

**Inhibiting Conditions  
For all SMHS Students**

Section: 3  
Policy number: 3.7  
Responsible Office: Vice President for Health Affairs/Dean  
Issued: 05.05.15  
Latest Review: 03.08.2021

---

**POLICY STATEMENT**

Students who are known to have a condition (injury, illness, infection, environmental disease) that may negatively impact themselves, fellow students, staff, faculty or patients have a professional obligation to inform and work with UND SMHS faculty to develop a plan to balance their own health, safety, educational needs and confidentiality as well as the health and safety of others with whom they may come in contact.

---

**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:

- |  |   |
|--|---|
| <input checked="" type="checkbox"/> Deans, Directors, and Department Heads | <input checked="" type="checkbox"/> Faculty |
| <input checked="" type="checkbox"/> Managers and supervisors               | <input checked="" type="checkbox"/> Staff   |
| <input checked="" type="checkbox"/> Students                               |   |
- 

**WEB SITE REFERENCES**

Responsible Office: <http://www.med.und.edu/administration/deans-office/index.cfm>  
UND Office of Safety: <http://und.edu/finance-operations/environmental-health-and-safety/>

---

<b>CONTENTS</b>	
Policy Statement.....	<b>1</b>
Reason for Policy .....	<b>1</b>
Scope of Policy.....	<b>1</b>
Web Site References .....	<b>1</b>
Definitions.....	Error! Bookmark not defined.
Related Information .....	<b>5</b>
Contacts.....	<b>5</b>
Procedures .....	<b>6</b>
Responsibilities.....	<b>8</b>
Forms .....	<b>8</b>
Revision Record .....	<b>8</b>

DEFINITIONS	
Aerosol Transmissible Disease	An infectious disease that is transmitted by respiratory aerosols, which are particles of respiratory secretions from the nose or mouth.
Bloodborne Pathogens	Pathogenic microorganisms that are present in human blood and can cause disease in humans. These pathogens include, but are not limited to, hepatitis B virus (HBV), hepatitis C virus (HCV), and human immunodeficiency virus (HIV).
SMHS	School of Medicine and Health Sciences
Category I  Likely to change without revision of this policy, provided here as an example.	<p>Using the CDC MMWR from July 6, 2012 “Updated CDC Recommendations for the Management of Hepatitis B Virus Infected Health Care providers and Students”;</p> <p>Category I procedures, especially those that have been implicated in HBV transmission, may be limited for students fulfilling the essential functions of a medical school education.</p> <p>These procedures are limited to major abdominal, cardiothoracic, and orthopedic surgery, repair of major traumatic injuries, abdominal and vaginal hysterectomy, caesarean section, vaginal deliveries, and major oral or maxillofacial surgery (e.g., fracture reductions).</p> <p><b>High risk</b> techniques that are typically not performed by students because they have been demonstrated to increase the risk for health-care provider percutaneous injury and provider-to-patient blood exposure include:</p> <ul style="list-style-type: none"> <li>• digital palpation of a needle tip in a body cavity and/or</li> <li>• the simultaneous presence of a health care provider's fingers and a needle or other sharp instrument or object (e.g., bone spicule) in a poorly visualized or highly confined anatomic site.</li> </ul>

<p>Category II</p> <p>Likely to change without revision of this policy, provided here as an example.  </p>	<p>All other invasive and noninvasive procedures: These and similar procedures are not included in Category I as they pose low or no risk for percutaneous injury to a health-care provider or, if a percutaneous injury occurs, it usually happens outside a patient's body and generally does not pose a risk for provider-to-patient blood exposure. These include:</p> <ul style="list-style-type: none"> <li>• surgical and obstetrical/gynecologic procedures that do not involve the techniques listed for Category I;</li> <li>• the use of needles or other sharp devices when the health-care provider's hands are outside a body cavity (e.g., phlebotomy, placing and maintaining peripheral and central intravascular lines, administering medication by injection, performing needle biopsies, or lumbar puncture);</li> <li>• dental procedures other than major oral or maxillofacial surgery;</li> <li>• insertion of tubes (e.g., nasogastric, endotracheal, rectal, or urinary catheters);</li> <li>• endoscopic or bronchoscopic procedures;</li> <li>• internal examination with a gloved hand that does not involve the use of sharp devices (e.g., vaginal, oral, and rectal examination; and</li> <li>• procedures that involve external physical touch (e.g., general physical or eye examinations or blood pressure checks).</li> </ul> <p> </p>
<p>Associate Dean for Student Affairs and Admissions  </p>	<p>For medical students, the Associate Dean for Student Affairs and Admissions will provide the role of "Chair/Program Director" for this policy.</p> <p> </p>

Chair/Program Director	For the purposes of this policy only, "Chair/Program Director" is defined as:  UND SMHS Chair/ Program Director: Medical Student – Associate Dean for Student Affairs & Admissions Health Sciences- Chairs Graduate Students- Sr. Associate Dean for Medicine & Research Undergraduate Students-Associate Dean for Education and Faculty Affairs
Affected Student	Student identified with a condition that may negatively impact themselves, fellow students, staff, faculty or patients.
Environmental disorder	Usually refers to an allergic reaction to an environmental substance that may lead to contact dermatitis, allergic skin rash, or anaphylactic reaction.
Immediate supervisor	The instructor, clinical site supervisor, fieldwork supervisor, and/or preceptor with the direct responsibility for the student at the site and time of the incident.
Condition	An acute, temporary, or chronic injury, illness, infection, or environmental disease that may negatively impact the body or mind of the student AND/OR is transmissible to fellow students, staff, faculty, or patients.
Universal Precautions	An approach to infection control. According to the concept of universal precautions, all human blood and certain human bodily fluids are treated as if known to be infectious for HIV, HBV, and other bloodborne pathogens.

RELATED INFORMATION	
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>
SMHS Policy Page	<a href="http://www.med.und.edu/internal-resources/policies.cfm">http://www.med.und.edu/internal-resources/policies.cfm</a>
UND Disability Services	<a href="http://und.edu/disability-services/">http://und.edu/disability-services/</a>
UND Incident Reporting & Investigation Instructions	<a href="https://und.edu/public-safety/files/docs/incident-reporting-form-persons.pdf">https://und.edu/public-safety/files/docs/incident-reporting-form-persons.pdf</a>
Bloodborne Pathogen Policy	<a href="https://und.policystat.com/policy/7739092/latest/">https://und.policystat.com/policy/7739092/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:

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@med.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@med.und.edu

## PROCEDURES

I. As an educational institution, 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 will use all reasonable methods to balance the educational needs of an affected student while addressing the goals of safety, confidentiality, and health for the affected student, taking into account the health of others with whom the individual may come in contact. This Inhibiting Conditions policy does not apply to medical or health sciences residents or fellows due to their special status.

II. Affected students who are known to have a condition that may negatively impact themselves, fellow students, staff, faculty, or patients have a professional obligation to inform and work with the department Chair/Program Director or Associate Dean for Student Affairs to develop a plan to balance their own health, safety, educational needs, and confidentiality, as well as, the health of others with whom they may come in contact. The affected student with a condition must seek immediate and appropriate medical care.

III. The Chair/Program Director or Associate Dean for Student Affairs shall be responsible for developing an individualized learning plan to meet the learning objectives for the affected student. The Chair/Program Director or Associate Dean for Student Affairs may consult a group of experts with regard to the affected student's specific situation. Information will be shared on a "need to know" basis with special attention to maintaining the confidentiality of the affected student.

**IV. Universal Precautions** 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.

**V. Education**-An affected student with a condition must seek immediate and appropriate medical care. The first step in addressing the situation is education for the affected student about their own safety and that of their patients and colleagues as well as the potential transmissibility of the affecting agent.

**VI. Continuing/Returning to Educational Environments**- The affected student has a professional obligation to work with the Chair/Program Director or Associate Dean for Student Affairs to develop an educational plan that will take into account the affected student's educational needs, the health and safety of the affected student, and the potential exposure to other individuals including patients. The Chair/Program Director or Associate Dean for Student Affairs may consult the affected student's primary health care provider and/or a group of experts with regard to the affected student's specific situation. Information will be shared on a "need to know" basis with special attention to maintaining the confidentiality of the affected student. It is expected the experts will be individuals who have the expertise to assist in the decision for what is best for the affected student as well as the patients with whom they will interact.

**VII. Expert Panel Oversight-** The Chair/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 individuals who are well versed in some aspect of the situation, 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 with special attention to maintaining the confidentiality of the affected student.

VIII. Students are generally not expected to participate in the high-risk Category I activities.

**IX. Academic Adjustments:** A student may request an academic adjustment when 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 and their respective chair/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/program director, will determine what, if any, temporary academic adjustments will be offered.

**X. Accommodation-**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 might be available and appropriate for the situation. The Chair/Program Director of the program or Associate Dean for Student Affairs will attempt to accommodate the requests with modifications to the educational experience, however if unable to do so they will attempt to find an alternative educational experience for the affected student. It may be necessary for the Chair/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 return to full, unrestricted duty. |

RESPONSIBILITIES	
Chair/Program Director or Associate Dean for Student Affairs	<p>Work with the affected student to identify appropriate alternative educational opportunities where needed. They may identify and convene an appropriate group of individuals who will act as the expert panel for the affected student and provide guidance as to alterations/accommodations that may be made to the program to ensure a comparable educational experience. 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	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.
Student	<p>Report the infection, illness, injury or disorder and work with the Chair/Program Director or in the case the 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	
	Intentionally left blank

### REVISION RECORD

05.03.21 – FC Approved  
05.03.21 – Dean Approved  
07.26.18 – Minor Edits