



**West Penn
Hospital**

School of Nursing

STUDENT HANDBOOK

2023-2024

**Western Pennsylvania Hospital
School of Nursing**

WELCOME

Welcome to Western Pennsylvania Hospital School of Nursing.

The **2023-2024 Student Handbook** has been prepared for you by the administration and faculty in order to provide you with thorough information regarding policy and procedures. Please read the handbook carefully and refer to it often. Students are accountable for knowledge and understanding of Western Pennsylvania Hospital School of Nursing policy and procedures.

Best wishes on a successful year!

Amy Stoker, PhD, RN
Director

Brenda Smith, PhD, RN
Assistant Director

Western Pennsylvania Hospital
School of Nursing
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Pittsburgh PA 15224

Western Pennsylvania Hospital School of Nursing reserves the right to make changes without notice in the calendar, courses, activities, financial requirements, and educational and administrative policies as it considers advisable. Advance notice will be provided when possible.

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VII Appendix A – Title IX policy

The diploma nursing program at Western Pennsylvania Hospital School of Nursing, located in Pittsburgh, Pennsylvania, is accredited by the Accreditation Commission for Education in Nursing (ACEN).

The most recent accreditation decision made by the ACEN Board of Commissioners for the diploma nursing program is Continuing Accreditation.

For more information about ACEN accreditation, or concerns regarding the nursing program please contact:

Accreditation Commission for Education in Nursing (ACEN)
3390 Peachtree Road NE, Suite 1400
Atlanta, Georgia 30326
(404) 975-5000
Fax: 404-975-5020

View the public information disclosed by the ACEN regarding this program by using the ACEN Program Search at www.acenursing.org



The diploma nursing program at Western Pennsylvania Hospital School of Nursing is approved by the Pennsylvania State Board of Nursing.

For more information about approval of the nursing program please contact:

Pennsylvania State Board of Nursing.
P.O. Box 2649
Harrisburg, PA 17105-2649
(717) 783-7142
ST-NURSE@pa.gov

For concerns regarding the nursing program, please visit: [Students Complaints \(pa.gov\)](#)

Academic Calendars

Academic Year 2023-2024

Date	Event
July 24, 2023	Fall term begins
September 4, 2023	<i>Labor Day – No classes</i>
September 29, 2023	Fall term ends
October 9, 2023	Winter term begins
November 23-24, 2023	<i>Thanksgiving-No classes</i>
December 15, 2023	Winter term ends
December 16 – January 1, 2024	<i>Holiday Break</i>
January 2, 2024	Spring term begins
March 8, 2024	Spring term ends
March 18, 2024	Summer term begins
May 23, 2024	<i>Commencement Ceremony</i>
May 24, 2024	Summer term ends

Academic Year 2024-2025

*Subject to Change

Date	Event
July 22, 2024	Fall term begins
September 2, 2024	<i>Labor Day – No classes</i>
September 27, 2024	Fall term ends
October 7, 2024	Winter term begins
November 28- 29, 2024	<i>Thanksgiving-No classes</i>
December 13, 2024	Winter term ends
December 14 – January 5, 2025	<i>Holiday Break</i>
January 6, 2025	Spring term begins
March 14, 2025	Spring term ends
March 24, 2025	Summer term begins
TBD	<i>Commencement Ceremony</i>
May 30, 2025	Summer term ends

Faculty and Staff Directory

<u>Name</u>	<u>Email</u>	<u>Room</u>	<u>Phone</u>
ADMINISTRATION			
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STUDENT SUCCESS NURSING COORDINATOR			
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FACULTY			
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Mariah Unterzuber MSN,RN,CCRN	Mariah.Unterzuber@ahn.org	305	412-578-5558
SUPPORT STAFF			
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Kiara Rockymore, Administrative Coordinator	Kiara.Rockymore@ahn.org	105	412-578-5586
Sarah Loomis, BSBA, MS, Director, Financial Aid	Sarah.Loomis@ahn.org	103	412-578-5530
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Devora Torres, Receptionist			412-578-6981
Pennsylvania Western University Clarion- Pittsburgh Site			
Kevin Debow, MS, LPC, NCC	kdebow@clarion.edu	334	412-578-5239

Non-Discrimination Statement

It is the policy of AHN Schools of Nursing to provide equal educational opportunity in accordance with federal, state, and local laws and/or regulations related to nondiscrimination. The AHN Schools of Nursing administration, faculty, and staff are responsible for the implementation of equal opportunity for all applicants and students, and does not discriminate in the recruitment, admission, transfer, education, progression, dismissal, termination, graduation or financial support of students or in the operation of any of its educational programs and activities.

Equal opportunity to applicants and students is provided regardless of race, color, religion, ancestry, national origin, gender, gender expression, age, disability, marital status, sexual orientation, military status, veteran status, or other legally protected groups. The AHN Schools of Nursing will continue to support and promote equal educational opportunity, human dignity, racial, ethnic, and cultural diversity.

All applicants and enrolled students must be able to complete the essential functions of a student nurse with or without reasonable accommodation. Required clearances include Act 33 PA Child Abuse History Certification, Act 34 PA Criminal Record Check, and Act 73 Fingerprints for program admission and continued enrollment.

Title IX of the Education Amendments of 1972 prohibits any person in the United States from being discriminated against on the basis of sex in seeking access to any educational program or activity receiving federal financial assistance. The U.S. Department of Education, which enforces Title IX, has long defined the meaning of Title IX's prohibition on sex discrimination broadly to include various forms of sexual harassment and sexual violence that interfere with a student's ability to equally access educational programs and opportunities. *Refer to Appendix A for entire Title IX policy or refer to the Title IX coordinator on campus for additional information.*

Section I

Program Overview and Curriculum

Philosophy and Outcomes

We, the Faculty of Western Pennsylvania Hospital School of Nursing, believe that nursing education prepares nurses who focus on promoting and maintaining optimum health of patients within the community. The graduate is accountable within the scope of the nursing profession in a variety of community settings that promote, protect, restore, and rehabilitate the health of patients. The graduate, as an advocate and a health facilitator, assists patients to achieve and maintain optimum health through the patient's own actions and decisions.

Nursing

Nursing is an autonomous healthcare profession based on a holistic philosophy of health. The foundation of nursing is a body of knowledge derived from the biophysical and psychosocial sciences. Nursing is an art and a science that promotes human betterment and is based on theories, and evidence-based clinical practice.

Nursing utilizes clinical judgment and systems thinking to give direction to nursing actions that promote health, prevent disease, or restore and rehabilitate health. Nursing incorporates principles of critical thinking, communication, teaching, and management in the provision of excellence in patient care. Nurses collaborate with patients and with other healthcare professionals. An appreciation for diversity is apparent as nurses promote health through the development of caring and empathetic relationships.

Individual

An individual is a valued being with inherent dignity and deserving of respect. As an open system with a uniquely determined internal environment, an individual functions holistically through constant interaction with the external environment. An individual is self-regulating and changes physically, psychologically, socially, and/or spiritually in response to environmental alterations.

Patient

The patient is an open system and the focus of nursing. The patient is an individual, family, or group and is the chief agent of health promotion. The patient is a subsystem of the community; the community is a subsystem of society; society is a subsystem of the world. The community consists of aggregates having common organization, needs, and purposes. Society is comprised of dynamic communities that determine the nature of healthcare.

Health

Health is the reflection of the patient's physical, sociocultural, psychological, and spiritual conditions and is defined by the patient. Health is dynamic and evolves as the patient continuously adapts to the internal and external environment.

Learning

Learning is a continuous, lifelong process by which an individual exhibits a change of behavior resulting from cognitive, affective, and/or psychomotor experiences. The School of Nursing faculty believe that the behavioral, cognitive, and humanistic theories of learning apply to education. Learning is based on a hierarchy progressing from simple to complex and general to specific. Specific conditions of learning emphasized in the program relevant to the teaching-learning process include: conditioning, reinforcement, modeling, transference, concept formation, psychomotor skill learning, readiness to learn, repetition, empowerment, and learning to learn. The learner is recognized as an individual with basic human needs, motivation and capacity to learn, and a unique learning style. Integrity is valued and inherent to the learning process. The learner is expected to participate in the teaching-learning process by actively engaging in all aspects of education. The learner is ultimately responsible for learning.

Nursing Education

A culture of excellence in nursing education is a dynamic process that enables the student to acquire the knowledge, skills, attitudes, and values necessary to practice the profession of nursing. The student and the faculty share their unique knowledge, experience, and creativity in a collaborative learning environment that emphasizes critical thinking and clinical inquiry. The faculty design learning experiences using a variety of teaching strategies in the classroom and clinical laboratory that take into consideration the diversity of individuals.

Students and faculty value learning, autonomy, and the holistic growth of the individual. The teaching-learning process is a partnership whereby both the student and the faculty have rights and responsibilities that result in positive learning outcomes.

The goal of Western Pennsylvania Hospital School of Nursing is to provide an educational system whereby students grow, personally and professionally, in the acquisition of knowledge, attitudes, and skills needed to function as practitioners of nursing in healthcare settings that are responsive to individual and community needs.

End of Program Student Learning Outcomes

At the completion of the nursing program, the graduate nurse will:

1. Integrate clinical judgment process grounded in evidence based practice in the provision of safe health care to patients.
2. Demonstrate responsibility and accountability in the role of a professional nurse.
3. Incorporate principles of communication in the role of a professional nurse.
4. As an advocate to guide patients with health promotion, illness prevention and healthcare decision making.
5. Integrate socioeconomic factors, cultural, spiritual and health beliefs to meet the healthcare needs of a diverse patient population.
6. Manage the care of patients within various healthcare settings to promote positive outcomes.

SAMPLE CURRICULUM – FULL TIME

73 Credits

TERM 1 – 10 WEEKS (All courses occurring concurrently)

Course Number	Course Title	Weeks	Credits	Theory Hours	Lab Hours	Clinical Hours	Total Credits Per Term
NSG 101	Foundation for Nursing I	10	6	67.5		67.5	10
BIOL 2810*	Human Anatomy & Physiology I	10	3	45			
BIOL 2811*	Human Anatomy & Physiology I Lab	10	1		30		

TERM 2 – 10 WEEKS (All courses occurring concurrently)

Course Number	Course Title	Weeks	Credits	Theory Hours	Lab Hours	Clinical Hours	Total Credits Per Term
NSG 102	Foundation for Nursing II	10	6	67.5		67.5	10
BIOL 3810*	Human Anatomy & Physiology II	10	3	45			
BIOL 3811*	Human Anatomy & Physiology II Lab	10	1		30		

TERM 3 – 10 WEEKS (All courses occurring concurrently)

Course Number	Course Title	Weeks	Credits	Theory Hours	Lab Hours	Clinical Hours	Total Credits Per Term
NSG 201	Medical Surgical Nursing I	10	6	60		90	9
BIOL 2226*	Microbiology	10	3	30	45		

TERM 4 – 10 WEEKS (All courses occurring concurrently)

Course Number	Course Title	Weeks	Credits	Theory Hours	Lab Hours	Clinical Hours	Total Credits Per Term
NSG 202	Medical Surgical Nursing II	10	6	60		90	9
PSYC 1000*	General Psychology	10	3	45			

TERM 5 – 10 WEEKS (Nursing 300 level courses are inter-rotational)

Course Number	Course Title	Weeks	Credits	Theory Hours	Lab Hours	Clinical Hours	Total Credits Per Term
NSG 301 or NSG 302 or NSG 303	Maternal Child Nursing Or Mental Health & Community Nursing Or High Acuity Nursing	10	6	60		90	9
PSYC 2200*	Lifespan Developmental Psychology	10	3	45			

TERM 6 – 10 WEEKS (Nursing 300 level courses are inter-rotational)

Course Number	Course Title	Weeks	Credits	Theory Hours	Lab Hours	Clinical Hours	Total Credits Per Term
NSG 301 or NSG 302 or NSG 303	Maternal Child Nursing Or Mental Health & Community Nursing Or High Acuity Nursing	10	6	60		90	9
ENGL 1200*	College Composition	10	3	45			

TERM 7 – 10 WEEKS (Nursing 300 level courses are inter-rotational)

Course Number	Course Title	Weeks	Credits	Theory Hours	Lab Hours	Clinical Hours	Total Credits Per Term
NSG 301 or NSG 302 or NSG 303	Maternal Child Nursing Or Mental Health & Community Nursing Or High Acuity Nursing	10	6	60		90	9
PHIL 3220*	Biomedical Ethics	10	3	45			

TERM 8 – 10 WEEKS (All courses occurring concurrently)

Course Number	Course Title	Weeks	Credits	Theory Hours	Lab Hours	Clinical Hours	Total Credits Per Term
NSG 401	Transition to Professional Nursing Practice	10	7	30		225	8
NSG 402	NCLEX – RN Preparation	10	1	15			

**These courses are delivered through Pennsylvania Western University Clarion for students at Western Pennsylvania Hospital School of Nursing.*

***Per the Commonwealth of Pennsylvania Department of Education, a credit hour is a unit of measure, not necessarily an indicator of transferability of credit. The receiving institution decides whether to accept credits for transfer.*

CREDIT CALCULATIONS

1 Theory Credit = 15 Contact Hours
 1 Clinical Credit = 45 Contact Hours
 1 Lab Credit = 30 Contact Hours

Total Program Length: 80 weeks over 22 months.
 Total Credits: 73 (50 Nursing/23 Support Courses)
 Total Hours: 1290

- Theory hours – 480
- Clinical hours - 810

Western Pennsylvania Hospital School of Nursing Course Descriptions

NSG 101 Foundations for Nursing I (*6 credits)

This course serves as the foundation for the practice of professional nursing that focuses on the acquisition of knowledge and skills required to assess the basic health care needs of patients. The key concepts of safety, physical assessment, and communication are introduced. The clinical experience incorporates the application of these key concepts and basic nursing skills in the laboratory and clinical environment.

NSG 102 Foundation for Nursing II (*6 credits)

This course focuses on the application of the nursing process which incorporates critical thinking skills, clinical reasoning and judgment. A holistic approach is used to design a plan of care for the patient. The key concepts of pharmacodynamics, medication administration, and patient education are introduced. The clinical experience incorporates the application of these key concepts and nursing skills in the laboratory and clinical environment.

NSG 201 Medical Surgical Nursing I (*6 credits)

This course emphasizes nursing care of patients with common medical-surgical problems. A holistic approach is incorporated to address the health promotion, maintenance, and management of patients. Building on key concepts from prior courses, enhanced clinical reasoning and judgment will be emphasized. The clinical experience provides an opportunity for students to implement the nursing process while working with the interdisciplinary healthcare team.

NSG 202 Medical Surgical Nursing II (*6 credits)

This course continues to emphasize nursing care of patients with common medical surgical problems. The impact of healthcare compliance on chronic health alterations is introduced. Legal and ethical issues related to chronic health situations and quality-of-life are presented. The clinical component focuses on prioritizing care for patients with chronic health alterations while collaborating with the interdisciplinary healthcare team.

NSG 301 Maternal Child Nursing (*6 credits)

This course focuses on nursing care for the growing and developing family. Building on the key concepts from prior courses, clinical reasoning and judgment are applied to the care of women, children, and families. Concepts of growth and development are utilized to enhance decision making related to patient care. The clinical experiences provide an opportunity for participation in the care of women, children, and families.

NSG 302 Mental Health and Community Nursing (*6 credits)

The focus of this course emphasizes the nursing care of vulnerable populations in the community and patients with alterations in mental and behavioral health. Utilizing clinical reasoning and judgment, the concepts of appropriate therapeutic communication and cultural sensitivity will be applied to the care of the patient. The clinical experiences provide the opportunity to care for patients in various community, mental, and behavioral health settings.

NSG 303 High-Acuity Nursing (*6 credits)

This course focuses on nursing care of patients and families in acute or critical care settings. Ethical issues are explored as they relate to management of complex health decisions. Collaboration with the patients, families, and interdisciplinary healthcare team is emphasized. The clinical component will focus on the students' use of clinical reasoning and judgment to prioritize, implement, and adapt care in the management of patients.

NSG 401 Transition to Professional Nursing Practice (*6 credits)

This course is designed to facilitate the students' transition into the professional nursing role. Delegation and service excellence are several of the concepts that will be discussed to support new graduate nurses' transition to practice. Principles of safe, quality patient care will be emphasized. Students will be paired with a professional registered nurse preceptor and are expected to integrate knowledge, skills, and experience in order to manage nursing care of multiple patients.

NSG 402 NCLEX-RN Preparation (*1 credit)

This course is designed to prepare students to take the National Council Licensure Examination for Registered Nurses (NCLEX-RN). Utilizing clinical reasoning and judgment, students will integrate knowledge from courses throughout the program and apply test taking strategies to respond to NCLEX-RN style questions.

Pennsylvania Western University Clarion, Pittsburgh Campus

Course Descriptions

Pennsylvania Western University Clarion, Pittsburgh Campus

The Western Pennsylvania School of Nursing partners with Pennsylvania Western University Clarion to provide general education courses on campus. Penn West University Clarion operation offices are located on the 3rd floor school of nursing. If you have any issues with courses, instructors etc. please contact the Penn West University Clarion coordinator.

Human Anatomy and Physiology I (BIO 2810) (3 credits)

Analyzes the normal structure of the human body and how it functions. It focuses on skeletal, muscular, nervous, sensory, and endocrine systems and their inter-relationships.

Human Anatomy and Physiology I Lab (BIOL 2811) (1 credit)

Laboratory exercises augment and integrate course material emphasized in BIOL 251 with emphasis on anatomy and select physiology activities. It focuses on skeletal, muscular, nervous, sensory, and endocrine systems.

Human Anatomy and Physiology II (BIOL 3810) (3 credits)

A continuation of (BIOL 251). It includes the circulatory, respiratory, digestive, reproductive, and urinary systems and their interrelationships.

Human Anatomy and Physiology II Lab (BIOL 3811) (1 credit)

Laboratory exercises augment and integrate course material emphasized in BIOL 252 and continuation of BIOL 261. It focuses on circulatory, respiratory, digestive, urinary, and reproductive systems.

Microbiology (BIOL 2226) (3 credits)

Examines microorganisms, including viruses, bacteria, fungi and protozoa, emphasizing those associated with human health and disease. Considers immunity and resistance to infectious diseases and to their epidemiological and public health aspects. Laboratory emphasizes pathogenic bacteria and the bacteriological and microscopic techniques.

General Psychology (PSYC 1000) (3 credits)

Introduces the general subject matter of psychology as a science and its major findings. Emphasizes genetics, development, learning and motivation, emotions, sensation and perception, personality and abnormal adjustment, and other social behavior.

Lifespan Developmental Psychology (PSYC 2200) (3 credits)

Surveys, research and theory on human life span development. Students study social cognitive, emotional, and physical aspects of development from conception to death.

College Composition (ENGL 1200) (3 credits)

Emphasizes development of critical thinking through analytical and argumentative writing and introduces students to research writing.

Biomedical Ethics (PHIL 3220) (3 credits)

Introduces students to theoretical ethics and the consequences these theories have both personally and for public policy. Examines controversial moral issues.

Section II

Academic Policies

Family Educational Rights and Privacy Act (FERPA) Policy

Policy Statement

The Family Educational Rights and Privacy Act of 1974 (commonly referred to as FERPA or the Buckley Amendment) is designed to protect the confidentiality and maintenance of educational records as well as permit students access to their records to assure the accuracy of their contents. FERPA allows students certain rights with respect to their educational records.

As a recipient of Title IV funding from the U.S Department of Education, the School of Nursing is subject to the Family Rights and Privacy Act (FERPA). The Western Pennsylvania Hospital School of Nursing maintains student records in accordance with FERPA. Under the act, directory information and the educational record are addressed. Directory information is addressed in this policy, but is not protected information. The educational record, recognized as the student financial aid record and the student academic record are protected student information.

Policy Purpose

To provide information and guidelines regarding access, maintenance and rights to student educational records.

Policy Definitions

1. Educational Records:

Are those records directly related to the student's financial aid candidacy and status, as well as records related to admissions and academic performance. Specific content within these records is described in the FERPA compliance procedure which follows.

Certain documents which are maintained by the school that are not protected by FERPA include:

- Sole possession notes or private advising notes created by faculty
- Law enforcement records
- Medical/psychological treatment records
- Alumni records
- Directory information

2. Directory Information:

This category of information in a student's educational record is not recognized as protected information by FERPA as it is generally accessible to the public. Directory information generally includes name, address and phone number. The Western Pennsylvania Hospital School of Nursing does not publish or release any directory information outside of the school. However, if the school needed to release such directory information, a notification to students, with the option to refuse disclosure, would be distributed via email seven (7) days prior to the release. Non-response on the part of a student within those seven (7) days would be considered consent for release of the identified directory information.

Directory Information WILL NOT include the following:

- Race
- Gender
- Social Security Number
- Grades
- GPA
- Country of citizenship
- Religion

3. **Legitimate Educational Interest:**

The administrative approved “need to know” individuals charged with acting in the student’s best interest, may be granted approval to access student records.

- The Director and Assistant Director at the Western Pennsylvania Hospital School of Nursing have access to student records.
- Financial aid records may be accessed by the Director, Assistant Director, Financial Aid director, Student Accounts Associate and those individuals with written administrative approval to carry out a specific purpose or project for the school.
- Academic records may be accessed by the Director, Assistant Director, Admissions Coordinator, Administrative Coordinator, and those individuals with written administrative approval to carry out a specific purpose or project for the school.

Policy Guidelines

1. Student academic records are maintained by the Admissions Coordinator and Administrative Coordinator in locked files, in a locked office. The Admissions Coordinator and Administrative Coordinator maintain security and access of all admission, and educational records of Western Pennsylvania Hospital School of Nursing students. The student’s financial aid record is maintained by the Financial Aid Director and Student Accounts Associate in locked files, in a locked office. Additionally, student admission, academic and financial aid documents are access secured on the School of Nursing shared drive and password protected in the student document portal, Campus Cafe.
2. Students at the Western Pennsylvania Hospital School of Nursing are notified of their rights under FERPA when confirming enrollment to the program. At this time, students are asked to sign a FERPA waiver (refer to FERPA waiver attachment).
 - The signed waiver from each student is scanned to the student’s individual academic file on the Western Pennsylvania Hospital School of Nursing shared drive and student document portal.
3. Students at the School of Nursing are notified of their rights under FERPA during new student orientation day and via the Student Handbook.
4. Students at the Western Pennsylvania Hospital School of Nursing have basic rights under FERPA. Students have the right to:
 - Inspect and review their educational records
 - Right to limit disclosure of “personally identifiable information” known as directory information
 - Request to amend their educational record
 - File a complaint with the Department of Education concerning an alleged failure by the Western Pennsylvania Hospital School of Nursing to comply with FERPA. FERPA concerns can be communicated to:
Family Compliance Office
U.S. Department of Education
400 Maryland Ave, SW
Washington, DC 20202-4605
5. No one outside the Western Pennsylvania Hospital School of Nursing may have access to student records nor will the School of Nursing disclose any information to outside agencies without obtaining written consent from the student.

6. EXCEPTIONS to the above limitations of student record access permitted by the FERPA act include the following: officials of other institutions in which the student seeks to enroll such as Clarion University, persons or organizations providing student financial aid, accreditation agencies carrying out their accreditation function, persons carrying out a judicial order or subpoena, and persons in an emergency to protect the health or safety of students or other persons.
7. Students may review their personal record by making a written request to the Director or Assistant Director of the School of Nursing. Access to their record will take place within five (5) business days of their request. If a student believes that their academic or clinical record contains information that is inaccurate or misleading, they can discuss the matter with administration.
8. Under FERPA, a school may disclose the following categories of public or “directory” information for any purpose at its discretion: student name, addresses, telephone numbers, dates of attendance, class, date and place of birth, major field of study, awards from previous institutions, honors, diploma conferred, photograph, past and present participation in committees and student organizations. However, it is the practice at Western Pennsylvania Hospital School of Nursing to release only the name, dates of attendance and diploma awarded as directory information in most circumstances.
9. In the event that a student has requested a meeting with a school administrator and he/she wants to bring a parent or a designee to the meeting, the school administrator must be notified of the parent or designee attending the meeting at least 24 hours in advance. The parent or designee must provide a valid form of identification which must be presented for verification. In addition, the student will complete an update in the FERPA waiver form for the parent or designee in attendance.
10. In the event a student is represented by counsel, no school administrator/representative shall meet with that student unless Allegheny Health Network West Penn Hospital counsel is also present during the meeting.

FERPA POLICY ACKNOWLEDGEMENT

FERPA is the Family Educational Rights and Privacy Act which gives four basic rights to students. These four rights include: the right to review their educational records, the right to seek to amend their educational records, the right to limit disclosure of personally identifiable information (directory information) and the right to notify the Department of Education concerning an academic institution's failure to comply with FERPA regulations.

To grant consent to Western Pennsylvania Hospital School of Nursing (WPHSON) permissions to discuss and/or release your educational records protected by FERPA you must complete the requested information. Indicate each individual and type of records that can be released on the back of this FERPA Policy Acknowledgments form. You may revoke and/or cancel these permissions at any time. Contact the Admissions Office to make any corrections to your FERPA Policy Acknowledgement.

Below are examples of what information that can be released for each criteria:

- **Admissions** –date of acceptance, enrollment date, admission documentation, contact information, etc.
- **Financial Aid/Student Accounts** - Financial aid documents, financial aid eligibility, student account statement, payment plans, etc.
- **Academic** – enrollment status, transcripts, grades, schedule, etc.
- **Emergency Contact** – only used in case of an emergency. FERPA information will not be released unless otherwise indicated by the student.

I _____ hereby give Western Pennsylvania Hospital School of Nursing permission to release the selected information to the individual(s) and/or organization(s) listed on the back of this form. I understand that this release authorizes representatives of Western Pennsylvania Hospital School of Nursing to release the selected information to the said individual(s) and/or organization(s) upon request.

I do not grant permission to release my educational records protected by FERPA at this time.

WPHSON students are dually enrolled at Clarion University and there may be times where it is necessary to discuss academic and/or financial aid information between the two institutions.

I do not grant WPHSON permission to discuss academic/financial aid information with Pennsylvania Western University Clarion.

Student Signature: _____ **Date:** _____

(Place and "X" next to those that apply)

	Individual/Organization's Contact Information	Admissions	Academic	Fin. Aid/ Stud. Acts	Emergency Contact
Name:					
Address:					
Phone:					
Email:					
Relations:					

(Place and "X" next to those that apply)

	Individual/Organization's Contact Information	Admissions	Academic	Fin. Aid/ Stud. Acts	Emergency Contact
Name:					
Address:					
Phone:					
Email:					
Relations:					

(Place and "X" next to those that apply)

	Individual/Organization's Contact Information	Admissions	Academic	Fin. Aid/ Stud. Acts	Emergency Contact
Name:					
Address:					
Phone:					
Email:					
Relations:					

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Satisfactory Academic Progress Policy (SAP) and Student Graduation Requirements

Policy Statement:

The AHN Schools of Nursing (Citizens and Western Pennsylvania Hospital School of Nursing) monitor satisfactory academic progress in accordance with federal guidelines to ensure that all students are meeting the necessary requirements for program completion, graduation, and eligibility for federal financial aid. Each student must satisfactorily meet specified criteria to progress through the nursing program and graduate.

Policy Purpose:

To serve as a guide for students regarding the academic standards required to progress in the nursing program, remain eligible for federal financial aid, and successfully graduate.

Policy Guidelines:

Credit Hours

All courses within the program are measured in credit hours. Per the Commonwealth of Pennsylvania Department of Education, a credit hour is a unit of measure, not necessarily a measure of transferability of credit. Credit hours are used for measuring nursing hour equivalents.

- One (1) credit hour is equivalent to 15 hours of didactic instruction.
- One (1) credit hour is equivalent to 45 hours of clinical instruction, simulation, or laboratory time.

Qualitative Aspects of Academic Standing

1. The AHN Schools of Nursing define an acceptable grade point average (GPA) standard of satisfactory academic progression as a minimum GPA of 2.0 (C or better) and a satisfactory clinical performance evaluation. All passing grades will be considered credits attempted and earned toward the overall GPA. All failing grades will be considered attempted credits toward the overall GPA.
2. One failed grade during enrollment in the AHN Schools of Nursing will result in dismissal from the program with possible return (*refer to School of Nursing Readmission Policy*). If a clinical failure occurs within the semester, the student will not be permitted to remain in the failed course. The student has the option of completing their non-nursing college courses if enrolled during the semester.
3. Students will receive an official grade report at the end of each semester. Students failing to meet standards of satisfactory academic progression will be notified in writing of their program progress status.

Grading Policy, Grade Point Equivalent (GPE) and Grade Point Average (GPA)

1. All students must demonstrate the achievement of course outcomes by attaining a minimum grade of a "C" to successfully pass a nursing course and achieve a satisfactory rating in any clinical laboratory or practicum associated with the course.

2. Any student with a final grade of less than a "C" and/or an unsatisfactory rating in clinical laboratory or practicum will receive a failure for the course.
3. A student receiving a failure in theory may still earn quality points for the failing grade according to the Grade Point Equivalent (GPE) scale.
4. A student receiving an overall unsatisfactory in clinical performance will result in a clinical failure and will not earn quality points toward the GPA. If the clinical failure occurs prior to the term/semester end, the student will not be permitted to continue in the nursing course and will be dismissed from the program.
5. Should a student repeat a course due to withdrawal or failure, the most current achieved grade and quality points will factor into the GPA. The prior course attempt and grade will remain on the student's transcript but will not factor into the overall GPA.
6. During enrollment, general education courses taken with current AHN Schools of Nursing college/university affiliates will be calculated in the term and overall GPA. The grading system from the affiliated college/university will be followed. All students must attain a "C-" or above in all non-nursing courses to progress in the program.
7. Transfer credit hours accepted from another institution will be counted as attempted and earned credit for program completion. Transfer credit will not be calculated into the GPA.
8. A grade point average (GPA) is computed each term and cumulatively. The grade point average is computed by:
 - Multiplying each grade point equivalent by the number of credits for the corresponding course.
 - Adding the products, and dividing by the sum of credits.

Grade	Quality Points	Percentage	Grading Scale
A	4.0	93-100%	Excellent
B	3.0	86-92%	Very Good
C	2.0	78-85%	Good
D	1.0	71-77%	Fail
F	0.0	Below or equal to 70%	Fail
I		Quality Points attempted. No credits earned until successful completion.	Incomplete
Clinical Failure	0.0	Quality Points attempted but none earned – affects GPA	
W (Withdraw) Nursing Courses		No Quality Points attempted or earned. Does not affect GPA. Effects pace to program completion time.	
W (Withdraw) College Courses		No Quality Points attempted. Does not effect on GPA. Effects pace to program completion time.	
TC (Transfer Credit)		Quality Points attempted and completed for graduation	

		purposes only. Does not affect GPA. Does not effect pace to program completion time.	
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**Final course percentage (%) grades will not be rounded.*

Incomplete

1. A student has the option to apply for a course “Incomplete” if there are extenuating circumstances, beyond the control of the student, that legitimately prevent completion of the required course work by the end of a term in which the student is enrolled.
2. Authorization for a course "Incomplete" may only be approved by the Director or Assistant Director.
3. Students must complete all relevant course work by the beginning of the next scheduled term, or the end of the academic year for the summer term.
4. Should a student fail to complete course work by a designated deadline, the incomplete grade will be converted to a “Fail” on the transcript
5. Incomplete courses that convert to a “Fail” will affect pace to program completion time.

Withdrawal and Academic Dismissal

1. The student has the option to withdraw from the program at any time.
2. Should a student withdraw after the stated add/drop period, the course will be included as a course attempt and will effect pace to program completion.
3. Any student who wishes to withdraw from the program will be required to meet with the program Director or Assistant Director, as well as the Director of Financial Aid and/or Coordinator of Student Accounts and Registration. At the time of withdrawal or dismissal, students will be evaluated on an individual basis to determine an appropriate progression plan.
4. The following definitions serve as a reference for student progression:

Withdrawn:

- A student who wishes to withdraw from the nursing program prior to course completion after the stated add/drop period.
- A student may only withdraw one time during the program.

Academic Dismissal:

- A student who has failed to achieve the minimum passing nursing theory grade of a "C" or above.
- A student who has failed to achieve a clinical rating of Satisfactory.
- A student who has failed to achieve the minimum passing grade of "C-" in non-nursing course.

Termination:

- A student who has failed two nursing courses offered by the AHN Schools of Nursing will result in a permanent termination from the program with no permissible reentry.

Program Enrollment and Pace

1. While withdrawn or dismissed from the AHN Schools of Nursing students may continue to enroll in non-nursing college courses. During the time of withdrawal or dismissal, students are not considered enrolled as an AHN School of Nursing student.
2. Non-nursing courses taken during this time will be considered as transfer credit and will not factor into the overall GPA or pace to program completion.
3. All students must complete the nursing program within 150% (allotted time and one half) of normal program length time from the enrollment in their first nursing course.

Academic Probation

Any student not meeting the required aspects of satisfactory academic progression will be placed on academic probation. Academic probation is a formal notification for the student to correct academic issues related to GPA in order to meet graduation criteria and remain eligible for federal financial aid. All students placed on academic probation will be required to meet with the AHN Student Success Nursing Coordinator or designee for academic advisement.

1. A student will be placed on academic probation for the following:
 - A GPA below 2.0 in an academic term.
 - Failure of a Nursing Course.
2. A student will be removed from academic probation when an achieved term/semester and cumulative GPA of at least 2.0 or better.
3. If a student fails to achieve a cumulative GPA of 2.0 or above after one academic term on academic probation, the student will not be eligible to receive federal financial aid for the following term. Federal financial aid may be reinstated should the student be removed from academic probation in subsequent terms.
4. A student must achieve a cumulative GPA of 2.0 or above to be eligible for graduation at the end of the program.

Graduation Requirements

To successfully graduate from the program and receive a diploma in nursing, the student must meet all academic and financial completion requirements. A student must fulfill each of the following to be considered for graduation:

1. Successfully meet all course objectives as evidenced by:
 - Minimum theory grade equivalent of a "C" in each nursing course.
 - Passing "Satisfactory" clinical grade in all nursing courses.
 - Minimum grade of "C-" in all non-nursing courses
 - Cumulative GPA 2.0 or better in all course work
2. Successfully complete all required Assessment Technologies Institute (ATI) end of program requirements.
3. Completion of required eight (8) community volunteer service hours.
4. Successfully meet all financial responsibilities to the AHN Schools of Nursing.
5. Successfully complete exit counseling required for federal financial aid.

Failure to meet one of these criteria will result in a student's ineligibility to graduate from the program.

Transfer of Credit Policy

Policy Statement

It is the policy of Western Pennsylvania Hospital School of Nursing to accept transfer credit for newly admitted students. Transfer of college/general education credits will only be considered prior to admission to the nursing program. Students admitted to, and currently enrolled in courses at Western Pennsylvania Hospital School of Nursing are required take courses offered by Pennsylvania Western University Clarion Pittsburgh Campus.

Policy Purpose

To provide students with guidelines for transfer of credit at the time of admission and for periods of disenrollment from Western Pennsylvania Hospital School of Nursing.

Policy Guidelines

1. In order to be eligible for transfer, students must provide an official transcript with evidence of course completion and grade from college and/or university for consideration. A course must be comparable in content, credit(s) and/or contact hours. Course descriptions and syllabi may be required to determine whether courses are acceptable for transfer. Acceptable substitutes for required courses are determined by Pennsylvania Western University.
2. Courses for transfer must meet the following criteria:
 - Courses must be completed at an institution accredited by a regional or national accrediting association for colleges and universities.
 - A Grade of "C" or better attained in the course.
 - Anatomy and Physiology I & II must be completed at the same institution.
 - Anatomy and Physiology I & II and Microbiology must have been completed within three years of prospective admission.
 - Anatomy and Physiology I & II and Microbiology must have a laboratory component to be considered for transfer.
 - Nursing courses from other schools of nursing are not accepted for transfer.
3. Transfer credit may be given for Advanced Placement (AP) Examinations for High School General Psychology. Evidence of AP Examination Score must be provided from the College Board with a minimum score of 3.
4. High school and college and/or university transcripts from a foreign country must be translated and evaluated for U.S. course equivalency by a translation and evaluation service acceptable to the Western Pennsylvania Hospital School of Nursing. Cost for this service is the responsibility of the applicant.
5. Any transfer of credit granted to the student will be considered attempted and earned prior to admission. The transfer of credit will not apply to the student's overall grade point average (GPA). The student will be notified of acceptance of credits prior to the start of the program.
Western Pennsylvania Hospital School of Nursing provides no guarantee that credits earned while enrolled will transfer to another educational institution.

Student Civility and Standards of Conduct

Policy Statement:

Western Pennsylvania School Hospital of Nursing expects all students to conduct themselves in a manner that is supportive of the mission, goals, principles, and objectives of the organization and nursing program. Through voluntary entrance into the nursing program, students assume responsibility of performance and behavior set forth by Western Pennsylvania Hospital School of Nursing and its governing organization of Allegheny Health Network (AHN).

The goal of Western Pennsylvania School of Nursing is to create a learning environment that is safe, respectful, productive and inclusive for all individuals in which a quality teaching and learning experience can be provided. Students are accountable for abiding by classroom rules set forth in the course syllabus for learning opportunities, including conduct, participation and communication in a respectful manner.

Policy Purpose:

To provide guidelines regarding civility and standards of conduct while enrolled as a student at Western Pennsylvania Hospital School of Nursing

Policy Definitions:

Civility - the demonstration of caring, courteous, considerate and respectful behaviors toward others (Baker, Comer & Martinak, 2008). An authentic respect for others when expressing disagreement, disparity, or controversy (Clark, 2009).

Policy Guidelines:

Western Pennsylvania Hospital School of Nursing considers the following behavior, or attempts thereof, by any student or student group, whether acting alone or with any other persons to be considered a violation of civility and appropriate standards of conduct:

1. Violation of Allegheny Health Network published policies, rules, and regulations (*Refer to AHN Standards of Conduct Policy*).
2. Disruption or obstruction of teaching in the classroom and/or clinical learning environment. This includes but is not limited to: excessive talking and laughing, persistent tardiness, leaving and returning to classes while in session, verbal outbursts, arguments, and the use of language that is vulgar or profane.
3. Interruption of administrative discussions, disciplinary proceedings, or school activities including public service and community functions.
4. Physical abuse, verbal abuse, threats, intimidation, coercion, bullying, or conduct which threatens and endangers the health and safety of any person, and/or acts which are contrary to the civility and respect for others.

5. Sexual misconduct, sexual contact without consent, sexual harassment or recording of sexual activity or sharing sexual content without consent of all parties involved.
6. Conduct that is disorderly or disruptive on campus property that includes public intoxication, arguments in public areas, and language that is vulgar or profane.
7. Harassment or bullying in an on-line or virtual environment including threatening and abusive messages. (*Refer to social media and technology policy*)
8. Attempted or actual theft of another individuals' personal items and/or damage to or vandalism of property.
9. Unauthorized entry, use, or occupation of program facilities that are locked, closed or restricted for use.
10. Misuse of technology, including but not limited to: Accessing any system with another person's credentials; sharing login or confidential information
11. Possession of a weapon or other dangerous items that could lead to harm

A student who fails to observe or is in violation of the standards of conduct as described shall be subject to disciplinary action, up to and including dismissal from the nursing program. Disciplinary action will be based on the seriousness of the infraction or policy violation.

It is the policy of the nursing program to:

1. Establish rules that are related to the orderly, efficient and safe operation of the School.
2. Discipline when rules or regulations are violated, according to the nature and gravity of the offense and the past record of a student in his/her time with the School.
3. Impose similar degrees of penalties for all infractions of a like nature and degree of seriousness so that all students will be treated fairly and impartially.
4. Administer all discipline as a corrective measure rather than a punitive measure.
5. Obtain substantial evidence or proof that a student committed an infraction before considering disciplinary measures.
6. Inform any student, with reasonable precision, the offense with which he/she has been charged, allowing such student the opportunity to defend his/her behavior.
7. Allow a disciplined student to have the opportunity of seeking redress through the grievance procedure.

References:

Baker, S.D, Comer, D. R., Martinak, M.L. (2008). All I'm asking is for a little respect: how can we promote civility in our classrooms? *Organizational Management Journal*, (5) 65-80.

Clark, C.M. (2009). Faculty field guide for promoting student civility in the classroom. *Nurse Educator*, 34(5):194-197.

RELATED POLICIES

AHN Policies - Standards of Conduct

Attendance

Policy Statement

The administration and faculty of The Western Pennsylvania Hospital School of Nursing believe that punctuality, attendance, and engagement in the learning process are essential determinants for students' success in class and clinical experiences. Therefore, students' class and clinical experience attendance will be monitored by the faculty.

Policy Purpose

1. Delineate the procedure to follow for class and clinical experience attendance and absence.
2. Provide guidelines for jury duty, bereavement and military/active duty resulting in class/clinical experience absence.

Policy Guidelines

The Western Pennsylvania Hospital School of Nursing is an entity governed by Federal Student Financial Aid Regulations (law) and is required to monitor students for satisfactory academic progression in classroom and clinical experiences. Therefore, course faculty will be responsible for monitoring class and clinical experience attendance.

A. Classroom

1. Class attendance will be documented for every class session.
2. Attendance records will be reviewed by the Student Success Nursing Coordinator (SSNC) and the Assistant Director.
3. Should a student choose not to attend class, the student is responsible for obtaining notes from a classmate.
 - **NOTE:** The faculty will not provide one-to-one class sessions on content that a student missed.
4. Three (3) class absences will result in a referral to the SSNC and Assistant Director for follow-up.

B. Clinical

1. Proper notification: Students should notify the clinical faculty of any expected absence or tardiness prior to the designated start time of the scheduled clinical experience.
2. Students must be present for the entire clinical experience to receive credit for the day, otherwise they will be considered absent.
3. Any scheduled activity that is designated as a clinical experience and is missed by a student will be considered a clinical absence. Examples include clinical learning experience, clinical conference, simulation, laboratory and/or competency (list is not all-inclusive).
4. Two missed clinical conferences will count as one clinical experience absence and the student will earn a clinical demerit.
5. A clinical conference make-up assignment will be determined by the clinical Instructor. The Course Chairperson will collaborate with the clinical instructor and Assistant Director as needed about the assignment.

6. Students with three (3) clinical absences within a course will result in failure of the clinical component of the course.
7. All clinical experience absences must be made-up within the timeframe of the course. The date of make-up will be determined by the clinical instructor in collaboration with the student.
 - a. Failure to attend clinical make-up equates to an absence and a clinical demerit.

C. Tardy

1. Arriving up to 15 minutes after the designated start time of a clinical experience is considered tardy. The following will result due to tardiness.
 - a. All incidents of tardiness will be documented on the clinical evaluation form.
 - b. Students who are tardy will receive verbal counseling.
 - c. If a student is tardy greater than 15 minutes after the designated start time, the student will be dismissed from the clinical experience. This equates to a clinical experience absence.

D. Clinical Demerit

1. A demerit is defined as a characteristic of deficient performance.
2. A demerit(s) will be earned for any clinical experience absence, or no call/no show (NC/NS) as outlined below.

Clinical Occurrence	Definition	Demerits Earned
Clinical Absence	<ul style="list-style-type: none"> • Failure to attend a clinical experience <u>with proper notification</u> to clinical faculty. • Two missed clinical conferences will count as one clinical experience absence. 	1
No Call/No Show (NC/NS)	<ul style="list-style-type: none"> • Failure to attend the clinical experience AND notify clinical faculty within the scheduled clinical experience. 	2

3. Clinical demerits will be cumulative throughout the nursing program. The following actions will occur with student accrual of demerits.
 - a. Accumulation of one (1) to five (5) demerits will result in verbal counseling.
 - b. A notification letter from the Director or Assistant Director will be sent to any student who accrues four (4) clinical demerits, cumulative.
 - c. Six (6) demerits will result in dismissal or termination from the nursing program (Refer to the Satisfactory Academic Progression Policy for dismissal and termination criteria.
 - d. The course in which the 6th demerit is earned will result in failure of the clinical component of that course.
4. Any clinical experience make-up does not eliminate accumulated demerits.
5. Students are responsible for tracking accumulation of demerits.

6. Demerits will not be carried over if there is a dismissal from the nursing program. Upon return to the program, a student will begin with zero (0) demerits.

E. Jury Duty, Bereavement, and Military Service

1. In the event a student receives a subpoena to appear in court, is selected for jury duty, requires a leave for required military service, or will be absent due to bereavement, the student must meet with the Director or Assistant Director to discuss the situation.
2. The student must be able to provide a copy of the subpoena, court document or military orders prior to court appearance or military leave.
3. Time off that is approved for bereavement, military service or jury duty will not be counted toward a student's class and clinical experience absences. The student may be required to attend clinical learning make-up if deemed necessary by the clinical instructor.
4. **Bereavement**
 - a. Time off from class or clinical experience will be granted for the death of a student's immediate family member.
 - b. Immediate family is defined as: mother, father, child, spouse, daughter-in-law, son-in-law, stepmother, stepfather, stepchild, sister, stepsister, sister-in-law, brother, stepbrother, brother-in-law, grandchild, grandparent, step-grandparent, grandparent-in-law, guardian, parents-in-law, or eligible domestic partner.
 - c. Time off for bereavement must be taken within five (5) days from the date of death and ends with the service for the deceased. Extenuating circumstances must be discussed with the Director or Assistant Director.
 - d. The School of Nursing Administration may request a copy of the death notice.

Examination and Assignment Procedures

Policy Statement

Western Pennsylvania Hospital School of Nursing utilizes examinations and assignments in order to evaluate student achievement of course outcomes and end-of-program student learning outcomes.

Policy Purpose

1. To standardize a method for the administration of exams, quizzes, and assignments across the curriculum.
2. To provide expectations regarding exam and quiz attendance, scoring, and make-up procedures.

Policy Guidelines

1. Examination/Quiz Attendance

- a. Students must take the exam or quiz on the scheduled date located on the course calendar:
 1. A student will receive a 7% reduction of their total score for examinations or quizzes not taken at the designated scheduled date and time. This includes requests for early exams.
- b. For any anticipated exam or quiz absence, the student should notify the Course Chairperson within 24 hours before the scheduled date and time.
- c. It is the responsibility of the student to contact the Course Chairperson within 24 hours of the original examination or quiz date and time in order to reschedule. If the Course Chairperson is not contacted within 24 hours:
 1. The student will receive an additional 7% reduction of their total exam score (total 14%).
 2. The student will receive a score of zero for a quiz.
- d. A make-up examination or quiz must be taken within three (3) business days from the originally scheduled date and time. The Course Chairperson will determine the date and time of the make-up exam or quiz.
- e. If a student is absent from an exam or quiz due to approved jury duty, military duty, or bereavement, no reduction in the exam or quiz score will occur.
- f. If a student is late, the student will be given the following options:
 1. The student may complete the exam or quiz in the remaining time allotted. No additional time or extensions will be granted.
 2. If there is insufficient time to complete an exam or quiz, it will be rescheduled. The student will receive a 7% reduction of their total exam or quiz score.

2. Prior to an Examination/Quiz

- a. Students should download the exam from Examplify® prior to the designated start time.

1. Students who do not download the exam prior to the designated start time will not receive additional time to complete it and will not be granted extended testing time.
- b. Students must ensure that laptop or tablet is appropriately charged for testing.
- c. Students are expected to arrive at least 10 minutes prior to scheduled exams and quizzes.
- d. All students must wear their Western Pennsylvania Hospital School of Nursing (WPHSON) identification (ID) badge in order to test.
 1. Any student not wearing their WPHSON ID badge will need to schedule a make-up examination or quiz. (*Refer to Exam & Quiz Make-up in Section A*).
 2. If a student does not have their ID badge and must re-schedule to take an exam or quiz, the student will incur a 7% reduction in the total score achieved.
- e. Students are not permitted to have the following items during an examination:
 1. Cell phones or smart watches. This list of electronic devices is not all inclusive.
 2. Personal items including food and beverages.
 3. Hats, jackets, and clothing with hoods. These articles of clothing must be removed prior to an exam or quiz.

3. During an Examination/Quiz

- a. All examinations (regularly scheduled, make-up, and those with accommodations) will be proctored with a faculty member(s) present.
- b. If a student has a question or experiences a technology issue during the examination, it is the responsibility of the student to bring any technical issues immediately to the proctor's attention.
- c. Students may have the following items during the examination:
 1. The laptop or tablet utilized for Exemplify[®] access and testing.
 2. A blank sheet of paper provided by the faculty.
 3. A pen or pencil.
 4. A calculator may be provided.
- d. After completing the exam:
 1. The student should remain seated and raise their hand.
 2. Faculty will verify "green screen" on the Exemplify[®] platform.
 3. The student will then upload their examination.
 4. Students may choose to quietly remain seated or leave the classroom. However, students will not be permitted to retrieve belongings until after the exam time is completed.

4. After an Examination/Quiz:

- a. Exam/quiz review will take place immediately following the exam/quiz if all students have taken as scheduled.
- b. Exam and quiz scores will be entered into D2L within three (3) business days of the scheduled exam or quiz.
- c. Exams and quizzes may not be repeated in a course for any reason.
- d. New examinations and quizzes will not be offered in a course to improve an exam or quiz score.

5. Assignment Scoring

- a. All non-exam assignments such as Active Learning Templates (ALTs), projects, papers, and presentations will be evaluated and graded based upon the associated rubric.
- b. Rubrics will be provided to the student with points awarded and feedback as necessary.

Standardized Testing

Policy Statement

Standardized testing is mandatory and required for program progression. A specific proficiency level is not needed for program progression. Practice assessments as well as proctored standardized tests will be scheduled during selected courses. The practice assessments and standardized tests will help the student to identify what content they know as well as areas that require remediation. Remediation will be completed from Topics to Review. All students will be assigned mandatory remediation.

Policy Purpose

1. To provide a means to measure curriculum outcomes and academic achievement.
2. To provide a formal process to assist students in mastering specific course content prior to progression in the program.

Policy Guidelines

1. Students will be assigned practice assessments in preparation for taking the standardized tests. The practice assessments must be completed by assigned due dates.
2. Students are required to take the assigned standardized test on the scheduled date and time.
3. Students who do not take the scheduled proctored standardized test on the scheduled day and time will not be eligible to receive points (*Refer to Examination and Assignment Policy*).
4. Students who do not take the scheduled proctored standardized test within a course will not progress to the next or successive course.
5. If absence from a proctored standardized test is anticipated, the student must notify the course chairperson 30 minutes prior to the scheduled examination.
6. If an excused absence occurs due to approved jury duty, military duty or bereavement, points will be awarded upon completion of the proctored standardized test and remediation (*Refer to attendance policy*).
7. Students are assigned mandatory remediation which requires completion of a Focused Review, active learning templates (ALTs) based on Topics to Review for practice assessments when assigned.
 - a. Mandatory remediation will be submitted to a designated course faculty member by an appointed due date and time.
 - b. Students who do not complete the assigned remediation by the appointed due date will not earn points.
 - c. The remediation must be completed to meet course requirements and for progression to the next or successive course. The remediation must be completed on or before the last day of the term.

8. It is the responsibility of the student to report any technical issues with the ATI platform at the time of the occurrence directly to:
 - a. ATI (contact ATI first)
 - b. Course Chairperson and Assistant Director via email (include specific detail and any screenshots).

ATI Technical Support Hours: 8:00 AM – 8:00 PM (EST) Monday through Friday

- For technical support (student and faculty), please call 1-800-667-7531 or chat live at www.atitesting.com/contact
9. Points are earned based on completion of practice assessments by an assigned due date, time and within a defined maximum timeframe, proficiency levels on proctored standardized tests, and completion of remediation. Refer to guidelines and rubric provided for each specific course.
 10. Points for the Comprehensive Predictor are based on a predicted probability of passing the National Council Licensure Examination-Registered Nurse (NCLEX-RN) on the initial attempt. The Comprehensive Predictor is taken in NSG 402.

Academic Advisement

Policy Statement

The availability of student support and academic advisement is an essential component of the AHN Schools of Nursing. Student support and advisement is aimed at assisting the nursing student with the academic demands of the program. Additionally, support and advisement are integrated with the intent to enhance student retention, progression, and program success.

Policy Purpose

To outline the procedure for students who seek academic support and advisement as well as those who receive a referral for the Student Success Nursing Coordinator (SSNC)

Policy Guidelines

1. All students will be assigned a designated faculty advisor.
2. Students seeking additional academic support and advisement should discuss their needs with their designated faculty advisor. This may also include the content expert or course chairperson.
3. Referrals may be made to the Student Success Nursing Coordinator (SSNC) for additional support and advisement. Faculty should initiate communication with the SSNC via the AHN Schools of Nursing, SSNC referral form.
4. The SSNC may be consulted after the faculty has attempted advisement. Appropriate reasons for a referral include but are not limited to:
 - a. Advanced study skills, advanced test taking strategies, test anxiety, time management, poor attendance or a significant increase in absenteeism, consistent poor academic performance, multiple faculty advisement attempts, and/or newly discovered information that may impact student success.
5. Once a referral is received, the SSNC will contact the student to schedule an advisement session.
6. Students may also request a referral and/or meeting with the SSNC for additional support directly.
7. In the event that the SSNC is not available, referrals will be directed to the respective Assistant Director.

Student Clinical Practice

Policy Statement

Western Pennsylvania Hospital School of Nursing has developed a student clinical practice policy in an effort to maintain patient safety.

Policy Purpose

To guide student nurses, as well as faculty and nursing staff working with students in the clinical setting in an effort to maintain patient safety.

Guidelines/Procedures

During a clinical experience, the student nurse is permitted to:

1. Administer medication/treatment orders according to policies & guidelines under direct supervision of the instructor, co-assigned RN or preceptor.
2. Administer intravenous medications (IV), including IV push, IV infusion, IV titration while following the IV policies & procedures. The student must be under direct supervision & guidance of the instructor, co- assigned RN or preceptor.
3. Discontinue peripheral IV catheters as ordered with the direct supervision & guidance of the instructor, co-assigned RN or preceptor.
4. Request assistance from the instructor, co-assigned RN or preceptor when encountering unfamiliar orders & procedures.
5. Perform blood draws from central lines with the direct supervision & guidance of the instructor, co-assigned RN or preceptor.

During a clinical experience, the student nurse is not permitted to:

1. Administer blood products or to document on the blood administration vital sign flow sheet.
2. Receive or sign off phone, verbal or written orders.
3. Perform any venipuncture (IV catheter insertion or phlebotomy draws).
4. Discontinue central, midline or PICC (peripherally inserted central lines) lines.
5. Program or bolus PCA (patient controlled analgesia), nerve block, or epidural pumps.
6. Administer chemotherapeutic medications.
7. Administer medications in an emergent or rapid response situation.

Clinical Evaluation Policy

Policy Statement

Clinical evaluation is utilized throughout the program to assess students' clinical performance. A formative mid-term evaluation informs students of their progress to assist them with plans for improvement toward successful achievement of clinical outcomes. A summative term-end evaluation addresses achievement of clinical outcomes and recommendations for continued growth and improvement.

Policy Purpose

To delineate procedures for clinical evaluation.

Policy Guidelines

1. Formative feedback regarding progress toward meeting clinical outcomes will be provided to students regarding their clinical performance each week throughout every course.
2. Students will receive a satisfactory (S), unsatisfactory (U), or numeric rating for clinical behaviors each week. A rating of not applicable (NA) or absent (A) may also be used.
 - a. Not applicable (NA)—a behavior was not expected to be performed, the opportunity did not present, or the behavior was not observed.
 - b. Absent (A)—the student is absent from the clinical experience and cannot be evaluated. When the clinical make-up for the absence is completed, the A rating will be replaced with appropriate ratings.
3. Any behavior that receives a satisfactory (S) or numeric rating of 2 or 2.5 does not require an anecdotal note but may be included to guide student development.
4. Clinical behaviors that receive a numeric rating of 3 require supporting evidence outlined in an anecdotal note.
5. Any behavior that receives an unsatisfactory (U), numeric rating of 1.5 or 1 will require an initiation of a performance improvement plan (PIP).
6. Three unsatisfactory ratings in any clinical behavior will result in a clinical failure and the student cannot continue in the course.
7. **Performance Improvement Plan (PIP)**
 - a. A PIP will outline details of the performance, strategies to guide student development and expectations for demonstration of improvement.
 - b. The student and faculty will meet each week to discuss progress toward goal achievement outlined in the PIP.
 - c. The student must meet the goals set forth in the PIP for course completion and progression.
 - d. When a PIP is initiated, the student will be provided with a signed copy. The original form will

become part of the student's clinical evaluation. Faculty will inform the course chairperson of the PIP.

8. Signature Page

- a. The signature page is an area for comments by the student.
- b. Signatures and initials of the instructor and student must appear on the signature page when the evaluation is reviewed.
- c. Signatures and initials of the instructor and student must appear on the signature page when a PIP is initiated and reviewed.
- d. A student's initials indicate that the student was provided with the opportunity to read the evaluation or PIP and was provided with feedback from the instructor.
- e. The student's signature and/or initials do not indicate agreement with the evaluation.

9. Mid-term Evaluation

- a. An overview of the first five weeks regarding progress toward meeting clinical outcomes. The formative evaluation should outline strengths and areas for improvement for the student.
- b. If a student is deemed unsatisfactory or failing (numeric rating less than 2) for any clinical outcome, the student may continue in the course and be provided opportunities to remediate and correct the clinical behavior. This continues until the student:
 1. achieves three unsatisfactory ratings in any clinical behavior.
 2. cannot mathematically achieve a numeric rating of 2 or greater at term-end.
- c. If a student fails to meet with the clinical instructor for review of the mid-term clinical evaluation, the following statement will be documented: "The student failed to attend the scheduled meeting for review of the mid-term evaluation."

10. Term-end Evaluation

- a. A summation of the clinical experience and achievement of the clinical outcomes. The summative evaluation should outline strengths and areas for improvement for the student.
- b. Every clinical outcome must be deemed satisfactory or have an overall numeric rating of 2 or greater to successfully pass the clinical component of a course. A clinical failure will result in failure of the course.
- c. Students who fail to meet with the clinical instructor for review of the term-end evaluation, the following statement will be documented: "The student failed to attend the scheduled meeting for review of the term end (final) evaluation."

11. Competencies

- a. Nursing courses may have clinical competencies that are required.
- b. Every student will have three (3) attempts to pass each clinical competency.
- c. Students who are not successful following the third attempt at any competency will receive a clinical failure.
- d. A clinical failure will result in failure of the course and the student may not continue in the course.

12. Clinical Rating Key

Letter Rating Key	
S	Satisfactory
U	Unsatisfactory
NA	Not applicable
A	Absent

Numeric Rating Level	
3	Independent
2.5	Satisfactory
2	Assisted
1.5	Marginal
1	Dependent

Academic Integrity Policy

Policy Statement

In any manner of presentation, it is the responsibility of each student to produce his/her own original academic work. Any deviation from this responsibility may be deemed as a lack of academic integrity

Policy Purpose

To provide guidance for students regarding the definitions and expectations of academic integrity as well as potential consequences related to violation of academic integrity.

Policy Guidelines

The following guidelines provide definition of terms related to academic integrity, expectations of students, examples of academic dishonesty, and potential actions/outcomes.

1. Definitions:

- a. **Academic work:** includes any paper, exam, essay, evaluation, project, or assignment, whether oral, in writing, in other media, in simulation or in clinical.
- b. **Academic dishonesty:** the "misrepresentation by deception or by other fraudulent means" of individual/group academic work.
- c. **Plagiarism:** the submission of material that has been, entirely or in part, copied from or written by another person, without proper acknowledgement. All material, including information from the Internet, anonymous material, copyrighted material, published and unpublished material, and material used with permission, must be properly acknowledged. Both of the following require recognition with a reference/footnote or some other standard format for recognition:
 2. Direct quotation – commonly identified by indentation, italics, quotation marks, or another standard format.
 3. Indirect quotation – involves expressing an idea, concept, or interpretation that was obtained from another source.
4. Expectations:
 - a. Students are responsible for being aware of and demonstrating behavior that is honest and ethical in their academic and clinical work.
 - b. Students are to complete assignments/exams individually unless directed otherwise by faculty.
 - c. Students are expected to use standard citation rules to identify any part or section of their assignment that is not original.
 - d. Students are to ask questions of faculty to clarify the collaboration expectations of any group work, if uncertain of guidelines.
 - e. Unauthorized distribution of copyrighted material may result in civil and/or criminal liabilities.
5. Examples of Academic Dishonesty (the following list is **not** all-inclusive):
 - a. Plagiarism
 - b. Submitting the same work to more than one course
 - c. Submitting work purchased or acquired from another source, including another student
 - d. Collaborating improperly
 - e. Aiding or abetting another student's academic dishonesty, including sharing work with the intention of misrepresentation of said work as that of another student.
 - f. Copying or using unauthorized aids in exams/quizzes/reports, including electronic devices

- g. Procuring, distributing, or receiving an exam or course materials being prepared or stored
 - h. Altering a grade from faculty
 - i. Stealing, destroying, or tampering with another student's work
 - j. Preventing another student from completing an assignment
 - k. Collusion to allow individual work to be copied by another student, including exam answers, electronic media files, or other material with the intention of misrepresentation.
 - l. Submitting false information
 - m. Forging, altering, or fabricating School documents
 - n. Impersonating another student either in person or electronically
 - o. Providing a false signature for attendance at any class
6. Procedures:
- a. Incidents of suspected academic dishonesty violations shall be handled initially at the course level with the course instructor.
 - b. Course instructors are free to discuss the alleged violation informally with the student(s) thought to be involved. This should occur in a private manner
 - c. If a suspected violation occurs, this may result in penalty to the student(s) within the course. The appropriateness of the penalty will be decided upon by the course faculty and administration relative to the violation committed. Examples of penalty may include, but are not limited to:
 - Verbal warning
 - Written warning
 - Re-submission of new/corrected assignment
 - Reduction or forfeiture of assigned grade for assignment or examination
 - Course failure
 - Program dismissal

Complaint & Grievance Procedure and Appeal Process

Policy Statement

Western Pennsylvania Hospital School of Nursing provides due process for students regarding a dispute or disagreement through a formal grievance procedure without fear of retaliation. Students are encouraged to resolve all complaints through the usual chain of command prior to requesting a formal grievance procedure. WPHSON policies are not eligible for a formal appeal process.

A student who has a complaint or grievance involving Pennsylvania Western University Clarion should follow the procedure of that institution.

Policy Purpose

1. Provide guidelines for students who wish to pursue a resolution to a complaint or initiate a formal grievance procedure.
2. Ensures a student's access and right to due process for complaints and affords a timely resolution to the concern.

DEFINITIONS

1. Appellant – one who has a complaint or submits a grievance (Merriam-Webster, n.d.).
2. Chain of Command – a series of positions in “order” of authority (Merriam-Webster, n.d.).
 - The first step in the series begins with the Instructor, followed by the Course Chairperson, and ends with the Assistant Director (see Chain of Command flow chart). The Assistant Director will consult with the Director as necessary. In the absence of the Assistant Director or if a conflict of interest arises, the Chain of Command will end with the Director.
3. Complaint – an allegation against a party (Merriam-Webster, n.d.).
4. Due Process – formal proceedings carried out in accordance with established rules (Merriam-Webster, n.d.).
5. Grievance -- the formal written expression of a complaint (Merriam-Webster, n.d.).
6. Respondent – one who answers or responds to a complaint or a grievance in a formal proceeding (Merriam-Webster, n.d.).

1. Complaint and Grievance Procedure

- a. The student should schedule a meeting with the appropriate classroom or clinical instructor to discuss the complaint and attempt to reach a resolution.
- b. If a resolution is not reached, the student must schedule a meeting with the Course Chairperson to discuss the complaint and attempt to resolve it.
- c. If a resolution to the complaint is still not reached, a meeting with the Assistant Director must be scheduled by the student and Course Chairperson in an attempt to resolve the issue.
- d. If a resolution to the complaint remains unresolved, the student may initiate a request for a formal grievance procedure by an Appeal Committee. The student must submit a signed and dated written request outlining the detailed reason for the grievance within three (3) business days of meeting with the Assistant Director. Should this correspondence be sent electronically, the student will be responsible to follow-up with the Assistant Director to ensure that the grievance request was received.
- e. Upon receipt of the grievance request, the Assistant Director will randomly select three (3) faculty members and three (3) current enrolled students to serve on the Appeal Committee review board. One (1) additional faculty member and one (1) student will be selected as alternates should an Appeal Committee member not be able to attend the scheduled meeting. The alternates will attend the Appeal Committee meeting.
- f. The Assistant Director (facilitator) or faculty designee (facilitator) will coordinate, attend, and facilitate the grievance procedure and appeal process. The facilitator will serve as a non-participating member and have no voting privileges during the grievance procedure and appeal process.

2. Appeal Committee Process

- a. Once the request for a official formal grievance procedure by an Appeal Committee is received, the meeting will be scheduled and held within 14 business days.
- b. The facilitator will notify the appellant, respondent, and Appeal Committee members in writing or email of the date and time of the meeting.
- c. Should a student Appeal Committee member be scheduled for a clinical experience on the same day as the meeting, he/she will be excused from the clinical experience one (1) hour prior to the start of the meeting.

3. Appeal Committee Meeting--Once the Appeal Committee members, the appellant, and the respondent(s) have assembled at the appointed time and location, the meeting will proceed as follows:

- a. If the appellant is greater than fifteen 15 minutes late for the meeting, the facilitator will dismiss the committee members and respondent(s). The appellant forfeits his/her right to the formal grievance procedure and the Appeal Committee Meeting.
- b. All aspects of the Appeal Committee Meeting are strictly confidential.

- a. No electronic recordings of any kind are permitted during the meeting.
- b. The Appeal Committee Meeting is an internal process and is not open to external representation or third party involvement.
- c. The facilitator will open the meeting by reviewing the procedure for the meeting. The facilitator will obtain signed and dated copies of Confidentiality Agreements from the appellant, respondent(s), and Appeal Committee members (includes alternates). The facilitator will act as time keeper and has no voting privileges.
- d. The facilitator will read the formal grievance to the Appeal Committee members (includes alternates), appellant and respondent(s).
- e. The facilitator may stop the proceedings at any time if behavior, information or documents that are not relevant to the complaint are presented by the appellant or respondent. The facilitator will collect non-relevant documents, provide clarification and warning regarding the need to suspend the meeting to the appellant, respondent(s) and the Appeal Committee (includes alternates) prior to continuation of the proceedings.
- f. The appellant and the respondent(s) may choose to distribute copies of documents to the Appeal Committee (includes alternates) that are relevant to their presentation following reading of the formal grievance. Examples of documents are: student grades, attendance records, clinical performance evaluations, clinical assignments, and email correspondence (list is not all inclusive).
- g. Appeal Committee members (includes alternates), the appellant, and the respondent(s) may take notes during the meeting using paper provided by the facilitator. All notes and distributed documents will be collected by the facilitator at the end of the meeting and be destroyed.
- h. The appellant will be provided fifteen 15 minutes to present his/her grievance.
- i. The respondent(s) will each be provided fifteen 15 minutes for their presentations.
- j. After all parties have presented, the appellant and respondent(s) will be provided an additional five (5) minutes for rebuttal and the opportunity to provide additional information.
 - a. The appellant and respondent(s) may not ask questions of each other.
- k. The Appeal Committee (includes alternates) will be permitted twenty 20 minutes to ask questions of the appellant and respondent(s).
 - a. Once the Appeal Committee has deemed that all questions have been answered to their satisfaction, the facilitator will dismiss the appellant and the respondent(s).
- l. The Appeal Committee (includes alternates) will convene for a maximum of 30 minutes to deliberate and review verbal and written evidence that was presented. At the end of the deliberation, the facilitator will conduct a vote by confidential, pre-printed ballots. The Appeal Committee members (includes alternates) will cast a vote to “Uphold Decision” or “Overturn Decision.” The alternate members’ votes will be separated from the Appeal Committee members’ votes.

- m. The facilitator will collect all votes and with one (1) Appeal Committee member will read the out loud to all members of the Appeal Committee. The votes will be recorded by the facilitator and one (1) Appeal Committee member.
- n. The decision of the Appeal Committee is determined by a majority vote. In the event that there is a tie vote, a ballot of one of the alternate Appeal Committee members will be randomly drawn and read to break the tie. The collected ballots will become part of the appeal file.
- o. The decision of the Appeal Committee is final. No further appeal will be granted.
- p. The Director will be immediately informed of the Appeal Committee decision.
- q. The facilitator will notify the appellant and the respondent(s) in writing of the decision of the Appeal Committee within three (3) business days of the meeting. The letter will be sent to the appellant and the respondent(s) via email and U.S. mail.

During the grievance procedure, the student may be permitted to continue in the program until resolution occurs. However, if the situation surrounding the grievance involves a patient safety issue, the student may not continue in the program. If the decision being grieved is upheld by the Appeal Committee, the student will be dismissed or terminated from the program. If eligible, the student may apply for re-admission to the program (Refer to re-admission policy).

All parties involved in the Appeal Committee Meeting are expected to act in a respectful and civil manner. The facilitator reserves the right to dismiss any party involved in the Appeal Committee Meeting from the proceedings should their behavior become disruptive.

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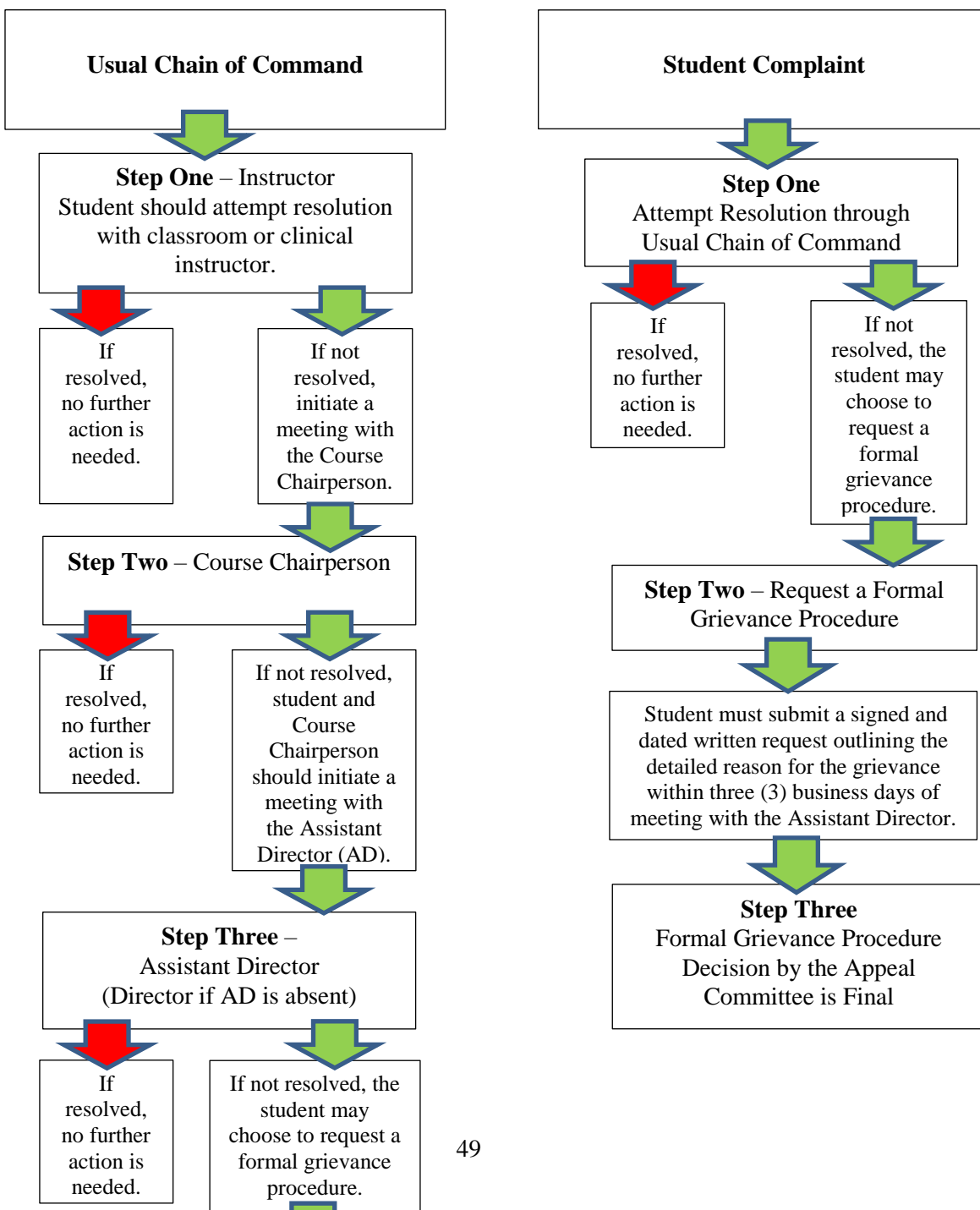
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Refer to chain of command flow chart below

**West Penn Hospital School of Nursing
Student Complaint and Grievance Procedure
Chain of Command Flow Chart**

If a student has a complaint, the Usual Chain of Command should be initiated.



Compliance Policy

Policy Statement:

It is the policy of the AHN Schools of Nursing that all enrolled students meet the required health, criminal clearance and training requirements of the program and its clinical affiliates. Failure to submit and remain in compliance may result in revocation of program admission and removal from classroom and/or clinical experiences.

Policy Purpose:

To ensure that each student enrolled in the AHN Schools of Nursing remains in compliance with program and its clinical affiliates.

Policy Guidelines:

The following items are required for all enrolled students from the time of admission and throughout the course of the program.

Health Requirements

1. Physical Examination.
 - a. Physical Examination should be completed no greater than six (6) months prior to program enrollment.
 - b. Students must have a physical examination annually.
 - c. In the event a student experiences a lapse in enrollment, the student must have another Health Screening/Physical Examination prior to restarting the program.
2. Urine Drug Screening.
 - a. Urine drug screening will be offered on site prior to first year admission.
 - b. A negative drug screen is required prior to admission and annually. Positive drug screens will result in denial of admission and enrollment.
 - c. In the event a student experiences a lapse in enrollment, the student must participate in the drug screening process through the designated approved site. The drug screening must be completed within 30 days of restarting the program.
3. Tuberculin Skin Test
 - a. Evidence of two step Tuberculin PPD skin test must be completed prior to admission. The two step injections must be completed within one year of each other.
 - b. In lieu of two step PPD, the QuantiFERON-TB Gold In-Tube test (QFT-GIT) and the T-SPOT TB test blood work will be accepted.
 - c. Students with a history of a positive Tuberculin PPD skin test must complete the required documentation (i.e. Chest X-ray results) annually in lieu of one-step skin test.
 - d. An additional one-step skin test must be completed prior to second year of study.
4. Vaccinations
 - a. Measles Mumps and Rubella

1. Documentation of positive titers or
 2. Appropriate vaccination: two doses of live measles and mumps vaccine on or after first birthday and separated by 28 days or more and one dose of live rubella vaccine.
 3. *With appropriate documentation of vaccination, titers do not need drawn.*
- b. Varicella
1. Documentation of positive titers or
 2. Two doses of vaccine a least 28 days apart.
 3. *With appropriate documentation of vaccination, titers do not need drawn.*
- c. Hepatitis B
1. Documentation of titer required
 2. If equivocal or non-immune, vaccine is optional, but highly encouraged for those at risk for occupational exposure to blood and body fluids.
- d. Tetanus, Diphtheria/Pertussis
1. Documentation of one dose of Tdap within 10 years of program admission.
- e. Influenza (FLU)
1. Annual influenza vaccination is highly recommended.
 2. Annual vaccination will be provided by the program free of charge.
 3. Documentation of FLU vaccine must be provided.
 4. Failure to receive the annual influenza vaccination may require additional waivers, education, and use personal protective equipment based upon clinical affiliation agreement.
- f. COVID-19 (SARS-CoV-2) Vaccination
1. The COVID-19 vaccine is highly recommended.
 2. Documentation of the COVID-19 vaccine must be provided.
 3. Failure to receive the COVID-19 vaccine may require additional waivers, education and use of personal protective equipment based upon clinical affiliation agreement.
- g. Meningitis vaccine (*onsite housing only*)
1. The Pennsylvania College and University Student Vaccination Act, passed in 2002, requires all student living in campus housing to be immunized against meningitis. All student living on campus must supply proof of the Meningococcal conjugate vaccine (MCV4), also known as Menveo or Menactra.
 - One dose of MCV4 vaccine at age of 16 or older is required.
 - If it has been 5 years since the initial MCV4 dose, a booster dose is required (total of 2 doses).
 - The Meningitis B vaccine is highly recommended, but not required.
5. Evidence of Personal Health Insurance
- a. Proof of health insurance (i.e. card or paperwork) must be submitted prior to program start.
 - b. Evidence of annual renewal must be provided.

Criminal Background Clearances

All criminal background checks and clearances must be completed within 6 months of admission. Must be renewed annually for all students.

1. FBI Criminal History Background and Fingerprinting
2. ACT 33 Pennsylvania Child Abuse Clearance
3. ACT 34 Pennsylvania State Police Criminal History Check (PATCH Document)
4. In the event a student experiences a lapse in enrollment, the ACT 33 Pennsylvania Child Abuse Clearance and ACT 34 Pennsylvania State Police Criminal History Check must be completed within 6 months prior to restarting the program.

5. Should a student have a criminal record or conviction prior to admission, the student will be required to meet with the Director and/or Assistant Director prior to program start. Each student case will be reviewed for eligibility to participate in clinical sites that service vulnerable populations and eligibility for employment upon completion of the program. Based upon the criminal record and history review, the administration of the AHN Schools of Nursing reserve the right to revoke an offer of admission.
6. Should a student be charged and/or convicted of a crime while enrolled in the program, the student should immediately report the event to the Director and/or Assistant Director within five (5) business days. Failure to report may result in the dismissal or termination from the program.
7. The AHN Schools of Nursing is not responsible for the outcomes or decisions made by the Pennsylvania State Board of Nursing for any student with a criminal history.

Additional Requirements

1. Basic Life Support (BLS) Certification
 - a. Certification must include hands on validation of skills including adult, child and infant CPR and AED training.
 - b. Approved providers include:
 - American Heart Association (AHA) “BLS for Healthcare Providers” (*preferred*)
 - American Red Cross (ARC) “CPR for Professional Rescuers”
 - American Safety and Health Institute (ASHI) “BLS training course for Healthcare Providers and Professional Rescuers”
 - The Military Training Network
 - c. BLS certification must be renewed every two years.
2. Nursing Student Professional and Personal Liability Insurance
 - a. Coverage should include limitations of \$1,000,000 per occurrence and \$6,000,000 as an aggregate.
3. Student Handbook Acknowledgement
 - a. All students must complete the Annual Student Handbook Acknowledgement signature sheet.

Students are responsible for providing and/or uploading all required compliance documents to the School of Nursing administrative coordinator by the designated deadlines. Students are responsible for monitoring expiration dates of their own compliance documents and requirements.

Failure to provide the appropriate compliance documents by 12:00 p.m. on Monday prior to clinical will result in a student not being permitted to attend clinical experiences for the designated week.

Academic Accommodations Policy

Policy Statement

It is the policy of the Western Pennsylvania Hospital School of Nursing to provide reasonable accommodations and appropriate academic adjustments to students and applicants with disabilities in order to enable them to fully participate in the Schools' programs, activities and services. A student's request for a reasonable accommodation due to special needs related to examination or skill performance to meet program outcomes will be reviewed and validated.

Policy Purpose

To provide a standardized process for accommodation within the guidelines of the American with Disabilities Act (ADA), Section 504 of the Rehabilitation Act, the Pennsylvania Human Relations Act and the other laws applicable to the School of Nursing. All accommodations will also be required to reflect the regulations of the Pennsylvania State Board of Nursing.

Policy Guidelines

A student may request an academic accommodation according to the following established guidelines:

1. All students requesting an academic accommodation for testing and/or skill performance must make an appointment with the Director or Assistant Director to discuss the nature of the request.
2. All students requesting academic accommodations must complete the *Request for Academic Accommodations Form*.
3. Only licensed professionals may validate the necessity of the accommodation. Documentation must include a statement of the precise diagnosis/disability type, the existence of a protected disability, and the need for reasonable accommodation. (Refer to *Request for Academic Accommodations Form*).
4. If the disability is cognitive in nature, documentation must be from a licensed/certified psychologist or psychiatrist with experience or specialized background in identifying/treating such disabilities. If the disability is physical in nature, documentation must be from a medical doctor or specialist.
5. The Director and the Assistant Director will review the reasonableness of the requested accommodation after the all required documentation has been received. Generally, an accommodation may be granted providing that (a) reasonable accommodation is required due to the presence of a protected disability and (b) it is possible to provide such accommodation without undue hardship while still satisfying program Requirements.
6. The student will be granted academic accommodations only after documentation is completed and submitted to the Director or Assistant Director.
7. If the accommodation is required for longer than one term, the Director and/or Assistant Director will inform the faculty in the subsequent course(s) of the terms of the academic accommodation.

All student records related to academic accommodations will be kept in the student's permanent file.

Re-Admission Policy

Policy Statement

Disenrolled students who wish to re-enroll into AHN Schools of Nursing following a withdrawal or dismissal must submit an application for consideration of readmission.

Policy Purpose

To provide guidelines for the readmission process to the AHN Schools of Nursing

Policy Guidelines

1. Disenrolled students should reapply for admission at least 3 months prior to planned program return
2. To be considered for readmission, the applicant must submit a statement to the leadership team outlining personal development, strategies, and changes for success in the program.
3. Students readmitted to the program must meet with the Assistant Director prior to the start date of the returning term/semester.
4. Students repeating a nursing course must complete both the theory and clinical components.
5. If readmission occurs after a withdrawal for a significant health alteration, the student may be required to provide physician clearance indicating when the student can resume all class and clinical activities.
6. The current tuition per nursing course will be charged.
7. A disenrolled student will not be eligible for readmission if an outstanding tuition balance is due to the AHN Schools of Nursing

Academic Honors and Recognition

Policy Statement

The Western Pennsylvania Hospital School of Nursing recognizes the value of scholarship and excellence in academics and encourages students to reach high levels of achievement.

Policy Purpose

To recognize the academic achievement of students and promote the value of scholarship and excellence throughout the duration of the nursing program.

Policy Guidelines:

A. End of Term Recognition

At the completion of each term, students will be recognized for academic achievement based upon the end of term GPA. Eligible students will receive a certificate of recognition for the following:

- High Honors - GPA of 3.5 to 4.0
- Honors- GPA of 3.0 to 3.49

B. Graduation with Honors

At the end of term seven, second year students may be eligible for graduation with honors. Criteria required for graduation with honors include:

- Successful completion of term seven
- A cumulative GPA of 3.2
- Placement in the top 30% of the class
- No more than four (4) total program clinical demerits

Those students eligible to graduate with honors will be provided an official letter, certificate of achievement, and honor cords to be worn at the commencement ceremony.

NCLEX-RN Eligibility Policy

Policy Statement

It is the policy of the Western Pennsylvania Hospital School of Nursing that only students who have completed all program requirements and met all financial aid responsibilities will be approved by the Director of the School of Nursing as eligible for the Registered Nurse Examination (NCLEX-RN) for licensure.

Policy Purpose

To ensure that students enrolled at Western Pennsylvania Hospital School of Nursing are aware of current application process for licensure and testing.

Policy Guidelines

1. To be licensed as a registered professional nurse, the individual must be eligible for licensure. This includes completion of an approved nursing program, successfully pass the NCLEX-RN examination, and meet the state requirements for which they are applying for licensure in.
2. Graduates are eligible to apply for licensure as a registered nurse if they meet the Pennsylvania State Board of Nursing requirements related to moral character. The State Board of Nursing has the right to delay or refuse licensure to any applicant who has been convicted of a felonious act of April 14, 1972 (P.L.233, No.64) known as the "Controlled Substance, Drug, Device and Cosmetic Act. Western Pennsylvania Hospital School of Nursing is not responsible for decisions made by the State Board of Nursing regarding licensure.
3. The Director of the School of Nursing determines which students are eligible for graduation after receiving the following:
 - a. Communication regarding completion of all academic requirements.
 - b. Student Communication from the Financial Department confirming that the student has meet all financial responsibilities, including the financial aid exit advisement.
4. Upon completion of the program, the Director of the School of Nursing submits the Education Verification Forms to the Pennsylvania State Board of Nursing certifying the eligibility of the graduate to take the NCLEX-RN and receive licensure.
5. Information regarding the application process for Pennsylvania State Board of Nursing licensure is located on their website www.dos.state.pa.us/nurse
 - a. Under section 6311 of the Child Protective Services Law (23 P.S. § 6311) all applicants for initial licensure are required to complete 3 hours of Department of Human Services-approved training in child abuse recognition and reporting requirements. Information on approved CE providers is available on the Board's website.
 - b. Students are required to complete two applications in order to take the NCLEX-RN:
 1. Pennsylvania Application for Exam/ Initial Licensure (\$95 fee).
 2. National Council Licensure Exam through Pearson Testing services (\$200 fee).

6. Students who are seeking initial licensure in any state other than Pennsylvania must contact that individual state board for application requirements. The student is to submit any paperwork that needs to be completed to the nursing program to the Director of the School of Nursing.

Student Educational Record Retention Policy

Policy Statement

It is the policy of Western Pennsylvania Hospital School of Nursing to maintain student educational records in compliance with Allegheny Health Network, the Pennsylvania State Board of Nursing Regulations and the Family Educational Rights and Privacy Act (FERPA)

Policy Purpose

To assure security and maintenance of applicant, enrolled, graduate, dismissed, withdrawn, and terminated student records, including financial aid records.

Procedures and Guidelines

1. Maintenance and Accessibility

Records will be maintained in locked file cabinets in accordance with Pennsylvania SBON code and FERPA.

Electronic records will be housed in Campus Café. Campus Café is an electronic, password protected student information system that maintains pre-admission, academic and financial aid information.

The Director, Assistant Director, Admissions Coordinator, Financial Aid Director, Student Accounts Associate and Administrative Coordinator will have access to student records. Federal, state, and accreditation examiners will be granted access to files when appropriate as prescribed by law.

Students have access to personal records through the Campus Café portal. Copies of personal records and/or review may be completed upon request. No component of the student record will be released to other parties/institutions without written authorization from the student.

2. Types, Compilation, and Management of Records

a. Applicant Record

- Application
- Essay
- Official Transcript(s) - High School/GED, post-secondary education if applicable
- Letters of Reference (2)
- Applicant correspondence
- Pre-admission standardized test results

The above documents are the property of Western Pennsylvania Hospital School of Nursing. Original documents cannot be returned to the applicant. Incomplete records of applicants and accepted individuals who do not enroll will be retained for two (2) years.

b. Enrolled Student Academic Record

The applicant record is converted to the enrolled academic record upon acceptance and matriculation into the nursing program. All applicant documents are retained upon conversion and the following documents are added:

- Acceptance letter
- Transfer of credit notification
- FERPA waiver form
- Grade reports (obtained from Campus Cafe)
- Student and school correspondence

Enrolled students will be required to submit evidence of health records and compliance documents. The compliance record consists of the following:

- Health clearance (History and Physical examination: Urine Drug Screening)
- Vaccination record
- Criminal background checks and clearances
- Basic Life Support (CPR card)
- Student handbook attestation
- Evidence of liability insurance
- Evidence of health insurance

Health and vaccination (titer) records will be retained for a period of five (5) years.

c. Graduate Records

Enrolled student files are converted to graduate files upon successful completion of the nursing program. The following information is kept *ad infinitum*:

- Final official transcript signed by the program Director
- Copy of School of Nursing issued Diploma
- Entire graduate records will be retained for a period of five (5) years.

d. Withdrawn Student Record (Dismissed or Terminated)

The enrolled student's academic and compliance records are converted to a withdrawn record following withdrawal, dismissal, or termination from the program.

If a student re-enters the program following a break in enrollment, the file is converted to an Enrolled Student Record upon re-entry

Withdrawn, dismissed, and terminated student records will be retained for a period of five (5) years. After five (5) years, the final transcript will be maintained *ad infinitum*.

e. Financial Aid Records

Financial aid records for students, graduates and withdrawn students will be maintained in the Financial Aid Office

The financial aid file will be retained for five (5) years after graduation or program withdrawal/termination

All documents in the financial aid file become the property of Western Pennsylvania Hospital School of Nursing and cannot be returned to the applicant, enrolled student, or graduate.

3. Additional Miscellaneous Records

a. Course Documents

Documents that are course specific are maintained by the course coordinator and the course faculty during the academic term. This includes the following:

- Individual student examination booklets and Scantron sheets
- Individual student assignments and grading rubrics
- Formative clinical evaluations

All course documents are destroyed five (5) weeks after the course/academic term has been completed.

b. Attendance Records

- Course attendance records will be maintained for five (5) years.

Section III

Student Life

Student Rights and Responsibilities

Policy Statement

The administration, faculty and staff at Western Pennsylvania Hospital School of Nursing affirms the rights of all students.

Policy Purpose

To assure basic rights for students during their educational experience at Western Pennsylvania Hospital School of Nursing.

Policy Guidelines

1. The right to teach and to learn are inseparable aspects of education.
 - a. The student has the right to evaluate information or views offered in any course and reserve judgment about matters of opinion; the student has the responsibility to learn material which is included in the course in which the student is registered.
 - b. The student has the right of protection from prejudiced or irrational academic evaluation; the student has the responsibility for maintaining determined school standards of academic performance for each course in which the student is registered
2. The student has the right to expect Western Pennsylvania Hospital School of Nursing to develop policies or procedures designed to guarantee the student's right to learn.
 - a. The student has the right to have a voice in the determination of the curriculum through a clearly defined process that encourages participation in the formulation and application of the curriculum.
 - b. The student has the right to periodic review of the grading system; the student has the responsibility to understand it.
3. The student has the rights and responsibilities of a citizen of the School community
 - a. The student has the right to belong to any organization that is School or non-School related; the student has the responsibility to maintain participation in School activities.
 - b. The student or student organizations have the right to examine and discuss questions of interest; the student has the responsibility to do this in accordance with standards of professional ethics.
 - c. The student has the right to expect any information acquired by faculty members concerning views, beliefs, and opinions to be kept confidential and released only with knowledge and consent of the student.
4. The student has the right to be admitted and progress through Western Pennsylvania Hospital School of Nursing without any regard to race, color, religion (creed), age, gender, gender identity, national origin (ancestry), disability, military status, veteran status, or any other classifications that are federal or state protected.
5. The student has the right to expect Western Pennsylvania Hospital School of Nursing to have a policy regarding information included in the student's permanent records and the condition of its disclosure; the student has the responsibility to follow the established procedure for review of records

6. The student has the right to expect Western Pennsylvania Hospital School of Nursing to define standards of behavior while on Hospital and School premises; the student has the responsibility to adhere to these standards of behavior.
 - a. The student has the right to expect that disciplinary action will be taken regarding violations outlined in the *Student Handbook*; the student is responsible to know these rules.
 - b. The student has the right to expect that a dress code be established by faculty, administration, and student government; the student has the responsibility to abide by this code.
7. The student has the right to expect safety to be an essential concern to all students and faculty of Western Pennsylvania Hospital School of Nursing. The student has the right to expect adequate safety protection, such as fire precautions and external lighting; the student has the responsibility to take personal safety precautions including avoidance of obvious safety hazards.
8. The student has the right to expect Western Pennsylvania Hospital School of Nursing to implement a guidance program; it is the student's responsibility to be aware of the program and utilize it as necessary.
9. The student has the right to have access to health care; it is the student's responsibility to develop positive health practices.
10. The student has the right to be informed of policies regarding available financial aid programs; the student has the responsibility to initiate application and meet requirements of the elected financial aid program.
11. The student has the right to be informed about professional laws and codes; the student has the responsibility to be accountable in professional and personal activities.

Student Dress Code

Western Pennsylvania Hospital School of Nursing expects that students shall dress in a manner that adheres to personal and patient safety standards, infection control standards, and portray the professional image of a student nurse at the School of Nursing. It is the student's responsibility to ensure that he/she is dressed and appear in accordance with the standards set forth in this policy. Students not in compliance may be subject to discipline, and/or sent home to obtain appropriate attire.

Policy Purpose

To provide guidelines regarding acceptable image and appearance standards for nursing students.

Policy Guidelines

General Appearance Guidelines:

- Student photo identification badge must be worn at all times on outermost layer of clothing above the waist with the picture side visible. Stickers, pictures, or ornaments are not permitted on the badge, unless designated and approved by the hospital facility.
- Lanyards of any kind are not permitted in the clinical setting.

Classroom:

- Students may wear casual clothing while participating in classroom experiences: The following are prohibited:
 - Tight fitting clothing that leads to exposure of breasts, midriff, and buttocks.
 - Excessive rips in jeans that expose upper legs and groin areas.
 - "Short" shorts and mini-skirts.
 - Pajamas, pajama pants, and slippers.
 - Clothing items with vulgar and/or offensive logos, images, or sayings.
 - Shoes should be worn at all times.

Hospital/Lab Based Clinical Experiences:

- White school approved scrub/uniform top with school approved "West Penn School of Nursing" embroidery over left chest.
- Green school approved scrub/uniform pants must be worn.
- Students must wear socks or stockings.
- Plain white/mostly white leather or vinyl shoes and laces, which are clean and in good repair with closed toe and heel.
- Adequate room for stretching, stooping, and bending.

- Undergarments must be solid white or beige.
- Uniforms must be clean, pressed, and in good repair.

Scrub Jackets:

- Scrub jackets must be the approved "West Penn Hospital School of Nursing" white jacket with the appropriate logo embroidery.
- Allegheny Health Network sweatshirts, fleece and warm ups (blue and black) are not permitted.
- Scrub jackets must be clean, pressed, and in good repair.
- School scrub jacket can be worn over street clothes when on the clinical unit and not giving direct patient care.

General cosmetic appearance and nails:

- Students may display tattoos if the words, symbols or images are not offensive or contrary to the mission and core values of the institution. Examples of tattoos should not be displayed include but are not limited to those depicting or representing racial, sexual, religious, ethnic, political or other characteristics or attributes of a sensitive, discriminatory, or derogatory nature, or those that depict nudity, violence, sexually explicit content and represent the institution in a bad light. If administration determines a student's tattoo does not comply with policy, the student will be required to cover the tattoo.
- Cosmetics must convey a professional appearance.
- Perfumes, colognes, after-shave and other scented products should not be worn in patient care areas.
- Body odors, breath odors, and strong perfume/lotion smells can be offensive to patients, employees, and peers. Special attention should be given to personal hygiene and its impact to other individuals.
- Clothing should be free from the odor of smoke.
- Length of fingernails must promote patient and employee safety and not hinder patient care. Nails should not exceed ¼ inch in length. Nail polish should be a natural or moderate color. No artificial fingernails are permitted including acrylic, press-on, gel coated, multicolored, or nail ornaments are permitted.

Jewelry:

- Jewelry is to be kept to a minimum for both patient and personal safety and the ability to perform assigned tasks.
- One ring per hand may be worn. Wedding and engagement rings are to be considered as one ring.
- Small stud earrings or earrings up to one inch in diameter may be worn. Dangle earrings of any length are not permitted. Other exposed body jewelry is not permitted.
- Watches are to be professional style, non-decorative, and with a second hand.
- One plain chain necklace may be worn with the uniform. The length should not present a hazard to student or client.

Hair:

- Hairstyles must be neat and well-groomed.
- Hair, if shoulder-length or longer, must be pulled back with a non-decorative clasp during clinical experiences. Hair should not come in contact with the patient.
- Men are to be clean-shaven or have beards, mustaches, and sideburns that are neat and well-groomed.

RELATED POLICIES

Allegheny Health Network – Image and Appearance

Social Media and Technology Policy

Policy Statement

The Western Pennsylvania Hospital School of Nursing supports the use of social media and technology for teaching and learning, as well as a resource for current and prospective students. The intent of this policy is to provide direction for students who engage in internet conversations for school-related purposes such as clinical or didactic activities. In addition this policy serves to protect the integrity, privacy, and professional boundaries of all members of the School of Nursing (faculty, staff, and students) and patients. Distribution of sensitive and confidential information is protected under HIPAA and FERPA whether discussed through traditional communication channels or social media

Policy Purpose

This policy was developed to protect the integrity, privacy, and professional boundaries of all members of the Western Pennsylvania Hospital School of Nursing (faculty, staff, and students) and patients.

Policy Definitions

1. Social Media: a “form of electronic communication through which users create online communities to share information, ideas, personal messages, and other content” (Merriam-Webster dictionary, 2012).
2. Social media and the internet provide opportunities for knowledge exchange and dissemination among many people. This exchange of information does not come without risk. Nursing students, faculty and staff have an obligation to understand benefits and consequences of participating in social media activities. Even deleted posts can be accessed again and are discoverable in a court of law.
3. Technology: personal electronic devices such as cellular phones, iPods, iPads, iWatch, MP3 players, PDA, cameras etc. that may be used for personal communication, entertainment recordings, and photography

Policy Guidelines

1. Students are not permitted to post confidential or proprietary information about Allegheny Health Network, West Penn School of Nursing staff, students, clinical facilities, patients/clients, or others whom one has contact with in the role of a West Penn School of Nursing student.
2. Students are not permitted to utilize Allegheny Health Network or West Penn School of Nursing logos or graphics. All posters, fliers, or social media postings must be approved by administration.
3. Cellular phones or other personal electronic devices should be programmed to silent mode during class and clinical. Students are not permitted to answer calls, talk, or text message during classroom or clinical experiences. If the student needs to respond to an emergency text or phone call during class or clinical, the student should leave the area to respond.
4. Students are not permitted to have personal electronic device in the classroom during any quiz/examination or quiz/examination review.
5. Students are not permitted to audio or video record instructor or students during classroom activities without prior permission. Students are not permitted to post classroom materials on social media sites.

This includes but is not limited to: classroom documents, recordings/video of lecture or presentations involving students or faculty.

6. Students may use approved personal electronic devices for reference on the clinical unit. Access to these references should not occur in patient rooms or patient accessible areas.
7. Students are not permitted to audio record, photograph, or video record patients/clients in any clinical setting.
8. Students should refrain from taking photographs and/or videos in any clinical setting where identifiable patient/client or clinical affiliation information is visible. Inadvertent confidential information may appear.

9. Students should be aware of their association with West Penn School of Nursing in online social networks. If you identify yourself as a student, ensure your profile and related content is consistent with how you wish to present yourself. Identify your views as your own. When posting your point of view, you should neither claim nor imply that you are speaking on West Penn School of Nursing's behalf.
10. Students should not participate in casual postings on social media sites about students, faculty, the West Penn School of Nursing or employees of Allegheny Health Network. These postings may be interpreted as lateral violence, are considered unprofessional behavior, and may be grounds for dismissal from the program.
11. Students should not make disparaging remarks about the health system, school, faculty, staff, employers or students. Posted material that is obscene, threatening, harassing, abusive, slanderous, hateful, or embarrassing will not be tolerated and may be grounds for dismissal from the program.
12. Students should adhere to professional boundaries when utilizing social media and technology. Students should not attempt to connect with faculty, staff, or patients or patient families on social media sites. Students should respect professional boundaries when utilizing technology to communicate with faculty and staff.

Procedures and consequences:

1. Students who share confidential or unprofessional information do so at the risk of disciplinary action. If a suspected violation did occur, this may result in penalty to the student(s). The appropriateness of the penalty will be decided upon by the school administration relative to the violation committed.
2. Each student is legally responsible for individual postings and may be subject to liability if individual postings are found defamatory, harassing, or in violation of any other applicable law. Students may also be liable if individual postings include confidential or copyrighted information
3. Disciplinary action will be based on the seriousness of the infraction or policy violation. Examples of disciplinary action may include, but are not limited to:
 - Verbal Warning
 - Written Warning
 - Course Failure
 - Program Dismissal and/or Termination

Student Health and Wellness Policy

Policy Statement

Health and wellness is an essential component of success for students enrolled at Western Pennsylvania Hospital School of Nursing. The goals of the program are to promote the continued physical and emotional health of students and support the concept of the student accepting responsibility for maintenance of their own health.

Policy Purpose

To provide guidelines regarding resources available to students requiring general medical attention, support with emotional health, and guidance for students who develop an alteration in health while enrolled in the program.

Policy Guidelines

1. General Medical Attention

- Any student requiring immediate medical attention may be seen in the Emergency Department. Students assume financial responsibility for all emergency room visit charges.

2. Emotional Health and Counseling

- Students enrolled at Western Pennsylvania Hospital School of Nursing are eligible to receive services from Magellan Healthcare. Magellan Healthcare offers counseling services for those students who are experiencing personal problems such as depression, family issues, emotional difficulties, work-life stress, grief, etc. Magellan Healthcare contact information is provided to each student at the beginning of the academic year and available in the School of Nursing administrative offices.

3. Health Alterations (Injury, Illness and/or Hospitalization)

- Students are required to immediately report any health alteration including injury, illness and/or hospitalization to the Director and/or Assistant Director that could impact their ability to complete course requirements.
- Based upon the specific circumstances of the health alteration, the School of Nursing administration will refer to its Functional Ability of the Student Nurse Guidelines located in the student handbook, as well as AHN Employee Health Department and AHN Fitness for Duty Policy to determine functional ability to safely continue with classroom and clinical activities.
- Students may be prohibited from utilizing or wearing specific assist devices such as crutches, casts, walking boots. Any assistive device will be reviewed according the AHN Employee Health recommendations and the AHN Fitness for Duty policy. Should the student require continued use of an assistive device, the student may not be permitted to continue with classroom and/or clinical activities.
- A student who is absent for more than three (3) consecutive days due to illness must submit a signed medical release from a licensed independent medical provider prior to returning to classroom or clinical activities.

- A student who had surgery for any reason, or was hospitalized must submit a signed release medical release from a licensed independent medical provider, regardless of time missed, prior to returning to classroom or clinical activities.
- The release form must specifically state that the student may participate in classroom and clinical activities without restrictions.
- Release forms are to be submitted upon return to school to the Director and/or Assistant Director of the School of Nursing.

4. Infectious and Communicable Diseases

- Students are required to immediately report all diagnosed communicable or infectious diseases that would prevent them from being able to attend classroom activities or safely provide patient care in the clinical setting.
- Examples of communicable or infectious disease include but are not limited to: coronavirus (COVID-19), influenza, shingles, scabies, tuberculosis, conjunctivitis or additional severe respiratory infections.
- Students are required to comply with AHN Employee Health policies related to communicable and infectious diseases.
- Refer to School of Nursing COVID-19 Health and Safety plan for guidelines regarding testing and return to class and clinical.

5. Accidents/ Exposures

- Any student involved in an accident on hospital property must report the injury to the administration at the School of Nursing. Students will be sent to the Emergency Department for evaluation, follow up and treatment as necessary. If the accident occurred on the nursing unit, the student must report the injury to the designated instructor and report to the Emergency Department.
- Students who have a blood born pathogen exposure while performing patient care during a clinical experience must notify the instructor and report to the Emergency Department for evaluation, follow up and treatment as necessary.
- Students attending clinical at an affiliating agency and needing immediate medical attention due to illness or injury should follow the same procedure an employee of that affiliating agency would follow.
- Students assume financial responsibility for all emergency room visits.

Functional Ability of the Student Nurse Guidelines

Functional Ability Guidelines are utilized as a guide to determine fitness of duty in the event of a health alteration. The following is a list of physical and behavioral expectations of student nurses while enrolled in this program:

1. **Strength:** Sufficient to assist with lifting and transferring a patient, and to perform CPR.
2. **Mobility:** Sufficient ability to bend, stoop, and bend down to the floor; the ability to move around rapidly; and in small, confined areas.
3. **Hearing:** Sufficient to hear through a stethoscope to discriminate sounds; to hear patient requests; to hear alarms on equipment and emergency signals; and various overhead pages.
4. **Vision:** Sufficient to make physical assessment of patients and equipment.
5. **Communication:** Ability to communicate in both verbal and written formats; and to interact with clients, staff, and faculty.
6. **Emotional stability:** Ability to perform under stress with or without specified time constraints.

In a normal workday, the student nurse is expected to be able to:

ACTIVITY	RARELY (1-10%)	OCCASIONALLY (11-33%)	FREQUENTLY (34-66%)
Bend/Stoop			X
Squat			X
Reach above shoulder level			X
Kneel			X
Push/Pull			X
Walking			X
Standing			X

Strength/Weight Requirements

N= Never O = Occasionally F= Frequently

Activity	0-10 Lbs.	11-24 Lbs.	25-34 Lbs.	35-50 Lbs.	51-74 Lbs.	75-100 Lbs.
Lifting	F	F	O	O	O	O
Carrying	F	O	O	O	O	O
Push/Pull	F	F	F	O	O	O

Drug & Alcohol Free Environment Policy

Policy Statement

All students enrolled at Western Pennsylvania Hospital School of Nursing are expected and required to report to the classroom and clinical setting in appropriate emotional, mental, and physical condition. Drug and alcohol testing is one component that can be used to assist in determining fitness for duty. There are three primary reasons for conducting drug/alcohol testing: 1) as part of the enrollment assessment process; 2) when there is a reasonable suspicion of impairment when reporting to class or clinical and 3) as a part of the re-enrollment assessment process following a lapse in enrollment.

Any refusal to submit to drug/alcohol testing or a verified positive drug/alcohol test will be grounds for revocation of program admission, re-admission and dismissal from the program.

Policy Purpose

To ensure the fitness for duty of all students enrolled at Western Pennsylvania Hospital School of Nursing.

To comply with the Drug-Free Schools and Communities Act of 1989 and Higher Education Act of 1965 to require that as a condition of receiving funds or any other form of financial assistance under any Federal program must submit a certification that it has adopted a drug prevention program.

To provide guidelines for students, faculty and staff at Western Pennsylvania Hospital School of Nursing regarding identification and prevention of substance abuse in an effort to ensure a safe and effective academic environment.

Policy Definitions

Drug Related Misconduct: Reasonable Suspicion

1. Possession of drugs other than medication legally prescribed or legally sold over-the-counter for the user/possessor.
2. Unlawful distribution of drugs while on premises or while attending classroom or clinical experiences.
3. Use of drugs while on duty (classroom or clinical) other than medication legally prescribed for the user or legally sold over-the-counter.
4. Reporting to class or clinical while under the influence of drugs and/or alcohol other than a therapeutic dosage of a legally prescribed drug or over-the-counter medication.
5. Failure to notify administration or faculty of current use of a drug which may adversely affect performance (i.e. drowsiness, memory problems, sleeping, or any behavior that places self, patients, or others at a safety risk).

Policy Guidelines

Reasonable Suspicion Testing:

1. Any student, who voluntarily admits to having a substance abuse problem, will be provided the opportunity to withdraw from the program without consequences and will be provided with referral information for advisement/rehabilitation.
2. Determination of impairment includes the observation of physical characteristics or behaviors indicative of:
 - a. Inability to perform duties and/or responsibilities and/or provide patient care safely and effectively;
 - b. Inappropriate behavior that may diminish instructor or patient confidence in the student's ability to perform;
 - c. Uncharacteristic or offensive behavior generally associated with being under the influence of alcohol/drugs;
 - d. The involvement in an unsafe act.

3. Physical and/or behavioral observations should be reported to the instructor, Director and/or Assistant Director.
4. The observations are to be discussed with the student in private. The instructor, Director and/or Assistant Director should ask the student for an explanation of the behavior. If the student admits that she/he has been drinking or is under the influence of some drug or has not supplied a satisfactory answer to the Director or Assistant Director the student will be asked to submit to a drug/alcohol test and a fitness for duty evaluation.
5. Refusal to consent to a test will subject the student to immediate suspension with the intent of dismissal from the nursing program.
6. If the student consents, the Director and/or Assistant Director or instructor will escort the student to the nearest Emergency Department for evaluation which will include urinalysis and blood alcohol test. Students will be responsible for all costs regarding the Emergency Department evaluation and testing.
7. Once the test has been conducted, the instructor, School of Nursing Director and/or Assistant Director will ensure that the student is transported safely. Under no circumstances should a student in this situation be permitted to drive.
8. Under no circumstances will the student be permitted to return to the classroom or clinical experience.
9. The student should provide further consent and the release of results to the Director and/or Assistant Director of the nursing program. Failure to disclose results will result in immediate dismissal and/or termination from the program.
10. A student with positive test(s) results will be immediately withdrawn from the program and provided referral information for advisement/rehabilitation.
11. Students who voluntarily report, seek and receive appropriate rehabilitation may qualify for program re-admission.

Pre-enrollment and re-enrollment drug screening:

1. For information regarding routine pre-enrollment and re-enrollment drug screening process refer to Western Pennsylvania Hospital School of Nursing Compliance Policy
2. Students dismissed from the program related to a fitness for duty and/or drug and/or alcohol related incident may be eligible for re-enrollment. Students wishing to re-enroll will be required the following:
 - a. Meeting with the Program Director
 - b. Documentation and clearance from treating clinician.
 - c. Negative drug and alcohol screening. (refer to Compliance Policy)
 - d. Permission and consent to randomized drug and alcohol testing while enrolled in the program.

It is the responsibility of the student to notify the School of Nursing of any drug-related felonious acts no later than five (5) days after conviction. The School Director will report such conviction to the appropriate federal agencies as required by the Drug Free Workplace Act of 1988. A student's Title IV Federal Financial Aid eligibility will be suspended for any drug-related offense. The student will be notified of the way in which he/she may regain eligibility.

Student Employment Policy

Policy Statement

A student may be employed while enrolled in at Western Pennsylvania Hospital School of Nursing. The School of Nursing assumes no legal responsibility for those employed or those independently (without the knowledge or authorization of School of Nursing administration) participating in health screenings and/or fairs.

Policy Purpose

To safeguard the public and the Western Pennsylvania Hospital School of Nursing

Policy Guidelines

1. If a student is employed by a health care agency, they may not be employed as a registered or practical nurse unless they are currently licensed.
2. Student employment is on a voluntary basis and is not a requirement of Western Pennsylvania Hospital School of Nursing
3. The School has no responsibility for the actions of the student at the place of employment or independent, non-school sponsored or approved participation in health screenings and/or fairs.
4. Students cannot wear their School of Nursing uniform or student identification badge in an employment situation or the independent, non-school sponsored or approved participation in health screenings and/or fairs.

Student Housing Policy

Policy Statement

Students enrolled at Western Pennsylvania Hospital School of Nursing may choose their own living arrangements as a commuter or housing on campus. All on-campus housing residents of Western Pennsylvania Hospital School of Nursing must adhere to the policies and procedures in the Residence Handbook.

Policy Purpose

To provide guidelines for obtaining and maintaining on-campus housing at the Western Pennsylvania Hospital School of Nursing.

Policy Guidelines

1. Western Pennsylvania Hospital School of Nursing offers on-campus housing for a limited number of nursing students each academic year.
2. Requests for housing are made through the Admissions Office. Requests for housing does not guarantee placement due to limited number of available dorm rooms.
3. All students who reside on campus and their guests must adhere to the policies and procedures outlined in the *Residence Handbook*.
4. If a student residing on campus and/or their guests violate any policies and procedures outlined in the *Residence Handbook*, the student will be subject to disciplinary actions up to dismissal from the on campus housing or Western Pennsylvania Hospital School of Nursing.
5. Non-resident students may visit with residents as a guest on the fifth floor campus housing area. Non-resident students are required to follow all visitation guidelines including:
 - All guests must be signed in and out at the receptionist's desk or with a Resident Assistant.
 - All guests must be escorted at all times by the resident.
6. Guests not abiding by applicable policies and procedures will be asked to vacate the fifth floor housing area.

Student Government

Western Pennsylvania Hospital School of Nursing provides the opportunity for enrolled students to participate in student government. The student government consists of student representation from both the first year and second year classes. Student government officers are elected representatives from the second year class.

Purpose

The purpose of the Student Government is to represent the student body by communicating strengths, issues, concerns, and suggestions for overall program improvements. In this role, student government representatives have the opportunity to develop leadership and communication skills, as well as contribute to the overall operation and improvement of the School of Nursing. The student government communicates the interests and activities of the first-and-second year classes by providing means for cooperative action.

Roles and Responsibilities

- Facilitate monthly student government committee meetings.
- Act as a liaison between the student body and administration.
- Coordinate social activities for the student body.
- Coordinate volunteer and community service activities.
- Attend School of Nursing Student Support and Services meetings.

Election of Student Government Officers and Representatives

- First Year Students
Four (4) student government representatives and two (2) alternates are elected from the first year class.

Election of first year representatives will occur at the end of the first term. Interested students should provide a one paragraph bio highlighting previous leadership experience. Representatives will be elected by ballot vote of the first year class.

- Second Year Students
Student government officers are elected from the second year class. Officers include:
 - President
 - Vice President
 - Secretary
 - Treasurer

Election of second year officers will occur at the end of the fourth term. Interested student government representatives and alternates must provide a one paragraph bio highlighting their first year accomplishments as a representative and state intent for the office of interest. Officers will be elected by ballot vote of the second year class.

Roles and responsibilities of student government officers, representatives, and alternates are located in the student government bylaws

Membership

All students enrolled in the School of Nursing are considered members of the Student Government committee and are encouraged to attend monthly meetings

Nursing Students' Association (NSA)

The Nursing Students' Association (NSA) is a non-profit organization and constituent of the National Student Nurses' Association (NSNA) and the Student Nurses Association of Pennsylvania (SNAP) representing nursing students throughout the Commonwealth of Pennsylvania. The function of the NSA is to have direct input into standards of nursing education and influence the educational process (SNAP, 2020).

The Western Pennsylvania Hospital School of Nursing-Nursing Students' Association (WPHSON-NSA) is a chapter of the SNAP that provides nursing students with the opportunity to participate in a professional nursing organization. Members engage in developing leadership skills, participate in community service outreach programs, and generate resolutions that may positively impact the education of nursing students.

Students who become members of the NSNA are automatically granted state and local membership. As a member of the chapter, nursing students gain access to attend professional networking events such as workshops, state and national conventions.* The NSNA determines membership fees.

WPHSON-NSA is open to all nursing students at Western Pennsylvania Hospital School of Nursing.

To become a member:

1. Go to the NSNA website at: <https://www.nсна.org/membership.html>
2. Select *PA* as the state.
3. Select *West Penn Hosp* as the nursing school.

****Students must be passing the clinical component and theory with a grade of C or higher of the nursing course in which enrolled to attend the SNAP state and NSNA national conventions.***

References

Student Nurses Association of Pennsylvania (SNAP). (2020). *About us*. <https://www.snap-online.org/about-us/>

Section IV

Financial Aid

Western Pennsylvania Hospital School of Nursing participates in grant and loan programs in accordance with rules, regulations, and financial aid policies as set forth by the United States Department of Education (Federal) and the Pennsylvania Higher Education Assistance Agency (State).

The financial aid programs in which WPHSON participates, but not limited to, are as follows:

1. Federal PELL Grant
2. Pennsylvania Higher Education Grant (PHEAA)
3. Federal Direct Student Loan
 - a. Federal Direct Subsidized Loan
 - b. Federal Direct Unsubsidized Loan
 - c. Federal Direct Parent PLUS Loan
4. Alternative Educational Loans
5. Veteran Benefits
6. Office of Vocational Rehabilitation Assistance
7. Outside scholarships

Students may inquire for more information regarding grants or loans through the Financial Aid Office at WPHSON.

WPHSON Federal School Code - 006583

Student Financial Services Department

Western Pennsylvania Hospital School of Nursing's Student Financial Services Department consists of the Director of Financial Aid and the Student Accounts and Registration Coordinator. Each position works directly and indirectly with each other to help process and disburse a student's financial aid. The Student Accounts and Registration Coordinator is also a liaison between the Director of Financial Aid and AHN accounting department. The Director of Financial Aid assists students in completing the necessary documentation to apply for financial aid, calculates a student's financial aid award eligibility and processes the financial aid for disbursement. The Student Accounts and Registration Coordinator posts the disbursed financial aid to the student's account, processes payments and student refunds and reconciles all financial aid funds to ensure accurate reporting.

Financial Aid Code of Conduct

An institutional financial aid professional is expected to always maintain exemplary standards of professional conduct in all aspects of carrying out his or her responsibilities, specifically including all dealings with any entities involved in any manner in student financial aid, regardless of whether such entities are involved in a government sponsored, subsidized, or regulated activity.

In doing so, a financial aid professional should:

- Refrain from taking any action for his or her personal benefit.
- Refrain from taking any action he or she believes is contrary to law, regulation, or the best interests of the students and parents he or she serves.
- Ensure that the information he or she provides is accurate, unbiased, and does not reflect any preference arising from actual or potential personal gain.
- Be objective in making decisions and advising his or her institution regarding relationships with any entity involved in any aspect of student financial aid.
- Refrain from soliciting or accepting anything of other than nominal value from any entity (other than an institution of higher education or a governmental entity such as the U.S. Department of Education) involved in the making, holding, consolidating or processing of any student loans, including anything of value (including reimbursement of expenses) for serving on an advisory body or as part of a training activity of or sponsored by any such entity.
- Disclose to his or her institution, in such manner as his or her institution may prescribe, any involvement with or interest in any entity involved in any aspect of student financial aid.

As prescribed by federal regulations and in compliance with 34 U.S.C. §601.21(c), student financial aid administrators at WPHSON may not:

- Engage in any revenue-sharing arrangements with any lender;
- Solicit or accept gifts from a lender, guarantor, or servicer;
- Accept any fee, payment, or other financial benefit as compensation for any type of consulting or any contractual relationship with a lender;
- Assign a first-time borrower's loan to a particular lender or refuse to certify or delay certification of any loan based on a borrower's selection of a particular lender;
- Request offers of funds for private education loans, including opportunity pool loans, from a lender in exchange for providing the lender with a specified number or loan volume of private education loans or a preferred lender arrangement;
- Request or accept staffing assistance from a lender; and
- Receive compensation for serving on an advisory board, commission, or group established by a lender, guarantor, or group of lenders or guarantors.

Student Financial Aid Rights

You have the right...

- To know what financial aid programs are available at your school.
- To know the deadlines for submitting applications for each of the programs available.
- To know how financial aid will be distributed
- To know how financial aid decisions are made and the basis for these decisions.
- To know how your financial need was determined. This includes how costs for tuition and fees, travel, books and supplies, personal and miscellaneous expenses, etc. are considered in your budget.
- To know how much of your financial needs have been met as determined by the financial aid office at the school.
- To know what resources (such as parental contribution, other financial aid and your assets, etc.) were considered in the calculation of your need.
- To access and review your financial aid file at any time.
- To know your school's refund policy.
- To know what portion of the financial aid you received must be repaid; if the aid is a loan, you have the right to know the interest rate, the total to be repaid and the length of time you have to repay when repayment begins.
- Under the Federal Direct Loan program, if you cannot meet the repayment schedule, to request that the loan payments be reduced for a specific period of time if it will assist you in avoiding default.
- To know how the school determines whether you are making academic progress and what happens if you are not.

Student Financial Aid Responsibilities

You are responsible...

- For completing all application forms accurately and submit them on time to the right place.
- For providing correct information; in most instances, misreporting information on financial aid applications is a violation of law.
- For completing and returning all additional documentation, verification, corrections and/or new information requested by either the financial aid office or the agency to which you submitted your application.
- For reading and understanding all forms that you are asked to sign and for keeping copies of them.
- For accepting responsibility for all agreements that you sign.
- For understanding and complying with deadlines for application or reapplication for aid.
- For understanding of your school's refund policy. All schools must provide information to prospective students about the school's programs and performance. You should consider this information carefully before deciding to attend a school.
- For notifying your lender if any of the following occur before the loan is repaid:
 - Change of address
 - Name change (e.g. maiden name to married name)
 - Graduation
 - Withdrawal from school or less than half-time attendance
 - Transfer to other school

Estimated Financial Aid Calendar

Incoming Students:

- When you apply to Western Pennsylvania Hospital School of Nursing
 - Apply for your FSA ID
- October
 - Complete your FAFSA and PA State Grant application
 - Research and apply for outside scholarships
- October - July
 - Check your FA Status and Student Account on the student portal
 - Submit requested documents listed in the document portal on your student portal i.e. student loan application, entrance interviews, etc.
 - Review and Accept your estimated financial aid in the FA Status on the student portal
- May
 - PA State grant deadline is May 1st
- June:
 - Submit all prior academic transcripts to the admissions office before June 1st
 - Review degree audit/transcript in student portal to see any transfer credits
 - Review student account summary to see adjusted tuition and fees for transfer credits
- July
 - Address all balances with the Student Financial Services department.
 - Set up payment arrangements/apply for alternative funding

Returning Students:

- October
 - Complete your FAFSA and PA State Grant application
 - Research and apply for outside scholarships
- October - July
 - Check your FA Status and Student Account on the student portal
 - Submit requested documents listed in the document portal on your student portal i.e. student loan application, entrance interviews, etc.
 - Review and accept your estimated financial aid in the FA Status on the student portal
- May
 - PA State grant deadline is May 1st
- July
 - Address all balances with the Student Financial Services department.
 - Set up payment arrangements/apply for alternative funding.

Eligibility of Financial Aid

Per the Federal Student Aid (FSA) Handbook, every student who meets certain eligibility requirements can receive financial aid, regardless of age or family income. Some basic eligibility requirements are:

1. Is enrolled or accepted for enrollment as a regular student in an eligible institution for the purpose of obtaining a degree or certificate offered by the school;
2. Is qualified to study at the postsecondary level by:
 - a. Having a high school diploma (this can be from a foreign school if it is equivalent to a U.S. high school diploma);
 - b. Having the recognized equivalent of a high school diploma, such as a general education development or GED certificate;
 - c. Having completed homeschooling at the secondary level as defined by state law; or
 - d. Having completed secondary school education in a homeschool setting which qualifies for an exemption from compulsory attendance requirements under state law, if state law does not require a homeschooled student to receive a credential for their education;
3. Maintains satisfactory academic progress by meeting both the Western Pennsylvania Hospital School of Nursing's established qualitative and quantitative criteria;
4. Is enrolled at least half-time to be eligible for Direct Subsidized/Unsubsidized and Direct PLUS Loan Program funds;
 - a. It is the responsibility of the Financial Aid Administrator to determine if a dropped or unregistered course warrants a subsequent eligibility review based on potential enrollment level changes.
5. Is not considered to be incarcerated by currently serving a criminal sentence in a federal state, or local penitentiary, prison, jail, reformatory, work farm, or similar correctional institution (whether operated by the government or a contractor);
6. Is a U.S. citizen, U.S. national, U.S. permanent resident, other eligible noncitizen or a citizen of the Freely Associated States;
 - a. The Federated States of Micronesia and the Republics of Palau and the Marshall Islands can only receive aid from some of the FSA programs.
7. Signs statements on the Free Application for Federal Student Aid (FAFSA) stating that:
 - a. Student is not in default on an Federal Student Aid (FSA) loan and does not owe and overpayment on an FSA grant, or that he/she has made satisfactory arrangements to repay the overpayment or default; and;
 - b. Student will use federal student aid only for educational purposes;
8. Has not exceeded annual or aggregate loan limits as set by the Department of Education guidelines;
9. Does not have property that is subject to a judgment lien for a debt owed to the United States;
10. Has not listed a defaulted FSA loan or grant overpayment in an active bankruptcy claim without documentation from the holder of the debt stating it is dischargeable;
11. Has a valid Social Security number (with the exception of the Freely Associated States); and
12. If male and born after 1960, is registered with the selective service (must register between ages 18 and 25.)

A parent of a student who wishes to apply for a Parent PLUS loan must be the student's biological parent, adoptive mother or father, or in some cases the stepparent. The following are general requirements for Parent PLUS eligibility:

1. The student and parent are US Citizens, permanent residents, eligible noncitizens or citizens of the Freely Associated States;
 - a. The Federated States of Micronesia and the Republics of Palau and the Marshall Islands can only receive aid from some of the FSA programs.
2. The student and parent sign statements on the FAFSA stating that:
 - a. The student or parent is not in default on an FSA loan and does not owe and overpayment on an FSA grant, or that he/she has made satisfactory arrangements to repay the overpayment or default; and;
 - b. The student will use federal student aid only for education purposes;
3. The parent and student have valid Social Security Numbers (with the exception of students and parents from the Republic of the Marshall Islands, Federated States of Micronesia or the Republic of Palau)
4. If the student or parent is male and born after 1960, is registered with the selective service (must register between ages 18 and 25);
5. The parent is not held to a lien by the Federal Government for property;
6. The parent (and endorser if applicable) has obtained an approved credit history review through the Direct Loan Credit Check and Entrance Advisement process.

FAFSA Verification – Policy and Procedures

During each academic year the U.S. Department of Education selects 30% of all FAFSA applicants for verification. The Director of Financial Aid will notify any enrolled or returning student via mail to request the additional documentation. The request will include an explanation of the documents required to satisfy the verification requirements, the deadline to submit these documents and the consequences of failing to complete the verification process.

A student is at risk of losing their Title IV funding, which includes Pell grant and federal student loans if they do not submit the requested documentation. The loss of federal financial aid will cause a balance on the student's account. It is the student's responsibility to set up payment arrangements for any balances that may occur due to the loss of any form of financial aid before the first day of the term. WPHSON's Financial Aid or Student Account Office cannot adjust a student's cost of attendance or FASFA that may affect a student's expected family contribution (EFC) prior to receiving a student's completed verification form.

Procedures to complete verification:

1. The Director of Financial Aid will notify the student via student portal and email of verification selection and what documentation is needed to meet verification requirements.
2. Once all required documentation is received the Director Financial Aid will correct any incorrect verifiable data on the student's FAFSA.
3. The student will receive notification of the corrected information electronically from the Department of Education.
4. If needed the estimated financial aid will be adjusted and updated in the student's portal.

The Director of Financial Aid at Western Pennsylvania Hospital School of Nursing will refer any credible information, which indicates that an applicant may have engaged in fraud or other criminal misconduct in connection with the FAFSA to the Office of the Inspector General of the Department of Education for investigation as established in 34 CFR §668.16(g).

Fraud or other criminal misconduct includes but is not limited to:

1. False claims of independent student status
2. False claims of citizenship
3. Use of false identities
4. Forgery of signatures or certifications
5. False statements of income or household size

Types of Financial Aid

There are various types of financial aid funding available such as federal government grants, federal student loans, state grants, scholarships and private educational loans.

Grants

Grants are funds that do not need to be repaid. There are federal and state grants which are based on financial need. A student's grant eligibility is determined once they complete and have a valid FAFSA on file.

PELL

The Federal PELL Grant is a grant awarded to students who demonstrate a financial need as determined by the U.S. Department of Education's need analysis as set forth by Congress. To be eligible a student must complete the Free Application for Federal Student Aid (FAFSA). WPHSON will receive the information the student submitted on their FAFSA in about 1-2 business days in the Institutional Student Information Report (ISIR).

The U.S. Department of Education's need analysis will determine the student's Expected Family Contribution (EFC) based off of the information entered on their FAFSA. The Financial Aid Officer will use that EFC to determine the student's Federal PELL eligibility. This amount can change due to numerous factors such as enrollment status and withdrawal from the program. The Federal PELL grant does not have to be paid back.

PA State Grant

PA State Grant is a grant awarded to help undergraduate students who demonstrate financial need (determined by Pennsylvania Higher Education Assistance Agency's (PHEAA) need analysis) pay for their post-secondary education.

To be eligible for the PA State Grant a student must:

1. Complete their FAFSA by the state grant deadline
2. Complete the PA State Grant application online at www.aessuccess.org and submit the completed signature page electronically or mail
3. Graduated from a high school or received a GED diploma
4. Demonstrate domiciliary of PA for at least 12 months
5. Be enrolled at least half time in an undergraduate program

Per PHEAA guidelines, a Western Pennsylvania Hospital School of Nursing student is awarded their state grant funds per semester. The fall semester consists of the first and second term and the spring semester consists of the third and fourth term. A Western Pennsylvania Hospital School of Nursing student must be enrolled in the first and second term to receive the fall semester grant and in the third and fourth term to receive the spring semester grant. For PA State Grant purposes a Western Pennsylvania Hospital School of Nursing student is considered full-time if they are enrolled in at least 14 credits per semester and part-time if they are enrolled in at least 7 credits.

Academic progress is checked before the fall term (1st and 4th term) for any new and active students. Any future PA State Grant awards will be canceled if the student did not academically progress during their

previous enrollment while receiving PA State Grant. The student's PA State Grant will be reinstated once they have met the academic progress requirements.

Scholarships

Scholarships are funds to assistance a student in paying for their educational cost. Most scholarships do not have to be repaid. (Check with the scholarship organization for details.) Scholarships are awarded to a student based off of the different guidelines set by the scholarship organization. Below are some links to help find scholarships that the student may qualify for:

External

Fastweb.com - <http://www.fastweb.com/>

Pittsburgh Promise - <http://www.pittsburghpromise.org/>

Pittsburgh Foundation - https://pittsburghfoundation.org/scholarship_search

PHEAA.org - <http://www.pheaa.org/funding-opportunities/index.shtml>

Internal

Scholarship awards will be disbursed according to the stipulations expressed by the source of the award. If there are no stipulations, awards will be disbursed at the discretion of the Director of the School of Nursing.

Loans

Loans are borrowed funds that must be repaid. The student and/or parent must complete a Master Promissory Note (MPN) and entrance counseling so that funds can be processed and sent to Western Pennsylvania Hospital School of Nursing. The MPN includes detailed information about the borrower's rights and responsibilities as a borrower of federal student loans. The MPN is good for ten years when a loan is disbursed; therefore it only needs to be filled out by the student in the first year of borrowing. The MPN will expire after a year if loans are not disbursed off.

Repayment terms are dependent on the type of federal loan. Repayment can often be deferred if a student remains enrolled at least half-time (6 credits). There are several types of loans available to help students and/or parents fund their education.

Type of Loans:

Federal Direct Loans:

Subsidized – a student loan offered through William D. Ford Federal Direct Loan Program. The student usually does not have to pay the interest on this loan while enrolled in school or during their 6 month grace period. Repayment begins 6 months after the student graduates or stops going to school, whichever comes first.

Unsubsidized – a student loan offered through the William D. Ford Federal Direct Loan Program. The interest accrues while the student is enrolled in school and during their 6 month grace period. The student has an option to pay this interest but is not required until they are in repayment. Repayment begins 6 months after the student graduates or stops going to school, whichever comes first.

Federal Parent PLUS Loan – a loan for eligible parents of dependent undergraduate students to help pay for the cost of the student's education. The dependent undergraduate student has to be enrolled at least half-time at an eligible school. The parent cannot have an adverse credit history and must meet the general eligibility requirements for federal student aid. Repayment will begin once the Direct PLUS Loan is fully disbursed.

Alternative Educational Loan – alternative educational loans are offered through outside lenders. Depending on the lender, repayment usually begins 6 months after the student graduates or stops going to school, whichever comes first.

WPHSON does not have a preferred lender list and all credit requirements, repayment and interest rates are determined by the lender. Students can request additional alternative loan information from the Director of Financial Aid or Student Accounts and Registration Coordinator.

The following link will provide you with additional guidelines and interest rates of the different types of loans available. <https://studentaid.ed.gov/sa/types/loans>

The Master Promissory Note (MPN)

The Master Promissory Note (MPN) can be completed online at www.studentaid.gov The MPN includes detailed information about student rights and responsibilities as a borrower for FFEL loans. The MPN is good for ten years when a loan is disbursed; therefore, it only needs to be filled out by the student in the first year of borrowing. If a loan is not disbursed, the MPN is only valid for one year.

Entrance Counseling

Direct Subsidized Loan and Direct Unsubsidized Loan entrance counseling is only required for **first-time** borrowers. All WPHSON first time borrowers are required to complete their entrance counseling online at www.studentaid.gov.

- **Note: A borrower receiving their first Direct Loan is not required to complete entrance counseling if they have received the same type of loan through the Federal Family Education Loan (FFEL) Program.**

Parent PLUS Loan Counseling is required for parent and graduate/professional student Direct PLUS Loan applicants who are determined to have an adverse credit history but qualify for a Direct PLUS Loan by obtaining an endorser or documenting extenuating circumstances.

PLUS counseling for applicants who are determined to have an adverse credit history is a separate module and does not fulfill the entrance counseling requirement for first time graduate/professional student Direct PLUS Loan applicants. Depending on a graduate/professional student's circumstances, he/she may have to complete both modules.

Exit Counseling

Exit counseling informs the student of their rights and responsibilities as a student loan borrower once they have finished their corresponding program. It is recommended for any student that borrowed any federal financial aid. The Director of Financial Aid is responsible for notifying the students of their responsibility to complete exit counseling. The Director of Financial Aid will document this notification by filing a copy of the email and/or letter in the student's file.

Graduates

As a best practice the Director of Financial Aid and Student Accounts and Registration Coordinator will meet with the graduating class during their last term. They will provide the students with the required documentation for exit advisement:

- Instructions on how to complete the online exit advisement at www.studentloans.gov
- Debt-management strategies that would facilitate repayment
- Student access site for the National Student Loan Database System
- Contact information for the FSA Ombudsman Group and an explanation of the services this office provides

Withdrawn/Dismissed/Below half-time enrollment

Exit notification is required when any student financial aid recipient's attendance status changes. Exit advisement requirements will be provided to the student once the student is officially withdrawn, dismissed, or drops below half-time enrollment.

Professional Judgment

In the event that a student has unusual circumstances and may qualify for an independent override, the student or their parent(s) have a change of income due to a change in employment status, divorce, separation, health problems, death, etc. the Director of Financial Aid may adjust a student's original FAFSA submission. The student and/or parent will need to request and provide the Director of Financial Aid with any requested documentation to assist in determining if the student may qualify for any adjustments.

The Director of Financial Aid will prepare the professional judgment for review. All verification processes must be fully completed prior to the professional judgment review.

Awarding and Disbursement of Financial Aid Funds

A WPHSON applicant will be guided to complete their Free Application for Federal Student Aid (FAFSA). Once a WPHSON applicant becomes a 'Confirmed/Enrolled' student the Director of Financial Aid will notify the student of any missing documentation needed to process their financial aid. Once all required financial aid documentation is received from the student or returning student the Director of Financial Aid will process an estimated financial aid award notification. The student will be notified via email that a financial aid estimate is available and can be viewed on the student portal. The student will then need to review and either accept and/or reject the estimated financial aid listed on the estimated financial aid award notification via the student portal. The Director of Financial Aid will only process aid accepted via the student portal. The estimated financial aid award letter will be adjusted accordingly when the Director of Financial Aid is made aware of transfer credits, scholarships, etc. Students will receive notification of any revisions via email. The financial aid will be listed as verified on the student's statement via student portal on Campus Cafe. All federal financial

aid (PELL, Federal Subsidized Loan, Federal Unsubsidized Loan and Federal Parent PLUS loan) is processed by the Director of Financial Aid through Campus Cafe and COD once all required documentation is received and all awards have been accepted by the student. All federal financial aid is disbursed to a student's account in equal disbursements on a term-by-term basis all depending on how many terms the student is attending during that academic year. All federal student/parent loans will be scheduled to be credited to a student's account depending on the student's status.

Western Pennsylvania Hospital School of Nursing	
SUB/UNSUB Loans	Loan Disbursement Date
First Time Borrower/1 st Term	7 days after the term start date
Non-First Time Borrowers/1 st -8 th	7 days after the term start date
Parent PLUS Loan	Loan Disbursement Date
1 st – 8 th terms	7 days after the term start date

The funds will be credited (no longer listed as pending) to the student's account on the day the funds are withdrawn from the Grant Administration and Payments System (G5). The student will receive notification from the Department of Education electronically that funds will be sent to WPHSON. The student will also receive an email that is triggered through Campus Café notifying the student that their student loans have been disbursed. The Student Accounts and Registration Coordinator will notify the Allegheny Health Network (AHN) accounting department when and the amount to be withdrawn from G5.

The federal PELL grant will be disbursed to the students account on the 7th calendar day after the first date of the term. All federal PELL grant disbursements will be credited (no longer listed as pending) to the student's account on the day the funds are withdrawn from the Grant Administration and Payments System (G5).

PA State Grant will be scheduled to be credited to the student's account during their second and fourth term. The Director of Financial Aid will certify the semester's disbursement roster to initiate the funds to be disbursed to Western Pennsylvania Hospital School of Nursing. Once the PA State Grant funds are received via EFT the Student Accounts and Registration Coordinator will credit the funds to the student's account. The student will see the grant amounts credited to their account in the student portal's financial history.

Funds from outside sources i.e. private student loans, veteran benefits, scholarships will be addressed on a case-by-case basis. Documentation from the outside source will need to be provided to the Director of Financial Aid describing the fund, the dollar amount of the source, and the estimated disbursement of the funds. These funds will be posted as pending on the student's account card if the required documentation is in the student's financial aid file. The funds will be credited to the students account after they are received by WPHSON via EFT, check, etc.

Tuition/Dorm/Fees

WPHSON academic year consists of four 10-week terms. Tuition and fees are charged at the beginning of each 10-week term. All fees are non-refundable. The ATI Course Support and Testing fee cannot be prorated if a student begins the program in the middle of an academic year. Tuition and fee amounts can be located in the WPHSON Student Handbook.

A student who drops a course or completely withdrawals from WPHSON is subject to the following institutional refund policy:

Western Pennsylvania Hospital School of Nursing	
Withdrawal/Drop Date	Tuition Charges
Calendar Day(s) 1 - 7	0%
Calendar Day(s) 8+	100%

All fees are non-refundable.

The School of Nursing's Director may grant a first year first term student a refund for their first ATI fee charge if they return their unused ATI books. The final decision of an ATI Fee refund is determined by the School of Nursing's Director.

The dorm fee is on a per term basis and is based off a 10-week term. A nursing student living in the dorms that withdrawal from WPHSON will be refunded any unearned dorm fee based off a weekly rate.

Western Pennsylvania Hospital School of Nursing		
Dorm Fee	Weeks in Term	Weekly Rate
\$1,000.00	10 weeks	\$100 per week

Students can refer to Pennsylvania Western University's web page for the tuition, fee, and refund policy of all college courses.

Tuition Payments

Active Students

Tuition, fees, and rent are due or a payment agreement must be submitted by the first day of the term. Students can view their current tuition, fees, rent, etc. via the student portal on Campus Café electronically. All financial aid will be listed on the students statement page as pending to assist the student in determine their academic balance.

WPHSON is the primary biller. All tuition and fees for the college affiliate is collected by Student Accounts and Registration Coordinator at WPHSON. WPHSON pays the college affiliate on the students' behalf.

Payment options:

Term payment plan – pay the balance for each term on the first day of each term.

Monthly payment plan – the balance of the academic year is divided evenly by the months of the student's academic year. All monthly payments are due the 1st of every month. The monthly payment plan is an estimate. Adjustments can occur due to changes in financial aid eligibility, origination fees and/or changes in enrollment during the academic year, etc. Any interruption in the student's enrollment may cause the student to owe WPHSON a balance.

Students who sign up for a payment plan will sign a payment plan plus memo of understanding that coincides with the payment plan they choose. Payments need to be given to the Student Accounts and Registration Coordinator via cash, check, money order, or credit card via student portal on Campus Cafe. Currently enrolled students will be assessed a \$35 late fee each month for any past due balances.

All academic year balances must be paid in full. Students will not be able to progress to their 2nd academic year if there is any prior year balances.

All balances must be paid in full prior to graduation. Failure to be paid in full at graduation will result in Diploma and State Board Educational Verification being held by the school until final payment is made. Graduates with a balance will not be able to receive an official transcript until all balances are paid in full.

Re-Entry Students

The student account balance for a re-entry student must be paid before they can return. Payment for any balance must be paid before the beginning of the new term.

A withdrawn WPHSON student planning to return must have all prior balances paid in full before the student can return. Payment for any balance must be paid before the beginning of the new term. WPHSON can use current academic year funds to satisfy prior-year charges for tuition and/or fees of a total not to exceed \$200.

Withdrawn, Dismissed or Terminated Students

Withdrawn students will be notified of their balance once the Return to Title IV calculation is processed. Any withdrawn students with a balance will need to contact the Student Accounts and Registration Coordinator to set up payment arrangements. The student can either pay the entire balance in full or make a monthly payment

until the balance is paid off. The Student Accounts and Registration Coordinator will mail 3 notifications to any student with a balance. A fourth notification will be sent to the student via certified mail. A minimum payment of \$50.00 must be made and if there is no payment and/or payments less than \$50.00 on the account after the 4th notification the Student Accounts and Registration Coordinator will submit the students balance to a collection agency. WPHSON currently submits all past due balances to Delta Management Associates, P.O. Box 9191, Chelsea, MA 02150, Toll-free Phone: (800) 688-6337.

Refunds/Credit Balances

A credit balance is created when the total funds credited to a student's account exceeds the total educational charges on the student's account. This credit balance will be processed by the Student Accounts and Registration Coordinator no later than 14 days after the credit balance occurred. The Student Accounts and Registration Coordinator will submit a check request to AHN accounts payable department. Once the paper check is received the Student Accounts and Registration Coordinator will notify the student that the check is available for pick up. If a student is no longer enrolled at West Penn Hospital School of Nursing the refund check will be mailed to the student's permanent address on file. If the refund check is not cashed, the West Penn Hospital School of Nursing will cancel the check and return the stipend funds back to the Department of Education no later than 240 days after the date the school has issued the check. Students who wish to carry their credit balance due to federal aid can submit a credit authorization form to the Student Accounts Office.

Return to Title IV Policy

Policy Statement

The Allegheny Health Network Schools of Nursing Return to Title IV Policy applies to students who receive federal funds assistance, and the required return of any unearned funds following withdraw from school during a payment period, or period of enrollment in which they began attendance. R2T4 calculation is performed for every Title IV recipient who begins attending and then withdraws from the nursing program.

Policy Purpose

The Allegheny Health Network Schools of Nursing Return to Title IV Policy is to govern the return of federal Title IV financial aid for a Title IV aid recipient who has officially withdraw or unofficially withdraws (fails out, drops out, and/or stops attending), on or before completing 60% of the full semester. The Allegheny Health Network Schools of Nursing, the Financial Aid Office is responsible for the R2T4 calculation and the Intermediate Accountant, within the affiliated hospital, is responsible for the return of federal funds.

Policy Guidelines

Unofficial Withdrawal

A student who has not attended class and/or clinical within 7 calendar days is considered an unofficial withdrawal.

Official Withdrawal

An accepted student is considered an 'enrolled' student once they attend class during the first week of the course. An enrolled student has the option to officially withdraw from the program at any time. Any student who wishes to officially withdraw from Allegheny Health Network Schools of Nursing is required to meet with their affiliated Director and/or Assistant Director.

Each department will process an unofficial/official withdrawal as follows:

Director and/or Assistant Director

- Update the student's degree row to reflect the student's official withdraw status and withdrawal date.
 - 1) The institution is required to take attendance and uses the student's last date of attendance as their withdrawal date. (The last date of attendance is later of Allegheny Health Network Schools of Nursing or college affiliations last date of attendance).
 - 2) The last date of attendance is confirmed via attendance records kept by the faculty.

Student Accounts and Registrar Coordinator

- Receives an automatic email, once the degree row is updated in the student portal by the Director or Assistant Director, and will update the following:
 - 1) Withdraws the student from any future terms, finalize all dates in the degree row, update the student's status history, and update final grade for the student.

- These updates are completed within 24 hours of receiving the withdrawal notification triggered by the Director and/or Assistant Director.
- 2) Adds a Withdrawal Processed tracker to the students account in the student portal once all academic data is updated.
- The Withdrawal Processed tracker will send an automatic notification to the Director of Financial Aid to begin updating the student’s financial aid.

Director of Financial Aid

Receives notification that a student has withdrawn once a withdrawal processed tracker is added to the student’s account.

- On the date of the withdrawal notification the Director of Financial Aid will:
- Administer the U.S. Department of Education’s Federal Return of Title IV (R2T4) calculation.
 - 1) Last Date of Attendance - The institution is required to take attendance by their accreditor (Accreditation Commission of Education in Nursing (ACEN)) and the Director of Financial Aid inputs the last date of attendance in the R2T4 form to determine earned and unearned Title IV aid.
 - 2) Payment Period - The nursing program is a lock-step program and utilizes the payment period to determine the Period of Calculation for the R2T4 calculation.
 - 3) Academic profiles - created within the COD form to ensure accuracy in records. The form records all schedule breaks and payment period lengths (These profiles are reviewed and verified by personnel other than the Director of Financial Aid to ensure accuracy).
 - 4) Calculation of earned aid - The institution utilizes the R2T4 form provide by Common Origination Disbursement (COD) to determine earned and unearned aid for all withdrawn students.
 - First the number of calendar days completed is divided by the number of days during that specific academic payment period to determine the earned percentage.
 - The earned percentage is then multiplied by to the total amount of federal grants and federal student loans that was disbursed and/or could have been disbursed to the student for that specific academic payment period to determine the earned aid.
 - For example, if a student completes 20 days of a 50-day term, the percentage completed is 40.0% (20 completed days / 50 total days). If \$2000 has been disbursed, the student is entitled to only \$800, or 40.0% of that aid.
 - A student who did not receive all the funds earned may be due a post-withdrawal disbursement.
 - Once more than 60% of the payment period is completed, the student is considered to have earned all federal aid and return of federal funds is not necessary.
 - 5) Calculation of Unearned Aid - The amount of Title IV aid which must be returned is based on the percentage of unearned aid. That percentage is computed by subtracting the earned aid percentage from 100%. For example, if the earned aid percentage is 40.0%, the unearned aid percentage is 60.0% (100% – 40.0% earned = 60.0% unearned).
 - 6) A student who drops a course or completely withdrawals from Allegheny Health Network Schools of Nursing is subject to the following institutional refund policy:

Allegheny Health Network Schools of Nursing	
Withdrawal/Drop Date	Tuition Charges
Calendar Day(s) 1 - 7	0%
Calendar Day(s) 8+	100%

- 7) Process any necessary award adjustments via EdConnect on the same day of the R2T4 calculation.

- 8) The institution will return all unearned funds during the payment period in the following order up, to the net amount disbursed from each source:
 - Unsubsidized Direct Loans (other than Direct PLUS Loans)
 - Subsidized Direct Loans
 - Direct PLUS Loans (parent or graduate)
 - Federal Pell Grants for which a return of Title IV funds is required
 - Iraq and Afghanistan Service Grant, for which a return of Title IV funds is required
 - FSEOG for which a return of Title IV funds is required
 - TEACH Grants for which a return of Title IV funds is required
- Send notification to the Intermediate Accountant to process any necessary federal aid refunds via G5.
 - 1) Intermediate Accountant will process a refund via G5 for any institutional unearned aid as soon as possible but no later than 45 days after the last date of attendance.
- Notify the student of any unearned grant funds, determined after completing the R2T4 form, which need to be returned by the student (*Student does not have to repay a grant overpayment of \$50.00 or less per grant program*).
 - 1) The Director of Financial Aid will notify the student of any unearned grant funds within 30 days of determination that a student needs to return grant funds.
 - 2) The institution will notify the student of the following:
 - The student owes an overpayment of Title IV funds.
 - The student's eligibility for additional Title IV funds will end if the student fails to take positive action by the 45th day of notification.
 - That there are three positive actions the student can take to extend his or her eligibility for Title IV funds beyond those 45 days:
 - The student may repay the overpayment in full to the school.
 - The student may sign a repayment agreement with the school. **Two years is the maximum time a school may allow for repayment.**
 - The student may sign a repayment agreement with the Department of Education.
 - The Director of Financial Aid will track any student who needs to return any federal grant funds and will do the following if the student fails to repay the unearned aid:
 - Refer the student for collection to the Default Resolution Group
 - Report the overpayment immediately to NSLDS after the 45-day period has elapsed.
 - 3) Notify the student of the potential for a Post-Withdrawal Disbursement(s)
 - Loans
 - A letter will be mailed to the student notifying them of any potential post withdrawal disbursements within 30-days of the students withdraw date.
 - Letter will notate that the student must notify the institution within 14 days of the date on the letter if they want the institution to process any Direct Loan post-withdrawal disbursement(s).
 - Any accepted Direct Loan funds will be disbursed within 180 days of the student's withdrawal date.
 - Grants
 - The institution will disburse any federal grant funds the student has earned within 45 days of their withdrawal date.
 - 4) Cancel all future disbursements of any type of financial aid
 - 5) Update the student's state grant account and refund funds per the guidelines of the state grant agency
 - 6) Notify NSLDS of the student's new enrollment status
 - 7) Send Exit Counseling notification to any student who may have borrowed a federal student loan

- Exit Counseling notification will be mailed to the student and attached to the Exit Counseling tracker within the student portal.

Student Account Associate

- Within 24 hours after the withdrawal notification, the Student Accounts Associate will:
 - 1) Update student account card to reflect any adjustments needed for all forms of aid
 - 2) Request a refund check for any credit balances.
 - Refund checks are processed via Allegheny Health Network's (AHN) accounts payable department.
 - A direct request is sent to AHN's AP department to ensure the refund check is received within the 14 days of the credit posted on the student's account.
 - 3) Mail most up to date student account to the student to inform them of the adjustments and of any balance that may have occurred due to the student's withdrawal.

For further or detailed clarification, the following guidelines should be referenced:

- A. US Department of Education Student Financial Aid Handbook
 - a. <https://fsapartners.ed.gov/knowledge-center/fsa-handbook>
- B. Code of Federal Regulations Title 34
 - a. <https://www.ecfr.gov/current/title-34>

Enrollment Confirmation for Financial Aid Purposes

WPHSON will report a student's enrollment status through the National Student Loan Data System (NSLDS). Per the Department of Education guidelines, the Director of Financial Aid will submit updated enrollment information every other month on NSLDS. When a student is withdrawn from a class or program, the Director of Financial Aid will update NSLDS to reflect the latest information.

A student may also submit an in-school deferment form to report their enrollment to prior lenders. The student will need to submit a completed in-school deferment form to the Student Accounts and Registration Coordinator. The Director of Financial Aid will certify the student's enrollment and email it to all the student's prior lenders listed on NSLDS.

Tax Documentation

Western Pennsylvania Hospital School of Nursing must provide Form 1098-T, Tuition Statement, for each student enrolled unless:

1. The student is a nonresident alien (unless requested by the student);
2. The student's qualified tuition and related expenses are entirely waived, or entirely paid with scholarships or grants; or
3. The student's qualified tuition and related expenses are entirely covered by a normal billing arrangement between the school and the student's employer or a government agency such as the Department of Veterans Affairs or the Department of Defense.

Western Pennsylvania Hospital School of Nursing uses an outside agency, ECSI, to distribute their 1098-Ts. The Student Accounts and Registration Coordinator will submit the required information to ECSI to meet the allotted deadlines. The student can choose to have a paper form sent to their permanent address or electronically.

Family Educational Rights and Privacy Act (FERPA)

West Penn Hospital School of Nursing protects the privacy of its students and their families in compliance with the Family Educational Rights and Privacy Act of 1974 (FERPA). Students are entitled to see applications, grade transcripts, notice of financial aid awards and terms, and university reports and statistics. Since financial aid applications include confidential information from both parents and students, the Office of Student Financial Aid is committed under FERPA regulations to protecting the privacy of all parties. While financial aid counselors are permitted to discuss financial aid awards with students, they are not permitted to disclose specific parental financial information unless authorized to do so in writing by the parent. In cases of divorce or separation, financial information about the custodial parent cannot be shared with the noncustodial parent and vice versa.

Constitution Day

Western Pennsylvania Hospital School of Nursing observes September 17th annually as Constitution Day. The Director of Financial Aid will send electronic communication regarding the United States Constitution to students on Constitution Day. The information provided in the email will include information about Constitution Day and specific historical information regarding the United States Constitution.

Voter Registration

The Director of Financial Aid will send an electronic message to each student with an Internet address where the voter registration form can be downloaded 60 days before each election date. Voter registration forms will also be available to the students at the front desk. The Director of Financial Aid will request voter registration forms from the state 120 days prior to the state's deadline.

Name/Contact Information Change

When a student changes his or her name the student must complete a 'Change of Name/Address' form and provide a copy of the new legal government document(s) (Social Security Card or U.S Passport). The updated information will be corrected in the student portal and given to the Financial Aid Office. If the student is utilizing Title IV funds, the student must also prove that all Title IV documents have been updated.

Electronic Consent

Consent to participate in electronic transactions is required for all financial information provided or made available to student loan borrowers and for all notices and authorizations to FSA recipients required under 34 CFR Information security requirements 15 USC 6801(b), 6805(b)(2) Federal Trade Commission regulations 16 CFR 313.3(n) and 314.1-5. WPHSON utilizes electronic communication with all applicants and enrolled students. Electronic communications can be sent via the Campus Café Student Portal, D2L, email, etc. Applicants consent to electronic communications when they click 'submit' on their application to the School of Nursing. Once the student is enrolled in the program, the student verifies their consent to electronic communications each time they log into the student portal via Campus Café. The following verbiage is provided to the student as soon as they log into the student portal. By clicking 'submit' the student is confirming their consent to receive communication by electronic means. Students wishing to opt out of electronic communication can complete the Opt-Out of Electronic Communication form to the Financial Aid Office.

Electronic Consent within Campus Cafe

The Campus Café Portal provides access to information, resources, and tools that you will use throughout your academic career as an AHN School of Nursing student. The decision whether to do business electronically with AHN School of Nursing is yours.

By clicking submit below you are providing your voluntary consent, you are opting to conduct electronic transactions or agreements with the School of Nursing that may occur at any time during your academic career, including actions related to admissions, financial aid, student accounts, including the 1098T statement, and registration. Some of these transactions and agreements may involve financial obligations.

When you agree to conduct business electronically with AHN School of Nursing, you acknowledge that you have read and consent to the following:

- You will conduct business electronically with the School of Nursing using a computer with a supported operating system and internet browser and sufficient electronic storage capacity.
- You will only access Campus Café Portal as yourself, using your personal ID and password. Use of the Campus Café Portal by anyone other than the account holder is prohibited.
- The School of Nursing reserves the right to provide records in paper format at any time. However, AHN School of Nursing is not required to provide you with records in paper format.
- You may withdraw your consent to electronically conduct business at any time. However, if you withdraw your consent, any transactions or agreements between you and AHN School of Nursing during the period after your consent to do business electronically, and before your withdrawal of consent, will be valid and binding on all parties.

If you do not agree with any of the items in AHN Schools of Nursing's Voluntary Consent for Electronic Transactions, you should exit The Campus Café Portal by closing the browser window. By exiting the system, you are choosing to opt out of electronic transactions, and you will not have access to use Campus Café Portal to conduct business electronically with AHN School of Nursing. To proceed with or obtain more information about conducting business offline, you must contact the Financial Aid Office.

Department of Veteran Affairs

Section 1018 of Public Law 116-315, *Johnny Isakson and David P. Roe, M.D. Veterans Health Care and Benefits Improvement Act of 2020*, adds new requirements for educational institutions participating in the educational assistance programs of the Department of Veterans Affairs (VA). The requirements are in addition to those embodied in the Principles of Excellence and institutions of higher education must satisfy to maintain approval for GI Bill® participation.

Policy Purpose

This policy is to ensure that Western Pennsylvania Hospital School of Nursing meets the Department of Veteran Affairs guidelines enacted by the *Johnny Isakson and David P. Roe, M.D. Veterans Health Care and Benefits Improvement Act of 2020*. The policy addresses each requirement listed in Section 1018 of Public Law 116-315. These requirements include:

Section 1

1. Schools must provide a covered individual (a student using benefits under chapter 30, 31, 32, 33, or 35 of title 38, U.S.C., or chapter 1606 of title 10, U.S.C.) with a personalized shopping sheet that contains:
 - a. Estimated total cost of the course that includes tuition, fees, books, supplies and any other additional costs.
 - b. Estimated cost of living expenses.
 - c. Amount of costs above that are covered by VA Education Benefits.
 - d. Other types of Federal financial aid, not administered by VA offered by the institution, that the individual may be qualified to receive.
 - e. Estimated amount of student loan debt the individual would have upon graduation.
 - f. Information regarding graduation rates.
 - g. Information regarding job-placement rates for graduates, if available.
 - h. Information regarding the acceptance of transfer credits including military credits.
 - i. Any additional requirements including training, experience, or examinations that are required to obtain a license, certification or approval for which the course of education prepares the individual.
 - j. Other information to facilitate comparison by the individual about aid packages offered by different educational institutions.
2. Personalized shopping sheets must be provided within 15 days after tuition and fees are determined for the academic year if there is a change.
3. Schools must maintain policies that:
 - a. Inform an enrolled covered individual of the availability of federal financial aid, not administered by VA that is offered by the institution.
 - b. Alert the individual of the potential eligibility for other federal financial aid before packaging or arranging student loans or alternative financing.
 - c. Prohibit automatic renewal of a covered individual in a course and/or programs.
 - d. Ensure each covered individual approves of the enrollment in a course.
 - e. Allow enrolled members of the Armed Forces, including reserve components and National Guard to be readmitted if such members are temporarily unavailable or must suspend enrollment by reason of serving in the Armed Forces.
 - f. Accommodate short absences for such services in the Armed Forces.
4. Schools must provide covered individuals the requirements for graduation and a graduation timeline.

5. Accredited educational institutions agree to obtain approval of the respective accrediting agency for each new course or program.
6. Schools must designate an employee of the educational institution to serve as a point of contact for covered individuals and family members seeking assistance with:
 - a. Academic Counseling.
 - b. Financial Counseling.
 - c. Disability Counseling.
 - d. Other information regarding completing a course of education at the education institution.

Section 2

1. State Approving Agency will take action when the education institution does any of the following:
 - a. Carries out deceptive or persistent recruiting techniques including on military institutions.
 - b. Misrepresents payment of incentive compensation.
 - c. During a 1-month period makes three or more unsolicited contacts to a covered individual via phone, email and/or in person.
 - d. Engages in same day recruitment and registration.
 - e. Provides a commission, bonus, or other incentive payment based directly or indirectly on success in securing enrollments or financial aid to any persons or entities engaged in any student recruiting or admission activities, or in making decisions regarding the award of student financial assistance. (Please note: schools are already subject to this requirement under 38 U.S.C. § 3696(d)(1)).

Shopping Sheet:

The Financial Aid Office will provide a veteran eligible to receive GI Bills funds their personalized shopping sheet 15 days after they submit their matriculation agreement and/or once the financial aid office is made aware of their GI Bill eligibility, whichever is sooner. The shopping sheet details all requirements listed in Section 1 under policy purpose. The individualized shopping sheet will be mailed to the student with a letter explaining what the shopping sheet contains. A copy of the shopping sheet will also be saved to the student's file in the student portal. The Financial Aid Office will also update the shopping sheet if any financial aid adjustments may occur. The revised copy will be mailed and saved electronically.

Policies:

Each student is provided with a student handbook at the beginning of each academic year. The student must read and sign an attestation stating that they understand what was addressed in the student handbook. A copy of the signed attestation is kept in the student's clinical requirement folder and saved in their student portal. Each of these policies listed below are included in the student handbook.

Financial Aid Eligibility – Western Pennsylvania Hospital School of Nursing has 2 separate policies clarifying financial aid eligibility and procedures used to providing financial assistance to prospective and enrolled students. The following policies are Federal Financial Aid Eligibility – POL-4434947 and Financial Aid POL-4434943. Each student will also be guided through the financial aid process. The policy notating these steps is Disbursement POL-4429357.

Automatic Renewal in a course and/or programs - Western Pennsylvania Hospital School of Nursing is a lock step diploma program. Students cannot be automatically registered for a course if they student does not meet academic progress. This is address in our Satisfactory Academic Progression (SAP) and Student Graduation Requirements POL-4424448 policy. Students wishing to return after their first dismissal may do so but must complete the re-enrollment process.

Suspend enrollment/short absences for Armed Forces – veterans who may have to suspend enrollment or have an absence due to being called to duty are provided guidance on a case-by-case basis by the Assistant Director. This is addressed in our Attendance policy POL-4429377 and Satisfactory Academic Progression (SAP) and Student Graduation Requirements POL-4424448 policy.

Graduation:

The student handbook addresses the requirements to maintain satisfactory progress and graduation requirements. These requirements are also listed in Satisfactory Academic Progression (SAP) and Student Graduation Requirements POL-4424448 and on page 16 of the student handbook. Each student is provided with a student handbook at the beginning of each academic year. The student must read and sign an attestation stating that they understand what was addressed in the student handbook. A copy of the signed attestation is kept in the student's clinical requirement folder and saved in the student portal. A veteran can refer back to their student handbook or review policy POL-4424448 for any questions in regards to graduation requirements.

Accreditation:

The Western Pennsylvania Hospital School of Nursing is accredited by Accreditation Commission of Education in Nursing (ACEN). ACEN is Western Pennsylvania Hospital School of Nursing's title IV gate keeper for all federal aid processed for Western Pennsylvania Hospital School of Nursing's students. The Western Pennsylvania Hospital School of Nursing must renew their accreditation with ACEN every 8 years to maintain their accreditation and title IV eligibility. ACEN has regulations set in place to maintain accreditation. ACEN regulations can be found on their site at <https://www.acenursing.org/accreditation-manual-policies/>. These regulations address section 2 of the policy purpose and the requirements for notification of any substantial changes.

Western Pennsylvania School of Nursing has the following staff designate to serve as a point of contact for students seeking guidance in the following departments:

- a. Academic Counseling – Dr. Brenda Smith, Assistant Director
- b. Financial Counseling. – Sarah Loomis, Financial Aid Director
- c. Disability Counseling – Dr. Amy Stoker, Director
- d. Other information regarding completing a course of education at the education institution. – Dr. Brenda Smith, Assistant Director

Gramm Leach Bliley Cybersecurity Policy for Student Information

The Gramm-Leach-Bliley Act (GLBA) enacted in 1999 (Pub. L. No. 106-102) provides a framework for regulating the privacy and data security practices of a broad range of financial institutions. This act requires financial institutions, including institutions of higher education, to provide customers with information regarding the institutions' privacy practices and security safeguards.

Policy Purpose

To ensure that Western Pennsylvania Hospital School of Nursing meets the federal guidelines enacted by the Federal Trade Commission and the U.S. Department of Education. The policy addresses three information safeguards required in the federal regulation 16 C.F.R. Part 314. These requirements include:

- 1) Develop, implement, and maintain a written information security program.
 - a. Design and implement an information safeguards program.
 - b. Select appropriate service providers capable of maintaining appropriate safeguards.
- 2) Designate the employee(s) responsible for coordinating the information security program.
- 3) Identify and assess risks to customer information.
 - a. Periodically evaluate and update your school's security program

Policy Guidelines

Western Pennsylvania Hospital School of Nursing works cohesively with Allegheny Health Network and Highmark Health Information Technology (IT) department to ensure privacy and data security for all School of Nursing's students. The procedures for the risk assessment can be found in Highmark Health policies 14.05 Acceptable Use of Electronic Communication and Information and 14.07 Electronic Communication and Data Exchange.

The following individuals are responsible for coordinating the information security program with the Allegheny Health Network, Highmark Health and Western Pennsylvania Hospital School of Nursing:

- Bobbi Sedor - Information Risk Consultant
- Sean Kelly - Cybersecurity Risk and Controls
- Brianne McCarthy - Enterprise Risk/Governance
- Amy Stoker – Director, School of Nursing
- Sarah Loomis – Director of Financial Aid

Allegheny Health Network and Highmark Health implement an annual risk assessment related to cybersecurity practices. The Enterprise Risk/Governance representative provides a copy of the risk attestation to the School of Nursing confirming the conduction of the annual assessment. The School of Nursing Director and the Financial Aid Director maintain an electronic record of that risk assessment attestation. In the case of a identified risk in cybersecurity, the School of Nursing Director and Financial Aid Director would work with the Enterprise Risk team to develop a plan for improvement to safeguard student information.

Western Pennsylvania Hospital School of Nursing utilizes a student information system, Campus Café, to track the admissions, financial aid, academics, and registrar records. Campus Café maintains policies to ensure the security of the students' personal data. All Campus Café Information Security policies can be found in the signed contract with Campus Café and in Campus Café Manual online at <https://campus-cafe.document360.io/docs/policy-on-information-security>.

Section V

Student and Campus Safety

Western Pennsylvania Hospital School of Nursing intends to provide a safe and secure environment for students, faculty and staff. In the event of certain emergencies, please review the following policy and procedure statements regarding safety and security on the campus.

Safety and Security

The School of Nursing building on the campus of Western Pennsylvania Hospital is locked 24 hours a day, 7 days a week. Security cameras are present at points of entry in the front and rear of the building and on various floors in the building. Entrance into the building requires individual identification (ID) badge access. Those individuals without ID badges will be “buzzed” into the building by the receptionist or Western Pennsylvania Hospital Security (should the receptionist be off duty). All visitors are required to sign-in at the receptionist desk.

Emergency and Crime Reporting

Should an emergency situation or crime occur in the School of Nursing/Residence building, please follow the following procedure:

Issues or emergencies related to potential or actual criminal activity:

Contact Western Pennsylvania Hospital Security department/Highmark Police Officers at 412-578-1800

- **Dial 9-1-1.**

Medical emergencies:

- **Dial 9-1-1.**

Warning System / Overhead Page System

If an emergency situation occurs in the School of Nursing Building, directions will be provided via the overhead paging system. The security department will announce an “all clear” when the emergency situation is resolved.

Unauthorized Individual on Premises

If an unauthorized person gains access to the residence hall please take the following precautions to ensure the continued safety and security of all individuals in the building:

- Upon seeing the individual in the building, notify security at 412-578-1800 immediately.
- Dial 9-1-1.
- Do not attempt to apprehend or follow the individual.

Fire Safety Procedures- School of Nursing Building

Fire safety includes knowledge of fire procedures, fire drills, use of extinguishers and location of exits. Students, faculty, staff and residents are responsible for participating in drills and educational programs provided by the school, and for taking time to locate specific exit routes.

The proper response to fire or smoke is R.A.C.E

- R-Rescue – Remove any individual from immediate danger.
- A-Alarm - Turn on the alarm by activating the nearest fire alarm system pull station
- C-Contain - Contain the smoke or fire by closing all doors to rooms and corridors
- E-Extinguish – Extinguish the fire when it is safe to do so.

Upon activation of the fire alarm the staff, students and dorm resident should:

1. Close the window in your office/dorm and the door upon exit.
2. Evacuate the building.
 - Lock your residence door when you leave, and take your key.
 - Follow the evacuation route.
 - If time permits, inform other residents of fire as you leave.
 - Use the stairs only, do not use the elevators.
 - Do not re-enter until instructed to do so by staff members or emergency personnel.

Harassment and Unwelcome Conduct

Policy Statement:

Allegheny Health Network has established this policy to ensure that all individuals work in an environment free from harassment, as defined by law, and from other forms of unwelcome conduct. Allegheny Health Network takes all reports and allegations of harassment and other prohibited conduct seriously. Harassment and other forms of unwelcome conduct in the work environment is unacceptable and is not tolerated.

Policy Purpose:

Harassment and other forms of unwelcome conduct in the work environment are unacceptable. Even if it is not severe or pervasive enough to constitute unlawful harassment, Allegheny Health Network also prohibits unwelcome conduct that is based on an individual's protected status or characteristic and that is or should be known to be offensive.

Policy Definitions:

Harassment, for the purposes of this policy, refers to any unwelcome conduct that is based on an individual's race, color, religion, sex, national origin, age, disability, sexual orientation, marital status, genetic condition, ancestry or other legally protected status or characteristic and that – because of its severity or pervasive nature – has the effect of creating an intimidating, hostile or offensive work environment and/or of unreasonably interfering with an individual's work performance.

Form of prohibited conduct under this policy include, but not limited to, the following:

1. Racial or religious insults or slurs, ethnic jokes, or derogatory comments made about an individual's race, gender, religion, age, disability, ethnic origin or other protected characteristic or status.
2. The distribution of obscene, suggestive or offensive jokes or messages.
3. Objects, pictures or cartoons that are displayed in the work environment and which are designed to denigrate or demean an individual's race, religion, national origin, gender, age, disability, sexual orientation, ethnicity or other legally protected status or characteristic
4. Unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature
5. Unwelcome, unprofessional, rude, or otherwise offensive behavior.

Guidelines/Procedures:

1. Hostile work environment harassment may arise when there are unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature. It can also arise from offensive conduct (such as insults, slurs, or negative stereotyping) or written or graphic material which disparages an individual's gender, race, color, age, religion, creed, ethnicity, national origin, disability, veteran status, marital status, sexual orientation, or other legally protected characteristics.
2. In all cases, hostile environment harassment occurs when such conduct is so sufficiently severe or pervasive that it:
 - a. Unreasonably interferes with an individual's work performance, or
 - b. Creates an intimidating, hostile, or offensive work environment
3. Exceptions:

- a. There are no exceptions to this policy.

4. Violations:

- a. Appropriate action will be taken to remedy all violations of this policy. Violations of this policy and/or failure to comply with related procedures may result in corrective action up to and including termination of employment.
- b. Students who observe or who learn of conduct that may constitute harassment should report it immediately to the Director and/or Assistant Director. Upon receipt of such information, the administration will conduct a thorough and prompt review of the matter.
- c. No student will be subject to retaliation for filing a complaint about, or for cooperating in any investigation of, harassment or unwelcome conduct. Any individual found to have engaged in prohibited conduct under this policy or to have engaged in retaliation against another individual for reporting or providing information about a claim of harassment or unwelcome conduct will be subject to corrective action, up to and including dismissal and/or termination from the program.

Campus Weapons Policy

Policy Statement

Western Pennsylvania Hospital School of Nursing prohibits the possession of weapons on campus. Students in possession of any weapon, at any time may be subject to dismissal and termination from the program, as well as criminal charges.

Policy Purpose

To ensure the safety and security of students, administration, faculty and staff on campus.

Policy Guidelines

1. Weapons prohibited on campus include firearms of any type, knives, pellet guns, BB guns, paintball guns, bows and arrows, explosives, or dangerous chemicals.
2. Using any object as a weapon is considered a violation of this policy.
3. Possession/use of fireworks is also prohibited on any West Penn School of Nursing property.
4. In the event a student is in possession of a weapon,
5. Individuals charged with possession of firearms, weapons, or fireworks can be disciplined under the WPHSON Student Conduct Process and may be prosecuted under Pennsylvania criminal statutes.
6. Even if the criminal justice authorities choose not to prosecute, WPHSON can pursue disciplinary action, which could result in dismissal from the school.
7. WPHSON reserves the right to confiscate any weapon pending student conduct review and/or federal and state laws.
8. **A valid Pennsylvania License to Carry Firearms (concealed firearms permit) does not supersede this policy.**

Drug Policy

The use, possession, manufacture, or distribution of narcotics and other controlled substances is prohibited. Any exception will only be for instances expressly permitted by law. Paraphernalia associated with the use of illegal substances is not permitted on school property or at school sponsored events. Hookah pipes and/or other legal smoking devices such as vaping pipes are prohibited in the residence halls. Individuals charged with use, possession, manufacture or distribution of narcotics or other controlled substances can be disciplined under the School Student Conduct Process and may be prosecuted under Pennsylvania criminal statutes. Even if the criminal justice authorities choose not to prosecute, WPHSON can pursue disciplinary action, which may result in dismissal from the school. Please refer to Student Handbook for *Drug and Alcohol Free Environment Policy*.

Active Shooter Procedure (Code Silver)

In the event of an individual on the campus displaying or using a weapon, please implement the following procedures:

Upon observing an individual(s) displaying or using a weapon within the facility; go to a safe location and report to Highmark Security 412-578-1800 OR 911 when it is safe to do so

- Provide with the following information:
 - Location
 - Type of weapon displayed or used
 - Any casualties
 - Direction of travel
 - Physical description of suspect including clothing

Follow specific directions from security to:

- Evacuate: evacuation of the building using your specific fire evacuation route
- Lock down: locking of all exterior doors to the facility.
- Shelter in place: Lock department/office door, turn off lights, advise other to stay within secured area and hide from danger.

Quickly determine the most reasonable way to protect your own life. Follow the following procedure.

1. Evacuate
 - Have an escape route and plan in mind
 - Leave your belongings behind
 - Keep your hands visible
2. Hide Out
 - Hide in an area out of the active shooter's view
 - Block entry to your hiding place and lock doors
 - Silence electronic devices and remain quiet
3. Take Action
 - As a last resort and only when your life is in imminent danger.
 - Attempt to incapacitate the active shooter
 - Act with physical aggression and throw items at the active shooter.

Violence Against Women Act (VAWA) Statement and Procedure

Western Pennsylvania Hospital School of Nursing supports initiatives to deter Violence Against Women. Violence against women includes any act associated with dating violence, domestic violence, stalking, and sexual assault.

If a student believes they have been the victim of an act of dating violence, domestic violence, stalking, or sexual assault it is recommended to follow the procedure outlined below.

- Immediately contact and report the event to local law enforcement. This may be accomplished by Dialing 9-1-1.
- Should the individual require further advice regarding a situation or occurrence it is recommended that students reach out to the following resources:

- Title IX Coordinator: Rosanna Sarantinoudis.
Rosanna.Sarantinoudis@ahn.org

- Center for Victims:

No cost, confidential support services

24 Hour Crisis Hotline: 1-866-644-2882 Pittsburgh

Office: 412-482-3240

McKeesport Office: 412-664-7146 www.centerforvictims.org

Section VI

General Information

Inclement Weather Guidelines

In the event of inclement weather, the School of Nursing will remain open unless an extreme emergency exists.

When traveling during inclement weather and/or emergent conditions, students should consider their own personal safety first. Should a student elect not to attend clinical or class, it will be considered an absence.

Administration and faculty will provide frequent updates regarding weather delays and/or cancellations. The School of Nursing administration may choose to delay the start time of class or clinical by one to two hours to allow for additional travel time in such conditions. Any delay in start time or cancellations will be communicated to students via the campus based online learning and/or direct messaging system.

Dining and Meals

The Western Pennsylvania Hospital (WPH) operates a cafeteria for the benefit of hospital employees, staff, students, and visitors. The cafeteria is located on the first floor of the hospital. Daily menu information is available by calling 412-578-5780.

A student sponsored store is available for light snacks and drinks. The student store is located on the first floor of the School of Nursing. The key for the student store is located at the receptionist desk.

Vending machines are available for student use on the basement floor.

Student lounges and lunch break areas are available on the basement floor and first floor. These areas include refrigerators and microwaves for student use.

West Penn Hospital Employee Gym

Student nurses have access to the West Penn Hospital employee gym located in the School of Nursing Building on the basement floor. The gym includes various cardio and free weight equipment as well as shower and restroom facilities. A fee of \$20.00 is required for initial access.

Applications for a gym membership, please contact Angie Campbell at Angie.Campbell@AHN.ORG

Smoking

Western Pennsylvania Hospital and the School of Nursing building are smoke-free facilities. Smoking, or use of tobacco products, is prohibited on or adjacent to any owned, leased or maintained property of the Allegheny Health Network. There are no designated areas for smoking on the campuses of the Hospital or the School of Nursing.

Internet and Intranet Access

Students have access to the Internet and Allegheny Health Network intranet (with access to intranets serving Western Pennsylvania Hospital and other Allegheny Health Network hospitals) through the Computer Lab. WiFi connection is also available through the Allegheny Health Network Guest Connection.

Students are responsible to adherence to the Allegheny Health Network information technology guidelines related to confidentiality.

Computer Labs

Two student computer labs are located on the 6th Floor in the School of Nursing in rooms 608 and 609 for student use. Computer labs include internet access and printer capability. A copier for student use is located in room 602.

Computer labs are open Monday through Friday from 6:30 a.m. to 10:30 p.m.

Guidelines for use of computer labs and copier room:

1. Malfunction or other problems with computer equipment should be reported immediately to the Clarion University campus liaison and/or the Receptionist at the front desk.
2. Food, beverages, and smoking are not permitted in the computer lab.
3. Computer labs will be stocked with basic supplies including a limited amount printer paper. Students are encouraged to bring and maintain their own supply of paper for the printer and copier.

Allegheny Health Network STAR Center

The Western Pennsylvania Hospital School of Nursing partners with The Allegheny Health Network Simulation, Teaching, and Academic Research (STAR) Center to provide clinical laboratory and simulation education for students. The STAR Center is located on the first and second floors of Western Pennsylvania Hospital School of Nursing Building.

When assigned to the STAR Center, students are expected to wear clinical uniforms and/or business casual clothing with School of Nursing lab coat.

Both scheduled and open lab opportunities exist in STAR Center for practice of various skills. Students should contact their designated course faculty regarding additional lab opportunities.

AHN Health Sciences Library

Guidelines for access and use:

1. The Western Pennsylvania Hospital School of Nursing has access to The Health Sciences Library at Allegheny General Hospital.
2. The Health Sciences Library at Allegheny General Hospital offers resources/services to fulfill the information needs of AHN healthcare practitioners, residents, and students. The AGH Health Sciences Library provides access to reliable, current, evidence-based health science and biomedical information. The library is located on the first floor of Snyder Pavilion at Allegheny General Hospital. Computers, print/electronic resources, and assistance are available Monday through Friday during normal business hours.
3. Access is available either onsite at the AGH campus or remotely via AHN computers/AHN intranet to all authorized/qualified users with AHN login credentials 24/7.
4. Electronic resources can be accessed at any time via the Health Sciences Library intranet page. Journal articles or literature searches can be requested using the online forms. Prompt response is given to routine requests from AGH, or any AHN hospital without an in-house library or information source. Full text article retrieval and delivery – within several hours to 2 business days depending on the resource(s) required and volume of requests. Literature searches - within 1 to 4 business days depending on the parameters of the search and volume of requests.
5. Articles and Search results must be sent to an AHN or hospital email address.
6. Questions may be sent to: aghlibrary@ahn.org

Student Parking

Free parking off campus is available in the AHN West Penn Lawrenceville parking lot located on 33 McCandless Street, Pittsburgh, PA 15201.

Shuttles run between the hours of 6:00 a.m. and 9:00 p.m. Hospital drop off and pick up is located at the West Penn Hospital Friendship entrance.

Students are not permitted to park in the AHN West Penn Millvale garage Monday through Friday during business hours. Weekend parking is authorized for those students living on-campus only.

Additional city meter paid parking is available around campus.

The school of nursing is not responsible for any ticketing or towing that may occur.

Appendix A Title IX Policy

INTRODUCTION

1. Purpose of Policy

Title IX of the Education Amendments of 1972 prohibits any person in the United States from being discriminated against on the basis of sex in seeking access to any educational program or activity receiving federal financial assistance. The U.S. Department of Education, which enforces Title IX, has long defined the meaning of Title IX's prohibition on sex discrimination broadly to include various forms of sexual harassment and sexual violence that interfere with a student's ability to equally access educational programs and opportunities.

On May 19, 2020, the U.S. Department of Education issued a Final Rule under Title IX of the Education Amendments of 1972¹ that:

- Defines the meaning of “sexual harassment” (including forms of sex-based violence) that are reflected in the definitions of Regulatory Quid Pro Quo, Regulatory Hostile Environment Sexual Harassment, Regulatory Dating Violence, Regulatory Domestic Violence, Regulatory Sexual Assault and Regulatory Stalking included as Regulatory Prohibited Conduct under this Policy
- Addresses how the Institution must respond to reports of misconduct falling within the definitions of Regulatory Prohibited Conduct under this Policy, and
- Mandates a grievance (or resolution) process the Institution must follow before issuing disciplinary sanctions against a person accused of Regulatory Prohibited Conduct under this Policy.

In addition to federal legislative requirements, Act 16 of 2019² of the General Assembly of Pennsylvania requires all postsecondary institutions in the Commonwealth of Pennsylvania to adopt a clear, understandable written policy on sexual harassment and sexual violence that informs victims of their rights under federal and state law, including the crime victims bill of rights.

2. Prohibited Behaviors

The School of Nursing [hereinafter “Institution”] prohibits all Sexual Misconduct Violations, as defined in this Policy. This prohibited conduct can affect all genders, gender identities and sexual orientations. Some of these prohibited forms of conduct may also be crimes under Pennsylvania or federal law.

The Institution will promptly and equitably respond to all reports of sexual misconduct in order to eliminate the misconduct, prevent its recurrence, and redress its effects on any individual or the community.

3. Title IX, VAWA and Nondiscrimination

The Institution prohibits any form of discrimination or harassment on the basis of sex, race, color, age, religion, national or ethnic origin, sexual orientation, gender identity or expression, sex-related

1 The full text of the Final Rule and its extensive Preamble is available here: <http://bit.ly/TitleIXReg>

2 The text of Act 16 of 2019 is available here: <https://bit.ly/3f7DAR6>

characteristics, pregnancy, marital or family status, medical condition, genetic information, veteran status, or disability in any decision regarding admissions, employment, or participation in an Institution program or activity in accordance with the letter and spirit of federal, state, and local non-discrimination and equal opportunity laws, such as Titles VI and VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, the Age Discrimination in Employment Act, the Americans with Disabilities Act and ADA Amendments Act, the Equal Pay Act, and the Pennsylvania Human Relations Act.

The Institution also complies with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crimes Statistics Act, as amended by the Violence Against Women Act (VAWA). Title IX prohibits retaliation for asserting or otherwise participating in claims of sex discrimination. VAWA imposes additional duties on universities and colleges to investigate and respond to reports of sexual assault, stalking, and dating or domestic violence, and to publish policies and procedures related to the way these reports are handled. The Institution has designated the Title IX, to coordinate the Institution's compliance with Title IX and VAWA and to respond to reports of violations. The Institution has directed Rosanna Sarantinoudis and Natalia Wassel to coordinate the Institution's compliance with the VAWA-related Clery reporting requirements.

4. Statement on Privacy and Confidentiality

The Institution is committed to protecting the privacy of all individuals involved in a report of sexual misconduct. Every effort will be made to protect the privacy interests of all individuals involved. Privacy, confidentiality and privilege have distinct meanings under this Policy.

Privacy generally means that information related to a report of sexual misconduct will only be shared with a limited circle of individuals, including individuals who "need to know" in order to assist in the review, investigation, or resolution of the report or to deliver resources or support services. While not bound by confidentiality or privilege, these individuals will be discreet and respect the privacy of all individuals involved in the process. All participants in an investigation of sexual misconduct under this Policy, including Advisors and Witnesses, will be informed that privacy helps enhance the integrity of the investigation and protect the privacy interests of the parties, however, nothing in this Policy is intended to impose restraints on a party's ability to discuss the allegations under investigation or to gather and present evidence as part of the resolution process.

Certain individuals are designated as having confidentiality. For reports made to employees designated with having confidentiality, the Institution will respect the reporting party's expectations of privacy to the extent permissible by law while still ensuring compliance with other reporting obligations. For example, reports involving minors are subject to mandatory reporting requirements. Individuals designated as having confidentiality are required to report the nature, date, time and general location of an incident to the Title IX coordinator. Individuals designated as having confidentiality will not share other information with the Title IX Coordinator or any other employee of the Institution without the express permission of the disclosing party. Individuals designated as having confidentiality can provide information about the Institution and off-campus resources, support services and other options. As noted above, because of the confidential nature of these resources, disclosing information to or seeking advice

from a confidential resource does not constitute a report or Formal Complaint to the Institution and will not result in a response or intervention by the Institution. A person consulting with a confidential resource may decide to make a report to the Institution and/or law enforcement. Confidential resources include Magellan Healthcare: (800)424-5808 or <https://member.magellanhealthcare.com/>.

Communication with certain individuals may be privileged by operation of law and reports made to these individuals will not be shared with the Institution Title IX Coordinator or law enforcement except in very limited situations, such as when failure to disclose the information would result in imminent danger to the individual or to others or as otherwise required by law. Privileged resources include RAINN: <http://rainn.org/counseling> and the Center for Victims: <https://www.centerforvictims.org> 1(866)644-2882.

All Institution proceedings are conducted in compliance with the requirements of the Family Educational Rights and Privacy Act (FERPA), the Clery Act, Title IX of the Education Amendments of 1972 (“Title IX”), Violence Against Women Act (VAWA), state and local law, and Institution policy. No information will be released from such proceedings, except as required or permitted by law and Institution policy. The Institution may share non-identifying information about reports received in aggregate form, including data about outcomes and Disciplinary Sanctions.

5. Disability Accommodations

This Policy does not alter any obligations of the Institution under federal disability laws including the Americans with Disabilities Act of 1990, and Section 504 of the Rehabilitation Act of 1973. Parties may request reasonable accommodations for disclosed disabilities to the Title IX Coordinator at any point before or during the resolution process that do not fundamentally alter the process. The Title IX Coordinator will not affirmatively provide disability accommodations that have not been specifically requested by the Parties, even where the Parties may be receiving accommodations in other Institution programs and activities.

6. Free Expression and Academic Freedom

The Institution is firmly committed to free expression and academic freedom and to creating and maintaining a safe, healthy, and harassment-free environment for all members of its community. Sexual misconduct, including retaliation, against members of the Institution is not protected expression nor the proper exercise of academic freedom. The Institution will consider principles of free expression and academic freedom in the investigation of reports of sexual misconduct or retaliation that involve an individual’s statements or speech.

7. Alcohol and Drug Use Amnesty for Students

The health and safety of every student at the Institution is of utmost importance. The Institution recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time sexual misconduct occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. The Institution strongly encourages students to report incidents of sexual misconduct. A witness to or individual who experience sexual misconduct, acting in good faith, who discloses any incident of sexual misconduct to Institution officials or law enforcement will not be sanctioned under the Institution’s Code of Conduct in the Student Handbook for violations of alcohol and/or drug use policies occurring at or near the time of the incident(s) of sexual misconduct. The Institution may require the individual attend an approved alcohol or drug education program without assessing any charges for such program. Amnesty does not preclude or prevent action by police or other legal authorities pursuant to relevant state or federal criminal statutes.

8. Scope of Policy

This policy applies to all on campus and off-campus conduct that is likely to have a substantial adverse effect on any member of the Institution community. There is no time limit for reporting allegations of sexual misconduct, however, the Institution strongly encourages the prompt reporting of sexual misconduct to allow the Institution to respond promptly and effectively. If the reported Respondent is not a member of the Institution community or is no longer associated with the Institution at the time of the report or at the time a resolution process is initiated, the Institution may be unable to investigate or take disciplinary action and may be required to dismiss the Formal Complaint for a lack of jurisdiction. See the Jurisdiction and Dismissals section.

Please see the Reporting Sexual Misconduct section below for more information on how and where to report misconduct, discrimination and/or harassment, or to file a Formal Complaint.

9. Burden of Proof

The burden of proof refers to who has the responsibility of showing a violation has occurred. It is always the responsibility of the Institution to satisfy the burden of proof. The Respondent does not have the burden to prove that a violation did not occur. Respondents may decide not to share their side of the story or may decide not to participate in an investigation or hearing. This does not shift the burden of proof away from the Institution and does not indicate responsibility. Additionally, Decision-Maker(s) shall not make an adverse inference against a Respondent for the Respondent's refusal to participate in an investigation or hearing, nor will Respondent's refusal to participate result in increased sanctions if the Respondent is found responsible for the violation(s).

10. Standard of Proof

Consistent with requirements set for 3/3/2023th in the Pennsylvania Code pertaining to student disciplinary due process requirements, the Institution will use the preponderance of the evidence standard in investigations of formal complaints alleging sexual misconduct violations under this Policy. This means that the individual(s) charged with making a finding must determine whether it is more likely than not that a violation of the Policy occurred.

11. Effective Date

Based on the Final Rule, this Policy will be effective immediately.

12. Impact on other Policies or Processes

As used in this Policy, sexual misconduct may also encompass criminal conduct under Pennsylvania and/or federal law. Additionally, sexual misconduct under this Policy may result in civil and/or administrative or legal consequences.

SEXUAL MISCONDUCT DEFINITIONS

- 1. Dating Violence** – (as defined in the Violence Against Women Act (VAWA) amendments to the Clery Act) includes any violence committed by a person: (A) who is or has been in a social relationship of a romantic or intimate nature with the Complainant; and (B) where the existence of such a relationship shall be determined based on a consideration of the following factors: (i) the length of the relationship; (ii) the type of relationship; and (iii) the frequency of interaction between the persons involved in the relationship. Dating violence includes, but is not limited to, sexual or physical abuse or the threat of such abuse. Dating violence does not include acts covered under the definition of Domestic Violence.

Dating Violence is categorized as Regulatory when it occurs in the United States, within an Education Program or Activity and when the Complainant is participating or seeking to participate in an Education Program or Activity at the time of the filing of the complaint. Otherwise, Dating Violence will be categorized as Non-Regulatory.

2. Domestic Violence – (as defined in the VAWA amendments to the Clery Act), includes any violence committed by a current or former spouse or intimate partner of the Complainant, by a person with whom the Complainant shares a child in common, by a person who is cohabitating with or has cohabitated with the Complainant as a spouse or intimate partner, by a person similarly situated to a spouse of the Complainant under Pennsylvania’s domestic or family violence laws or by any other person against an adult or youth Complainant who is protected from that person's acts under the domestic or family violence laws of Pennsylvania.

Domestic Violence is categorized as Regulatory when it occurs in the United States, within an Education Program or Activity and when the Complainant is participating or seeking to participate in an Education Program or Activity at the time of the filing of the complaint. Otherwise, Domestic Violence will be categorized as Non-Regulatory.

3. Retaliation – Any action, directly or through others, which is aimed to deter a reasonable person from reporting sexual misconduct or participating in an investigation or hearing or action that is done in response to such activities. This includes but is not limited to intimidation, threats, coercion, or discrimination against any individual (A) for the purpose of interfering with any right or privilege secured by Title IX of the Education Amendments of 1972 or its implementing regulations; or (B) because the individual has made a report or complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding or hearing under this Policy. A finding of retaliation under this Policy is not dependent on a finding that the underlying sexual misconduct occurred.

4. Sexual Assault – (As defined in the Clery Act) includes any sexual act directed against another person, without the Consent of the Complainant, including instances where the Complainant is incapable of giving Consent. Sexual Assault may be one of the following categories:

A. **Sexual Penetration Without Consent** - Any penetration of the mouth, sex organs, or anus of another person, however slight by an object or any part of the body, when Consent is not present. This includes performing oral sex on another person when Consent is not present.

B. **Sexual Contact Without Consent** - Knowingly touching or fondling a person’s genitals, breasts, buttocks, or anus, or knowingly touching a person with one’s own genitals or breasts, when Consent is not present. This includes contact done directly or indirectly through clothing, bodily fluids, or with an object. It also includes causing or inducing a person, when Consent is not present, to similarly touch or fondle oneself or someone else.

C. **Statutory Sexual Assault** – The age of consent for sexual activity in Pennsylvania is 16. Minors under the age of 13 cannot consent to sexual activity. Minors aged 13-15 years old cannot consent to sexual activity with anyone who is 4 or more years older than they are at the time of the activity. Minors aged 16 years of age or older can legally consent to sexual activity, as long as the other person does not have authority over them as defined in Pennsylvania’s institutional sexual assault statute³.

Sexual Assault is categorized as Regulatory when it occurs in the United States, within an Education Program or Activity and when the Complainant is participating or seeking to participate in an Education Program or

Activity at the time of the filing of the complaint. Otherwise, Sexual Assault will be categorized as Non-Regulatory.

5. **Sexual Exploitation** – Engaging in sexual behaviors directed toward or involving another person or use of another person’s sexuality for purposes of sexual gratification, financial gain, personal gain or personal advantage when Consent is not present. This includes, but is not limited to, the following actions, including when they are done via electronic means, methods or devices:
 - A. Sexual voyeurism or permitting others to witness or observe the sexual or intimate activity of another person without that person’s Consent;
 - B. Indecent exposure or inducing others to expose private or intimate parts of the body when Consent is not present;
 - C. Recording or distributing information, images or recordings of any person engaged in sexual or intimate activity in a private space without that person’s Consent;
 - D. Prostituting another individual; or
 - E. Knowingly exposing another individual to a sexually transmitted disease or virus without that individual’s knowledge; and
 - F. Inducing incapacitation for the purpose of making another person vulnerable to non- consensual sexual activity.

6. **Regulatory Prohibited Conduct** – For purposes of this Policy, the term includes the defined

The text of Chapter 31 of the Pennsylvania Crimes Code is available here <https://bit.ly/305G9pu> violations of Regulatory Quid Pro Quo, Regulatory Hostile Environment Sexual Harassment, Regulatory Dating Violence, Regulatory Domestic Violence, Regulatory Sexual Assault and Regulatory Stalking.

7. **Regulatory Quid Pro Quo Sexual Harassment** - An Employee conditioning the provision of aid, benefit or service of the Institution on an individual’s participation in unwelcome sexual conduct.
8. **Non-Regulatory Quid Pro Quo Sexual Harassment** - An Official, Volunteer or Student conditioning the provision of aid, benefit or service of the Institution on the individual’s participation in unwelcome sexual conduct.
9. **Regulatory Hostile Environment Sexual Harassment** - Unwelcome conduct, on the basis of sex, that a reasonable person would determine is so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the Institution’s Education Program or Activity.
10. **Non-Regulatory Hostile Environment Sexual Harassment** - Unwelcome conduct, on the basis of sex, that a reasonable person would determine is sufficiently severe, pervasive, and objectively offensive that it unreasonably interferes with, limits, or deprives an individual from participating in or benefitting from any educational, employment, social or residential program in offered connection with the Institution.
11. **Stalking** – (as defined in the VAWA amendments to the Clery Act) means engaging in a course of conduct directed at a specific person that would cause a reasonable person to—
 - A. fear for their safety or the safety of others; or
 - B. suffer substantial emotional distress.

A course of conduct is when a person engages in two or more acts that include, but are not limited to, acts in which the person directly, indirectly, or through third parties, by any action, method, device, or means, follows, monitors, observes, surveys, threatens, or communicates to or about a person in a prohibited way, or interferes with a person's property.

Stalking includes the concept of cyberstalking, in which electronic media such as the Internet, social networks, blogs, cell phones, texts, email or other similar devices or forms of contact are used to pursue, harass, or to make unwelcome contact with another person in an unsolicited fashion.

Stalking is categorized as Regulatory when it occurs in the United States, within an Education Program or Activity and when the Complainant is participating or seeking to participate in an Education Program or Activity at the time of the filing of the complaint. Otherwise, Stalking will be categorized as Non-Regulatory.

Other Definitions

1. **Advisor** - An individual who may be present to provide support to a Party throughout an investigation and/or hearing.
 - A. Advisors may accompany a Party to any meeting or hearing they are required or eligible to attend, but may not speak for the Party, except for the purposes of cross-examination.
 - B. Each party is responsible for coordinating and scheduling with their choice of Advisor.
 - C. The Advisor may be an attorney or a union representative when applicable.
 - D. If a party does not have an Advisor of choice present for a hearing, the Institution will appoint an Advisor for the limited purposes of conducting cross-examination.
 - E. If a Party does not attend the hearing, the Party's Advisor may appear and conduct cross-examination on the Party's behalf.
 - F. If neither a Party nor their Advisor appear at the hearing, the Institution will provide an Advisor to appear on behalf of the non-appearing Party for the limited purposes of conducting cross-examination.
 - G. The Advisor is not prohibited from having a conflict of interest or bias in favor of or against a Party, nor is the Advisor prohibited from being a Witness in the Sexual Misconduct Resolution Process.
2. **Appeals Officer** – The individual or individuals with the authority under law or otherwise appointed by the Institution to decide appeals. The Appeals Officer will be free of conflict of interest and bias, and will not serve as the Investigator, Title IX Coordinator, Advisor to any Party or a Decision Maker in the same matter.
3. **Complainant** – An individual who has reported being or is alleged to be subjected to conduct that could constitute covered sexual misconduct as defined under this Policy.
4. **Consent** – A knowing and voluntary agreement to engage in specific sexual activity at the time of the activity communicated through clear actions and/or words that are mutually understood.

In order to be valid, Consent must be active, present and ongoing.

Consent is not present when it is the result of coercion, intimidation, force, or threat of harm.

Consent is not present when an individual is incapacitated due to alcohol, drugs, or sleep, or otherwise without capacity to provide Consent due to intellectual or other disability or other condition. Consent can be withdrawn at any time and consent to one form of sexual activity is not necessarily consent to other forms of sexual activity.

When alcohol is involved, incapacitation is a state beyond drunkenness or intoxication. When drug use is involved, incapacitation is a state beyond being under the influence of or impaired by the use of the drug. Alcohol and other drugs impact each individual differently. Determining whether an individual is incapacitated requires an individualized determination. When determining whether a person has the capacity to provide Consent, the Institution will consider whether a sober, reasonable person in the same position knew or should have known that the other party could or could not consent to the sexual activity. When determining whether Consent has been provided, all the circumstances of the relationship between the parties will be considered.

5. **Decision Maker** - The individual or individuals appointed by the Institution to render a decision on a Formal Complaint that goes to a hearing. The Decision Maker(s) will be free of conflict of interest and bias, and will not serve as the Investigator, Title IX Coordinator, an Advisor to any Party or Appeals Officer in the same matter.
6. **Disciplinary Sanction** - The penalty imposed on an individual for violating this Policy. For Students, Disciplinary Sanctions are subject to applicable Institution policies, up to and including expulsion from the Institution. For Employees, Disciplinary Sanctions are subject to applicable collective bargaining agreement or Institution policies, up to and including separation from employment. For Officials or Volunteers, this may include the removal or the request for removal of the Official or Volunteer from their respective position.
7. **Education Program or Activity** – For purposes of this Policy, the term “Education Program or Activity” includes any activity that occurs in, on or within:
 - A. Any on-campus premises;
 - B. Any off-campus premises the Institution has substantial control over. This includes buildings or property owned or controlled by a recognized student organization or a recognized affiliated entity.
 - C. Computer and internet networks, digital platforms, and computer hardware or software owned or operated by, or used in the operations of the Institution’s programs and activities over which the Institution has substantial control.
8. **Employee** - An individual who is employed by the Institution including, but not limited to, faculty members, coaches, staff, managers and student employees.
9. **Final Rule** – The Final Rule issued on May 19, 2020 by the U.S. Department of Education under Title IX of the Education Amendments of 1972
10. **Formal Complaint** - means a document, including an electronic submission, filed by a Complainant with a signature or other indication that the Complainant is the person filing the Formal Complaint, or signed by the Title IX Coordinator, alleging sexual misconduct against a Respondent and requesting initiation of the process set forth in this Policy to investigate the allegation of sexual misconduct.
11. **Hearing Officer** – In the case of an incident at West Penn School of Nursing, the Director of the Citizens School of Nursing would serve as the Hearing Officer. In the case of an incident at Citizens School of Nursing, the Director of West Penn School of Nursing will serve as the Hearing Officer. In the event the appropriate Director is unavailable, the Assistant Director would be designated. The Hearing Officer shall be the Decision Maker.

- 12. Investigator** – The Director of Financial Aid, Employee Relations Consultant, or the Title IX Coordinator or the individual designated by the Title IX Coordinator to perform an investigation under this Policy. The Investigator may not have a conflict of interest or bias for or against an individual party, or for or against complainants or respondents in general. The Investigator may not serve as a Decision Maker, Appeals Officer or Advisor to any Party in the same matter.
- 13. Notice of Allegations** – The written notice the Title IX Coordinator or designee is required to provide to the Parties following receipt of a Formal Complaint. See Notice of Allegations section below.
- 14. Notice of Hearing** – The written notice the Title IX Coordinator or Hearing Chair or other designee is required to provide the Parties prior to the hearing. See Notice of Hearing section below.
- 15. Official** - A member of a Board of Trustees or their respective designees.
- 16. Parties or Party** - A term that refers to the Complainant and the Respondent collectively or the Complainant or Respondent individually.
- 17. Respondent** - Any individual who has been reported to be the perpetrator of conduct that could constitute sexual misconduct as defined under this Policy.
- 18. Student** – Any person: (1) seeking admission to the Institution through the formal Institution application process; (2) admitted to the Institution; (3) eligible to register or schedule for classes; or (4) living in Institution or Institution-affiliated residence halls even though they are not enrolled at the Institution. The term “Student” shall include Employees, Volunteers and Officials where the Employee, Volunteer or Official otherwise meets the enrollment criteria set forth in this definition.
- 19. Supportive Measures** - Non-disciplinary and non-punitive individualized services designed to restore or preserve access to the Institution’s Education Programs or Activities without unduly burdening the other Party. Supportive Measures will be offered, as appropriate, to the Complainant or the Respondent, regardless of whether a Formal Complaint is filed. Supportive Measures may include, but are not limited to counseling, extensions of deadlines or other course-related adjustments, modifications of work or class schedules, campus escort services, restrictions on contact between the parties (no contact orders), changes in work or housing locations, leaves of absence, and increased security and monitoring of certain areas of the campus.
- 20. Title IX Coordinator** – The individual designated to coordinate the Institution’s compliance with Title IX and VAWA and to respond to reports of violations. The Title IX Coordinator may not have a conflict of interest or bias for or against an individual party, or for or against complainants or respondents in general. The Title IX Coordinator may serve as the Investigator of a Formal Complaint. The Title IX Coordinator may not serve as a Decision Maker or Appeals Officer.
- 21. Volunteer** - A recognized volunteer or any individual who represents or acts on behalf of the Institution or whose actions may bind the Institution, regardless of whether the individual receives monetary or other compensation. For purposes of this Policy, employees and officials of recognized affiliated entities, ROTC instructors, visiting professors and unpaid camps and conference personnel will be considered volunteers.
- 22. Witness** – A person who has knowledge related to specific aspects of a case and may have reported such aspects to the institution.

Reporting Sexual misconduct

Any individual, including a third party, may make a report concerning sexual misconduct. Complainants and third-parties are encouraged to report sexual misconduct as soon as possible to allow the Institution to respond promptly and effectively.

The Title IX Coordinator (or designee) and each School of Nursing Director has authority to institute corrective measures for reports of alleged violations of this Policy. Mandated reports to the Title IX Coordinator by Officials, Volunteers and Employees shall not automatically result in corrective measures being instituted. Individuals are encouraged to report sexual misconduct directly to the Title IX Coordinator, through the Institution's electronic and anonymous reporting systems or by filing a Formal Complaint.

1. Reports the Title IX Coordinator

Any person may report sex discrimination, including sexual misconduct (whether or not the person reporting is the person alleged to be the person subjected to conduct that could constitute sex discrimination or sexual misconduct), in person, by mail, by telephone, or by electronic mail, using the contact information listed for the Title IX Coordinator, or by any other means that results in the Title IX Coordinator receiving the person's verbal or written report.

Contact Information for the Title IX Coordinators:

Name: Rosanna Sarantinoudis

Title: Coordinator of Student Registration and Accounts, West Penn School of Nursing Office Address: 4900 Friendship Avenue, Pittsburgh, PA 15224

Email Address: Rosanna.Sarantinoudis@AHN.org Telephone Number: 412-578-5537

Name: Natalia Wassel

Title: Student Accounts and Registration Coordinator, Citizens School of Nursing Office Address: 539 Pittsburgh Mills Circle, Tarentum, PA 15084

Email Address: Natalia.Wassel@AHN.org Telephone Number: 724-337-5090

Such a report may be made at any time (including during non-business hours) by using the telephone number or electronic mail address, or by mail to the office address listed for the Title IX Coordinator.

The Institution's Title IX Coordinator is trained to work with individuals who report sexual misconduct and have knowledge about resources and services, both on and off campus, including the availability of Supportive Measures.

If a report of misconduct discloses a serious or immediate threat to the campus community, the Institution will issue a timely warning to the community to protect the health or safety of the community. The timely warning will not include any identifying information about the Complainant.

PLEASE NOTE: Title IX Coordinators are not a confidential source of support. While they will address matters reported with sensitivity and will keep your information as private as possible, confidentiality cannot be guaranteed. To speak with an individual designated as having confidentiality, please contact:

<https://www.centerforvictims.org> and/or Magellan Healthcare at <https://www.magellanhealthcare.com> at (800)424-5808.

PLEASE ALSO NOTE: Making a report is different from filing a Formal Complaint (see the section titled Filing a Formal Complaint). A report is defined as notification of an incident of sexual misconduct to the Title IX Coordinator or designee by any person. A report may be accompanied by a request for (1) Supportive Measures; (2) no further action; (3) filing a Formal Complaint a request to initiate an informal resolution

process; and/or (4) a request to initiate an informal resolution process after filing a Formal Complaint. Filing a Formal Complaint initiates the Institution's formal investigation process. (See Sexual Misconduct Resolution Process).

2. Electronic and Anonymous Reporting

You may also file a report about sexual misconduct using the appropriate links below. While anonymous reports are accepted, the Institution's ability to address misconduct reported anonymously is significantly limited.

Individuals may use this link/form/portal [Integrity & Ethics // Highmark Health](#) to electronically file a report of sexual misconduct with the enterprise Integrity & Compliance group, which may also be reached at 1(877)867-7325.

Individuals may also file a report electronically by email to: Rosanna.Sarantinoudis@AHN.org or Natalia.Wassel@AHN.org.

3. Filing a Formal Complaint

The timeframe for the Sexual Misconduct Resolution Process under this Policy begins with the filing of a Formal Complaint and will be concluded within a reasonably prompt manner, and usually no longer than 90 days after the filing of the Formal Complaint, provided that the Process may be extended for a good reason, as set forth more fully in the Continuances and Granting Extensions section. Appeals may extend the timeframe for resolution.

To file a Formal Complaint, a Complainant must provide the Title IX Coordinator a written, signed complaint describing the facts alleged.

If a Complainant does not wish to make a Formal Complaint, the Title IX Coordinator may determine a Formal Complaint is necessary. The Hearing Officer will inform the Complainant of this decision in writing, and the Complainant need not participate in the process further but will receive all notices issued under this Sexual Misconduct Resolution Process. **PLEASE NOTE:** The Title IX Coordinator does not lose impartiality solely due to signing a Formal Complaint.

A Complainant who files a Formal Complaint may elect, at any time, to address the matter through the Informal Resolution Process (see the Informal Resolution section below).

4. Criminal Reporting Options

A Complainant may also seek to initiate a criminal complaint, independent of or parallel with any report made to the Institution.

Highmark Police: 412-888-2222

Pennsylvania State Police: 717-783-5599

PLEASE NOTE: The Institution's policy, definitions, and burden of proof may differ from Pennsylvania criminal law. Neither law enforcement's decision whether to prosecute, nor the outcome of any criminal prosecution, is determinative of whether sexual misconduct has occurred under this Policy. In cases where there is a simultaneous law enforcement investigation, there may be circumstances when the Institution may need to temporarily delay its investigation while law enforcement gathers evidence. However, the

Institution will generally proceed with Formal Complaint even during the time of a pending law enforcement investigation.

The Institution may not be informed of reports made with law enforcement agencies.

5. External Reporting Options

A person may also file a complaint with the U.S. Department of Education's Office for Civil Rights regarding an alleged violation of Title IX by calling 1-800-421-3481 (TDD: 1-800-877-8339) or emailing OCR.Philadelphia@ed.gov or visiting <https://www2.ed.gov/about/offices/list/ocr/complaintintro.html>.

A person may also file a complaint with the Pennsylvania Human Relations Commission by calling 717- 787-9780 for the Harrisburg Regional Office; 412-565- 5395 for the Pittsburgh Regional Office; or by visiting <https://www.phrc.pa.gov/Pages/default.aspx>.

Employees may also file a charge with the Equal Employment Opportunity Commission regarding an alleged violation of Title VII by calling 1-800-669-4000 or visiting: <https://www.eeoc.gov/employees/howtofile.cfm>. The Institution may not be informed of reports made with external agencies.

6. Truthfulness

All participants in the reporting and resolution processes have the responsibility to be truthful with the information they share at all stages of the process. A report of a violation under this Policy is not considered a bad faith report merely because the evidence does not ultimately support the allegation. Individuals are prohibited from knowingly making a false report, filing a false Formal Complaint or making misrepresentations. If an investigation results in a finding that a person has willfully filed a bad faith report, filed a false Formal Complaint or made misrepresentations as part of the reporting or resolution process, the person may be subject to appropriate Disciplinary Sanctions under the Code of Conduct in the case of Students or other relevant Institution policy and collective bargaining agreements in the case of Officials, Employees or Volunteers.

7. Multiple Party Complaints

The Title IX Coordinator may consolidate Formal Complaints involving multiple parties where the allegations of sexual misconduct arise from the same facts or circumstances; in such consolidated matters, the Sexual Misconduct Resolution Process applies to more than one Complainant and/or more than one Respondent, but each party is still an “individual” and not a group or organization. The decision of the Title IX Coordinator to consolidate Formal Complaints is not subject to appeal.

INSTITUTION REPORTING OBLIGATIONS

1. Mandated Reporting Obligations of Institution Officials, Volunteers and Employees

All Institution Officials, Volunteers and Employees (including student employees) are obligated to report incidents of sexual misconduct of which they become aware to the Title IX Coordinator/designee, unless: 1) they serve in a role that makes such reports privileged or are recognized as providing a confidential resource (see Statement on Privacy and Confidentiality); or 2) they are a faculty member and learn of the report from a student during a classroom discussion, in a writing assignment for a class, or as part of a Institution-approved research project.

PLEASE NOTE: These reporting exceptions do not apply to reports of sexual misconduct involving an individual who was, or is, a child (a person under 18 years of age) when the abuse allegedly occurred. When a report involves suspected abuse of a child (an individual under the age of 18 at the time of the incident(s) as reported), all the Institution Employees, Officials and Volunteers are required to notify the Institution police

and the [ChildLine](#) run by the Pennsylvania Department of Human Services (1-800-932- 0313). All other members of the Institution community are strongly encouraged to report suspected child abuse to law enforcement or the [ChildLine](#).

Institution Employees designated as Campus Security Authorities (CSAs) under the Clery Act are required to report certain crimes for federal statistical reporting purposes.

2. Institution Obligations Regarding Timely Warnings

Parties reporting Sexual Assault, Domestic Violence, Dating Violence, and/or Stalking should be aware that under the Clery Act, the Institution must issue timely warnings for reported incidents that pose a serious or continuing threat of bodily harm or danger to members of the campus community. If a report of sexual misconduct discloses a serious or immediate threat to the campus community, the Institution will issue a timely notification to the community to protect the health or safety of the community. The timely notification will not include any identifying information about the Complainant.

JURISDICTION AND DISMISSALS

In certain circumstances where violations defined under the Final Rule as Regulatory Prohibited Conduct (Regulatory Quid Pro Quo, Regulatory Hostile Environment Sexual Harassment, Regulatory Dating Violence, Regulatory Domestic Violence, Regulatory Sexual Assault and Regulatory Stalking) do not meet jurisdictional requirements, the Institution must dismiss those allegations contained in the Formal Complaint.

In certain circumstances the Title IX Coordinator may dismiss a Formal Complaint, or any specific allegations raised in the Formal Complaint at any time during the investigation or hearing.

Any Party may appeal a dismissal determination. See the Determining Jurisdiction and Mandatory Dismissal for Certain Allegations under the Sexual Misconduct Resolution Process Section for more information.

Emergency Removal FOR STUDENTS

1. The Institution retains the authority to remove a Respondent from its Education Programs or Activities on an emergency basis. This action is also referred to as an emergency removal.
2. Before imposing an emergency removal on a student Respondent, the Institution will:
 - A. undertake an individualized safety and risk analysis; and
 - B. determine that an immediate threat to the physical health or safety of any student or other individual arising from the allegations of covered sexual misconduct justifies a removal.
3. If the Institution imposes an emergency removal on a student Respondent, the Institution will provide the Respondent with notice and an opportunity to challenge the decision immediately following the removal.
 - A. The Institution will provide written notice of the emergency removal and applicable charges.
 - B. The Institution will provide an opportunity for the Respondent to appeal that decision to an appropriate Hearing Officer or designee within 10 days of the imposition of the emergency removal.
 - C. The designated Institution Hearing Officer will hear the evidence and determine whether there is sufficient evidence to support the conclusion that the Respondent poses an immediate threat to the physical health or safety of any student or other individual arising from the allegations of covered sexual misconduct and that, based on that threat, removal is the appropriate course of action.
4. If the Institution learns of evidence that demonstrates that the emergency action is no longer justified after the emergency removal is imposed against a student Respondent, the Institution will take prompt action to rescind the emergency removal.

ADMINISTRATIVE LEAVE FOR EMPLOYEES

The Institution retains the authority to place Employees on administrative leave consistent with applicable requirements of relevant Institution policies and collective bargaining agreements.

INFORMAL RESOLUTION PROCESS

Informal means of resolution, such as mediation, may be used as an alternative to the formal investigation and hearing procedures. Informal resolution is a voluntary process and may be used only where a Formal Complaint has been filed. Upon written agreement of all parties, informal resolution may be initiated at any time prior to finding of responsibility in a hearing, and may be terminated at any time prior to final resolution. If the informal process is terminated, the Sexual Misconduct Resolution Process, which includes an investigation and hearing, will proceed. Once a final resolution has been reached and documented and signed by all parties, the resolution cannot be appealed.

Informal resolution options should be discussed with the Title IX Coordinator or Director of Nursing.

Informal resolution may not be utilized when a Student files a Formal Complaint against an Institution Employee, Volunteer or Official under this Policy.

Sexual Misconduct Resolution Process

1. Formal Complaint

The Sexual Misconduct Resolution Process is initiated by a Complainant providing the Title IX Coordinator a written, signed Formal Complaint describing the facts alleged. See the section titled Filing a Formal Complaint above.

2. Notice of Allegations

The Title IX Coordinator will draft and provide a written Notice of Allegations to any Party alleged to have violated this Policy. Such notice will occur as soon as practicable, but no more than 10 days, after the Institution receives a Formal Complaint of the allegations, if there are no extenuating circumstances.

The Notice of Allegations will include the following:

- A.** Notice of the Institution's Sexual Misconduct Resolution Process including any Informal Resolution process and a hyperlink to a copy of the process.
- B.** Notice of the allegations potentially constituting violations(s) of any Institution policy, and sufficient details known at the time the Notice of Allegations is issued, such as the identities of the parties involved in the incident, if known, including the Complainant; the conduct allegedly constituting a policy violation; and the date and location of the alleged incident, if known.
- C.** A statement that the Respondent is presumed not responsible for the alleged conduct and that a determination regarding responsibility is made at the conclusion of the hearing.
- D.** A statement that the Parties may have an Advisor of their choice.
- E.** A statement that before the conclusion of the investigation, the Parties may inspect and review evidence obtained as part of the investigation that is directly related to the allegations raised in the Formal Complaint, including the evidence upon which the Institution does not intend to rely in reaching a determination regarding responsibility, and evidence that both tends to prove or disprove the allegations, whether obtained from a Party or other source.

- F. Individuals are prohibited from knowingly filing a false report or making misrepresentations. If, following an investigation and hearing as appropriate under applicable policy, a person is found to have willfully filed a bad faith report or made misrepresentations as part of a resolution process, the party may be subject to appropriate Disciplinary Sanctions under the Code of Conduct in the case of Students or other relevant Institution policy in the case of Officials, Employees or Volunteers.

The Parties will be notified by their Institution email accounts if they are a Student or Employee, and by other reasonable means if they are neither.

The Institution will provide sufficient time for the Parties to review the Notice of Allegations and prepare a response before any initial interview.

3. Determining Jurisdiction and Mandatory Dismissal for Certain Allegations

For alleged violations of Regulatory Prohibited Conduct (Regulatory Quid Pro Quo, Regulatory Hostile Environment Sexual Harassment, Regulatory Dating Violence, Regulatory Domestic Violence, Regulatory Sexual Assault and Regulatory Stalking) the following elements will be determined in the reasonable determination of the Title IX Coordinator:

- A. The conduct is alleged to have occurred in the United States⁴;
- B. The conduct is alleged to have occurred in the Institution's Education Program or Activity; and
- C. The alleged conduct, if true, would constitute covered Regulatory Prohibited Conduct, as defined in this Policy.

If all of the elements are met, the Institution will investigate the allegations under the processes set forth in this Policy. If any one of these elements is not met, the Title IX Coordinator will notify the parties the specific allegation contained in the Formal Complaint does not meet the required jurisdictional requirements under the Final Rule and is being dismissed. Any Party may appeal a dismissal using the process set forth in the Appeals section below. Dismissal of any violations constituting Regulatory Prohibited Conduct will not affect the Institution's ability to proceed with an investigation of charges categorized as Non-Regulatory or other charges under this Policy or any other Institution Policy.

4. Discretionary Dismissals for All Allegations

The Title IX Coordinator may dismiss a Formal Complaint brought under this Policy, or any specific allegations raised within that Formal Complaint, at any time during the investigation or hearing, if:

- A. A Complainant notifies the Title IX Coordinator in writing that they would like to withdraw the Formal Complaint or any allegations raised in the Formal Complaint;

Incidents that occur outside the United States may constitute a violation of institutional conduct policies and may be pursued in accordance with institutional policy.

- B. The Respondent is no longer enrolled in, associated with or employed by the Institution; or,
- C. If specific circumstances prevent the Institution from gathering evidence sufficient to reach a determination regarding the Formal Complaint or allegations within the Formal Complaint.

Any Party may appeal a dismissal using the process set forth in the Appeals section below.

5. Allegations Potentially Falling Under Two Policies

If a Formal Complaint against a Respondent who is a Student contains allegations of a violation of any of the listed Sexual Misconduct Violations in this Policy, as well as any other violation in the Code of Conduct, the Sexual Misconduct Resolution Process set forth in this Policy will be applied in the investigation and adjudication of all of the allegations. If all of the alleged Sexual Misconduct Violations of this Policy are dismissed, and the remaining underlying allegations, if true, would violate another Institution policy or the Institution's Code of Conduct, the matter may be referred for further action by the Institution's Director of Nursing as appropriate.

If a Formal Complaint against a Respondent who is an Employee contains allegations of violations of Regulatory Prohibited Conduct (Regulatory Quid Pro Quo, Regulatory Hostile Environment Sexual Harassment, Regulatory Dating Violence, Regulatory Domestic Violence, Regulatory Sexual Assault and Regulatory Stalking), the Sexual Misconduct Resolution Process set forth in this Policy will be applied in the investigation and adjudication of those allegations. For all other allegations, the Institution will follow applicable requirements in Institution policies and relevant collective bargaining agreements for resolution of the other allegations contained in the Formal Complaint.

If a Formal Complaint against a Respondent who is an Official or Volunteer contains any allegations under this Policy, the Institution will follow applicable requirements in Institution policies or procedures and standards for resolution of the allegations contained in the Formal Complaint.

6. Notice of Dismissal

Upon reaching a decision that any specific allegation contained in the Formal Complaint will be dismissed, the Institution will promptly send written notice of the dismissal and the reason for the dismissal, simultaneously to the parties through their institutional or other provided email account. It is the responsibility of parties to maintain and regularly check their email accounts.

7. Investigation

A. General Rules of Investigations

The Title IX Coordinator and/or an Investigator designated by the Title IX Coordinator will perform an investigation of the conduct alleged under a reasonably prompt timeframe, following issuance of the Notice of Allegations.

The Institution and not the Parties, has the burden of proof and the burden of gathering evidence, i.e., the responsibility of showing a violation of this Policy has occurred. Either party may decide not to share their account of what occurred or may decide not to participate in an investigation or

hearing. This does not shift the burden of proof away from the Institution and does not indicate responsibility.

The Institution cannot access, consider, or disclose medical records without a waiver from the party (or parent, if applicable) to whom the records belong or of whom the records include information. The Institution will provide an equal opportunity for the parties to present witnesses, including fact and expert witnesses, and other inculpatory and exculpatory evidence, (i.e., evidence that tends to prove and disprove the allegations). See Inspection and Review of Evidence section below.

B. Inspection and Review of Evidence

Prior to the completion of the investigation, the parties will have an equal opportunity to inspect and review the evidence obtained through the investigation. The purpose of the inspection and review process is to allow each party the equal opportunity to meaningfully respond to the evidence prior to issuance of the investigation report.

Evidence that will be available for inspection and review by the parties will be any evidence that is directly related to the allegations raised in the Formal Complaint. It will include any:

- 1) Evidence that is relevant, even if that evidence does not end up being relied upon by the Decision Maker(s) in making a determination regarding responsibility;
- 2) inculpatory or exculpatory evidence (i.e., evidence that tends to prove or disprove the allegations) that is directly related to the allegations, whether obtained from a Party or other source.

The Institution will send the evidence to each Party and each Party's Advisor, if any, to inspect and review (through an electronic format or a hard copy). The Institution is not under an obligation to use any specific process or technology to provide the evidence and shall have the sole discretion in terms of determining format and any restrictions or limitations on access.

The Parties will have 10 days to inspect and review the evidence and submit a written response by email to the Investigator. This response should include any new or additional evidence the Party would like the Investigator to consider. The Institution will provide copies of the Parties' written responses, and any new or additional evidence provided, to the other Party and their Advisor. The other Party will have 5 days to inspect, review, and respond to the new or additional evidence through a written response to the Investigator. The Institution will provide copies of the Party's supplemental written response to the other Party and their Advisor.

The Investigator will consider the parties' written responses before completing the Investigative Report. Parties may request a reasonable extension of the time to submit a written response, which may be denied in the sole discretion of the Investigator, in consultation with the Title IX Coordinator.

The Investigator has 10 days to generate a report or after the responses to additional evidence are due or, alternatively, may provide the Parties and their Advisors with written notice extending the investigation and explaining the reason for the extension.

The parties and their Advisors must sign an agreement not to disseminate the Investigative Report or photograph or otherwise copy any of the evidence subject to inspection and review or use such evidence for any purpose unrelated to the Sexual Misconduct Resolution Process. Violation of the agreement may result in disciplinary action under the [Code of Conduct] or other Institution Policy, as appropriate.

Any evidence subject to inspection and review will be available at any hearing, including for purposes of cross-examination.

C. Investigative Report

The Investigator will create an Investigative Report that fairly summarizes relevant evidence.

The Investigative Report is not intended to catalog all evidence obtained by the Investigator, but only to provide a fair summary of that evidence.

Only relevant evidence (including both inculpatory and exculpatory – i.e., tending to prove and disprove the allegations - relevant evidence) will be referenced in the Investigative Report.

Evidence obtained in the investigation that is determined in the reasoned judgment of the Investigator not to be directly related to the allegations in the Formal Complaint will be included in the appendices to the investigative report.

D. Ongoing Notice

If, in the course of an investigation, the Institution decides to investigate allegations about either Party that are not included in the Notice of Allegations and are otherwise covered Sexual Misconduct Violations falling within this Policy or other violations of the Institution's Code of Conduct, the Institution will notify the Parties of the additional allegations by their Institution email accounts or other reasonable means.

The Parties will be provided sufficient time to review the additional allegations to prepare a response before any initial interview regarding those additional charges.

8. General Rules of Hearings

A. Notice of Hearing

No less than 10 days prior to the hearing, the Title IX Coordinator or Hearing Chair or other designee will send written notice of the hearing to the Parties. The Parties will be notified by their Institution email accounts or by other reasonable means. Once mailed, emailed, and/or received in-person, notice will be presumptively delivered.

The Notice of Hearing will contain:

- 1) A description of the alleged violation(s), a list of all policies allegedly violated, a description of the applicable procedures, and a statement of the potential Disciplinary Sanctions actions that could result.
- 2) The time, date, and location of the hearing.
- 3) Information about the option for the hearing to occur with the parties located in separate rooms using technology that enables the Decision Maker(s) and Parties to see and hear a Party or Witness answering questions. Parties should inform the Title IX Coordinator or Hearing Chair or other designee of any desire to have the hearing occur in separate rooms at least 3 days prior to the hearing to ensure appropriate technology is in place.

- 4) Information on how the hearing will be recorded and on access to the recording for the Parties after the hearing.
- 5) A list of the Decision Makers, Hearing Facilitator or Hearing Chair who will attend the hearing, along with an invitation to object to any actual or perceived conflicts of interest or bias of the Decision Maker(s) prior to the hearing.
- 6) A statement that if any Party or Witness does not appear at the scheduled hearing, the hearing may be held in their absence, and the testimony or any statements provided by the Party or Witness prior to the hearing will not be considered by the Decision Maker.
- 7) Notification that the parties may have the assistance of an Advisor of their choice at the hearing and will be required to have one present for any questions they may desire to ask of the other Party or Witnesses. The Party should notify the Hearing Chair or other designee in advance of the hearing if they do not have an Advisor, and the Institution will appoint one. Each party must have an Advisor present.
- 8) A copy of all the materials provided to the Decision Maker(s) about the matter and the opportunity to provide a written response in advance of the hearing.
- 9) Information regarding who to contact to arrange any disability accommodations, language assistance, and/or interpretation services that may be needed at the hearing.
- 10) For compelling reasons, the Hearing Chair or other designee may reschedule the hearing.

B. Hearing

The Institution will not issue a Disciplinary Sanction arising from an allegation of a violation of this Policy without holding a hearing, unless otherwise resolved through an informal resolution process or an alternate process permitted under this Policy. If the Institution determines a hearing is necessary, the Parties cannot waive the right to a hearing.

The Institution may still proceed with the hearing in the absence of a Party and may reach a determination of responsibility in their absence. The Institution will not threaten, coerce, intimidate, or discriminate against the Party in an attempt to secure the Party's participation.

If a Party does not participate in a hearing or submit to cross-examination in the hearing, the Decision Maker(s) may not rely on any "statement" by that Party. See Cross Examination section below.

The Decision Maker(s) cannot draw an inference about the determination regarding responsibility based solely on a Party's absence from the hearing or refusal to answer cross examination or other questions.

The hearing may be conducted with all Parties physically present in the same geographic location, or, at the Institution's discretion, any or all Parties, Witnesses, and other participants may appear at the hearing virtually through video conferencing technology. This technology will enable participants simultaneously to see and hear each other. At its discretion, the Institution may delay or adjourn a hearing based on technological errors.

All proceedings will be recorded through audio recording. That recording or transcript will be made available to the Parties for inspection and review upon request.

C. Continuances or Granting Extensions

The Institution may determine that multiple sessions or a continuance (i.e., a pause on the continuation of the hearing until a later date or time) is needed to complete a hearing. If so, the Institution will notify all participants and endeavor to accommodate all participants' schedules and complete the hearing as promptly as practicable.

D. Participants in the Hearing

Hearings are not public, and the only individuals permitted to participate in the hearing are as follows:

- 1) The Decision Maker(s)
- 2) The Hearing Chair if different from the Decision Maker
- 3) Conduct administrator or designee or IT personnel or other Institution personnel
- 4) The Parties
- 5) Advisor of choice or provided by the Institution for each Party
- 6) Witnesses
- 7) Any individuals necessary to provide interpretation or other support services associated with reasonable accommodations to facilitate participation in the hearing.

The Decision Maker(s) /Hearing Chair will not have a conflict of interest or bias in favor of or against Complainants or Respondents generally, or in favor or against the Parties to the particular case. The Parties will have an opportunity to raise any objections regarding a Decision Maker's actual or perceived conflicts of interest or bias at the beginning of the hearing.

Parties and Witnesses cannot be compelled to participate in the hearing and have the right not to participate in the hearing free from retaliation.

E. Hearing Procedures

For all hearings conducted under this Policy, the procedure will be as follows:

- 1) Hearing Chair will open and establish rules and expectations for the hearing.
- 2) The Parties will each be given the opportunity to provide opening statements.
- 3) The Investigator will present a summary of the final investigation report, including items that are and are not contested. The Investigator will be subject to questioning by the Decision Maker(s) and the Parties (through their Advisors).
- 4) Hearing Chair will ask questions of the Parties and Witnesses.
- 5) Parties will be given the opportunity for cross-examination after [Decision Maker(s) conduct(s) its initial round of questioning See Cross-Examination Procedure below.
- 6) During the Parties' cross-examination, [Hearing Chair] will have the authority to pause cross-examination at any time for the purposes of asking Decision Maker(s) own follow up questions; and any time necessary in order to enforce order for the hearing. If an Advisor does not comply with the established rules of decorum, Decision Maker may provide that Party with a different Advisor to conduct cross-examination on behalf of that Party.
- 7) Should a Party or the Party's Advisor choose not to cross-examine a Party or Witness, the Party shall affirmatively waive cross-examination through a written or oral statement to the Decision Maker(s). A Party's waiver of cross-examination does not eliminate the ability of the Decision Maker(s) to use statements made by the Party.

F. Relevant evidence and questions

“Relevant” evidence and questions are those questions and evidence that tends to make an allegation of sexual misconduct more or less likely to be true. “Relevant” evidence and questions do not include the following types of evidence and questions, which are deemed “irrelevant” at all stages of any process initiated under this Policy:

- 1) Evidence and questions about the Complainant’s sexual predisposition or prior sexual behavior unless:
 - a) They are offered to prove that someone other than the Respondent committed the conduct alleged by the Complainant, or
 - b) They concern specific incidents of the Complainant’s prior sexual behavior with respect to the Respondent and are offered to prove Consent.
- 2) Evidence and questions that constitute, or seek disclosure of, information protected under a legally-recognized privilege including attorney-client privilege; or
- 3) Any party’s medical, psychological, and similar records unless the party has given voluntary, written consent.

G. Cross-Examination

- 1) Each Party’s Advisor may conduct cross-examination of the other Party or Parties and Witnesses and ask follow-up questions, including those challenging credibility, directly, orally, and in real time.
- 2) Parties will not be permitted to personally cross-examine each other.
- 3) If a Party does not participate in a hearing, the Party’s Advisor may attend and conduct cross- examination on behalf of the Party.
- 4) If neither a Party nor their Advisor appear at the hearing, the Institution will provide an Advisor to appear on behalf of the non-appearing Party and ask cross-examination questions.
- 5) Before any cross-examination question is answered, the Decision Maker(s) will determine if the question is relevant. Cross-examination questions that are duplicative of those already asked, including by the Decision Maker(s) may be deemed irrelevant if they have been asked and answered.
- 6) The Decision Maker(s) must explain to the Party proposing the question any decision to exclude a question as not relevant.
- 7) The Decision Maker(s) may not draw an inference about a determination of regarding responsibility based solely on a Party's or Witness's absence from the hearing or refusal to answer cross-examination or other questions.

9. Decisions

A. General Considerations for Evaluating Testimony and Evidence

- 1) While the opportunity for cross-examination is required in all hearings under this Policy, determinations regarding responsibility may be based in part, or entirely, on documentary, audiovisual, and digital evidence, as warranted in the reasoned judgment of the Decision Maker(s).
- 2) Decision Maker(s) shall not draw inferences regarding a Party or Witness’ credibility based on the Party or Witness’ status as a Complainant, Respondent, or Witness, nor shall it base its judgments in stereotypes about how a Party or Witness would or should act under the circumstances.

- 3) Generally, credibility judgments should rest on the demeanor of the Party or Witness, the plausibility of their testimony, the consistency of their testimony, and its reliability in light of corroborating or conflicting testimony or evidence.
- 4) Credibility judgments should not rest on whether a Party or Witness' testimony is non-linear or incomplete, or if the Party or Witness is displaying stress or anxiety.
- 5) Where a Party or Witness' conduct or statements demonstrate that the Party or Witness is engaging in retaliatory conduct, including but not limited to witness tampering and intimidation, the Decision Maker(s) may draw an adverse inference as to that Party or Witness' credibility.
- 6) Decision Maker(s) will afford the highest weight relative to other testimony to first-hand testimony by Parties and Witnesses regarding their own memory of specific facts that occurred. Both inculpatory and exculpatory (i.e., tending to prove and disprove the allegations) evidence will be weighed in equal fashion.
- 7) The Final Rule requires the Institution to admit and allow testimony regarding polygraph tests ("lie detector tests") and other procedures that are outside of standard use in academic and non-academic conduct processes. While the processes and testimony about them will be allowed to testify and be crossed as required by the Final Rule, the Decision Maker(s) will be instructed to afford lower weight to such processes relative to the testimony of fact witnesses.
- 8) The Final Rule requires the Institution allow parties to call character witnesses to testify. While the character witnesses will be allowed to testify and be crossed as required by the Final Rule, the Decision Maker(s) will be instructed to afford very low weight to any non-factual character testimony of any Witness.

B. Timeline for Decision

If there are no extenuating circumstances, the determination regarding responsibility will be issued by the Institution within 10 days of the completion of the hearing.

C. Finality

The determination regarding responsibility becomes final either upon the outcome of any appeal or the expiration of the window to appeal without an appeal being requested as set forth in the Appeals section below.

10. Disciplinary Sanctions Against Students

A. Possible Disciplinary Sanctions

The Institution may impose the following Disciplinary Sanctions upon Students, singly or in combination: expulsion, final written warning, written warning, or verbal warning, counseling, training, reimbursement of costs for counseling, medical treatment, etc.; separation of parties through alternative instruction location and/or residence.

B. Previous Disciplinary Sanctions

Previous Disciplinary Sanctions of any kind involving the Respondent may be considered in determining an appropriate sanction upon a determination of responsibility. This information is only considered at the sanction stage of the process.

C. Timing

The Disciplinary Sanctions will be implemented as soon as is feasible, either upon the outcome of any appeal or the expiration of the window to appeal without an appeal being requested.

11. Disciplinary Sanctions Against Employees, Officials and Volunteers

A. Possible Disciplinary Sanctions

Disciplinary Sanctions imposed on an Employee for violating this Policy, subject to an applicable collective bargaining agreement or Institution policies, may include a penalty up to and including separation from employment.

Disciplinary Sanctions imposed on an Official or Volunteer may include a penalty up to removal or the request for removal of the Official or Volunteer from their respective position.

B. Timing

The Disciplinary Sanctions will be implemented as soon as is feasible, either upon the outcome of any appeal or the expiration of the window to appeal without an appeal being requested.

12. Appeals by Where the Respondent is a Student

- A.** Each Party may appeal the dismissal of a Formal Complaint or any included allegations or a determination of responsibility on the following grounds:
 - 1) A procedural irregularity under the Institution policy or procedures that affected the hearing outcome.
 - 2) New evidence that was not reasonably available through the exercise of reasonable diligence at the time of the hearing or dismissal of the Formal Complaint that could affect the outcome of the matter.
 - 3) The Title IX Coordinator, Investigator(s), or Decision Maker(s) had a conflict of interest or bias for or against an individual party, or for or against complainants or respondents in general, that affected the outcome of the matter.
- B.** Appeals must be filed in writing within 5 days of being notified of the decision and must indicate the grounds for the appeal.
- C.** The submission of an appeal stays any Disciplinary Sanctions for the pendency of an appeal. Supportive Measures and remote learning opportunities remain available during the pendency of the appeal.
- D.** If a party appeals, the Institution will notify the other party in writing of the appeal as soon as practicable, however the time for appeal shall be offered equitably to all parties and shall not be extended for any party solely because the other party filed an appeal.
- E.** Appeals will be decided by the Institution's President or their designee, who will be free of conflict of interest and bias, and will not serve as an Investigator, Title IX Coordinator, Advisor or Decision Maker in the same matter.
- F.** The appealing party must meet its burden to demonstrate the outcome was affected by a preponderance of the evidence. The role of the Institution's President or designee is not to reweigh the evidence. The President or designee will confine their review to the basis of appeal alleged and may modify the sanction.
- G.** The outcome of appeal will be provided in writing simultaneously to both Parties, and include rationale for the decision.

13. Appeals Where the Respondent is an Employee

- A.** Each Party may appeal the dismissal of a Formal Complaint or any included allegations or a determination of responsibility on the following grounds:
 - 1) A procedural irregularity under the Institution policy or procedures that affected the hearing outcome.
 - 2) New evidence that was not reasonably available through the exercise of reasonable diligence at the time of the hearing or dismissal of the Formal Complaint that could affect the outcome of the matter.
 - 3) The Title IX Coordinator, Investigator(s), or Decision Maker(s) had a conflict of interest or bias for or against an individual party, or for or against complainants or respondents in general, that affected the outcome of the matter.
- B.** Appeals must be filed in writing within 5 days of being notified of the decision and must indicate the grounds for the appeal.
- C.** The submission of an appeal stays any Disciplinary Sanctions for the pendency of an appeal. Supportive Measures remain available during the pendency of the appeal.
- D.** If a Party appeals, the Institution will notify the other Party in writing of the appeal as soon as practicable, however the time for appeal shall be offered equitably to all Parties and shall not be extended for any Party solely because the other Party filed an appeal.
- E.** Appeals will be decided by the Institution President or designee, who will be free of conflict of interest and bias, and will not serve as an Investigator, Title IX Coordinator, Advisor or Decision

Maker in the same matter.

- F.** The appealing party must meet its burden to demonstrate the outcome was affected by a preponderance of the evidence. The role of the President or designee is not to reweigh the evidence. The President or designee will confine their review to the basis of appeal alleged.
- G.** The outcome of appeal will be provided in writing simultaneously to both parties, and include rationale for the decision.

Rights/Responsibilities

- A.** Reports and Formal Complaints have different meanings. An individual has a right to make a report of sexual misconduct to the Institution, which may be accompanied by a request for Supportive Measures. An individual also has a right to make a Formal Complaint of sexual misconduct, which is a request to initiate the Institution's informal resolution process or a formal disciplinary process, which includes an investigation and may proceed to a hearing.
- B.** Prior to the conclusion of a sexual misconduct investigation, the Complainant may request to withdraw the Formal Complaint by contacting the Title IX Coordinator/designee in writing. The Title IX Coordinator/designee will determine whether to close the case or conclude the investigation without the Complainant's

AHN SON 4/23 continued participation.

- C.** An individual also has the right to report sexual misconduct to law enforcement, separate and apart from any report or Formal Complaint made to the Institution.

- D. Victims and witnesses of sexual misconduct have the right to be assisted by the Institution in notifying law enforcement authorities of sexual misconduct or they can decline to notify such authorities.
- E. Witnesses and Parties cannot be compelled to participate in the hearing, and have the right not to participate in the hearing free from retaliation.
- F. Each Party who is charged with a violation of this Policy where jurisdiction is appropriate has a right to a hearing and for an Advisor to cross-examine Parties and Witnesses.
- G. At the time a report is made, the reporting party does not have to decide whether to file a Formal Complaint or make a report of sexual misconduct to law enforcement.
- H. An affected party has the right to request Supportive Measures from the Institution, which may include interim contact restrictions.
- I. The reporting party has the right to seek medical treatment to address physical and mental health and to preserve evidence.
- J. Parties may also have options to file civil actions in court or with administrative agencies.
- K. To file a Formal Complaint, please contact the Title IX Coordinator/designee.

Revision History

Drafted 4/20/2023