

Bradley University
College of Education and Health Science
Department of Nursing (DON)

Policy: Graduate Professional Behaviors Policy

Purpose: The Graduate Department of Nursing faculty believe professionalism and professional behaviors are foundational to the practice of nursing. These are cultivated and developed through learning opportunities within the nursing program. The depth and breadth of professionalism are reflected in but not limited to the following policy statements. Violation of this policy constitutes grounds for disciplinary action up to and including dismissal from the nursing program.

Communication

Communication begins with student and faculty discussions and, upon approval, shall form the basis for interaction with members of the inter-professional patient care team, colleagues, and the community. Failure of a student to share relevant information in the care of the patient is unethical. Providing inaccurate information is unacceptable. Students are expected to keep records up to date and to respond to communication within a timely manner (ex. 24 hours).

Representation

A student shall accurately represent himself or herself as a Bradley Nursing Graduate Student. Examples of misrepresentation include but are not limited to the following:

Misrepresentation of the student's position, knowledge, and authority, including use of the title "advanced practice nurse, nurse practitioner, or doctor of nursing practice" without certification already obtained in any situation.

Use of fraud, deception, lies, or bribery in securing any certificate or registration or authority, diploma, permit, or license issued, or in obtaining permission to take any examinations (for example but not limited to, forging clinical documentation or hours).

Forgery, alteration, or misuse of a patient's medical records or knowingly furnishing false information to the other members of the health care profession, professional organizations, and/or academic faculty.

Professional Demeanor

Students are representatives of the Bradley University Department of Nursing and their behaviors may positively or negatively influence the judgment of others. Inappropriate behaviors include, but are not limited to: the use of offensive language, gestures, remarks, intimidation, or coercion as well as offensive or inappropriate photographs or recordings when the parties involved have not consented. This can include times at the practicum site, classroom settings, and/or social media platforms. Professional relations among all members of the healthcare community shall be marked by civility. Students shall deal with professional staff, faculty, and peer members of the health team in a considerate manner and with a spirit of cooperation. Students should follow the guidelines related to professional demeanor listed in their syllabi, Graduate Nursing Handbook, and outlined by their practicum site.

Conflict of Interest

A conflict of interest arises when a student accepts gifts or favors in kind for their role as a

graduate student nurse. Examples of a conflict of interest include but are not limited to: accepting money, gifts, gift certificates, professional services, or any other form of remuneration from patients, families, and caregivers. A conflict of interest arises when a student uses family members as practicum preceptors at a clinical site or receives payment for services conducted as part of their clinical practicum experiences. Any potential conflict of interest should be reported to the faculty member.

Nondiscrimination

The department of nursing adheres to the Bradley University Non-discrimination statement and expects students to apply said statement to their professional behaviors.

Confidentiality of Records

Under no circumstances can any medical record or any individually identifiable information be removed from any institution. Photocopying or printing of any portion of a medical record is never permitted. Documenting any kind of patient identifier within classroom charting is not permitted and can lead to disciplinary action. Please refer to the HIPAA Compliance Policy as outlined in the Bradley University Graduate Nursing Student Handbook.

Misconduct with Patients

Students are prohibited from engaging in social interactions with patients outside the boundaries of their professional role.

Violations

Alleged violations of this policy are taken seriously, and will be addressed by the following steps:

- a. A meeting between the student and faculty member to discuss the alleged violation and to provide any necessary clarification regarding expectations going forward or determine the need for further escalation. This meeting will be documented by the faculty in the student's file;
- b. In the faculty member's judgment, the matter may also be referred to the appropriate program director who upon meeting with relevant parties and/or reviewing the relevant facts, may recommend the following actions:
 - i. A written warning issued to the student and documented in the student's file detailing the violation and any agreed-upon corrective action; and/or,
 - ii. A recommendation to the DON chairperson for any further disciplinary action up to and including dismissal from the graduate nursing program, and/or referral to relevant university-level disciplinary bodies, and/or referral to the student's state board of nursing, and/or referral to relevant law enforcement agency.
 - iii. Should there be a safety concern brought to the attention of a graduate nursing faculty regarding student behaviors, the faculty should notify the relevant program director immediately. Graduate nursing reserves the right to immediately suspend the activities of a student in instances of safety concerns until a resolution is reached.

The student is expected to comply with this procedure in the event of an alleged professional behavior violation, and must respond within 24 hours of receiving email notification regarding the potential violation. Failure to comply may lead to disciplinary action, up to and including, dismissal from the graduate nursing program.

Students who wish to grieve any non-academic disciplinary decision may review the procedures outlined in the university graduate student catalog.

