Professional Student Conduct Requirements

Professional conduct requirements reflect some of the soft skills needed to provide safe, comprehensive client care and to ensure an inclusive, engaging learning environment for all students both in the clinical facility and on campus. Tarrant County College District Division of Nursing requires all students to exercise sound judgment in communication, caring actions, prioritizing, and implementing client care interventions. TCCD faculty and administrators are registered nurses with professional experience, expertise, and sound decision-making. Therefore, the instructor is the arbiter or judge of professional standards whose assessments will determine whether students exercise professional behavior or not.
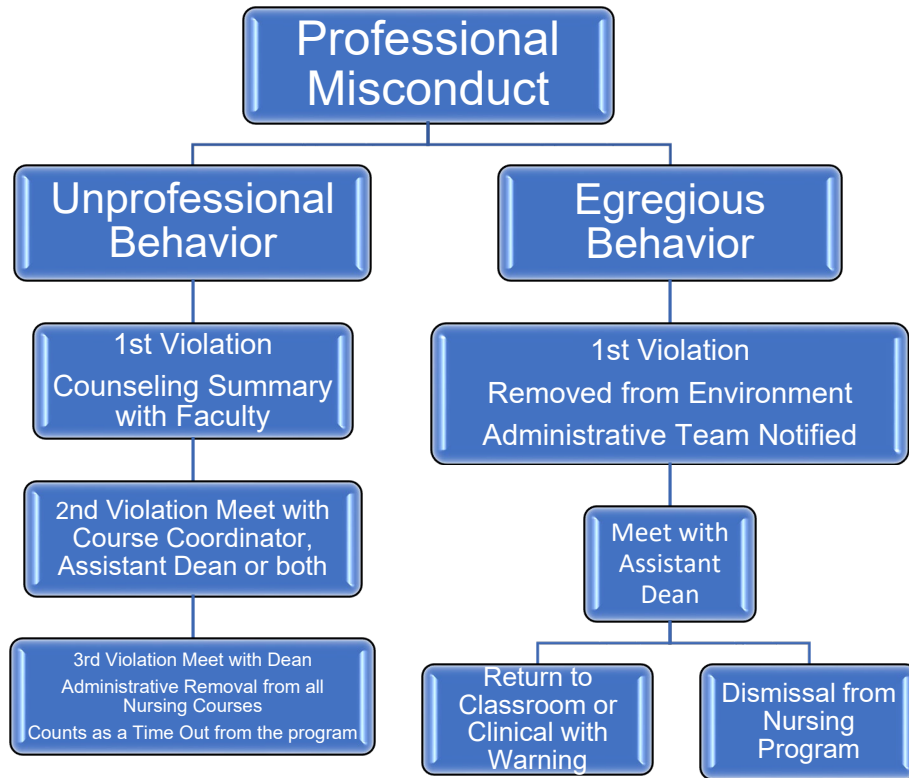
Professional behavior must be evident throughout the program. Students who fail to demonstrate professional behavior expectations will receive a documented violation in their course. A second violation will result in a meeting with the course coordinator, assistant dean, or both. Any student receiving three violations in a course (regardless of the course length) will meet with the Dean and be administratively removed from their nursing courses. This will count as an academic out regardless of the number of previous outs or academic status in the program. If the student has a previous academic or behavioral out, the student will be dismissed from the program.

Any student exhibiting egregious (shocking or awful) behavior at any time as assessed by the instructor will immediately be removed from the clinical or classroom environment. The student must meet with an administrative team member to determine if they can return to the clinical or classroom. Egregious behaviors are grounds for dismissal from the program. The behaviors listed are not all-inclusive but serve as a guide for student professionalism. Students are encouraged to seek guidance from their instructors to clarify behaviors inconsistent with professionalism.

Examples of Unprofessional Behavior	Examples of Egregious Behavior
Chronic tardiness (>3 tardies in a course)	Performing client care outside the scope of practice
Dress code violation	Breaching client confidentiality (HIPAA) or student privacy (FERPA) (U.S. Department of Health and Human Services [HHS], 2013)
Missing supplies required for client care	Physical or cognitive impairment reflective of substance abuse
Showing insensitivity to the client's needs (may also be considered egregious)	Repetitive, excessive, or provoking communication in verbal, written, or electronic form
Uncivil communication with faculty, peers, staff, and clients & their families	Abusive, insulting language used with anyone
Failure to notify Instructor of Absence or Tardy before the start of clinical or class	Falsification of medical records
Failure to take accountability and responsibility for one's actions	Making a physically hostile gesture or actual unwelcome physical touching to another

Inappropriate use of social media	(May be considered egregious in certain circumstances)
Use of rude, arrogant, passive/aggressive, or demeaning language (discourteous, sharp, or unmannerly) with anyone	(May be considered egregious in certain circumstances)
Failing to meet client care requirements on time	
Offering gifts to faculty or staff in exchange for favors or special consideration	

The Institute for Safe Medication Practices (ISMP, 2013) describes additional examples of disrespectful behavior in healthcare and tracks patterns of that behavior to improve the healthcare climate. Review https://www.ismp.org/resources/disrespectful-behavior-healthcarehave-we-made-any-progress-last-decade

Professional Misconduct

Unprofessional Behavior

- 1st Violation
  Counseling Summary with Faculty

- 2nd Violation Meet with Course Coordinator, Assistant Dean or both

- 3rd Violation Meet with Dean
  Administrative Removal from all Nursing Courses
  Counts as a Time Out from the program

Egregious Behavior

- 1st Violation
  Removed from Environment
  Administrative Team Notified

- Meet with Assistant Dean

  - Return to Classroom or Clinical with Warning
  - Dismissal from Nursing Program

References

Institute for Safe Medication Practices. (2013). *Disrespectful behavior in healthcare -- have we made any progress in the last decade?* https://www.ismp.org/resources/disrespectful-behavior-healthcarehave-we-made-any-progress-last-decade

U.S. Department of Health and Human Services. (2019*). Joint guidance on the application of FERPA and HIPAA to student health records*. https://www.hhs.gov/sites/default/files/2019-hipaa-ferpa-joint-guidance.pdf