

## Participation in Education as it Relates to Student Health

**Section: 3**

**Policy number: 3.7**

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### **POLICY STATEMENT**

The University of North Dakota School of Medicine & Health Sciences (UND SMHS) is dedicated to the education and confidentiality of all students, as well as the health and safety for all students, faculty, staff, and patients. UND SMHS balances the educational requirements with the goals of ensuring safety, confidentiality, and health for students impacted by health conditions, all while considering the well-being of others of whom they may encounter.

Students and the SMHS have responsibilities in situations where a student's education may be impacted by their health. Students with a physical or health impairment that may impact participation in education are to inform faculty members for courses in which they are enrolled, the department chair and the program director, Campus Dean and/or the associate dean for student affairs and admission, or their immediate supervisor of this condition. It is the responsibility of the SMHS to determine how the affected student will be involved with others with whom the individual may come in contact and to formulate an education plan for the affected student that allows the student to continue in their program's curriculum.

### **REASON FOR POLICY**

This policy addresses the procedures to be taken when a student's education is impacted by health conditions. It addresses not only the health and safety of the individual student but also others with whom the student may come in contact. The policy identifies instances where potential educational modifications to address the educational needs of the affected student may be implemented while safeguarding the welfare of all students, staff, faculty, and patients.

### **SCOPE OF POLICY**

This policy applies to:

- Deans, Directors, Department Heads
- Managers and Supervisors
- Students
- Faculty
- Staff

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<b>DEFINITIONS</b>	
SMHS	School of Medicine & Health Sciences
Chair and Program Director	UND SMHS program Chairs for which the affected student is enrolled. Program Director: Educational (graduate or undergraduate) program director for the program in which the affected student is enrolled.
Immediate Supervisor	The instructor, clinical site supervisor, fieldwork supervisor, and/or preceptor with the direct responsibility for the student.
Temporary medical condition	A temporary medical condition is a short-term, non-chronic condition that has little or no outstanding or lasting effects.

<b>RELATED INFORMATION</b>	
Center for Disease Control and Prevention	<a href="http://www.cdc.gov">http://www.cdc.gov</a>
Occupational Safety & Health Administration	<a href="http://www.osha.gov">http://www.osha.gov</a>
Accessibility for Students	<a href="https://und.edu/student-life/accessibility-for-students/index.html">https://und.edu/student-life/accessibility-for-students/index.html</a>
Community Standards	<a href="https://und.edu/student-life/community-standards/index.html">https://und.edu/student-life/community-standards/index.html</a>
UND Incident Reporting and Investigation Instructions	<a href="https://und.edu/student-life/incident-reporting">https://und.edu/student-life/incident-reporting</a>
Bloodborne Pathogen Policy	<a href="https://und.policystat.com/policy/12142890/latest">https://und.policystat.com/policy/12142890/latest</a>
Sharps Policy	<a href="https://und.policystat.com/policy/7717587/latest">https://und.policystat.com/policy/7717587/latest</a>

## **CONTACTS**

General questions about this policy can be answered by your department's administrative office. Specific questions should be directed to the following:

<b>Subject</b>	<b>Contact</b>	<b>Phone/Fax</b>	<b>Email</b>
Policy Clarification	Student Affairs Office	777-4221/777-4942	<a href="mailto:saa@und.edu">saa@und.edu</a>
Policy Format	Dean's Office	777-2514/777-3527	<a href="mailto:judy.solberg@und.edu">judy.solberg@und.edu</a>
Investigation Report	Office of Safety	777-3341/777-4132	<a href="mailto:und.safety@und.edu">und.safety@und.edu</a>

Sample Transportation	Student Health Services	777-3988/777-4835	<a href="mailto:und.shslab@und.edu">und.shslab@und.edu</a>
SMHS Student Injury	Dean's Office	777-2514/777-3527	<a href="mailto:judy.solberg@und.edu">judy.solberg@und.edu</a>

## PROCEDURES

1. The student with a health condition impacting educational participation must seek immediate and appropriate medical care.
2. A student with a health condition (temporary or permanent) impacting educational participation is to inform and work with the Campus Dean, Department Chair and Program Director, or Associate Dean for Student Affairs and Admissions and the faculty member of the course, if applicable, to develop a plan to balance their health, safety, educational, and confidentiality needs with others in which they may come in contact.
3. The Chair and Program Director, Campus Dean, or Associate Dean for Student Affairs & Admissions shall be responsible for developing an individualized learning plan to meet the learning objectives of the affected student. The Chair and Program Director, Campus Dean, or Associate Dean for Student Affairs & Admissions may, if available, consult a group of experts with regard to the affected student's situation. Information may be shared, with the affected student's permission, on a "need to know" basis with special attention to maintaining confidentiality.
4. The Chair and Program Director, Campus Dean, or Associate Dean for Student Affairs and Admissions may convene an expert panel with regard to the affected student's specific situation. The expert panel shall consist of qualified individuals guided by information from the affected student's healthcare provider, the North Dakota Board of Health and/of the Centers for Disease Control. The plan of action will be developed in private and information will be shared on a "need to know" basis to maintain the confidentiality of the affected student.
5. A student may request an academic adjustment if a temporary health condition limits the affected student's participation in the course/activity. Affected medical students should contact the Campus Dean, Associate Dean for Student Affairs and Admissions and the faculty member for the individual course. Health science, biomedical science, and undergraduate students should contact the faculty member for the course in which they are enrolled and their respective Chair and Program Director. The student will provide documentation from their healthcare provider for the requested academic adjustment. The Associate Dean for Student Affairs and Admissions (medical students), or the Campus Dean, the faculty member (health sciences, biomedical sciences, undergraduates), in consultation with the department Chair and Program Director, will determine what, if any, temporary academic adjustments will be offered.
6. The affected student is encouraged to seek assistance through the UND Community Standards & Accessibility for Students to identify and coordinate reasonable accommodations that are available to the student and appropriate for the situation. The Chair, Program Director, Campus Dean, or the Associate Dean for Student Affairs and Admissions, and faculty member for the individual course will attempt to accommodate requests with modifications to the educational experience. However, if unable to do so they will attempt to find alternative educational experiences for the affected student. It may be necessary for the Chair and Program Director, Campus Dean, or Associate Dean for Student Affairs and Admissions to issue a leave of absence (either voluntary or involuntary) until the affected student is able to return to full unrestricted duty.
7. It is expected for a student with a health condition to become knowledgeable about their safety and that of their patients and colleagues as well as the potential transmissibility of the affecting condition.

<b>RESPONSIBILITIES</b>	
Campus Dean , Chair/Program Director or Associate Dean for Student Affairs and Admissions, Campus Dean, faculty member of the course	Identify appropriate alternative educational opportunities where needed. This may require the convening of a group of individuals (including the course faculty) who will act as the expert panel and provide guidance as to educational adjustments and accommodations to ensure a comparable educational experience for the affected student. Provide information to others on a “need to know” basis.
Student	The affected student will provide a written opinion/evaluation from a health care provider of their medical status related to the condition. This should include documentation addressing clearance and/or limitations whereby the affected student may be able to return to the educational environments. Report the condition and work with the Chair/Program Director of in the case of medical students the Campus Dean and/or the Associate Dean for Student Affairs & Admissions, to undergo appropriate surveillance for the condition. The affected student may report the condition to UND Community Standards & Accessibility for Students, as appropriate. Immediately report any exposure of a patient or others in the educational setting to the immediate supervisor and Program Director.

<b>FORMS</b>	
SMHS Release to Educational Experiences-	<a href="https://med.und.edu/about/policies/files/docs/return-to-educational-experiences-form.pdf">https://med.und.edu/about/policies/files/docs/return-to-educational-experiences-form.pdf</a>
Medical Provider Release to Return to Work Form-	<a href="https://campus.und.edu/human-resources/a-z-forms.html">https://campus.und.edu/human-resources/a-z-forms.html</a>