

student to the nearest healthcare facility for emergency treatment prior to bringing the student to the School for the meeting.

- c) The documented evidence of impaired clinical performance is reviewed with the student and the student has an opportunity to provide an explanation.
- d) When the cause of the impaired performance has been addressed satisfactorily, the student will be permitted to return to the clinical area.
- e) If the student requests a formal hearing, one will be conducted in accordance with the University's judicial procedures, and the student has the right to representation.

2. Referral and Treatment

- a) Before being permitted to return to the clinical area, the student may be mandated to obtain a health assessment. This assessment may be done at the University Health Center, the Emergency Department of the nearest hospital, or any healthcare facility authorized by the student's health insurance carrier, at the student's expense.
- b) The student has the right to refuse this assessment, treatment, and further monitoring. However, the School of Nursing may tell the student that he/she is not permitted to return to clinical practice without certification from a recognized healthcare provider that he/she is either undergoing treatment or does not need treatment and is fit for duty.

3. Return to Clinical Practice

- a) If the student has been referred for treatment, the student will be permitted to return to clinical practice only on the specific recommendation of an appropriate treatment provider that the student is capable of safe and skilled clinical performance.
- b) Confidential medical information will be maintained in a restricted file in the Student Affairs and Alumni Relations.
- c) Information will be shared with treatment providers and others designated by the student, with the student's written consent. The student may also be asked to give written
- d) permission for treatment providers and others to share information with a representative of the School as needed.
- e) No information will be shared with other members of the School of Nursing unless there is a clear and direct need to know.
- f) The student and a representative of the school will sign a return to school agreement, individualized according to the student's needs. This agreement will delineate the terms of the student's return to clinical practice.
- g) The School of Nursing has the right to impose conditions on the student's return to clinical practice as necessary following treatment.
- h) The School of Nursing will provide direct supervision of the student following return to school and clinical practice, and the appropriate Associate Dean of Student Affairs and Alumni Relations will monitor the satisfactory achievement of the student.
- i) Any subsequent behaviors that indicate unsafe clinical performance may be cause for dismissal from the School (See Policy #305).

Approved by Faculty 4/99, 10/11, 3/13

Reviewed 2/05, 10/11, 12-13, 15-16, 18-19