to evaluate the entire program. Students are encouraged to utilize this process to give constructive input to improve the program.

## **SCHOOL OF NURSING STUDENT AWARDS**

*Honor Recipients elected by faculty include:*

### **Evelyn M. Davis Memorial Awards**

Awarded annually to an outstanding Integrative level, first semester senior nursing student.

### **Opal Carl Award**

Awarded annually to an outstanding Synthesis level nursing student.

### **Leadership Award**

Awarded to an outstanding Synthesis level nursing student.

### **Dean's Award**

Awarded and presented by the Dean each semester during the pinning ceremony to recognize academic excellence within the School of Nursing (SON). It is presented to the graduating senior with the highest GPA in Nursing.

### **Florence Nightingale Award**

A peer nominated and voted upon award. One recipient is recognized each semester during the pinning ceremony based on the following criteria:

- Graduating senior
- Excels in clinical/classroom setting
- Puts the needs of others first
- Goes above/beyond for patients
- Strives to make a difference in the lives of others
- Embodies the characteristics of an exceptional nurse: Kind, compassionate, intelligent, sincere, supportive...

Further information concerning the awards can be obtained from the faculty or the Department Head. It is an internal program, not to be confused with the University Honors Programs and Honor Societies.

## **SCHOOL OF NURSING PINNING CEREMONY**

In addition to the university commencement ceremony, the nursing graduates are invited to participate in a pinning ceremony to recognize the awarding of the SON Pin. This "Pinning Ceremony" involves voluntary participation of traditional, accelerated, LPN to BSN and RN to BSN students.

The SON Pin is a distinctive mark, rich in history and meaning. It can be traced to the concept of heraldry, which is the system of devising and granting insignias for coat of arms.

The origin of the concept of the nursing pin dates back to 1855 when Florence Nightingale was awarded a brooch by England's Queen Victoria for her efforts in the Crimean War. The pin was designed by the Queen's husband, Prince Albert, and consisted of a red, enamel cross surrounded by an oval and topped by a diamond crown.

*The Southeastern Louisiana University School of Nursing Pin* was adopted in the 1960s and was initially worn by the first graduating class in 1968. The pin is available in different sizes and material. (Students individually choose the material of the pin when order is placed). The pin uses the SLU colors of gold, for worthiness, and green, for eternal life. The seal of the SLU, a pelican with three youths, signifying union, justice, and confidence, appears on the pin. A focal point of the pin is the Greek lamp of knowledge that became associated with Florence Nightingale after Longfellow wrote "Lady with A Lamp" in her honor.

The privilege of wearing this special pin is limited to the graduates of Southeastern Louisiana University School of Nursing

## **Pinning Ceremony Guidelines**

Pinning is a *rite of passage* ceremony that signals the transition of the student nurse to the professional nurse sponsored by SLU SON. Therefore, the Pinning Ceremony is expected to demonstrate this professionalism in all venues. Students must purchase a pin to participate in the pinning ceremony. Requests for exceptions to this rule must be presented to the Student Affairs Committee for approval.

## **Student Affairs Committee and Pinning Ceremony**

The Student Affairs Committee will work with graduating seniors in planning the Pinning Ceremony. The committee is responsible for discussing any costs associated with the ceremony with the senior class representative. They will also provide guidelines regarding programs, facility arrangements, decorations, gifts, video slide show, and dress code. The ceremony shall be no longer than (1) hour and 15 minutes from start to finish. The ceremony is dependent on the use of SLU facilities and employees who must be paid at an overtime rate and must be released from service within a reasonable time frame. Professional will be considered during all aspects of planning.

## **ADDITIONAL STUDENT RESOURCES/REFERENCES:**

### **Student Health Center**

The Student Health Center, located on the Hammond Campus, is an outpatient clinic. All students can seek services on the Health Center for treatment of minor injuries and acute illnesses. Costs for basic services are included in semester tuition fees.

The Health Center is an appointment clinic with emphasis on "appointment" services, except in emergency situations, providing minor care and first aid treatment. Students needing x-rays or blood work will be referred by the nurse practitioner or physician to the local hospital emergency room or other urgent care facilities. For hours of operation, appointment times, scheduling, and other information:

[http://www.southeastern.edu/admin/health\\_ctr/](http://www.southeastern.edu/admin/health_ctr/)

### **Counseling Center**

The Counseling Center offers services for test anxiety, stress management, career decisions, alcohol, and substance abuse, to name a few. These services are free to students; however, an appointment should be made before seeking services.

Students needing assistance while at the BRC may also use the Counseling Center or seek the help of one of the faculty members for referral to counseling. All information remains confidential. A counselor is available at the BRC for individual appointments as needed.

<http://www.southeastern.edu/admin/counseling/>

### **Financial Aid**

Students interested in financial assistance should consult the Office of Financial Aid to obtain an application. Aid is available through Federal and State Programs. All graduating seniors with student loan obligations must complete an exit interview with the Financial Aid Office before graduation.

For more information, please visit [http://www.southeastern.edu/admin/fin\\_aid/](http://www.southeastern.edu/admin/fin_aid/)

## Scholarships

Various scholarships are available to SLU students. Contact the Financial Aid Office for the latest listing of scholarships. Scholarship information is available online at [http://www.southeastern.edu/admin/fin\\_aid/scholarships/](http://www.southeastern.edu/admin/fin_aid/scholarships/)

There are state supported scholarships and professional nursing association scholarships available to SLU nursing majors. Information is available online at the SON webpage: [http://www.southeastern.edu/acad\\_research/colleges/nurs\\_hs/student\\_success/scholarships/index.html](http://www.southeastern.edu/acad_research/colleges/nurs_hs/student_success/scholarships/index.html)

The Department of Nursing or the Dean's office may also be contacted for additional scholarship information.

## Career Services

The Office of Career Services (OCS) believes that career development is an important part of an ongoing educational process. Their purpose is to provide students, graduates, and alumni with career counseling, employment opportunities, as well as, additional educational opportunities.

The focus of OCS is to assist students and alumni to reach satisfying career goals by integrating their education, life skills, and on-the-job experience and training in their professional pursuits. <http://www.southeastern.edu/Career/>.

## Technology Services

SLU's computing system connects students to a world of high-speed networks, help desks, and computer training. <http://www.southeastern.edu/admin/sps/index.html>

**\*Students should use their official university address [w#@southeastern.edu](mailto:w#@southeastern.edu) for all communication.**

Policies regarding the University's expectations for responsible, productive computing are found at: <http://www.southeastern.edu/admin/technology/policies/index.html>

Apply for an e-mail account here: <http://www.southeastern.edu/admin/sps/helpdesk/index.html>

## Duplication of Materials

Duplication of material may be recommended or required by faculty within various courses. The faculty in the School of Nursing honor copyright laws and encourage students to do the same. Duplicating machines are available at the following locations:

- **The Document Source** for students - [http://www.southeastern.edu/admin/doc\\_source/](http://www.southeastern.edu/admin/doc_source/)
- **North Campus Main Building**
  - 1<sup>st</sup> Floor, across from the Office of Testing
  - 2<sup>nd</sup> Floor, 265 lobby
- **North Campus Financial Building, Building A**, Room 133, Campus Card Operations.
- **Sims Memorial Library**

- 1<sup>st</sup> Floor
- 2<sup>nd</sup> Floor

\*All photocopy machines are fitted with a card reader and *DO NOT* accept cash. Students must use their Lions Lagniappe cards to purchase copies. Printers are available in computer labs.

## **Computer Labs**

Students are encouraged to explore the wide range of resources available through the Southeastern computer labs, including hardware, software and presentation equipment.

Locations, restrictions and hours of operation are available online at:  
<http://www.southeastern.edu/admin/sps/labs/>

Both KHSA and the BRC house computer labs with technical support for students. A login ID and password are required to access computer resources.

Students needing A-V equipment for classroom presentations must schedule the requested equipment through the SON Administrative Assistant. Students should not assume that equipment will be available and should check at least two weeks prior to the needed day and time.

## **Library**

Sims Memorial Library provides the latest in library resources. Their wide range of services can be accessed here <http://www.southeastern.edu/library/>

As a courtesy and a special privilege to us, some individual affiliated clinical agencies may provide library resources to SLU SON students. ACCORDINGLY, STUDENTS ARE EXPECTED TO ADHERE TO THE AGENCY GUIDELINES WHEN USING THESE RESOURCES.

## **Writing Center**

The SLU Writing Center, located in Room 210 D Vickers, is a peer tutorial and computer resource center dedicated to the writing needs of students, faculty, and other groups and individuals from across the university and local community.  
[http://www.southeastern.edu/acad\\_research/programs/writing\\_center/](http://www.southeastern.edu/acad_research/programs/writing_center/)

## **APA Policy**

It is the SON policy to use American Psychological Association (APA) format for all written assignments. The most current APA manuals are available in the reference section of the Sims Library. <https://selu.libguides.com/citing/apa>

A quick reference list is also available using the following link:  
<https://apastyle.apa.org/instructional-aids/reference-guide.pdf>

## **Tutoring Services**

Tutors are available for students and are coordinated through The Center for Student Excellence. A wide range of related workshops are available to assist students with test preparation, memory techniques, time management, and study skills.

[http://www.southeastern.edu/acad\\_research/programs/cse/tutoring/index.html](http://www.southeastern.edu/acad_research/programs/cse/tutoring/index.html)

### **Textbook Rental**

Rental textbooks are available for SLU students. Students should be aware of the Policy and Procedures of the University regarding book rentals. Late fees and/or the purchase price of books will be charged for late returns of rental texts.

[http://www.southeastern.edu/admin/tb\\_rental/index.html](http://www.southeastern.edu/admin/tb_rental/index.html)

### **University Bookstore**

Students at all levels can purchase textbooks at the SLU Bookstore on the Hammond Campus. Other items needed by students and available at the SLU Bookstore include: Safety glasses, embroidered uniforms and lab coats, stethoscopes, pin lights, graduation invitations, cap & gown.

<http://www.southeastern.edu/admin/bookstore/>

**Note:** It is recommended that students DO NOT purchase retail books or supplies such as drug cards, care planning books, etc. until meeting the first class or discussing this with faculty.

### **Nursing Skills Laboratories**

The Nursing Skills Labs contain supplies and equipment utilized in preparation for the clinical lab. Students are encouraged to use this area to practice clinical skills.

Practice times require appointments with skills lab personnel and are dependent on time availability.

It is the responsibility of each student to keep the lab area clean. As with any lab setting, acceptable safety measures and responsible behavior are expected. Students are expected to comply with the SON Safety Manual.

## **STUDENT NURSING ORGANIZATIONS**

### **Student Nurses' Association**

Students within the SLU SON actively participate as members of the Student Nurses' Association (SNA) chapter of the Louisiana Association of Student Nurses (LASN).

The LASN is the student component of the American Nurses' Association (ANA), a national professional nursing organization having state and local constituencies.

Meetings are held at both the Hammond campus and at BRC. Check for emails about SNA activities and representatives.

### **Additional Organizations**

- Nurses Christian Fellowship (NCF)
- Pre-Nursing Society
- Rho-Zeta Chapter of Sigma Theta Tau

Visit the University and School of Nursing websites for additional information.

**CAREER DAY**

Each semester, the SLU SNA sponsors Career Day for all students in the School of Nursing. A variety of health care agencies and institutions from across Louisiana and the surrounding states participate in the event. Recruiters representing the agencies and institutions are on hand to discuss current job opportunities. Career Day enables the student to gather information about various agencies and institutions including pertinent benefit, salary, and advancement information.

**GRADUATION**

For all information on graduation click:

[http://www.southeastern.edu/admin/rec\\_reg/graduation/](http://www.southeastern.edu/admin/rec_reg/graduation/)

**ALUMNI ASSOCIATION**

Information concerning the benefits of membership may be obtained by contacting the Alumni Center

[http://www.southeastern.edu/alumni\\_donors/alumni\\_assoc/](http://www.southeastern.edu/alumni_donors/alumni_assoc/)



Southeastern Louisiana University  
School of Nursing  
Student Handbook For  
Baccalaureate Degree Programs

**PART II: CORE PERFORMANCE STANDARDS, HEALTH STATUS, AND  
CLINICAL GUIDELINES**

## CORE PERFORMANCE STANDARDS FOR ADMISSION & PROGRESSION

Southeastern Louisiana University School of Nursing is committed to diversity and education of students who will become health care professionals representative of the national population. Our core values of caring and excellence are priorities in working with all students, including those with disabilities. SLU SON collaborates with students to develop ways to ensure accessibility and create an accountable culture through confidential and specialized disability support.

Below are performance standards of the SON program. Please read them carefully. These technical standards are to inform incoming and enrolled students of performance abilities and characteristics that are necessary to successfully complete the requirements of the curriculum and provide safe and effective health care. To progress through the program, students must meet technical standards with or without reasonable accommodations and maintain satisfactory demonstration of these standards.

With sufficient education, students should be able to perform the following technical standards:

- **CRITICAL THINKING:** Critical thinking ability sufficient for clinical judgment; sufficient powers of intellect to acquire, assimilate, integrate, apply and evaluate information and solve problems.
  - **Examples of activities** (not all inclusive): Identify cause-effect relationships in clinical situations, develop and implement nursing care plans according to the nursing process; respond without delay to emergency situations.
- **INTERPERSONAL:** Interpersonal abilities sufficient to interact with individuals, families, and groups from a variety of social, emotional, cultural, economic and intellectual backgrounds.
  - **Examples of activities** (not all inclusive): Establish rapport with patients/clients, colleagues and other health care personnel.
- **COMMUNICATION:** Communication abilities sufficient for interaction with others in verbal and written form. Utilizes effective communication skills to interact with patient/client, peers, and other health care personnel of various ages, cultural, economic, and intellectual backgrounds in a variety of settings.
  - **Examples of activities** (not all inclusive): Explain treatment, procedures, initiate health teaching to individual clients and groups of clients, document and interpret nursing actions and patient/client responses. Communicate information accurately and effectively with other departments/colleagues/client /families. Evaluate written orders, care plans and treatment requests.
- **BEHAVIORAL:** Sufficient motivation, responsibility, and flexibility to function in new, ever-changing and stressful environments. Adapts appropriately to ever changing needs of clients and/or families.
  - **Examples of activities** (not all inclusive): Adapts to assignment change of patient and/or clinical/lab area in a manner that allows student to meet objectives while providing safe, adequate patient care. Accountable for clinical preparation and independent study and performs nursing functions in a safe responsible manner. Ability to recognize the need for further research and respond accordingly based on changes in patient/client status since clinical assignment was made.

- **MOBILITY:** Physical abilities sufficient to move from room to room, lift and position, maneuver in small spaces, and physical health and stamina needed to carry out nursing procedures. Ability to get self to clinical.
  - **Examples of activities** (not all inclusive): Move around in patient's room, work spaces, and treatment areas, administer cardiopulmonary procedures. Lift, move, position and transport patients without causing harm, undue pain, and discomfort to the patient or one's self. Transport mobile equipment in a timely and cautious manner.
  
- **MOTOR SKILLS:** Gross and fine motor abilities sufficient to provide safe and effective nursing care.
  - **Examples of activities** (not all inclusive): Calibrate, use, and manipulate equipment properly; position patients/clients, manipulate computers. Maintains sterility of equipment.
  
- **SENSORY:** Sufficient use of the senses (including but not limited to vision, hearing, touch, and smell) to observe, assess, and evaluate effectively (both close at hand and at a distance) in the classroom, laboratory, and clinical setting.
  - **Examples of activities** (not all inclusive): Observe and acknowledge monitor alarms, emergency signals, and respond to cries for help. Perform visual inspection and auscultate sounds for assessment of patients/clients. Observe patient/client responses. Perform palpation, functions of physical examination and/or those related to therapeutic interventions. e.g., insertion of catheters for therapy.

## HEALTH STATUS REQUIREMENTS

Students are expected to comply with Core Performance Requirements, be in good health, and free of communicable disease upon entry into the clinical nursing courses.

Health related documentation will be managed by a document management agency CastleBranch.Com (Fees Apply). All health documentation will be submitted to company by deadlines. Forms required can be found on the [www.castlebranch.com](http://www.castlebranch.com) website or the School of Nursing Student Moodle site.

Students who have health conditions that may prevent their ability to safely and accurately perform duties expected of a nurse, meeting the objectives of the program or a course in the program, or that may cause potential injury to students or to the clients for whom they care, will be required to have a personal interview with the Progression/Retention Committee members and the Department Head or Dean.

***Students beginning their first clinical course must complete/submit a physical exam form at least four weeks prior to the semester entering clinical nursing courses.***

- The History and Physical Examination form will be checked by the designated SON faculty before initial clinical experience each semester. Any concerns will be referred to the Department Head. The SLU SON reserves the right to investigate situations which may affect the student's ability to perform expected duties consistent with Core Performance Standards. Any question of ability to perform as expected will require a Letter of Verification of release and/or treatment by a medical doctor.

## **Progression to Clinical Courses – Health Requirements of Clinical Affiliates**

The SLU SON does not mandate or require vaccinations; however, clinical healthcare affiliates may have specific requirements related to health screenings and/or vaccinations for students participating in clinical experiences. The following documentation should be submitted to Castlebranch for review and verification PRIOR to clinical experiences:

1. Official documentation of MMR titer that indicates immunity. If negative titer results, a second and/or third MMR injection may be necessary.
2. Official documentation of proof of Varicella immune titer. A negative titer may require proof of varicella booster.
3. Official documentation of proof of Hepatitis B immune titer. A negative titer may require proof of repeat series.
4. Tetanus (Td) or Tdap: Tdap may be necessary unless less than 2 years since last Td. If less than 2 years since last tetanus, proof of tetanus may be required.
5. Written verification of a two-step PPD skin testing, one to three weeks apart, if not previously positive for tuberculosis (TB). If the student can show proof that they have received a TB skin test in the past 12 months, then proof of only 1 TB skin test needs to be submitted.
  - a. If either skin test is positive, then a chest X-ray and/or medical follow-up must be submitted. Students having had a prior positive TB test, or have been/are currently being treated for TB, should speak with the Nursing Department or Level Coordinator regarding clearance for clinical coursework.
6. Flu Vaccine (by Oct. 31 of each year). Students unable to receive the flu vaccine due to medical reasons and/or allergies, must complete a Flu Vaccine Declination forms.
7. Documentation of additional vaccinations and/or health screenings (ie – COVID vaccine and/or testing) as required by clinical affiliate.

Several of the vaccines/screenings listed above can be received at the student's cost through the SLU Health Center. Students with questions or concerns regarding this policy should contact their clinical faculty.

### **Health Requirements of Clinical Affiliates to continue in Clinical Courses**

Complete the **Medical History Review Form each semester and upload to CastleBranch.** All health-related forms are available through the CastleBranch website and SON Student Moodle site.

***Students who fail to disclose all diagnoses and medications prescribed and/or who fail to remain up to date on health requirements of clinical affiliates will not be allowed to attend clinical.***

- Provide **written verification of screening test for tuberculosis or a current chest x-ray (CXR) annually** as applicable.

- Cardiopulmonary Resuscitation Certification (CPR) is required of all nursing students as prerequisite to beginning clinical coursework. Student must provide proof of successful **certification through American Heart Association (AHA) BLS Provider**. Bi-yearly recertification is required while enrolled in the SLU SON nursing program.
- **New, significant changes in health status**, including pregnancy, surgeries, hospitalizations, etc. should be reported to appropriate clinical faculty as soon as possible to optimally plan for student and client health. Any changes in health status will **require a Letter of Release without restrictions** by the treating physician(s) for the student to return and fully participate in nursing clinical course work.
- Students are urged to regularly update their medical files throughout each semester. Failure to do so will result in delay to attend clinical coursework. All absences as a result will be considered unexcused and grade penalty will apply.
- Students should make a copy for their own records before submitting any forms to castlebranch.com.

### HBV/HCV/HIV Policy

HBV/HCV/HIV sero-positive students can apply for admission to the SON. They must meet admission criteria as any other student.

L.A.C. Title 46, Part XLVII Chapter 40 outlines a nurse's responsibility to prevent the transmission of these viruses. In accordance with Chapter 40, all registered nurses, registered nurse applicants, and nursing students enrolled in a clinical nursing course who knows or should know that they carry and are capable of transmitting HBV, HCV, or HIV, **and who perform or participate in exposure-prone procedures** shall report their status to the Louisiana State Board of Nursing (LSBN)

The Department Head will confidentially assist students with reporting of HBV/HCV/HIV status to LSBN and Clinical agencies. **All students regardless of their HBV/HCV/HIV status should exercise Universal Precautions in all clinical settings.** If you have any question regarding this matter, you may contact the Louisiana State Board of Nursing Monitoring Department at (225)755-7546 or [monitoring@lsbn.state.la.us](mailto:monitoring@lsbn.state.la.us).

### Drug Testing Policy

The SLU SON policies support the responsibility to supervise and safeguard the health and safety of patients, recognizing that the SON is contractually obligated to comply with National Standards (ie: The Joint Commission) enforcement of drug testing prior to and during clinical placements. Drug screening will be employed for all students admitted to the clinical component of the curriculum and random drug screens will be performed on all students engaged in clinical rotations in health care agencies or the community.

Any student admitted who tests positive for illegal or illicit use of drugs must withdraw from all nursing courses and will be reported to LSBN. They can reapply for progression after being approved to progress by the LSBN and upon completion of the recommended course of treatment by licensed healthcare professional.

The SLU SON reserves the right to require a drug test of any clinical student who is reasonably suspected of being under the influence of illicit drugs or alcohol.

According to the LSBN a “dilute” result may be considered positive. A dilute drug screen is reasonable suspicion. Additionally, students may be tested for cause if drug use of any kind impairs safe conduct.

Any student with an inconclusive drug screening result will be required to undergo further confirmatory testing. Students who refuse further testing will not be allowed progression in clinical coursework.

A student who fails to comply with stipulations of LSBN with regard to treatment/monitoring will not be allowed to progress in clinical coursework. See Student Moodle Site for additional information concerning drug testing.

### **Criminal Background Check & Reporting of Subsequent Arrests or Convictions**

Clinical affiliates require students undergo a criminal background check prior to the semester entering clinical nursing courses (completed through CastleBranch - fees apply).

After initial enrollment, any subsequent disciplinary action, arrest, charge, addiction, or impairment shall also be reported **IMMEDIATELY (within 24 hours)** to the Department Head and LSBN in the same manner as your initial application for progression for determination of continuance in the clinical component.

Failure to report any and all subsequent disciplinary actions, arrests, or impairment may result in denial of licensure as a registered nurse and constitutes falsification of records. Consistent with University policy any falsification of information may result in dismissal from the program.

### **Student Health Insurance**

The SON requires that all students carry personal health insurance coverage and submit attestation documentation for verification through CastleBranch. Forms are located on CastleBranch website and SON Student Moodle site.

All students in the SON are responsible for health care costs associated with any injury or illness sustained while enrolled in nursing courses. Health care institutions with whom the SLU SON contracts require that protocol for healthcare be followed in the event a student sustains an injury or illness while in clinical settings or laboratories.

NOTE: Students should know the appropriate actions to take during a clinical or school lab for an injury or illness. Please review Part III: Safety Policy & Exposure Control section of this handbook.

All international students are required to purchase student health insurance, unless they provide proof of their own insurance to the Office of Student Life, prior to registration. More information is available online at [http://www.southeastern.edu/admin/international/current\\_students/practical\\_matters/health/index.html](http://www.southeastern.edu/admin/international/current_students/practical_matters/health/index.html)

### **Liability Insurance for Student Nurses**

The State of Louisiana does provide liability insurance coverage for student nurses enrolled at the University in clinical or school lab settings. This policy does not include coverage for those

students who choose to work for payment in a clinical setting outside of SLU clinical lab time. Students may purchase their own individual liability insurance.

## **CLINICAL GUIDELINES**

SLU SON prepares students to function as professional nurses in entry-level nursing positions. Federal, state and local regulations impact the practice of student nurses and faculty in clinical settings that ensure evidence-based practice and patient safety. Thus, these SLU SON Clinical Guidelines provide general guidance to students, faculty and clinical agencies to set expectations for nursing students across the curriculum. Additional expectations are detailed in the syllabi for each clinical course. If any questions arise that are not clearly stated here, students and/or clinical agencies should contact the supervising faculty member via email or cell phone. Agencies may also contact the SLU SON Department Head for discussion of student practice. The contact information is contained in course syllabi.

Any student found in violation of the SLU SON Clinical Guidelines can be dismissed from clinical practicum, and repercussions can include course failure, dismissal from the SLU SON and reporting to Louisiana State Board of Nursing (LSBN).

### **General Expectations and Information for SLU SON Clinical Practicum**

- Students understand and integrate LSBN rules and regulations in clinical practicum. Additionally, as representatives of the SLU SON, students and faculty are in compliance with American Nurse's Association's (ANA) Code of Ethics.
- Students accepted into the SLU SON and nursing faculty have completed criminal background checks, urine drug screens, standard CDC required immunizations for healthcare providers and American Heart Association Basic Cardiac Life Support (BLS) training. Clinical students/faculty are required to complete yearly education related to regulatory requirements of clinical agencies such as HIPPA, universal precautions and infection control, emergency preparedness, body mechanics, age-specific guidelines, abuse prevention and reporting, and cultural diversity. These records are updated yearly as applicable and students/faculty undergo random urine drug screening.
- Students are required to immediately (within 24 hours) report any arrests or convictions to the SLUSON Department Head. Once aware of these infractions, the SLU SON will report incidents to LSBN as required.
- All students are randomly selected for drug screening and may also be subject to "for cause" screening. Any student suspected of abusing alcohol, drugs, or other illegal substances will be immediately subject to drug screening and removal from the clinical site. Refer to Drug Testing Policy within this handbook for information regarding disciplinary action procedures.
- Student records of these requirements are maintained at the Hammond or Baton Rouge Campus, as applicable, and provided in a confidential manner to clinical agencies as required. Course faculty is accountable for assuring that students meet all regulatory mandates and specific agencies requirements.

## Clinical Attendance

- Students are responsible for transportation for on-time arrival to clinical agencies/locations.
- Clinical dates, times and experiences are course specific and detailed in each course syllabi or course schedule.
- SLU SON nursing faculty is on-site when students are on clinical units. **Students should never be on the unit, or return to the unit in the "student nurse" capacity prior to, or after, clinical hours published in a course syllabi/schedule**
- **Students are expected to be in assigned clinical areas at all times and will not leave clinical areas without faculty knowledge.** This includes leaving the unit for any reason, such as lunch/dinner breaks. Students found in unassigned clinical areas are in violation of patient confidentiality.
- Clinical experiences are occasionally scheduled for students in agencies where faculty members are not on-site (excluding preceptorship assignments). These experiences are considered observational and students **MAY NOT** provide **ANY** direct nursing care. The practice of nursing is defined by the LSBN Practice Act Chapter 11, §913 section 14 a-l. Students may not engage in the practice of nursing without faculty on-site at the clinical agency.
- Formal preceptor agreements between SLU SON and clinical agencies are required in the situations where students engage in direct patient care without faculty on-site. Clear guidelines are detailed in each course syllabi and students or agencies should consult with the clinical faculty for further information. Letters of agreement are required for students participating in community health events such as health promotion activities or senior capstone projects.
- Any student in violation of these Clinical Attendance guidelines can be dismissed from clinical at the discretion of the nursing faculty and repercussions can include course failure, dismissal from the SLU SON and reporting to LSBN.

## Communication and Confidentiality

Students are expected to maintain patient confidentiality standards according to HIPAA regulations and agency policies. Yearly clinical regulatory education orientation reinforces the importance of confidentiality. Students are never to discuss patient information with other individuals including, but not limited to family, friends, and peers. Leaving a computer screen up with patient information is considered a HIPAA/confidentiality violation.

It is imperative that students use good public relation principles when working in facilities. Patients, family members and visitors monitor conversations for appropriate content. Any unintentionally overheard conversation/word might be misinterpreted. This may reflect poorly on the School of Nursing, the facility and the quality of care provided. Conversations with patients, family members, visitors or team members should reflect only positive attitudes about the facility or other team members.

SLU SON refers to the University policy on social media and adherence to this policy is imperative for students/faculty, especially in clinical agencies. Students must always represent



the SLU SON in a fair, accurate and legal manner while protecting the brand and reputation of the institution. When publishing information on social media sites, remain cognizant that information may be public for anyone to see and can be traced back to the student as an individual.

Violations in confidentiality and communication are considered violations of SLU SON and University policies related ethical student conduct and repercussions can include course failure, dismissal from the SLU SON and reporting to LSBN.

### **Documentation**

Students document clinical care in written or electronic medical records in accordance with agency policies. All documentation must include the student's name and the credential of student nurse (i.e. SLU SON). Depending upon the facility policy, student's documentation may require co-signing by the primary care nurse or the clinical instructor. In these cases, the co-signer is accountable for appropriate delegation and supervision of the task they are co-signing. It is **NEVER** permissible for students without computer access to chart using another person's login. Violations in documentation policies are considered violations of SLU SON policies related ethical student conduct and repercussions can include course failure, dismissal from the SLU SON and reporting to LSBN.

### **Nursing Care and Medication Administration**

Nursing care is defined and governed by the Louisiana Nurse Practice Act. Students participate and perform direct care of patients under the supervision of an instructor and/or the patient's primary care nurse as deemed appropriate by the clinical faculty. Basic nursing care interventions and medication administration can be performed by student nurses once proficiency has been demonstrated in SLU SON skills lab courses or other agency related competency training. Thus, nursing interventions performed by student nurses vary according to their progression through the nursing clinical courses. Please refer to course syllabi for specific guidelines.

Students will be prepared to discuss patient care assignments and articulate basic, pertinent, theoretical knowledge prior to participating in direct patient care. Students not prepared for clinical may be sent home and not be allowed to make-up that clinical day as inadequate preparation is an unexcused absence.

As clinical experiences vary, **students must inform faculty and/or designated preceptor when they plan to perform first time skills or procedures at which they are not proficient.** Unauthorized student nursing care is considered a safety violation and repercussions can include course failure, dismissal from the SLU SON and reporting to LSBN.

Clinical agencies may impose restrictions on student nursing care. Clinical faculty will advise students on such policies in clinical orientation and on course specific syllabi. Student performance of unauthorized activities is considered a safety violation and repercussions can include course failure, dismissal from the SLU SON and reporting to LSBN.

### **Patient Care Errors and Incident Reporting**

Students must notify the clinical instructor, primary care nurse and/or charge nurse immediately when there is a change in the patient's condition, medication error, or if any problem occurs with a patient, family, or equipment.

If an error in patient care is discovered, students must report it to the clinical instructor, primary care nurse and/or charge nurse immediately. Appropriate immediate actions should be taken, following hospital policy, to assure patient safety. The clinical instructor will assist in the process of error recovery and documentation. Any errors or omissions **not reported** to faculty are considered a threat to the safety of patients and repercussions can include dismissal from clinical, course failure, dismissal from the SLU SON and reporting to LSBN.

An incident is any occurrence in a clinical or University setting which warrants documentation. It includes, but is not limited to accidents, injuries and acts of commission or omission that may compromise the safety of a patient/family, student, faculty or staff.

***Incident Reporting Process:***

1. Faculty or student identifies the incident and takes appropriate immediate actions.
2. The person involved in the incident must complete the Incident Summary form within 48 hours of the incident. The Incident Summary form should include what the person was doing when the incident occurred, how the incident occurred, and if the incident occurred as a result of a mechanical defect or unsafe act. The additional comments section may include other pertinent information, such as the names of witnesses to the incident.
3. The Incident Summary form does not take the place of an agency incident report form. If required, the agency incident report form must be completed in addition to this form. If the incident involves an injury of a student while on University property, the University Police should be notified at the time of the injury. If the incident involves an injury of a staff or faculty member while working, the staff/faculty member must also complete a Human Resources Office Form #118. This Employee Accident/Incident Report is available on the Human Resources Office Webpage.
4. If the incident occurs during a clinical experience, the clinical faculty will advise the student if a Clinical Misjudgment Form must also be completed. A misjudgment form should be completed if an incident occurred as a result of a student's misjudgment. The faculty and student will discuss the incident and the completed form in a conference where additional faculty and/or the course coordinator may be present.
5. The completed Incident Summary form should be submitted to the Department Head of the School of Nursing, who maintains a file of all Incident Summaries. If a clinical misjudgment form is also completed, it should be placed in the student's academic folder.
6. Incident Summaries will be reviewed annually by the Evaluation Oversight Committee for quality improvement purposes. This confidential data will be used to improve the curriculum and identify recurring incidents.

**UNIFORM & SUPPLY REQUIREMENTS**

Students are expected to adhere to the current Student Uniform Policy whenever engaging in preclinical, clinical or other activities directly related to the SON. Clinical faculties are authorized to dismiss from clinical experiences any student who does not conform appropriately to the uniform code. Suggestions related to uniform should be addressed through the Student Affairs Committee.

Students must wear their ID badge and appropriate uniform in accordance with these SLU SON guidelines at all times when in the role of student at a facility or a community health event. **Uniforms may not be worn at non-clinical events.** Students not adhering to these policies will be dismissed from clinical at the discretion of the supervising nursing faculty.

While in uniform, students are expected to conduct themselves in a manner that reflects positively on the SON, as others in the community observe their actions and behaviors and frequently report them to clinical faculty, SON, or University administration. Refrain from engaging in unrelated activities while in uniform (shopping, dining, etc.). Unprofessional actions are subject to disciplinary actions according to the [ANA Code of Ethics](#).

Appropriate attire varies between and within agencies, thus it is the student's responsibility to clarify questions regarding dress for a specific unit or setting with the appropriate faculty member prior to arrival. Uniform policies conform to Occupational Safety Health Administration (OSHA) standards and recommendations.

### **Specific Uniform Criteria and Requirements**

- Uniform fabric should consist of a cotton/polyester blend. Avoid fabric blends that are greater than 80% polyester.
- Appropriate undergarments are to be worn under all uniforms. Undergarments, including sports bras, should not be visible. Inappropriate patterns or colored undergarments should not be visible through scrub top, pants, dresses or skirts. Faculty may dismiss a student from clinical for uniform violation. The absence from clinical will be considered unexcused.
- Color of uniform is to be Hunter Green (scrub top, pants, skirts, or dresses). No color trim is acceptable on required or optional uniform attire.
- All uniform tops, scrub jackets (optional), and lab coats must be professionally embroidered with the SLU SON logo to the left chest area. Uniforms with appropriate embroidering can be purchased through the SLU Bookstore. Uniforms can also be purchased through outside retailers, but it is the student's responsibility to consult with the SON for a list of approved vendors.

### **Shirts**

- Scrub tops should consist of short  $\frac{3}{4}$  length or long-sleeve style with one or two pockets either set-on or side seam inset.
- Tops must be hip length and not tucked in.
- A plain white short or long-sleeved tee shirt may be worn underneath the scrub top if desired. The sleeve must not extend beyond the sleeve of the scrub top. A turtleneck style is also acceptable.

### **Pants/Skirts**

- Scrub pants should be straight style with minimal flaring at the cuffs.
- Cargo pockets are acceptable.
- Pants should be professionally hemmed (no tape, staples, or safety pins) so that they do not drag the ground. Thread used to hem pants must match the Hunter Green material.
- Elastic or drawstring waist is acceptable.
- Pants should fit loose enough to allow for movement, but not be excessively baggy. Student should be able to bend or squat without underwear or backside exposure. No bell-bottoms, hip-huggers, jogging-style, or low-ride styles allowed.
- White socks are required with scrub pants.
- Skirts and dresses can be A-line or fuller, with no straight skirts permitted and hem length should reach the knees.

### **Lab Coat**

- A lab coat of  $\frac{3}{4}$  length is required by all students.

- Lab coat must be plain white, devoid of markings, with the SLU SON logo embroidered to the left chest area as described under the uniform criteria and requirements section.
- Lab coats will be worn over the uniform anytime the student enters or leaves the hospital/agency, or in any other lab area as required by the institution or faculty member.
- Lab coats should not be worn with the sleeves tied around the waist.
- Lab coats may not be worn during patient care.

### **Scrub Jacket**

- A hunter green hip length scrub jacket with the SLU SON logo embroidered to the left chest area may be worn for extra warmth, if desired.
- Scrub jackets should not be worn with the sleeves tied around the waist.
- Students in the operating room, labor and delivery, and nursery will not be permitted to wear sweaters.

### **SON ID**

- The SLU SON ID with retractable badge reel will include the student's picture and first name only followed by SLU Student Nurse.
- It is to be worn on the upper right side of the scrub top or dress for all clinical experiences.
- IDs will be ordered by the Nursing Department and distributed at the beginning of the semester.
- Students are responsible for replacing lost IDs.

### **Shoes**

- White nursing shoes or white leather athletic shoes (no cloth or mesh) with white shoelaces are required.
- Shoes should not have any color markings, with the exception of a small, lettered brand name.
- Clogs or other open backed shoes are not permitted.
- Shoes should be worn only for clinical purposes and should be maintained in a clean, professional looking condition.

### **Other Uniform Requirements**

#### **Hair**

- All students (male and female) are expected to wear their hair in a neat, well-groomed style, with the length not to extend below the collar.
- Hair should not hang in the face or contaminate any area or interfere with the performance of safe nursing care.
- Bows, print or bright colored headbands, jeweled barrettes or other similar hair accessories are not allowed.
- Men with mustaches or beards are expected to have facial hair neatly trimmed at all times.
- Extremes in hair styles such as cutouts, Mohawk or unnatural colors are not allowed. Faculty reserve the right to determine extreme.

#### **Personal Presentation**

- Students are expected to demonstrate a conservative appearance in terms of make-up and refrain from wearing perfume or other strong scents.
- Personal hygiene should be of the highest quality. Oral care is important to maintain fresh breath. Brushing with toothpaste and flossing is expected. Use of mouthwash may also be beneficial.

- Regular shower/bath is needed to prevent body odor. Use of anti-perspirant/deodorant is also suggested.

### **Jewelry**

- Students are limited to a single pair of small, simple post earrings and a plain wedding band.
- Large or dangling earrings, multiple pairs of earrings, or faddish styles of ear, nose, face-wear or other body ornaments are not permitted.
- Gauges are not allowed.
- Wedding, engagement or other elaborate rings with stones, etc. are not permitted in clinical areas.

### **Fingernails and Eyelashes**

- Fingernail polish is not allowed in the clinical area.
- Fingernail length should be appropriate for the performance of safe, hygienic care. Should not extend beyond the tip of the fingers.
- Due to the possibility of infection, acrylic, silk, gel or other types of supplemental nails are not permitted in direct patient care areas.
- Fake eyelashes should be professionally applied in moderation. Eyelashes that are excessive in length or thickness will not be allowed. Faculty will determine if fingernails and lashes are appropriate for clinical setting.

### **Insignia**

- Students are not to wear any identifying SON uniform insignia (embroidered scrub top, scrub jacket, lab coat or SLU SON ID) outside of the clinical setting.

### **Tattoos**

- All visible tattoos must be covered while in clinical.

### **Modifications**

Some clinical experiences may require modifications in the uniform policy. The faculty in each nursing course will advise students of these modifications prior to that clinical experience.

### **Supplies**

All students are required to have:

- Uniforms - 2 uniforms are required to meet OSHA standards. The extra uniform should be available on the premises (in vehicle is acceptable) for all clinical events. The uniforms can be a dress, uniform scrub top and pants, or scrub top and skirt.
- A plain white  $\frac{3}{4}$  length lab coat with SLU SON logo embroidered to the left chest
- Scrub top, pants/skirt or dress
- White nursing shoes
- Plain white nursing hose with skirt or dress. White socks are only permitted with pants
- Watch, with a second hand
- Penlight
- Bandage scissors
- Stethoscope with bell and diaphragm capabilities
- Eye Protection – Goggles or Glasses (must be OSHA or ANSI approved)
- SLU SON ID (first name only) with retractable badge reel (no glitter, jeweled, or cloth badge reels allowed)

School of Nursing  
Student Handbook For  
Baccalaureate Degree Programs

**PART III SAFETY POLICY & EXPOSURE CONTROL PLAN**

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## **SAFETY MANUAL INTRODUCTION**

It is the intent of the faculty and administration in the SLU SON to provide a safe learning experience for all students and provide guidelines for the development, implementation, and maintenance of a comprehensive school safety program.

The following guidelines are established to provide instructions in maintaining safety for students, staff, and faculty while using the skills and computer laboratories within the SLU SON. These guidelines shall be adhered to by all concerned.

The Skills Lab Coordinators will update the contents of this manual every two years or more often, if necessary. All students, staff, and faculty will be advised of these revisions. They are responsible for enforcing the regulations set forth in this manual.

## **GENERAL GUIDELINES**

### **Guideline Adherence**

All faculty, staff, and students must know and practice the safety guidelines at all times while using the skills and computer labs. Failure to adhere to general guidelines can result in disciplinary action. Students will be instructed to review the contents upon admission to the clinical component of the curriculum. It is the right of the instructor and/or clinical agency to determine whether a student in any of the situations above is capable of safely performing the necessary skills and providing care for patients.

### **Lab Security**

All labs are locked unless occupied by faculty and/or students during class or practice. Any break in must be reported immediately to Campus Police (2222) in Hammond and Police Officer in Baton Rouge; Department Head; and/or Dean.

### **Computer Lab Security**

The computer laboratories are secured by an alarm system. Any break in the security alarm system in the computer lab should be reported immediately to Campus Police (2222) in Hammond and other agencies as appropriate at the Baton Rouge center. Each faculty member will be responsible for his/her own security code.

### **Student Preparedness**

Students are expected to come to lab prepared by having read the scheduled lab objectives and assignments prior to the start of the lab period. Students should be knowledgeable of the care, handling, and proper use of equipment prior to using it in the laboratory.

### **Student Mandatory Health Communications**

Refer to Health Status Requirements in previous section of SLU SON student handbook.

## **SIMULATION LAB GUIDELINES**

- No food or drink allowed in any of the Simulation Labs.
- All users of the Simulation Lab are expected to display professional conduct.
- In order to preserve realism of the scenarios and integrity of the cases used for Simulation, all students will be required to sign a confidentiality agreement.

- All scenarios need to have clearly defined objectives that are tailored for clinical experience and knowledge level of students.
- Clinical uniforms are to be worn and the student will come prepared just as he/she would for a normal clinical day. All equipment, supplies, and/or books shall be brought to simulation.
- The student will need to bring all the simulation documents provided by the instructor and have prepared for the simulation based on the documents provided. All medications and/or disease processes will need to be researched before arriving for simulation experience. Students shall use effective communication and utilize SBAR when giving report to any other healthcare provider
- The students will need to arrive on time for scheduled simulation and meet at location set forth by their instructor.
- All students will need to be professional and courteous. All simulation experiences will be treated as a real hospital experience and your behavior while in the simulation lab should reflect as such.

### **SKILLS LAB GUIDELINES**

- There shall be no eating or smoking in the labs during student use, demonstration or return demonstration.
- Access to the doorway in the labs will be evident at all times. Furniture will not be placed to obstruct the exits.
- All doors and cabinets shall remain closed when not in actual use.
- The skills lab will not be used as a health center for ill students, staff, or faculty.
- Children or unauthorized personnel are not allowed in the labs at any time. Injury to or illness of unauthorized personnel in the lab will not be considered the responsibility of Southeastern Louisiana University or the School of Nursing.
- All students shall practice proper hand washing technique while utilizing skills lab.
- Gloves are worn by students and faculty during any contact with body fluids. Gloves are utilized for practice and demonstration of skills. Gloves are utilized for personnel using harsh disinfectants to clean the lab. The School of Nursing will provide sterile and non-sterile gloves for faculty and students. (Refer to Exposure Control Plan, Section D for more specific information). Avoid using petroleum-based hand creams. These can interfere with glove integrity.
- The labs (skills and computer) are not to be used as a social area.
- Students should report any misconduct occurring in the skills or computer laboratories and may be held responsible if not reported.

### **SKILLS LAB SAFETY**

#### **Medication and Fluid Administration Safety**

Students will be instructed to practice and return demonstrate only those skills for which they have had prior instruction and gained familiarity with content and proper procedure. Students are expected to come to the laboratory prepared according to the prior instruction on the procedure.

Students should at all times practice safe techniques while learning in the skills and computer labs. Standard precautions should be followed at all times (Refer to Exposure Control Plan Guide).



1. When breaking ampules for practice, students should protect their fingers by using a gauze covering, an ampule breaker, or an alcohol wipe and should break the ampule in the opposite direction of their face.
2. Needles provided for practice of injections are used at the skills laboratories ONLY when faculty are present for assistance.
3. Students must demonstrate safety precautions while utilizing needles during practice as instructed in class. Any irresponsible use of needles will result in disciplinary action and the student's possible failure in the designated lab.
4. Students are to practice injections ONLY on the manikins provided in the skills lab.
5. Students are never to recap needles and must discard used needles in the sharps disposal container provided in the skills lab. Refer to [Exposure Control Plan](#).
6. Needles and other sharp objects must not be discarded in the trash or left out openly in the lab at any time.
7. Students will return demonstrate fingersticks, injections and venipunctures with a partner using instructed technique (either clean or sterile). Each student will receive sterile equipment and will be directly supervised by a faculty member. **STUDENTS WILL NOT BE ALLOWED TO PRACTICE INJECTIONS OR VENIPUNCTURE ON EACH OTHER WITHOUT SUPERVISION OF FACULTY.**
8. Informed consent for invasive puncture procedures must be read and signed by each student with one witness and a faculty signature. Any student requesting NOT to participate will receive their grade by demonstration on a manikin.
9. Placebos (candy pieces, commercially prepared practi-med and water) will be used for simulation of oral/topical medications. Old medicine bottles are labeled to use when simulating preparation of an actual medication order.
10. I.V. fluids with expired dates may be used for practice and demonstration unless obviously contaminated. These fluids are NOT for internal use, but for practice with manikins only.
11. Any IV fluids and tubing which have been used will be discarded at the end of each semester.
12. Unsupervised home practice may be done utilizing any type of fruit. Students are not to practice on any humans or animals.

### **Electrical Safety**

- Wet materials may not be used around electrical outlets or equipment.
- Faculty and students are responsible for reporting to the appropriate faculty/staff any frayed electrical cords, cracked plugs, missing outlet covers, etc., as well as any problems encountered while using electrical equipment.
- No electrical cords will be left in the pathway of walking traffic. Extension cords will be properly taped to the floor if used over a walkway.
- Electric hospital beds in the skills lab will be inspected as needed for repairs.
- Electric beds shall be maintained in the lowest position.
- Only three-prong plugs that contain a ground wire should be used to power equipment in the skills labs.

### **Physical Safety**

- Students will be instructed in principles of body mechanics prior to practice and return demonstration of moving, lifting, and transferring skills.
- Student should use caution when practicing lifting skills and should not lift another student who is too heavy without assistance.

- Students practicing lifting techniques will not perform these procedures in a foolish or unsafe manner. Irresponsible behavior will result in the student's failure to pass that particular lab or dismissal from the lab for practice.
- Equipment needed for body mechanics practice (bed, wheelchairs, stretcher, etc.) will be kept in good working condition. Any broken parts should be reported immediately to the Skills Lab Coordinator.
- The wheels of all equipment (wheelchairs, stretchers and beds) are to be locked during practice and return demonstration.

## **CLINICAL LAB SAFETY**

- The policies and procedures of the specific clinical agency will be adhered to as well as those policies and procedures of SLU School of Nursing by both faculty and students during the clinical experience.
- Each student will submit evidence of a health examination, required laboratory studies and vaccinations as required by the School of Nursing at time of admission to clinical nursing courses.
- Each student must report "Change in Health Status" each semester. Evidence of current CPR certifications and PPD, as well as any other requirements indicated by affiliating clinical agencies must be submitted annually or bi-annually as required.
- A syllabus will be provided for each clinical nursing course with additional clinical safety guidelines, as appropriate.

## **REPORTING OF AN INCIDENT/ILLNESS/INJURY**

Any incident occurring in the skills, computer, or clinical labs during school hours must be reported to the faculty, skills lab coordinator (if appropriate), and Department Head.

An incident report must be filled out for the injury. The report must be signed by the faculty member and the student involved as soon as possible after the incident. Incident forms are available in the office of the Department Head.

### ***Protocol for a physical injury/occupational exposure:***

1. Report the incident to faculty, skills lab coordinator, and Department Head.
2. A faculty member will assess the student/staff and administer first aid as needed.
3. Vital signs will be taken if necessary.
4. The faculty/staff/student will be directed to the Student Health Center, appropriate agency, or personal physician depending upon the nature of the injury.
  - a. The Student Health Center is staffed by a Nurse Practitioner and Registered Nurses 7:45 am to 4:30 pm, Monday –Thursday, and 7:45 am to 11:45 am on Friday.
  - b. Fall and Spring Women's Health Clinic: 8:15 am to 4:30 pm, Tuesdays and Wednesdays.
  - c. Campus Police may be called (ext 2222) to assist in transporting a student to a health care agency or call 911 depending on the severity of the injury.

5. The Department Head will follow up with the student within 3 working days. A copy of the incident report and a written follow up report will be kept in the office of the Department Head.
6. Refer to Incident Reporting in Part II of SON Student Handbook
7. If injury involves occupational exposure, refer to [Exposure Control Plan](#).

## **CLEANING OF LABORATORY AND EQUIPMENT**

- The Skills Lab Coordinator will be responsible for the disinfection and maintenance of equipment and monitoring of the labs. The Skills Lab Coordinator may delegate this task but is responsible for the overall performance of these duties.
- Students and faculty are responsible for the cleanliness of the lab during and after use.
- Floors, counters and furniture will be cleaned by appropriate personnel at the end of each semester and more frequently if needed.
- Equipment located in the skills lab will be cleaned each semester and more often as necessary with the appropriate cleaning agent.
  
- Linens on beds will be changed when soiled, after extensive use, and at the end of each semester.
- The furniture in the skills lab will be wiped with a bleach solution (1:9) at the end of each semester or more often as needed. This includes beds, mattresses, overbed tables, bedside tables, stretchers, counter tops, and large working tables
- Exposure to bleach solution (1:9) during cleaning shall be reported to the instructor and an incident report must be filled out. Please refer MSDS section in Exposure Control Plan.
- Bedspreads may be used more than once during return demonstration of bathing.
- All soiled linens will be sent to the authorized vendor for cleaning (Hammond campus). The BRC will either use an authorized vendor or will clean linens in house via washer and dryer. Linens will be stored in a clean, closed cabinet upon return to the SLU SON.

## **CLEANING OF SKILLS EQUIPMENT**

### **Sphygmomanometers**

- The tubing, bulbs, and manometers will be wiped with bleach solution (1:9).
- The cuff will be wiped with bleach solution (1:9) and allowed to air dry.

### **Stethoscopes**

- Earpieces of stethoscopes will be cleansed with alcohol preps prior to individual student use of practice or return.
- All stethoscopes will be wiped with bleach solution (1:9).
- Earpieces will be removed and soaked for a minimum of 15 minutes in bleach solution (1:9).
- Stethoscopes will be cleaned each semester.

### **Otosopes**

- A separate disposable cover will be used on the otoscope during examination of each ear during practice and return demonstration.
- Otoscopes will be wiped with bleach solution (1:9) prior to storage at the end of each semester.

### **Thermometers (Electric)**

- The Thermometer probe will be covered with a plastic disposable sheath for each student during practice and return demonstration.
- The entire thermometer unit will be wiped with bleach solution (1:9) after completion of lab on Vital Signs.

### **Manikins/Models**

- Manikins and interchangeable parts will be cleaned after use with soapy water.
- Models will be cleansed with bleach solution (1:9) or according to directions of the manufacturer each semester and more often, if needed.

### **Reusable Equipment**

- All reusable equipment will be wiped with bleach solution (1:9) each semester and as often as needed.

## **HAZARDOUS WASTE DISPOSAL**

Potential infectious wastes are collected, contained, stored, and disposed of according to the Occupational Safety and Health Administration (OSHA) guidelines.

- A. Batteries used in skills lab equipment will be disposed of through the Hazardous Waste Office.
- B. Biohazard contaminated supplies used during competency labs are collected and stored in designated area of skills lab (Room 116-utility room-Baton Rouge Center). All biohazard waste will be picked up by a designated transporter.
- C. Biohazard contaminated supplies used during community promotion activities are collected in biohazard-labeled containers and transported to closest facility-Hammond or Baton Rouge, to be stored in designated areas until transported by contracted biohazard company.

## **EMERGENCIES**

In case of fire or emergency, the University protocol will be followed:

### ***Hammond***

1. Use campus or emergency phones located outside throughout the campus to call SLU police at 2222
2. Say "This is an Emergency"
3. State your name, what and where the emergency is.

### ***Baton Rouge***

1. Notify security officer or main office by dialing "0" on phone intercom or using intercom in the classrooms.

Refer to the University Emergency Response Quick Reference

[https://www.southeastern.edu/about/safe\\_campus/reference/index.html](https://www.southeastern.edu/about/safe_campus/reference/index.html)

Southeastern Louisiana University  
School of Nursing  
Student Handbook For  
Baccalaureate Degree Programs

**PART IV: EXPOSURE CONTROL PLAN**

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## EXPOSURE CONTROL PLAN INTRODUCTION AND PURPOSE

This Exposure Control Plan (ECP) has been developed in accordance with the Occupational Health and Safety Administration (OSHA) Bloodborne Pathogens Standard, 29 CFR 1910.1030.

In addition to this plan, students and faculty must follow the Exposure Control Plan (ECP) of affiliating clinical agencies.

The purposes of this exposure control plan are as follows:

- Eliminate or minimize occupational exposure of faculty, staff, and students to blood or certain other body fluids;
- Describe protocol for reporting, treating, and following-up of an exposure.

## DEFINITIONS

A glossary is included at the end of the Exposure Control Plan. These definitions are derived from the Department of Labor, Occupational Safety and Health Administration. Federal Register. December 6, 1991.

Inclusion of these definitions serves to make faculty/staff/students aware of terms to facilitate eliminating or minimizing occupational exposure.

- **Bloodborne Pathogens** means pathogenic microorganisms that are present in human blood and can cause disease in humans. These pathogens include, but are not limited to, hepatitis B virus (HBV) and human immunodeficiency virus (HIV).
- **Contaminated** means the presence or the reasonably anticipated presence of blood or other potentially infectious materials on an item or surface.
- **Exposure Controls** means controls (e.g., sharps disposal containers, self-sheathing needles) that isolate or remove the bloodborne pathogens hazard from the workplace.
- **Exposure Incident** means a specific eye, mouth, other mucous membrane, non-intact skin, or parenteral contact with blood or other potential infectious materials that occurs during clinical or school lab.
- **Occupational Exposure** means reasonably anticipated skin, eye, mucous membrane, or parenteral contact with blood or other potentially infectious materials that may result from the performance of an employee's duties.
- **Potentially Infectious Materials**
  - Human blood, human blood components, and products made from human blood.
  - The following human body fluids - semen, vaginal secretions, cerebrospinal fluid, synovial fluid, pleural fluid, pericardial fluid, saliva in dental procedures, any body fluid that is visibly contaminated with blood, and all body fluids in situations where it is difficult or impossible to differentiate between body fluids
  - Any unfixed tissue or organ (other than intact skin) from a human (living or dead); and
  - HIV-containing cell or tissue cultures, organ cultures, and HIV- or HBV-containing culture medium or other solutions; and blood, organs or other tissues from experimental animals infected with HIV or HBV.
- **Personal Protective Equipment (PPE)** is specialized clothing or equipment worn by a faculty/student for protection against a potential exposure. General work clothes (e.g.,

uniforms, pants, shirts or blouses) not intended to function as protection against a potential exposure are not considered to be personal protective equipment.

- PPE includes but is not limited to the following: gloves, gowns, masks, safety glasses, shoe covers, and hair covers.
- **Sharps** means any object that can penetrate the skin including, but not limited to, needles, scalpels, and broken glass.
- **Standard Precautions** is an approach to infection control. According to the concept of Standard Precautions, all human blood and certain human body fluids are treated as if known to be infectious for HIV, HBV, and other blood borne pathogens.
- **Work Practice Controls** means controls that reduce the likelihood of exposure by altering the manner in which a task is performed (e.g., prohibiting recapping of needles by a two-handed technique).

## **MANAGEMENT/STUDENT RESPONSIBILITIES**

### **Management Responsibilities**

- Provides an Exposure Control Plan.
- Ensures the availability of appropriate personal protective equipment to all employees who are exposed to blood or other potentially infectious materials.
- Develops and implements a written schedule for cleaning and methods of decontamination as provided for in the School of Nursing Safety Manual.
- Ensures waste is disposed of according to appropriate guidelines.
- Makes available the Hepatitis B vaccination to occupationally exposed faculty and students.
- Provides for post exposure evaluation and follow-up after reported exposure incident. Refer to Personal Protective Equipment (PPE).
- Provides orientation related to occupational exposure.
- Provides protocol for reporting of exposure incidents within 24 hours to appropriate personnel.
- Maintains health and education records as required by OSHA.
- Performs an annual review of the Exposure Control Plan and whenever necessary.
- Complies with SLU SON health requirements.

### **Student Responsibilities**

- Complies with Exposure Control Plan of Southeastern-SON.
- Complies with OSHA regulations at Southeastern Louisiana University School of Nursing (Southeastern SON) and affiliated agencies.
- Uses and disposes of required PPE and equipment when performing exposure prone tasks.
- Complies with hygienic practices and Standard Precautions.
- Reports exposure incidents to faculty immediately
- Complies with the School of Nursing Safety Manual for School Laboratories.
- Complies with SLU-SON health requirements.

This policy has been developed with guidance from various national organizations and academic health care institutions. It should be considered flexible and subject to updates as new and additional knowledge is acquired.

## **ENGINEERING WORK PRACTICE CONTROLS COMPLIANCE METHODS**

Standard precautions will be observed at this facility in order to prevent contact with blood or other potentially infectious materials. All blood or other potentially infectious material will be considered infectious regardless of the perceived status of the source.

Engineering and work practice controls will be utilized to eliminate or minimize exposure to employees at this facility. Where occupational exposure remains after institution of these controls, personal protective equipment shall also be utilized. Engineering controls and work practice controls may include, but are not limited to, the following:

### **Handwashing**

Hands or any other skin area should be washed with soap and water, or mucous membranes flushed with water immediately or as soon as feasible following contact of such body areas with blood and other potentially infectious materials; or,

When provision of handwashing facilities is not feasible, an appropriate antiseptic hand cleaner or antiseptic towelettes will be used. When antiseptic hand cleansers or towelettes are used, hands shall be washed with soap and running water as soon as feasible.

### **Handling & Disposal of Needles & Sharps**

- Needles and other sharps will not be bent, recapped, broken or reused.
- Scoop method to cover needle is recommended.
- Contaminated sharps shall be disposed of immediately after use in an appropriate container. These containers must be puncture resistant, labeled as biohazard, and leak proof on sides and bottom. Containers that are moved from one location to another must have fully sealable caps.
- Sharp containers must be disposed of when 2/3 full.

### **Handling & Disposal of Non-sharp Infectious or Hazardous Waste**

- Potential infectious waste are collected, contained, stored, and disposed of according to the Occupational Safety and Health Administration (OSHA) guidelines.
- Non-sharp infectious waste is placed in a designated infectious waste container.
- The container used for this purpose will be labeled or color-coded in accordance with the requirements of the OSHA standard. When a facility utilizes Standard Precautions in the handling of all specimens, the labeling/color coding of specimens is not necessary provided containers are recognizable as containing specimens.
- If outside contamination of the primary container occurs, the primary container shall be placed within a second container, which prevents leakage during handling, processing, storage, transport or shipping of the specimen. Any specimens that could puncture a primary container will be placed within a secondary container that is puncture resistant.
- Batteries used in skills lab equipment will be disposed of through the Hazardous Waste Office.
- Biohazard contaminated supplies used during competency labs are collected and stored in designated area of skills lab. All biohazard waste will be picked up by designated transporters.

### **Transport of Biological Waste**



- A designated transport company will pick up all biological waste including sharps and non-sharps.
- The designated transporter picks up biohazard waste twice in the fall and spring semester and once in the summer at Baton Rouge Center and Mims Hall or as needed when notified by the Skills Lab Coordinator.

### **Personal Protective Equipment (PPE)**

Appropriate PPE will be available to faculty/students exposed to infectious materials. Personal protective equipment will be chosen based on the anticipated exposure to blood or other potentially infectious materials.

Personal protective equipment will be considered “appropriate” only if it does not permit blood or other potentially infectious materials to pass through or reach the faculty or student’s clothing, skin, eyes, mouth, or other mucous membranes under normal conditions of use and for the duration of time which the protective equipment will be used.

If blood or other potentially infectious materials penetrate a garment, the garment(s) shall be removed immediately or as soon as possible. All PPE shall be removed prior to leaving the work area. When PPE is removed it shall be placed in an appropriately designated area or container for storage, washing, decontamination, or disposal.

### **Non-Latex Gloves**

1. Gloves must be worn for the following:
  - a) When it can be reasonably anticipated that there will be exposure to blood, body fluids, mucous membranes or non-intact skin of any patient.
  - b) When demonstrating procedures in skills lab.
  - c) When faculty/student has non-intact skin such as cuts, lesions or chafed hands or dermatitis. The student with weeping dermatitis may not practice in skills lab until lesions are no longer weeping.
2. Gloves should be of appropriate size, material, and quality.
3. The use of gloves does not exclude the necessity for handwashing.
4. Disposable (single use) gloves such as surgical or examination gloves shall be replaced as soon as practical when contaminated or as soon as feasible if they are torn, punctured, or when the integrity of the glove material is compromised.
5. Disposable (single use) gloves are not to be reused.

### **Masks, Eye Protection, and Face Shields**

Masks in combination with eye protection devices, such as goggles or glasses with solid side shields, or chin-length face shields, shall be worn whenever splashes, spray, spatter, or droplets of blood or other potentially infectious materials may be generated and eye, nose, or mouth contamination can be reasonably anticipated.

Students are expected to wear eye protection in skills lab for demonstration of procedures. Students are to bring their own protective eyewear.

### **Gowns, Aprons, and Other Protective Body Clothing**

Appropriate protective clothing such as, but not limited to, gowns, aprons, lab coats, clinic jackets, or similar outer garments shall be worn in occupational exposure situations. The type and characteristics will depend upon the task and degree of exposure anticipated.

### **Surgical Caps, Hoods, Shoe Covers or Boots**

Surgical caps or hoods and/or shoe covers or boots shall be worn in instances when gross contamination can reasonably be anticipated (operating room, delivery room)

### **Uniforms**

All students and faculty must carry a change of clothing or second uniform/lab coat with them during all clinical assignments.

1. Uniforms, lab coats, and other apparel that is soiled with blood or other body fluid must be handled as contaminated laundry.
  - a. In the clinical agency, remove it immediately when noticed, if feasible, and have it decontaminated by the clinical facility, if provided.
  - b. For faculty/students in non-clinical or non-traditional health care settings, apparel must be removed, appropriately bagged and transported.
  - c. When removed at home, wash the item as a single item in hot water and bleach solution.
  - d. Appropriately labeled biohazard bags must be used to contain and transport contaminated apparel.

### **GENERAL GUIDELINES**

Skills lab will be maintained in a manner to eliminate or minimize occupational exposure.

- Faculty/students are not to eat, drink, apply cosmetics or lip balm, smoke, or handle contact lenses in areas where there is a reasonable likelihood of exposure to blood or other potentially infectious materials.
- All procedures will be conducted in a manner that will minimize splashing, spraying, splattering, and generation of droplets of blood or other potentially infectious materials.
- If a faculty/student's skin or mucous membranes come into contact with blood, it must be washed with soap and water immediately. If the eyes come in contact with blood, they are to be flushed immediately.
- Faculty/students must wash their hands immediately or as soon as feasible after removing protective equipment. If soap and water are not immediately available, other handwashing measures must be employed, such as moist towelettes, or antiseptic hand cleaner. Faculty/students still must wash with soap and water as soon as possible.
- Specimens of blood or other potentially infectious materials will be placed in a container that prevents leakage during the collection, handling, processing, storage, and transport of the specimens.
- All equipment and environmental and working surfaces shall be cleaned and decontaminated with appropriate disinfectant solution.
- Broken glassware that may be contaminated shall not be picked up directly with the hands. It shall be cleaned up using mechanical means such as a brush and dustpan, tongs, or forceps.

## **POST EXPOSURE EVALUATION AND FOLLOW UP**

Students should report any incident considered to place them at risk (needle stick, puncture or cut from a potentially contaminated source) to faculty and to the appropriate clinical agency personnel. Faculty/student exposure incidents must be reported to the Department Head of the School of Nursing within 24 hours of the exposure incident.

**NOTE: ALL COSTS INCURRED RELATIVE TO EXPOSURE INCIDENTS, INITIAL AND FOLLOW-UP, ARE THE RESPONSIBILITY OF THE INDIVIDUAL STUDENT.**

### **Clinical Agency**

Summary of actions to be taken when an exposure incident occurs:

1. Report the incident to faculty/clinical agency/Department Head of School of Nursing and appropriate Course Coordinator.
2. Seek immediate medical attention/testing; immediately report to the Southeastern Louisiana University Student Health Center or personal physician.
3. File required paperwork at Southeastern School of Nursing and the clinical agency.
4. Complete post-exposure follow-up and record keeping according to OSHA Guidelines.

### **Skills Lab**

Summary of actions to be taken when an exposure incident occurs:

1. Report incident to faculty, skills lab coordinator, and Department Head of School of Nursing.
2. Complete Accident/Incident Report Form.
3. Complete the ORM-Loss Prevention questionnaire regarding accident/incident.
4. Post-exposure follow-up and record keeping will be according to OSHA Guidelines.

### **Community Clinical Experiences**

1. Report the incident to faculty/community agency (if applicable)
2. Seek immediate medical attention/testing; immediately report to the Southeastern Louisiana University Student Health Center or personal physician. If in a clinical agency, students may be directed to seek care in the Emergency Room.
3. File required paperwork at Southeastern School of Nursing and the clinical agency (if applicable).
4. Complete post-exposure follow-up and record keeping according to OSHA Guidelines and SON protocol.

## **COMMUNICATION OF HAZARDS**

Education regarding hazards and warning labels is discussed in the orientation program for faculty and students and at least annually thereafter. Additional information shall be made available to

faculty/students when changes such as modifications of tasks or procedures or institution of new tasks or procedures affect the faculty/student's occupational exposure.

### **RECORD KEEPING**

Student and faculty health records are maintained in separate files from performance records. The Department Head shall establish and maintain an accurate record for each faculty/student with an occupational exposure. These records are separate from health and performance records and are kept in Department Head's office. Confidentiality is maintained in that only the Department Head has access to these records.

### **TRAINING RECORDS**

The Coordinator of the Baton Rouge Center may verify to all Baton Rouge area clinical agencies that Southeastern SON faculty/students have attended an in-service on OSHA requirements and the Health Insurance Portability and Accountability Act (HIPAA). In addition, compliance with CPR and health requirements may be verified.

Faculty/students utilizing clinical agencies other than Baton Rouge area attend presentations on Standard Precautions at the individual agency or as designated by the Nursing Department

### **SAFETY DATA SHEET**

A copy of the SDS is available through the Environmental Health and Safety Department.