School of Nursing Policies

Essential Abilities Policy

The School of Nursing faculty has specified essential abilities (technical standards) critical to the success of students in any IU nursing program. Students must demonstrate these essential abilities to succeed in their program of study. Qualified applicants are expected to meet all admission criteria and matriculating students are expected to meet all progression criteria, as well as these essential abilities (technical standards) with or without reasonable accommodations.

1. Essential judgment skills to include: ability to identify, assess, and comprehend conditions surrounding patient situations for the purpose of problem solving around patient conditions and coming to appropriate conclusions and/or course of actions.

2. Essential physical/neurological functions to include: ability to use the senses of seeing, hearing, touch, and smell to make correct judgments regarding patient conditions and meet physical expectations to perform required interventions for the purpose of demonstrating competence to safely engage in the practice of nursing. Behaviors that demonstrate essential neurological and physical functions include, but are not limited to observation, listening, understanding relationships, writing, and psychomotor abilities consistent with course and program expectations. The student should have sufficient motor function to elicit information from patients by palpation, auscultation, percussion and other assessment techniques. A student should be able to perform nursing skills requiring the use of gross and fine motor skills (e.g. IV insertion, venous blood draw, urinary catheter insertion). Students should be able to execute motor movements reasonably required to provide nursing care and emergency response to patients. Examples of emergency responses reasonably required of nurses are cardiopulmonary resuscitation, medication administration, and application of pressure to stop bleeding. Students should also be able to assist and/or participate in various lifting activities. The student must be able to respond promptly to urgent situations that may occur during clinical training and must not hinder the ability of other health care team members to provide prompt care and treatment to patients.

3. Essential communication skills to include: ability to communicate effectively using English with fellow students, faculty, patients, and all members of the health care team. Skills include verbal, written, and nonverbal abilities as well as information technology skills consistent with effective communication.

4. Essential emotional coping skills: ability to demonstrate the mental health necessary to safely engage in the practice of nursing as determined by professional standards of practice. The student must be able to adapt to and function effectively in stressful situations in both the classroom and clinical settings, including emergency situations.

5. Essential intellectual/conceptual skills to include: ability to measure, calculate, analyze, synthesize, and evaluate to engage competently in the safe practice of nursing.

6. Other essential behavioral attributes: ability to engage in activities consistent with safe nursing practice without demonstrated behaviors of addiction to, abuse of, or dependence on alcohol or other drugs that may impair behavior or judgment. The student, in accordance with the Memo of Understanding and the Student Handbook, must demonstrate responsibility and accountability for actions as a student in the Indiana University East School of Nursing and as a developing professional nurse.

Faculty have the responsibility to determine whether a student has demonstrated these essential abilities.

Faculty have the right to request consultation from recognized experts as deemed appropriate.

Students failing to meet these essential abilities, as determined by faculty, at any point in their academic program may have their progress interrupted until they have demonstrated their ability to meet these essential abilities within negotiated time frames.
**Confidentiality Policy**

Each student will be required to sign the following agreement of confidentiality upon entry into the nursing program. The original signed agreement will be placed in the student’s permanent file. In accordance with the “ANA Code for Nurses,” each student must judiciously protect information of a confidential nature. Information of a confidential nature is any information that identifies the client in any health care setting or site of clinical experience which include but is not limited to:

- Family relationships
- Diagnosis and prognosis
- Treatment modalities
- Nursing plan of care
- Demographic information

A nurse holds this information in confidence using sound judgment and careful consideration of the consequences, both harmful and beneficial, before sharing it when deemed necessary. This information must only be shared with other health team members involved in the client’s care. Any unauthorized disclosure of client information violates a client’s right to privacy and will result in disciplinary action. All students will be required to sign a form after the statement: “After reading the above policy, I understand the meaning of confidential information. I also understand that, as a student, I am responsible for maintaining confidentiality concerning all clients with whom I come in contact.”

**Sex Offenders Screening Policy**

This policy states that any student enrolled in any nursing program who has been convicted of a sex offense against children shall be dismissed from the program. Further declarations of this policy include:

1. The School of Nursing will review the Indiana Sex Offenders Registry for each nursing student prior to admission and periodically after admission. (Other state Sex Offender Registries will be checked as needed).

2. Any student whose name appears in the Registry will be ineligible for admission to any undergraduate or graduate nursing program at Indiana University East School of Nursing.

3. Any student requesting transfer to another IU nursing program whose name appears in the Registry will be denied transfer.

4. Any student already admitted to an undergraduate nursing program whose name appears on the Registry during the time of enrollment in the nursing major, shall be ineligible for continuation or completion of their current or any other nursing program and will be dismissed from the School of Nursing.

Students affected by this policy shall be notified of their ineligibility and the reason for such ineligibility, unless they can prove that the listing is erroneous. Students having questions or concerns regarding this policy are encouraged to discuss specific issues with Chad Beanblossom, Pre-Nursing Advisor.