

Mercer County Community College Physical Therapist Assistant Program

Clinical Education Disciplinary Policy

Although it is presumed that all medical laboratory technology, nursing, physical therapist assistant, and radiography student/learners exercise maturity and sound judgment in the process of becoming productive members of the health care community, there are occasions when it becomes necessary to address matters of conduct and discipline. In the event that disciplinary action becomes necessary, the program faculty will exercise fairness, utilizing progressive discipline when possible.

The type of disciplinary action taken will depend on the seriousness and nature of the offense, and the student/learner's history of problems.

Disciplinary action may include one or more of the following:

1. Verbal counseling when the infraction is relatively minor or a first offense.
2. Written warning which may become part of the student/learner's permanent file when verbal counseling fails to achieve the desired change in behavior.
3. Removal from the clinical site when previous disciplinary actions fail to produce desired changes in behavior, or conduct presents a danger to self and others.

Remember, the aim is to promote those behaviors, which best serve the needs of patients, the health care institution and the community.

THE FOLLOWING ARE CONSIDERED JUST CAUSE FOR DISMISSAL FROM CLINICAL EDUCATION:

- Unprofessional or unethical behavior on the part of the student/learner in accordance with professional guidelines or Code of Ethics as defined by the profession
- Failure on the part of the student/learner to meet any necessary academic requirements
- Criminal activity within the clinical site or hospital
- Use of alcohol, drugs or other toxic or foreign agents, which tend to limit or adversely affect the student/learner's duties and responsibilities
- Any behavior which violated a hospital/clinical site regulation and/or resulting in denial by the hospital/clinical site of clinical privileges
- Action which knowingly endangers the health or well being of the student/learner, a fellow student/learner, patient or hospital personnel or visitor
- Vandalism or abuse of clinical equipment

When a student/learner is removed from a clinical education site, he or she may be dismissed from the education program.

Due Process and Grievance Procedure

Please refer to the college's student handbook for an explanation of student due process procedures. The procedures applicable to campus activities are also applicable to medical laboratory technology, nursing, physical therapist assistant, and radiography program clinical education.

Disciplinary Action Form

Program of Study: Medical Laboratory Technology, Nursing, Physical Therapist Assistant, Radiography

Student/Learner: _____

Faculty Member: _____

Meeting Date: _____

Nature of offense: _____

Written Warning:

This offense was originally discussed with you on _____. Recommended changes in behaviors or actions have not been demonstrated.

This copy serves as your written notice that the desired effect has not yet been achieved. Failure to produce the agreed upon change(s) within _____ will result in your removal from the clinical education site.

Student/learner Name: _____

Faculty Member: _____

Notice Date: _____

A copy of this page is to be retained by both the student/learner and the Program Coordinator or his or her designee.