

Montefiore | School of Nursing

STUDENT HANDBOOK

2018 -2019

*Montefiore School of Nursing
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Mount Vernon, New York 10550
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TABLE OF CONTENTS

General Information	5
Facilities	9
School Safety	11
Policies	14
Clinical	20
Services	22
School Activities	24
Personal Safety	25
Title IX Policies - Article 129-B	33

(Please see Student Catalog for Academic Policies)

Appendixes:

A = End of Program Student Learning Outcomes	41
B = Grading Criteria for Clinical Evaluations	42
C = Patient Information Confidentiality Agreement for All Users	43
Clinical Evaluation Tool – Sample (Moodlerooms)	

**Montefiore School of Nursing
Academic Calendar**

2018 -2019

Montefiore School of Nursing	
August 18, 2018	Clinical Starts for Evening Students
August 20, 2018	Classes Begin Day Students
September 1-3, 2018	No Classes/Clinicals – Labor Day
October 15, 2018	Mid-Term Grade Notification
October 19, 2019	Last Day to Withdraw with a “W”
November 20-25, 2018	No Classes/Clinicals – Thanksgiving Break
December 8, 2018	Fall Semester Ends
December 10, 2018	Final Exam Week Begins
December 17 (19), 2018	Pinning Ceremony (Snow Makeup 12/19/18)

Spring 2019 Semester

Montefiore School of Nursing	
January 12, 2019	Clinical Starts for Evening Students
January 14, 2019	Classes Begin for Day Students
January 21, 2019	No Classes/Clinicals – Martin Luther King Day
February 18, 2019	No Classes/Clinicals – President’s Day
March 4, 2019	Mid-Term Grade Notification
March 8, 2019	Last Day to Withdraw with a “W”
March 12-17, 2019	No Classes/Clinicals – Spring Break
May 4, 2019	Spring Semester Ends
May 6, 2019	Final Exam Week Begins
May 13, 2019	Pinning Ceremony
May 14, 2019	Commencement Ceremony

FACULTY & STAFF ROSTER

STUDENT SERVICES

POSITION	NAME	ROOM	NUMBER
Coordinator/Bursar	Chanelle Hyde	1 st Floor	(914) 361-6472
Financial Aid Administrator	Martine Dorelian	1 st Floor	6081
Student Services Assistant / Financial Aid	Mauricia Albert-Dalley	1 st Floor	6537

ACADEMIC AFFAIRS

POSITION	NAME	ROOM	NUMBER
Dean	Rebecca Greer	416	(914) 361-6220
Assistant Dean/Faculty	Carole Sullivan	410	6315
Faculty	Patricia Coyne	415	6305
Faculty	Paul Falanga	405	6306
Faculty	Joan Gibson-Parkes	406	6308
Faculty	Rhoda San Jose	404	6304
Academic Affairs Assistant	Liz Chimento	401	6311

TITLE IX COORDINATOR

POSITION	NAME	ROOM	NUMBER	EMAIL
Title IX Coordinator	Theresa Forget	MNRH Human Resources Department	914-365-4300	TFORGET@montefiore.org

If Ms. Forget is needed after hours, please notify Campus Security at 914-361-6009 or 914-361-6314.

GENERAL INFORMATION

When students acknowledge receipt of acceptance and enter the Montefiore School of Nursing, they enter into a contractual arrangement with the school. The School Catalog and the Student Handbook are meant to provide direction for faculty and students as to rights and responsibilities toward one another. Here is specific information to give further clarification on those rights and responsibilities.

ADMINISTRATIVE HOURS

Academic offices are located on the 4th floor of the school and are generally open from 8:30 am to 5:00 pm. You may reach an Administrative Assistant at (914)361- 6311 or 6537. Student Services are available Mondays 7:30 am-5:00 pm, Tuesday and Wednesday 8:30 am - 8:00 pm, Thursday 7:30 am - 8:00 pm, Fridays 7:30 am - 5:00 pm. If you need to speak to the Dean or Asst. Dean, it is best to make an appointment to assure availability. Summer hours vary. You may contact the Financial Aid Administrator at x6081.

ACCESS

Only students registered for classes at Montefiore School of Nursing are allowed to be on the premises; no guests or children. During the school semester rooms are generally available for study on the 5th floor Monday through Thursday from 8:30 am - 11:30 pm, Friday 8:30 am - 4:00 pm, and Sunday 10:00 am - 6:00 pm. Students **MUST** exit the building by 11:30 pm, when stated. Failure to comply may result in suspension or termination. The Montefiore School of Nursing assumes **no** responsibility for individuals on premise without authorization. No students are allowed in the SON on the following observed holidays: New Year's Day, Martin Luther King Jr. Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.

CANCELLATION OF CLASSES

Cancellation of Montefiore School of Nursing classes and clinical experiences due to extraordinary weather conditions will be determined by the Dean/Assistant Dean. If classes are in session and the student is not able to attend class, the attendance policy still remains in effect. The student will be responsible to make-up all missed clinical and lab hours. Make your decision based on your safety. Students will be notified via our mass notification system. Announcements are posted on Moodle.

Cancellation of **Westchester Community College classes** will be announced by Westchester Community College.

The decision whether to attend if classes are in session during inclement weather rests solely with the student.

CODE OF ETHICS

The school adopts the ethical principles/provisions of the American Nurses' Association. Students are expected to adhere to the principles in practice and conduct.

- 1) The nurse practices with compassion and respect for the inherent dignity, worth, and unique attributes of every person.
- 2) The nurse's primary commitment is to the patient, whether an individual, family, group, community or population.
- 3) The nurse promotes, advocates for, and protects the rights, health, and safety of the patient.
- 4) The nurse has authority, accountability, and responsibility for nursing practice; makes decisions; and takes action consistent with the obligation to promote health and to provide optimal care.
- 5) The nurse owes the same duties to self as to others, including the responsibility to promote health and safety, preserve wholeness of character and integrity, maintain competence, and continue personal and professional growth.

- 6) The nurse, through individual and collective effort, established, maintains, and improves the ethical environment of the work setting and conditions of employment that are conducive to safe, quality health care.
- 7) The nurse, in all roles and settings, advances the profession through research and scholarly inquiry, professional standards development, and the generation of both nursing and health policy.
- 8) The nurse collaborates with other health professionals and the public to protect human rights, promote health diplomacy, and reduce health disparities.
- 9) The profession of nursing, collectively through its professional organizations, must articulate nursing values, maintain the integrity of the profession, and integrate principles of social justice into nursing and health policy.

CREDIT CARDS

The Montefiore School of Nursing **prohibits** the advertising, marketing, or merchandising of credit cards on college campus to students.

ACADEMIC ADVISEMENT

Students are assigned a faculty member who will be their advisor for the two years in the school. The advisor is someone the student can go to when the need arises and who will assist in planning the program, clarify areas of concern, and give guidance on academic issues. Students should meet with their advisors at least once a semester. Students are provided with their academic advisors name, contact number, etc. in the beginning of each semester.

ACADEMIC CODE OF CONDUCT

Students are expected to conduct themselves with honesty. Behavior that indicates suspicion of, or attempt to, cheat on tests or plagiarize assignments, alter a grade or any other unethical behavior in class or clinical will be grounds for disciplinary action including dismissal.

ACADEMIC HONESTY

As a condition of enrollment, students are expected to adhere to a policy of integrity, which involves not giving or receiving aid on examinations, and if a witness to such a violation, shall notify the instructor involved in the course. A break in exam integrity may result in invalidation of all grades.

ACADEMIC INTEGRITY

Students are expected to conduct themselves with honesty and integrity in the classroom, lab, and clinical settings. Behavior that indicates suspicion of violating academic integrity such as **cheating, altering grades, unethical behavior, plagiarism, and copyright infringement** will be grounds for dismissal.

Students may not give or receive aid on examinations, and if a witness to such a violation shall notify the instructor involved in the course. A break in exam integrity may result in invalidation of all grades.

Plagiarism is considered academic dishonesty and will be grounds for dismissal. Plagiarism is using the work, ideas, and/or opinions of another person as if it were your own. Examples of plagiarism may include: quoting and/or using someone's work without proper citation and without acknowledgment.

Copyright infringement is reproducing, displaying, and/or distributing another person's work without the person's written permission

ACADEMIC SUPPORT

Prior to admission to the program, the Kaplan Admissions Test (KAT) is administered to help determine specific needs of students so that early intervention can occur to maximize success. The student may bring a copy of the test results to their advisor, who will assist the student in identifying their learning needs.

Instructors provide remediation for test-taking strategies, note taking, study skills, and assistance with clinical skills and understanding of theoretical content. Students are automatically referred for assistance by the faculty if identified as being in jeopardy at the midpoint. The student will receive notification of the referral and it is the student's responsibility to make an appointment for remediation. Students may independently seek this assistance and are encouraged to do so at the first indication of problems.

Standardized testing will be utilized throughout the program. Your semester fee will cover all testing costs and specific remediation diagnosed upon your individual test results will be provided. In addition, in the senior semester you will have a diagnostic exam that will help you to prepare for NCLEX RN.

Access: http://nursing.kaplan.com/S_login.aspx

Montefiore School of Nursing students enrolled at Westchester Community College will have access to all Westchester Community College programs and activities including but not limited to support services such as tutoring, learning centers, and libraries at any Westchester Community College campus or online.

HEALTH RECORDS

The student's health record is maintained in the Occupational Health Office. The school may release a copy of the Immunization and Titer Report required for clinical rotation clearance. Upon request of the clinical agency where the student is doing his/her clinical rotation, the school may release the student's health record. Students are required to keep copies of all documents.

HEALTH SERVICES

The primary concern of the school is the health and welfare of the students. It shows this concern by offering students an environment conducive to health and safety, and an integration of health information throughout the curriculum.

The primary responsibility for health lies with the individual. While enrolled, students should retain their personal primary care providers and health insurance. The school and the hospital cooperatively provide assistance in meeting problems of episodic illness or injury while students are on the premises. When the Occupational Health Office is not open, or when emergency care is needed, students are to report to the Emergency Department. Use of ED cost is the responsibility of the student.

The Occupational Health Office:

- Provides health counseling and referrals as necessary;
- Provides periodic health services (PPD/TST) in order to meet legal and hospital requirements;
- Provides emergency care for accidents or sudden illness occurring on the premises;

Student responsibilities:

- Provide the school and hospital with information and documentation for the cumulative health record if under the care of a primary care provider for any serious problem that has necessitated significant absence;
- Receive authorization to return to class/clinical after serious or prolonged illness requiring medical care, and submit a clearance form to the instructor;
- Assume responsibility for own health and that of unborn child, as appropriate

- Report accidents or injuries in the hospital or school immediately on the correct form the day the accident occurred;
- Submit the necessary pre-entrance health assessment and initial drug screen;
- Meet the ongoing requirements for a yearly health assessment upgrade and immunizations.

Clinical agencies request proof that the student is free of illegal substances and will deny clinical experience to any student testing positive. Students must have a blood sample screened for the presence of illegal substances; this will be required with the health assessment needed for health clearance and will be the student's financial responsibility. Student Services will provide details to direct the student in obtaining the drug screen.

LICENSURE

In order to be legally employed as a graduate of a program leading to RN licensure in New York State, a permit to practice is required during the interim between graduation and the issuance of a license.

The Registrar will submit the names of students who successfully complete the nursing program to the New York State Education Department. Graduates are eligible to take the NCLEX-RN following graduation from MSON.

The graduate applies for licensure with the Board of Nursing in the state in which he/she desires to practice. In New York the graduate applies to the New York State Education Department and pays the fee of \$143.00. The graduate must also register with Pearson Vue to take the exam and pay the \$200.00 exam fee.

Once the student's name has been submitted by the Registrar, the student has submitted their application to the New York State Education Department, and the student has also registered with Pearson Vue, the student will receive an Acknowledgement of Receipt of Registration and Authorization to Test (ATT) from Pearson Vue. The student may then schedule their testing date for NCLEX-RN with Pearson Vue.

Graduates who successfully complete the program are eligible to take NCLEX-PN, if they wish.

A record of a felony conviction may disallow licensure. Students are cautioned that graduation from the school does not assure licensure. The Office of Professional Discipline (OPD) will review each felony conviction on the grounds of remorse, retribution, and rehabilitation. The decision to grant licensure lies with the OPD and occurs after candidate passes NCLEX-RN. (Refer to Felony Conviction policy in the School Catalog).

STUDENTS' BILL OF RIGHTS

The Bill of Rights and Responsibilities for Students of Nursing can be found in the Code of Ethics on pages 17 – 19 at the National Student Nurses Association website

<https://www.dropbox.com/s/a229ong58d5jx4p/Code%20of%20Ethics.pdf?dl=0>

VOICE MAIL

All employees of the school have Voice Mail. Messages should be left at each person's extension. Please do not leave messages with Academic Affairs Assistant unless it is an emergency. Refer to roster listing extensions and room numbers. If voice mail messages are not returned by the next work day, notify the Academic Affairs Assistant and send an email to the person who you are trying to contact.

FACILITIES

AUDITORIUM

Belsky Auditorium is located on the main floor of the school and is accessed through the doors near the elevator. Special events and general assemblies are held there. Students may schedule school related activities in the auditorium by requests to Dean's office.

CLASSROOMS

Most classes are conducted in classrooms located on the first or third floor of the school. Refer to course syllabus regarding classroom eating policy.

EATING FACILITIES

The cafeteria is on the 2nd floor of the school. Hours are Monday-Saturday, 6:30 am - 7:00 pm. Vending machines are available in the cafeteria. A microwave is also provided for your use in the cafeteria.

STUDENT LOUNGE

The student lounge is located on the 5th floor. There is a microwave, coffee maker, and refrigerator. All food, condiments, plastic containers, etc., left in the refrigerator will be discarded if left for several days. All users must leave the room clean & neat. Alcoholic beverages are not permitted on school or hospital premises.

FACULTY HOURS

Faculty offices are located on the fourth floor of the school. Four office hours a week are posted for each faculty member. Students are encouraged to email faculty for appointments.

NURSING SKILLS LABORATORY

Throughout the two years, students practice skills under the guidance of an instructor as part of their course work. In addition, students may be sent to the lab by a clinical instructor to practice a specific skill. The skills lab is available for student practice during open lab and by appointment for instruction. Please see posted hours. . Your instructor and faculty advisor are also available to assist you during their posted office hours. Fundamentals lab is on 1st floor, Med-Surg I & II lab on 3rd floor, and Maternal Child Health lab on 3rd floor.

PARKING IN MOUNT VERNON

There is limited street parking in the area and this should be taken into consideration when attending class or clinical. Alternate side of the street parking and meter expirations are **STRICTLY ENFORCED**. Parking meters in Mt. Vernon are in effect until 8:00 pm. **Suspended alternate side of the street parking for NYC does not include Mount Vernon**. Tickets are ½ price if paid by the next day. During inclement weather, call the Department of Public Works at (914) 665-2382 for information on suspension of alternate side of the street parking regulations.

Students can park in the lot across the street from the main entrance of the Montefiore Mt. Vernon Hospital. The parking fee is \$8.00 per day or students may opt to pay the discounted rate of \$25.00 per month/\$125.00 per semester (August-December & January-May). Contact Quik Park directly to apply at 914-668-6095 between the hours of 8:00 am - 4:00 pm - Monday through Friday. Parking is also available in the municipal parking lot located 2 blocks from the school on Stevens Avenue (Between North Fifth & Wilson Avenues). 12 hour meters are available (25 cents for 20 minutes).

Clinical site parking is the responsibility of the student, information will be provided to class.

RESTROOMS

Restrooms for men and women are located on the first, second, third, and fifth floors of the school.

STUDY AREAS

The study areas are available for student use during the semester on the following days/times:

Monday through Thursday - 8:30 am - 11:30 pm; Friday between 8:30 am - 4:00 pm;

Sunday between 10:00 am - 6:00 pm. Study areas include the study rooms (5th floors); or the library

(3rd floor). Do not use the library for group study. **PLEASE RESPECT THE RIGHTS OF OTHERS AND MAINTAIN CLEANLINESS OF THESE AREAS OR THE PRIVILEGE TO USE THESE AREAS WILL BE RESCINDED. CHILDREN ARE NOT ALLOWED IN STUDY AREAS. FOOD OR DRINK RESTRICTED IN COMPUTER ROOMS.** Students must maintain cleanliness of the area.

During the school semester, students may not enter the building before 6:00 am and must leave the building by 11:30 pm Monday - Thursday, 4:00 pm on Friday, and 6:00 pm on Sunday. Students are not allowed in the building when school is closed for the MSON observed holidays: New Year's Day, Martin Luther King Jr. Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. Summer hours vary. Any student who violates this policy is subject to disciplinary measures including suspension and/or dismissal.

TELEPHONES

For emergencies dial 911. To notify campus security in the event of an emergency dial "2222" using the internal phones in the hallways and classrooms which are available on the first, third, fourth and fifth floors for **emergency notification** throughout MSON. These phones may also be used to activate an intercom system throughout the school.

TRANSPORTATION

A taxi phone is available in the lobby of the Hospital.

Amtrak (800) 872-7245 or www.amtrak.com

MTA - NYC Subways, Buses, Trains (718) 330-1234 or www.mta.info
Toll Free Info Number - **511**

Westchester Bee-Line Buses (914) 813-7777 or
<http://transportation.westchestergov.com/bee-line-bus>

Reliable Taxi - Mount Vernon (914) 664-5678
18 North 3rd Avenue, Mt. Vernon, New York

SCHOOL SAFETY

Community Resources

Information regarding community resources and counseling sources are available in the Student Services Coordinator's Office on 1st floor or from your faculty advisor. An abridged list is published in your student handbook.

How To Report A Crime

All students have the right to notify campus security, local law enforcement, and/or state police of criminal incidents or emergencies. Campus security department can be reached by calling 914-361-6007 or 6314. In an emergency dial "2222." The Mount Vernon Police can be contacted directly by dialing 911 from any telephone.

Security will record, classify, and log all reports received. Individuals reporting incidents will be informed of their rights and given an opportunity to file a police report for insurance or criminal purposes. All reported incidents are reviewed on an ongoing basis to determine patterns and required corrective action. Third party reports will not be accepted by a police officer.

In the event of a major emergency or anything that poses a threat to students, employees, or others, students will be notified through the mass communication system and email via Moodle.

Montefiore Crime Statistic Information: The Advisory Committee on Campus Safety will provide a hard copy to the individual requesting campus crime statistics, as reported to the United States Department of Education, within 10 days of the request. Statistics Information related to crime statistics at the Montefiore School of Nursing can also be obtained from the Safety and Security Officer at the Montefiore Mount Vernon Hospital. See Student Catalog for specific details. The information can also be viewed at the United States Department of Education website: <http://ope.ed.gov/security>

CODES

Students are oriented to codes for each affiliation.

When a fire alarm sounds, it may be either a drill or the real thing. The paging system for the hospital is not heard in the school; therefore, all fire alarms should be considered the real thing unless otherwise notified. When school is in session regardless of location, everyone must vacate when the first set of bells ring 5 times. **"IF IT RINGS 5 – GET OUT ALIVE"**

Depending on location, the procedure to follow in case of fire or smoke in the school or hospital buildings is:

- remain as calm as possible;
- remove anyone in immediate danger;
- sound the fire alarm at once by pulling the handle all the way down and letting go;
- dial "2222" and give the exact location of fire or smoke;
- close all room and hallway windows and doors;
- do not use elevators;
- do not use telephones except to call the operator; and
- do not return to the building until you are instructed to do so.

Participate intelligently in periodic fire drills. In the event of a fire remember the word **'RACE'**.

"R"	"A"	"C"	"E"
RESCUE	ALARM	CONFINE	EXTINGUISH & EVACUATE

To properly use fire equipment:

- hold the unit upright
- aim at the fuel source
- use a sweeping motion, extending at least 6 inches on each side of the edge of flames
- maintain a proper distance to avoid being splashed by burning liquids
- keep the extinguisher flowing to prevent re-ignition

Fire only Exit doors should not be used except in the event of an emergency. Be advised that these doors are under surveillance and improper use will be reviewed for disciplinary action.

In event of emergency: To exit the SON from the Lobby without a swipe, push red exit button.

Students may be suspended or dismissed for failure to comply with evacuation protocol.

INCIDENT REPORTING

All incidents must be reported on the same day of the occurrence. The person witnessing or experiencing the incident is responsible for filing the report or documenting the incident. Please complete with instructor's guidance.

All students suffering from injuries, including minor ones, must be directed to the **Employee Health Office/Emergency Dept.** The instructor or another classmate may accompany the student to the Health Office. The incident must be reported to CorVel. The student and instructor will notify CorVel and complete the incident report.

In case of a serious injury go directly to the **Emergency Dept. or call 911** for ambulance assistance and notify Hospital Security.

REGISTRATION FOR MASS NOTIFICATION SYSTEM

The school is required to have a mass notification systems for emergencies. You are automatically registered for mass notification when you completed the student contact information form. You must keep the Student Services Office informed of any changes to your contact information.

REPORTING CRIMES AND EMERGENCIES

Students, faculty, and staff are encouraged to report all suspicious activities and/or persons observed on campus to Hospital Security.

Call 911 and Hospital Security (x-2222) immediately for emergency and criminal incidents. Calls should be made promptly to improve the ability of Hospital Security or Police to prevent potential crimes, to apprehend suspects, and/or to investigate situations. Upon receipt of a call, a Security Officer will respond immediately to the site of the emergency.

SAFETY OFFICER

Students alert faculty to concerns & questions about environmental safety issues. If you have any concerns or questions about environmental safety on or near the campus, contact the Safety Manager, Ron Sverchek at Montefiore Medical Center (718) 920-7600.

SECURITY

It is of utmost importance that students adhere to the following policies:

- The Montefiore SON ID must be worn at all times when in the hospital or on the school campus;
- Use your badge to allow **ONLY** yourself into the school building – access is provided through electronic sensors mounted to the outside of the building and exit through sensors on the inside;
- **NEVER** prop the door open;
- During the school semester, students may not be on the premises prior to 6:00 am and are expected to vacate the premises by 11:30 pm Monday through Thursday, 4:00 pm on Friday, and 6:00 pm on Sundays. Students may not be on the premises on weekends or designated School of Nursing holidays. See Academic Calendar;
- Report any unusual person or incident to hospital security at x-6007 or x-6314 or to the operator “O”;
- The hospital ID doubles as your college identification and must be worn when at Westchester Community College or affiliating agencies;
- Only the Main Entrances/Exits should be used to enter and exit the building. Fire or Emergency Exits should NOT be used as a means of exiting the building.

Orders of Protection

- Those who have orders of protection must meet with Security Department prior to next class session and follow their protocol, which may include providing a photograph of the individual(s). Faculty & Staff will be alerted as appropriate.

POLICIES
(PLEASE SEE STUDENT CATALOG FOR ACADEMIC POLICIES)

FACULTY MAILBOXES

Materials are to be given to an administrative staff member for deposit in faculty mailboxes.

RECORDS

The school adheres to the regulations of the Family Rights and Privacy Act of 1974, which requires the right of access by students to educational records. Although information is not released without student consent, an exception to this occurs when an agency providing financial aid requests a report on student academic progress. Students need to give three days' notice to review records. Records are not allowed out of the Dean's office.

The permanent record of the student contains:

- The academic transcript
- Transcripts from previously attended colleges and/or high school

REFERENCES

Students are encouraged to request instructor references as they know their clinical performance best. The student/graduate **MUST** sign a waiver or write a letter requesting the release of references to faculty. Processing may take 10 days. Submit waiver and request for references to the Academic Affairs Office.

TRANSCRIPTS

Students receive grade reports directly from the college they attend. Upon graduation, students receive one copy of their transcript. Official transcripts are only released to a school or employer upon written request and authorization. A fee is charged. Official transcripts are not released if a graduate or former student has outstanding financial or other obligations to Montefiore School of Nursing, Montefiore New Rochelle Hospital Westchester Community College or any college t attended for courses that are part of the Program of Study.

DRESS CODE

Appropriate attire must be worn in class and labs. Shorts must be knee length or longer, no plunging necklines or bare abdomen are permitted in class or public areas of the hospital including the cafeteria. Undergarments are not to be visible. No tank tops, no low-rise jeans. Students must wear I.D. badges above the waist while on MSON/Montefiore Hospital's premises. Students must also maintain good personal hygiene. Clinical agency policy re: tattoos will be followed. MSON cannot guarantee clinical experience if the student cannot comply with such policies.

Laboratory Attire: Students are required to wear a lab coat in the nursing skills lab

Clinical Attire: The Montefiore School of Nursing uniform is required in the clinical setting with the exception of Mental Health clinical. Hair should be neatly arranged away from the face and above the shoulders. Fingernails must be clean and free of polish or other decorations. Artificial nails are not permitted. The only jewelry permitted is engagement rings, wedding rings, wristwatches, and one pair of small plain stud earrings. Eyebrow, nose, and tongue rings, and bracelets are not permitted.

DOCUMENTATION

All hand written documents must be legible. Written assignments are to be submitted typed, with the exception of daily clinical paperwork.

IDENTIFICATION (ID) BADGE

The hospital identification badge is required to be worn at all times when in the school, hospital, or on affiliations. Students can be dismissed from the clinical area if the required ID is not worn. This is in keeping with NYS Department of Health requirements and will count as a clinical absence. Upon completion of affiliation, ID's must be submitted. Montefiore School of Nursing ID's must be submitted upon completion of program and/or termination.

SOCIAL NETWORKS

Faculty are not to be linked to enrolled students social networks; nor are students to be invited to communicate with faculty social networks. Anyone involved in placing a posting on a social network that casts a negative light on the MSON program, administration, faculty or staff may be terminated from the nursing program.

BEHAVIOR/CODE OF CONDUCT

Students are expected to abide by governmental laws and school/hospital policies. Neither exclusively nor inclusively binding, the intent of these guidelines is to provide the student with information relevant to their actions.

Disruptive behavior regarding speech or action which is disrespectful, offensive, and/or threatening; interferes with the learning activities of other students; impedes the delivery of school services; and/or has a negative impact on the learning environment. Disruptive behavior includes physically, verbally or psychologically harassing, threatening, or acting abusively toward the Dean, faculty, staff member, another student or patients.

The behavior may stem from a conflict with the instructor, staff or another student, from the course itself, or personal problems that may be causing inappropriate behavior. For example, the student deliberately distracts other students from the task at hand, talks loudly out of turn during lecture, monopolizes the discussion, makes disrespectful comments (written or verbal) to the instructor or to another student, comes late and is disruptive settling in, hinders cooperation, harasses or intimidates an employee or another student.

The following actions are specifically **PROHIBITED** and will lead to disciplinary actions that may include warning, probation, restitution, suspension, expulsion, or dismissal. The following categories and specific situations of impermissible behavior are subject to disciplinary sanctions because they conflict with the fundamental purposes and specific interests of the school.

While these impermissible behaviors are stated as clearly as possible, it should be recognized that any determination as to whether a given act constitutes a violation of the school's special interests will necessarily involve the school applying some degree of judgment to the facts and circumstances as they are presented.

- Any offensive or disorderly act which interferes with the rights of any member of the school community, including sexual harassment, bullying, physical threat and/or;
- Obstruction of teaching, research, administration, and disciplinary procedures or any conduct which disrupts the holding of classes or any other normal functioning of the school;
- Willful or careless destruction, defacement, theft or tampering with school property or the property of others, or threatening the destruction of property;
- Removal of books, media, or other materials from the school facilities without following prescribed procedure;

- Willful falsification of information on school or hospital records or willfully providing false information for purposes of obtaining services or furnishing false information or academic credentials with the intent to deceive or mislead;
- Possession, use, or distribution of illegal drugs, chemicals, alcohol or weapons;
- Giving false alarm of fire, tampering with fire alarm devices, failure to adhere to evacuation procedures or setting any fire;
- Aiding or abetting another person in the violation of a school regulation;
- Inappropriate/unsafe clinical behavior
- Use of physical means or abusive language to resolve conflicts;
- Willful violation of established health, safety, and infection control procedures;
- Smoking in the school or hospital;
- Failure to comply with directions of school or hospital officials, including hours of operation;
- Being contemptuous or disorderly at any school hearing or meeting;
- Use of disruptive electronic devices such as beepers, cellular phones, etc., in class or clinical areas;
- Posting pictures on internet or social media containing school, facilities, or logos; and
- Videotaping in school premises or clinical facilities.

Off-campus behavior must comply with applicable federal and state laws. Off-campus behavior shall not be subject to the school's disciplinary procedures unless such behavior indicates that the student represents a danger to the health or safety of members of the school community or the clients it serves.

BEHAVIORAL SANCTIONS

One or more of the following sanctions may be imposed by Assistant Dean/Dean – whenever a student is found to have violated any of the rules of the Code of Conduct.

- | | | |
|--------------------|---|--|
| Warning | - | Written or verbal notice to the student that continuation or repetition of specified conduct may be cause for further disciplinary action. If a student is found guilty of further violating this code, the student will usually be subject to more severe disciplinary action. |
| Probation | - | A written notice placing the student on disciplinary probation for a specified period of time. The terms of the probation will be decided in each case. If a student while on disciplinary probation, is found to have committed further violations of the code, the student will usually be subject to more severe disciplinary action. |
| Restitution | - | Reimbursement for damage to or misappropriation of property, which may take the form of direct financial compensation, of service, or other forms of indirect compensation. Any student who does not make restitution as required, will be deemed to have a financial obligation and will be subject to the provisions of the school's policy regarding delinquent financial accounts. |

- Temporary Suspension** - In an emergency, the Dean, or Instructor, are authorized to alter or suspend the rights of a student to be present on campus or to attend classes for an interim period. An emergency will include such situations as when it is believed that the student poses a danger of inflicting bodily harm on self or others, or of inflicting serious emotional distress on others, or creating a substantial disruption of normal campus activities, including classroom instruction.
- Suspension** - Exclusion from classes and from other privileges or activities, or from the campus itself for a specified period of time.
- Expulsion** - Termination of student status for an indefinite period.
- Dismissal** - Termination of student from MSON. Student may not apply for readmissions if he or she were dismissed for violation of the code of conduct.

DISCRIMINATION

The school is committed to assuring equal opportunity to all persons and does not discriminate on the basis of race, color, gender, ancestry or national origin, religion, age, marital status, sexual orientation, or disability. Students who believe that they have been discriminated against are encouraged to contact the Dean in accordance with Title IX regulations.

DRUG AND ALCOHOL USE

Students, faculty, staff and visitors to the campus are prohibited from engaging in actions or situations which recklessly or intentionally endanger mental or physical health or involves the forced consumption of liquor or drugs for the purpose of initiation into or affiliation with any organization. Persons engaging in such actions will be subject to disciplinary action which may include civil, criminal, and/or monetary penalties as well as suspension or dismissal from the Montefiore School of Nursing.

The possession, use, or distribution of illegal drugs and alcohol is strictly prohibited in the school or affiliating agencies. Students suspected of using substances will be referred to the Occupational Health Office or Emergency Department for intervention and follow-up. Non-compliance with a drug or alcohol rehab program, or obvious impairment, will lead to progressive disciplinary action.

SUBSTANCE ABUSE

Assumptions:

- Substance abuse compromises student learning and patient safety.
- Substance abusers often need help identifying their problem.
- Addiction is a treatable illness.
- Students with substance abuse problems should have an opportunity for treatment and re-entry into their program of study in a controlled environment.

Questionable Behaviors:

Physiological

- slurred or rapid speech
- trembling hands
- persistent rhinorrhea
- altered pupil dilation
- somnolence
- flushed face
- red eyes
- odor of alcohol

- unsteady gait
- declining health

Behavioral

- irritability and mood swings
- isolation or avoidance of group work
- pattern of absenteeism and tardiness
- decreased clinical and academic productivity
- fluctuating clinical and academic performance
- change in dress or appearance
- inappropriate responses
- elaborate excuses for behavior
- decreased alertness/falling asleep in class
- dishonesty

The above criteria may be used in determining action.

Procedure

- student privacy and an opportunity to explain the behavior will be provided
- the faculty member may request an immediate urine drug/alcohol screen at the main campus hospital or an affiliating agency
- if substance abuse is suspected, the student will not be allowed to drive home and will be escorted to the Emergency Department
- the faculty member, student and Dean will meet to review the incident(s)
- the student will be referred to Occupational Health Services and/or the Employee Assistance Program for follow-up
- if the student follows the prescribed treatment, follow-up and monitoring, she/he may return to the program of study without academic consequences
- an appeal process is available through the grievance procedure

BEHAVIORAL GRIEVANCE POLICY

PURPOSE: In order to facilitate the protection of student rights and privileges, the following systematic procedure has been established. Any student having a non- academic grievance will follow this procedure.

DEFINITIONS OF GRIEVANCE TERMINOLOGY:

- **Academic:** Any issue that concerns the student's academic performance such as grades on a test or clinical component which result in or affect a grade will not be subject to this grievance procedure. Refer to the Grade Appeal Policy for guidance on academic grievances in the Student Catalog.
- **Non-Academic:** Any injustice or unfair treatment that a student feels has been incurred which is not related to his/her academic performance or evaluation.
- **Grievant:** The student filing a grievance under this procedure.
- **Respondent:** The person or institution defending against the grievance.
- **Grievance Committee:** The Grievance Committee is responsible for hearing and determining the validity of a grievance advanced to Step II and makes a determination. The Grievance Committee shall be composed of the Assistant Dean, two faculty members (one full-time faculty and one adjunct or part-time faculty), a student representative from the MSON Advisory Council, and the President of Student Council. If a member of the Committee is involved or has a conflict of interest, an alternate will be appointed by the Dean. The Assistant Dean (or Dean, if applicable) will chair the Grievance Committee.

- **Grievance Appeal Committee:** The Grievance Appeal Committee is responsible for reviewing a student appeal of the Grievance Committee's decision. The Grievance Appeal Committee shall consist of the Dean and the President of MSON.

GRIEVANCE PROCEDURE: The student who believes that he/she has a grievance will go through the following steps:

- **STEP I:** Within 5 days after the alleged incident, the student will confer with the person with whom they have a grievance (i.e., faculty member or advisor) stating the evidence and reason for questioning the incident. The faculty member or advisor will review the matter and discuss the reasons for the incident in question with the student.
- **STEP II:** If these discussions are not adequate to resolve the matter to the student's satisfaction, within 5 days he/she may then submit a written signed grievance stating: 1) the nature of the grievance, 2) the person(s) or policy to which it is directed, 3) documentation of the efforts made to resolve the issue(s), and 4) the reasons for the student's continuing dissatisfaction to the Assistant Dean. The Assistant Dean will then call upon the Grievance Committee to review the grievance and make a determination.

GRIEVANCE COMMITTEE PROCEDURE

1. Upon receipt of the Step II request, the Assistant Dean shall make reasonable efforts to convene the committee to meet within five (5) days of receipt of the Step II request or as soon as is practicable. The Grievant shall be notified in writing of the date and time of the conference. Failure of the Grievant to appear at the conference shall result in the grievance being withdrawn and dismissed.
2. Participation in the conference is limited to the Grievance Committee members, the Grievant, the Respondent, one advisor for the Grievant, and one advisor for each Respondent. However, the advisor(s) must be another student, employee, or friend, and not legal counsel. Advisors are permitted to speak only to the person(s) they are advising and not actively participate as a spokesperson or vocal advocate.
3. The Assistant Dean shall convene and conduct the conference. The Grievant shall have the burden of establishing the validity of the grievance.
4. The Grievance Committee shall receive evidence through testimony and written documentation. Signed written statements may, when necessary, be submitted by individuals and witnesses if unable to attend. The Grievance Committee shall determine what evidence it deems relevant and is not limited to the standard legal rules of evidence.
5. The Grievant may make statements relevant to the grievance and/or present evidence.
6. Witnesses are called individually in the order designated by the Grievant and then in the order designated by the Respondent. The Grievance Committee may direct questions to the Grievant, Respondent and witnesses, and each party may reasonably direct questions to the other party and their witnesses.
7. Summary statements may be made by the parties.
8. The Grievance Committee will deliberate in closed session to reach a decision. The decision of the Grievance Committee will be by closed ballot. A majority vote is necessary to reach a decision. The Grievant will be notified in writing of the Grievance Committee's decision.

APPEAL PROCEDURE: For Code of Conduct Violations and non-academic grievances in which the student wishes to appeal a determination by the grievance committee, the student will follow the following steps:

- **STEP I:** Within 5 days of the determination, the student will submit a written appeal to the Dean stating circumstances surrounding the determination, the persons involved in the Code of Conduct Violation or other non-academic grievance, findings of the determination, and reasons for the appeal.
- **STEP II:** The Dean will call upon the Grievance Appeal Committee to review the appeal.

The written appeal must specify the grounds for the appeal. No additional substantive information may be submitted by any party. The Dean and Vice President/Executive Director of Montefiore New Rochelle Hospital will review the record of the proceedings and may consult with the Grievance Committee members for any needed clarification. The appeal decision will be sent to the Grievant within five (5) days to ten (10) days of receipt of the appeal request. The decision of the Dean and President of MSON shall be final.

The New York State Education Department will assist in the resolution of student complaints about academic quality, refunds, and proper application of published Montefiore SON policies. The State Education Department (S.E.D.) will not take action until all grievance procedures at the School of Nursing have been followed. Additionally, S.E.D. will not intervene when the complaint concerns a grade or an examination request. **The New York State Education Department, Education Building, Albany, New York 12234.**

Complaints about discrimination against enrolled students on the part of the institution or faculty should be filed with the U.S. Office of Civil Rights at <http://www.state.gov/s/ocr/>

SMOKING

The Montefiore School of Nursing is a smoke free campus. Smoking is, without exception, prohibited in any school or hospital building, or on hospital property. Violation of this policy may lead to dismissal.

STATUS CHANGE

It is imperative that students inform the school office in writing of any changes in name, address, telephone number and email address. Please provide us with any changes in the name and telephone number of the person to be notified in case of an emergency. Complete form in Student Services Office.

WEAPONS

The possession or use of lethal weapons on school or hospital premises is strictly prohibited. Students found in violation of this policy are subject to criminal prosecution and disciplinary action.

CLINICAL

ALLSCRIPTS TRAINING - EPIC TRAINING / PATIENT RECORDS ACCESS

Allscripts: All students will be trained at MSON to use the electronic medical record system. After you are trained, you will receive a user-id and temporary password to log onto Allscripts in clinical units. You must **remember and retain** your password to prevent the need to have it reset. MSON does not have access to your password. **DO NOT SHARE YOUR USER-ID OR YOUR PASSWORD.**

EPIC: Students attending a clinical rotation at a Bronx Campus will be granted EPIC access. Modules have been developed that must be viewed prior to attending clinical so students are prepared to use the system once on the units. Students will be notified how to access the modules.

ASSIGNMENTS

Male and female student assignments are made in the clinical area without regard to sex in accordance with Title IX, Education Amendment of 1972, prohibiting sex discrimination in education. Assignments are based on individual needs and the discretion of the instructor. Clients have a right to know that the person assigned to their care is a student and client objections to such care will be respected and honored.

STUDENT NURSE ATTIRE ON CLINICAL UNITS

The following guidelines for attire will be **STRICTLY ENFORCED**. The student uniform is worn at all clinical sites except for mental health clinical rotations.

Student identification badge must be worn above the waist.

All parts of the uniform should be clean, neat, and laundered after each use.

White shirts may be worn under uniforms.

All white shoes/leather sneakers must be polished and have clean laces.

Clogs and sandals are prohibited in the clinical area.

Lab coats, jackets or sweaters are not worn during clinical experiences. The **WHITE Snap Front Warm Up Jacket** with embroidering is permitted. No fragrances can be worn. Jewelry may only consist of a smooth band and 1 pair of small studded earrings. Hair should be neatly arranged, secured off the face, be free of ornaments, and above the collar. Nails must be manicured, kept short and have no polish. Artificial nails or wraps are not permitted.

Required accessories include a watch with a second hand, black pens, stethoscope, writing paper and penlight. If a student requires eyeglasses for reading, they must bring them to class/clinical.

The clinical dress code holds for public functions. **Students may be asked to leave the clinical area if they are inappropriately attired. This will count as a clinical absence.**

STUDENT NURSE ATTIRE IN LABORATORY SETTING

Students must wear a clean lab coat at all times during lab classes.

STUDENT NURSE ATTIRE ON BEHAVIORAL HEALTH UNITS

Professional business attire is required for behavioral health clinical experiences. No jeans, no tight clothing, subdued colors, no bare midriffs or plunging necklines, skirts knee length, flat shoes, no sneakers, no jewelry around the neck.

REMEMBER – WE ARE GUESTS IN THE CLINICAL AREA. The following guidelines should be observed in the clinical area:

- Courtesy in speech and manner.
- No offensive or disorderly acts; no taking of photographs permitted.
- No gum, mints, snacks or drinks.
- Safeguarding the client's right to privacy and confidentiality.
- No cell phones or pagers are to be used in audible mode on clinical units. No personal use of cell phones are permitted in the clinical area. Certain areas of health care facilities prevent any cell phone use. No texting.
- Smart devices may be used for accessing academic information only, with the permission of the clinical instructor.
- Observance of all HIPAA policies.

PULL-OUTS

Evening students will be required to attend 2 -3 clinical activities for pull-out rotation during weekday hours.

It is the students' responsibility to attend pull-outs as assigned. Students may not switch without faculty approval. Students not permitted to enter late; event will be considered absent time. Failure to complete the required hours for the pullout experience without faculty approval to do so may result in clinical failure. This includes arriving at the site late and/or leaving the site early.

EVALUATIONS

Students are evaluated based on the end of program student learning outcomes. Refer to course syllabus for evaluation process.

During evaluations, students meet with the clinical instructor and have the opportunity to discuss clinical progress. Signing evaluations merely indicates that the student has read the evaluation. It does not imply total agreement. It is therefore, imperative that you write comments when you are in disagreement. During the clinical experience students may receive a Guidance or Counseling record if the clinical objectives are not met and the student did not perform the objective satisfactorily. The student's signature indicates that they have been in receipt of the Guidance/Counseling record and have the opportunity to comment on the record.

At the end of each nursing course, the final evaluation becomes part of the student's permanent record. The student signs this summary at the end of each course. This record documents attendance and lateness, and states whether the clinical component was passed or failed.

LIABILITY

The school does not require students to carry their own liability insurance. The hospital insurance covers students who practice under the direction of a nursing instructor. **No student may provide nursing services to a client without the presence of an instructor on the unit. Administration of medication without instructor present is not permitted. Students are legally responsible for their own actions.**

PARTICULATE MASKS

Students may be assigned to care for a client requiring this mask. Students will be fit tested annually prior to the beginning their clinical experience.

SERVICES

LIBRARY/RESOURCE CENTER

The Medical-Nursing Library is located on the third floor of the school. A coin operated copy machine is available. The librarian is based at Montefiore New Rochelle Hospital 9:00 am to 5:00 pm and can be reached at (914) 365-3566 or msaramak@montefiore.org. The students have full access to Montefiore New Rochelle Hospital's library and resources located in Iselin Hall. Students have access to the Westchester Community College library when enrolled.

The Mount Vernon Public Library is located on Second Avenue between First and Second Streets. Students must show school ID and proof of address when applying for card accessing privileges. Residents of Westchester County who have current local cards may already have borrowing privileges.

Electronic Library Resources: All students have access to the following electronic library resources:

- Nursing Reference Center
 - Link to EBSCO Discovery Health which contains electronic nursing books
- CINAHL with FULL TEXT (over 600 full text titles)
- OVID Library
- R2 Digital Library - Metropolitan New York Library Council
- STATRef

Students and faculty may access these through Moodlerooms/Universal Forms/Library Resources and also on the intranet <http://newrochelle.montefiore.org/> Clinical Departments / Medical Library **OR** <http://mountvernon.montefiore.org/> Clinical Departments / Medical Library

COMPUTER LAB

Computer labs are located on the 3rd floor of the school in the library and on the 5th floor. Students have access to the computers during normal operating school hours. Eating, drinking, use of cell phones and talking which is disturbing to others is prohibited. Students will read the “Acceptable Use of Information Technology Policy, Access Control Policy, Password Security Policy and the Patient Confidentiality Agreement” (in appendix), and sign a statement that they have done so. These policies are also required for Allscripts.

The Library and the School of Nursing computers have internet access. Students may be online only for research pertaining to School of Nursing matters. No one is permitted to use internet for personal matters, including accessing personal email. Students are not to download any programs from computers. Anyone found in violation of these or any laws and/or copyright regulations are subject to severe penalties, not limited to possible termination from the program.

HEALTH COUNSELING AND GUIDANCE

The Employee Assistance Program (EAP) is available to students. Please see the Dean, Faculty, or Coordinator of Student Services for additional information. EAP offers counseling, information resource benefits, and online resource centers. Students may contact EAP directly at: 1-800-225-2527 or 1-800-252-4555. The website address is www.healthcareep.com This service is confidential, and the school is not notified when students use this service.

In addition to the EAP program, below is a partial list of community agencies that students might find useful. Students assume full responsibility for any fees. Contact each agency directly for information. Confidentiality is maintained at all times.

CDC HIV/AIDS

**Hotline 800-232-4636
800-CDC-INFO**

THE TREATMENT CENTER (Drug & Alcohol Treatment)

Helpline 844-811-4533

THE COUNSELING CENTER

**180 Pondfield Road
Bronxville, New York
(914) 793-3388**

MOUNT VERNON NEIGHBORHOOD HEALTH CENTER

**107 West 4th Street
Mount Vernon, New York 10550
(914) 699-7200**

PLANNED PARENTHOOD OF MOUNT VERNON

**6 Gramatan Avenue
Mount Vernon, New York
(914) 668-7927**

FAMILY SERVICES OF WESTCHESTER

**Mount Vernon Office
9 West Prospect Avenue (309)
Mt. Vernon, NY 10550**
**Main Office: 1 Gateway Plaza
Port Chester, NY 10573
(914) 937-2320**

**WESTCHESTER JEWISH
COMMUNITY SERVICES**

**Mt. Vernon Family Mental Health Clinic
11 West Prospect Avenue, 4th Floor
Mt. Vernon, NY 10550
914- 668-8938 x14**

MY SISTERS PLACE

**Crisis Hotline (800) 298-7233 (SAFE)
Administrative Offices:
1 Water Street, White Plains, NY 10601
914-683-1333
Yonkers Office Phone 914-358-0333**

HOPE'S DOOR OSSINING

**Crisis Hotline: 888-438-8700
100 S. Highland Avenue,
Ossining, NY 10562
(914) 747-0828**

**WESTCHESTER COUNTY
SERVICES**

www3.westchestergov.com

DRUG AND ALCOHOL ABUSE PREVENTION

The Institution annually publishes and distributes to faculty and staff "An Information Guide to Alcohol and Other Drug Problems." Students are notified by the publishing of the same document in the Fall Term Schedule of Classes. Students get a flyer with information regarding the substance abuse counseling benefit through the Employee Assistance Program that is part their Nursing 1 orientation packet and a speaker from the EAP discusses this benefit during orientation. More information can be found at <http://montefiorehs.org/landing.cfm?id=19>

SCHOOL ACTIVITIES

CLASS ORGANIZATIONS AND OFFICERS

Each class elects officers (President, Vice President, Treasurer and Secretary), and establishes its own activities in keeping with the belief that students should have self-governance and an open forum for resolving problems. Class officers must be in good academic standing, and be capable of accepting the responsibility of office. All class officers are members of Student Council. The Class President is a member of the Grievance Committee. Elections are held during Nursing 1 & Nursing 3.

GRADUATION & PINNING

The graduation fee entitles students to the school pin, lamp, cap and gown, and guest invitations.

Commencement and the awarding of diplomas takes place at the end of the spring semester. Students are recognized for achieving a cumulative grade point average of 3.5 or higher. The student may attend the ceremony after s/he completes the entire program. Students will be allowed to walk with their cohort if they lack 3 credit hours or less in a liberal arts course.

Pinning ceremony will be held each semester.

NATIONAL STUDENT NURSES' ASSOCIATION (NSNA)

NSNA is an organization of nursing students for nursing students. Its goal is to establish a firm foundation and communication network for nursing students. Membership is optional for students.

RECRUITMENT

Students are encouraged to be involved in organized recruitment activities. Students have the opportunity to share their knowledge and experience, and portray a positive image of nursing.

SCHOOL COMMITTEES

Students are encouraged to enhance personal and professional growth by attending meetings of school committees. Students are welcome at all meetings of the Curriculum Committee for input into curriculum development. Students are also invited to attend Faculty Meetings to discuss academic policies.

The schedule for Faculty Organization Meetings will be posted on a semester basis. Students may attend the first 15 minutes of the meeting to discuss concerns. Students will be invited to attend curriculum meetings when revisions to curriculum are being considered.

STUDENT COUNCIL

The Montefiore School of Nursing Student Council (MSON Student Council) is the student government organization for the Montefiore School of Nursing. The MSON Student Council consists of individuals elected by each nursing class to handle matters as they pertain to the entire School of Nursing. The organization's mission is to create a positive and professional atmosphere for students through sponsoring various activities within MSON as well as representing MSON in the community through service projects. The Student Council meets monthly.

The purposes of Student Council are:

- a. to serve as the official student body organization of Montefiore School of Nursing;
- b. to serve as an intermediary between the student body and Montefiore School of Nursing administration and nursing school faculty;
- c. to provide students with social activities;
- d. to execute other functions and duties as determined by the Constitution;
- e. to act as the student body service organization for Montefiore School of Nursing;
- f. to provide programs representative of fundamental interests and concerns to nursing students.

The officers of Student Council will consist of the Nursing 4 Class Student Council Officers: President, Vice-President, Secretary, and Treasurer. One member of the faculty and the Coordinator of Student Services will act as advisors. Each class representative will cast one vote. Other students may attend meetings that do not involve grievance issues.

CONSTITUTION AND CITIZENSHIP DAY

The school holds educational events pertaining to the United States Constitution at the Office of Financial Aid on September 17th of each year. This event includes free informational materials educating students about the United States Constitution. This event is highlighted on the Financial Aid website each year at <http://montefiorehs.org/landing.cfm?id=19>

PERSONAL SAFETY

SAFETY PRECAUTIONS

A successful campus safety program needs the cooperation, involvement, and support of students, staff, and faculty. Exercise these simple, common sense precautions:

- travel and park in lighted areas; travel in pairs if possible; be aware of your surroundings;
- report any suspicious person or activity; report all incidents no matter how minor; report losses immediately;
- lock your vehicle and store valuables out of view;

- never loan keys to anyone as they are easily lost, stolen, or duplicated; and
- mark or engrave your belongings; do not leave belongings/valuables unattended.

Safety Tips:

Most important – BE AWARE. When walking, be aware of what is going on around you. Walk assertively. If you look like you know where you are going and what is happening around you, you are less likely to become a target for this type crime.

Use the buddy system. Do not study alone in classrooms during non-business hours. If studying after hours is necessary, make sure that you have a study partner.

Carry a cell phone, even if it is for emergencies only. You can get a pre-paid phone.

Trust your instincts. If something “feels wrong” (with a person, building, situation, etc.) something probably is wrong. Even if you don’t know why you are uncomfortable, change your plans, move away from the person, get out of the area – whatever is necessary to make the feeling go away.

If you feel like you are being followed, stay in well lighted areas and go into a building where there are other people such as a store or restaurant. If these are not available, join a group of people and ask them to walk with you until it is safe.

Report Suspicious Activity. If you see a person who is acting suspiciously or some type of activity that doesn’t look right, or you feel like you are being followed, call security, dial “0” for operator, or the police immediately and report it.

TIMELY WARNINGS AND EMERGENCY NOTIFICATIONS

MSON makes timely warnings to the campus community about certain crimes reported to campus security authorities or local police agencies and considered threats to students and employees. MSON also follows emergency notification as well as emergency response and evacuation procedures if there is an immediate threat to the health or safety of students or employees occurring on campus.

COMPREHENSIVE EMERGENCY MANAGEMENT PLAN

Montefiore School of Nursing has a Comprehensive Emergency Management Plan (CEMP) for emergencies and disasters. The plan is located in the Student Services Office, Dean’s office, hallways, classrooms and is posted in Moodlerooms.

Institutional security policies and crime statistics – CLERY (Campus Security Act).

All institution policies and crime statistics, along with annual reports and CLERY Act information can be found on the Campus Public Safety Office website at <http://montefiorehs.org/landing.cfm?id=19>

Campus Crime Log

The campus security department maintains and makes available a campus crime log.

Annual Security Report

An annual campus security report is made available by Campus Safety. These statistics are published in a report covering the previous three calendar years. Campus Safety submits a statistical report the US Department of Education on an annual basis.

Fire Safety Report

The annual Fire Safety Report can be found at <http://montefiorehs.org/landing.cfm?id=19>

SUBSTANCE ABUSE

The physical effects of alcohol and sedating drugs are very similar and include impaired judgment and motor coordination, disinhibition, dizziness, confusion and extreme drowsiness. If enough alcohol or sedating substances are consumed, an individual may fall unconscious or may not remember the details of what occurred. Depending on the substance and the presence of alcohol and other drugs in the person's system, more dangerous and sometimes life-threatening side effects may occur.

Substance abuse counseling is available through the Employee Assistance Program. To reach the EAP, call toll free: 1-800-252-4555 or 1-800-225-2527 or www.HealthCareEAP.com

Penalties Associated with Drug-related Offenses

The use and sale of illicit drugs by students and employees is strictly prohibited in accordance with federal and state regulations and laws. Any student or employee found to be using, possessing, manufacturing, or distributing controlled substances in violation of the law on Institution property or at Institution events may be subject to both administrative disciplinary actions and criminal proceedings. All drug related violations by students on campus and at Institution sponsored events off campus may be handled under procedures outlined in the Student Conduct Code. The Institution will take appropriate personnel actions for infractions by employees, up to and including termination. Violations of state and federal laws may be referred to the appropriate authorities.

BULLYING

Montefiore School of Nursing is committed to protecting its' students, employees, and applicants for admission from bullying, harassment, or discrimination for any reason and or any type. The school believes that all students and employees are entitled to a safe, equitable, and harassment-free school experience. Bullying, harassment, or discrimination will not be tolerated and shall be just cause for disciplinary action. This policy shall be interpreted and applied consistently with all applicable state and federal laws. Conduct that constitutes bullying, harassment, or discrimination, as defined herein is prohibited.

I. Definitions

A. "Bullying" means systematically and chronically inflicting physical hurt or psychological distress on one or more students or employees. It is further defined as unwanted purposeful written, verbal, nonverbal, or physical behavior, including but not limited to any threatening, insulting, or dehumanizing gesture, by an employee or student, that has the potential to create an intimidating, hostile, or offensive educational environment or cause long term damage; cause discomfort or humiliation; or unreasonably interfere with the individual's school performance or participation, is carried out repeatedly and is often characterized by an imbalance of power.

Bullying may involve, but is not limited to:

1. unwanted teasing
2. threatening
3. intimidating
4. stalking
5. cyberstalking
6. cyberbullying
7. physical violence
8. theft
9. sexual, religious, or racial harassment
10. public humiliation

B. "Cyberbullying" is defined as the willful and repeated harassment and intimidation of a person through the use of digital technologies, including, but not limited to, email, blogs, texting on cell phones, social websites (e.g., MySpace, Facebook, Twitter, etc.), chat rooms, "sexting", instant messaging.

II. Reporting

Complaints of bullying should be reported immediately to the Assistant Dean, Coordinator of Student Services, or the Dean.

III. Disciplinary Action and Due Process.

Violations of this policy by students are subject to disciplinary action in accordance with School policy as outlined in the Behavior/Code of Conduct section of the Student Handbook. Those accused of such violation will receive due process as outlined in the Behavioral Grievance Policy found in the Student Handbook.

Violations by faculty or staff of the Montefiore School of Nursing will be subject to disciplinary action and due process as outlined in Faculty Handbook or Policy of the Montefiore New Rochelle Hospital.

CRIME INFORMATION

Bias Crimes Information

Generally, a person commits a hate crime when he or she commits a specified offense and is motivated in whole or in part by bias on the part of the offender toward the race, color, national origin, gender, religion, sexual orientation, age (sixty or older), or disability of the victim.

Penalties for bias related crimes range from monetary fines up to a minimum of twenty years in prison, depending on the nature of a specific offense. Specific information regarding hate crime offenses and related penalties may be obtained from article 485 of the New York State Penal Law.

Whenever a member of the college community becomes a victim of a bias related crime, that member shall notify the Montefiore Mount Vernon Hospital Security Department as soon as possible. The Security Department will respond, ascertain information for a report, and make the following notifications as appropriate:

- Local police and Other notifications where warranted.

All reports of bias crimes will be investigated and perpetrators will be subject to administrative discipline consistent with Montefiore Mount Vernon Hospital/School of Nursing policies and procedures as well as criminal prosecution as allowed by law.

The Security Department utilizes the following methods to advise students, faculty and staff about security measures on campus:

- Postings on Student Bulletin Boards on the 3rd floor at the School of Nursing
- Emails as appropriate to the Dean

Sexual Crimes Information - See Title IX Article 129B Policies.

Montefiore School of Nursing is committed to creating a community free from violence. Sexual assault, harassment, dating/domestic violence and stalking as defined by State and Federal law will not be tolerated at School of Nursing supported events or activities, on or off campus. The School of Nursing will take action, as needed, to discourage, prevent, correct and if necessary, discipline behavior that violates this standard of conduct. Such discipline will depend on the nature of the offense and may range from a disciplinary warning up to and including expulsion or dismissal from the school. More detailed information related to disciplinary process and sanctions may be found in the Student Handbook.

Additionally, such offenses may constitute crimes according to Federal and New York State Law and would be subject to criminal prosecution.

Confidentiality is fundamental to all aspects of cases dealing with sexual assault. The names of sexual assault victims shall not be revealed by persons responsible for implementing and enforcing the provisions of this policy, except with the consent of the victim.

General Definition of Terms

Sexual Assault is defined as any sexual contact/ intrusion/ penetration that is absent or without consent by all parties. Examples include, but are not limited to: a) touching breasts or another's genitals without their consent (through clothing or skin to skin contact), b) having sexual contact/ intrusion/ penetration with someone who is incapacitated (one who is incapable of making a rational decision; e.g. from alcohol/drug usage), c) continuing sexual activity after either party has made clear, either verbally or by conduct, that they do not wish to have physical contact.

Dating/Domestic Violence is the intentional use of abusive tactics and physical force in order to obtain and maintain power and control over an intimate partner.

Stalking is defined in general terms as engaging in a course of conduct or repeatedly committing acts towards another person, including following another person without proper authority with either: intent to place the person in reasonable fear of bodily injury, or intent to cause substantial emotional distress to the person.

Applicable Laws & Penalties

New York State laws applicable to sexual assault are found in Article 130 of the New York State Penal Code. The laws provide the legal definitions of sex offenses. One significant element of every sex offense is the lack of consent.

Forcing or coercing someone to have sexual intercourse or engage in other sexual behavior is against the law.

Specifically, in New York State, if a woman has sexual intercourse because she is fearful for her life or her safety, or if she is unable to consent, the behavior of the perpetrator is considered rape. The perpetrator does not need to use a weapon or beat her to make her fearful for her safety. She is considered unable to consent if she is incapacitated or is physically helpless due to drug or alcohol consumption, is mentally incompetent, is asleep, or is less than 17 years of age. If a female has intercourse under these circumstances, it is rape. Forcing or coercing a man or a woman to engage in any sexual experience other than sexual intercourse under the circumstances mentioned above is considered sexual abuse. In part, the law defines various offenses and applicable penalties as follows:

Sexual Misconduct, a class A misdemeanor, up to 1 year imprisonment

Rape in the Third Degree, a class E felony, up to 3 years imprisonment

Rape in the Second Degree, a class D felony, up to 19 years imprisonment

Rape in the First Degree, a class B felony, up to 25 years imprisonment

Sodomy in the Third Degree, a class E felony, up to 3 years imprisonment

Sodomy in the Second Degree, a class D felony, up to 10 years imprisonment

Sodomy in the First Degree, a class B felony, up to 25 years imprisonment

Sexual Abuse in the Second Degree, a class A misdemeanor, up to 1 year imprisonment

Sexual Abuse in the First Degree, a class D felony, up to 10 years imprisonment

Stalking in the Fourth Degree, a class B misdemeanor, up to 6 months imprisonment and a fine.

Stalking in the Third Degree, a class A misdemeanor.

Stalking in the Second Degree, a class E Felony.

Stalking in the First Degree, a class D Felony.

Sexual Assault - See Title IX Article 129B Policies.

Allegations of sexual assault or rape should be reported to the Police by dialing 911 or Hospital/School Security at extension 6314. A member of security and/or faculty will meet with you confidentially and will pursue formal disciplinary action only with your consent. Both the accused and the accuser are entitled to the same opportunities to have others present during such proceedings, and both the accused and accuser are informed of the outcome of such proceedings.

Victims of a sex offense will also be informed of their option to notify either Security or the Police, and will be assisted by security personnel in notifying the police if desired.

If You Have Been Sexually Assaulted

- Go to a safe place. Call someone you trust for support. Sexual Assault Crisis Line Counselors are available 24 hours a day. To be automatically connected with 24-hour rape hotline, please call (914) 345-9111.
- Help preserve evidence. Don't change anything about the scene where the assault occurred. Don't wash any part of your body, comb your hair or change clothes.
- Get medical attention as soon as possible. A medical examination is important to detect injury and for possible protection against a sexually transmitted disease or pregnancy.
- Think about reporting the assault to the police. Telling the police does not mean that you have to prosecute (go to trial).
- If you do want to prosecute, it is essential to have a rape exam at a hospital emergency room soon after the assault. To increase your options later, this exam is recommended, even if you are unsure about prosecution.
- Following a sexual assault, you may feel shock, embarrassment, shame, guilt, disbelief, anger, anxiety or nothing at all. These are all normal reactions to a violent crime.
- Remember, IT IS NOT YOUR FAULT.
- Sometimes months or even years after an assault, survivors re-experience feelings they had immediately following the attack. Counseling or support groups may help at these times.
- You may be eligible for compensation of medical costs or losses incurred as a result of a sexual assault. In order to receive assistance, contact Victims Assistance Services at 914-345-3113 or 1-855-827-2255.
- Decisions made after a sexual assault are difficult; there are no right answers, only what is right for you. Get the support you deserve.

Victims Rights

1. Victims have the right to choose counseling and medical treatment and to prosecute and report their case through the court system. They have the right to refuse all these options without reproach from any school personnel.
2. Victims have the right to be treated with dignity and seriousness by school personnel.
3. Victims of crimes against an individual have the right to be reasonably free from intimidation and harm.
4. School personnel are encouraged to inform all victims that:

- Victims are not responsible for crimes committed against them
- Victims are not negligent and do not assume the risk of crime
- Victims should always report their crime, despite the possibility of adverse publicity for the university
- Victims will be made aware of appropriate student services, including counseling
- Victims are entitled to the same support opportunities available to the accused in a school disciplinary proceeding
- The victim has the right to information regarding the status of his/her case

Substance Abuse and Sexual Assault

Some Basic Facts on the criminal use of sedating substances to facilitate sexual assault:

For centuries alcohol has been used to facilitate sexual assault. Today it remains the substance most frequently associated with date rape, and the most accessible sedating substance. Other sedating drugs are increasingly being misused to commit sexual assault by spiking victims' beverages. These are referred to by a number of street names of which you should be aware. These include Liquid Ecstasy, Liquid X, Grievous Bodily Harm and Easy Lay for GHB, and Special K for ketamine. Common street names for Rohypnol include Roofies, Roachies, La Rocha and the forget pill.

How to reduce the risk of being drugged and sexually assaulted:

- Do not leave beverages unattended.
- Do not take any beverages, including alcohol, from someone you do not know well and trust.
- At a bar or club, accept drinks only from the bartender or server.
- At parties, do not accept open-container drinks from anyone.
- Be alert to the behavior of friends and ask them to watch out for you. Anyone extremely intoxicated after consuming only a small amount of alcohol may be in danger.
- Limit alcohol consumption so you are better able to assess your surroundings and eat substantive food before drinking to help curb its sedating effects.
- When drinking in social settings, make arrangements with a friend so that you can leave together.

Most importantly, remember that whether you follow these tips or not, if someone sexually assaults you, it is not your fault. You are never to blame for someone else's actions.

Precautions

Even the best self-defense program cannot completely prevent sexual assault.

Be aware that everyone is a potential victim of sexual assault. The most vulnerable target is a woman alone. It is a myth that assault is provoked by a woman's dress or mannerisms. Opportunity and vulnerability are the key factors. Over 80 percent of all sexual assaults are committed by an acquaintance of the victim, but almost half of these victims tell no one about the attack. Many attacks begin with casual conversation. If your gut-level response to a stranger or friend is uneasiness, try and get out of the situation as quickly as possible, even if it means being rude or making a scene. The keys to prevention are awareness, trusting your intuition, and assertive behavior. Take the time to think ahead what you might do in the event of an attack.

The following tips are designed to increase your awareness of personal safety and to encourage you to think ahead about how you would react if assaulted:

- Be alert to your surroundings
 - Know your route and stay in well-lighted areas.
 - Walk confidently. Walk with other people whenever possible.
 - Consider carrying a whistle on your key chain and use it if you find yourself in danger.
 - Know the locations of public and blue light telephones, and keep change handy.

- If you are walking alone, don't use headphones; they distract you and prevent you from being alert.
- If you travel by car
 - Always keep your car locked, while you are riding and when it is parked.
 - When returning to your car, do so with your keys in your hand.
 - Check the back seat before you get in.
 - After you get in, re-lock the car immediately and keep the windows up.
 - Do not stop to assist stalled drivers. Drive on and call the police. Do not accept assistance if your car is stalled. Tell anyone who offers help to call the police.
 - Do not pick up hitchhikers.
- If you travel by bus
 - Go to the bus stop with other people whenever possible, particularly at night.
 - Don't accept rides from strangers.
- If you feel you are being followed
 - Walk to the nearest occupied or well-lighted building, not to your car or a bus stop. If on campus, contact security for assistance; if off-campus, call the police. Note the appearance of the person or persons; note the license plate number of the car. Your personal safety should come before the security of belongings, such as books, bags, etc. When in doubt, leave them behind.
- If you feel threatened
 - Shout "Leave me alone." Others may hear you and/or the potential criminal may be frightened away.
 - Trust your instincts. If you feel in danger, you probably are; don't be embarrassed to seek assistance.
- At home, keep the doors and windows locked. Ask repair, service or delivery persons for identification or have them wait outside while you call to verify their employment.
- Learn to defend yourself.
- Teach children about the potential for sexual assault and what to do if they are ever approached inappropriately. Children should be told that they are never responsible for sexual assault and to tell a trusted adult if an assault should ever occur.
- Report all incidents to Security if on campus, to the police if off campus.

Sexual Harassment

Sexual harassment includes any unwanted verbal or physical sexual advances, requests for sexual favors, sexually explicit derogatory remarks, and sexually discriminating remarks which are offensive or objectionable to the person at whom they are directed or which cause a person discomfort or humiliation.

Sexual harassment can be as subtle as a look or as blatant as rape. Women are most often, though not solely, its victims.

Verbal harassment may include "humor" or "jokes" about women, sex, or sexual orientation, or remarks connecting a person's sex with intellectual or academic abilities. Whether verbal or physical, sexual harassment is an act of aggression. It is a violation of both federal (Section 703 of the Civil Rights Act of 1964 and Title IX Education Amendments of 1972) and New York State Human Rights law. Verbal harassment may include: sexual innuendos and comments and sexual remarks about clothing, body, or sexual activities; suggestive or insulting sounds; sexual propositions, invitations or other pressure for sex ("My office hours are limited. Why don't you come by my house, or we can have dinner, and get to know each other better in privacy."); implied or

overt threats (“It’s simple; if you want to pass the course, you have to be nice to me and sex is the nicest thing I can think of. It’s up to you.”)

Physical harassment may include: patting, pinching or other inappropriate touching or feeling; brushing against the body; attempted or actual kissing or fondling; coerced sexual intercourse. Other kinds of sexual harassment may include: leering or ogling (for example, an advisor who meets with a student and stares at her breasts); obscene gestures. If you feel you are being sexually harassed at The Montefiore School of Nursing, you may request help from several sources: **School Personnel** Allegations of sexual harassment should be reported to the School’s Dean extension 6220 or your faculty advisor.

TITLE IX - Article 129-B Policies

This section of the Montefiore School of Nursing (MSON) Handbook states policies related to Article 129-B, an Act to amend the education law, in relation to sexual assault, dating violence, domestic violence, and stalking prevention. These policies are part of the MSON Code of Conduct. The provisions of this Policy shall apply regardless of whether the violation occurs on campus or off campus. Title IX Coordinator is Theresa Forget, tforget@montefiore.org or 914-365-4300. If the student needs to speak with Ms. Forget after office hours, the student may contact Security at 914-361-6009 or 6314 and Security will contact Ms. Forget who will then contact the student.

Definition of Terms

"Bystander" shall mean a person who observes a crime, impending crime, conflict, potentially violent or violent behavior, or conduct that is in violation of rules or policies of an institution.

"Code of conduct" shall mean the written policies adopted by an institution governing student behavior, rights, and responsibilities while such student is matriculated in the institution.

"Accused" shall mean a person accused of a violation who has not yet entered an institution's judicial or conduct process.

"Respondent" shall mean a person accused of a violation who has entered an institution's judicial or conduct process.

"Reporting individual" shall encompass the terms victim, survivor, complainant, claimant, witness with victim status, or any other individual who makes a report of a violation.

“Sexual act” shall mean

- (a) contact between the penis and the vulva or the penis and the anus, and for purposes of contact involving the penis occurs upon penetration, however slight; (b) contact between the mouth and the penis, the mouth and the vulva, or the mouth and the anus;
- (c) the penetration, however slight, of the anal or genital opening of another by a hand or finger or by any object, with an intent to abuse, humiliate, harass, degrade, or arouse or gratify the sexual desire of any person; or (d) the intentional touching, not through the clothing, of the genitalia of another person with an intent to abuse, humiliate, harass, degrade, or arouse or gratify the sexual desire of any person.

“Sexual Assault” is defined as any sexual contact/ intrusion/ penetration that is absent or without consent by all parties. Examples include, but are not limited to: (a) touching breasts or another’s genitals without their consent (through clothing or skin to skin contact), (b) having sexual contact/ intrusion/ penetration with someone who is incapacitated (one who is incapable of making a rational decision; e.g. from alcohol/drug usage), (c) continuing sexual activity after either party has made clear, either verbally or by conduct, that they do not wish to have physical contact.

“Dating/Domestic Violence” is the intentional use of abusive tactics and physical force in order to obtain and maintain power and control over an intimate partner.

“Stalking” is defined in general terms as engaging in a course of conduct or repeatedly committing acts towards another person, including following another person without proper authority with either: intent to place the person in reasonable fear of bodily injury, or intent to cause substantial emotional distress to the person.

“Affirmative Consent to Sexual Activity” is a knowing, voluntary, and mutual decision among all participants to engage in sexual activity. Consent can be given by words or actions, as long as those words or actions create clear permission regarding willingness to engage in the sexual activity. Silence or lack of resistance, in and of itself, does not demonstrate consent. The definition of consent does not vary based upon a participant's sex, sexual orientation, gender identity, or gender expression.

Principles of guidance regarding affirmative consent are as follows:

- a. Consent to any sexual act or prior consensual sexual activity between or with any party does not necessarily constitute consent to any other sexual act.
- b. Consent is required regardless of whether the person initiating the act is under the influence of drugs and/or alcohol.
- c. Consent may be initially given but withdrawn at any time.
- d. Consent cannot be given when a person is incapacitated, which occurs when an individual lacks the ability to knowingly choose to participate in sexual activity. Incapacitation may be caused by the lack of consciousness or being asleep, being involuntarily restrained, or if an individual otherwise cannot consent. Depending on the degree of intoxication, someone who is under the influence of alcohol, drugs, or other intoxicants may be incapacitated and therefore unable to consent.
- e. Consent cannot be given when it is the result of any coercion, intimidation, force, or threat of harm.
- f. When consent is withdrawn or can no longer be given, sexual activity must stop.

Policy for Alcohol and/or Drug Use Amnesty

The health and safety of every student at MSON is of utmost importance. MSON recognizes that students who have been drinking and/or using drugs (whether such use is voluntary or involuntary) at the time that violence, including but not limited to domestic violence, dating violence, stalking, or sexual assault occurs may be hesitant to report such incidents due to fear of potential consequences for their own conduct. MSON strongly encourages students to report domestic violence, dating violence, stalking, or sexual assault to MSON officials. A bystander acting in good faith or a reporting individual acting in good faith that discloses any incident of domestic violence, dating violence, stalking, or sexual assault to MSON's officials or law enforcement will not be subject to MSON's code of conduct action for violations of alcohol and/or drug use policies occurring at or near the time of the commission of the domestic violence, dating violence, stalking, or sexual assault.

Student's Bill of Rights

All students have the right to:

1. Make a report to local law enforcement and/or state police;
2. Have disclosures of domestic violence, dating violence, stalking, and sexual assault treated seriously;
3. Make a decision about whether or not to disclose a crime or violation and participate in the judicial or conduct process and/or criminal justice process.
4. Participate in a process that is fair, impartial, and provides adequate notice and a meaningful opportunity to be heard;
5. Be treated with dignity and to receive from the institution courteous, fair, and respectful health care and counseling services, where available;

6. Be free from any suggestion that the reporting individual is at fault when these crimes and violations are committed, or should have acted in a different manner to avoid such crimes or violations;
7. Describe the incident to as few MSON representatives as practicable and not be required to unnecessarily repeat a description of the incident;
8. Be protected from retaliation by MSON, any student, the accused and/or the respondent, and/or their friends, family and acquaintances within the jurisdiction of MSON;
9. Access to at least one level of appeal of a determination;
10. Be accompanied by an advisor of choice who may assist and advise a reporting individual, accused, or respondent throughout the judicial or conduct process including during all meetings and hearings related to such process; and
11. Exercise civil rights and practice of religion without interference by the investigative, criminal justice, or judicial or conduct process of MSON.

Student Rights

Upon disclosure, an individual has the right to make a report to MSON security, local law enforcement, and/or state police or choose not to report; to report the incident to MSON; to be protected by MSON from retaliation for reporting an incident; and to receive assistance and resources from MSON.

Students also have the right to

- a. Notify campus security, local law enforcement, and/or state police;
- b. Have emergency access to MSON's Title IX Coordinator or other appropriate designated official who has been trained in interviewing victims of sexual assault who shall be available upon disclosure by a reporting individual to provide information regarding options to proceed, and, where applicable, the importance of preserving evidence and obtaining a sexual assault forensic examination as soon as possible, and detailing that the criminal justice process utilizes different standards of proof and evidence and that any questions about whether a specific incident violated the penal law should be addressed to law enforcement or to the district attorney.;
- c. Disclose confidentially the incident to MSON representatives, who may offer confidentiality pursuant to applicable laws and can assist in obtaining services for reporting individuals;
- d. Disclose confidentially the incident and obtain services from the state or local government;
- e. Disclose the incident to MSON representatives who can offer privacy or confidentiality, as appropriate, and can assist in obtaining resources for reporting individuals; licensed mental health counselors, medical providers and pastoral counselors are examples of institution employees who may offer confidentiality. "Privacy" may be offered by an individual when such individual is unable to offer confidentiality under the law but shall still not disclose information learned from a reporting individual or bystander to a crime or incident more than necessary to comply with this and other applicable laws, including informing appropriate institution officials.
- f. File a report of sexual assault, domestic violence, dating violence, and/or stalking and the right to consult the Title IX Coordinator and other appropriate institution representatives for information and assistance. Reports shall be investigated in accordance with institution policy and a reporting individual's identity shall remain private at all times if said reporting individual wishes to maintain privacy;
- g. Disclose, if the accused is an employee of MSON, the incident to MSON Department of Human Resources or the right to request that a confidential or private employee assist in reporting to the Department of Human Resources authority;
- h. Receive assistance from appropriate MSON representatives in initiating legal proceedings in family court or civil court; and
- i. Withdraw a complaint or involvement from the MSON process at any time.

Resources

The MSON Title IX Coordinator is the Director of Human Resources Montefiore New Rochelle Hospital or her designee. Resources for reporting individuals include access to the Title IX Coordinator, Sexual Assault Nurse

Forensic Program (SAFE) nurse examiner, Employee Assistance Program (EAP), Occupational Health, and Emergency Department services. Access to the Title IX Coordinator, Employee Assistance Program, and SAFE program are included in student fees. MSON shall ensure that students have access to a sexual assault forensic examination through the Montefiore Mount Vernon Hospital. Students will be charged for Emergency Department services.

MSON shall assist with academic, housing, transportation, employment, and other reasonable and available accommodations regardless of reporting choices.

Information on sexually transmitted infections, sexual assault forensic examinations, and other resources is available through the New York State Office of Victim Services. The website address is <https://ovs.ny.gov>

No Contact Order

When the accused or respondent is a student, reporting individuals may request that MSON issue a “no contact order” consistent with policies and procedures, whereby continued intentional contact with the reporting individual would be a violation of MSON policy subject to additional conduct charges. If the accused or respondent and a reporting individual observe each other in a public place, it shall be the responsibility of the accused or respondent to leave the area immediately and without directly contacting the reporting individual.

Prompt Review

Both the Accused or Respondent and the Reporting Individual shall, upon request and consistent with MSON policies and procedures, be afforded a prompt review, reasonable under the circumstances, of the need for and terms of a no contact order, including potential modification, and shall be allowed to submit evidence in support of his or her request. MSON will establish an appropriate schedule for the Accused and Respondents to access applicable MSON buildings and property at a time when such buildings and property are not being accessed by the Reporting Individual.

The Reporting Individual will be assisted by MSON's security officers, if applicable, or other officials in obtaining an order of protection, and have an opportunity to meet or speak with a MSON representative, or other appropriate individual, who can explain the order and answer questions about it, including information from the order about the Accused's responsibility to stay away from the protected person or persons;

Both the Accused or Respondent and the Reporting Individual shall receive an explanation of the consequences for violating these orders, including but not limited to arrest, additional conduct charges, and interim suspension. They shall also receive assistance from MSON security in effecting an arrest through local law enforcement when an individual violates an order of protection. When the Accused or Respondent is a student determined to present a continuing threat to the health and safety of the community, MSON may subject the Accused or Respondent to interim suspension pending the outcome of a judicial or conduct process under MSON's policies and procedures. Both the Accused or Respondent and the Reporting Individual shall, upon request and consistent with the MSON's policies and procedures, be afforded a prompt review, reasonable under the circumstances, of the need for and terms of an interim suspension, including potential modification, and shall be allowed to submit evidence in support of his or her request.

A Reporting Individual, the Accused and/or Respondent shall, upon request and consistent with MSON policies, be afforded a prompt review of the need for and terms of any reasonable and available interim measures and accommodations that effect a change in academic, housing, employment, transportation or other applicable arrangements in order to help ensure safety, prevent retaliation and avoid an ongoing hostile environment, that directly affects him or her, and shall be allowed to submit evidence in support of his or her request.

Judicial Proceedings

MSON shall ensure that every student be afforded the following rights:

a. The right to request that student conduct charges be filed against the Accused. This request shall be initiated with the Title IX Coordinator. Upon the request of the Title IX Coordinator, an investigation will be conducted by the Coordinator of Student Services and the Director of Security.

b. the right to a process in all student judicial or conduct cases, where a student is accused of sexual assault, domestic violence, dating violence, stalking, or sexual activity that may otherwise violate the MSON's code of conduct, that includes, at a minimum:

(i) notice of the date, time, location and factual allegations concerning the violation, a reference to the specific code of conduct provisions alleged to have been violated, and possible sanctions;

(ii) an opportunity to offer evidence during an investigation, and to present evidence and testimony at a hearing with the Assistant Dean, one full-time faculty, and one adjunct (part-time) faculty member and have access to a full and fair record of any such hearing, which shall be preserved and maintained for at least five years from such a hearing and may include a transcript, recording or other appropriate record; and

(iii) access to at least one level of appeal of a determination before a panel, which will include the Dean and Vice-President, Executive Director of Montefiore New Rochelle. In order to effectuate an appeal, a respondent and reporting individual in such cases shall receive written notice of the findings of fact, the decision and the sanction, if any, as well as the rationale for the decision and sanction. In such cases, any rights provided to a Reporting Individual must be similarly provided to a Respondent and any rights provided to a Respondent must be similarly provided to a Reporting Individual.

c. Throughout proceedings involving an accusation of sexual assault, domestic violence, dating violence, stalking, or sexual activity that may otherwise violate MSON's code of conduct, the Respondent, Accused, and Reporting Individual shall have the right to be accompanied by an advisor of choice who may assist and advise them throughout the judicial or conduct process including during all meetings and hearings related to such process. The advisor may speak to the person whom he or she is advising, but may not speak on behalf of that person or participate in any other way in the proceedings.

d. To a prompt response to any complaint and to have the complaint investigated and adjudicated in an impartial, timely, and thorough manner by property trained individuals.

e. To an investigation and process that is fair, impartial and provides a meaningful opportunity to be heard, and that is not conducted by individuals with a conflict of interest.

f. To have the MSON's judicial or conduct process run concurrently with a criminal justice investigation and proceeding, except for temporary delays as requested by external municipal entities while law enforcement gathers evidence. Temporary delays should not last more than ten days except when law enforcement specifically requests and justifies a longer delay.

g. To review and present available evidence in the case file, or otherwise in the possession or control of the MSON, and relevant to the conduct case, consistent with MSON policies and procedures.

h. To exclude their own prior sexual history with persons other than the other party in the judicial or conduct process or their own mental health diagnosis and/or treatment from admittance in the MSON disciplinary stage that determines responsibility. Past findings of domestic violence, dating violence, stalking, or sexual assault may be admissible in the disciplinary stage that determines sanction.

i. To receive written or electronic notice, provided in advance pursuant to MSON policy and reasonable under the circumstances, of any meeting they are required to or are eligible to attend, of the specific rule, rules or laws alleged to have been violated and in what manner, and the sanction or sanctions that may be imposed on the Respondent based upon the outcome of the judicial or conduct process, at which time the designated hearing or investigatory officer or panel shall provide a written statement detailing the factual findings supporting the determination and the rationale for the sanction imposed.

j. To make an impact statement during the point of the proceeding where the decision maker is deliberating on appropriate sanctions.

k. To simultaneous (among the parties) written or electronic notification of the outcome of a judicial or conduct process, including the sanction or sanctions.

- l. To be informed of the sanction or sanctions that may be imposed on the respondent based upon the outcome of the judicial or conduct process and the rationale for the actual sanction imposed.
- m. To choose whether to disclose or discuss the outcome of a conduct or judicial process.
- n. To have all information obtained during the course of the conduct or judicial process be protected from public release until the appeals panel makes a final determination unless otherwise required by law.

The standard of evidence used in adjudication of these cases will be preponderance of evidence. Possible sanctions if a student is found responsible for violation of the code of conduct, with regards to sexual misconduct include disciplinary sanctions including suspension or expulsion.

For crimes of violence, including, but not limited to sexual violence, MSON shall make a notation on the transcript of students found responsible after a conduct process that they were "suspended after a finding of responsibility for a code of conduct violation" or "expelled after a finding of responsibility for a code of conduct violation." For a Respondent who withdraws from the MSON while such conduct charges are pending, and declines to complete the disciplinary process, MSONs shall make a notation on the transcript of such students that they "withdrew with conduct charges pending." In cases of suspension, these transcript notations will be removed one year after conclusion of the suspension. Notations for expulsion shall not be removed. If a finding of responsibility is vacated for any reason, any such transcript notation shall be removed.

Options for Confidential Disclosure

MSON offices and employees who cannot guarantee confidentiality will maintain your privacy to the greatest extent possible. The information you provide to a non-confidential resource will be relayed only as necessary for the Title IX Coordinator to investigate and/or seek a resolution.

Professional counselors, medical providers, and clergy, including Employee Assistance Counselors, may offer confidentiality with regard to domestic violence, dating violence, stalking, or sexual assault. If a reporting individual discloses an incident to an MSON employee who is responsible for responding to or reporting domestic violence, dating violence, stalking, or sexual assault but wishes to maintain confidentiality or does not consent to MSON's request to initiate an investigation, the Title IX Coordinator will weigh the request against MSON's obligation to provide a safe, non-discriminatory environment for all members of its community.

MSON is not obligated to begin an investigation based on information disclosed through a public awareness event such as a candlelight vigil, protest, or other public event. MSON may use the information provided at such an event to inform its efforts for additional education and prevention efforts.

To disclose *confidentially* the incident and obtain services from the New York State, New York City or county hotlines: <http://www.suny.edu/violence-response/> Please refer to table below regarding information about existing and available methods to anonymously disclose on confidential hotlines provided by New York state agencies and not-for-profit entities:

NAME	PHONE NUMBER	WEBSITE
Safe Horizon Domestic Violence Rape & Sexual Assault Stalking	Domestic Violence Hotline: 800-621-HOPE (4673) Crime Victims Hotline: 866-689-HELP (4357) Rape & Sexual Assault Hotline: 212-227-3000	www.safehorizon.org
Office for the Prevention of Domestic Violence - New York	NY State Hotline 800-942-6906	www.opdv.ny.gov

State Domestic and Sexual Violence	NY City Domestic and Violence Hotline (800) 621-HOPE (4673)	
Westchester Government Rape & Sexual Assault Teen Dating Violence Domestic Violence Stalking	Family Helpline/Hotline Weekdays 9am – 5pm (914) 995-5972 Weekend & After Hours (914) 995-2099	www.women.westchestergov.com
Hopes Doors Domestic Violence, Emergency Shelter, Support and Counseling, Referrals for Assistance.	Crisis Hotline 1-888-438-8700	www.hopesdoorny.org
My Sister's Place Domestic Violence, Emergency Shelter, Support and Counseling, Legal Services.	800-298-SAFE (7233)	www.mspny.org
Pace Women's Justice Center Legal Assistance, Emergency Orders of Protection	Legal Advise Hotline (914) 287-0739	www.law.pace.edu/wjc
Westchester Community Opportunity Program (WESTCOP)/Victims Assistance Services (VAS) Domestic or dating violence, rape or sexual assault, stalking, bullying (including cyber-bullying), harassment and hate crimes.	(914) 592-5600 VAS - 855-827-2255	www.westcop.org
The Samaritans Helping People in Crisis (Mostly Suicide)	Completely Confidential Hotline 212-673-3000	http://samaritansnyc.org/
National Hotlines	National Domestic Violence Hotline 800-799-7233 National Sexual Assault Hotline 800-656-4673	www.victimsofcrime.org/

Information regarding MSON crime reporting and MSON's annual security report may be found on Moodlerooms under Student Services/Safety and Security and the school's statistics may be found online at <http://ope.ed.gov/campussafety/#/>

MSON is obligated to issue timely warnings of crimes enumerated in the Clery Act occurring within relevant geography that represent a serious or continuing threat to students and employees, except in those circumstances where issuing such a warning may compromise current law enforcement. Warnings will be issued through Everbridge mass notification system.

The Family Educational Rights and Privacy Act, 20 U.S.C. 1232g, allows MSON to share information with parents when there is a health or safety emergency, or when the student is a dependent on either parent's prior year federal income tax return; and that generally, MSON shall not share information about a report of domestic violence, dating violence, stalking, or sexual assault with parents without the permission of the reporting individual. MSON may take proactive steps, such as training or awareness efforts, to combat domestic violence, dating violence, stalking or sexual assault in a general way that does not identify those who disclose or the information disclosed. If MSON determines that an investigation is required, it shall notify the reporting individuals and take immediate action as necessary to protect and assist them.

MSON shall seek consent from reporting individuals prior to conducting an investigation. Declining to consent to an investigation shall be honored unless MSON determines in good faith that failure to investigate does not adequately mitigate a potential risk of harm to the reporting individual or other members of the community. Honoring such a request may limit the MSON's ability to meaningfully investigate and pursue conduct action against an accused individual. Factors used to determine whether to honor such a request include, but are not limited to:

- a. Whether the accused has a history of violent behavior or is a repeat offender;
- b. Whether the incident represents escalation in unlawful conduct on behalf of the accused from previously noted behavior;
- c. The increased risk that the accused will commit additional acts of violence;
- d. Whether the Accused used a weapon or force;
- e. Whether the Reporting Individual is a minor; and
- f. Whether MSON possesses other means to obtain evidence such as security footage, and whether available information reveals a pattern of perpetration at a given location or by a particular group.

Student Onboarding

All new first-year and transfer students shall, receive training on the MSON's Code of Conduct and student's rights with respect to sexual and interpersonal violence, the dangers of drug and alcohol use, involuntary consumption of incapacitating drugs and the danger of mislabeled drugs and alcohol, the importance of communication with trusted friends and family whether on campus or off campus, and the availability of MSON officials who can answer general or specific questions about risk reduction; and consequences and sanctions for individuals who commit these crimes and code of conduct violations.

APPENDIX A

END OF PROGRAM STUDENT LEARNING OUTCOMES

Upon completion of the Montefiore School of Nursing Associate Degree Program the graduate will:

1. Communicate effectively with clients, colleagues, intraprofessional, and interprofessional health team members through caring modalities and advanced information and communication technologies;
2. Apply critical thinking skills and demonstrate intellectual curiosity, critical reasoning, problem solving skills, and creativity through utilization of the nursing process when delivering client centered care;
3. Practice culturally competent, holistic client centered care to a variety of individuals, families, and communities;
4. Apply leadership concepts, principles of advocacy and decision making in the provision of quality client care, healthcare team coordination and accountability for delivery of care in a variety of settings;
5. Accept responsibility and accountability for personal and professional behavior and the ethical, legal and professional standards of the discipline of Nursing;
6. Apply knowledge and experience in identifying client needs that will direct clinical judgments and actions resulting in optimal client outcomes and minimize the risk of harm through system effectiveness and individual performance;
7. Prioritize and delegate nursing care, incorporating knowledge of growth and development, population health, health promotion, and disease prevention to achieve optimal health outcomes;
8. Evaluate alterations in physiological, psychological, and psychosocial integrity in order to provide safe and effective nursing care to clients and their families.

APPENDIX B

Grading Criteria for Clinical Evaluations:

- 4 Criterion met consistently and independently. Is consistent in safe performance and student demonstrates clinical preparation.
- 3 Criterion met in a safe manner. Needs average guidance to organize and deliver care.
- 2 Criterion met at minimum level. Needs guidance, structure, prompting, and direction to meet criterion successfully.
- 1 Criterion not met as behavior/skill was either not demonstrated correctly or student did not perform despite the opportunity to do so. Does not perform the behavior or skill consistently. Requires maximum assistance to function. Is unsafe/does not meet required agency, regulatory, nursing standards when functioning in the clinical area. Uses poor judgment & is consistently unprepared for clinical experiences.

Nursing 4 Students are expected to score a 3.25 or higher to pass clinical.

Nursing 3 Students are expected to score a 2.75 or higher to pass clinical.

Nursing 2 Students are expected to score a 2.25 or higher to pass clinical.

Nursing 1 Students are expected to score a 1.75 or higher to pass clinical.

APPENDIX C



Patient Information Confidentiality Agreement for All Users

Name: _____

Position: _____

Confidentiality Agreement/Computer Access Agreement:

I recognize that, in the course of performing services at Montefiore, I may gain access to Montefiore patient information, which is protected by federal and state law and by Montefiore Administrative Policies and Procedures.

I may be assigned a unique computer identification number and instructed to develop a personal password so that I may access Montefiore electronic medical record systems. In order to receive an identification number and password, I will be required to complete training in the use and responsibilities of the Montefiore electronic medical record systems. I understand that my access identifiers are the equivalent of my legal signature and I will take all reasonable and necessary precautions to protect them in order to maintain confidentiality of patient information stored in Montefiore electronic medical record systems, I agree that:

- I will keep confidential all patient information to which I gain access whether in the direct provision of care or otherwise.
- I will access and use patient information only on a "need to know" basis as necessary for the provision of patient services and/or hospital operations.
- I will disclose patient information only to the extent authorized and necessary to perform my job responsibilities.
- I will not discuss patient information in public places or outside of work.
- It is my obligation and responsibility to ensure the confidentiality of all patient information.
- I will keep my computer identification number and passwords confidential and will not share them with anyone for any reason. I understand that I will be responsible for all transactions performed using my access identifiers.
- I will not attempt to access information in the system using a user ID and password other than my own.
- I will not leave an in-hospital or remote computer terminal unattended without first logging off.
- I will take all reasonable and necessary precautions to ensure both in-hospital and remote terminals are protected from unauthorized access.
- I will contact security administration (718-920-4554) immediately if I have reason to believe that my computer identification number or password has been revealed for any system or if I suspect any unauthorized access to patient information.
- I will inform Montefiore's security administration (718-920-4554) if I leave my current employment so that my access to all Montefiore electronic medical record systems will be deactivated.

It is my responsibility to maintain the confidentiality of Montefiore's patient information even when I am no longer a member of Montefiore's workforce or no longer permitted access to the Montefiore information systems.

I understand that Montefiore will use my identification number and/or password to monitor Montefiore electronic medical record systems by means of patient and user-specific audit trails and that my use of the systems may be audited at any time. It is my obligation and responsibility to protect my unique user identification number and password from improper use, and not to do so is a breach of Montefiore policy, which will result in disciplinary action including possible loss of access to the Montefiore electronic medical record systems and/or dismissal.

Signature: _____

Date: _____

Date revised October 2017

INDEX

Academic Advisement	6	Grievance Committee Procedure	19
Academic Calendar	3	Grievance Procedure	19
Academic Code of Conduct	6	Health Counseling & Guidance	23
Academic Honesty	6	Health Records	7
Academic Integrity	6	Health Services	7
Academic Support	7	Identification Badge	15
Access	5	Incident Reporting	12
Administrative Hours	5	Liability	22
Allscripts & EPIC Training	20	Library / Resource Center	22
Assignments, Clinical	20	Licensure	8
Attire, Clinical	20	National Student Nurses' Assn.	24
Attire, Lab	21	Nursing Skills Laboratory	9
Attire, Behavioral Health Units	21	Order of Protection	13
Auditorium	9	Parking in Mt. Vernon	9
Behavior/Code of Conduct	15	Particulate Mask	22
Behavioral Grievance Policy	18	Pull-Outs	21
Behavioral Sanctions	16	Records	14
Bullying	27	Recruitment	24
Cancellation of Classes	5	References	14
Credit Cards	6	Registration for Mass Notification System	12
Crime Information	11 & 28	Reporting Crimes and Emergencies	12
Class Organizations & Officers	24	Restrooms	10
Classrooms	9	Safety Officer	12
Code of Ethics	5	Safety Precautions	25
Codes / Fire	11	School Committees	24
Comprehensive Emergency Management Plan	26	Security	13
Computer Lab	23	Smoking	20
Constitution & Citizenship Day	25	Social Networks	15
Definitions of Grievance Terminology	18	Status Change	20
Discrimination	17	Student Council	25
Documentation	14	Student Lounge	9
Dress Code	14	Study Areas	10
Drug & Alcohol Abuse Preventions	24	Student Bill of Rights	8
Drug & Alcohol Use	17	Substance Abuse	17&26
Eating Facilities	9	Telephones	10
Evaluations	21	Timely Warnings and Emergency Notifications	26
Faculty & Staff Roster	4	Title IX Coordinator Contact Information	4 & 33
Faculty Hours	9	Transcripts	14
Faculty Mailboxes	14	Transportation	10
Graduation & Pinning	24	Voice Mail	8
		Weapons	20