



Health Conditions Impacting Student Participation For all SMHS Students (FKA Inhibiting Conditions)

Section: 3

Policy number: 3.7

Issued: 05.05.15

Latest Review: 03.28.2022 (Bylaws Committee)

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POLICY STATEMENT

UND SMHS is dedicated to the education, safety, and confidentiality of individual students, as well as the health and safety of all students, faculty, staff, and patients. UND SMHS uses reasonable methods to balance the educational needs of an affected student while addressing the goals of safety, confidentiality, and health for the affected student; and while considering the health of others with whom the individual may come in contact.

Students with a physical or health impairment that may impact participation in education by themselves, fellow students, staff, faculty or patients are to inform faculty members for courses in which they are enrolled, the department chair and the program director, the associate dean for student affairs and admissions, 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 conditions that may impact, temporarily or chronically, a student's ability to participate in a medical or health sciences program. 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, and Department Heads

Managers and supervisors

Students

Faculty

Staff

WEB SITE REFERENCES

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DEFINITIONS	
SMHS	School of Medicine and Health Sciences
Associate Dean for Student Affairs and Admissions	For medical students, the Associate Dean for Student Affairs and Admissions will provide the role of “Chair and Program Director” for this policy.
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.
Affected Student	Student who self-identifies as having a physical or health impairment.
Immediate supervisor	The instructor, clinical site supervisor, fieldwork supervisor, and/or preceptor with the direct responsibility for the student.

RELATED INFORMATION	
Center for Disease Control and Prevention	http://www.cdc.gov
Occupational Safety & Health Administration	http://www.osha.gov
SMHS Policy Page	http://www.med.und.edu/internal-resources/policies.cfm
UND Disability Services	http://und.edu/disability-services/
UND Incident Reporting & Investigation Instructions	https://und.edu/public-safety/files/docs/incident-reporting-form-persons.pdf
UND disability services	https://und.edu/student-life/disability-services/
Bloodborne Pathogen Policy	https://und.policystat.com/policy/7739092/latest/
Sharps Policy	https://und.policystat.com/policy/7717587/latest/

CONTACTS

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

Subject	Contact	Telephone/FAX	Email contact
Policy clarification	Student Affairs	777.4221/777.4942	saa@und.edu
Policy format	Dean’s Office	777.2514/777.3527	judy.solberg@und.edu
Investigation Report	Office of Safety	777.3341/777.4132	und.safety@und.edu
Sample Transportation	Student Health Services	777.3988/777.4835	und.shslab@und.edu
SMHS Student Injury	Dean’s Office	777.2514/777.3527	judy.solberg@und.edu

PROCEDURES

1. The student with a health condition impacting participation must seek immediate and appropriate medical care.
2. A student with a health condition impacting participation is to inform and work with the department Chair and Program Director or Associate Dean for Student Affairs 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 or Associate Dean for Student Affairs shall be responsible for developing an individualized learning plan to meet the learning objectives of the affected student. The Chair and Program Director or Associate Dean for Student Affairs may, if available, consult a group of experts with regard to the affected student’s specific situation. Information may be shared, with the affected student’s permission, on a “need to know” basis with special attention to maintaining confidentiality. The Chair and Program Director or Associate Dean for Student Affairs may take into consideration information, if provided by the affected student’s primary health care provider and/or a group of experts, with regard to the affected student’s specific situation.
4. The Chair and Program Director or Associate Dean for Student Affairs 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 primary healthcare provider, the North Dakota Board of Health and/or 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 Associate Dean for Student Affairs. Health science, biomedical science, and undergraduate affected 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 (medical students) OR 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 Disability Services for Students office in order to "identify and coordinate reasonable accommodations" that are available to the student and appropriate for the situation. The Chair and Program Director or the Associate Dean for Student Affairs 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 or Associate Dean for Student Affairs to issue a leave of absence (either voluntary or involuntary) until the affected student is able to recover/recuperate prior to returning to full, unrestricted duty.
7. It is expected that students, faculty, and staff will follow all Universal Precautions. - All human blood and bodily fluids are to be treated as if they are known to be infectious. Students should follow universal precautions in all appropriate settings and as directed by supervisory staff and faculty.
8. It is expected for an affected student with an inhibiting condition to become knowledgeable about their own safety and that of their patients and colleagues as well as the potential transmissibility of the affecting agent.

RESPONSIBILITIES	
Chair/Program Director or Associate Dean for Student Affairs	<p>Identify appropriate alternative educational opportunities where needed. This may require the convening of a group of individuals 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.</p> <p>Inform clinical faculty/supervisors as needed of any alterations of educational experiences in order to support the affected student in their efforts to protect themselves and others.</p>
Health Care Provider	<p>Provide the affected student with a written opinion/evaluation of their medical status related to the inhibiting condition. This should include documentation addressing clearance and/or limitations whereby the affected student may be able to return to the educational environments.</p>
Student	<p>Report the infection, illness, injury or disorder and work with the Chair/Program Director or in the case of medical students the Campus Dean and/or the Associate Dean for Student Affairs and Admissions, to undergo appropriate surveillance for the condition. The affected student may report the infection, injury or disorder to Disability Services for Students as appropriate.</p> <p>Immediately report any exposure of patient to immediate supervisor.</p>

FORMS	
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